



ASSAM SKILL UNIVERSITY PROJECT

Guwahati Office: 3rd Floor, DECT Office Complex, Rehabari, Guwahati – 781008

No. ASDM/ASUP/38/2022/250

Dated: 31.08.2025

To

Mr. Praveen Manikpuri
Senior Project Officer, ADB
Asian Development Bank

Subject: Endorsing the Semi-Annual Social Monitoring Report, February 2025 – July 2025 of Assam Skill University Project (Project no.: 53277 - 002)

Dear Sir,

With reference to the subject above, the Semi-Annual Social Monitoring report for the reporting period of February 2025 – July 2025 is submitted herewith.

We hereby express our endorsement of the Semi-Annual Social Monitoring report (February 2025 – July 2025) of the Assam Skill University Project.

Yours faithfully

(Himalay Sarma)
Deputy Project Director (DPD)
Assam Skill University Project (ASUP)
Dated: 31.08.2025

Memo no. ASDM/ASUP/38/2022/250 – A

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Semi-Annual Social Monitoring Report (SSMR)

**Executing Agency: Skill, Employment and
Entrepreneurship Department (SEED) Government of
Assam**

**IND: Assam Skill University Project, Loan No.:4166 IND,
Project Number: 53277 - 002**

Reporting Period: February 2025 – July 2025



Asian Development Bank

ABBREVIATIONS

ABBREVIATION	FULL FORM
ADB	Asian Development Bank
ASU	Assam Skill University
ASDM	Assam Skill Development Mission
ASUP	Assam Skill University Project
CSQA	Construction Supervision and Quality Assurance
EA	Executing Agency
FY	Fiscal Year
GER	Gross Enrollment Ratio
GoA	Government of Assam
GoI	Government of India
GRO	Grievance Redressal Officer
GRC	Grievance Redressal Committee
GRM	Grievance Redress Mechanism
IA	Implementing Agency
IP	Indigenous People
IPP	Indigenous People's Plan
IR	Involuntary Resettlement
NSQF	National Skills Qualification Framework
PD	Project Director
PMC	Project Management Consultant
PMU	Project Management Unit
PSC	Project Steering Committee
PTM	Project Technical Manager
R&D	Research and Development
SEED	Skill, Employment and Entrepreneurship Department
SPS	Safeguard Policy Statement
TVET	Technical and Vocational Education and Training

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1. Introduction

The project will assist the Government of Assam in strengthening its skills education and training system to ensure decent employment for all and accelerate sustainable and inclusive infrastructure and industrial development. It will create pathways for skills progression and mobility between technical and vocational education and training (TVET) and higher education through the establishment of a skill university, and will raise skill levels to enhance the productivity and competitiveness of industries in Assam. The project will enhance skills and employability of youth and adults, especially women and those from disadvantaged groups, and improve their prospect of getting higher-paying, decent jobs. The project will form part of the strategic engagement of the Asian Development Bank (ADB) with the Government of Assam for economic corridor development, environmental sustainability, and climate change.

The project is aligned with the following impacts: decent employment for all ensured and inclusive of sustainable infrastructure and industrial development accelerated. The project will have the following outcome: industry-aligned and flexible skills education and training system strengthened in Assam. The project will have five outputs:

Output 1: University management and operating systems, business models, and faculty development and management systems developed. For sustainable operation of ASU, the project will support the development of ASU's (i) management and operating systems; (ii) leadership and management skills; (iii) student service systems and programs; (iv) business and financial models for skills education and training programs, applied R&D, and other services; (v) faculty recruitment, professional development, and performance appraisal and incentive systems; and (vi) digital campus platform, including systems for building and facility management; teaching and learning management; labor market intelligence; technology-enabled learning (e.g., simulation, augmented reality, and virtual reality); and online education. A framework of credits and pathways for skills education and training programs, including the recognition of prior learning, will be developed. Strategies to recruit, support, and retain female students, faculty, and staff, as well as those from disadvantaged groups, will also be prepared.

Output 2: Environmentally sustainable and climate-resilient university campus and facilities developed. The project will support the design and construction of environmentally sustainable and climate-resilient ASU campus and facilities equipped with state-of-the-art technologies. ASU campus and facilities will comply with green building standards and adopt energy-and water-saving systems and climate adaptation measures. A sustainable campus and facility management strategy will be developed to reduce emissions and enhance energy efficiency. Features to address the needs of females and disadvantaged groups will be incorporated in the design of the ASU campus and facilities. The campus will be operational from main campus Mangaldoi on December, 2025.

Output 3: Industry-aligned and flexible skills education and training programs designed and

delivered. The project will support, in collaboration with internationally and nationally renowned institutions and industries, the establishment of skills education and training programs at NSQF level 4 and above (certificate, diploma, advance diploma, bachelor of vocation degree, post-graduate diploma, master of vocation degree, and doctor of philosophy degree) at ASU for dropouts and graduates from senior secondary education, ITIs, polytechnics, engineering colleges, and universities, as well as professionals and working age population. These programs will integrate modules on environmental sustainability and climate change, and entrepreneurship. The delivery of skills education and training programs will start in 2023, ahead of the ASU campus opening, using online and off-campus modalities. The project will also support the development of (i) career development programs and services, including those for female students and those from disadvantaged backgrounds; (ii) programs to develop soft skills such as communication and collaboration, and foreign language skills; and (iii) continuing education programs, including micro and alternative credential programs and customized programs for industry partners.

Output 4: Capacity to manage and support entrepreneurship, applied research and development, and technology transfer developed. The project will support the establishment of a faculty of entrepreneurship and innovation, which will (i) develop and manage networks of industry partners, alumni, business support, and funding organizations through an office of industry engagement and commercial ventures; (ii) provide support for the other faculties to deliver entrepreneurship education and support; (iii) manage incubator facilities and programs; manage joint and contract R&D, consultancy, and technology transfer for industry partners; and (v) provide support for the other faculties to develop, manage, and operate R&D facilities. A digital platform for entrepreneurship education and support, applied R&D projects and technology transfer will be developed. Feasibility studies for the establishment of industry-specific technology services, R&D, testing, and certification facilities in collaboration with industry and other institutions to promote digital and green transformation will also be supported.

Output 5: Access to professional development and quality skills education and training resources improved. Drawing on the systems, resources, and networks developed across different faculties at ASU, the project will support ASU to establish itself as a hub for (i) professional development and quality skills education and training resources for trainers and faculty of ITIs and polytechnics, and (ii) partnerships with TVET and higher education institutions in neighboring countries (e.g., Bangladesh, Bhutan, and Nepal). The project will support the establishment of a faculty of curriculum and faculty development, which will (i) conduct research on instruction, training, curricula, and assessment; (ii) support the professional development of ASU's faculty and staff; (iii) deliver pre- and in-service training programs for trainers and faculty of ITIs and polytechnics; and (iv) disseminate state-of-the-art curricula, instructional and assessment strategies and approaches, and training materials. A digital platform to manage professional development of trainers and faculty of ITIs and polytechnics will be developed. Further, the project will assist ASU in forming partnerships with TVET and higher education institutions in neighboring countries and developing skills education and training programs for common strategic industries, leveraging ASU's locational advantage at

the center of various regional cooperation programs. The Skill, Employment and Entrepreneurship Department (SEED) of the Government of Assam (GoA) is the executing agency (EA) and Assam Skill University (ASU) is the implementing agency (IA) of the project. ASU has established a project management unit (PMU) to carry out day-to-day project management activities.

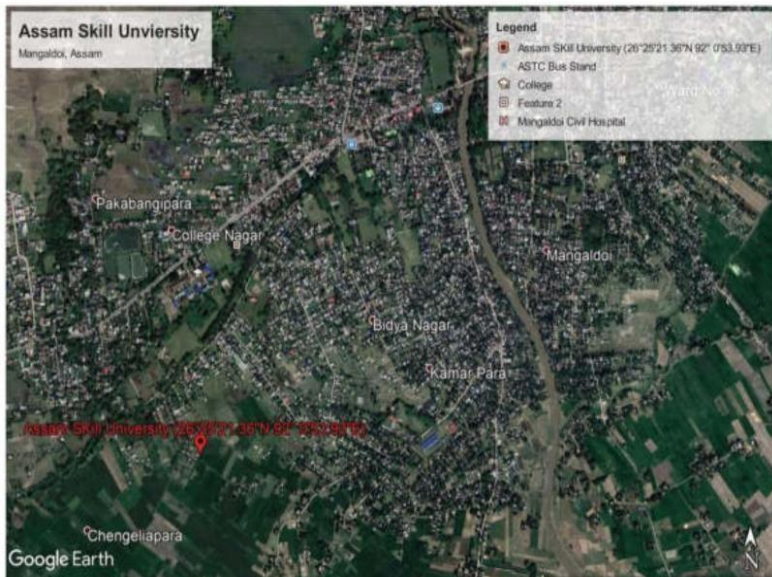
A. Civil works packages:

Proposed civil work is undertaken in ASUP for two packages which includes: (i) Land preparation and construction of boundary wall; (ii) Detailed design and construction of ASU campus and allied facilities.

B. Objective of Semi-Annual Monitoring Report:

The general objective of this Semi-Annual Monitoring Report is to present the progress on safeguard measures and implementation in the project for the period February 2025 to July 2025.

2. Description of Project Area



The proposed ASU site is located in the Gerimari Chapori village under Mangaldoi sub-division in Darrang district of Assam. It is located about 74 kilometers east of Guwahati, and fall within 25 kilometers of National Highway 27 connecting Guwahati with other major cities in Assam.

Figure-1: Google Map Location of Assam Skill University (ASU)

ASUP has required a total land area of 250 Bighas for construction of proposed Skill University campus. Out of the total available land area, 250 Bighas has been allotted by Assam Skill Development Mission (ASDM) for development of the mentioned campus. The mentioned land parcel belongs to Government of Assam and it has been transferred in favor of Assam Skill University, Assam Skill Development Mission. Documents related to the land area of the project (i.e., land allotment Letter, land handing over certificate, land possession certificate and government order for demarcation of land in favor of Assam Skill University) have been given in the SSMR for the reporting period of February 2022 to July 2022).

Figure 2: The project area superimposed of the revenue map with old layout plan



Note: The red line shown in the map is for the previously proposed 210 bighas of land area and the green line indicates the 250 bigha of land area.

Figure 4: KMZ Map



The details of physical progress status of all CW packages are outlined in Table 1.

Table 1 – Physical progress status of all CW packages

SI. No.	CONTRACT NO.	CONTRACT NAME	CONTRACTOR	STATUS	AWARD DATE	COMPLETION DATE	% COMPLETION OF PHYSICAL WORK AS ON 31.07.2025
1.	CW- 01	Land preparation and boundary wall for ASU campus	M/s A. S. Enterprise	Work completed	30 th September 2021	13 October 2023 (extended till 31 st May 2024)	100%
2.	CW- 02	Detailed design and construction of ASU campus and facilities	M/s Pawan Communication Pvt. Ltd. In JV with Brahmaputra Infrastructure Ltd.	Work In Progress	2 nd November 2021	2 nd November 2024 (extended till September, 2025)	64%
3	CW-03	Upgrading of ASU Interim Campus	M/s Mechfab Engineering Industries PVT. LTD.	Work completed	6 th December 2023	4 th May 2024 (extended till 25 th June 2024)	100%

4	CW- 04	Construction of remaining boundary wall of ASU Campus	M/s Bhaskar Baruah	Work in progress	30 th March 2024	30 th March 2025	100%
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3. Institutional Arrangements

The Government of Assam's Skill, Employment, and Entrepreneurship Department (SEED) is the executing agency (EA). The EA - (i) Assumes overall responsibility for the execution of the project and reporting; (ii) Engages adequate permanent or fixed-term staff to implement the project; (iii) Provides overall strategic guidance on technical supervision and project execution; and (iv) Ensures overall compliance with the loan covenants. The implementing agency (IA) for the project is ASU. The IA's responsibilities include (i) Project planning and budgeting; (ii) Day-to-day assistance, supervision and guidance for the project site team and consultant; (iii) Review ASU's components for due diligence requirements and approve civil work packages proposals; (iv) Bidding, evaluation and contract award; (v) Managing and disbursing funds; (vi) Review compliance with loan covenants, contract specifications, work plans and quality control; (viii) Monitoring and reporting of social safeguards; and (viii) Consolidate and submit progress reports, finance and accounting/audit reports, and matters requiring higher level decision to project steering committee (PSC) and ADB. A state level PSC has been established for the proposed project. This committee is chaired by the Principal Secretary, SEED, with secretaries of Industry, Agriculture, Land and Revenue, Information Technology, Health, Planning and Finance, Handloom and Textile, Tourism, Transformation and Development, Education, Public Works, Social Justice and Empowerment, and the Vice Chancellor of ASU as member. The PSC has been empowered to take all decisions on behalf of the state and will provide overall advice and guidance to the EA, IA, and PMU. Earlier ASDM has established a PMU, headed by a full-time project Director (PD) at ASDM, and consisting of personnel drawn from relevant line departments and on hired basis. This PMU also have safeguards specialists (Social and Environment). The Gender and Indigenous People Specialist has been appointed in the month of July 2024 (new recruitment). The PMU will be the nodal agency for overall management of all project activities and will be responsible for overall project planning and implementation with day-to-day supervision and guidance for the site team, contractors and consultants.

The construction of ASU campus is being supervised by the Construction Supervision and Quality Assurance (CSQA) firm. The CSQA firm is responsible for: (i) Providing day-to-day assistance, supervision and guidance to the contractor; (iii) Reporting to PMU; (iv) Supervising construction, conducting quality control, advising PMU on approval of progress payments to contractors; and (v) Maintaining records and accounts on an up-to-date basis and making these available to ADB, its missions, or auditors for inspection.

The project management consultant (PMC) has been engaged to provide support to the PMU in overall planning, risk management, implementation, monitoring, reporting, and evaluation under

the project. The PMC team has experienced professionals specializing in areas such as Social Safeguards & Gender Expert. The PMC’s Social Development Expert has been engaged and mobilized since June 2022 on intermittent basis. The organogram of the institutional arrangement is shown in **Figure 5**.

ORGANOGRAM

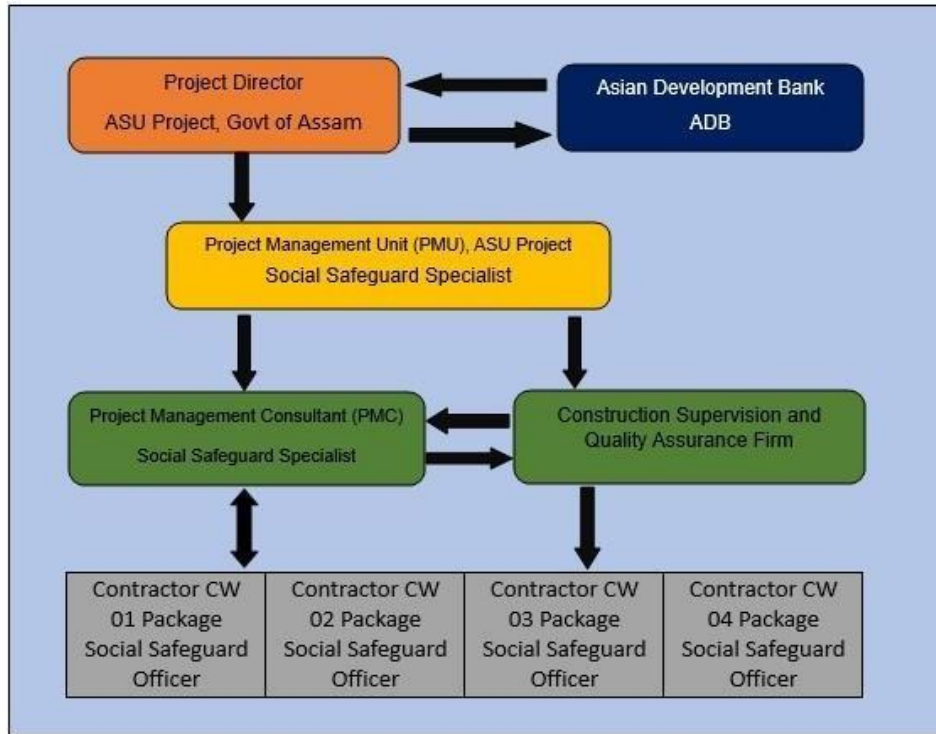


Figure 5: Organogram of Social Safeguard Arrangements (ASU Project)

4. Monitoring Result

The Gender and IP Specialist of the PMU assisted by PMC is monitoring social safeguard implementation measures, IPP implementation. Semiannual Social Monitoring Report (SSMR) will describe the progress of the implementation and any compliance issues and corrective actions required. SSMR closely follows the IPP plan implementation and monitoring indicators agreed at the time of IPP plan approval.

The extent of monitoring activities, including their scope and periodicity, will commensurate with the project’s risks and impacts. Monitoring will involve administrative monitoring to ensure that implementation is as per schedule and problems are dealt with on a timely basis. The EA and IA are required to implement safeguard measures and relevant safeguard plan, and to submit periodic monitoring reports on their implementation performance.

5. Involuntary resettlement impacts

The ASU project is categorized as ‘C’ since it is devoid of any land acquisition or involuntary resettlement impact on people (As per the definition of ADB’s SPS 2009). All civil works are being carried out on government-owned land transferred to ASDM for this purpose. Land required for the

civil works packages have been identified and there will be no land acquisition or permanent or temporary displacement of people as a result of civil works. The semiannual monitoring report confirms that none of the project activity caused involuntary resettlement impacts in the reporting period. The aim of minimizing land acquisition and resettlement impacts has been included in the project design. Any portion of land that would trigger involuntary resettlement should be excluded from the project. As per the ADB Mission held on Nov.2023 advised, an Involuntary Resettlement (IR) monitoring checklist has been developed and circulated for day-to-day monitoring in the site.

6. Indigenous Peoples Plan

The term “Indigenous Peoples” in ADB’s SPS (2009) is used in a generic sense to refer to a distinct, vulnerable, social and cultural group possessing the following characteristics in varying degrees: (i) self-identification as members of a distinct indigenous cultural group and recognition of this identity by others; (ii) collective attachment to geographically distinct habitats or ancestral territories in the project area and to the natural resources in these habitats and territories; (iii) customary cultural, economic, social, or political institutions that are separate from those of the dominant society and culture; and (iv) a distinct language, often different from the official language of the country or region. ADB’s SPS (2009) recognizes the diversity of Indigenous Peoples across countries and notes that national legislation, customary law, and any international conventions to which the country is a party should be considered.

In India, “scheduled tribes” are specified in each state or union territory in accordance with the Constitution of India and refers in general to communities which are characterized by: (i) primitive traits; (ii) distinctive culture; (iii) geographical isolation; (iv) shyness of contact with the community at large; and (v) backwardness. According to Article 342 of the Constitution, scheduled tribes in a state or union territory shall be designated first through the President’s notified orders after consultation with the state governments concerned and shall be amended subsequently through the Acts of Parliament. As of March 2021, there are nine orders and eight acts which spell out scheduled tribes in different states and union territories.

In Assam, there are 23 scheduled tribe communities which are broadly grouped into the “plain” and “hill” tribes.⁶ Major scheduled tribe groups include Bodo (35.1%), Mishing (17.5%), Karbi (11.1%), Rabha (7.6%), Sonowal Kachari (6.5%), Lalung (5.2%), Garo (4.2%), and Dimasa (3.2%) and constitute 90% of the scheduled tribe population in the state.

According to the 2011 Census, districts with high proportions of scheduled tribe people included Dima-Hasao (70.9%), Karbi Anglong (56.3%), Dhemaji (47.4%), Chirang (37.1%), Baksa (34.8%), Udalguri (32.1%), and Kokrajhar (31.4%). 94.4% of the scheduled tribe population live in rural areas.

The 2011 Census indicated that the scheduled tribe population may be socioeconomically disadvantaged. The percentage of people living below the poverty line was higher among the scheduled tribe population (40.5%) than the state average (31.9%; 33.9% in rural areas; 20.5% in

urban areas). 18.6% of scheduled tribe households reported lacking durable household assets and having limited access to banking services and grid electricity. The literacy rate among the scheduled tribe population was slightly lower (72.1%) than the overall average in the state (72.2%), with that for women significantly lagging (65.0%; 66.3% in Assam). Likewise, the level of educational attainment among the scheduled tribe population (aged 15 years and above) was lower, with 55% having only primary education or no education at all (49% in Assam), 25% completing grade 8 (23% in Assam) and 20% attaining grade 10 and above (27% in Assam) in 2012.

Student enrolment in elementary, secondary, higher secondary, and senior education among the scheduled tribe population in Assam appears in general higher than the state and national averages. For example, the gross enrollment ratio (GER) in secondary education (grades IX-X) among the scheduled tribe youth in Assam was 99.9% in fiscal year (FY) 2016, higher than the overall average at the state (77.6%) and national (80.0%) levels. This was also the case with GER in senior secondary education (grades XI-XII) at 50.6% among the scheduled tribe youth, compared to the overall state (38.8%) and national (56.2%) averages in Year 2016, and GER in higher education at 24.3% among the scheduled tribe youth, as opposed to the state (18.7%) and national (26.3%) averages in 2018–2019. In senior secondary and higher education, girls from scheduled tribe groups seem to have slightly less access than boys from scheduled tribe groups in Assam.

However, the pass rate in senior secondary education completion certification examination (High School Leaving Certification Examination in Assam) among the scheduled tribe youth appears lagging. In 2017, whereas the overall pass rate in the state was 54.2%, that for the scheduled tribe youth was 36.4%. Among the scheduled tribe youth, girls and youths from Plain tribe groups performed better (39.2% for girls, 42.0% for boys, 40.6% for both) than those from Hill tribe groups (30.0% for girls, 34.2% for boys, 32.1% for both).

Regarding TVET, the proportion of students from scheduled tribe groups is higher, considering that the scheduled tribe population represented 12.4% of the total population in Assam. In FY2019 and FY2020, the percentage of students from scheduled tribe groups in the state government engineering colleges was 13.3% and that in the state government polytechnics was 16.3%. Fewer female students enroll in engineering colleges (25.0%) and polytechnics (19.4%). Among female students enrolled in the state government engineering colleges and polytechnics, students from scheduled tribe groups accounted for 15.7%.

A. Implementation of Action Plan for Indigenous People:

Depending on the findings of the initial assessment and consultations with various stakeholders, the following measures are considered necessary to improve access to skills education and training, career development, entrepreneurship programs and services under ASU for the scheduled tribe population. **Table 2** below shows the potential activities. The preparation and updating of the Indigenous Peoples Plan (IPP) Implementation Schedule are being prepared in close coordination

with CS-04. A detailed structured Legal and institutional framework applicable to Indigenous Peoples in this regard is provided in the **Annexure 1**.

Table 2: Implementation of Action Plan for Indigenous People

Components	Potential Activities	Remarks
Strategies	ASU will prepare and adopt, with the support of the consulting firm for ASU management and operating system development, strategies to promote interest from, and enrolment of, females and disadvantaged groups, including the scheduled tribe population at ASU.	The strategy document deliverable D4d – “strategies to promote interest, and enrolment of, females and disadvantaged groups at ASU” has been prepared by CS-03 and approved by executive council (EC) on 16/05/24. The following have been finalized and put to practice by ASU’s leadership and management: “Public relations strategy and student affairs” covering strategies to reach out to prospective students, student service catalog, strategies to promote interest from, and enrolment of, females and disadvantaged groups at ASU “Faculty development and management systems” covering faculty recruitment.
Outreach	In order to attract more and more students and also to improve participation in skill education from the scheduled tribes and also the females from rural areas, promoting awareness and reaching out to prospective students and their families, especially in rural areas and scheduled tribe communities in Assam and the other northeastern states, PMU, with the support of the consulting firms for project management support and outreach support, will prepare a plan for promotional activities and undertake outreach activities which should identify target groups among prospective students with higher proportions of the scheduled tribe population.	With reference from CS04 Strategic promotional plan and inputs from ASU leadership a promotional and outreach plan has taken place in this period, targeting to students, parents for ASU academic session 2025-26, admissions from July 2025. Newspaper, TV and FM Radio advertisements along with hoarding and regular social media posts were published during the campaign. In the academic area 2025-26, a total 1705 no of applications has been received against 270 seats across 9 courses in 5 schools of ASU. Assam Skill University showcased its vision and plans at the Assam Pavilion at Advantage Assam 2.0 from 25 - 28 February, 2025. This event had strengthened global partnerships with the signing of an MoU with

		<p>ITE Education Services - ITEES, Singapore to enhance Technical and Vocational Education and Training (TVET) in Assam. The members of ASU had engaged with experts from Asian Development Bank, World Bank, IFC - International Finance Corporation, National Development Bank Ltd, European Investment Bank and more at a session on "Leveraging MDB resources to unlock opportunities for the private sector". ASU received overwhelming response with 150+ feedbacks and 1500+ visitors from different educational institutions, government officials, corporate officials, industry representatives, etc.</p> <p>Assam Skill University, in collaboration with Pentapolis Foundation, successfully organised the World Youth Skills Day 2025 on 15th of July 2025, at Hotel Radisson Blu, Guwahati. The event aimed to foster meaningful dialogue on equipping youth with emerging digital and AI-driven skills, in alignment with this year's theme. The event witnessed active participation from academicians, industry partners, and over 200 student participants. The programme featured the launch of the Skill India Vision 2047 short film, inspiring real-life youth stories, academic presentations by ASU faculties, and an interactive panel discussion involving academicians of ASU and industry representatives.</p> <p>Additionally, ASU initiated an MoU with Assam State Rural Livelihood Mission (ASRLM) to jointly conduct district-wise awareness drives to integrate skill training and higher education for women, youth, and indigenous communities. Planned activities include</p>
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		community meetings, focus group discussions, exhibitions, and information dissemination through SHGs, CLFs, and grassroots institutions.
Stipends, scholarships, and other financial aid for students	Scholarship and other financial aid schemes and programs for students from scheduled tribe groups supported by the central and state governments shall be applied to students at ASU. ASU will make the information on the schemes and programs available to prospective students and their families and facilitate the application processes through its student services.	In order to streamline and coordinate activities related to scholarship schemes for students of Assam Skill University, Dr. Kashyap Mahanta, Deputy Controller of Examination, ASU is appointed as the Nodal Officer for National Scholarship Portal (NSP) or any other scholarships recognized by Government of Assam, Government of India, UGC or any other relevant bodies for the academic year 2025-26. The Nodal Officer will be responsible for: <ol style="list-style-type: none"> 1. Disseminating information regarding various scholarship schemes to students. 2. Coordinating the application process for scholarships. 3. Liaising with scholarship-granting authorities and agencies. 4. Maintaining and submitting reports and records related to scholarships. 5. Addressing queries and grievances from students regarding scholarships. Official Notification in Annexure 2 .
Residential facilities for students, faculty, and staff	The ASU campus and facilities will be designed and constructed in a barrier free and universally accessible manner with facilities, safety and security measures for female students, faculty and staff members. In this regard, preferential treatment will be offered to students, faculty, and staff from disadvantaged backgrounds, including scheduled tribe groups.	The design contractor has assessed the designs of all the buildings of the ASU main campus. A detailed checklist has been prepared to address needs of women and people with disabilities. The design of the ASU main campus are as follows - <ul style="list-style-type: none"> • Entire campus is designed for barrier free access. • All buildings have access ramps and lifts to access all spaces. • All the public buildings have barrier-free toilets which can be used by differently-

		<p>abled people, including all men, women and special persons.</p> <ul style="list-style-type: none"> ● Signages will be provided for information on barrier-free features. ● Girls and boys' hostels have designated special rooms with barrier free toilets with shower area. ● Barrier free parking is provided for all the buildings. ● Railing is provided for all the steps and staircases. ● Pathway has tactile flooring. ● Public address system (announcements) is provided for emergency. ● The layout with respect to location of blocks are final. The level of roads and area around the blocks are still under discussion. ● ASU has been registered for Indian Green Building Council (IGBC) rating with following targets: <ul style="list-style-type: none"> - IGBC green building rating for administrative and academic buildings. - ASU campus is targeting for gold standard rating from IGBC. <p>The design has been audited and the final audit to be conducted once the ASU main campus is ready (2025).</p>
<p>Career development programs and services, soft and language skills development programs.</p>	<p>ASU will track progress of each student in its skill education and training programs and develop and deliver career development programs and services, and soft and language skills development programs, especially for female students and scheduled tribe groups, to help them</p>	<p>Aspects related to "Career development programs and Services", and "Soft and Language Skills Programs" will be taken up by the envisaged "Centre for Lifelong Learning" and "Centre for Life Skills and Languages" respectively. The newly on boarded faculty for communication and soft skill</p>

	succeed in skills development, further study, entrepreneurship, job search, and career development.	has been appointed to impart different communication and soft skill programs for the seven departments at ASU.
Skills education and training programs addressing skills needs of industries	Under partnership agreements, ASU will establish skills education and training programs that address skills needs of industries at the local, national, and regional levels in various sectors. Where appropriate, programs will be designed to build on the existing skills among local communities, including scheduled tribe communities, in traditional trades.	Status with respect to the “skills education and training programs” are as follows: - 36 skills education and training programs / courses at NSQF level 4 and above designed. - Training delivered in 4 courses at NSQF level 4 and above - Modules on environmental sustainability and climate change are in the process of being integrated suitably with the courses. -Modules on entrepreneurship are being developed and integrated with the courses For academic session 2025-26 ASU is going to launch 13 courses with the intake capacity of 670 seats. A total 346 students have been admitted for this academic year.

Table 3: Institutional Roles and Responsibilities of IPP Implementation

SI No.	Responsible Agency	Activities/Action	Implementation Schedule/Time line	Remarks
1	PMU, CS-03	Preparation of strategies to promote interest and enrolment of females and disadvantaged groups, including the scheduled tribe (ST) population at ASU.	Ongoing	The strategy document deliverable D4d – “strategies to promote interest, and enrolment of, females and Disadvantaged groups at ASU” has been prepared by CS-03 and approved by executive council (EC) on 16/05/24. The following have been finalized and put to practice by ASU’s leadership and management: “Public relations strategy and student affairs” covering strategies to reach out

				to prospective students, student service catalog, strategies to promote interest from, and enrolment of, females and disadvantaged groups at ASU "Faculty development and management systems" covering faculty recruitment.
2	PMU, CS-04	Preparation of a plan to conduct promotional and outreach activities to improve awareness among students and reaching out to prospective students and their families, especially in rural areas and scheduled tribe (ST) communities especially in the districts of Assam and north eastern states with higher proportions of the scheduled tribe (ST) population.	Ongoing	The promotional and outreach plan has been revised by the CS04 firm and they have also submitted an annual draft plan for promotion and outreach. On the basis of this a draft BOQ is under process to onboard an agency to implement the draft activities for outreach and promotion. 1 st Annual Plan to be submitted by CS04 to ASUP to address the same. In the interim, different categories of outreach plan have been executed in parts (starting with social media). During the admissions, social media posts are planned by the ASUP team. Annual outreach and promotion plan is drafted and is under review by the committee for reviewing the deliverables of CS04.
3	PMU, CS-04	Dissemination of information on scholarship and other financial aid schemes and programs to prospective students and their families through its student services.	Ongoing	In order to streamline and coordinate activities related to scholarship schemes for students of Assam Skill University, Dr. Kashyap Mahanta, Deputy Controller of Examination, ASU is appointed as the Nodal Officer for National Scholarship Portal (NSP) or any other scholarships recognized by Government of

				Assam, Government of India, UGC or any other relevant bodies for the academic year 2025-26. ASU has initiated the process of registration in National Scholarship Portal (NSP) which will be beneficial for the students to apply for the National Scholarship schemes under various heads in the near future.
4	PMU, CS-01	Dissemination of information on ASU's residential facilities to all prospective students, faculty and staff from disadvantaged backgrounds including scheduled tribe (ST)	Ongoing	The information on ASU's residential facilities to all prospective students, faculty and staff are being provided timely to all during the Gender Training Sessions and Orientation Program of the new batch of students in 2025.
5	PMU, CS-03	Development and delivery of career development programs and services, and soft and language skills development programs, especially for female students and students from disadvantaged backgrounds, including scheduled tribe (ST) groups.	Ongoing	The five career development programs are being developed by the CS 03 consultancy firm in 2026-27 session. Whereas, a faculty for communication and soft skill has been appointed at ASU imparting different communication and soft skill programs for the seven departments at ASU.
6	PMU, CS-03	Design and delivery of skills education and training programs building on the existing skills among local communities, including scheduled tribe (ST) communities in traditional trades.	Ongoing	The following courses have been launched. Courses to start from the interim campus from 1 st Aug 2025: <ul style="list-style-type: none"> ● Integrated B.Tech in Mechanical Engineering (Specialization in CAD/CAM, option to opt for B.Tech) ● B.Tech in Computer Science and Engineering (Honours in Artificial Intelligence and Machine Learning) ● B.Tech in Computer

				<p>Science and Engineering (Honours in Cyber Security)</p> <ul style="list-style-type: none"> ● B.Tech in Civil Engineering (Honours in Digital Transformation in Construction) ● Integrated Master of Science in Food Technology (Option to opt for PG) ● Master of Business Administration (MBA) ● Master in Travel and Tourism Management ● Diploma in Digital Manufacturing Technology (Specialisation in Outsourced Semiconductor Assembly and Test) ● Diploma in Electric Vehicles ● 1-Year Certificate Course in Hospitality – Housekeeping ● 1-Year Certificate Course in Beauty & Wellness ● 1-Year Certificate Course in Retail Services ● 1-Year Certificate Course in Food & Beverage Services.
7	PMU, CS-01	Operation of GRM, monitoring, reporting and evaluation, and organization of training workshops	Ongoing	The Grievance committee has been re-constituted and grievance registered has been maintained monthly. Quarterly trainings and monitoring of activities is reported in QPPR accordingly.

7. Grievance Redressal Mechanism

A. Grievance Redressal – The Mechanism

The affected person(s)/aggrieved party can give their grievance verbally or in written to the ASU site office in Mangaldai. Grievances of affected person will first be brought to the attention of the immediate officer GRO 1 – PTM, ASUP, in charge of the GRM (site level), who can

resolve the issue at the site level office with the help of representative of contractor will also be responsible in resolving the specific site level issues. If the matter is not resolved within 7 working days period by the site in-charge, it will be brought to the notice of GRC constituted for the purpose at PMU. This GRC at the PMU level is headed by the GRO 2 - CEO, ASUP and Registrar, ASU, who shall discuss the issue in its meeting and resolve the issues within 15 working days from the day of receiving the grievance by PMU. If the matter is not resolved by GRC at the PMU level within the stipulated time, it shall be referred to GRC at State Level Project Steering Committee by the officer in-charge of the site (GRO 1 - PTM, ASUP) which will resolve the issue within one month of receiving of the complaint at Steering Committee. However, the aggrieved person/party can bring the matter to the Court of Law at any point of time. The PMU and ASU site office shall keep records of all grievances received including contact details of the complainant, date of receiving the complaint, nature of grievance, agreed corrective actions and the date the actions were taken and their final outcome. A complaint register will be maintained at construction site. The cost for the operation of GRM will be accounted for in project cost as part of PMU operation.

B. Composition of GRC

Site Level Grievance Redress Committee (GRC-Site)

This committee is comprising of Project Technical Manager (PMU, ASUP), Site Engineer (PMU, ASUP), PMU Environment Specialist, PMU Gender and Indigenous Peoples Specialist, DPM, ASDM - Darrang, and one locally elected representative from Panchayat. The GRC-Site will be headed by Project Technical Manager (PMU, ASUP) as GRO -1.

GRC at PMU level: GRC at PMU includes the CEO, ASUP & Registrar, ASU, DPD, ASUP, HR & Admin Executive (PMU, ASUP), PMU Gender and Indigenous People Specialist, PMU Environment Specialist, Communication Manager (PMU, ASUP) and Legal Advisor, ASDM. The Committee is headed by the CEO, ASUP & Registrar, ASU. This committee shall look into the matters, which are referred to and not resolved by GRC at site level. If the matter is not resolved by the GRC at PMU level within 15 working days, then the aggrieved person or party can bring the matter to the state level project steering committee (PSC) which is in- charge of the project. Affected person or aggrieved party can approach the GRC for redress of his/her grievance through any of the following modes:

- a. **Web based:** A separate corner has been developed at the ASU website, so that public and affected person can register their complaints in the online column during execution stage.
- b. **Project Information board:** ASU project information board has been installed at the ASU project site. Contact details (name, phone number and email) of GRO is available in the board.
- c. **Telephone or e-mail based:** A telephone number is available on the website of ASU so that general public can register their complaint through telephone/mobile phone. An e-mail id has been created and is available in the ASU website so that a

complainant can register a complainant through e-mail as well.

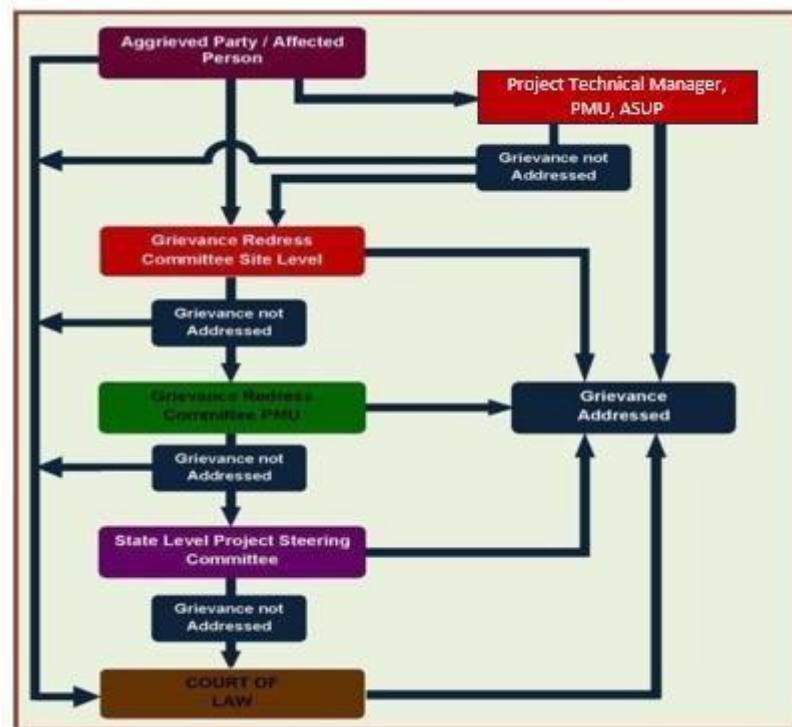


Figure 6: Grievance Redress Mechanism (ASU Project)

- d. One complaint register is also being maintained at the construction site by the contractor where people can register their complaint. In addition to it grievance register format is also available at site and at PMU for people to register their grievances in the prescribed format and put it in the drop-box.
- e. The official copy of approval letter of Grievance Redressal Mechanism (GRM) was shared as annexure with the SSMR of the reporting period of February 2022 to July 2022. The grievance redress mechanism for the project is shown in **Figure – 6**. The earlier GRC is dissolved due to drop out of some members and the new GRC was formed in the reporting period of July 2024 to January 2025. In this reporting period a grievance was recorded during a consultation, especially by the women participants that they want to be associate with the University at the construction site by supporting in any kind of informal work meant for them which would be help them to support their families with some partial income. This issue was addressed by the PTM, ASU by directing the contractors to appoint women workers in the housekeeping (finishing work) of the buildings. In this regard 562 women workers have been engaged in the housekeeping work from 20 July up till 31 July 2025. This is being monitored by the HSE manager, CW02 and PMU is updated weekly. The grievance registered is enclosed in **Annexure 3**.

8. Training, Consultation and Disclosure

- a. **Public Consultations** - Public consultations / Focus Group Discussions (FGDs) are being organized at the site level on regular basis. Stakeholder consultations with

multiple stakeholders i.e., women, community (including male, female, and youth) residing nearby the ASU boundary are being organized at the ASU site regularly. To ensure continued public and stakeholder participation in the ASU project life cycle, periodic consultations and focus group discussion would be continued. The participatory process will ensure that all views are adequately reviewed and suitably incorporated in the design and implementation process. The major consultations and activities during the period of February, 2025 to July, 2025 are as follows –

i. Consultation with Contractors (CW 04) on Safeguard Issues:

On 5th February, a site visit was conducted at the ASU main campus for a consultation with CW 04 contractors. The objective was to orient them on safeguard measures during the construction of the boundary wall. Key compliances highlighted included maintaining a grievance register, installing proper signages for traffic management, restricting construction activities within campus land, and disposing of debris through proper channels.

During the same visit, discussions were held with shopkeepers who have set up stalls adjacent to the boundary wall. They were briefed on the future prospects and opportunities for their businesses once the university becomes operational. The attendance and pictures are enclosed in **Annexure 4**.

ii. Public Consultation with Nearby Residents:

On 21st February, a public consultation was organized with nearby residents to discuss the future prospects of Assam Skill University. Residents were informed about potential benefits such as livelihood opportunities, increased business activities, and access to skill development programs. Their expectations and concerns were also noted. The attendance and pictures are enclosed in **Annexure 5**.

iii. Consultation on Stormwater Drainage Proposal with ASU and Water Resources Department:

On 21st March 2025, a consultation was organized at the ASU main campus with the Water Resources Department, ASU Technical Team, and the Environment Safeguards Team to review and monitor the proposed stormwater drainage system for the campus. The attendance and pictures are enclosed in **Annexure 6**.

iv. Public Consultation with Voluntary Relocated Persons:

The consultation in presence of ADB social safeguard team, PMU, PMC and Contractors conveyed information regarding project and discussed voluntary relocation. Consultation was carried out with the people at site and they confirmed that they had voluntarily vacated the proposed land, and that the district authorities had provided them with land for relocation along with basic amenities such as land filling of the area where the households have been relocated, constructed houses, electricity connections, road connectivity, individual tubewells and toilet rings for sanitation purposes, etc. The households had provided their “No Objection Certificates” for voluntary relocation. Further, Gao Pradhan has verified with the people and third-party certification has been issued.

Additionally, this meeting was conducted to confirm that two households have migrated. The neighbours and the Gaon Pradhan confirmed that two households migrated from Gerimari village under the Mangaldoi revenue circle of Darrang district prior to the land allotment. The attendance and pictures are enclosed in **Annexure 7**.

v. Stakeholder Consultations with Deputy Commissioner of Darrang:

On 26th March 2025, the Asian Development Bank (ADB) Safeguard Team visited Darrang district to review the progress of the Assam Skill University Project. During their visit, the team held discussions with the Deputy Commissioner of Darrang to verify the status of legal allotment and ensure compliance with administrative procedures. The attendance and pictures are enclosed in **Annexure 8**.

vi. Consultation with Community on Verification of Beneficiary List:

A consultation meeting was held on 28th March 2025 at Gerimari, Mangaldai to verify the list of beneficiaries for inclusion in the Due Diligence Report, which will form part of the Corrective Action Plan. The attendance and pictures are enclosed in **Annexure 9**.

vii. Consultation with Community on Wastewater Drainage System:

On 6th May, 2025, a visit was conducted to the nearby village to assess the condition of wastewater and surface water drainage systems and explore the feasibility of a temporary drainage solution. The pictures are enclosed in **Annexure 10**.

viii. Review Meeting on Safeguard Compliances:

A review meeting was conducted on 21st May, 2025 with project stakeholders to discuss environmental and social safeguard compliances. The meeting aimed to ensure future

compliance requirements are met and to strengthen coordination among site engineers, the quality control team, and contractors.

ix. Meeting with Contractors on Grievance Redressal Mechanism:

A meeting was conducted with CW 02 and CW 04 contractors to familiarize them with the grievance redressal process, including receiving grievances, recording them in the grievance register, and ensuring their timely resolution. The attendance and pictures are enclosed in **Annexure 11**.

x. Grievance Redressal Committee Meeting:

During this reporting period, a grievance was raised by women participants during a consultation, expressing their interest in being associated with the University construction site through suitable informal work to support their families with partial income. The issue was addressed by the PTM, ASU (GRO - 1), in the presence of the internal committee members, by directing the contractors to engage women workers in housekeeping and finishing works of the buildings. In this regard 562 women workers have been engaged in the housekeeping work. The HSE Manager, CW 02, is responsible for monitoring this arrangement, with weekly updates provided to the PMU. The attendance and pictures are enclosed in **Annexure 12**.

xi. Community Meeting with Local Residents:

A community meeting was held with local residents as part of monitoring compliance to identify any challenges faced during the construction activities. During the discussion, women participants were also encouraged to approach the contractors for potential livelihood opportunities within the campus, as several women have already been engaged in housekeeping and finishing works of the buildings. 20 July up till 31 July 2025. The attendance and pictures are enclosed in **Annexure 13**.

xii. Tool Box Training for Women Labourers:

A Tool Box Training (TBT) was conducted by the HSE managers with 54 women labourers at the campus site to orient them on workplace compliances, familiarize them with the campus environment, and ensure their understanding of safety protocols, given the scale of the ongoing construction activities. The attendance and pictures are enclosed in **Annexure 14**.

9. Conclusion and Recommendation:

The monitoring of social safeguard activities and their implementation will continue throughout the project period to ensure full compliance with ADB's Safeguard Policy Statement (2009) and national regulations. Information dissemination and disclosure have remained continuous since project inception and will be further strengthened with banners, posters, and signages at key project locations to improve accessibility of information for the public. The Environment Specialist and the Gender & Indigenous Peoples Specialist of the PMU have continued to lead consultations, disclosure activities, and safeguard monitoring in coordination with contractors and technical teams. During this reporting period, the project demonstrated moderate but steady progress across social safeguards, grievance redressal, and Indigenous Peoples Plan (IPP) implementation indicators. Outreach activities have been actively initiated, and the groundwork for IPP implementation with targeted communities and institutions has been laid. The focus moving forward will be to sustain safeguard compliance, strengthen community engagement, and expand awareness on skill education, enrolment opportunities, and linkages for job placements to ensure inclusive and sustainable project outcomes.

For the next reporting period, the project will prioritize the following actions:

- Strengthening safeguard monitoring: Continue close supervision of environmental and social safeguard measures, with regular site inspections and compliance reviews.
- Enhanced community engagement: Organize consultations and awareness drives with local communities, women, and indigenous groups to promote participation and address emerging concerns.
- IPP implementation: Initiate structured activities under the Indigenous Peoples Plan in collaboration with community institutions, focusing on access to skill education and livelihoods.
- Outreach and enrolment support: Build on ongoing promotional activities to widen awareness of ASU programs, scholarship opportunities, and career pathways, particularly among women and disadvantaged groups.
- Grievance redressal mechanism (GRM): Strengthen responsiveness by ensuring timely resolution of grievances and expanding visibility of complaint channels at the project site and community level.

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Annexure 1: Legal and institutional framework applicable to Indigenous Peoples

The rights of the scheduled tribe population are protected through acts of the legislature, including the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989 and the Assam Scheduled Castes and Scheduled Tribes (Reservation of Vacancies in Services and Posts) (Amendment) Act, 2012. The Department of Welfare of Plain Tribes and Backward Classes of the Government of Assam is responsible for overall socioeconomic development among the scheduled tribe population, and formulates and implements plans and schemes for the scheduled tribe population, including scholarships and other financial aid for students from scheduled tribe groups. The Hill Areas Department is the administrative department of the two autonomous councils (i.e., Karbi Anglong Autonomous Council and North Cachar Hill Autonomous Council) constituted under the Assam Autonomous Districts (Constitution of District Councils) Rules, 1951 (amended in 1987). The department is responsible for the two hill districts (Karbi Anglong and Dima-Hasao), and prepares, coordinate, monitor, evaluate, and allocates funds for schemes based on plans prepared by autonomous council.

Initiatives for Scheduled Tribe (ST) Students at Assam Skill University

Assam Skill University (ASU) is committed to fostering inclusivity and promoting the education of disadvantaged groups including Scheduled Tribe (ST) students through dedicated initiatives aimed at admission, scholarships, career development, and an equitable environment. These efforts ensure equitable access to quality education and support for this underprivileged group. **Relaxations in admission**

criteria

ASU may provide relaxations and special accommodations in admission criteria to ensure accessibility for underserved groups:

Reservation policy - The University may follow below shared reservation policy for admission of eligible ST students into its various programs – Certificate, Diploma, Under Graduate, Post Graduate etc.

- Scheduled Tribes, Plains (S.T.P) - 10%
- Scheduled Tribes, Hills (S.T.H) - 5%

Alternative forms of assessments - Video interviews in vernacular language replacing written essays or statements of purpose. Considering contributions to society such as community or voluntary work, replacing some portion of exam scores.

Bridge programs - Providing specialized bridge programs to train ST students to undertake entrance exams for the University

Counseling support – Tailored counseling sessions may be organized to promote enrollment of disadvantaged groups (inc. ST students) by providing support, guidance, and information relevant

to their specific needs and challenges. These sessions can provide guidance on overcoming barriers such as financial concerns, emotional challenges, or cultural constraints. The counselors may also assist in connecting such students with support networks, mentors, and peer groups within the University community to foster a sense of belonging and empowerment

Scholarships - The University may actively offer or facilitate access to scholarships for ST students (depending upon the context and relevance) to reduce their financial burden. These include – Institutional scholarships (offered and funded by ASU), Central schemes scholarships (offered and funded by Central Govt.), State schemes scholarships (offered and funded by Assam Govt. in collaboration with Central Govt.), UGC and AICTE schemes scholarships.

Some of the key external scholarships which ASU may facilitate to its ST students (depending on the context, relevance and decision of university administration) include –

- **Post Matric Scholarship for the Students Belonging to Scheduled Tribe for Studies in India (Funded by Central Govt. (Ministry of Tribal Affairs) and Govt. of Assam)** – Covers compulsory non-refundable fees for the course and monthly stipend for eligible ST students from Post Matric to Post Graduate level inc. Graduate and Post Graduate courses leading to a degree.
- **National Fellowship Scheme (Funded by Central Government (Ministry of Tribal Affairs)**
- Support ST students pursuing Ph.D with tuition fees, contingency grants, and a monthly stipend for their living expenses.
- **Pradhan Mantri Uchchatar Shiksha Protsahan (PM-USP) Yojana** - Offers financial assistance to meritorious students from economically weak families (can cover ST students also owing to their disadvantaged socio-economic status) at graduation and post-graduation levels.
- **Ishan Uday – Special Scholarship Scheme for North Eastern Region (Funded by UGC)**
- Provides financial assistance for general and professional courses to economically underprivileged students from North-east India. (Can cover ST students also owing to their disadvantaged socio-economic status)

ASU may facilitate the eligible students to avail these scholarships by disseminating the scholarship information, mobilizing the students, processing and verifying their applications, and offering time-to-time assistance required by the funding agency to ensure last mile delivery of scholarship.

ASU may also consider to establish STEM scholarships for meritorious underserved groups in pursuing STEM degrees through partnerships (industry & academia), donations, and alumni contributions

Fee waivers

ASU may adhere to state-level fee waiver schemes such as the "Scheme fee waiver of admission fees, tuition fees, etc. for students in H.S, Degree, and M.A/M.Sc/M.Com courses," and may also offer institutional waivers based on annual family income. These waivers are subject to University administration decisions. Please refer to the document here: [fee waiver.pdf](#)

Based on Assam government laws fee waivers could be processed under the following norms:

1. Fee Waiver based on income certificate
 - i. As an alternative to the income Certificate issued by the Circle Officer as stated in the OM, the Head of the institution from where a student has passed out may also issue an income Certificate for the purpose of the Fee Waiver Scheme and the same shall be accepted by the institution admitting the student.
 - ii. The Head of an institution where a student is seeking admission may admit a student under Fee Waiver Scheme if he/she is satisfied that the annual income of the parents of the student is below Rs.2.00 lakh per annum, by recording their satisfaction and issuing a income Certificate in favor of the student for this purpose
 - iii. The student or his/her parents may submit a Notary Affidavit in respect of his/her Annual income for availing the Fee Waiver Scheme which shall be accepted by the institution.
2. The income Certificate so submitted by the candidate will have to be verified by competent Authority within one year and action as per law will be taken against anyone where submission of false Certificate is established.
3. The College Authority may give admission to the students without examining the original marksheet. However, the admitted students must produce their original marksheet on or before 15th October/YEAR, otherwise, the admission will be cancelled.

Discrimination Against SC/ST/Minorities Committee

ASU shall have 'Regulations for Promotion of Equity – Assam Skill University' made pursuant to the UGC (Promotion of Equity in Higher Education Institutions) Regulations 2012 and UGC Guidelines to Provide Equitable Opportunity for the Socio-Economically Disadvantaged Groups in the Higher Education Institutions 2024. The regulations shall work to eliminate discrimination against or harassment of any disadvantaged group students (including ST students) in all forms, by providing for preventive and protective measures to facilitate its eradication and punishment for those who indulge in any form of discrimination or harassment. As a part of the regulations, the University shall establish a Discrimination Against SC/ST/Minorities Committee which aims to ensure that the University is inclusive, safe, and secure for the disadvantaged groups students (including ST students). Its key functions shall include -

- Providing socio-economic, academic, and psychological support to such students through proper counselling and mentoring programs.
- Ensuring proper implementation and monitoring of orientation and bridge courses designed by the University to benefit disadvantaged groups students.
- Generating funds through CSR and alumni for financial assistance and scholarships to disadvantaged groups students.
- Ensuring that no student of the disadvantaged group is treated differently or harassed/victimized in any of the campus facilities, field visits, academic and research opportunities and extracurricular activities.
- Implementing, monitoring and evaluating the execution of the reservation policies in the University.
- Installing a system to help lodge complaints against SC/ST/Minorities discrimination.
- Setting up a team of counsellors, social workers, and faculty members to provide emotional and social support to the disadvantaged groups to adapt to the environment of the University
- Conducting regular trainings, workshops etc. to focus on overall personality and skill development of disadvantaged students, enhancing the student employability.

The University shall also appoint an Anti-Discrimination Officer who shall be the principal officer responsible for the functions and responsibilities of the Committee. There shall be representation of SC/ST/OBC in the faculty members and administrative staff nominated for constituting the Committee.

Career development services

The University is committed to provide comprehensive career development services to all its students (inc. the ST students) to prepare them for professional success. Some of the key programs that the University (via its Department of Career Services & Placement) may arrange for its students include –

- Career guidance: Personalized counseling and guidance for career planning.
- Skill development: Workshops, seminars, and training sessions focusing on communication, leadership, networking, professional etiquette, and problem-solving abilities.
- Placement training: Focused sessions on resume writing, interview techniques, interpersonal skills, grooming, and language proficiency.
- Industry collaboration: Opportunities for guest lectures, career talks, internships, and research projects through academia-industry partnerships.

- STEM initiatives: Projects/workshops/summer camp opportunities in STEM fields targeting underserved groups (in ST students)
- Providing projects/workshops/summer camp opportunities in the field of STEM by targeting underserved groups in high school in the NE region
- Creating research opportunities and project-based learning specifically for underserved groups to enhance their experiential and real-world learnings.

Recognition and Community building

- **Yearly awards** – ASU may regularly recognize accomplishments and efforts of underserved groups (its ST students) in the fields of leadership, academic excellence, and community service contribution.
- **Festivals and celebrations** – ASU may regularly organize festivals and celebratory events for underserved groups (on national and international days) which fosters a sense of belonging and pride.

Student Wellness Centre

ASU may have a Student Wellness Centre (operating under the ambit of Director of Student Affairs) which may be accessed by ST students to express their emotional and behavioural concerns and seek redressal. The Centre can offer a range of services including individual consultation, crisis intervention, group counselling, psychiatric services etc. all through trained counsellors and licensed professionals.

Reservation Guidelines for ST Candidates¹

The Government of Assam mandates 10% reservation for Scheduled Tribes (Plains) [ST(P)] and 5% for Scheduled Tribes (Hills) [ST(H)] in government employment and educational institutions. ASU must ensure strict adherence to these quotas in both faculty recruitment and non-teaching positions to provide equitable access to employment opportunities.

It is recommended that ASU²:

- **Implement ST Reservations in Academic Positions:** Ensure compliance with state norms by reserving positions for ST(P) and ST(H) candidates in faculty hiring across disciplines.
- **Ensure Transparent and Fair Recruitment:** Maintain a clear monitoring system to oversee the implementation of reservation quotas, particularly in academic appointments.

¹ Assam State Reservation Norms

² As per the UGC Norms

- **Encourage ST Participation in Research & Leadership:** Facilitate mentorship programs and research grants to enable ST faculty to progress into senior academic roles such as Associate Professors, Professors, and administrative leadership positions.
- **Targeted Outreach for ST Candidates:** Conduct recruitment drives in tribal-dominated areas and collaborate with institutions that have a higher concentration of ST scholars and graduates.
- **Relaxation in Qualifications:** Allow a 5% relaxation in marks at the undergraduate or postgraduate level for SC/ST candidates when appointing lecturers or assistant professors as per the UGC Norms.
- **Age and Fee Concessions:** Provide a relaxation of five years in the upper age limit and exempt SC/ST candidates from examination and application fees during recruitment processes as per the UGC Norms.

Recommendations on perks and Benefits for ST Employees³

To attract and retain ST talent, ASU should offer a comprehensive benefits package tailored to the needs of ST employees. Recommended initiatives include:

- **Professional Development & Research Opportunities:** Provide exclusive access to faculty development programs, research grants, and conference sponsorships to encourage academic growth.
- **Reservation in Promotions & Career Progression:** Implement structured career advancement opportunities for ST employees to ensure they are well-represented at senior levels in both faculty and administrative roles.
- **Housing and Relocation Assistance:** Offer subsidized housing or rental assistance, particularly for ST faculty and staff relocating from remote tribal areas.
- **Healthcare & Insurance:** Extend free or subsidized healthcare services and comprehensive insurance coverage for ST employees and their dependents.
- **Cultural & Special Leave Provisions:** Recognize and accommodate traditional cultural practices by granting special leave for ST employees to observe their festivals and customs.
- **Retirement & Welfare Schemes:** Ensure access to pension benefits, gratuity, and post-retirement support programs.

³ Recommendations after studying ST-SC Cell University of Agriculture Science, Bangalore, and ST-SC Cell, JNU

Grievance Redressal Mechanism

To create a discrimination-free and supportive workplace, ASU must establish a dedicated grievance redressal mechanism for ST employees, including:

- A designated ST welfare officer to address concerns related to discrimination, workplace harassment, and procedural grievances.
- A confidential and accessible grievance reporting system with defined timelines for resolution.
- Regular sensitization programs for all employees to promote awareness of ST rights and inclusivity measures.

Conclusion

Enhancing the representation of Scheduled Tribe candidates in both academic and administrative positions is critical for fostering a diverse and inclusive university environment. ASU is strongly recommended to implement and monitor ST reservations in faculty recruitment, while also introducing additional support mechanisms to promote long-term career growth for ST employees. These measures will help ASU emerge as a leader in equitable employment practices within Assam's higher education landscape.

Annexure 2: Official Notification of Nodal Officer for National Scholarship Portal (NSP)



অসম দক্ষতা বিশ্ববিদ্যালয়

Assam Skill University

(A State University established under Assam Act No. IX of 2020)

Mangaldai, District: Darrang, Assam - 784125

City Office: 3rd Floor, DECT Office Complex, Rehabari, Guwahati, Assam – 781008

Website: www.asu.ac.in

No. ASU/OO/2024/44/133

Date: 11.07.2025

NOTIFICATION

In order to streamline and coordinate activities related to scholarship schemes for students of Assam Skill University, the undersigned is pleased to appoint **Dr. Kashyap Mahanta, Deputy Controller of Examination**, ASU as the **Nodal Officer** for National Scholarship Portal (NSP) or any other scholarships recognized by Government of Assam, Government of India, UGC or any other relevant bodies for the academic year 2025-26 which may be extended at the discretion of the competent authority.

The Nodal Officer will be responsible for:

1. Disseminating information regarding various scholarship schemes to students.
2. Coordinating the application process for scholarships.
3. Liaising with scholarship-granting authorities and agencies.
4. Maintaining and submitting reports and records related to scholarships.
5. Addressing queries and grievances from students regarding scholarships.

Students may contact the Nodal Officer at **9864815253** or **dy.coe@asu.ac.in**.

Issued with due approval of the competent authority.


(Hanif Noorani, ACS)
Registrar

Memo No. ASU/OO/2024/44/133

Date: 11.07.2025

Copy to:

1. Dr. Kashyap Mahanta, Deputy Controller of Examination, ASU for kind information and necessary action.
2. Academic Head, ASU - For kind information.
3. PS to Hon'ble Vice-Chancellor, ASU- For kind information of the Hon'ble Vice Chancellor.
4. Programme Cum System Analyst- To upload in the University website.
5. All Notice Board
6. Office File

Sd/-
(Hanif Noorani, ACS)
Registrar

Annexure 3: Monitoring of Grievance Redressal

June 2015

Sl. No	Complaint No.	Date of Grievance	Name of person	No of Complaint	Social Status of complainant	Summary of Complaint	Register by	Addressed by	Date of redressal	Remarks
1.	1.	30 th June '25	Pranabi Deka Mirakshi	1	SC	During a consultation meeting, local residents, especially women participants raised a request for employment opportunities at the construction site of the ASU main campus.	PMU-ASUP	GR0-Level 1 & internal committee members.	20-07-2025	Following the request women have been engaged by the contractors (WOM) for work at the construction site and the records are being maintained on a daily basis.

[Signature]
20/7/2025
PTM

Verified by: *[Signature]*
PMU/ASUP
20/7/2025
[Signature]
PMU/ASUP

CWO2 LABOURS ATTENDANCE REPORT													
FEMALE LABOUR REPORT FOR THE MONTH OF JULY 2025													
Sl no	Name of the Structure	20-Jul	21-Jul	22-Jul	23-Jul	24-Jul	25-Jul	26-Jul	27-Jul	28-Jul	29-Jul	30-Jul	31-Jul
1	Guest House		8	12		5	5						
2	Faculty Hostel	10	10	14		4	4						
3	Admin	12	10	29	13	25	23	36					
4	Food Court	14											
5	Academic Block 1.1								19	16	15		24
6	Academic Block 1.4								14		9		16
7	Academic Block 2.1								5				
8	Academic Block 2.2								11		10		
9	Academic Block 3.1								8	16			
10	Academic 3.2								15	12	25		25
11	Academic Cluster Plan-1												
12	Academic Cluster Plan-5												
13	Hostel A(Girls)								10	10			
14	Hostel A(Boys)								14	14			
15	Hostel B(Girls)								10	10			
16	Hostel B(Boys)							4					
17	Staff Housing Type-2												
18	STAFF QTR- 4												
19	Staff Housing Type-5 PILE												
20	Staff Housing Type-3												
21	Workshop			8			8						
22	MESS & CANTEEN(Boys)												
23	MESS & CANTEEN(Girls)												
24	MAIN ENTRANCE GATE												
25	DRAIN												
26	STP PILE/ ROD BINDING												
27	MISCELLENEOUS WORK												
28	UGT												
29	Frabrication												
30	33KV Line work												
31	External pipe line												
32	DRIVERS AND OPERATORS												
	Total Labourers in shifts												
	Grand Total	36	28	63	13	34	40	40	106	78	59		65
	Sign with-CW02/STC/PMU												

Pawan & Brahma Project Contractor (PCBU)

 HSE DEPARTMENT

 Assam Skill University Project

PMC(STC)

PMU(ASU)

Site Engineer (Electrical)

 Assam Skill University

 Mangaldai

Annexure 4: Consultation with Contractors (CW 04) on Safeguard Issues





ATTENDANCE SHEET

SUBJECT - Meeting with CW-04 Staff

VENUE - ASUP Main campus

DATE - 05/02/2025

Sr No.	NAME	ORGANISATION/ DESIGNATION	GENDER	PHONE/EMAIL	SIGNATURE
1.	Rashidun Rahazabati	P.m.	M.	Engineer 76368 73782	
2.	Shasank Saha	Site Engineer	M.	961625550	
3.	Mahidul Islam	QA/QC	M	7002928190	
4.	Syeda Mehzebun Rahman	PMU	F		
5.	Lingaraj Panda	PMC	M.		

Annexure 5: Public Consultation with Nearby Residents

ATTENDANCE SHEET

SUBJECT- PUBLIC CONSULTATION

VENUE- ASU Main Campus

DATE- 12/03/2025

Sr No.	NAME	ORGANISATION/ DESIGNATION	GENDER	PHONE/EMAIL	SIGNATURE
1	Satish Choudham		M		Satish Choudham
2	Raksha Choudhary		F		Raksha Choudhary
3	Biva Choudhary		F		Biva Choudhary
4	Rakhi Das		F		Rakhi Das
5	Manti Devi		F		Manti Devi
6	Rukawa Devi		F		Rukawa Devi
7	Chameli Devi		F		Chameli Devi
8	Rajesh Choudhary		M		Rajesh Choudhary
9	B. Nandan Reddy	Asst S/Manager	M		B. Nandan Reddy
10	Joyanta Bhargava	Safety officer	M	6000869310	Joyanta Bhargava
11	Vishal Gupta	CSO Env.	M		Vishal Gupta
12	Mehzebun Rahman	PMU	F		M. Rahman
13	Sanghita Dutta	PMU	F		S. Dutta



Barkumar Para, Assam, India
Barkumar Para, Assam 784529, India
Lat 26.41975° Long 92.018388°
12/03/2025 01:22 PM GMT +05:30



Chengeliapara, Assam, India
784524, Assam Skill University Rd, Chengeliapara, Assam
784529, India
Lat 26.42521° Long 92.015137°
12/03/2025 12:37 PM GMT +05:30

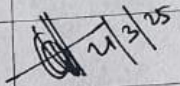






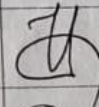
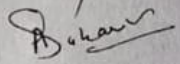
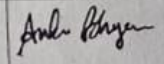
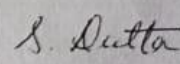

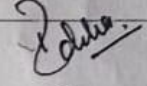
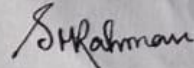
Annexure 6: Consultation on Stormwater Drainage Proposal with ASU and Water Resources Department

ATTENDANCE SHEET

SUBJECT - STAKEHOLDER CONSULTATION

VENUE - ASU MAIN CAMPUS

DATE - 21.03.2025

Sr No	NAME	ORGANISATION/ DESIGNATION	GENDER	PHONE/EMAIL	SIGNATURE
1	Shri. Jyotish Kr Sarma	OSD, ASU	M	94350 14918	
2	Kishor M Pathekar	E.E. Daring W.R. Divn	M	8638159904	
3	Jayanta Kr De	AE. W.R. Divn	M	9267835987	
4	Murind Parit	A.E. H.R. Division	M	8638246265	
5	Parash Nain	ASUP	M	7002950 751	
6	Jayanta Kr De	TL- CSO2	M	9289769863	
7	Ellora Kalib	CH, ASUP	F		
8	Himalay San	DPD	M		
9	Aswini Saha	Site Engr Civil	M	9859118213	
10	Ankur Bhuyan	Site Engr Electrical	M	91	
11	Sanghita Dutta	Enw. Sp. ASUP	F		
12	Vinut Kr Gupta	CSO1 - En	M	980242225	
13	Parash Kr Deka	PTM	M	9435011673	
14	Syeda M Rahman	PMO, ASUP	F		



Annexure 7: Public Consultation with Voluntary Relocated Persons



Name	Public Consultation with Voluntary Displaced Persons		
Location	Gerimari Village, Mangaldoi	Date	26/03/2025

Record of Discussion

The consultations conveyed information regarding project and discussed voluntary displacement. Consultation was carried out with the people at site and they confirmed that they had voluntarily vacated the proposed land, and that the district authorities had provided them with land for relocation along with basic amenities such as land filling of the area where the households have been relocated, constructed houses, electricity connections, road connectivity, individual tubewells and toilet rings for sanitation purposes, etc. The households had provided their "No Objection Certificates" for voluntary displacement. Further, Gao Pradhan has verified with the people and third-party certification has been issued.

আজি প্রকল্প সম্পর্কে তথ্য প্রদান আৰু স্বৈচ্ছায় স্থানান্তৰণ সন্দৰ্ভত এক আলোচনা অনুষ্ঠিত কৰা হয়। স্থানীয় লোকসকলৰ সৈতে আলোচনা কৰা হয় আৰু সকলোৱে জনাইছিল যে তেওঁলোকে প্ৰস্তাৱিত ভূমি স্বৈচ্ছায় ত্যাগ কৰিছে। জিলা প্ৰশাসনে তেওঁলোকক স্থানান্তৰণৰ বাবে ভূমি যোগান ধৰাৰ লগতে স্থানান্তৰিত পৰিয়ালবোৰৰ ক্ষেত্ৰত প্ৰয়োজনীয় সুবিধাসমূহ যেনে ভূমি ভৰোৱা, গৃহ নিৰ্মাণ, বিদ্যুত সংযোগ, পথ সংযোগ, পানীৰ কল, শৌচাগাৰ আদি প্ৰদান কৰিছে। পৰিয়ালবোৰে স্বৈচ্ছায় স্থানান্তৰণৰ বাবে "No objection certificate" প্ৰদান কৰিছে। লগতে, গাঁওপ্ৰধানৰ দ্বাৰা তৃতীয়পক্ষৰ প্ৰমাণ কৰা হৈছে।

বিন্দুমান ঘৰৰ বিচ্ছিন্নতা গৰাৰলৈ যাবলৈ আছে, যথস্থানৰ গাৰা যাবলৈ বাহাৰে নলগৰ
ব্যৱস্থা কৰিব লাগে।

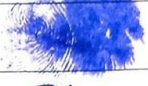
Attendance Sheet with Acceptance signatures (স্থানীয়লোকৰ স্বাক্ষৰ)

S.No.	Name	Gender	Relationship	Signature
1	Sri Hanitrai Dobi	F	Wonal Dobi (Mother)	Hanitrai Dobi
2	Ruparani Singh	F	Husband Darsanath	Ruparani Singh
3	Rumi Deba	F	Husband Haru Deba	Rumi Deba
4	স্বীৰিন্দু শৰ্মা বড়া	F	সুৰেন্দ্ৰ (পতি)	স্বীৰিন্দু শৰ্মা বড়া
5	স্বীৰিন্দু বৰি বৰ্মন	F	স্বীৰিন্দু বৰ্মন (পতি)	স্বীৰিন্দু বৰি বৰ্মন

Assam Skill University Project
ADB loan no: IND 4166

S.No.	Name	Gender	Relationship	Signature
6	Tilswar Chohan	M		Tilswar Chohan
7	Tulsi Chohan	M		Tulsi Chohan
8	পার্বী চৌহান	F	স্বামী	পার্বী চৌহান
9	Kulu Dori	F	Kulu Dori	Kulu Dori
10	শিভু অনি নাথ	F	ভোগেশ নাথ	শিভু অনি নাথ
11	দিনা চৌহান	M		দিনা চৌহান
12	সানিথী দেবী	F	স্বামী	স্বামী
13	Chandan Jyoti Deka	M	Achyut Deka	Chandan Jyoti Deka
14	বৈষ্ণব চৌহান	M	—	বৈষ্ণব চৌহান
15	Pradip	M	Andowt Hastein	Pradip Chohan
16	স্বামী বসন্ত চৌহান	M	—	বসন্ত চৌহান
17	স্বী ললিতা অম্বি	M	অম্বি (স্বামী)	ললিতা অম্বি
18	স্বী হৃদয় চৌহান	M	—	
19	স্বী অম্বি চৌহান	M	—	অম্বি
20	স্বী অম্বি চৌহান	M	অম্বি	অম্বি চৌহান
21	Prinka	F	নন্দন দেবী	Prinka Deka
22	ভোগেশ চৌহান	M	ভোগেশ চৌহান	ভোগেশ চৌহান
23	বিজয় চৌহান	M	বিজয়	বিজয়

Assam Skill University Project
ADB loan no: IND 4166

S.No.	Name	Gender	Relationship	Signature
24	সুবলিতি গোস্বামী	F	গোস্বামী মাতা	সুবলিতি
25	স্বৰূপ	M	—	স্বৰূপ
26	জনতা গোস্বামী	M	—	জনতা
27	সুজা গোস্বামী	M	—	সুজা গোস্বামী
28	স্বৰূপ গোস্বামী	M	—	
29	Rajesh choudhary	M	Rajesh choudhary father	Rajesh choudhary
30	সীতা চৌধুরী	M	—	সীতা চৌধুরী
31	Sabita Choudhary	F	—	Sabita Choudhary
32				



Gerimari Chapori, Assam, India
C2G9+782, Bidiya Nagar, Gerimari Chapori, Mangaldoi,
Assam 784529, India
Lat 26.4256953 / Long 92.0176772
Wednesday 26 March 2025 11:33:38

Annexure 8: Stakeholder Consultations with Deputy Commissioner of Darrang





Name of Programme - ASSAM SKILL UNIVERSITY PROJECT
 Theme - STAKEHOLDER MEETING
 Date - 26.03.2025
 Venue - CONFERENCE HALL, DC OFFICE, DARRANG

Sr No.	NAME OF PARTICIPANTS	ADDRESS / POSITION ORGANISATION	SIGNATURE
1.	Parag Ku. Kakoty	DC Darrang	
2.	Himalay Sarma	DPD, ASUP	
3.	SUMEET RATHORE	SAFEGUARD OFF. (ADB)	
4.	Pooja Awasthi	SOCIAL SFG, ASD	
5.	NIGRITA KUMAR	Env. officer, ASD	
6.	Maush Datta	ADC	
7.	Syeda Mehzebun Rahman	PMU, ASUP	
8.	Vinut B. Gupta	CSOI - Env.	
9.	LINGRAT PANDA	CS, EI, Social SFG	
10.	Deep Jyoti Barshya	DPMT & GRO, ASU	

Annexure 9: Consultation with Community on Verification of Beneficiary List



Annexure 10: Consultation with Community on Wastewater Drainage System



Annexure 11: Meeting with Contractors on Grievance Redressal Mechanism

Loan 4166-IND: Assam Skill University Project

Name of Program – Meeting with Contractors (Grievance Redressal Mechanism)

Venue – Main Campus, Assam Skill University

DATE – 13.06.2025

ATTENDANCE SHEET

Sr No.	NAME	DESIGNATION/ ORGANISATION	GENDER	SIGNATURE
1	LINAKANT BANDA	Social Sabejams Expert CS-01 PMU	M	Linakant
2	B. Nisanth Rao	HSE Manager	M	Nisanth Rao
3	Joyanta Barmajhary	Safety officer CWO2	M	Joyanta
4	Nishant Baragala	Safety Supervisor	M	Nisanth -
5	Lashmi Das	SE ASUP	M	Lashmi
6	Ankur Bhuiya	Site Electrical Engg ASU	M	AB
7				
8				
9				
10				
11				
12				



Annexure 12: Grievance Redressal Committee Meeting

Loan 4166-IND: Assam Skill University Project

Name of Program - Grievance Redressal Committee Meeting

Venue - Main Campus, Assam Skill University

DATE - 25.07.2025

ATTENDANCE SHEET

Sr No.	NAME	DESIGNATION/ ORGANISATION	GENDER	SIGNATURE
1	PARESH CH DEKA	PTM, ASUP GRO-I-I	M	<i>[Signature]</i>
2	Yashwan Dujia	Internal Member- ASUP	M	<i>[Signature]</i>
3	Saughita Dutta	Env. Sp, PMU, ASUP	F	S. Dutta
4	Syeda Mehzebim Rahman	Social Safeguard PMU, ASUP	F	S. Rahman
5	Arvind Saharich	Site. Engg (Civil) ASUP	M	Arvind Saharich 25.07.25
6	Ankur Bhuyan	Site Engg (Electrical) ASUP	M	Ankur Bhuyan 25.7.25
7	V.K. Lypta	CSO - Env	M	<i>[Signature]</i>
8	LINDRAJ PANDA	ES-01 Social safeguards	M	Lindraja Panda
9				
10				



Latitude: 26.424452
Longitude: 92.015214
Elevation: 53.77 ± 3.00 m
Accuracy: 4.29 m
Time: 25-07-2025 10:44:14
Note: Digital library



Chengeliapara, Assam, India
784524, Assam Skill University Rd, Chengeliapara, Assam 784529,
India
Lat 26.424436° Long 92.015255°
25/07/2025 10:43 AM GMT +05:30

GPS Map Camera

Annexure 13: Community Meeting with Local Residents

Loan 4166-IND: Assam Skill University Project

Name of Program - *Community Meeting*

Venue - Main Campus, Assam Skill University

DATE - 25.07.2025

ATTENDANCE SHEET

Sr No.	NAME	DESIGNATION/ ORGANISATION	GENDER	SIGNATURE
1	<i>Santoshi Deka</i>	Local	F	<i>Santoshi Deka</i>
2	<i>Devorati</i>	Local	F	<i>Devorati</i>
3	<i>Parvati Chohan.</i>	Local	F	<i>Parvati</i>
4	<i>Mamju Chohan.</i>	Local	F	<i>Mamju Chohan</i>
5	<i>Nandani Chohan.</i>	Local	F	<i>Nandani Chohan</i>
6	<i>Sarati Chohan.</i>	Local	F	<i>Sabita Choudhury</i>
7	<i>Basanti Chohari</i>	Local	F	<i>Basanti Chohan</i>
8	<i>Janita Chohan.</i>	Local	M	<i>Sri Janita Chohan</i>
9	<i>Urmila Devi</i>	Local	F	<i>Urmila Devi</i>
10	<i>Vibha Maji</i>	Local	M	<i>Biyamaji</i>
11	<i>Rakha Choudhury</i>	Local	F	<i>Rakha Choudhury</i>
12	<i>B. Disanth</i>	<i>HSR Manager</i>	M	<i>B. Disanth</i>
13	<i>S. Dutta</i>	<i>PMU, ASUP</i>	F	<i>S. Dutta</i>
14	<i>Syedra Mehzebim Rahman</i>	<i>Social Safeguard Spec PMU, ASUP</i>	F	<i>S. Rahman</i>

15 *V. K. Gupta* *CSO - ASU* M *[Signature]*



GPS Map Camera



Mangaldoi, Assam, India

C2fc+488, Mangaldoi, Assam 784529, India

Lat 26.421424° Long 92.019156°

25/07/2025 12:18 PM GMT +05:30



GPS Map Camera



Mangaldoi, Assam, India
C2fc+488, Mangaldoi, Assam 784529, India
Lat 26.421456° Long 92.01912°
25/07/2025 12:15 PM GMT +05:30

Annexure 14: Tool Box Training for Women Labourers

Loan 4166-IND: Assam Skill University Project

Name of Program - TSB (Tool Box talk)
 Venue - Main Campus, Assam Skill University
 DATE - 26/7/25

ATTENDANCE SHEET

Sr No.	NAME	DESIGNATION/ ORGANISATION	GENDER	SIGNATURE
1	শ্রী প্রব্রজা কোশল	Worker	F	শ্রী প্রব্রজা কোশল
2	Gita Biswas	Worker	F	Gita Biswas
3	Renu Das	Worker	F	Renu Das
4	Monjula Mahanta	Worker	F	Monjula Mahanta
5	Joynti chowhan	Worker	F	Joynti Chowhan
6	Suroti Devi	Worker	F	Suroti Devi
7	Lalmouri chowhan	Worker	F	Lalmouri Chowhan
8	Rodha Devi	Worker	F	Rodha Devi
9	Parul Nath	Worker	F	Parul Nath
10	Chanda. Prabha Devi	Worker	F	Chanda probha Devi.
11	Dipamoni Barua	Worker	F	Dipamoni Barua.
12	Joynti Devi	Worker	F	Joynti Devi
13	Ananti chowhan	Worker	F	Ananti chowhan
14	Renu Das	Worker	F	Renu Das



Name of Program - TBT (Tool talk).

Venue - Main Campus, Assam Skill University

DATE - 26/7/25

ATTENDANCE SHEET

Sr No.	NAME	DESIGNATION/ ORGANISATION	GENDER	SIGNATURE
41	Rita Devi	Worker	F	Rita Devi
42	Future Day	Worker	F	শীতল সুপ্রতিম
43	Naamita Shingh	Worker	F	শ্রী নমিতা শিংগ
44	শ্রী বিমলা কলিতা	Worker	F	শ্রী বিমলা কলিতা
45	Ruoni Deka	Worker	F	Ruoni Deka
46	শ্রী গীতা দেকা	Worker	F	শ্রী গীতা দেকা
47	শ্রী Ambika Deka	Worker	F	Ambika Deka
48	শ্রী সীমা মাইজলি	Worker	F	শ্রী সীমা মাইজলি
49	শ্রী জয়া মাইজলি	Worker	F	শ্রী জয়া মাইজলি
50	শ্রী স্বপ্না মাইজলি	Worker	F	শ্রী স্বপ্না মাইজলি
51	শ্রী গায়ত্রী মাইজলি	Worker	F	শ্রী গায়ত্রী মাইজলি
52	শ্রী গায়ত্রী দেকা	Worker	F	শ্রী গায়ত্রী দেকা
53	শ্রী স্নিগ্ধা মাইজলি	Worker	F	শ্রী স্নিগ্ধা মাইজলি
54	শ্রী স্নিগ্ধা দেকা	Worker	F	শ্রী স্নিগ্ধা দেকা

