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ASSAM SKILL UNIVERSITY PROJECT



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ASSAM SKILL UNIVERSITY PROJECT

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

No. ASDM/ASUP/38/2022/251

Dated: 28.02.2026

To

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

Subject: Endorsing the Semi-Annual Social Monitoring Report, August 2025 – January 2026 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 August 2025 – January 2026 is submitted herewith.

We hereby express our endorsement of the Semi-Annual Social Monitoring report (August 2025 – January 2026) of the Assam Skill University Project.

Yours faithfully

(Himalay Sarma)

Deputy Project Director (DPD)
Assam Skill University Project (ASUP)
Dated: 28.02.2026

Memo no. ASDM/ASUP/38/2022/251 – 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: August 2025 – January 2026



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.

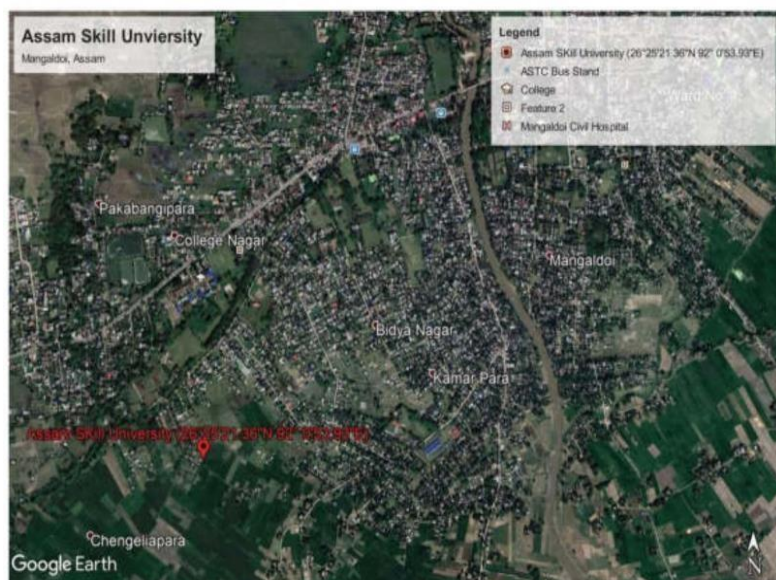
A. Civil works packages:

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 August 2025 to January 2026.

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 3: ASU new layout plan

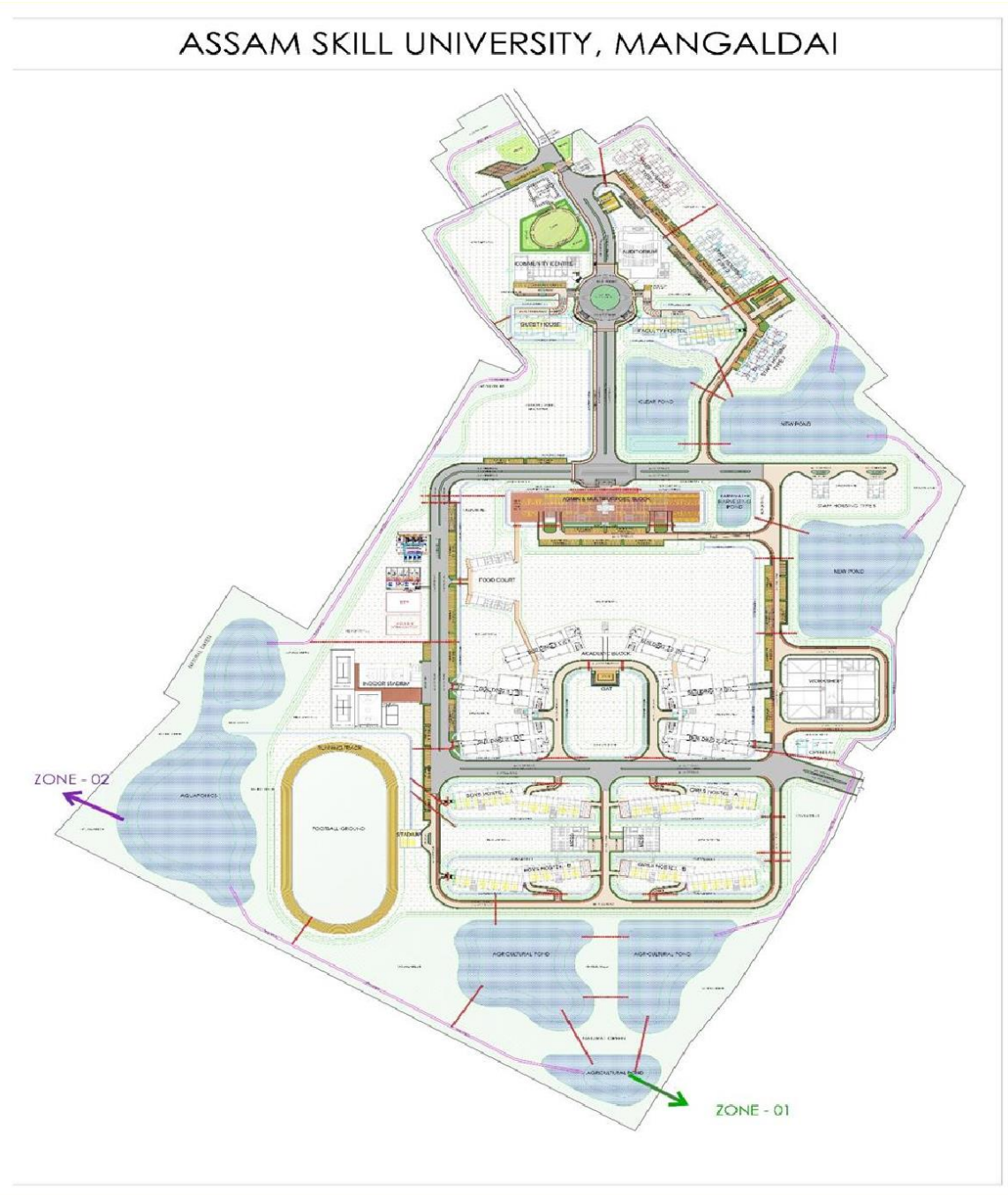


Figure 4: KMZ Map



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 31.01.2026
1.	CW- 01	Land preparation and boundary wall for ASU campus	M/s A. S. Enterprise	Work completed	30th 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	2nd November 2021	2nd November 2024 (extended till June, 2026)	83%
3	CW-03	Upgrading of ASU Interim Campus	M/s Mechfab Engineering Industries PVT. LTD.	Work completed	6th 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/sBhaskar Baruah	Work in progress	30 th March 2024	30 March 2025	100%
5	CW-05	Interior work for Guest House & Faculty Hostel	M/sBhaskar Baruah	Work Completed	21 st February, 2025	19 October 2025	96.5%
6	CW-06	Interior, CCTV and Audio-Visual Works for ASU Academic & Admin. Building	M/sBhaskar Baruah	Work in progress	16 th August, 2025	16 February 2026	28%

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

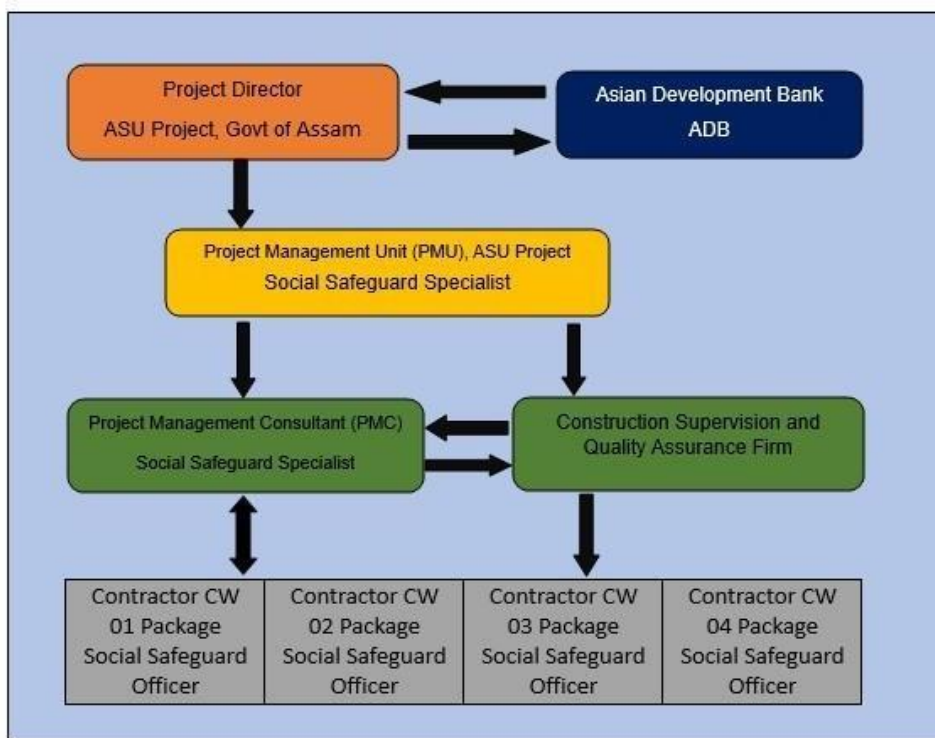


Figure 5: Organogram of Social Safeguard Arrangements (ASU Project)

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 schedule 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**. An updated Indigenous Peoples Plan (IPP) is under preparation and will be submitted to ADB for approval and disclosure.

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	D11: Strategic Promotional and Outreach Plans is prepared by CS04 Consultants has been approved and finalised on 31 st October, 2025. The plan consists of the outreach and promotional strategies to outreach to prospective students belonging to scheduled tribe communities in Assam and the Northeast. An action plan is prepared for

	<p>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.</p>	<p>implementing the IPP covering outreach activities, baseline information collection, training programs, and workshops. Refer to Annexure 2 for the detailed outline. Accordingly, an annual outreach and promotion plan is also drafted and is approved by the committee for approving the deliverables of CS04. Refer to Annexure 3. These activities are being carried out on a monthly basis and will be streamlined after the onboarding of the agencies.</p> <p>The below mentioned tender for outreach activities has been published in Assam Skill University website on 22nd January, 2026 for -</p> <p>(I) Hiring of Event Management Agency for Events & Activities, Seminars, Workshops etc.</p> <p>(II) Hiring of Creative Agency for Design & Printing of publicity materials and Audio-Visual Production (Lot 1- Creative Agency 1)</p> <p>(III) Hiring of Creative Agency for Design & Printing of publicity materials and Audio-Visual Production (Lot 2- Creative Agency 2).</p>
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.	<p>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:</p> <ol style="list-style-type: none"> 1. Disseminating information regarding various scholarship schemes to students. 2. Coordinating the application

		<p>process for scholarships.</p> <p>3. Liaising with scholarship-granting authorities and agencies.</p> <p>4. Maintaining and submitting reports and records related to scholarships.</p> <p>5. Addressing queries and grievances from students regarding scholarships.</p> <p>Additionally, Assam Skill University is registered under the National Scholarship Scheme Portal which has streamlined the process of application and verification for the students to apply to various scholarship schemes. Refer to Annexure 4.</p>
<p>Residential facilities for students, faculty, and staff</p>	<p>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.</p>	<p>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.</p> <p>The design of the ASU main campus are as follows -</p> <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-abled people, including all men, women and special persons. ● 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

		<p>flooring.</p> <ul style="list-style-type: none"> ● 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>Nine Buildings in ASU Main Campus (Guest House, Transit Accommodation, Admin Building, Workshop, Academic Buildings, Boys Hostel - A, Girls Hostel - A, Mess Canteen, Food Court) were accessed on 4th and 5th December in presence of PMU Gender & Civil Team CS01, CS02 and CW02 contractors. The minutes of meeting is enclosed in Annexure 5.</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 succeed in skills development, further study, entrepreneurship, job search, and career development.</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 has been appointed to impart different communication and soft skill programs for the seven departments at ASU. Additionally, in continuation of Assam Skill University’s efforts to strengthen academic governance, enhance institutional development and streamline operations across</p>

		various Centers of Excellence and Offices, the following nominations and assignments are hereby approved and notified: The university designated the following faculty members and officers as In-Charge for the respective Centers and Offices. Refer to Annexure 6.
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 8 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 had launched 13 courses with the intake capacity of 670 seats. A total 346 students have been admitted for this academic year. For the upcoming academic session 2026, ASU will be launching short term and internship certificate courses starting from 20 April, 2026 and 1 July, 2026 respectively.

Table 3: Institutional Roles and Responsibilities of IPP Implementation

SI No.	Responsible Agency	Activities/Action	Implementation on Schedule/Timeline	Remarks

1	PMU, CS-03	<p>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:</p> <p>“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.</p>	Ongoing	The Legal and Institutional framework applicable to Indigenous Peoples has been drafted by the CS03 consultants and will be implemented in the University.
2	PMU, CS-04	<p>With reference from CS04 Strategic promotional plan and inputs from ASU leadership – 1. Newspaper, TV and FM Radio advertisements along with hoarding and regular social media posts were published during this period.</p> <p>2. Assam Skill University co-hosted the Industry Conclave on the National ITI Upgradation Scheme under the Hub-and-Spoke Model on 31st August 2025 at Vivanta, Guwahati, in collaboration with the Department of Skill, Employment & Entrepreneurship (SEED) and the Directorate of Employment and Craftsmen Training Assam (DECT). The conclave brought together government leaders, industry experts, and training partners to deliberate on strengthening Assam’s skilling ecosystem.</p> <p>3. Assam Skill University represented itself at the District Level Career Counseling and Vocational Guidance Programme organized by the Employment</p>	Ongoing	These activities are being carried out on a monthly basis and will be streamlined after the onboarding of the three agencies, the annual outreach and promotion plan suggested by CS 04 and approved by Assam Skill University will be implemented.

		<p>Exchange, Rangia, under the Directorate of Employment and Craftsmen Training, on 11th September 2025, held at Yuva Bikash Kendra, Amingaon.</p> <p>4. Representatives from Assam Skill University and Assam Skill University Project showcased its vision and plans at Awareness Campaign at Veterans Swabhiman Rally on 12 October, 2025 among veterans, teachers and students.</p> <p>5. ASU & ASUP team participated in the Zonal Exhibition of Career Courses organized by the Office of the Deputy Director of Employment across multiple zones (Guwahati, Tezpur, Diphu, Dibrugarh, Silchar, etc) of Assam under the Directorate of Employment and Craftsmen Training Assam, Skill, Employment and Entrepreneurship Department among Students, Teachers & Guardians.</p>		
3	PMU, CS-04	<p>The dissemination of information on scholarship and other financial aid schemes and programs to prospective students were done through official notification at the University website. The different scholarships such as AICTE Pragati Scholarship Scheme, AICTE Saksham Scholarship Scheme, CMs Jibon Anuprerana Scheme, Ishan Uday, Post Matric Scholarship for SC students and Scholarship for ST students. Among the 31 ST students of Assam Skill University, 25 students have applied for the scholarship.</p>	Ongoing	In the upcoming period, the dissemination process will be strengthened through creative publicity and awareness sessions organized with the students.

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	<p>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 August 2025. A consultation meeting was held on 19 December with students belonging to Scheduled Tribes enrolled at Assam Skill University to create a database of the students, understand their perspectives on the academic system, issues related to scholarship applications, any grievances faced, and the support received during classes. Additionally, a consultation with the students was held on 22 January, 2026 at main campus on ADB Environmental and Social safeguard requirements applicable to ASU. Student Feedback were received such as -</p> <ul style="list-style-type: none"> • Drinking water should be clean and regularly tested. • Waste management within hostels needs improvement with appropriate bins. • Mess facilities are costly and monitoring needs strengthening. • Wi-Fi facilities in hostel area are not functional. <p>This feedback was communicated to Director Students Welfare, ASU and Administrative Officer, ASU for strengthening the systems.</p>
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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	<p>Courses have started from the interim campus (Guwahati) from 1st Aug 2025 for the first semester and shifted to main campus (Mangaldoi) on 2nd January, 2026. The courses being imparted are as follows -</p> <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 Science and Engineering (Honours in Cyber Security) ● 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

				<p>Technology (Specialisation in Outsourced Semiconductor Assembly and Test)</p> <ul style="list-style-type: none"> ● 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	<p>The Grievance web-based system has been strengthened as advised in the Safeguard Review Mission on November 2025. The link of the web-based system is - Grievances and Redressal. An Excel-based tracking system is maintained to record and manage grievances. All grievances received are entered into the Excel sheet by the respective implementing units, and their status is regularly updated upon resolution or escalation. Quarterly trainings and monitoring of activities is reported in QPPR and SSMR accordingly.</p>

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 and PMU office at Guwahatu. 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, one locally elected representative from Panchayat and Legal Advisor, ASDM. 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 and act as GRO - 2. This committee shall look into the matters, which are referred to and not resolved by GRC at site level.

GRC at State 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. The Principal Secretary, SEED will act as the GRO – 3. 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. The grievances received in the email are being recorded in the email address - grievance@asu.ac.in. After receiving the grievance in the email, it is being re-directed to the concerned department for redressed and resolve. A designated Nodal Officer is nominated for operating grievance related emails of Assam Skill University.

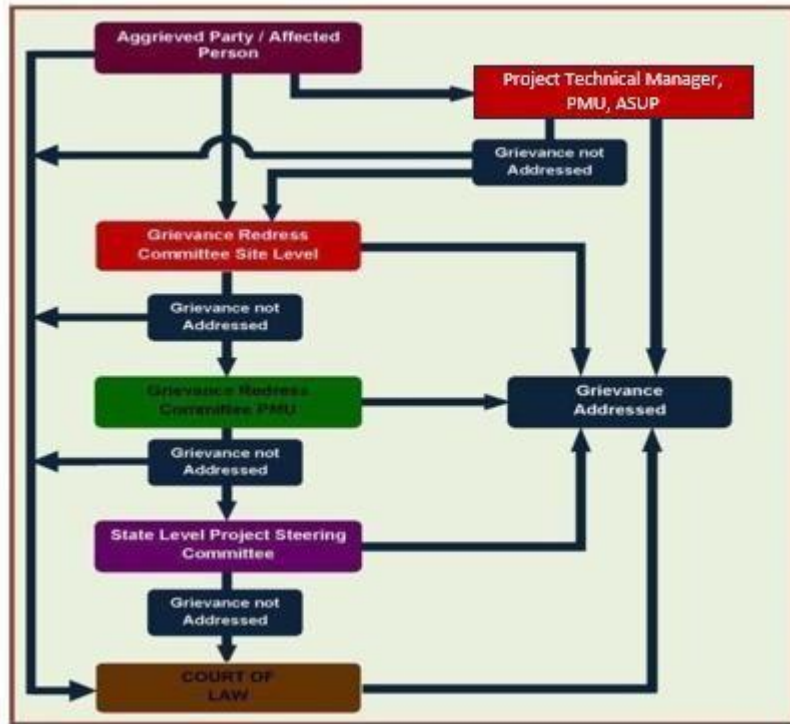


Figure 6: Grievance Redress Mechanism (ASU Project)

- d. One complaint register is also being maintained at the construction site by the contractor and similarly at the project office where people can register their complaint. In addition to it a drop box is also available at the site and at PMU for people to register their grievances in the hand 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. The grievances recorded in this reporting period is shared in **Table 4** which is maintained in an excel sheet in detailed below –

Table 4: Grievances Recorded from August 2025 to January 2026

Number of Grievances Registered	Number of Grievances Redressed/Closed	Number of pending Grievances
17	17	0

Out of the 17 grievances recorded and registered during this reporting period, one grievance was received for the procurement department, one grievance pertained to site and civil construction matters, and 15 grievances were related to recruitment queries.

The details of the grievance pertaining to Scheduled Tribes is disclosed as follows: One grievance was received on 16 September 2025 from the All-Assam Tribal Students' Union (AATSU). The concerns raised were: (a) discriminatory hiring practices and violation of reservation norms at Assam Skill University; (b) mandate of Assam Skill University regarding equity and inclusion; (c) contradictions between commitments and practice; (d) violations of constitutional and legal provisions; and (e) ADB's responsibility as the funding agency.

Please refer to **Annexure 7** for the response to the grievance received.

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 August, 2025 to January, 2026 are as follows –

- i. Awareness Campaigns on TVET courses of Assam Skill University –** Representatives of Assam Skill University and Assam Skill University Project participated in the Veterans Swabhiman Rally held on 12th October 2025 at 222 ABOD Ground, Narangi Military Station, organized by 51 Sub Area. The University set up an information stall to create awareness about its skill-based and academic programmes. Similarly, members of ASU and ASUP participated in the awareness Campaign at Zonal Exhibition of Career Courses organized by Office of the Deputy Director of Employment at multiple zones at Amingaon, Rangia, Guwahati, Diphu, Tezpur, Dibrugarh, Jorhat and Silchar among Students, Teachers & Guardians. **Refer to Annexure 8.**
- ii. Consultation with women laborers on safety measures and site observation** - On 31st October 2025 a consultation was conducted with women labourers engaged in housekeeping work in the building to discuss safety measures. Topics included safe handling of cleaning chemicals, use of personal protective equipment (PPE), prevention of slips and falls, ergonomic practices, and reporting of hazards. Workers were encouraged to share concerns and suggestions to improve workplace safety. **Refer to Annexure 9.**

- iii. Consultation with voluntary shifted households on welfare schemes and services** – During the ADB review mission, a consultation was held with the voluntarily shifted households regarding the basic services being availed by them. The consultation was attended by local residents, the ADB Social and Environment Team, the PMU team, and Panchayat representatives. During the interaction, the residents requested facilitation of a proper drainage system, road construction, and adequate sanitation facilities (including sanitation rings). In this regard, ADB suggested ensuring regular monitoring of the development of drains, roads, and electricity supply in the voluntarily settled area, as committed by the Village President (commitment letter). And asked to ensure to provide relevant documentation to the voluntarily displaced persons.
- Status:** The matter has been well received by the Panchayat, and a letter has been addressed to the CEO, ASUP on 24 November, 2025 informing that 31 families residing in Vidya Nagar of Gerimari village under Moamari Gram Panchayat require access to basic services and infrastructure. The Moamari Gram Panchayat has committed to ensuring that all eligible households receive these amenities through various State and Central Government schemes. To support the identified families, the Panchayat proposes to utilize schemes such as MGNREGA and the 15th Finance Commission grants for road connectivity (including the construction of gravel, sand, and drainage roads); relevant government schemes for electricity supply and installation of electric poles; Swachh Bharat Mission (Gramin) for adequate sanitation facilities; and PMAY-G for housing support. These facilities are proposed to be extended to the households within the upcoming financial year. Similarly, the proposal for allotment of land to the 31 families in portions of Dag Nos. 22, 179, 180, 181, 182, and 183 will be placed before the SDLAC under the provisions of the Assam Land Policy, 2019. The respective letters in Assamese are enclosed in **Annexure 10.**
- iv. Consultation with Project Manager, HSE Manager, Safety Staff of Contractors (CW 02) and labour on Safeguard Issues** - On 12th December, 2025 a site visit was conducted at the ASU main campus for a consultation with CW 02 contractors. In this particular meeting, **an agreement copy** is obtained between the CW02 contractor and the private landowner to build a labour camp on the private land. The objective was to orient them on safeguard measures during the construction site. 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. Consultation with Project Manager, HSE Manager, Safety Support Staff of CW02 and labourers – men and women on safeguard

compliances. 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 11**.

v. **Consultation with Students belonging to Schedule Tribe (ST) category - A** consultation meeting was held on 19 December at the Interim Campus with students belonging to Scheduled Tribes enrolled at Assam Skill University to create a database of the students understand their perspectives on the academic system, issues related to scholarship applications, any grievances faced, and the support received during classes. Refer to **Annexure 12**.

vi. **Consultation with Students at the Main Campus (Mangaldoi) – A** consultation with the students was held on 22 January, 2026 at main campus on ADB Environmental and Social safeguard requirements applicable to ASU after the shifting of the campus formally from 2nd January, 2026 and classes starting from 18 January, 2026. Student Feedback were received such as –

- a. Drinking water should be clean and regularly tested.
- b. Waste management within hostels needs improvement with appropriate bins.
- c. Mess facilities are costly and monitoring needs strengthening.
- d. Wi-Fi facilities in hostel area are not functional.

This feedback was communicated to Director Students Welfare, ASU and Administrative Officer, ASU for strengthening the systems. **Refer to Annexure 13**.

vii. **Stakeholder Consultations with Deputy Commissioner of Darrang and Additional SP (HQ) Darrang -** On 31 January, 2026, a delegation from Assam Skill University (ASU) comprising Dr. Bhabaranjan Sharma, Controller of Examination and Director of Students' Welfare; Shri Durlov Borgohain, Assistant Registrar; Shri Raktimabh Kakati, Administrative Officer; and Syeda Mehzebin Rahman, Gender and Indigenous Peoples Specialist, paid an official courtesy visit to the Office of the Deputy Commissioner, Darrang, and met the newly appointed District Commissioner, Smti Pubali Gohain (ACS), to extend greetings and seek support for the newly established Assam Skill University at Mangaldai. The delegation briefed the District Commissioner on the shifting of the University to its permanent campus, courses, site construction compliances and about waste disposal. She assured the delegation of the district administration's full support and cooperation for the growth and development of Assam Skill University.

The delegation also visited the Office of the SP (HQ), Darrang, and met Smti Ima Das (APS), Additional SP (HQ), Darrang, to seek continued support and

cooperation in the near future. Refer to **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 as suggested by CS03 in strategy document

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 the autonomous councils.

A. 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 will ensure equitable access to quality education and support for this underprivileged group.

a) Relaxations in admission criteria - ASU shall provide relaxations and special accommodations in admission criteria to ensure accessibility for underserved groups:

b) Reservation policy - The University will 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 (ST- P) - 10%

Scheduled Tribes, Hills (ST - H) - 5%

c) Alternative forms of assessments –

i. **Bridge programs** – Providing specialized bridge programs to train ST students to undertake entrance exams for the University

ii. **Counselling support** – Tailored counselling sessions will be organized to promote enrolment 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 counsellors 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

d) Scholarships - The University shall 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 scholarships schemes (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 –

- i. **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.
- ii. **State Sponsored Scheme for providing ‘Special Incentive to Schedule Tribes (Plain) /Other Backward Caste/Most Other backward Caste Meritorious Students’ provided by Department of Welfare of Plains Tribes & Backward Classes’ Govt. of Assam** - This scholarship is to provide financial grants to ST (P)/OBC/MOBC Meritorious students who has secured 80% or above in Matriculation or 75% or above in 10+2 examination or 70% or above in Graduation or 65% or above in Post Graduation or equivalent grades. A fixed amount of Rs. 10,000/- for Matriculation, Rs. 15,000/- for students passing 10+2, Rs. 20,000/- for Degree students and Rs. 25,000/- for PG students will be provided under this grant to the beneficiaries approved by the Selection Committee.
- iii. **Financial Assistance for Technical Courses given by Directorate of Tea Tribes and Adivasi Welfare, Assam** - The Directorate of Tea Tribes and Adivasi Welfare, Government of Assam, provides financial assistance to students belonging to Tea Tribes and Adivasi communities for pursuing technical and professional courses. The support is aimed at improving access to skill-based and higher education, enhancing employability, and promoting socio-economic inclusion. Assistance generally covers components such as course fees, stipends, and other admissible educational expenses, subject to eligibility criteria and government norms.
- iv. **National Fellowship Scheme (Funded by Central Government (Ministry of Tribal Affairs)** - Supports ST students pursuing PhD with tuition fees,

- contingency grants, and a monthly stipend for their living expenses.
- v. **Pradhan Mantri UcChhatar 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.
 - vi. **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)
 - vii. ASU will 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 will also consider to establish STEM scholarships for meritorious underserved groups in pursuing STEM degrees through partnerships (industry & academia), donations, and alumni contributions.
- e) 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 HS, Degree, and MA/MSc/MCom 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:
- i. Fee Waiver based on income certificate - As an alternative to the income Certificate issued by the Circle Officer as stated in the Office Memorandum, 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 favour 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.
 - iv. 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.

- v. 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.
- f) 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 –
- i. Providing socio-economic, academic, and psychological support to such students through proper counselling and mentoring programs.
 - ii. Ensuring proper implementation and monitoring of orientation and bridge courses designed by the University to benefit disadvantaged groups students.
 - iii. Generating funds through CSR and alumni for financial assistance and scholarships to disadvantaged groups students.
 - iv. 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.
 - v. Implementing, monitoring and evaluating the execution of the reservation policies in the University.
 - vi. Installing a system to help lodge complaints against SC/ST/Minorities discrimination.
 - vii. 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
 - viii. Conducting regular trainings, workshops etc. to focus on overall personality and skill development of disadvantaged students, enhancing the student employability.
 - ix. 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.

g) Career development services – Assam Skill 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 –

- i. Career guidance: Personalized counselling and guidance for career planning.
- ii. Skill development: Workshops, seminars, and training sessions focusing on communication, leadership, networking, professional etiquette, and problem-solving abilities.
- iii. Placement training: Focused sessions on resume writing, interview techniques, interpersonal skills, grooming, and language proficiency.
- iv. Industry collaboration: Opportunities for guest lectures, career talks, internships, and research projects through academia-industry partnerships.
- v. STEM initiatives: Projects/workshops/summer camp opportunities in STEM fields targeting underserved groups (in ST students).
- vi. Providing projects/workshops/summer camp opportunities in the field of STEM by targeting underserved groups in high school in the NE region.
- vii. Creating research opportunities and project-based learning specifically for underserved groups to enhance their experiential and real-world learnings.

h) Recognition and Community building

- i. **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.
 - ii. **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.
- i) Student Wellness Centre** - ASU shall have a designated 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.

B. INITIATIVES FOR SCHEDULED TRIBE (ST) FACULTY AT ASSAM SKILL UNIVERSITY -

Assam Skill University (ASU) is committed to fostering an inclusive and diverse workforce, ensuring equitable opportunities for underrepresented communities. In alignment with the Government of Assam's reservation policies, it is recommended that ASU take proactive measures to enhance the recruitment, retention, and career progression of Scheduled Tribe (ST) candidates across both academic and administrative positions. Strengthening ST representation will contribute to a more inclusive higher education system, while also aligning with state-mandated reservation norms.

1. **Reservation Guidelines for ST Candidates**¹ - 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 shall –
 - i. **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.
 - ii. **Ensure Transparent and Fair Recruitment:** Maintain a clear monitoring system to oversee the implementation of reservation quotas, particularly in academic appointments.
 - iii. **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.
 - iv. **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.
 - v. **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.
 - vi. **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.
2. **Recommendations on perks and Benefits for ST Employees**³ - To attract and retain ST talent, ASU should offer a comprehensive benefits package tailored to the needs of ST employees. Recommended initiatives include:

¹ Assam State Reservation Norms

² As per the UGC Norms

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

- i. Professional Development & Research Opportunities:** Provide exclusive access to faculty development programs, research grants, and conference sponsorships to encourage academic growth.
 - ii. 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.
 - iii. Housing and Relocation Assistance:** Offer subsidized housing or rental assistance, particularly for ST faculty and staff relocating from remote tribal areas.
 - iv. Healthcare & Insurance:** Extend free or subsidized healthcare services and comprehensive insurance coverage for ST employees and their dependents.
 - v. Cultural & Special Leave Provisions:** Recognize and accommodate traditional cultural practices by granting special leave for ST employees to observe their festivals and customs.
 - vi. Retirement & Welfare Schemes:** Ensure access to pension benefits, gratuity, and post-retirement support programs.
3. **Grievance Redressal Mechanism** - To create a discrimination-free and supportive workplace, ASU must establish a dedicated grievance redressal mechanism for ST employees, including:
- i. A designated ST welfare officer to address concerns related to discrimination, workplace harassment, and procedural grievances.
 - ii. A confidential and accessible grievance reporting system with defined timelines for resolution.
 - iii. Regular sensitization programs for all employees to promote awareness of ST rights and inclusivity measures.

Annexure 2: Action Plan for Indigenous Peoples

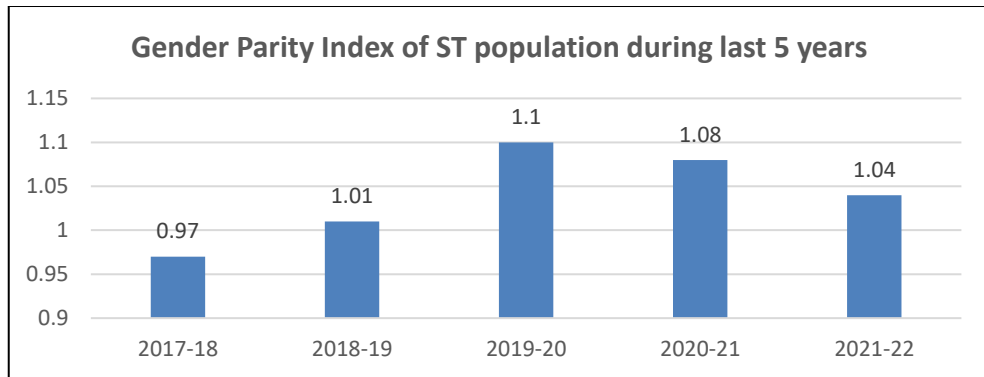
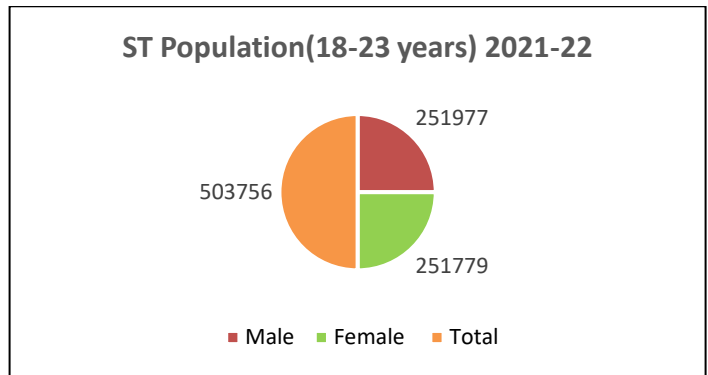
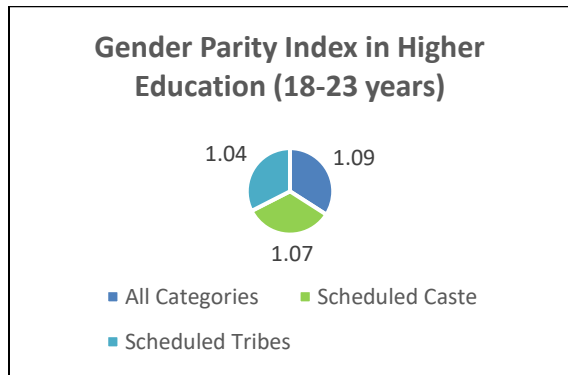
The action plan aims to strengthen outreach and engagement with Indigenous Peoples (Scheduled Tribe communities) across Assam and the wider northeastern region to enhance their participation in skill education, training, and entrepreneurship opportunities offered by Assam Skill University (ASU). The initiative focuses on promoting awareness among prospective students and their families—particularly those residing in rural and underserved areas—about accessible, inclusive, and livelihood-oriented learning pathways.

To achieve this, the Project Management Unit (PMU), with support from Project Management Consultants and outreach agencies, will implement the structured promotional and outreach strategy. The plan will identify priority target groups, especially in districts and states with higher concentrations of Scheduled Tribe populations, outline appropriate communication channels and culturally responsive media for information dissemination, and establish collaboration with relevant state and district government agencies, as well as non-governmental and community-based

organizations. Through these coordinated efforts, ASU seeks to ensure equitable access, informed participation, and meaningful inclusion of Indigenous youth and communities in skills development and entrepreneurship ecosystems.

A. GENDER PARITY TRENDS AMONG SOCIAL GROUPS IN ASSAM –

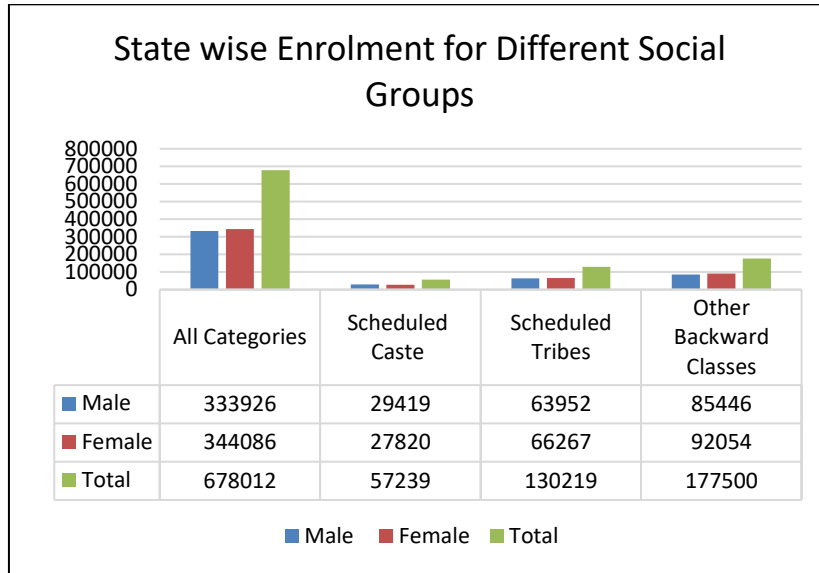
Female participation among ST students is near parity though lower than the state’s overall gender parity levels, hinting scope for further strengthening inclusion among tribal youth. ST youth population is almost evenly split by gender, indicating no demographic disadvantage that would limit participation opportunities for either group. Gender parity for ST students in Assam has improved over time, but recent dip indicates the need for renewed momentum to sustain and advance female participation.



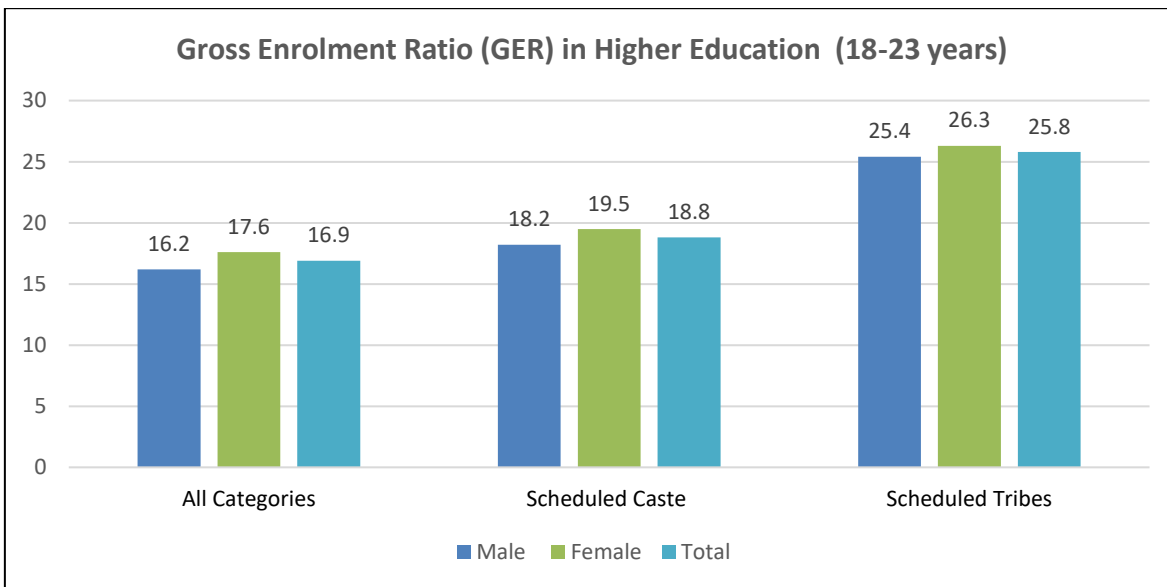
Source: Gender Parity Index is the ratio of the GER female to GER male. A GPI of 1 indicates parity between the sexes; a GPI that varies between 0 and 1 means a disparity in favour of males; whereas a GPI greater than 1 indicates a disparity in favour of females

B. ENROLMENT OF SOCIAL GROUPS IN HIGHER EDUCATION

SC and ST students form a much smaller share of the total enrolment landscape. Female enrolment marginally exceeds male enrolment in every social group. Within ST population the enrolment between male and female is almost evenly split.



ST students record the highest enrolment level in higher education. Female GER⁴ is slightly higher than male GER across all groups, indicating stronger female engagement.



C. CHALLENGES FACED BY TRIBAL YOUTH IN ACCESSING EDUCATION

Tribal youth in Assam encounter several challenges while availing scholarships including a lack of awareness and difficulties in obtaining necessary documents such as caste certificates and bank accounts. Poor internet connectivity in remote areas like tea gardens and complex online application processes further complicate matters.

⁴ Note: GER is a key indicator of the level of participation in higher education within a given population. Higher GER values indicate greater enrolment in higher education among the specified age group.
Source: All India Higher Education Report 2021 – 2022.

1. **Transportation Challenges in Rural Areas** - Limited public transport, unsafe travel routes, and long distances to educational institutes discourage enrolment. Travel costs add an additional financial burden for economically weaker families.
2. **Social Norms Favouring Boys** - Boys are often prioritized for education and skill training due to perceptions of higher economic returns. Girls' education in many communities is still seen as secondary, limiting their access to career-oriented learning pathways.
3. **Attending the Institutions on Menstruation Days** - Limited access to menstrual hygiene facilities in institutions leads to irregular attendance and dropout. Persistent stigma and discomfort restrict girls from participating in practical or residential training programmes.
4. **Expectation to Contribute to Family Farm/Loom** - Children are expected to engage in various household activities, such as assisting with agricultural work, caring for their younger siblings, and working at home or on looms to help enhance the family's income.
5. **Low Awareness** - Families have limited knowledge about available vocational programmes and future career prospects. Lack of role models and success stories reduces motivation to pursue skilling pathways.
6. **Early/Child Marriage** - Early marriage abruptly ends education and skill development opportunities for girls.

D. ACTION PLAN

To significantly enhance the outreach efforts of Assam Skill University among indigenous communities, **focusing on both prospective students and faculty** by implementing targeted strategies, ASU aim to raise awareness of the university's offerings and foster an inclusive academic environment. This comprehensive plan encompasses various outreach activities designed to engage these communities effectively –

- a. Outreach Activities for Students
- b. Outreach Activities for Faculty

OUTREACH STRATEGIES FOR STUDENTS FROM INDIGENOUS BACKGROUNDS

- I. **Establishing Partnerships** - Collaboration with Government Departments such as Department of Tribal Affairs, Autonomous District Councils, Statutory Autonomous Councils, Development Councils, Directorate of Assam Institute of Research for Tribals and SCs, Department of Indigenous and Tribal Faith and Culture, Assam Plains Tribes Development Corporation Limited, schools/colleges in tribal villages for effective outreach.
- II. **Social Media Promotion** –

- Social media Posting with curated hashtags, quizzes on trivia on important tribal festivals such as, Bihu, Baiko, many more along with sharing good wishes.
- Live streaming/posting of the event/tribal festivals where ASU has set up its stall or mobilisers have organized a street play or any other similar activity.
- Targeted social media posts containing information around why students from tribal population shall enroll, benefits, offerings of ASU, scholarships details and testimonials/success stories of other students from similar background.

III. Drip Marketing

- Share short videos, messages, testimonials from tribal students in the WhatsApp groups created through drip marketing.
- Customized content on topics such as tribal achievers from ASU, career prospects, ASU offerings etc.

IV. Community Engagement/Sessions

- Partner with Gaon Buras, local tribal leaders and influencers to establish trust and promote university programs.
- Host informational sessions in community centers and villages to explain the benefits and opportunities available for the students.

V. Community Ambassadors

- Appoint community ambassadors within the tribal populations who have either studied at or are familiar with the university. Their role would be to advocate for the university and provide a relatable point of contact for prospective students.

VI. Awareness through Radio/FM, Television and Newspaper

- Broadcasting segments in local languages will ensure accessibility and cultural resonance.
- Jingles capturing stories of current tribal students, inviting applications from indigenous students, sharing ASU's offerings, scholarship details amongst others
- By showcasing ASU's offerings, diverse courses, testimonials and success stories, TV ads can foster a sense of community and encourage students from indigenous communities to apply in the courses.
- Publishing Advertisements in regional newspapers targeting students coming from indigenous communities. to be included with newspapers ads, distribution of leaflets in community sessions, schools/colleges targeting students from Indigenous communities

VII. Collaboration with Influencers

- Influencers can effectively communicate the university's offerings, share testimonials, thereby encouraging enrollment and engagement among indigenous students. Their established connections and platforms provide powerful channels to reach and engage target audiences in culturally relevant ways.

VIII. Skill on Wheels

- ASU to design the "Skills on Wheels" concept as mobile units equipped with technology and resources to deliver skill-based workshops and demonstrations to different indigenous communities

IX. Events-Seminars/Webinars or IVR⁵

- Conduct webinars/seminars highlighting the University's offerings, available scholarships, admission process, courses. Or introduce an IVR that will provide 24/7 access to key university information (admissions, courses, events) even outside office hours.

X. Focused Group Discussion

- ASU to conduct focused group discussions (FGDs) with various stakeholders* to increase its visibility and reach amongst the indigenous communities

XI. Inclusive and Culturally Relevant Content

- Designing content that positions ASU as an inclusive, accessible and aspirational space for tribal youth.
- Create promotional materials in local dialects and languages that include culturally relevant imagery and narratives.

XII. Awareness Sessions Around Scholarships

- ASU can facilitate sessions around scholarships (as per the govt. policies) available to Indigenous People and how can they avail it.

XIII. Seasonal or Festival Engagement

- Align outreach activities with significant tribal festivals such as Bihu, Baishagu, Ali-Ai-Ligang, Baikho, Rongker, Rajini Gabra Harni Gabra, Bohaggiyo Bishu, Jonbill Mela and many more* or seasons when community gatherings are common.
- Community mobilisers can conduct a brief session after the celebration or perform a street play around the relevance of education/skilling and how ASU is playing a significant role in it.
- ASU can also put up stalls/hoardings/posters during these events and distribute leaflets/pamphlets.
- ASU can also collaborate with the event organizers during some of these festivals to raise awareness around ASU.

XIV. Skill Competitions/challenges

- Host skill-based competitions or challenges in tribal regions to identify and nurture talent which can be followed by an information sharing session about ASU. The winners can be further published on social media and through other suggested offline initiatives.

⁵ Integrated Voice Response

OUTREACH STRATEGIES FOR THE FACULTY FROM INDIGENOUS BACKGROUNDS

I. Collaboration with other universities with focus on Tribal Institutes

- Collaborate and seek referrals from Tribal Universities and research centers like Indira Gandhi National Tribal University in Amarkantak and Tribal Research Center in Nagaland.

II. Targeted Advertisements

- Publish faculty recruitment advertisements in regional newspapers (e.g., Assam Tribune, Dainik Janambhumi) and national portals (e.g., Naukri, FacultyPlus) highlighting the reservation provision for faculty coming from the tribal background in ASU.
- Highlight flexibility options being provided for Faculty coming from tribal backgrounds, if any.
- Highlight the perks given to faculty like housing, relocation assistance, and family support programs, if any.⁶

III. Highlight State and National Level policy

- Highlight state and national reservation policies for Scheduled Tribes (ST), Scheduled Castes (SC), and Other Backward Classes (OBC) across all advertisements

IV. Liasoning with relevant forums and networks

- Liaison with tribal departments/welfare boards.

⁶ ASU to ensure to share all perks given to the faculty in all faculty recruitment advertisements

Annexure 3: Implementation Plan for the Outreach Activities – Students and Faculty

Workplan for the Outreach Initiatives

Community Engagement/Sessions		2025						2026											
S.No	Particulars	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1	Develop workshops/sessions content*(Short videos, presentations, IEC materials) tailored to indigenous students, focusing on educational and career growth in collaboration with onboarded creative agency										■	■	■						
2	Organize awareness sessions/skill-based competitions/sessions on available scholarships** in the communities/villages, schools/colleges*** with the support of community mobilisers/community-based organizations/ Govt departments field functionaries, Gaon Buras.											■		■		■		■	

*Develop digital and physical outreach materials also in local languages, reflecting cultural narratives. Utilize visuals and stories that resonate with tribal experiences and aspirations.

**Sessions on available scholarships to be conducted monthly, 3 months before the admission cycle till the admission cycle closes

***Colleges and Universities [District wise list-of-schools](#) [List of colleges](#) [List of ITIs](#)

PwC

■ Planned Timeline

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Workplan for the Outreach Initiatives

Partnerships		2025						2026											
S.No	Particulars	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1	Compile a list of potential government departments* and councils (e.g., Department of Tribal Affairs, Autonomous District Councils to promote ASU's offerings among the tribal/ indigenous population of Assam and NE India						■	■											
2	Set up initial meetings to discuss collaboration opportunities.							■	■										
3	Design and sign Memorandum of Understanding (MoUs) to formalize partnerships.									■	■	■							
4	Identify and Partner with Gaon Buras, local tribal leaders and influencers to establish trust and promote university programs.									■	■	■							
5	Establish partnerships with identified and selected schools/colleges in tribal villages for conducting sessions/events/ workshops etc. for effective outreach.									■	■	■							

*To leverage their network of community-based organizations/mobilisers/field functionaries for the outreach

Note:

- The identification of Government Departments/Councils/Civil Society Organizations along with their engagement modalities and roles and responsibilities is captured in Annotated list of Government Agencies and Civil Society Organizations (Deliverable 12).

PwC

- The workplan can be changed (modification / dropping of existing activities) and some timelines can vary based on pilot run and ASU's budget limitation

■ Planned Timeline

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Workplan for the Outreach Initiatives

Social Media		2025						2026												
S.No	Particulars	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	
1	Onboard a social media agency to design and develop the posts** content for different social media platforms and other digital campaigns including the designing of quizzes on tribal festivals, festivals wishes																			
2	Posts inviting applications from students including information around why students from tribal population shall enroll, Benefits and offerings of ASU, Scholarship details (Govt Scholarships) and testimonials/success stories of other students from the similar background.																			
3	Organize live streaming events featuring festivals, street plays, where ASU has set up its stall or mobilisers have organized a street play or any other similar activity.																			

At least 2 posts per month

As and when required (Will be based on exact dates of events/festivals)

 Planned Timeline

*Develop digital and physical outreach materials also in local languages, reflecting cultural narratives. Utilize visuals and stories that resonate with tribal experiences and aspirations.

PwC

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Workplan for the Outreach Initiatives

Seasonal/Festival Engagement		2025						2026												
S.No	Particulars	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
1	Plan outreach activities in alignment with major tribal festivals* or seasons when community gatherings are common, ensuring cultural relevance and engagement.																			
2	Onboarded creative agency to create event-specific content and visual aids (e.g., stalls, hoardings, posters) to be used during festivals.																			
3	Train community mobilizers to conduct interactive sessions after festivals or organize street plays emphasizing the importance of education and skilling.																			
4	Collaborate with event organizers to increase ASU's visibility and influence within the events/festivals																			

 Planned Timeline

* Bihu, Baishagu, Ali-Ai-Ligang, Baikho, Rongker, Rajini Gabra Hami Gabra, Bohaggiyo Bishu,Jonbill Mela. Full list is added in annexure

Note: Festivals to be leveraged by Jan 2026 and the exact timeline for these activities will vary and depend on the dates of the festival and selection of festivals for outreach by ASU

PwC

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Workplan for the Outreach Initiatives

Community Ambassadors		2025						2026											
S.No	Particulars	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1	Identify and appoint community ambassadors* from within the tribal communities who have attended or are familiar with ASU. (with support of Gaon Buras, tribal leaders and community mobilisers/community-based organizations, field functionaries)							■	■										
2	Train these ambassadors to effectively communicate ASU's offerings and assist prospective students with enrollment queries within their communities (They will be the advocate for the university and provide a relatable point of contact for prospective students.)								■	■									
3	Community Ambassadors to conduct sessions within their communities										■	■	■	■	■	■	■	■	■
4	Establish a support network through WhatsApp among ambassadors to facilitate knowledge sharing and ongoing engagement with the community. (They will be directly reporting to the community mobilisers, and the mobilisers will report to ASU team)									■									

One time creation with periodic updates

■ Planned Timeline

PwC *Community Ambassadors will be responsible for conducting short sessions within their communities, word of mouth publicity of ASU and distributing IEC materials. They will also be a SPOC for addressing queries

Workplan for the Outreach Initiatives

FM Radio		2025						2026					
S.No	Particulars	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
1	Contact the advertising departments of selected FM radio stations (at least 5 to 6) to discuss available packages, rates, show timing, and listener demographics	■						■					
2	Establish connect, finalize commercials and sign the contract	■	■					■	■				
3	Curation of messages/Jingles for the Ads (in English, Hindi and local languages)	■	■					■	■				
4	FM channels to run the ads (at least 10 ads in the selected months across all the radio channels. And 2 additional ads before 2 months of the admission cycle)		■	■	■	■			■	■	■	■	

■ Planned Timeline

PwC

Workplan for the Outreach Initiatives

Newspaper Advertisements		2025						2026					
S.No	Particulars	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
1	Reach out and finalize the news agencies (at least 7-8) for publishing ads and articles												
2	Onboard the advertisement agency to coordinate the publication of various advertisements in different newspapers												
3	Engage with newspapers advertisement departments to discuss available options, rates, placement (page and section) and publication dates.												
4	Designing and Content development for the Ads to be published												
5	Publish Ads in the newspapers (at least 4 ads per month across all the finalized newspaper and 2 additional ads before 2 months of the admission cycle)												
7	ASU team to reach out to the faculty, VC, CEO and other senior officials to write articles in the newspaper												
8	Publishing the articles written by the above-mentioned stakeholders in the newspapers (at least 1 article per month across all the finalized newspaper and 2 articles per month before the admission cycle)												

PwC

Planned Timeline

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Workplan for the Outreach Initiatives

TV Advertisements		2025						2026					
S.No	Particulars	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
1	Contact the advertising departments of targeted TV channels to discuss terms, rates, available slots, and audience insights. Choose strategically timed slots that maximize exposure, such as prime time.												
2	Onboard a creative agency to create visually and audibly appealing ads. This may include filming, editing, graphic design, and possibly animation to capture attention.												
3	Content development for the TV Ads												
4	Publishing Ads in the TV (at least 4 ads (1 ad and 3 runners) per month across all the finalized TV Channels)												
5	Social Media posting of some of the snippets of the TV Ads (1- 2 posts every two month)												
6	Track the effectiveness of the campaign through viewer feedback, enrollment metrics, and inquiries generated by the ads. Analyzing these will help refine future ad strategies. (to be conducted at the end of every month)												

PwC

Planned Timeline

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Workplan for the Outreach Initiatives

Collaboration with Influencers		2025						2026											
S.No	Particulars	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1	Finalize the list of influencers for collaborations							■											
2	Plan live sessions, weekly skills talk/skill-based challenges/journey sharing on social media with the identified influencers								■		■		■		■		■		■
3	Track the engagement post the sessions/challenges that are being conducted by the influencers									■		■		■		■		■	

■ Planned Timeline

PwC

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Workplan for the Outreach Initiatives

Skills on Wheels		2025						2026											
S.No	Particulars	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1	Identify target communities and regions that would benefit most from the initiative.							■											
2	Develop the concept and educational content for Skills on Wheels, focusing on key skills and programs offered by ASU.						■												
3	Acquire and equip vehicles with necessary educational materials, equipment, and branding.						■	■											
4	Create promotional materials and launch a marketing campaign to announce and build interest in the initiative.								■										
5	Plan routes and schedules for the mobile units, ensuring strategic stops in high-impact areas.							■											
6	*Conduct skill-based workshops, demonstrations, and interactive sessions in each community stop.									■			■			■			■
7	Monitor the initiative's progress and conduct evaluations to assess reach and impact.										■			■			■		■

■ Planned Timeline

PwC

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Workplan for the Outreach Initiatives

Focused Group Discussion		2025						2026												
S.No	Particulars	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
1	Identify and finalise the relevant stakeholders for the discussion																			
2	Facilitate discussions on topics such as ASU's unique offerings and a session on gender stereotyping of job roles and gender-based discrimination and harassment in workplace with the industries																			
3	Creative agency to prepare the IEC materials to be distributed post the session																			
4	Obtain feedback on the discussion process and use findings to refine future FGDs and strategies.																			

■ Planned Timeline

PwC

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Workplan for the Outreach Initiatives

Events - Seminars		2025						2026												
S.No	Particulars	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
1	Develop a seminar agenda and timeline, coordinating with departments to organize logistics and content delivery.																			
2	Select and confirm expert speakers																			
3	Arrange the seminar venue, ensuring all necessary equipment and materials are set up and functional. (if not organising at ASU Campus)																			
4	Develop and share promotional posts across various channels to increase visibility and drive participation.																			
5	Set up a registration system to track participant sign-ups and manage pre-seminar communications																			
6	Organise the seminar*, ensuring seamless speaker presentations and participant engagement.																			
7	Send thank-you communications, share resources, and collect participant feedback for future improvements.																			

■ Planned Timeline

PwC

All the seminars will include a discussion targeting youth coming from indigenous communities and at least one seminar each in year 1 and year 2 will be entirely focused on students from indigenous communities

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Workplan for the Outreach Initiatives

Events - Webinar		2025						2026											
S.No	Particulars	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
1	Develop a comprehensive agenda, establish timelines, and coordinate with departments to ensure smooth execution.	■				■				■									
2	Select and confirm expert speakers, and curate engaging content aligned with webinar objectives.		■				■				■								
3	Create and deploy promotional materials across multiple social media platforms to maximize reach and registrations.	■	■			■	■			■	■								
4	Set up a registration system to track participants and manage communications and reminders.	■				■				■									
5	Choose a webinar platform, conduct technical tests, and train speakers on platform functionalities.			■				■				■							
6	Execute the webinar*, ensuring participant engagement and smooth transitions between segments.			■				■				■				■			■
7	Send thank-you emails, resource links, and feedback surveys to participants.				■				■				■						

PwC All the webinars will include a discussion targeting youth coming from indigenous communities and at least one webinar each h year 1 and year 2 will be entirely focused on students from indigenous communities ■ Planned Timeline 30

Workplan for the Outreach Initiatives

Collaboration with Universities		2025						2026											
S.No	Particulars	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
1	Reach out to institutions* like Indira Gandhi National Tribal University in Amarkantak and the Tribal Research Center in Nagaland.	■																	
2	Develop an MoU to formalize partnerships for faculty referrals and joint research initiatives.		■	■															
3	Establish a system for regular communication and collaboration with these universities to exchange opportunities for faculty roles and research projects.		■	■															
4	Host academic symposiums and conferences** to network with faculty and stakeholders from these institutes.			■			■			■			■			■			■

PwC ■ Planned Timeline 32

*List of institutions is given in annexure
 **Symposiums/Conferences to be organized once every quarter. The exact timeline might vary depending on the permissions/approvals from the established partnerships with the Universities

Workplan for the Outreach Initiatives

Targeted Advertisements		2025						2026											
S.No	Particulars	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1	Design and development of content for the Advertisements for newspaper by the onboarded creative agency	Planned Timeline																	
2	Publish advertisements* in region-specific newspapers such as Assam Tribune and Dainik Janambhumi, as well as national portals like Naukri and FacultyPlus.		Planned Timeline		Planned Timeline		Planned Timeline		Planned Timeline		Planned Timeline		Planned Timeline		Planned Timeline		Planned Timeline		Planned Timeline

*Highlight state reservation policies for Scheduled Tribes (ST), Scheduled Castes (SC), and Other Backward Classes (OBC) across all advertisements

Planned Timeline

PwC

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Workplan for the Outreach Initiatives

Liaison with relevant forums and networks		2025						2026											
S.No	Particulars	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1	Identification of relevant departments and their SPOCs and sending out letters for discussion/meetings	Planned Timeline																	
2	Meetings with the SPOCs to discuss on the modalities of collaboration and the need for collaboration		Planned Timeline	Planned Timeline															
3	Sharing the faculty requirements with them time to time for appointment of faculties																		

As and when required

Planned Timeline

PwC

34

Workplan for the Outreach Initiatives

Newspaper Advertisements		2025						2026					
S.No	Particulars	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
1	Reach out and finalize the news agencies (at least 7-8) for publishing ads and articles												
2	Onboard the advertisement agency to coordinate the publication of various advertisements in different newspapers												
3	Engage with newspapers advertisement departments to discuss available options, rates, placement (page and section) and publication dates.												
4	Designing and Content development for the Ads to be published												
5	Publish Ads in the finalized newspapers	At least one ad per month											

PwC

Planned Timeline

35

Workplan for the Outreach Initiatives

Drip Marketing		2025						2026											
S.No	Particulars	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
1	Identify and finalize list of stakeholders and target groups (students, parents, community members, etc) with their contact details																		
3	Create automated channels (whatsApp, text messages)	One time creation with periodic updates																	
4	Onboarded agency to craft customized messages (including local languages) to promote career prospects and educational opportunities tailored to tribal youth.																		
5	Deploy the drip and monitor its performance and make adjustments as needed to optimize engagement.	This will be an ongoing weekly activity																	
6	Manage and respond to recipient interactions/queries promptly to enhance engagement and build relationships.	As and when required																	

PwC

Planned Timeline

20

Annexure 4: Registration of Assam Skill University under the NSP Portal



ASSAM SKILL UNIVERSITY
(A Government of Assam University)
MANGALDOL, DISTRICT: DARRANG, ASSAM-784125
Guwahati Office: 3rd Floor, DECT Building, Rehabari, Guwahati – 781008

File No. ASU/Scholarship/2025/175/01

29th August 2025

Notice Regarding National Scholarship Portal (NSP)

Subject: Information regarding Application and Institute Level Verification of documents of various Scholarship applications (fresh) submitted through National Scholarship Portal (NSP) – for the Academic Year 2025-26 regarding.

Various Ministries under Government of India have invited applications (fresh) under different schemes (<https://scholarships.gov.in/All-Scholarships>) through National Scholarship Portal (NSP) for the Academic year 2025-2026. All students eligible for the scholarship are hereby advised to submit their Online applications through National Scholarship Portal (NSP) <https://scholarships.gov.in/>

This notice is for Information regarding Application and Institute Level Verification of documents of various Scholarship applications (fresh) submitted through National Scholarship Portal (NSP) - for the Academic Year 2025-26 by the students of Assam Skill University;

- 1) All students are instructed to go through the guidelines and FAQs of the respective scholarships available in the NSP portal before submitting the applications.
- 2) After completion of online submission of application, students have to fill the google form through the respective links given below for the Institute level verification. Please note that the verification at Institute level of the scholarship can only be carried out for students who fill the google form, hence make sure that you fill the google form as soon as you submit your online application in the NSP portal.
- 3) Students have to upload the online application form (signed by the student) along with all documents listed in the google form for verification. **Hard copies of these documents need to be sent to the Registrar Branch, if asked for.**
- 4) All fresh applicants have to submit their 'Family Income Statement in the Annexure-I' along with the documents uploaded in the Google Form.
- 5) Bank Account of the Student should be active and seeded with their Aadhar for receiving the Scholarship Amount. The form for Aadhar Seeding is attached as Annexure II.
- 6) Schemes On NSP (<https://scholarships.gov.in/All-Scholarships>):
 - (a) Department of Empowerment of Persons with Disabilities
 - (b) Department of Higher Education
 - (c) Ministry of Tribal Affairs
 - (d) Department of School Education & Literacy

Annexure – SSMR (August 2025 – January 2026) for Assam Skill University

- (e) Ministry of Home Affairs
- (f) Ministry of Railways (Railway Board)
- (g) All India Council For Technical Education
- (h) UGC
- (i) ISHAN UDAY - Special Scholarship Scheme for North Eastern Region
- (j) Financial Support To The Students Of NER For Higher Professional Courses(NEC Merit Scholarship)
- (k) North Eastern Council (NEC), DoNER
- (l) Department of Social Justice & Empowerment
- (m) Ministry of Labour & Employment
- (n) Department of Social Justice & Empowerment(Backward Classes)
- (o) Swanath Scholarship Scheme (Technical Degree)
- (p) Pragati Scholarship Scheme For Girl Students (Technical Degree)
- (q) Saksham Scholarship Scheme For Specially Abled Student (Technical Degree)

- 7) Links/QR for submitting google form for Institute Level Verification is mentioned below. Remember, to fill-up the Google Form, kindly log in through the institutional email ID:

<https://forms.gle/plzEd4xmeYfISqVN8>



- 8) Documents to be Uploaded in the Google Form:-

- a) Copy of Online Scholarship application form (with signature of applicant)
- b) Duly signed NSP application and Statement of Family Income Annexure – I
- c) Income certificate issued by Tehsildar/Equivalent Revenue Officer of the State from which he/she belongs.
- d) Community/ Caste Certificate, if applicable.
- e) Pass Certificate and final year Mark sheet for Class X/XII as applicable (for Fresh Applicant)
- f) JEE Rank card (for Fresh Applicant)
- g) Copy of Aadhaar Card
- h) Bonafide certificate issued by Competent Authority of the University
- i) Proof of bank account in student's name with bank details

In addition to the above, students having CSS/ PM Yasasvi/ PM Scholarship Scheme for RPF/RPSF have to upload the below mentioned documents also

- 1) Domicile/Nativity Certificate
- 2) Copy of Admission record
- 3) Recent passport size photo

Sd /-
Nodal Officer,
National Scholarship Portal
Assam Skill University

Copy to: All Notice Boards, Director, Student Welfare, System Analyst, PS to VC, PS to Registrar.

UGC Guidelines:

https://scholarships.gov.in/public/schemeGuidelines/ISHAN_UDAY_GUIDELINE.pdf

Assam Notice:

<https://assamnotice.com/ishan-uday-scholarship-2025-your-path-to-higher-education/>

Important Instructions to Students

1. The portal is open for One Time Registration (OTR). You can register at [OTR Registration Portal](#). OTR is a unique number allocated for your entire academic career on the National Scholarship Portal and is required to apply for scholarships from AY 2025-26. It can be generated using Aadhaar or Aadhaar Enrollment Number (EID).
 2. For fresh applicants, they should enter the percentage of marks obtained in PLUS TWO in the "Previous Class %" column. If they have separate mark sheets for PLUS ONE and PLUS TWO, only enter the percentage of PLUS TWO marks. CBSE students may enter the % of the plus two marks.
 3. When entering one's JEE rank (for the candidate admitted in ASU in JEE category), they should ensure that they input the **JEE All India Rank** in the specified column, not the category rank.
 4. All applicants must submit the Statement of Family Income (Annexure-I). Make sure to upload documents in the correct respective sections on the NSP portal during online submission.
 5. One must provide a mobile number that is registered in his/her name and in their possession, and which is seeded with their Aadhaar number and bank account. It is advisable to keep this mobile number active for the entire duration of their course.
 6. **Note that application forms will be rejected if a student applies for more than one scholarship scheme.** The scholarship amount is directly credited to the student by Direct Benefit Transfer. Ensure your Aadhaar is seeded with your bank account (Form for Aadhaar Seeding – Annexure II).
 7. If during institute-level verification, your application is marked as defective, you should rectify the issues mentioned in the remarks and 'resubmit' your application.
-

Annexure 5: Minutes of Meeting of Barrier Free Access Audit at ASU Main Campus

229

MINUTES OF MEETING

MEETING – Barrier Free Environment Audit

DATE – 4.12.2025 and 5.12.2025

LOCATION – 9 Buildings in ASU Main Campus (Guest House, Transit Accommodation, Admin Building, Workshop, Academic Buildings, Boys Hostel – A, Girls Hostel – A, Mess Canteen, Food Court)

PARTICIPANTS –

Sl. No.	NAME	DESIGNATION
1.	Mr. Paresh Chandra Deka	Project Technical Manager, ASUP
2.	Mr. Yashman Angira	Site Engineer, ASUP
3.	Mr. Aswini Sahariah	Site Engineer, ASU
4.	Ms. Syeda Mehzebin Rahman	Gender and Indigenous Peoples Specialist, ASUP
5.	Ms. Anindita Roy	Gender Expert – CS01
6.	Mr. Jayanta Chakraborty	Team Leader – CS02
7.	Chelleyjeet Kashyap	S.S, CS02
8.	Mahesh Chachan	Contractor – CW02
9.	Ravi Bhushan	Contractor – CW02

OBJECTIVE - To ensure a barrier free environment for persons with disability and the elderly. A comprehensive audit checklist has been formulated to review the accessibility of spaces for ready reference and accordingly audit was done on 4th and 5th December, 2025.

The following key points were observed and discussed during the wrap up meeting –

Sl.No.	DISCUSSION POINTS	ACTION POINTS	AGREED POINTS AND TIMELINE
1.	Assignment of spaces for PWD faculty, guests, students	Room no 101 is allotted in Guest House both for faculty and guests. Room no's 007 and 008 is assigned in Boys Hostel A. Room no's 007 and 008	The hostel rooms are already allotted. The Guest House room will be allotted immediately. The allotment of the staff quarter will be decided and assigned accordingly.

Prepared by –
Syeda Rahman
11/12/2025

Annexure – SSMR (August 2025 – January 2026) for Assam Skill University

		<p>is assigned in Girls Hostel A.</p> <p>One ground floor quarter in the Staff Quarter Building (with necessary infrastructure and fixtures) may be allotted for faculty member (if required).</p>	
2.	<p>Barrier-free toilets (Accessible toilets for Persons with Disabilities (PWDs) require specific dimensions, features like grab bars, outward-opening doors, non-slip floors, and clear manoeuvring space (around 1500x1500mm or 1500mm turning circle) for wheelchair access, accessible washbasin mounted at a height between 750mm – 850mm with fixtures (WC seat, washbasin, mirrors, dispensers) at appropriate heights (WC seat 450-480mm high) for ease of use, plus signage in Braille and contrasting visuals, and an emergency alarm. Key elements include grab rails on transfer/side walls, outward-swinging doors (min 900 mm wide), and fixtures usable from a seated position)</p>	<p>Barrier free toilets are available in all the buildings and can be identified easily whereas features like grab bars, outward opening doors fixtures are not installed and fittings like dispensers and toilet paper arrangements are required to be installed at all the buildings other than Guest House.</p>	<p>It has been agreed by the CW02 contractor that the barrier free toilets of all the buildings will be re-visited and the fittings will be inserted/installed immediately for the buildings which are completed. And the height and space of the toilets that are yet to be completed will be measured and installed within the limit of the requirements and specifications for the barrier free environment.</p>
3.	<p>Wheelchair Ramp (Wheelchair ramp specs focus on safety with key factors: Slope (max 1:12, shallower for easier use), Width (min 36 inches clear), Landings (level platforms at top/bottom and every 30ft), Handrails (required for rise >6",</p>	<p>The ramps are well within specification limits. Currently, the access to the ramps is not clear as construction works is still on. Smooth and</p>	<p>CW02 contractor agreed to ensure the pathways or roads having clear access to the ramps of all the buildings with the requirements and specifications.</p>

Annexure – SSMR (August 2025 – January 2026) for Assam Skill University

	<p>at 34-38" high, continuous), and Surface (firm, slip-resistant). Standards ensure ramps are usable for everyone, with residential needs often less strict than commercial ones)</p>	<p>clear access to ramps from the pathways or roads must be ensured, once completed. The ramps in the Guest House and the Faculty Hostel have to be re-aligned to minimize less turnings on wheelchair</p>	
4.	<p>Handrails for ramps (Ramp handrail specs require continuous rails on both sides (for most ramps), height between 34-38 inches (86-97 cm) above the ramp surface, 1.5 inches (3.8 cm) clearance from the wall, and extensions of 12 inches (30 cm) at top/bottom; they must be smooth, graspable, and securely attached, with extensions returning to wall/floor, while wider ramps (over 3m/10ft) need intermediate rails, and specific codes dictate details for accessibility)</p>	<p>The handrails for ramps are yet to be installed in the buildings other than the Workshop building. Although that needs attention.</p>	<p>The specifications of handrails for ramps are required to be revisited by the CW02 for the proper implementation as per specifications.</p>
5.	<p>Pathways (Walks and paths walks should be smooth, hard and have levelled surface suitable for walking and wheeling. Minimum walkway width for two-way traffic should be 1800mm. However, in exceptional cases (such as around trees/poles etc.); the width could be 1500mm. The walkway should not have a gradient exceeding 1:20. It also refers to cross slope. When walks exceed 60 meter in length it is desirable to provide rest area adjacent to the walk</p>	<p>The pathways and walkways are under-construction.</p>	<p>The specifications will be noted by the CW02 contractor while planning for construction.</p>

Annexure – SSMR (August 2025 – January 2026) for Assam Skill University

	at convenient intervals of 30 meter for bench/ resting seats. For comfort, seat height should be between 450 mm-500 mm, have a backrest and hand rests at 700 mm height. Texture change should be provided for persons with vision impairment in walkways adjacent to seating by means of warning tactile pavers. Avoid gratings and manholes in walks)		
6.	Lifts (Barrier-free lifts and elevators must follow specific design guidelines to ensure accessibility for people with disabilities, focusing on dimensions, controls, and safety features. Key specifications mentioned in Indian Standards (IS 15330:2003, IS 14665). A minimum internal area of 1500 mm x 1500 mm is recommended to allow a wheelchair to turn around, though a minimum of 1000 mm x 1300 mm can accommodate a single wheelchair user. The clear width of the elevator door opening must be at least 900 mm to ensure adequate access for wheelchairs. A clear, firm, and level landing of at least 1500 mm x 1500 mm should be provided on either side of the entrance door to allow for manoeuvring. The floor of the elevator car and the area in front should have a non-skid, non-slip surface. The gap between the lift car floor and the outside landing surface should not exceed 10 mm to prevent tripping hazards. Control panels should be mounted at a height between 900	Barrier free lifts are installed as per the specifications and requirements. Although the provision for vision panel to enable persons with hearing impairment to signal for assistance in case of emergency needs to be reviewed as per specifications.	Agreed to revisit the specifications by the CW02 contractor and necessary modification to be undertaken accordingly.

Annexure – SSMR (August 2025 – January 2026) for Assam Skill University

	<p>mm and 1200 mm from the floor for ease of reach for a seated person. Buttons should have a diameter of at least 20 mm, feature Braille and raised letters, and contrast brightly with the background. Lifts must provide clear audio announcements for floor levels and door operations, as well as visual indicators, to assist both visually and hearing-impaired passengers. The elevator should have door re-opening activators (e.g., infrared or photoelectric sensors) to prevent doors from closing on an obstruction. Handrails should be provided on at least one side of the car, mounted at a height of 800 mm to 850 mm from the floor, with a minimum of 45 mm free space from the wall. In cases where a wheelchair user might have to back out of the elevator (e.g., in a narrow cab), a mirror should be installed to observe obstacles. In the event of a power failure, an ARD should automatically move the car to the nearest floor and open the doors)</p>		
7.	<p>Reception / Waiting area (At least a portion of the reception counter must be lowered to a height of 750 mm to 800 mm (maximum 900mm) for wheelchair users. Provide clear knee space that is at least 700 mm high and 350 mm deep under the accessible section of the counter to allow users to pull close. A minimum unobstructed floor space of 900 mm (width) x 1200 mm</p>	<p>The reception counter needs attention and the specifications are to be revisited by the CW02 contractor.</p>	<p>Adjustments to be done wherever possible – for instance, in Admin Building a specific room needs to be allotted for reception and fees payments as the counter area are not adequate for a physically challenged</p>

Annexure – SSMR (August 2025 – January 2026) for Assam Skill University

	<p>(depth) is required in front of the counter for a forward approach, with a larger 1500mm x 1500mm area recommended for turning a wheelchair. Waiting areas should provide a clear view of the entrance and offer benches with a seat height of approximately 450 mm with armrests to aid transfer from a wheelchair. Provide information in various accessible formats, including large print, Braille, and audio systems. Information signs should be clearly visible and mounted between 1400 mm and 1600 mm from the floor level. Install an induction loop system at the counter for persons with hearing impairments, clearly marked with the international symbol. Use the universal symbol of accessibility to mark all accessible facilities. Ensure proper and adequate illumination (around 200 lux) at the reception desk for ease of reading and lip-reading)</p>		<p>person. It is agreed that the specifications will be maintained in the new construction areas.</p>
8.	<p>Mess, Food court (In self-service eating places, tray slides and counters should be mounted at 800mm from the floor for wheelchair users. Food shelves should be mounted at a maximum height of 1200 mm and aisle space of minimum 900mm should be provided. Cantilevered tables or tables with straight legs at each corner are preferable to central pedestals that might restrict wheelchair access)</p>	<p>The measurements will be reviewed as per specifications by CW02 contractor and actions will be taken accordingly.</p>	<p>Agreed to revisit the specifications and construction will be undertaken accordingly.</p>

Annexure 6: Nomination of Faculty-in-charges for the Centres of Excellence and Offices and Assignment of Responsibilities



ASSAM SKILL UNIVERSITY
(A Government of Assam University)
MANGALDAI, DISTRICT: DARRANG, ASSAM-784125

No. ASU/OO/2024/44/198

Dated Mangaldai, 09th February, 2026

NOTIFICATION

Subject: Nomination of Faculty-in-charges for the Centres of Excellence and Offices and Assignment of Responsibilities

In continuation of Assam Skill University's efforts to strengthen academic governance, enhance institutional development and streamline operations across various Centers of Excellence and Offices, the following nominations and assignments are hereby approved and notified:

The university designed the following faculty members and officers as In-Charge for the respective Centers and Offices:

1. Center for Entrepreneurship and Innovation:
 - Oversight: Dr. Bhabaranjan Sarmah, Director Students Welfare and Controller of Examinations
 - In-charge: Dr. Manashi Das Purkayastha, Associate Professor, Department of Food Technology
 2. Office of the Industry and Commercial Ventures:
 - Oversight: Dr. Rajeev Sharma, Director- Industry Engagement and Outreach
 - In-charge: Dr. Subhajit Das, Assistant Professor, Department of Mechanical Engineering
 3. Center for Faculty and Curriculum Development:
 - Oversight: Prof. (Dr.) Mahesh Uniyal, Professor & Dean-School of Tourism & Hospitality
 - Faculty Leads: Dr. Deepjyoti Gurung, Assistant Professor, School of Management & Finance and Dr. Honey Brahma, Assistant Professor, Department of Electrical.
 4. International Partnership Office:
 - Oversight: Dr. Rajeev Sharma, Director- Industry Engagement and Outreach
 - In-Charge: Mr. Abhijit Hazarika-Joint Director Placement
- Responsibilities include leading all international coordination, activities and engagement with existing and prospective global partners.

All faculty members and concerned officers are requested to take note of these assignments and ensure the effective discharge of responsibilities with immediate effect.

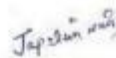
-Sd-

Vice Chancellor

Copy to:

1. The Registrar, for kind information
2. All Deans & HoDs for kind information
3. Person concerned
4. Deputy Project Director, Assam Skill University Project for kind information and necessary action.

By order etc.


Dy. Registrar

Annexure 7: Response to Grievance Registered on 16 September, 2025 from All Assam Tribal Students Union (AATSU)



অসম দক্ষতা বিশ্ববিদ্যালয়
Assam Skill University
(A State University established under Assam Act No. LX of 2020)
Mangaldai, District: Darrang, Assam - 784125
City Office: 3rd Floor, DECT Office Complex, Rehabari, Guwahati, Assam – 781008
Website: www.asu.ac.in

File No. ASU/SEED/2024/48/363

Dated Guwahati the 07th October, 2025

From: Hanif Noorani, ACS
Registrar
Assam Skill University

To : Under Secretary to the Govt. of Assam
Skill, Employment & Entrepreneurship Department
Janata Bhawan, Guwahati – 781006

Subject: Clarification regarding memorandum forwarded regarding discriminatory Hiring Practices and violation Norms at Assam Skill University, Mangaldai.

Ref. No.-ECF No. SEED/636346/54 dated 16.09.2025

Sir,

With reference to the subject cited above and SEED ECF No. SEED/636346/54 dated 16.09.2025, we are hereby submitting the reply of the Memorandum submitted by All Assam Tribal Student's Union regarding discriminatory Hiring Practices and violation Norms at Assam Skill University, Mangaldai as Annexure - I.

This is submitted for your kind information.

Yours Faithfully,

sd/-
Registrar

Assam Skill University

Dated Guwahati 07th October, 2025

Memo No.- ASU/SEED/2024/48/363- A

Copy to:

1. P.S. to the Principal Secretary, Skill, Employment & Entrepreneurship Department for kind appraisal of the Principal Secretary.
2. P.S. to Hon'ble Vice-Chancellor, Assam Skill University for kind appraisal of the Hon'ble Vice-Chancellor.
3. Office Copy


Registrar
Assam Skill University

Annexure I

Comments of Assam Skill University on the Memorandum dated 19.08.2025 submitted by All Tribal Students Union.

(A) Clarification regarding issues raised in point no 1 of the Memorandum

Assam Skill University, a Government of Assam Institution, operates as per provisions of the Assam Skill University Act, 2020 and relevant State and Central Government regulations. The University is committed to inclusive and equitable skill-based education, prioritizing opportunities for Scheduled Tribes, women, and other underprivileged groups, and aims to enhance employability, entrepreneurship, and social upliftment through its academic and training programmes.

(B) Clarification regarding issues raised in point no 2 of the Memorandum

With reference to the concerns raised regarding the recruitment process of Assam Skill University (ASU), the following clarifications are respectfully submitted for your kind consideration:

- i) Assam Skill University first published its advertisement for Teaching and Non-Teaching positions in August 2023. At that time, a total of 16 teaching positions were advertised, comprising 4 Professors, 4 Assistant Professors, 4 Senior Instructors, and 4 Junior Instructors.
- ii) It may kindly be noted that, at the time of publishing the said advertisement, the University had not yet received sanction of posts from the Government of Assam. Consequently, post-based reservations and roster distribution could not be formally reflected in the notification. Nevertheless, shortlisting of candidates for Professor and Assistant Professor positions was carried out strictly in accordance with the UGC Recruitment Guidelines, 2018, rest as per the standard procedure of the University. During the interview process, in addition to merit, caste considerations were also taken into account in line with the Government of Assam's reservation policy. Moreover, in the advertisement it was clearly mentioned that reservation norms of Government of Assam would be followed.
As such, it was very clear that all categories of candidates, including ST candidates were encouraged to apply.
- iii) In the second phase of recruitment for Teaching positions, a total of 40 teaching posts were advertised, comprising 4 Professors, 5 Associate Professors, 20 Assistant Professors, 6 Senior Instructors, and 5 Junior Instructors. Similar to the first phase, these posts had also not been sanctioned at the time of advertisement. Hence, post-based reservations could not be specified.

However, in both advertisements a clause was included clearly stating that the Government of Assam's reservation policy would be followed during the recruitment process. Accordingly, in the selection process, merit as well as caste considerations were duly applied. Therefore, the ST candidates were in no way excluded from the purview of the recruitment process.

- iv) Further, it may be noted that at the time of publication of the first two advertisements for recruitment, the University had not yet decided whether the reservation roster would be maintained department-wise or cadre-wise. Subsequently, after receiving the necessary sanction from the Government of Assam, and in order to extend the higher benefit to the reserved categories, it was decided to implement the reservation on a cadre-wise basis.
- v) It is submitted that subsequently for Teaching positions, Assam Skill University has been maintaining a post-based reservation roster. For non-teaching positions, however, post-based reservations are not applicable as of now as only single-post advertisements were issued for each cadre.
- vi) As on date, the faculty strength of the University reflects representation from all categories. For positions which could not be filled as per the roster due to the late receipt of sanctioned posts. In the meantime, after receipt of Government sanction, the 100-point reservation roster for posts have been maintained. Backlog vacancies will be adjusted in forthcoming advertisements to ensure full compliance with reservation norms. It may be noted that, as per the DPR, the total number of posts proposed to be created is 346, of which 275 are teaching posts and 71 are non-teaching posts.
- vii) With regard to contractual appointments, it is respectfully submitted that such posts were created and filled purely under the authority vested in the Vice-Chancellor for temporary/adhoc arrangements in order to commence the academic session on time and henceforth reservation clause was put up. These temporary appointments cannot be equated with recruitment against regular sanctioned posts.
- viii) The recruitment process at Assam Skill University has been conducted in a transparent and merit-based manner. Shortlisting of candidates was carried out by the Internal Quality Assurance Cell (IQAC), which included both internal and external experts. Selections for teaching and non-teaching positions were conducted by duly constituted Selection Committees in accordance with Sections 13(A) and 14(A) of the statutes of the ASU Act, 2020, with participation from external experts from reputed national institutions. No candidate was selected based on personal connections, and any allegations of conflict of interest are therefore unfounded.
- ix) With regard to qualifications, it is submitted that all selections were made strictly in line with UGC norms. While PhD holders were duly considered, the Selection Committee assessed candidates holistically on the basis of eligibility, academic record, professional experience, and overall performance. As per UGC norms, it is not mandatory for the candidates to have PhD degree as a pre-qualification for the posts of Assistant Professors. Hence, there is no irregularity if the selection Committee has recommended candidates without PhD degree based on the API score and the performance in interview for the posts of Assistant Professors.

Assam Skill University reiterates its commitment to upholding constitutional obligations, the Government of Assam's reservation policy, and ADB's social safeguard requirements for inclusive and equitable development. All recruitments against sanctioned posts will strictly follow post-based reservations and the roster system as mandated.

With reference to the concerns raised that the recruitment actions of Assam Skill University (ASU) are in violation of Article 15(4) and Article 16(4) of the Constitution of India and Section 3(1)(v) and Section 3(1)(x) of the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989, the following clarifications are respectfully submitted:

(i) On Constitutional Mandates (Article 15(4) & 16(4))

Assam Skill University has not violated any provision of Article 15(4) and 16(4) of the constitutional mandates and University reiterates its full commitment to the constitutional provisions guaranteeing special measures for Scheduled Castes and Scheduled Tribes in matters of public employment. The details relating to the two recruitment processes under the said advertisement have already been explained in Clarification against Point No. 2 as (B) above.

(ii) On Section 3(1)(v) & Section 3(1)(x) of SC/ST (PoA) Act, 1989

It is respectfully submitted that there has been no denial of the rightful share of SC/ST candidates in employment nor any act amounting to public humiliation or exclusion. The University has consistently provided opportunities to candidates from SC/ST communities in its recruitment processes. Further as per GoA notification application fees have been waived for candidates belongs to Schedule Tribe and Schedule Caste and no SC & ST candidate was prevented from applying for any advertised post.

(iii) No discrimination or exclusion was practiced against any candidate belonging to SC/ST categories. Assam Skill University is fully committed to upholding the constitutional guarantees under Articles 15(4) and 16(4) as well as statutory obligations under the SC/ST (PoA) Act, 1989. All future recruitments against sanctioned posts will strictly follow the post-based reservation roster system to ensure equity, inclusivity, and social justice as explained in the clarification given in point no. 2.

(D) Clarification regarding objection raised in point no 4 of the Memorandum:

Assam Skill University acknowledges that the funding support received from the Asian Development Bank (ADB) is premised on inclusive growth, equitable participation, and adherence to social safeguard policies. The University reiterates its commitment to these principles and assures that its policies and processes are designed to uphold them in letter and spirit.

As on date, the faculty profile of the University reflects representation from all social categories, including Scheduled Castes and Scheduled Tribes. For those positions where roster obligations could not be fulfilled due to the late receipt of sanctioned posts, the University has already resolved that such backlog vacancies will be adjusted in forthcoming advertisements, thereby ensuring full compliance with the Government of Assam's reservation policy and ADB's social safeguards.

Details of SC and ST Representation among University Staff:

Scheduled Tribe (ST) representatives – 04

Scheduled Caste (SC) representatives – 04

Other Backward Classes (OBC) representatives – 13

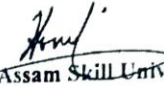
Details of Gender Representation among University Staff:

Male – 51

Female – 24

Assam Skill University firmly reiterates its commitment to uphold the principles of inclusive development, community participation, and social equity, as envisaged under ADB-supported initiatives. All recruitments against sanctioned posts will strictly adhere to post-based reservation rosters and ensure equitable representation of marginalized groups, thereby maintaining public trust in both the University and in international development initiatives.

In light of the above, it is respectfully submitted that the actions of Assam Skill University do not constitute a violation of constitutional or statutory provisions. The University remains dedicated to maintaining fairness, transparency, and inclusiveness in all recruitment processes.


Registrar, Assam Skill University
Cum CEO, Assam Skill University Project
3rd Floor, DECT Complex, Rehabari
Guwahati-08

Annexure 8: Awareness Campaign on TVET Courses of Assam Skill University



District Level Career Counselling Programme at Amingaon



District Level Career Counselling Programme at Guwahati



District Level Career Counselling Programme at Diphu



District Level Career Counselling Programme at Tezpur



District Level Career Counselling Programme at Silchar



District Level Career Counselling Programme at Dibrugarh



Veterans Swabhiman Rally, 2025 at Narengi, Guwahati



Career Counselling Session

Annexure 9: Consultation with women labourers



Loan-4166-IND: Assam Skill University Project

Name of Program - CONSULTATION WITH WOMEN LABOURERS
 Venue - Main Campus, Assam Skill University
 DATE - 01.10.2025

ATTENDANCE SHEET

Sr No.	NAME	DESIGNATION/ ORGANISATION	GENDER	SIGNATURE
1	Sri Himashree Kalita	LOCAL	F	
2	Sri Santarani Hingraha	LOCAL	F	
3	Sabita Kalita	"	F	
4	Sri Beemada Das	"	F	
5	Sri Ruma Janta Deka	"	F	
6	Sri Renu Devi	"	F	
7	সুপী বসু	"	F	
8	mima Devi	"	F	
9	AAruti Devi	"	F	
10	Sugia Chowhan	"	F	
11	সুপী বসু	"	F	
12	Subhadra Baraik	"	F	
13	minakshi Deka	"	F	
14	Syedra Mehgebin Rahman	ASU, PMU	F	

Annexure 10: Consultation with Voluntary Shifted Households on welfare services

Loan 4166-IND: Assam Skill University Project

Safeguards Review Mission (13 – 16 November, 2025)

Venue – Assam Skill University Main Campus DATE – 13.11.2025

Day – 1 (Site Visit)

ATTENDANCE SHEET

Sr No.	NAME	DESIGNATION ORGANISATION	GENDER	SIGNATURE
1	Amalata chowham	Local	F	Amalata Chowham
2	Dina chowham	"	M	Dina chowham
3	Kaishona chowham	"	M	Kaishona Chowham
4	Sankar chowham	"	M	Sankar Chowham
5	Rajesh chowham	"	M	Rajesh chowham
6	Birbal chowham	"	M	Surendraa Borla
7	Haritam chowham	"	M	Hari Deka
8	Durga chowham	"	M	Jomali Dolai
9	Kulua Devi	"	F	Ritumami Nath
10	Bi Janta chowham	"	M	Naren madhi
11	Ajay chowham	"	M	Rupamani Singh
12	Ramlal chowham	"	M	অক্ষয় চৌধুরী
13	Mithun chowham	"	M	মিথুন চৌধুরী
14	Ajay chowham	"	M	অক্ষয় চৌধুরী



OFFICE OF THE
MOWAMARI GAON PANCHAYAT

Santipara :: Mangaldai :: Darrang :: Assam

Pin- 784125

Ref No. :- MGP/Comm/02

Date :-24/11/2025

প্রতি

মুখ্য কাৰ্যকৰী বিষয়া,
অসম দক্ষতা বিশ্ববিদ্যালয়,
মঙলদৈ, দৰং - ৭৮৪১২৫

বিষয় - মৌলিক সেৱা আৰু আন্তঃগাঁথনিৰ সুবিধা

মহোদয়,

সন্মান সহকাৰে আপোনাক জনোৱা হয় যে দৰং জিলাৰ মঙলদৈৰ গেৰিমাৰী গাঁৱৰ অন্তৰ্গত বিদ্যা নগৰত (অসম দক্ষতা বিশ্ববিদ্যালয়ৰ সমীপত) বসবাস কৰা একত্ৰিশ (৩১)টা পৰিয়াল মোৱামাৰী গ্ৰাম পঞ্চায়তৰ অধীনত।

পঞ্চায়তখনে গাঁওসমূহৰ বাবে উপলব্ধ অসম চৰকাৰৰ বিভিন্ন আঁচনিৰ জৰিয়তে সকলো যোগ্য পৰিয়ালে যাতে মৌলিক সেৱা আৰু আন্তঃগাঁথনি লাভ কৰে, সেইটো নিশ্চিত কৰিবলৈ প্ৰতিশ্ৰুতিবদ্ধ।

এই সন্দৰ্ভত, চিনাক্তকৰণ কৰা পৰিয়ালসমূহলৈ আন্তঃগাঁথনিগত সহায় আগবঢ়াবলৈ নিম্নলিখিত ৰাজ্যিক আৰু কেন্দ্ৰীয় আঁচনিসমূহৰ সহায় লোৱা হ'ব। যেনে - পথ সংযোগৰ বাবে মহান্না গান্ধী ৰাষ্ট্ৰীয় গ্ৰাম্য নিয়োগ নিশ্চিত আইন (MGNREGA) আঁচনি আৰু পঞ্চদশ বিত্ত আয়োগ (FC-XV)ৰ অনুদানৰ অধীনত স্থানীয় প্ৰয়োজনীয়তা অনুসৰি শিল-বালিৰ পকী আৰু নলাযুক্ত পথৰ নিৰ্মাণ, বিদ্যুৎ যোগানৰ ক্ষেত্ৰত পকী বিদ্যুৎ খুঁটা স্থাপনকে ধৰি বিদ্যুৎ সংযোগৰ বাবে সহায় আগবঢ়োৱা হ'ব, স্বাস্থ্য ব্যৱস্থা (Sanitation Facilities) বাবে স্বচ্ছ ভাৰত অভিযান (গ্ৰামীন) আৰু গৃহ নিৰ্মাণৰ বাবে প্ৰধানমন্ত্ৰী আৱাস যোজনা (গ্ৰামীন)ৰ দৰে প্ৰাসংগিক অসম আৰু কেন্দ্ৰীয় চৰকাৰৰ আঁচনি সমূহৰ সহায়ত এই সমূহ সুবিধা আগন্তুক বিত্তীয় বৰ্ষৰ ভিতৰত উপলব্ধ কৰোৱা হ'ব।

ধন্যবাদ সহকাৰে।

সহকাৰী
সংসদী গাঁও
Nita mandal

সভাপতি

মোৱামাৰী গাঁও পঞ্চায়ত

মঙলদৈ, অসম-৭৮৪১২৫



অসম চৰকাৰ
চক্ৰ বিষয়াৰ কাৰ্য্যালয় :..... মঙ্গলদৈ বাজহ চক্ৰ
দৰং, মঙ্গলদৈ

নং: এম আৰ চি: ১/২০১১-১২/৭৮৬-৩/১৩২৯
প্ৰতি,

তাৰিখ: ০৯/১২/২০২৫

মাননীয় অতিৰিক্ত জিলা আয়ুক্ত (বাজহ)
দৰং, মঙ্গলদৈ।

বিষয়: ভূমি নিষিদ্ধকৰণ সম্পৰ্কে।

মহাশয়,

ওপৰোক্ত বিষয় ও প্ৰসংগ সন্দৰ্ভত সন্মান সহকাৰে আপোনাক জনাওঁ যে বঙামাটি মৌজাৰ গেবিনাৰি চাপৰি গাওঁত অৱস্থিত অসম দক্ষতা বিশ্ববিদ্যালয়ৰ আৱণ্টিত ভূমি অস্থায়ী ভাবে ৩১ পৰিয়ালৰ দখলত আছিল। পৰবৰ্তী সময়ত অসম দক্ষতা বিশ্ববিদ্যালয়ৰ কৰ্তৃপক্ষৰ সন্মতি মৰ্মে উক্ত ৩১ পৰিয়ালক বিশ্ববিদ্যালয়ৰ নামত আৱণ্টিত ২২, ১৭৯, ১৮০, ১৮১, ১৮২ আৰু ১৮৩ নং দাগৰ অংশত পুনৰ সংস্থাপন ও দখল প্ৰদান কৰা হয়। সেয়েহে উল্লেখিত অসম দক্ষতা বিশ্ববিদ্যালয়ৰ নামত আৱণ্টিত দাগ কেইটাত বিশ্ববিদ্যালয়ৰ কৰ্তৃপক্ষই ইত্তফা সাপেক্ষেহে উল্লেখিত ৩১ টা পৰিয়ালৰ আৱণ্টিৰ প্ৰস্তাৱ অসম ভূমি নীতি ২০১৯ মৰ্মে SDLAC'ত উত্থাপন কৰিব পৰা যাব।

সেয়ে, মহোদয়ৰ জ্ঞাতাৰ্থে ও কাৰ্য্যকৰণাৰ্থে প্ৰতিবেদন দাখিল কৰা হ'ল।

স্বাক্ষৰ নং: এম আৰ চি: ১/২০১১-১২/৭৮৬-৩/১৩২৯
প্ৰতিনিধি জ্ঞাতাৰ্থে প্ৰেৰণ কৰা হ'ল।


১) জিলা আয়ুক্ত, দৰং, মঙ্গলদৈৰ জ্ঞাতাৰ্থে।

ভবদীয়
চক্ৰ বিষয়া
মঙ্গলদৈ বাজহ চক্ৰ
Mangaldai Rev. Circle
Mangaldai

তাৰিখ: ০৯/১২/২০২৫

চক্ৰ বিষয়া
মঙ্গলদৈ বাজহ চক্ৰ
Mangaldai Rev. Circle
Mangaldai


Annexure 11: Consultation with Project Manager, HSE Manager, Safety Support Staff of CW02 and labourers – men and women on safeguard compliances


सत्यमेव जयते

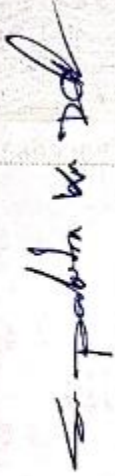
INDIA NON JUDICIAL
Government of Assam

e-Stamp

Certificate No.	: IN-AS01758993667010X
Certificate Issued Date	: 29-Nov-2025 02:48 PM
Account Reference	: NONACC (SV) as17004604/ MANGALDOJ/ AS-DR
Unique Doc. Reference	: SUBIN-ASAS1700460487995805823909X
Purchased by	: PABITRA KUMAR DEKA
Description of Document	: Article 5 Agreement or Memorandum of an agreement
Property Description	: Agreement
Consideration Price (Rs.)	: 0 (Zero)
First Party	: PABITRA KUMAR DEKA
Second Party	: PAWAN AND BRAHMAPUTRA JV
Stamp Duty Paid By	: PABITRA KUMAR DEKA
Stamp Duty Amount(Rs.)	: 500 (Five Hundred only)



Please write or type below this line


Pawap & Brahmputra (JV)
Authorized Signatory

PF 0027701380

Statutory Alert:
1. The authenticity of the Stamp certificate should be verified at www.sircis.in or using a-Stamp Mobile App of block Holding and discharge of the Stamp Certificate should be available on the website & Mobile App under the link.
2. The cost of checking the legitimacy is on the user of the certificate.
3. In case of any discrepancy please inform the Competent Authority.

RENT AGREEMENT

**THIS AGREEMENT IS MADE ON THIS DAY OF 29th DAY OF
NOVEMBER, 2025, AT MANGALDOI**

BETWEEN

Mr. Pabitra Deka, C/O – Braja Kanta Deka, resident of Bengabora, PO&PS- Mangaldai, Dist. -Darrang, Assam, (hereinafter called the First Party/Landlord which expression mean and include her heirs, administrators, legal representatives, executors and assigns) of the First Party.

M/s Pawan and Brahma Putra (JV), having its registered office at 4th Floor, Royale Archade, B Baruah road, Ulubari, Guwahati, Kamrup Metropolitan, though its Authorised Signatory Mr. Bitupan Saikia, S/O – Bipul Saikia, Vill - Nandanpur, P.O.- Dispur, P.S.-Dispur, Dist. – Kamrup Metropolitan, PIN - 781005, Mob. No. 8822419877, hereinafter referred to as the Second Party/Tenant (which expression shall unless repugnant to the subject or context shall mean and include it successors and assigns) of the Second Party.

WHEREAS the First Party is the owner of the Land situated at Gerimari, Dist- Darrang, Assam, and whereas the Second Party has requested the First Party to let out to her/him the land for workers temporary accommodation hereinafter referred to as “the Tenanted Portion” and the First Party has agreed to let out the tenanted portion to the Second Party, under the terms and conditions hereinafter appearing and to give effect to the arrangement, the parties hereto have agreed to enter in this Agreement (being these presents)

NOW THIS AGREEMENT WITNESSES AND IT IS AGREED BY THE PARTIES HERETO AS FOLLOWS:

1. That the First Party hereby lets out the Second Party the Tenanted Portion exclusively for temporary accommodation purpose.

Pawan & Brahma Putra (JV)
Mr. Bitupan Saikia

Authorized Signatory

Mr. Pabitra Deka

2. That this Agreement shall come into force w.e.f. 29th November, 2025 and shall be for a period of 11(eleven) months only.
3. That this Agreement may be renewed after the expiry of 11(eleven) months, under the terms and conditions to be mutually agreed upon.
4. That the Second Party shall pay to the First Party a monthly rent of Rs. 2500/- (Rupees two thousand five hundred) only with effect from 1st December, 2025, in cash on or before by the 7th of each English calendar month, for a period of 11 (eleven) months.
5. That the expiry of the Agreement, after 11(eleven) months, the rent will be increase at the rate of 10(ten) percent per month, which will be includes with monthly rent.
6. That the First Party/Owner has received an amount of Rs.25,000/- (Rupees Twenty five thousand) only as Security money from the Second Party for rented premises which will be deposited as Security money and refunded at the time of vacating the room, without interest.
7. That the Electricity Charge will be paid by the Second Party on actual as per the Sub-meter reading (as per ASEB rate) on monthly basis without any laps.
8. That the Second Party shall be entitled to terminate this Agreement during its subsistence by serving 30(thirty) days prior notice in writing, to the other party. First Party can also serve the notice if any of the preconditions, as stated in this Agreement are not being met.
10. That the Second Party undertakes to hand over the vacant peaceful possession of the tenanted portion to the First Party in good condition on the date of termination of this Agreement or its earlier termination.
11. That the First Party shall pay all taxes, municipal tax, assessed levied charged and imposed by or payable to any lawful authority in respect of demised premises.
12. That the Second Party shall keep the land in good and tidy condition. Any damage caused to the house or its fixtures during the period of

Pawan & Brahmaputra (JV)
Pawan & Brahmaputra (JV)



occupation shall be compensate or replaced by the Second Party at their own cost to the entire satisfaction of the First Party.

13. That the First Party hereby undertake to put the Second Party in peaceful possession of the Tenanted portion, simultaneously with the execution of this Agreement and occupant/the Second Party shall peacefully and quietly hold and enjoy the Tenanted Portion during the subsistence of this Agreement, without any interruption or disturbance by First Party or any other person claiming through him.
14. That the First Party will hold the Second Party free and harmless of any demand, claims, actions or proceedings by others in respect of quite possession of the Tenanted Portion.

In witness whereof the parties hereto have executed this Agreement on the date first above written.

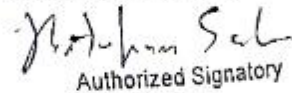


WITNESS

SIGNATURE OF THE FIRST PARTY

1. *Rinku Kumar Seal*
2. *Rakibuddin Ahmed*

Pawan & Brahmaputra (JV)



Authorized Signatory

SIGNATURE OF THE SECOND PARTY

Loan 4166-IND: Assam Skill University Project

Program – Stakeholders Consultation

Venue – Assam Skill University Main Campus, Mangaldoi

Date – 12/12/2025

ATTENDANCE SHEET

Sr No.	NAME	DESIGNATION/ ORGANISATION	GENDER	SIGNATURE
1	Rajkumari Devi		Female	ৱাজকুমারী দেৱী
2	Janaki Chahhan		F	জনাকী চাহান
3	Urmila devi		F	উর্মিলা দেৱী
4	Sutija Devi		F	সুতীয়া দেৱী
5	Parvati chahhan		F	পার্বতী চাহান
6	Sumita Mondal		F	Sumita Mondal
7	Panchami Das		F	Panchami Das
8	Sarada Mondal		F	সারদা মন্ডল
9	Maloti Mondal		F	মালোতি মন্ডল
10	Phunfani Das		F	ফুন্ফানী দাস
11	Akadasi mandal		F	আকাদাসী মন্ডল
12	Juelma Das		F	জুইলমা দাস
13	Maloti chahhan		F	মালোতি চাহান
14	Biswala mandal			

Loan 4166-IND: Assam Skill University Project

Program – Stakeholders Consultation

Venue – Assam Skill University Main Campus, Mangaldoi

Date – 12/12/2025

ATTENDANCE SHEET

Sr No.	NAME	DESIGNATION/ ORGANISATION	GENDER	SIGNATURE
1	Purbha Sonishi	পূৰ্ণা ছাত্ৰা	F	
2	Jayala Mondel	জয়ালা মন্ডল	F	
3	Lakhi Rasthadi	লক্ষী রাস্তাদি	F	
4	Santi Devi	সন্তী দেবী	F	
5	Amid Hussain		M	Amid Hussain
6	Munir Hasfa		M	Munir
7	Monjur Ali		M	Monjur ali
8	Salam Ali		M	Sahabam
9	Akter Hussain		M	Akter Hussain
10	Asraful Bhuiyan		M	-Asraful
11	Anwar Goswami		M	Anwar
12				
13				
14				





Annexure 12: Consultation with students belonging to ST category at Interim Campus



ASUP – L4166

ATTENDANCE SHEET

SUBJECT- CONSULTATION WITH SCHEDULED TRIBES (ST) STUDENTS

VENUE- INTERIM CAMPUS, ASSAM SKILL UNIVERSITY

DATE- 19/12/2025

Sl No.	NAME	DESIGNATION	GENDER	PHONE/EMAIL	SIGNATURE
1	Jyotishmei Boro	Student Student	M	9957535310	Jyotishmei Boro
2	Dhiraj Rabha	Student	M	9707412045	Dhiraj Rabha
3	Mohong Engte	Student	M	9395193641	Mohong Engte
4	Teming Taro	Student	M	8628146265	Teming Taro
4	Gaurav Brahma	Student	M	9101901850	Gaurav Brahma
5	Nitin Rabha	Student	M	8311091250	Nitin Rabha
6	Bhaskar Jyoti Patra	Student	M	8822486603	Bhaskar Jyoti Patra
7	Aman Rabha	Student	M	7896661967	Aman Rabha
8	Partha Pratim Rabha	Student	M	8474884424	Partha Pratim Rabha
9	Rana Patir	Student	M	8099290944	Rana Patir
10	Sukanya Borah	Student	F	8135913962	Sukanya Borah
11	Jayashree Patra	Student	F	8474834424	Jayashree Patra
12	Syed M Rahman	PMU-ASU	F	9864876272	S M Rahman

Annexure 13: Consultation with Students at the Main Campus (Mangaldoi)

Loan 4166-IND: Assam Skill University Project

Program – Consultation with Students at Main Campus

Venue – Assam Skill University Main Campus, Mangaldoi

Date – 22.01.2026

ATTENDANCE SHEET

Sr No.	NAME	DESIGNATION/ ORGANISATION	GENDER	SIGNATURE
1	Bhagyajit Gogoi	Student	Male	B. Gogoi
2	Jophan Ahmed.	student	male	J. Ahmed
3	Debarshi Kakati	student	Male	D. Kakati
4	Sahinoyat, Ihtikar Hossain	student	male	S. Hossain
5	Debangi Saikia	student	Male	D. Saikia
6	Mehateb Hossain	Student	Male	M. Hossain
7	Nikim choudhury	student	Male	N. Choudhury
8	Ankita Deka	student	Female	Ankita
9	Ashirbadhanta Saha	student	Male	A. Saha
10	Ayushmanbanti Saha	Student	Male	A. Saha
11	Faizan Mohamad Amin Wahidullah	student	Male	F. Amin
12	Jayashree Palan	Student	female	J. Palan
13	Pragyan Kashyap	Student	Male	P. Kashyap
14	Aditya Gayan	Student	Male	A. Gayan

Annexure – SSMR (August 2025 – January 2026) for Assam Skill University

Loan 4166-IND: Assam Skill University Project

Sr No.	NAME	DESIGNATION/ ORGANISATION	GENDER	SIGNATURE
15	Gyanjyoti Sanma	Student	Male	Gyanjyoti
16	Tanmay Bhattacharyya	Student	Male	Tanmay
17	Syeda Mehzebun Rahman	PMU, ASU	F	SRahman
18				
19				
20				





Annexure 14: Consultation with Deputy Commissioner, Darrang and APS, Darrang

