

IMPACT ASSESSMENT FOR RPL – PRADHAN MANTRI KAUSHAL VIKAS YOJANA 2.0



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Impact Assessment for Green Jobs

*This report has been prepared by **DATAWISE**® for National Skill Development Corporation, as part of the scope of work agreed for the project on Impact Assessment for RPL –PMKVY 2.0 vide the Work Order No. MFP Fed./AMD/2021/2992 dated 23 March 2021. This report and its contents are confidential and cannot be shared with anyone else without the prior written consent of **DATAWISE**®. This report is based on information collected through primary research and analysis of the data collected.*

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Abbreviations

Abbreviation	Elaboration
AAs	Assessment Agencies
CAPI	Computer Assisted Personal Interview
CATI	Computer Assisted Telephonic Interview
CAWI	Computer Assisted Web Interview
CSCM	Centrally Sponsored Centrally Managed
CSSM	Centrally Sponsored State Managed
INR	Indian Rupee
MSDE	Ministry of Skill Development & Entrepreneurship
NGO	Non-Government Organization
NSDC	National Skill Development Corporation
NSQF	National Skills Qualifications Framework
PIA	Project Implementing Agencies
PMKVY	Pradhan Mantri Kaushal Vikas Yojana
PPP	Public Private Partnership
RPL	Recognition of Prior Learning
SSC	Sector Skill Councils
SSDMs	State Skill Development Missions
STT	Short Term Training
TPs	Training Providers



EXECUTIVE SUMMARY



1 Executive Summary

Below are the key findings of the impact assessment study of RPL program for green jobs:

Impact of RPL program on beneficiaries

- 87% beneficiaries mentioned that they have received information about RPL program from mobilizing agency.
- 95% beneficiaries mentioned that they have been informed about importance of skill certification, PMKVY and RPL during counselling and prescreening.
- 94% beneficiaries mentioned that they have received self-assessment sheet for identification of skill gap.
- 95% beneficiaries mentioned that they have received orientation on domain, soft skills and entrepreneurship skills.
- 95% beneficiaries mentioned that they have received specific job role kit.
- 97% beneficiaries mentioned that they have received orientation in their regional language.
- 95% beneficiaries mentioned that they have been certified. But only 58% beneficiaries mentioned that they have received skill card and badge. Only 74% beneficiaries mentioned that they have received INR 500 as payout.
- 80% beneficiaries mentioned that they undertook RPL program to improve income whereas only 55% beneficiaries mentioned that their employer made it mandatory.
- 80% beneficiaries mentioned that they have been insured under Kaushal BIMA.
- 46% beneficiaries mentioned that they have been registered under Udyami Mitra.
- Only 12% beneficiaries mentioned that there has not been any impact on their competencies due to RPL program. In hilly area only 20% beneficiaries from Thane district mentioned that there has been no impact.
- 79% beneficiaries mentioned that there has been no expansion of market/change in job location due to RPL
- Only 17% beneficiaries mentioned that they have applied for mudra loans out of which 75% mentioned reason as to start new business and rest to expand current business.
- Percentage of employed beneficiaries after RPL program stands at 95% whereas 3% beneficiaries are self-employed. No beneficiaries in Hilly area and LWE region are unemployed
- 32% of the beneficiaries across all the states reported an improved income after the RPL program. However, the impact is not very significant. 59% of the beneficiaries reported increase in income up to 5% post RPL program. However, the monetary impact is better in the hilly area where the majority of the beneficiaries reported an improvement by 5% to 15%.
- The monetary impact is better in the LWE region where the majority of the beneficiaries reported an improvement by 15% to 25%.
- A majority of the beneficiaries stated that there is an overall improvement in their social well-being in terms of level of savings, lifestyle, health and social status.
- The biggest impact has been improvement in social status (69%), and least impact has been lifestyle (33%).

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- 95% beneficiaries have enrolled themselves for bridge course.
- 94% beneficiaries reported an awareness about occupational health hazards, safety measures and manual scavenging act.
- Only 62% beneficiaries stated that they received demonstration and hands on training.
- 95% beneficiaries mentioned that they were made aware about personal hygiene during pandemic.

Impact of RPL program on Enterprise

- The key improvements in the workplace have been improvement in awareness of personal hygiene as well as availability of gloves masks and gumboots.
- The highest percentage of beneficiaries (91%) reported availability of gloves masks and gumboots an impact of RPL program on their workplace.
- Working condition at the workplace has improved as employees are more aware about personal hygiene as well as they have started taking care in wearing PPE kit, gloves, and masks.
- Efficiency and productivity of worker has improved as well as there has been reduction in number of accidents happening at workplace.

Impact of RPL program on SSC

- Infrastructure available at remote location, hilly area and LWE regions were of high quality which has led to better results in these locations when compared with across the country.
- Training was conducted through classroom session as well as practical demonstration.

The below table shows the top three and bottom three states in terms of the composite scores:

State	Composite score*	Classroom	Training quality	Training material	Placement status
Uttarakhand	4.55	4.41	4.83	4.75	4.22
Andhra Pradesh	4.55	4.97	4.84	4.20	4.19
Tamil Nadu	4.42	4.02	4.74	4.46	4.48
Delhi	3.28	3.28	3.29	3.27	3.27
Bihar	3.13	3.13	3.13	3.13	3.13
Karnataka	2.99	3.00	2.99	2.03	3.94

(On a scale of 1-5, where 1 being Very Bad to 5 being Excellent)

TABLE 1: TOP THREE AND BOTTOM THREE STATES BASED ON FEEDBACK ON TRAINING INSTITUTE

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The below table shows top hilly areas and LWE region districts in terms of composite score:

	District	Composite score*	Classroom	Training quality	Training material	Placement status
Hilly area	Madurai	4.07	4.03	4.10	4.10	4.04
LWE region	Aurangabad	4.75	5.00	4.98	4.02	5.00

(On a scale of 1-5, where 1 being Very Bad to 5 being Excellent)

FIGURE 1: TOP HILLY AREA AND LWE DISTRICTS BASED ON FEEDBACK ON TRAINING INSTITUTE

**(The composite score is the average of the scores received on the parameters such as classroom, training quality, training material and placement status)*



INTRODUCTION



2 Introduction

Below is the brief introduction of NSDC and PMKVY 2.0:

2.1 NSDC

National Skill Development Corporation (NSDC) is a not-for-profit public limited company incorporated on July 31, 2008, under section 25 of the Companies Act, 1956 (corresponding to section 8 of the Companies Act, 2013). NSDC was set up by the Ministry of Finance as Public-Private Partnership (PPP) model. NSDC acts as a catalyst in skill development by providing funding to enterprises, companies, and organizations that provide skill training. It also develops appropriate models to enhance, support, and coordinate private sector initiatives. The differentiated focus on 37 sectors under NSDC's purview and its understanding of their viability will make every sector attractive to private investment.

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE) implemented by the National Skill Development Corporation.

(Source – NSDC)

2.1.1 Recognition of Prior Learning (RPL)

The recognition of prior learning, usually referred to as RPL mainly refers to evaluating a person's existing skills, knowledge, and experience acquired through formal or informal learning.

The objectives of RPL are primarily three-fold:

- **Align the competencies of the unregulated sectors** of the country with the National Skills Qualification Framework
- **Enhance the chances of employment** of individuals and provide them with more options for higher education.
- **Reduce the inequalities** present due to the privileges given to some types of skills and knowledge over others.

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2.1.1.1 RPL – 5 step processes

The RPL process comprises of five steps:

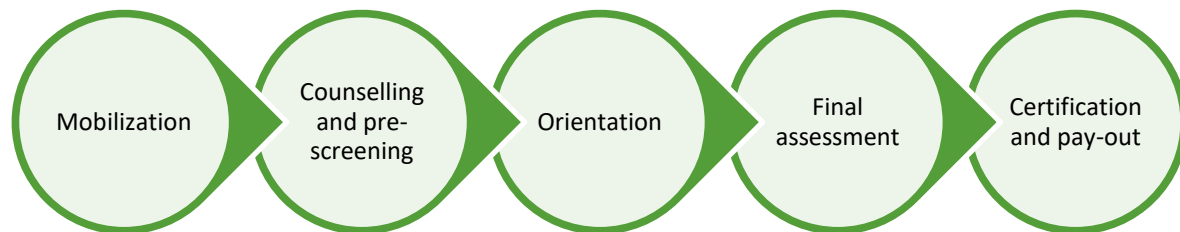


FIGURE 2: FIVE STEPS OF RPL PROCESS

1. **Mobilization:** It can happen indirectly through the mobilization agencies (associations/NGOs), training partners, or direct employers.
2. **Counselling and pre-screening:** PIAs and TPs will be involved in this process as RPL facilitators. The respective SSCs have a pre-screening format to evaluate the pre-existing skill sets of the candidates. Potential candidates are counseled about the PMKVY scheme and RPL process and its effect on their lives.
3. **Orientation:** Enrolled candidates undergo a 12-hour orientation. Orientation mainly consisted of domain training and soft skills, and entrepreneurship tips. A basic understanding of the evaluation process and condition is also provided.
4. **Final assessment:** Assessment agencies will evaluate without any intervention from the RPL facilitator. Grades will be awarded according to NSQF.
5. **Certification and pay-out:** Within seven days of the final assessment, SSCs will have to validate and approve the results. Eligible candidates will be provided with Skill Certificate/Mark sheet/Pay-Out (INR 500).

2.1.1.2 Types of RPL

RPL is implemented through different project types. The project type varies according to the target beneficiaries:

Type 1 – RPL camps – In this type, 2 to 5 steps of RPL are carried out in temporary RPL locations, where workers of a particular sector are consolidated (such as Industrial and/ or Traditional Clusters).

Type 2 – Employer’s premises – In this type, all the steps of RPL are executed within the employer's premises.

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Type 3 – RPL centers – In this type, 2 to 5 steps of RPL are carried out at the designated center within the mobilizing zone. It is done for geographically scattered workers who need to be mobilized.

Type 4 – RPL with best-in-class employers – Reputed employers/industries across sectors shall implement this project type. Employees of best-in-class employers from all sectors shall be certified. Senior Employees such as Supervisors/Managers shall act as assessors in this mode.

Type 5 – RPL through demand – RPL through demand will be conducted at centers to which targets have been allocated by NSDC. The mobilization of candidates will happen through a Demand Aggregation portal.

2.1.1.3 Bridge Course

The bridge course is an optional provision designed to cover skill gaps (if there is any) that exists in the beneficiaries. The course helps to bridge the gap between the demand and supply for skilled workforce

The total duration of the bridge course is 68 hours. The content of the bridge course gets validated by the SSC. The topics and sub topics are designed in such a way so that it gets aligned with the skill gaps and requirements of the beneficiaries.

The course helps the beneficiaries in the following:

- Awareness about occupational health hazard and safety measures
- Demonstration and hands on training
- Awareness about personal hygiene and cleaning precautions



PROJECT BACKGROUND



3 Project Background

The green jobs is one of the latest skills sectors of the NSDC, where it is promoting skill development. Under PMKVY, RPL is implemented in the green jobs through type 2, project type. In this type 2 project, all the steps of the RPL are executed in the employer's premises.

Recognition of Prior Learning (RPL) is an initiative of the Government of India (GoI), Ministry of Skill Development and Entrepreneurship (MSDE) under Pradhan Mantri Kaushal Vikas Yojana (PMKVY), implemented by the National Skill Development Corporation (NSDC).

3.1 Scope

The scope of the project are as follows:

- To identify and document the objectives of RPL project.
- To develop an impact evaluation framework with a list of quantifiable and non-quantifiable impact indicators.
- To identify existing processes, measurable outputs, data to be captured, design/implementation gaps at each step involved in the project from mobilization to certification (mobilization, counseling, pre-screening, training, assessment, and certification and payout).
- Mapping and assessing socio-economic and cultural impacts on beneficiary, industry and society.
- Understanding the overall performance of implemented training programs and indicate whether the programs are being implemented as per the norms provided in the guidelines or not.
- To ascertain the impact of the project on the creation of tangible/intangible skill infrastructure in, hilly areas and LWE areas to understand the access of skills and training undertaken in the project.
- To understand the impact of the project through adopting a lens of diversity and inclusion which means assessing the impact on gender and different caste categories.
- To draw insights and provide inputs for corrective measures required to improve the implementation of RPL projects of similar kinds.
- To conduct an impact evaluation of selected RPL projects under PMKVY 2016-20 and share impact framework along with quantifiable and non-quantifiable results ascertained from the exercise

3.2 Objective

The impact assessment project is conducted to know about the following:

1. Program impact in terms of efficiency and effectiveness.

- Efficacy of skill development initiative proposed through the project.
- Effectiveness of the various activities under the project in achieving the stated objectives
- The impact created in terms of employment and increase in income.
- Livelihood opportunities of targeted beneficiaries have been impacted positively by the intervention.

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- Perception of beneficiaries and other stakeholders of the quality of crucial project interventions and responsiveness of these interventions to their needs.
 - Practical approaches to improve the program implementation in terms of training aid, well-equipped trainers, assessors, handholding support, provision of bridge course, to achieve the desired outcome of the project
2. **Direct impact on beneficiaries- Employability, remuneration, welfare, working conditions.**
 - Increase in the employability of beneficiary due to the training/certification
 - Increase in income of the beneficiaries due to the interventions
 - Development of competencies in beneficiaries demanded at work by the intervention.
 - Improvement in working condition of the beneficiaries by the intervention
 - Progress in the welfare of the beneficiaries.
 3. **Impact of enterprise – Productivity, labor environment, competitive advantage, etc.**
 - Improvement in productivity due to the training interventions.
 - Positive changes in working conditions.
 - Increase in efficiency of the work processes as a result of the new competencies developed in beneficiaries.
 - Impact of RPL project on accidents at workplace.
 - Employer feedback in terms of trained versus untrained workers, the benefit of trained manpower, willingness to increase the pay, productivity, feedback for improvement in the curriculum.
 4. **Impact of society- Economic development, social cohesion, labor market, decent work.**
 - Increased opportunities to access training in vulnerable populations such women, minorities etc.
 - Access to safer work environment.
 5. **Acceleration in horizontal or vertical mobility of beneficiaries at their workplace.**



METHODOLOGY



4 Approach and Methodology

Below are the approach and methodology that we followed during the field survey:

4.1 Approach

At **DATAWISE**[®], our approach to assignments is holistic. Our project approach to tasks is unlikely to deliver the results expected from a client. We have always mixed consulting with a solutions approach.

NSDC has initiated the project, and its main objective is to understand the impact created by RPL- PMKVY 2.0

- A kick-off meeting was organized with NSDC. It was scheduled to introduce the team, broaden our understanding of the approach, the project background, and understand what needs to be done during the evaluation study.
- Having understood the scope, three questionnaires (beneficiary, employer and SSC) were designed for this sector. Each of which was approved by NSDC to capture the relevant information both, which would help meet the project's scope.
- Several briefings and training instructions were given to the surveyors to carry out the survey in a specific manner to achieve the required target and objective.
- On receiving the list of beneficiaries, employers, and SSC from NSDC, they have been categorized and put up for planning and execution.

We have done CATI and CAPI interviews with the respondents (beneficiaries, employers and SSC).

For green jobs 77% surveys have been done through CATI mode and rest 23% have been done through CAPI mode.

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4.2 Methodology

DATAWISE® has developed specific proprietary methodologies designed to ensure that the objectives of the market survey are achieved with the greatest efficiency without compromising on the accuracy of the information collection.

DATAWISE® has developed its methodologies for ensuring quality deliveries for similar projects. CORP™ is our standard methodology used for research and analysis projects which covers all stages of the project, as illustrated in the figure.



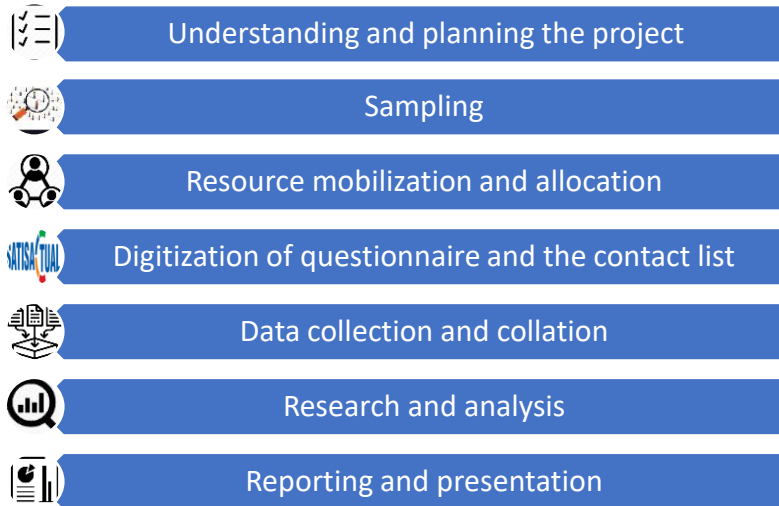
TABLE 2: CORP™ METHODOLOGY

- **Collect:** The increase in data sources and complexity has meant an increased emphasis on data collection techniques. We collect data from both primary and secondary sources. For primary data collection, we use CAPI, CAWI, and CATI, among other methodologies.
- **Organize:** The raw data collected must be systematically organized to extract Key observations from it. We have developed data review techniques that are validated and can help even where data deficiencies exist.
- **Research:** We use our experience and expertise to process the data to provide new Key observations. We use well-validated techniques used in other contexts by other researchers to ensure that our results are well supported for all research requirements.
- **Present:** We have a team specialized in data presentation in various communication formats, including MS Word, reports, MS PowerPoint presentations, data visualization tools such as Tableau or real-time dashboarding.

DATAWISE® adopted a qualitative as well as quantitative approach to assess the impact of RPL projects.

Impact Assessment for Green jobs

For this project, we have used a 7-phase methodology, which is detailed below:



Phase I: Understanding and Planning the Project

Impact assessment is done for seven sectors under one scheme, i.e., PMKVY 2.0. Beneficiaries of schemes from 2016 to 2021 were surveyed for this.

15% of the total beneficiaries were surveyed for this impact assessment project.

Phase II: Sampling

Sampling is based on the RFP suggestion of a 15% sample from the total oriented candidates.

For PAN India, minimum of 10% representation each from – North, South, Central, West, East, NE. In case the project is not PAN India, all states are to be covered (or a minimum of 6, if it is more than 6 states).

Strategy for Interviews (to vary depending on on-ground COVID-19 situation in each region/city)

- Offline/Personal Interviews
- Online/Telephonic-

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Phase III: Resource Mobilization

Resources for each state were allocated in a strategic, Mission-driven manner. We also tried to ensure an optimum allocation of resources. Since the project was based entirely on primary data, success was highly dependent on the ability of the field investigators/callers who were deployed to complete surveys. It had been ensured that they were familiar with English and Hindi along with the local language. Callers/field investigators, engaged in the project, were highly skilled and had relevant experience that ensured the data's desired quality.

Phase IV: Digitization of the questionnaire and the contact list

DATAWISE[®], in consultation with NSDC, designed the questionnaires for the beneficiaries. The questionnaire was designed based on experience and to ensure that the scope and objective of the project were met. The design of the questionnaire was kept simple and easy to collect information. Once the questionnaire was designed, **DATAWISE**[®] uploaded it into the tool SatisACTual[™].

The contact list of beneficiaries received was also uploaded into the tool SatisACTual[™] for the CATI surveys.

Phase V – Data collection and Collation

The questionnaire was used to collect the relevant information on different parameters through CATI and CAPI surveys. All the filled-in questionnaires were thoroughly monitored and scrutinized before closing the survey. Data that was gathered as part of the evaluation stored in secure servers located at the Corporate Office of **DATAWISE**[®] at Hyderabad.

The mode of data collection was

- Computer Assisted Personal Interviews (CAPI)
- Computer Assisted Telephonic Interviews (CATI)

Phase VI – Research and Analysis

Analysis was done in a way to ensure that they were exactly aligned with the expectation from the evaluation study. MS Excel was used as the primary tool for data cleaning and further analysis. We have set up data coding sheets. Different charts such as bar, pie, line graphs were used for showing different aspects of the analysis.

Phase VII – Reporting and Presentation

The research report has been prepared to keep in view of the purpose, scope, objectives, and findings from discussions and interviews with multiple stakeholders.

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Our Tool for Data Collection

dATTAb®

DATAWISE® has designed its own proprietary tablet-based Survey Application, dATTAb®, which is designed to conduct customer surveys at remote locations. For this project, we intend to use this proprietary tablet-based Survey Application which shall be made available on the tablets/ smart Phone devices and be used during the Customer Satisfaction Survey.

The salient features of dATTAb® are as follows:

- a) Data collation using technology
- b) Harmonized field survey data
- c) Unique Surveyor identification
- d) Unique Respondent identification
- e) Date, Time and Location Stamping for each Survey
- f) Ability to accurately geo-code survey locations
- g) Mapping to a standardized database

The advantages of using dATTAb® are as follows:

- a) No manual errors
- b) Instantaneous and near real time data availability
- c) No manipulation of data
- d) Ease of access to data

LIMITATIONS



5 Limitations to the Study

- CAPI survey were conducted during a period when COVID-19 prevalence was very high in most states. COVID 19 was a major challenge due to the safety concerns. That has significantly impacted the data collection process, especially the time taken to complete the field survey.
- During the course of the survey, we encountered challenges in reaching some of the customers since the information provided was not valid. In specific,
 - More than 73% of address provided were found to be duplicate.
 - About 36% of the phone numbers provided were found to be duplicates and invalid.
- For more data sets PIAs were contacted. The data provided by PIAs did not have demographic parameters. So, for the gender and caste wise analysis, beneficiaries whose demographic data was available were only considered.
- Non-availability of beneficiaries acted as a hurdle to data collection as some of them were not available in the mentioned addresses or they had shifted to other places for their livelihood.
- Across all the states, most of the beneficiaries were not available during day time. Hence a majority of the surveys had to be made either in the morning or in the evening
- Respondent fatigue occurred in many scenarios as respondents perceived the questionnaire very lengthy.
- All the respondents have not necessarily answered all the questions asked to them. The analysis has been done based on the number of respondents of each question.
- All the findings are based on the information received from the beneficiaries during the survey.
- It is possible that unemployment even after the training has resulted in dissatisfaction with the scheme itself, and responses that could be biased as a result cannot be ruled out.



OVERVIEW OF GREEN JOBS



6 Overview of green jobs

6.1 Overall

The analysis below describes the demographic details of beneficiaries of the Green Jobs Sector. Data of beneficiaries has been shared by NSDC. RPL program for green jobs sector has continued for 5 years starting from 2016 to 2021 in batches. The duration of completion of the certification process for a batch is 14 days. The certification process has been completed at the employer's location.

Beneficiaries have gone for the certification process in 3 job roles. RPL program has been conducted across 18 states and 1 union territories. Beneficiaries have undergone training process in states of Maharashtra, Uttar Pradesh, Madhya Pradesh, Odisha, Gujarat, Delhi, Punjab, West Bengal, Haryana, Andhra Pradesh, Uttarakhand, Tamil Nadu, Chhattisgarh, Jharkhand, Telangana, Jammu and Kashmir, Himachal Pradesh, and Karnataka.

6.1.1 Green jobs sector specification

Green jobs are decent jobs that contribute to preserve or restore the climate, be they in conventional sectors like manufacturing and construction, or in new, arising green areas like sustainable power and energy proficiency.

Skill council for green jobs is one of the recent initiatives launched by Government of India along with National Skill Development center. It is being promoted by Ministry of New and Renewable energy and Confederation of Indian Industry. The creation of Skill council for green jobs was approved on 28th September 2015 in 10th meeting of National Skill Qualification Committee. It was incorporated under Societies Registration Act XXI, 1860 on 1st October 2015. Skill council for green jobs is established as not for profit, autonomous and industry led society.

About 89,462 candidates are mobilized under the scheme between 2016 and 2021. The number of enrolled and oriented candidates is 89,462 and 88,992 respectively. However, 77,439 candidates were certified under the PMKVY 2.0.

Out of the five stages of RPL, only oriented candidates are considered for evaluation purposes.

Job roles offered to the candidates of the green jobs are following:

- Safai Karamchari
- Wastewater Treatment Plant Technician
- Waste Picker

6.1.2 Beneficiaries' details

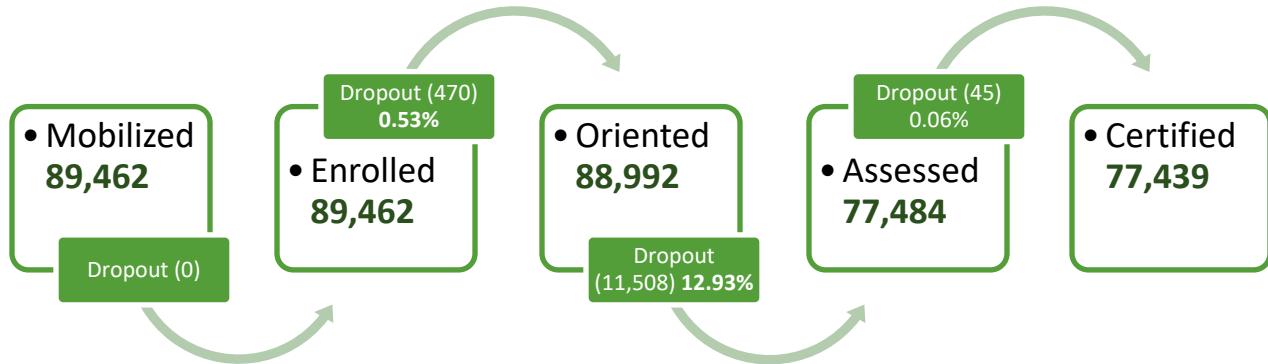


FIGURE 3: BENEFICIARIES AT VARIOUS STAGES OF CERTIFICATION PROCESS

- It can be inferred from the picture that all mobilized beneficiaries were enrolled for RL program
- It can be inferred from the picture that maximum dropouts are between Orientation and Assessment stage. The dropout after orientation is 11,508 which is 12.93% of the oriented beneficiaries.

Following table shows number of beneficiaries at various stages of certification process in different states across the country.

State	Enrolled	Dropout	Oriented	Assessed	Certified
Maharashtra	24,866	-	24,866	18,554	18,533
Uttar Pradesh	14,438	163	14,275	12,959	12,952
Madhya Pradesh	9,689	-	9,689	9,221	9,217
Odisha	8,855	-	8,855	8,398	8,398
Gujarat	5,660	-	5,660	5,357	5,350
Delhi	4,458	1	4,457	3,556	3,556
Punjab	4,032	68	3,964	3,823	3,823
West Bengal	3,688	41	3,647	3,437	3,437
Haryana	3,414	50	3,364	3,006	3,006
Andhra Pradesh	3,103	-	3,103	2,813	2,813
Uttarakhand	2,982	50	2,932	2,779	2,779
Tamil Nadu	1,468	50	1,418	1,236	1,236
Chhattisgarh	1,250	-	1,250	1,235	1,235
Jharkhand	532	42	532	386	380
Telangana	375	-	375	325	325

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State	Enrolled	Dropout	Oriented	Assessed	Certified
Jammu and Kashmir	197	-	197	139	139
Bihar	182	-	182	100	100
Himachal Pradesh	173	47	126	60	60
Karnataka	100	-	100	100	100

TABLE 3: BENEFICIARIES SPREAD ACROSS THE COUNTRY

Following table shows number of beneficiaries at various stages of certification process in Hilly area districts

District	Enrolled	Dropout	Oriented	Assessed	Certified
Pune	1,230	-	1,230	952	952
Dehradun	650	50	600	600	600
Ahmednagar	490	-	490	489	489
Madurai	477	-	477	426	426
Kolhapur	427	-	427	409	409
Thane	246	-	246	246	246

TABLE 4: BENEFICIARIES SPREAD ACROSS HILLY AREA

Following table shows number of beneficiaries at various stages of certification process in LWE area districts

District	Enrolled	Dropout	Oriented	Assessed	Certified
Koraput	284	-	284	284	284
Gajapati	189	-	189	187	187
Ranchi	188	-	188	153	147
Aurangabad	175	-	175	175	175
Sambalpur	162	-	162	162	162
Hazaribagh	142	42	142	100	100
Rayagada	80	-	80	80	80
Deogarh	73	-	73	73	73
Malkangiri	72	-	72	56	56
Garhwa	71	-	71	57	57
Chatra	44	-	44	-	-

TABLE 5: BENEFICIARIES SPREAD LWE AREAS

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6.1.3 Geographical location of beneficiaries

The below map shows distribution of oriented beneficiaries across the country:

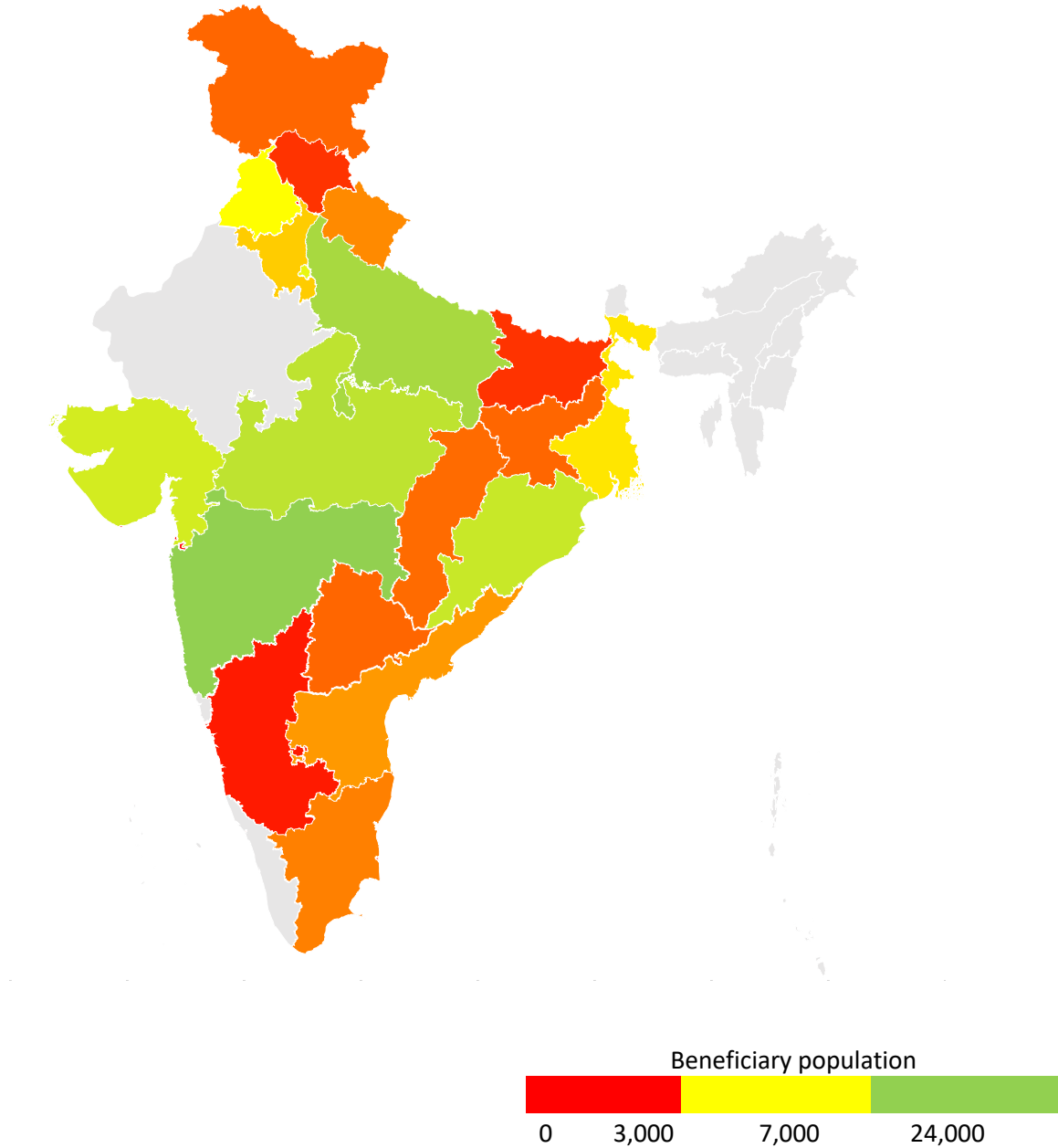


FIGURE 4: GEOGRAPHICAL LOCATION OF ORIENTED BENEFICIARIES

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- States with the least population have been marked red whereas states with the highest population have been marked green.
- States with no color indicate RPL program for the for green jobs has not been conducted there.
- Of the 88,992 oriented candidates 63,345 (71.1%) beneficiaries have gone for the certification process in the States of Maharashtra, Uttar Pradesh, Madhya Pradesh, Odisha and Gujarat.

The below table shows percentage of certified beneficiaries in different geographical location:

State	Oriented (as a percentage of total enrolled beneficiaries)	Certified (as a percentage of oriented beneficiaries in respective state)
Maharashtra	27.97%	74.53%
Uttar Pradesh	16.06%	90.73%
Madhya Pradesh	10.90%	95.13%
Odisha	9.96%	94.84%
Gujarat	6.37%	94.52%
Delhi	5.01%	79.78%
Punjab	4.46%	96.44%
West Bengal	4.10%	94.24%
Haryana	3.78%	89.36%
Andhra Pradesh	3.49%	90.65%
Uttarakhand	3.30%	94.78%
Tamil Nadu	1.60%	87.17%
Chhattisgarh	1.41%	98.80%
Jharkhand	0.60%	71.43%
Telangana	0.42%	86.67%
Jammu and Kashmir	0.22%	70.56%
Bihar	0.20%	54.95%
Himachal Pradesh	0.14%	47.62%
Karnataka	0.11%	100.00%

TABLE 6: GEOGRAPHICAL LOCATION OF CERTIFIED BENEFICIARIES

- All beneficiaries who have been oriented in the state of Karnataka have been certified also.

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6.1.4 Job roles of beneficiaries

The below table shows the percentage of beneficiaries oriented in different job roles:

Job Role	Oriented (as a percentage of total enrolled beneficiaries)	Certified (as a percentage of oriented beneficiaries in respective job role)
Safai Karamchari	96.99%	86.9%
Wastewater Treatment Plant Technician	0.15%	88.6%
Waste Picker	2.34%	93.4%

TABLE 7: ORIENTED CANDIDATES IN VARIOUS JOB ROLES

- It can be inferred from the table above that 96.99% beneficiaries who have gone through RPL program have been trained under job role Safai Karamchari.

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6.1.5 Age groups of beneficiaries

The below graph shows the breakup of certified beneficiaries based on age:



FIGURE 5: CERTIFIED BENEFICIARIES BASED ON AGE GROUP

- Of the 4,225 oriented beneficiaries in less than 25-year age group, 3,820 (90.41%) were certified.
- Of the 2,833 oriented beneficiaries in 25-to-35-year age group, 2,346 (87.43%) were certified.
- Of the 31,331 oriented beneficiaries in 35-to-45-year age group, 27,276 (87.05%) were certified.
- Of the 20,837 oriented beneficiaries in 45-to-55-year age group, 17,595 (86.30%) were certified.
- Of the 6,216 oriented beneficiaries in more than 55-year age group, 5,287 (85.05%) were certified.

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6.1.6 Gender of beneficiaries

The below graph shows breakup of male and female beneficiaries at various stages of RPL program:

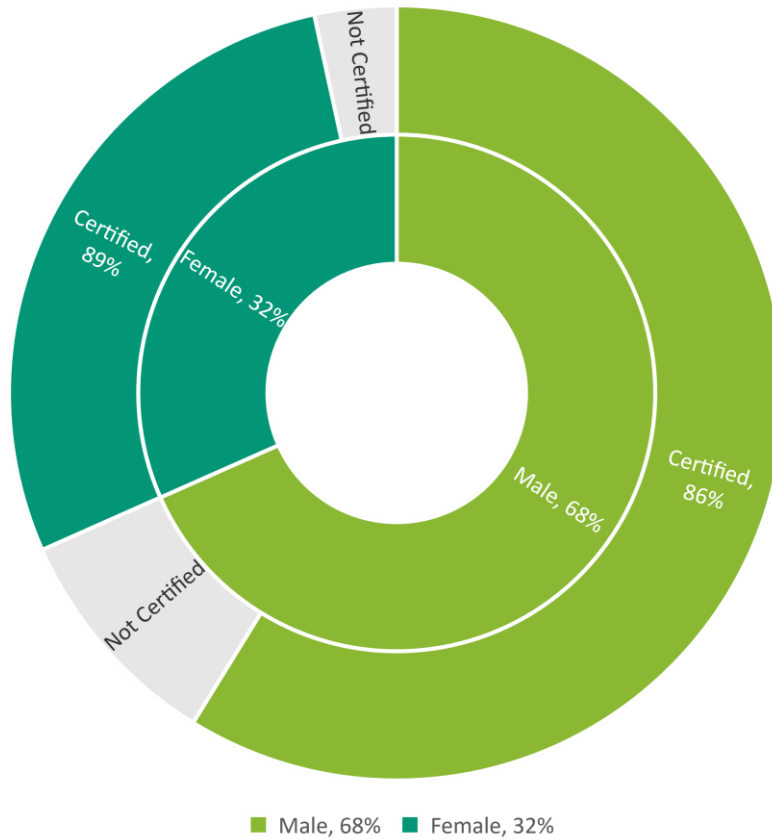


FIGURE 6: CERTIFIED BENEFICIARIES BASED ON GENDER

- It can be inferred from the graph that 68% certified beneficiaries are male and 32% beneficiaries are female.
- It can be inferred from the graph that out of all male oriented beneficiaries 86% were certified and out of all female oriented beneficiaries 89% were certified

6.1.7 Categories of beneficiaries

The below graph shows comparison of beneficiaries in different categories at certification stage:

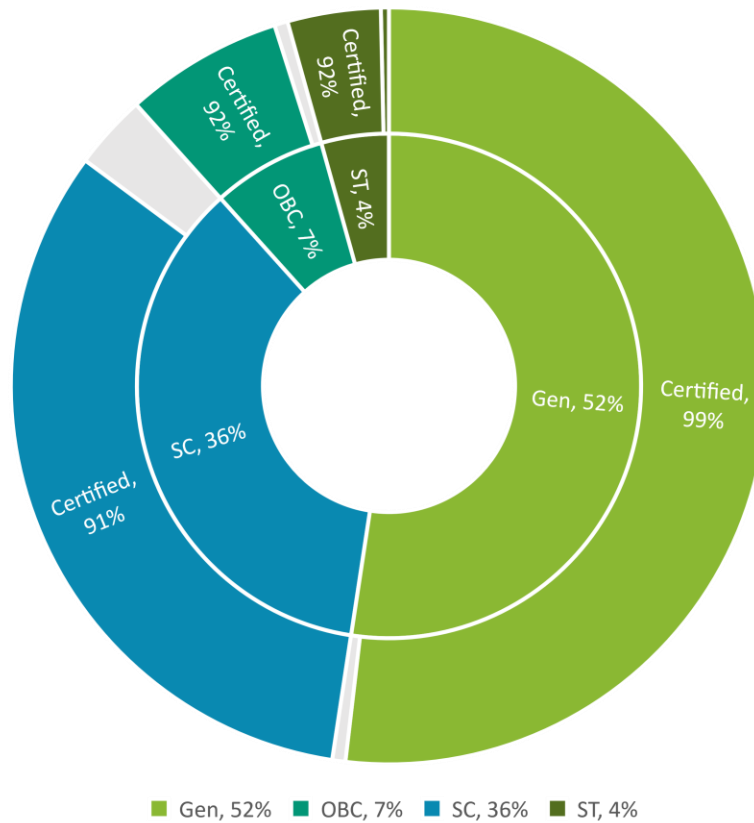


FIGURE 7: CERTIFIED BENEFICIARIES BASED ON CATEGORY

- It can be inferred from the graph that out of all oriented beneficiaries 52% beneficiaries belongs to general category, 7% belongs to OBC category, 36% belongs to SC category and 4% belongs to ST category
- It can be inferred from that graph that out of all oriented beneficiaries 87% beneficiaries were certified.
- It can be inferred from the graph that out of all oriented beneficiaries in general category 99% beneficiaries were certified.
- It can be inferred form the graph that out of all oriented beneficiaries in OBC category 92% were certified.
- It can be inferred from the graph that out of all oriented beneficiaries in SC category 91% were certified.
- It can be inferred form the graph that out of all oriented beneficiaries in ST category 92% were certified.



PROGRAM IMPACT



7 Overall Program Impact

7.1 Evaluation framework

An evaluation framework represents the complete framework for evaluation across different parameters of a single program. It is designed to measure the degree to which the programmed efforts achieve the identified results.

To understand the overall impact of PMKVY 2.0. and to do a 100% program assessment, all the three key stakeholders who were directly involved in the project need to be assessed –

- PIA / SSC
- Employer
- Beneficiaries

Not all the stakeholders of the program affect the program impact in the same way. Given that different weightage is given to each stakeholder. Stakeholders have few parameters on which they are assessed. To state the level of each parameter, some indicators will be measured.

Response for each indicator has been expressed on a scale of 1 to 10. To get the overall rating for an indicator, an average of all the ratings for a respective indicator has been considered.

If the rating of any indicator is more than 5, it can be inferred as a positive impact. If the rating is less than 5, it can be inferred as having a negative impact.

A detailed description of all parameters on which each stakeholder is assessed is given below:

- **To get the impact of PIAs** – Average rating for each indicator, i.e., classroom, training quality, course material, placement assistance and availability of infrastructure.
- **To get the impact on workplace** – Average rating of improvement in the working condition in terms of sanitation and ventilation, safety measures etc.
- **To get the impact on Beneficiaries** – Average rating of economic impact on beneficiaries, social impact on beneficiaries and workplace impact on beneficiaries.
 - To get the Economic impact on beneficiaries – Average rating of change in income, insurance and loans, and change in savings level.
 - Social impact on beneficiaries – Average rating of change in lifestyle, change in health status and change in social status.
 - Workplace impact on beneficiaries – Average rating for each indicator, i.e., change in employment, improvement in competency and ability to expand market/ change job location.
- **To get the total program impact** – Weight of 20% of the rating of the impact of PIA, 20% of the rating of impact on the employer, and 60% of the rating of impact on beneficiaries.

Impact Assessment for Green Jobs

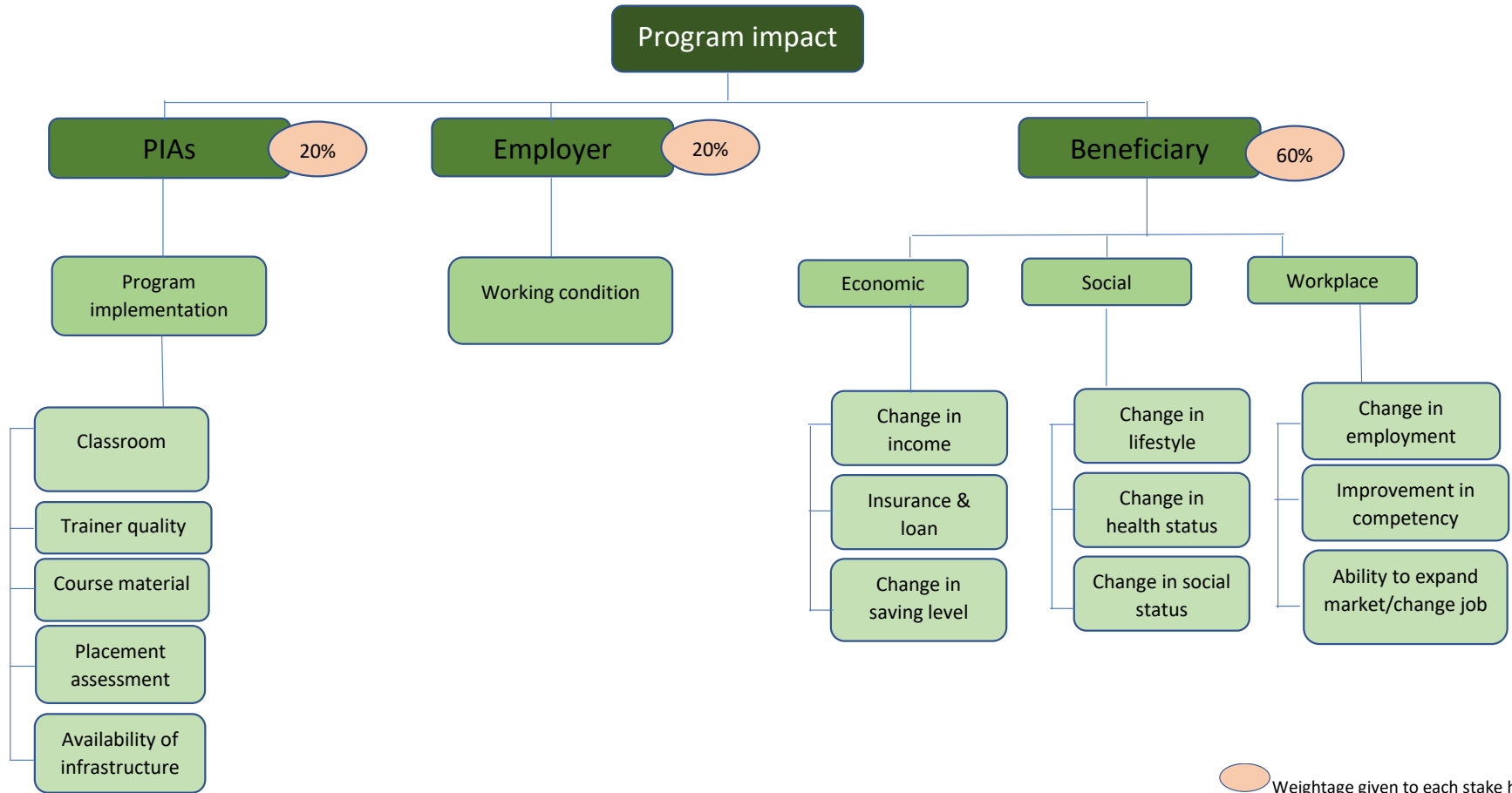


FIGURE 8: EVALUATION FRAMEWORK

Impact Assessment for Green Jobs

7.2 Framework analysis of green jobs sector

The following chart shows the overall program impact combining all three key stakeholders (PIA, employers and beneficiaries) on a scale of 1 to 10:

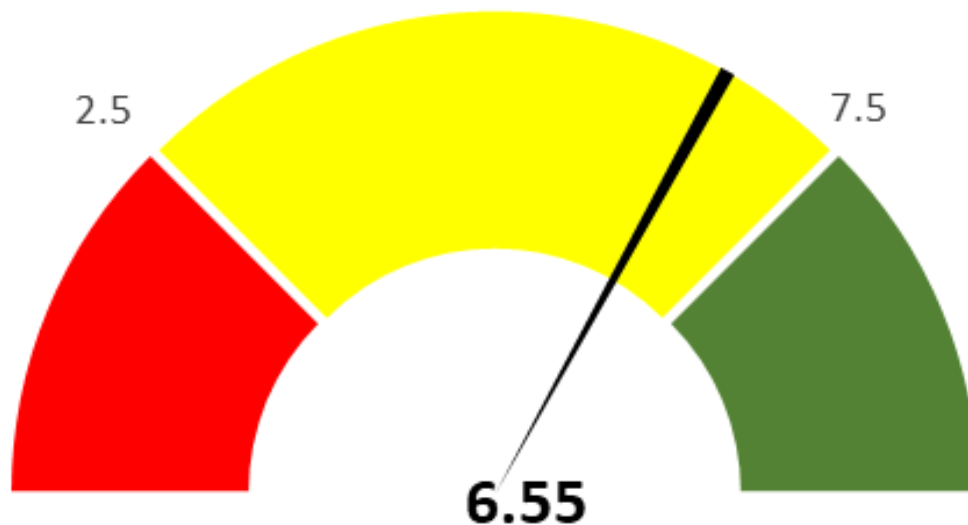


FIGURE 9: OVERALL PROGRAM IMPACT

The above score has been calculated based on the impact of the RPL program on PIAs, employers and beneficiaries and assigning a weightage of 20% to the PIA, 20% to the working condition and the 60% to the beneficiaries.

NSDC, on a whole, has been efficient in conducting their RPL program in the green jobs sector. NSDC has done a commendable job through the RPL program. However, there are some scopes of improvements which would help NSDC to exceed their current result in future.

Impact Assessment for Green Jobs

The following charts individual scores calculated as an impact on the PIAs, working condition and the beneficiaries:

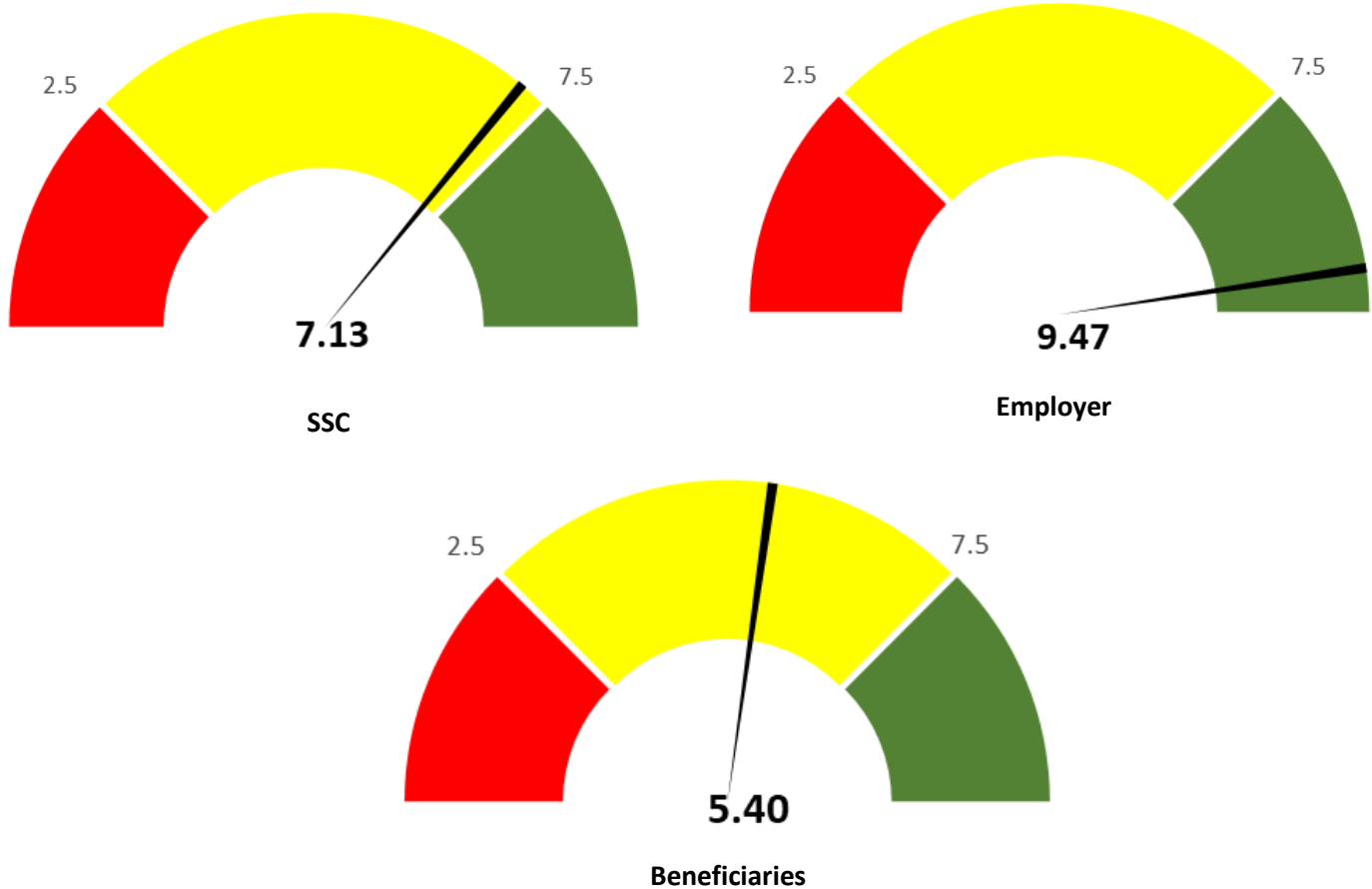
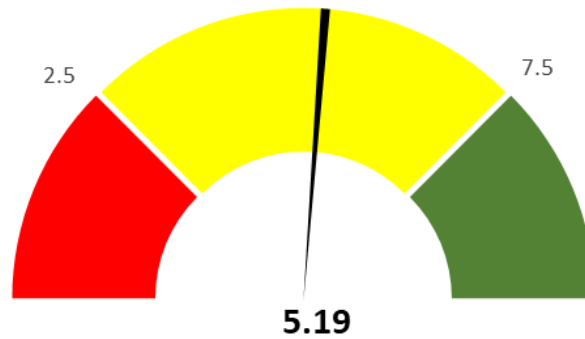


FIGURE 10: OVERALL PROGRAM IMPACT ON THE SSC, WORKING CONDITION AND BENEFICIARIES

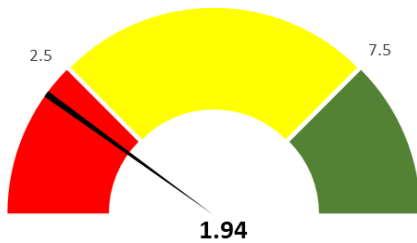
The highest impact of the RPL program is on the Employer (9.47) followed by SSC (7.13) and beneficiaries (6.32). It can be observed that the least impact is on the beneficiaries. There are several parameters considered for calculating the scores for beneficiaries. The individual scores calculated for every parameter will help to understand the areas where the RPL program can work more efficiently.

Impact Assessment for Green Jobs

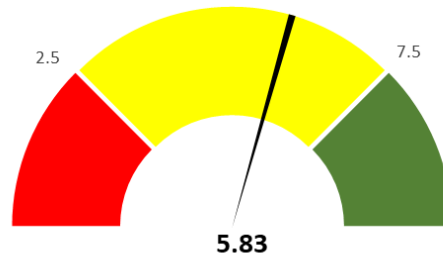
The following charts show the impact of RPL program on the beneficiaries' economic status in terms of various parameters:



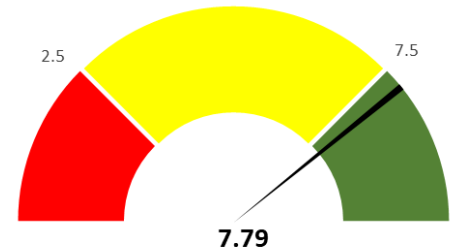
Overall economic status



Change in income



Loan and insurance



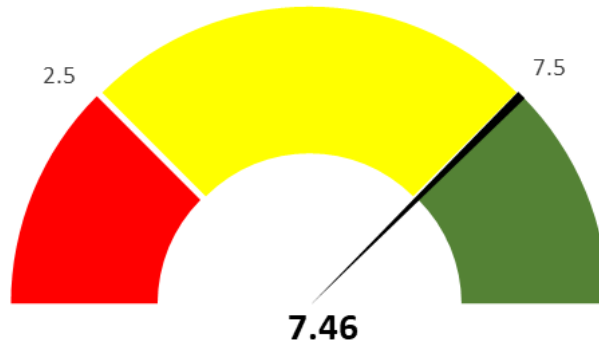
Change in savings level

FIGURE 11: IMPACT OF RPL PROGRAM ON ECONOMIC STATUS

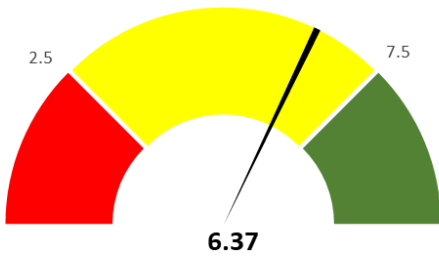
The RPL program have a moderate impact on the overall economic status of the beneficiaries. The primary reason for this is that not many beneficiaries reported an improved income after the RPL program. Though the income level did not change much after the RPL program, it has significant impact on the savings level of the beneficiaries.

Impact Assessment for Green Jobs

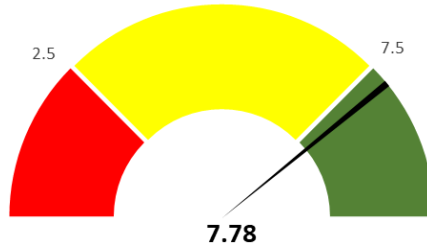
The following charts show the impact of RPL program on the beneficiaries' social status in terms of various parameters:



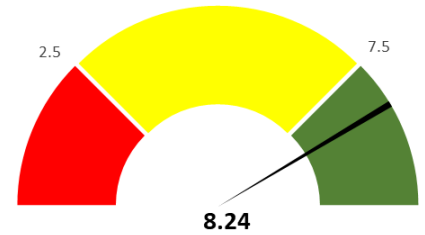
Overall social status



Change in lifestyle



Change in health status



Change in social status

FIGURE 12: IMPACT OF RPL PROGRAM ON SOCIAL STATUS

The overall impact of the RPL program on social status cannot be ignored. In terms of lifestyle, health status and social status RPL program has a significant impact on the beneficiaries, the highest impact is on the change in social status (8.24).

Impact Assessment for Green Jobs

The following charts show the impact of RPL program on the beneficiaries' workplace in terms of various parameters:

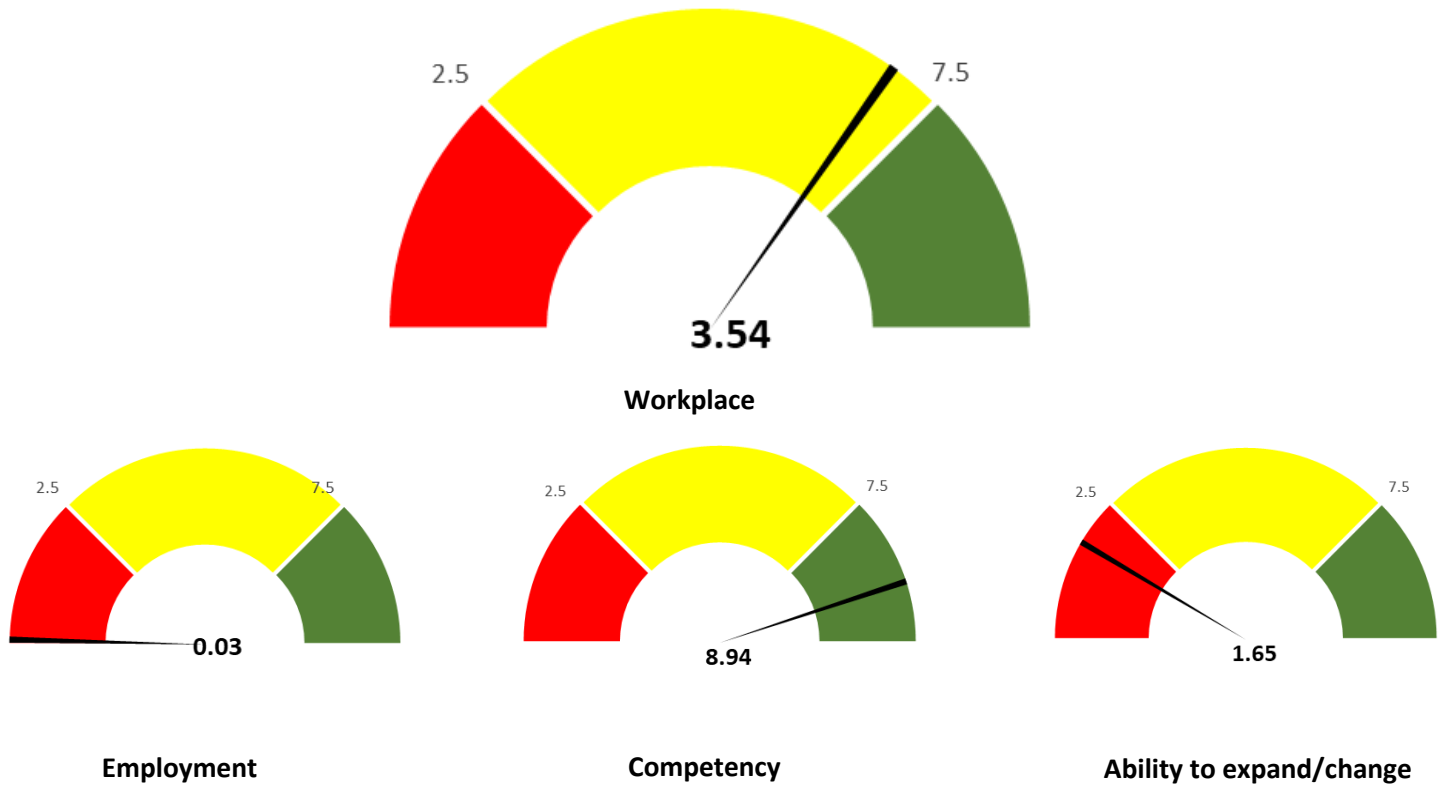


FIGURE 13: IMPACT OF RPL PROGRAM ON WORKPLACE

The overall impact of the RPL program on the workplace of the beneficiaries is not very strong. There is no considerable reduction in unemployment and very few beneficiaries were able to expand their market/change job location after the RPL program, though the RPL program has helped the beneficiaries significantly in improving their competencies.

ABOUT RPL PROGRAM



8 About RPL program

Below are the different stages of RPL program:

8.1 Program motivation

The following chart shows percentage of beneficiaries undertook RPL program due to various reasons:

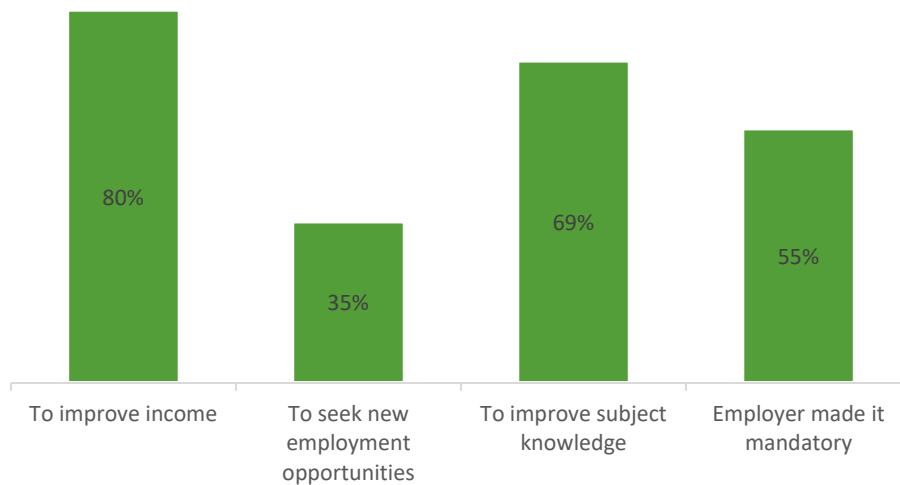


FIGURE 14:PROGRAM MOTIVATION -ACROSS ALL BENEFICIARIES

Q Why did you undertake the RPL program?

Number of respondents: 14,403

80% beneficiaries stated that they undertook the RPL program for improving their income. 69% of the beneficiaries wanted to upgrade their subject knowledge. 35% of the beneficiaries wanted to seek new opportunities, hence took up the program. 55% mentioned that their employers made the certification compulsory.

100% beneficiaries from state of Jammu and Kashmir and Himachal Pradesh reported that they took up RPL program for improving their income. In hilly areas, 97% beneficiaries from Madurai reported that they took up RPL program to improve their income. Similarly, in LWE region 100% beneficiaries from Chatra reported to have undergone RPL program for improving income. 34% beneficiaries under job role of Waste Picker and Safai Karamchari reported reason as to improve income for undergoing RPL. 78% male and 84% female reported same reason as above to undertake RPL program.

Impact Assessment for Green Jobs

Below are five stages of RPL program:

8.2 Mobilization

Mobilization is the first step of RPL. At this stage, the beneficiaries are made aware about the RPL program.

The following chart shows the different sources of information about RPL program:

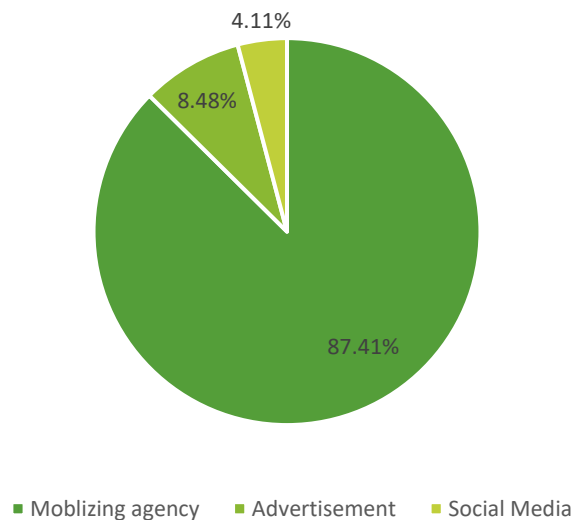


FIGURE 15: SOURCES OF INFORMATION ABOUT RPL PROGRAM

Q. How did you come to know about RPL project?

Number of respondents:14,434

87% beneficiaries came to know about the RPL program from mobilizing agencies. Among the rest 12%, 8% beneficiaries have come to know about it from various advertisements and the remaining 4% got the information from social media.

100% beneficiaries from state of Bihar, West Bengal and Himachal Pradesh mentioned that they came to know about RPL program through mobilizing agency. In hilly areas, 100% beneficiaries in districts Ahmednagar and Madurai came to know about RPL program through mobilizing agency In LWE region 100% beneficiaries from districts of Ranchi, Aurangabad, Deogarh and Garhwa mentioned that they came to know about RPL program through mobilizing agency.

Impact Assessment for Green Jobs

8.3 Counselling and pre-screening

Counselling is second step of RPL. At this stage, the beneficiaries are made aware about the PMKVY, RPL program and importance of skill certification.

8.3.1 Awareness about PMKVY, RPL and importance of skill certification

The following chart shows the overall awareness about PMKVY, RPL and importance of skill certification:

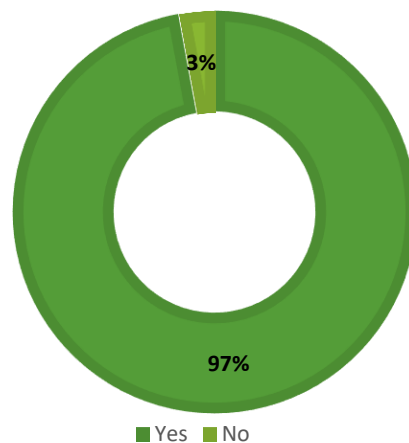


FIGURE 16: OVERALL AWARENESS ABOUT PMKVY, RPL AND IMPORTANCE OF SKILL CERTIFICATION

Q. Were you made aware about PMKVY, RPL and importance of skill certification?

Number of respondents:14,403

97% beneficiaries in the country informed that they were made aware about PMKVY, RPL and importance of skill certification. Only 3% beneficiaries stated that they were not made aware about PMKVY, RPL and importance of skill certification.

100% beneficiaries from state of Bihar, Himachal Pradesh, West Bengal and Karnataka mentioned that they were made aware about PMKVY, RPL and importance of skill certification. In hilly areas 100% beneficiaries from Ahmednagar and Madurai mentioned the same. In LWE region 100% beneficiaries from Aurnagabad, Deogarh and Garhwa mentioned that they were made aware about PMKVY, RPL and importance of skill certification.

Impact Assessment for Green Jobs

8.3.2 Induction video

The following chart shows the overall beneficiaries watched induction video:

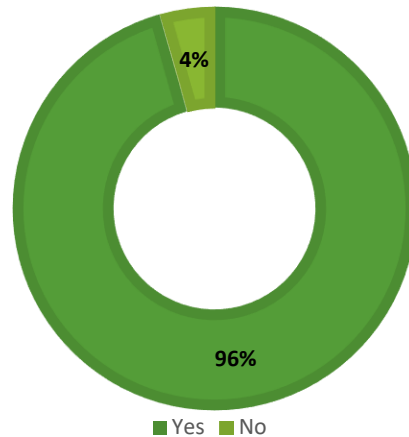


FIGURE 17: OVERALL BENEFICIARIES WATCHED INDUCTION VIDEO

Q. Did you watch induction video?

Number of respondents:14,403

96% beneficiaries stated they have watched the induction videos shown by NSDC. Only 4% stated they have not watched the induction video.

100% beneficiaries from state of Bihar, Himachal Pradesh and West Bengal that they have watched induction video. In hilly areas, 100% beneficiaries from Ahmednagar and Madurai mentioned the same. In LWE region 100% beneficiaries from Aurangabad, Deogarh, Garhwa and Hazaribagh mentioned that they have watched induction video.

Impact Assessment for Green Jobs

8.3.3 Identification of skill gap

The following table show the overall percentage of beneficiaries who informed the self-assessment sheet to be helpful in identifying the skill gap:

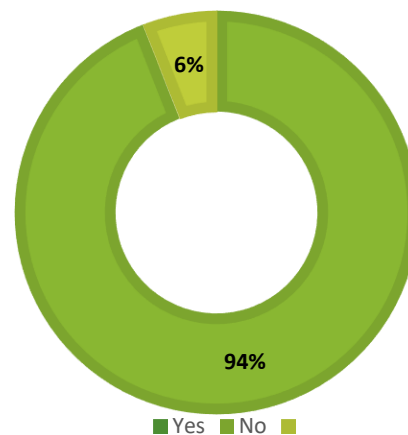


FIGURE 18: SELF – ASSESSMENT SHEET FOR IDENTIFYING SKILL GAP

Q. Did the self – assessment sheet was helpful in identifying skill gap?

Number of respondents:14,403

94% beneficiaries informed that self-assessment sheet was helpful in identifying skill gap whereas only 6% beneficiaries stated that self-assessment sheet was not helpful in identifying skill gap.

100% beneficiaries from state of Bihar, Himachal Pradesh, West Bengal and Karnataka mentioned that self-assessment sheet was helpful in identification of skill gap. In hilly areas 100% beneficiaries from Ahmednagar, Kolhapur and Madurai mentioned the same. In LWE region 100% beneficiaries from Aurangabad, Deogarh Garhwa and Hazaribagh mentioned that self-assessment sett was helpful in identification of skill gap.

Impact Assessment for Green Jobs

8.4 Orientation

Orientation is the third step of RPL

8.4.1 Orientation of domain, soft skills and entrepreneurship

The following charts show the overall percentage of beneficiaries who received orientation of domain, soft skills and entrepreneurship tips:

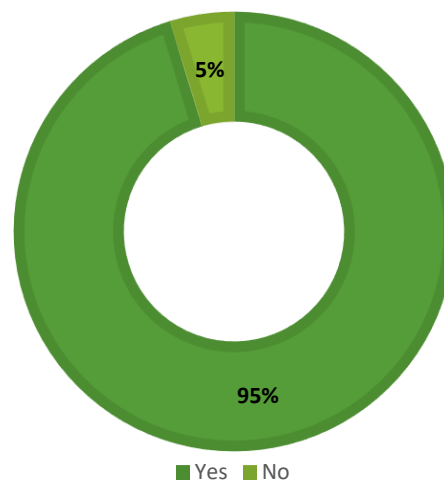


FIGURE 19: OVERALL PERCENTAGE OF BENEFICIARIES RECEIVED ORIENTATION

Q. Were you given orientation on domain, soft skills and entrepreneurship tips and familiarization with assessment process and terms?

Number of respondents:14,403

95% beneficiaries informed that they were given orientation on domain, soft skills and entrepreneurship tips and familiarization with assessment process. Only 5% beneficiaries informed that they were not given orientation for the above stated terms.

100% beneficiaries from state of Bihar, Himachal Pradesh and West Bengal mentioned that they were given orientation on domain soft skill and entrepreneurship tips and familiarization with assessment process. In hilly areas 100% beneficiaries from Ahmednagar and Madurai mentioned the same. In LWE region 100% beneficiaries from Aurangabad, Deogarh, Garhwa and Hazaribagh mentioned the same.

Impact Assessment for Green Jobs

8.4.2 Specific job role kit

The following chart show the overall percentage of beneficiaries who received specific job role kit:

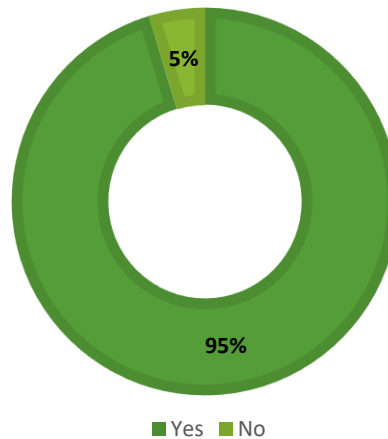


FIGURE 20: OVERALL PERCENTAGE OF BENEFICIARIES RECEIVED SPECIFIC JOB ROLE KIT

Q. Did you receive specific job role kit?

Number of respondents:14,403

95% beneficiaries informed that they have received specific job role kit. Only 5% beneficiaries informed that they have not received specific job role kit.

100% beneficiaries from state of Uttarakhand, Himachal Pradesh, West Bengal and Karnataka mentioned that they have received specific job role kit. In hilly areas 100% beneficiaries from Ahmednagar, Madurai and Thane mentioned to receive the same. In LWE region 100% beneficiaries from Aurangabad, Deogarh, Garhwa and Hazaribagh mentioned to receive the same.

Impact Assessment for Green Jobs

8.4.3 Orientation content in regional language

The following chart show the overall percentage of beneficiaries who informed an availability of orientation content in regional language:

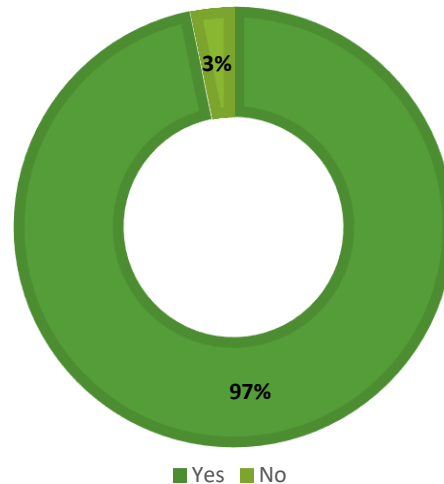


FIGURE 21: AVAILABILITY OF ORIENTATION CONTENT IN REGIONAL LANGUAGE

Q. Was orientation content available in your regional language?

Number of respondents:14,403

97% beneficiaries informed that they have received orientation content in regional language. Only 3% beneficiaries informed that they have not received orientation in their regional language.

100% beneficiaries from state of Uttarakhand, Himachal Pradesh, West Bengal and Karnataka mentioned that they have received orientation content in regional language. In hilly areas 100% beneficiaries from Ahmednagar, Madurai and Kolhapur mentioned to receive orientation content in regional language. In LWE region 100% beneficiaries from Aurangabad, Deogarh, Garhwa and Hazaribagh mentioned to receive orientation content in regional language.

Impact Assessment for Green Jobs

8.5 Assessment

The following chart shows the overall percentage of beneficiaries who received orientation for assessment process in their local language:

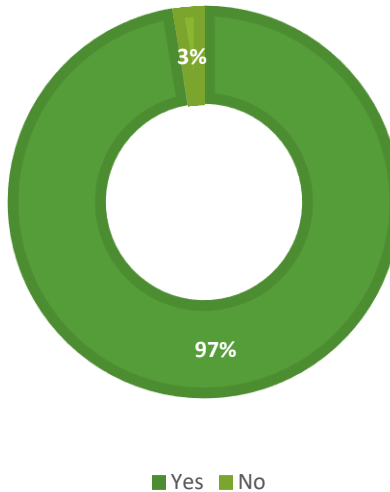


FIGURE 22: BENEFICIARIES RECEIVED ORIENTATION FOR ASSESSMENT PROCESS IN LOCAL LANGUAGE

Q. Did you receive orientation for assessment process in your local language?

Number of respondents:14,403

97% beneficiaries stated that they received orientation for assessment process in their local language. The remaining 3% of the beneficiaries did not receive it.

100% beneficiaries from state of Bihar, Himachal Pradesh, West Bengal and Karnataka stated that they received orientation for assessment process in their local language. In hilly areas 100% beneficiaries from Ahmednagar, Kolhapur and Madurai stated that stated that they received orientation for assessment process in their local language. In LWE region 100% beneficiaries from Aurangabad, Deogarh, Garhwa stated that they received orientation for assessment process in their local language.

Impact Assessment for Green Jobs

8.6 Certification

Below is the analysis of the percentages of certified beneficiaries in terms of state, hilly areas, LWE, gender and caste category:

8.6.1 Certified beneficiaries

The following chart shows the overall percentage of certified beneficiaries:

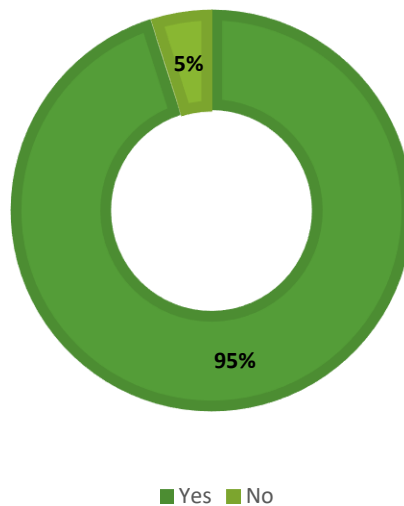


FIGURE 23: OVERALL PERCENTAGE OF CERTIFIED BENEFICIARIES

Q Are you a certified candidate?

Number of respondents:14,403

95% beneficiaries informed to be certified. The remaining 5% of the beneficiaries mentioned that they did not get the certificate.

100% beneficiaries from Bihar, Himachal Pradesh and West Bengal informed to be certified. In hilly areas 100% beneficiaries from Ahmednagar, Kolhapur and Madurai informed to be certified. In LWE region 100% beneficiaries from district Aurangabad, and Garhwa informed to be certified. 97% beneficiaries under job role Wastewater Treatment Plant Technician informed to be certified. 94% male and 97% female beneficiaries informed to be certified. 98% beneficiaries from OBC category informed to be certified.

Impact Assessment for Green Jobs

8.6.2 Skill card and badge

The following chart shows the overall percentage of beneficiaries who received skill card and badge:

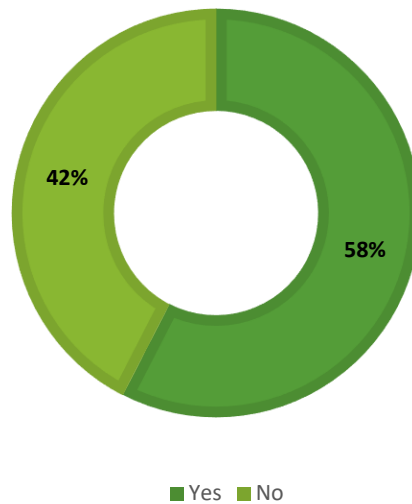


FIGURE 24: OVERALL PERCENTAGE OF BENEFICIARIES RECEIVED SKILL CARD AND BADGE

Q Did you receive skill card and badge along with certificate?

Number of respondents:14,322

58% of the beneficiaries received skill cards and badge. The remaining 42% of them informed that they did not receive any skill card and badge.

100% beneficiaries from Bihar mentioned that they have received skill card and badge. In hilly areas 100% beneficiaries from Ahmednagar mentioned that they have received skill card and badge. In LWE region 100% beneficiaries from Aurangabad and Deogarh mentioned that they have received skill card and badge. 97% beneficiaries under job role Wastewater Treatment Plant Technician mentioned that they have received skill card and badge. 57% male and 60% female beneficiaries mentioned that they have received skill card and badge. 66% beneficiaries form ST category mentioned that they have received skill card and badge.

Impact Assessment for Green Jobs

8.6.3 INR 500 after course completion

The following chart shows the overall percentage of beneficiaries who received INR 500 after course completion:

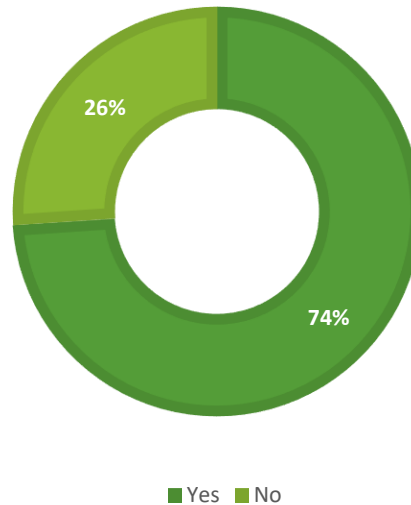


FIGURE 25: OVERALL PERCENTAGE OF BENEFICIARIES RECEIVED INR 500

Q Did you receive INR 500 after course completion?

Number of respondents:14,322

74% beneficiaries received INR 500 after the course completion, whereas only 26% of them mentioned that they did not receive the money.

100% beneficiaries from Himachal Pradesh mentioned that they have received INR 500 after the course completion. In hilly areas 100% beneficiaries from Ahmednagar mentioned that they have received INR 500 after the course completion. In LWE region 100% beneficiaries from Aurangabad and Deogarh mentioned that they have received INR 500 after the course completion. 81% beneficiaries under job role Waste Picker mentioned that they have received INR 500 after the course completion. 71% male and 82% female beneficiaries mentioned that they have received INR 500 after the course completion. 94% beneficiaries from OBC category mentioned that they have received INR 500 after the course completion.

Impact Assessment for Green Jobs

Key observations

- The primary reason to undertake the RPL program is to improve income and to seek new employment opportunities.
- There is a clear and strong correlation between those who watched the video and those who claimed to understand the benefits of the program.
- 5% beneficiaries claimed not to have received orientation in soft skills which has a key role to play in improved quality of delivery.
- A significant percentage of beneficiaries did not receive skill card and badge and INR 500 which could be due to COVID-19 pandemic, but it needs further investigation.



BRIDGE COURSE



9 Bridge course

9.1 Enrollment in Bridge course

The following chart shows the percentage of beneficiaries who undertake bridge course:

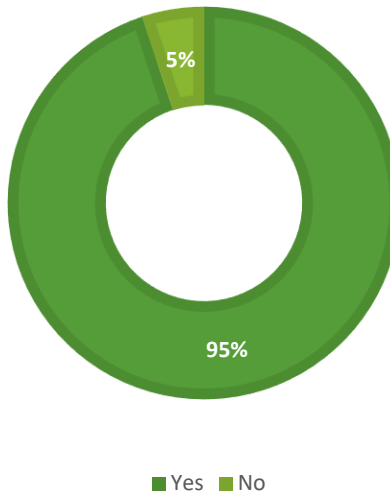


FIGURE 26: OVERALL BENEFICIARIES WHO UNDERTOOK BRIDGE COURSE

Q. Did you undertake the bridge course?

Number of respondents: 14,434

95% of the beneficiaries informed that they undertook bridge course whereas only 5% beneficiaries informed that they did not undertake bridge course.

100% beneficiaries from Bihar, West Bengal, Himachal Pradesh and Karnataka informed that they undertook bridge course. In hilly areas, 100% beneficiaries from Ahmednagar and Madurai mentioned that they undertook bridge course. In LWE region, 100% beneficiaries from Ranchi, Aurangabad, Chatra, Deogarh and Garhwa mentioned that they undertook bridge course. 99% beneficiaries under job role Wastewater Treatment Plant Technician mentioned that they undertook bridge course. 95% male and female beneficiaries mentioned that they undertook bridge course. The highest percentage of the beneficiaries who undertook bridge course was from OBC category (98%).

Impact Assessment for Green Jobs

9.2 Awareness about occupational health hazard, safety measures and manual scavenging act

The following chart shows the percentage of beneficiaries who informed bridge course to be helpful in awareness about occupational health hazard and safety measures

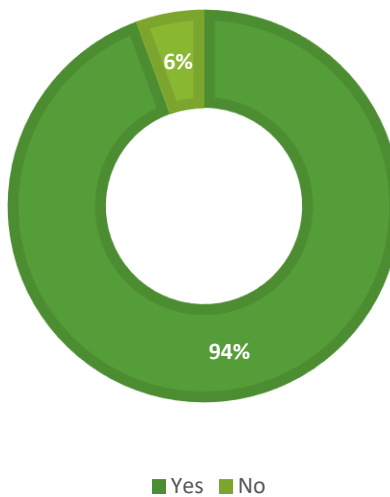


FIGURE 27: OVERALL BENEFICIARIES FOUND COURSE HELPFUL IN UNDERSTANDING SAFETY MEASURES AND MANUAL SCAVENGING ACT

Q. Did the bridge course make you aware of occupational health hazards, safety measures and manual scavenging act?

Number of respondents: 13,386

94% beneficiaries informed that bridge course helped them to understand occupational health hazards, safety measures and manual scavenging act.

100% beneficiaries from Bihar, Himachal Pradesh, West Bengal, Karnataka and Gujarat informed that bridge course helped them to understand occupational health hazards, safety measures and manual scavenging act. In hilly areas, 100% beneficiaries from Ahmednagar and Madurai informed that bridge course helped them to understand occupational health hazards, safety measures and manual scavenging act. In LWE region, 100% beneficiaries from Ranchi, Aurangabad, Deogarh, Garhwa and Hazaribagh informed that bridge course helped them to understand occupational health hazards, safety measures and manual scavenging act. 100% beneficiaries under job role Waste Picker informed that bridge course helped them to understand occupational health hazards, safety measures and manual scavenging act. 94% male and 95% female informed that bridge course helped them to understand occupational health hazards, safety measures and manual scavenging act. 95% beneficiaries of OBC and general category informed that bridge course helped them to understand occupational health hazards, safety measures and manual scavenging act.

Impact Assessment for Green Jobs

9.3 Bridge course in demonstration and hands on training

The following chart shows the percentage of beneficiaries who informed bridge course to be helpful in demonstration and hands on training:

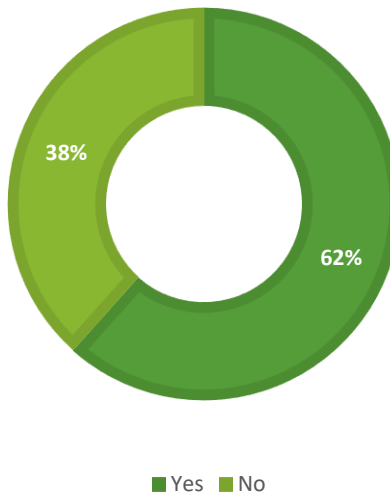


FIGURE 28: OVERALL BENEFICIARIES WHO FOUND DEMONSTRATION AND TRAINING HELPFUL

Q. Did you get demonstration and hands on training on machines?

Number of respondents: 13,381

62% beneficiaries informed that bridge course was helpful in understanding of demonstration and hands on training. Only 38% beneficiaries informed that bridge course was not helpful in understanding of demonstration and hands on training.

100% beneficiaries from Bihar informed that bridge course was helpful in understanding of demonstration and hands on training. in hilly areas, 100% beneficiaries from Madurai and Ahmednagar informed that bridge course was helpful in understanding of demonstration and hands on training. in LWE region 100% beneficiaries from Deogarh and Garhwa informed that bridge course was helpful in understanding of demonstration and hands on training. 99% beneficiaries under job role Wastewater Treatment Plant Technician informed that bridge course was helpful in understanding of demonstration and hands on training. 63% male and 59% female beneficiaries informed that bridge course was helpful in understanding of demonstration and hands on training. 68% beneficiaries from ST category informed that bridge course was helpful in understanding of demonstration and hands on training.

Impact Assessment for Green Jobs

9.4 Awareness about personal hygiene

The following chart shows the percentage of beneficiaries who informed bridge course to be helpful in awareness about personal hygiene and cleaning precautions:

The following chart shows the percentage of beneficiaries who undertake bridge course:

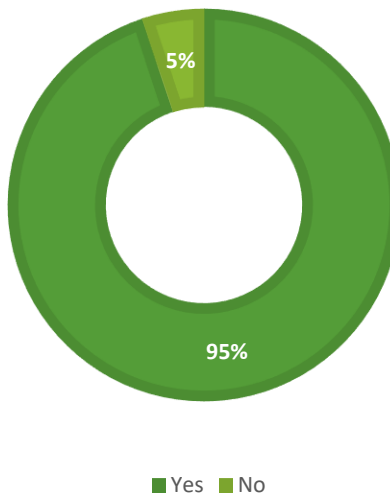


FIGURE 29: OVERALL BENEFICIARIES WHO FOUND COURSE HELPFUL IN PERSONAL HYGIENE

Q. Did the bridge course make you aware of personal hygiene while cleaning and precautions to be taken during pandemic?

Number of respondents: 13,354

95% beneficiaries informed that bridge course was helpful in understanding of personal hygiene and precaution requirement during pandemic.

100% beneficiaries from Bihar, Himachal Pradesh and West Bengal informed that bridge course was helpful in understanding of personal hygiene and precaution requirement during pandemic. In hilly areas, apart from 1% beneficiaries in Kolhapur all beneficiaries informed that bridge course was helpful in understanding of personal hygiene and precaution requirement during pandemic. In LWE region 100% beneficiaries from Ranchi, Aurangabad, Deogarh, Garhwa and Hazaribagh informed that bridge course was helpful in understanding of personal hygiene and precaution requirement during pandemic. 99% beneficiaries under job role Wastewater Treatment Plant Technician informed that bridge course was helpful in understanding of personal hygiene and precaution requirement during pandemic. 95% male and 95% female beneficiaries informed that bridge course was helpful in understanding of personal hygiene and precaution requirement during pandemic. 97% beneficiaries under OBC category informed that bridge course was helpful in understanding of personal hygiene and precaution requirement during pandemic.

Impact Assessment for Green Jobs

Key observations

- 95% of the beneficiaries undertook bridge course
- Majority of the beneficiaries who undertook bridge course found the course helpful in spreading awareness about occupational health hazard, safety measures and manual scavenging act.
- Significant 38% beneficiaries did not receive demonstration and hands on training. It needs to be investigated as it is very important part of improving skill level



IMPACT OF RPL ON BENEFICIARY AND SOCIETY



Impact Assessment for Green Jobs

10 Impact of RPL project on beneficiaries and society

The following analysis has been done based on the impact of RPL project on beneficiaries and society:

10.1 Impact on beneficiaries

Below are the benefits of RPL program received by the beneficiaries after undergoing the certification:

10.1.1 Kausal Bima

The following chart shows the percentage of beneficiaries with three years of insurance under Kausal Bima:

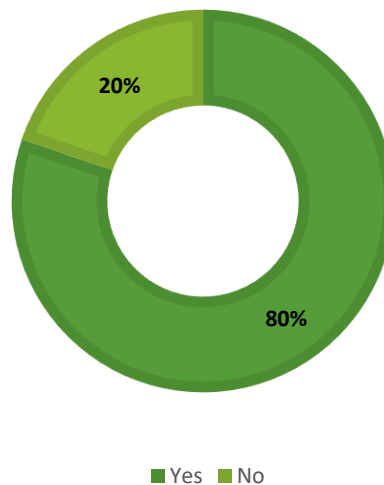


FIGURE 30: PERCENTAGE OF BENEFICIARIES WITH KAUSAL BIMA

Q Have you been provided with 3 years of insurance under Kaushal Bima? Number of respondents:14,403

The majority of the beneficiaries (80%) stated that they have been provided with the 3years of insurance under Kausal Bima.

100% from Himachal Pradesh stated that they have been provided with the 3years of insurance under Kausal Bima. Except 4% beneficiaries in Kolhapur in hilly areas all beneficiaries stated that they have been provided with the 3years of insurance under Kausal Bima. In LWE region 100% beneficiaries in Aurangabad, Garhwa and Deogarh stated that they have been provided with the 3years of insurance under Kausal Bima. 81% beneficiaries under job role pf Waste Picker stated that they have been provided with the 3years of insurance under Kausal Bima. 78% male and 86% female beneficiaries stated that they have been provided with the 3years of insurance under Kausal Bima.94% beneficiaries from OBC category stated that they have been provided with the 3years of insurance under Kausal Bima.

Impact Assessment for Green Jobs

10.1.2 Udyami Mitra

The following chart shows the percentage of beneficiaries received help from PIA to get registered under Udyami Mitra:

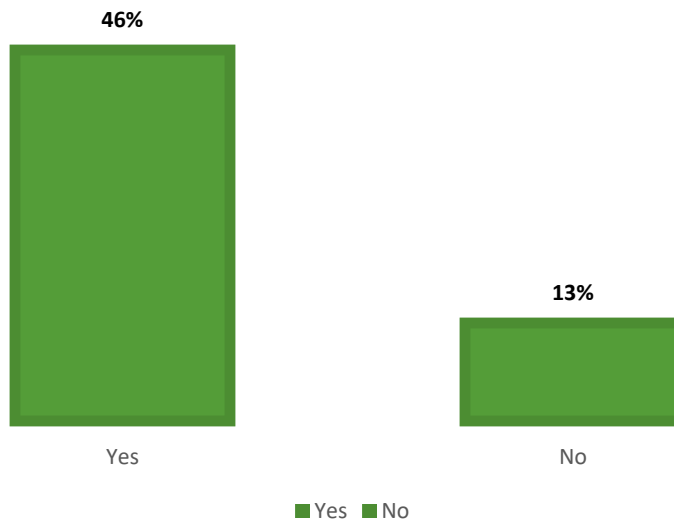


FIGURE 31: BENEFICIARIES RECEIVED HELP FOR UDYAMI MITRA REGISTRATION

Q Did PIA helped you get registered under Udyami Mitra?

Number of respondents:14,434

46% of the beneficiaries stated that they received help from PIA to get registered under Udyami Mitra whereas, 13% of the beneficiaries did not receive any help. However, the remaining 41% of the beneficiaries stated that they were not interested in Udyami Mitra.

74% beneficiaries from Chhattisgarh stated that they received help from PIA to get registered under Udyami Mitra. In hilly areas, 100% beneficiaries from Madurai stated that they received help from PIA to get registered under Udyami Mitra. In LWE region 92% beneficiaries from Ranchi stated that they received help from PIA to get registered under Udyami Mitra. 46% beneficiaries under job role Safai Karamchari stated that they received help from PIA to get registered under Udyami Mitra. 46% male and 47% female beneficiaries stated that they received help from PIA to get registered under Udyami Mitra. 94% beneficiaries from OBC category stated that they received help from PIA to get registered under Udyami Mitra.

Impact Assessment for Green Jobs

10.1.3 Impact on competencies

The following chart shows the percentage of beneficiaries reported impact of RPL on their competencies:

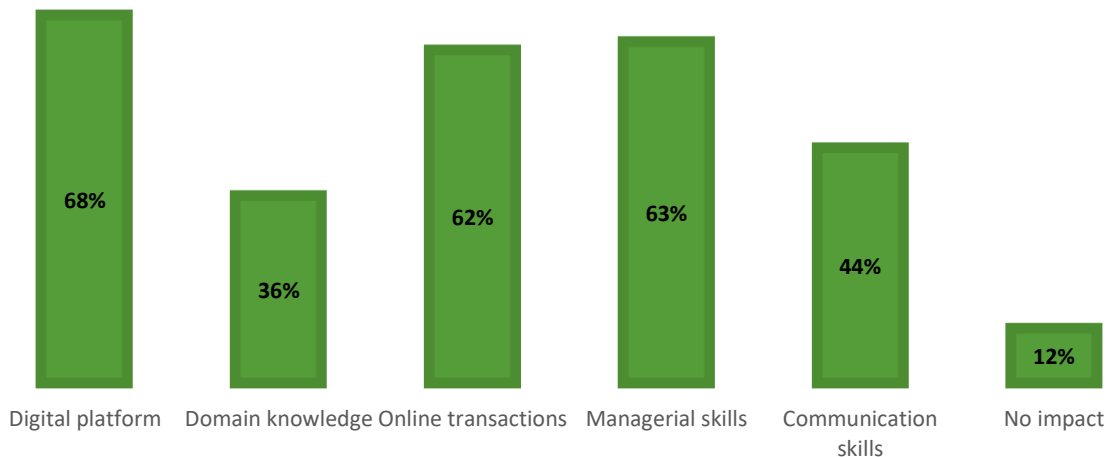


FIGURE 32: IMPACT OF RPL PROGRAM ON COMPETENCIES

Q In which area did the RPL program help to improve your competencies? Number of respondents:14,434

The highest percentage of beneficiaries (68%) mentioned the effect of the RPL program on their understanding of digital platform. followed by 63% of the beneficiaries, who reported that they improved managerial skills after RPL certification. 62% of the beneficiaries mentioned they started using online transactions more, 44% of the beneficiaries stated that they improved communication skills and 36% informed improved domain knowledge. However, 12% of the beneficiaries mentioned no impact of RPL on their competencies.

100% beneficiaries from Himachal Pradesh mentioned that they have improved their competencies in digital platform, online transactions, managerial skills and communication skills.in hilly areas 100% beneficiaries from Madurai mentioned that RPL program has helped to improve domain knowledge, online transactions and managerial skills. In the LWE region, 100% beneficiaries from Deogarh and Aurangabad mentioned that RPL program has helped to improve competencies in digital platform, domain knowledge, online transactions and managerial skills. Under job role of Waste picker 71% beneficiaries mentioned to improved digital platform literacy, 19% mentioned to improved domain knowledge. 65% male and 75% female beneficiaries mentioned to have improve digital platform literacy after RPL program. 90% beneficiaries from OBC category mentioned that they have improved digital platform literacy after RPL program.

Impact Assessment for Green Jobs

10.1.4 Ability to expand market/change job location

The following chart shows the percentage of beneficiaries reported that they have been able to expand market/change their job location after RPL program:

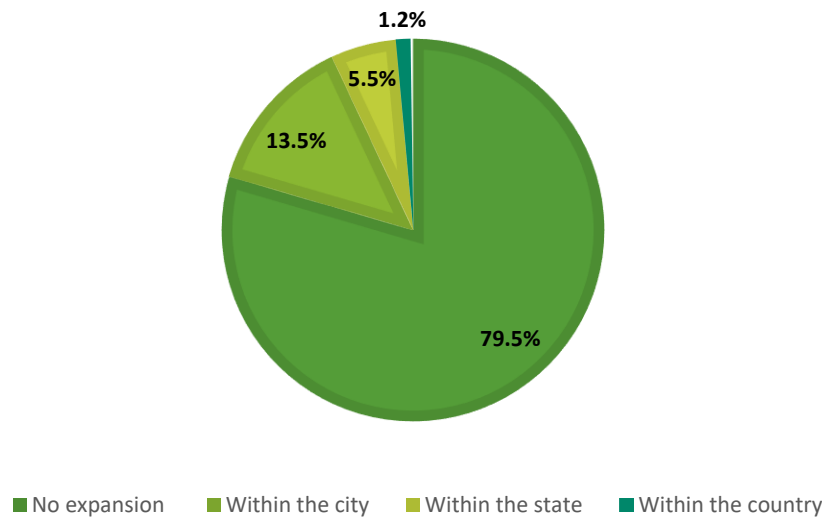


FIGURE 33: ABILITY TO EXPAND MARKET/ CHANGE JOB LOCATION

Q Have you been able to expand your market/change job location after RPL program?

Number of respondents:14,434

79% beneficiaries mentioned no expansion of market/change in the job location. 13.5% beneficiaries informed that they have expanded market/changed job location within the city. 5.5% of the beneficiaries stated that they were able to expand/change within the state, 1.2% of the beneficiaries reported the same within the country.

100% beneficiaries from Himachal Pradesh mentioned no expansion of market/change in the job location. In hilly areas 100% beneficiaries from Madurai mentioned no expansion of market/change in the job location. In LWE region 100% beneficiaries from Chatra, Deogarh and Garhwa mentioned no expansion of market/change in the job location. 86% beneficiaries under job role Waste Picker mentioned no expansion of market/change in the job location. 79% male and 81% female beneficiaries mentioned no expansion of market/change in the job location. 92% beneficiaries from OBC category mentioned no expansion of market/change in the job location.

Impact Assessment for Green Jobs

10.1.5 Mudra Loans

The following chart shows the percentage of beneficiaries who applied for Mudra Loans and reasons for applying the loans:

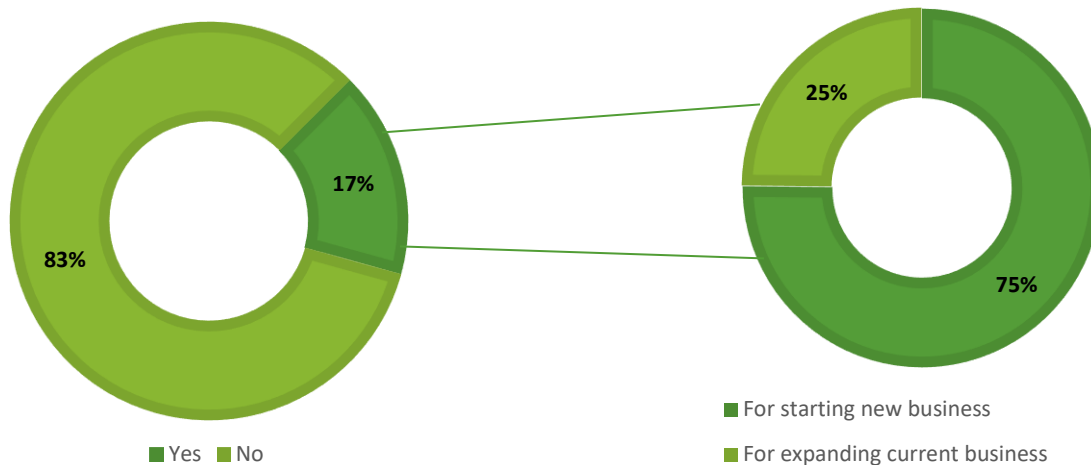


FIGURE 34: BENEFICIARIES APPLIED FOR MUDRA LOAN

Q Did you apply for Mudra Loans?

Number of respondents:12,010

Q For what purpose did you avail the loan?

Number of respondents:3,318

The majority of the beneficiaries (83%) stated that they did not apply for Mudra Loans. Only 17% of the beneficiaries applied for the loan. The majority (75%) of the beneficiaries who applied for Mudra Loan stated the reason to be starting a new business. The remaining 25% beneficiaries applied for it for expanding their current business.

34% beneficiaries in Maharashtra applied for mudra loans. In hilly areas 40% beneficiaries from Thane applied for mudra loans. In LWE region 24% beneficiaries from Sambalpur mentioned to apply for mudra loans. 19% beneficiaries under job role Waste Picker applied for mudra loans. 17% male and female beneficiaries mentioned to apply for mudra loans.18% beneficiaries from SC category mentioned to apply for mudra loans.

95% beneficiaries who applied for mudra loans in Chhattisgarh mentioned reason as to starting new business. In hilly areas, 100% beneficiaries who applied for mudra loans in Madurai mentioned reason as to starting new business In LWE region 100% beneficiaries who applied for mudra loans in Sambalpur mentioned reason as to start a new business. Under job role of Safai Karamchari 75% beneficiaries who

Impact Assessment for Green Jobs

applied for mudra loans mentioned reason as to start a new business. 74% male beneficiaries and 77% female beneficiaries who applied for mudra loans mentioned reason as to start a new business. 87% beneficiaries from OBC category who applied for mudra loans mentioned reason as to start a new business.

The beneficiaries who applied for the loan was further asked whether they faced any difficulty while applying for the loan:

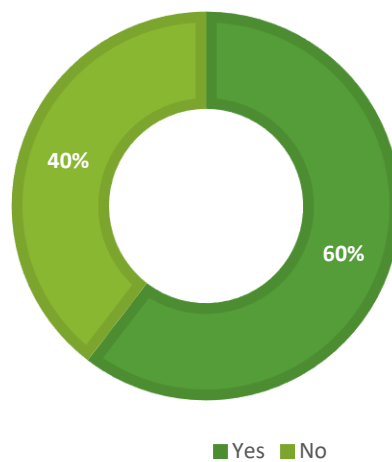


FIGURE 35: DIFFICULTIES FACED WHILE APPLYING FOR THE LOAN

Q Did you face any difficulty in availing loan?

Number of respondents:240

A majority of the beneficiaries (60%) reported to face some difficulties while availing the loan.

80% beneficiaries from Uttar Pradesh mentioned to face some sort of difficulties while applying for mudra loans. In hilly areas and LWE region all beneficiaries faced some sort of problem while applying for mudra loans. 61% beneficiaries from Safai Karamchari job role mentioned to face some sort of difficulties while applying for mudra loans. 47% male and 41% female beneficiaries mentioned to face some sort of difficulty while applying for mudra loans. 75% beneficiaries from OBC category mentioned to face some sort of difficulty while applying for mudra loans.

Impact Assessment for Green Jobs

10.1.6 Impact on employment

The following charts shows the employment status of the beneficiaries before and after the certification:

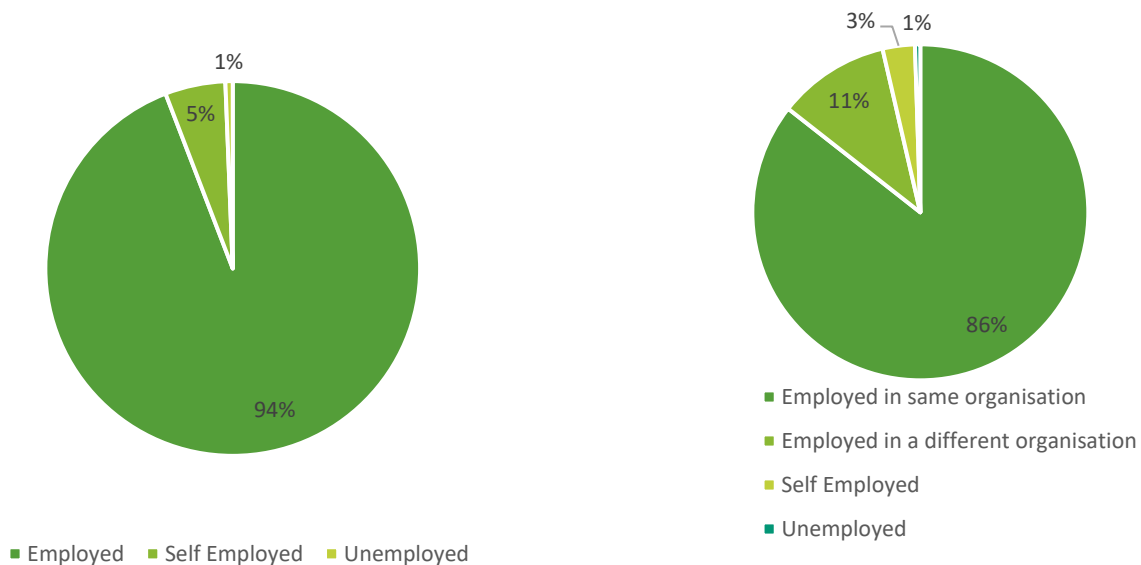


TABLE 8: EMPLOYMENT STATUS BEFORE AND AFTER RPL CERTIFICATION

Q. What was your employment status at the time of the certification? *Number of respondents:14,433*

Q. What is your employment status now? *Number of respondents:14,433*

94% of the beneficiaries were employed before the RPL certification. 5% of the beneficiaries were self-employed and the remaining 1% of them were unemployed before the RPL certification. The percentage of unemployed beneficiaries remains the same after the RPL program. 86% beneficiaries are currently employed in the same organization as before, 11% are employed in a different organization. The remaining 3% stated that they are self-employed.

100% beneficiaries from Bihar, Himachal Pradesh and West Bengal were employed after RPL program. In hilly areas 100% beneficiaries from Ahmednagar and Madurai have been employed before and after RPL program. In LWE region 100% beneficiaries from Deogarh and Garhwa have been employed before and after RPL program. Employment percentage of beneficiaries under job role Safai Karamchari has increased from 94% to 96% after RPL program. Employment percentage for male beneficiaries has increased from 94% to 97%. Employment percentage for female beneficiaries has increased from 94% to 96%. 96% beneficiaries from OBC category have been employed before and after RPL program.

Impact Assessment for Green Jobs

10.1.7 Impact on income

10.1.7.1 Overall certification impact

The following chart shows the overall certification impact on the beneficiaries:

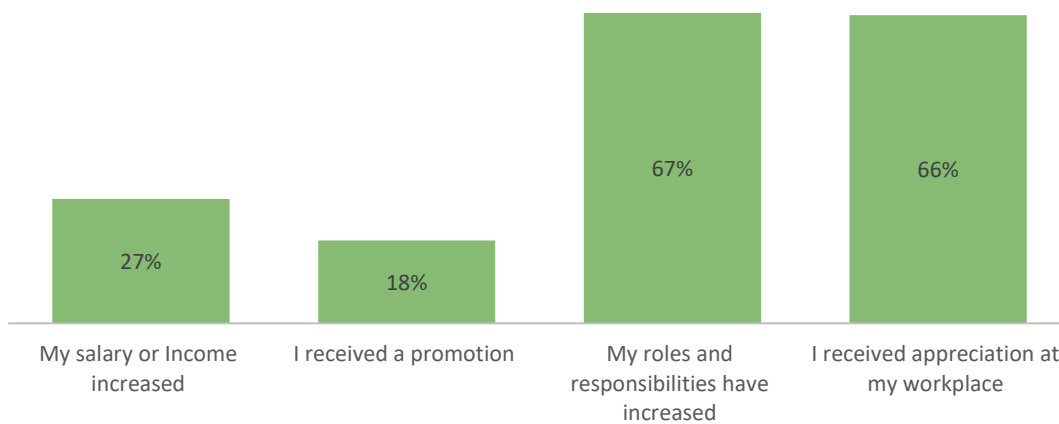


FIGURE 36: OVERALL CERTIFICATION IMPACT

Q In what ways has the RPL certificate benefited you?

Number of respondents: 14,434

The highest percentage of beneficiaries (67%) stated that their roles and responsibilities increased as a result of RPL program. 66% beneficiaries that they received appreciation at their workplace. 27% beneficiaries stated that their salary or income has increased and 18% beneficiaries stated that they received a promotion as a result of RPL program.

100% beneficiaries from Himachal Pradesh stated that their salary or income has increased, they have received promotion and their roles and responsibility has increased as result of RPL program. In hilly areas 86% beneficiaries from Madurai mentioned to have increased roles and responsibilities. In LWE region 100% beneficiaries from Chatra mentioned to have increased roles and responsibilities. 67% beneficiaries under job role of Safai Karamchari mentioned to have increased roles and responsibilities. 64% male and 73% female beneficiaries mentioned to have increase in roles and responsibilities as a result of RPL program. 87% beneficiaries form OBC category have mentioned to have increase in role and responsibilities as a result of RPL program.

Impact Assessment for Green Jobs

10.1.7.2 Overall change in income/salary

Beneficiaries who have some rise in their income were further interviewed on their change in income/salary. The following chart shows the percentage of beneficiaries reported change in their income/salary:

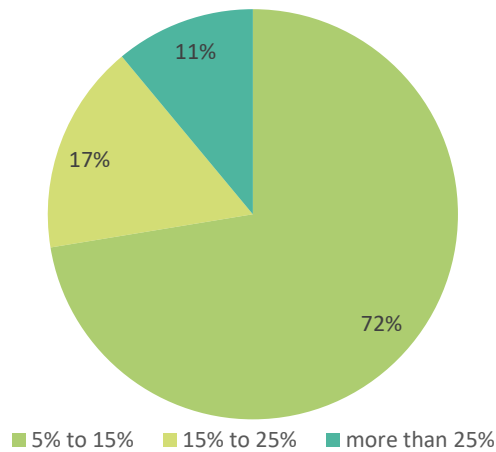


FIGURE 37: OVERALL CHANGE IN INCOME/SALARY

Q What percentage of income/salary has increased after RPL program? Number of respondents:2,258

72% beneficiaries stated to experience a rise of 5% to 15% in their income/salary. From the remaining beneficiaries, 17% had a rise of 15% to 25%, and the remaining 11% mentioned their income to be increased by more than 25%.

100% beneficiaries from Himachal Pradesh stated to experience a rise of 5% to 15% in their income/salary. In hilly areas, 67% beneficiaries from Madurai stated to experience a rise of 15% to 25% in their income/salary. In LWE region 100% beneficiaries from Hazaribag stated to experience a rise of 15% to 25% in their income/salary. 100% beneficiaries under job role Waste Picker stated to experience a rise of 5% to 15% in their income/salary. 71% male and 76% female beneficiaries stated to experience a rise of 5% to 15% in their income/salary. 86% beneficiaries from ST category stated to experience a rise of 5% to 15% in their income/salary.

Impact Assessment for Green Jobs

Key observations

- A significant 20% claimed not to have received the Kaushal Bima Yojana, Similarly, the registrations under Udyami Mitra are not very encouraging.
- Significantly, most beneficiaries benefited from improved digital learning (digital platform, online transactions) which could benefit them in the longer run.
- Only 20% beneficiaries applied for mudra loans. Out of which 75% beneficiaries applied mainly for starting of new business. Beneficiaries should be encouraged for such schemes as it may increase self-employment among economically weaker section of society.
- In most cases, though impact of RPL appears to be more in non-monetary benefits such as appreciation, increase in job responsibilities, rather than improvement in income.

Impact Assessment for Green Jobs

10.2 Impact on society

Below is the analysis of the impact of RPL program on socio economic condition of the beneficiaries:

10.2.1 Overall program impact on social well being

The following chart shows the RPL program impact on social well-being:

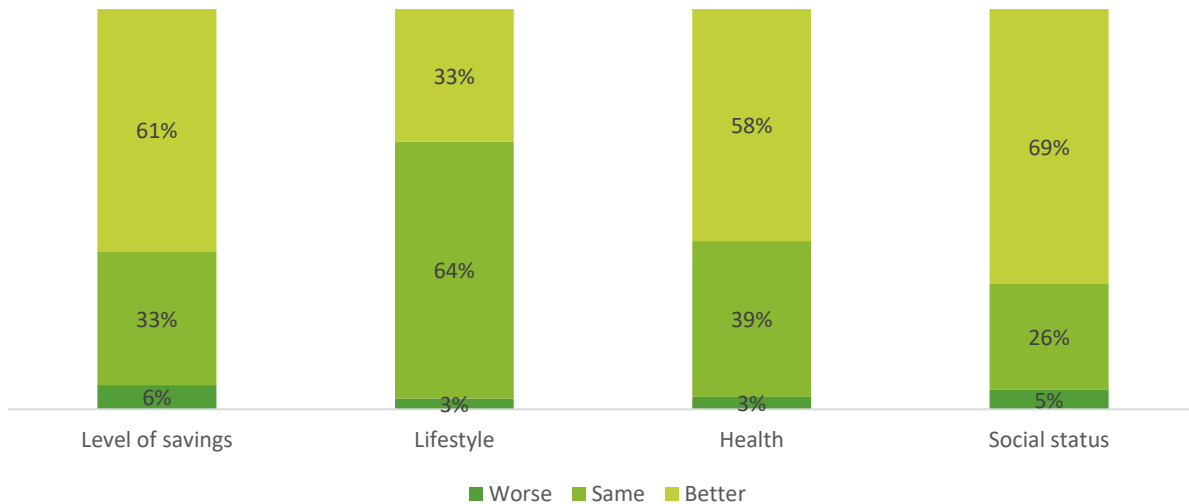


FIGURE 38: IMPACT OF RPL PROGRAM ON SOCIAL WELL BEING

A majority of the beneficiaries stated that there is an overall improvement in their social well-being. 61% of the beneficiaries stated improvement in level of savings, 33% stated improvement in lifestyle, 58% stated improvement in health and 69% of the beneficiaries stated improvement in social status after RPL certification.

100% beneficiaries from Himachal Pradesh and West Bengal have reported to have improved social status after RPL program. In hilly areas 100% beneficiaries from Madurai reported to have improved social status. In LWE region 100% beneficiaries from Deogarh and Garhwa reported to have improved social status. 76% beneficiaries under job role Waste Picker have reported to have improved social status. 76% male and 68% female beneficiaries reported to have improved social status. 90% beneficiaries of OBC category reported to have improved social state.



IMPACT ON ENTERPRISE



Impact Assessment for Green Jobs

11 Impact on enterprise

The following chart shows the impact of RPL on working conditions at workplace:

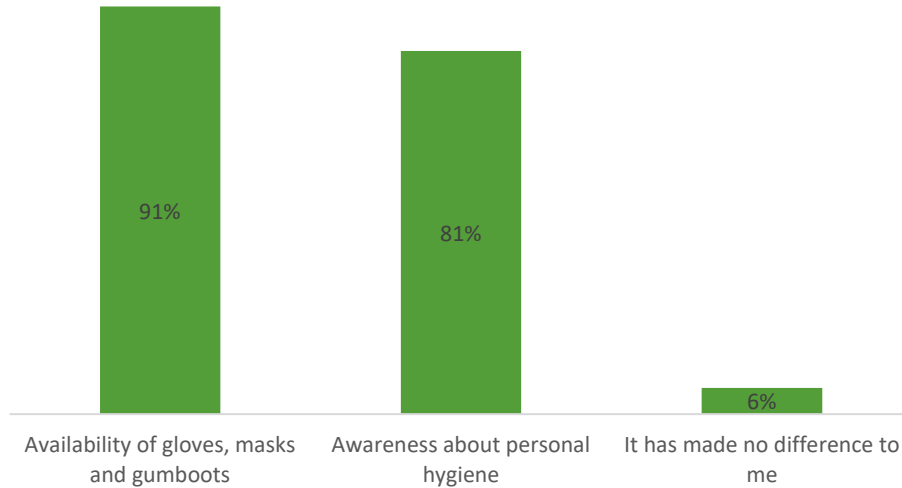


FIGURE 39: OVERALL IMPACT OF RPL ON WORKPLACE

Q What impact did the RPL program had on working conditions at your workplace

Number of respondents:14,434

The majority of the beneficiaries (91%) reported that gloves, masks and gumboots were available. 81% of the beneficiaries reported an improvement in awareness about personal hygiene. Only 6% of the beneficiaries mentioned no difference after RPL program.

100% beneficiaries from West Bengal, Himachal Pradesh and Karnataka reported that gloves, masks and gumboots were available. In hilly areas 100% beneficiaries Ahmednagar and Madurai reported that gloves, masks and gumboots were available. In LWE region 100% beneficiaries from Aurangabad and Deogarh reported that gloves, masks and gumboots were available. 97% beneficiaries under Wastewater Treatment Plant Technician reported that gloves, masks and gumboots were available. 90% male beneficiaries and 92% female beneficiaries reported that gloves, masks and gumboots were available.94% beneficiaries of OBC category reported that gloves, masks and gumboots were available.



FEEDBACK ON TRAINING INSTITUTE



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12 Feedback on training institute by beneficiaries

The following chart shows the overall perception of training institute



FIGURE 40: OVERALL PERCEPTION OF TRAINING INSTITUTE

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training institute

Number of respondents:14,274

For all the parameters such as classroom, training quality, training material and placement status, the perception of the all the beneficiaries is very good and above. Highest rating had been given to classroom (4.21) and the lowest rating had been given to placement status (3.96).

Beneficiaries from Himachal Pradesh have given highest rating to classroom (5.00). In hilly areas, beneficiaries from Ahmednagar have given highest rating to classroom (4.98). In LWE region beneficiaries from Aurangabad have given highest rating to classroom (5.00). Beneficiaries under job role of Waste Picker have given rating to classroom (4.48) . Male beneficiaries have rated classroom at 4.20 whereas female beneficiaries have rated classroom at 4.25. Beneficiaries from OBC category have rated classroom as highest (4.72).



RPL

RECOGNITION OF PRIOR LEARNING IMPACT ON EMPLOYER



13 Impact of RPL Project on Employers

Below are the impacts of the RPL program on the employers:

13.1 Working conditions

After the training program, the working condition of the certified workers had improved. They are now more aware of personal hygiene. They wear PPE kits, gloves, gumboots, and wash hands after disposal. It was also observed that not all workers were wearing proper is due to less stock. They are also sincere towards their work.

They are also aware of waste management and the type of waste. Earlier they use to send only one truck to collect all types of waste but after the training, they send two trucks one for dry waste and another for wet waste.

13.2 Benefits to the Company

Due to the increase in awareness of domain knowledge and personal hygiene, company has been benefitted indirectly. Certified workers have become more disciplined in their work and working better than before.

Employee's motivation and understanding of the green jobs has increased after the training, which also has an indirect effect on the company.

- **Efficiency** – Changed working style and attitude of the certified workers has helped in increased efficiency and also, certified workers are helping and teaching the uncertified workers hence efficiency of uncertified workers is also increasing.
- **Productivity** – All the surveyed employers said that the productivity has increased. It is the result of the well-organized working of the certified worker and increased awareness about different techniques for training.
- **Reduced accidents** – None of the employers have reported any casualties.

13.3 Benefits to the Beneficiaries

Employees are the direct beneficiaries of the program, they got certified and made aware of occupational health hazards and safety measures, domain knowledge and personal hygiene.

- **Motivational** – Compared to the uncertified workers, certified workers are more motivated and feel enthusiastic towards work. Training has helped them to gain confidence in themselves.
- **Financial** – Majority of the employees stated that after the RPL program, they have increased the salary of their employees by 2 to 3 times and got promoted to grade 4 from grade 3. Rest reported that they will increase the pay as per norms of the organization.

Impact Assessment for Green Jobs

- **Social status** – Few of the employers reported that the social status of their employees improved.

13.4 Overall impact

The training program has impacted the lives of beneficiaries and employers in the following ways:

- Certified workers are more enthusiastic and sincere towards work.
- Certified workers are working in a systematic manner, able to tackle situations better and also active than uncertified workers.
- Certified workers are now more punctual to work.
- Certified workers are confident, shows more interest and aware about waste management than the uncertified workers.
- Certified workers received acknowledgment and recognition in workplace than the uncertified workers.

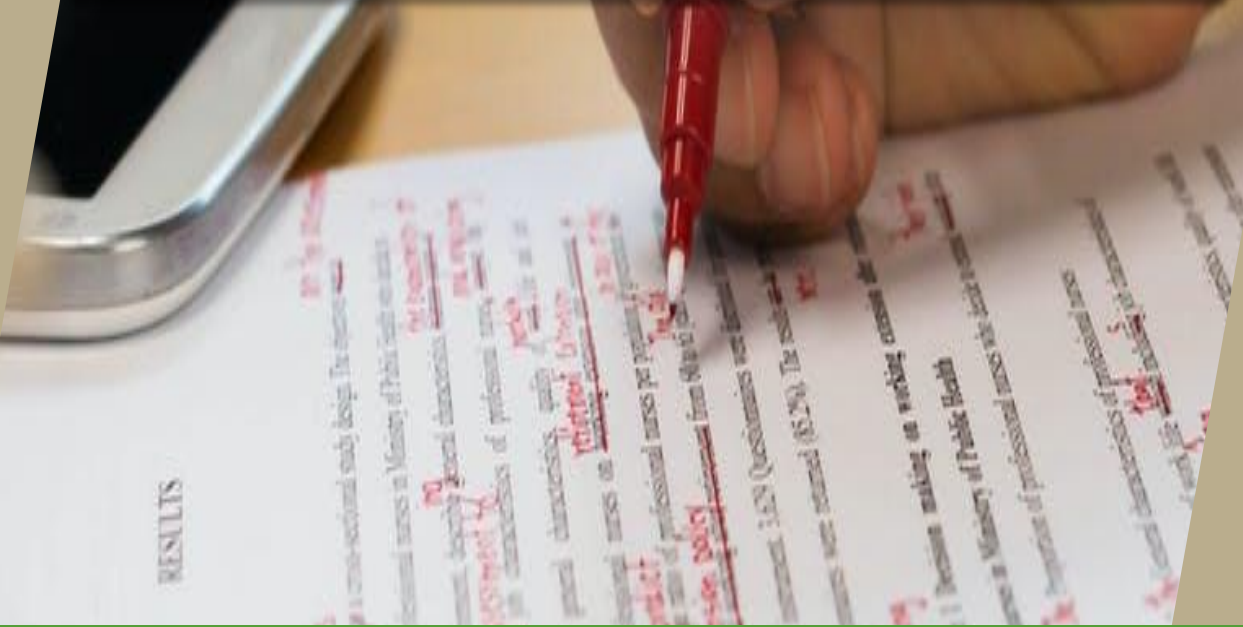
13.5 Implementation gaps

Suggestions from the employers' end so that the program becomes more productive are as follows –

- Training should be conducted once in every month or within six months so that they will be aware of personal hygiene.
- Training should be made mandatory for all the employees so that no one is left.
- A Practical approach should be adapted to deliver the sessions.
- Employees should be granted two days' leave for attending the training program.
- Workers should be made aware about challan procedure and its power.
- Training should also be given to improve their literacy level.



IMPACT ON SSC



14 Impact of RPL Project on Sector Skill Council

Skill Council for Green Jobs (SCGJ) is one of the most recently launched initiatives of the Government of India aligned to the National Skill Development Mission, established as a not-for-profit, autonomous, industry-led society. It has been established to identify skill requirements of service users as well as manufacturers/ service providers, within Green Businesses sector, to implement nation-wide, industry led, collaborative skills development & entrepreneur development initiatives that will enable meet India's potential for "Green Businesses".

14.1 Infrastructure in remote rural locations, hilly areas, and LWE areas

SCGJ conveyed that the infrastructure in the remote rural locations, hilly areas and LWE areas is of high quality and sufficient enough to conduct the program. They mentioned about availability of CCTV cameras which have the recording facility as well. Air conditioning facility is also available with them. To maintain a good hygiene there are dustbins in all the classrooms. Safe drinking water is available all the time. They also take care of the safety and security; first aid box and firefighting equipment is also available there:

The training was done by their training partner, it was done at the premises of Municipal Corporation.

Program Motivation:

RPL program motivates and encourages them to take part in this program and it was done through sensitization through local ads, communication with the higher officials of the Municipal Corporation and letters sent through these mediums. The candidates were informed on the benefits and also learn about the mechanize cleaning (modern technology and piece of workmanship).

14.2 Process of conducting training program

The training sessions are conducted using the following methods:

1. Classroom lectures
2. Practical sessions through Demonstration

The course content was beneficial for them in their respective job roles and the training was aligned with the industry standard. The training was done offline. Based on the discussion with PIA, the ratio of trainee to trainer was approximately 45:1.

14.3 Infrastructure in remote rural locations, hilly areas, and LWE areas

Generally, there is no difficulty in conducting the training program in remote areas, union territories and LWE areas. The maximum participation in the program at Union Territories and LWE areas were covered

Impact Assessment for Green Jobs

through the rigorous follow ups with the municipal corporations. They have to mobilise the people or patriot and bring awareness and ensure that the training is conducted.

14.4 Implementation gaps

There is a problem of drop outs. However, the dropout problems can be reduced, provided SCGJ has proper planning in place.



KEY FINDINGS AND RECOMMENDATIONS



15 Key Findings

Below are some of the key findings of the field survey:

About RPL Program

1. Overall good retention between the mobilization phase to the certification phase. At 13.5% drop-outs overall, the achievements for green jobs sector are encouraging.
2. The largest concentration of beneficiaries is in Maharashtra, Uttar Pradesh, Madhya Pradesh and Odisha. There is very minimal representation of beneficiaries from southern states.
3. Considering the fact that job role associated with green jobs are male driven, it is very encouraging that 32% oriented beneficiaries are females. But there are still chances of improvement.
4. Achievements in hilly areas as well as LWE regions are markedly better than those for rest of the country in terms of assessments as well as certification.
5. Beneficiaries in all states remained committed to successfully completing the entire program. SSCs have not been able to communicate the benefits of the RPL program effectively.
6. A significant 96% claimed to have watched the induction video. There is a clear and strong correlation between those who watched the video and those who claimed to understand the benefits of the program.
7. 5% beneficiaries claimed not to have received orientation in soft skills. That has a key role to play in improved quality of delivery. To consider if a refresher course on orientation of soft skills should be conducted. Also, to consider an evaluation of the orientation on impact, perhaps through a baseline study.
8. 5% beneficiaries claimed not to have received a job role kit. Even if one were to discount some of the response from the beneficiary to the lack of recall, the percentages are high enough to call for a review/audit to determine whether the job role kits were distributed at all, and if any SSCs were deficient in the performance of their duties. States such as Jammu Kashmir and Punjab are concerning.
9. Not receiving the skill card and badge reduces the mobility of the beneficiary and ability to seek better jobs. With 42% of beneficiaries not receiving the skill card and badge, this is a very high percentage. It is possible that there could have been deficiency in this regard due to Covid 19, nevertheless this needs to be investigated further.
10. Similarly, a significant 26% claimed not to have received the INR 500 after course completion. This too could be because of Covid19, but needs further investigation.

Impact of program on beneficiaries

1. With a score of 7.11 (out of 10), overall program Impact is satisfactory in specific, the contribution of the SSC and the Employer in the overall Program Impact is very encouraging.
2. From a beneficiaries' standpoint, the social impact is the highest (score of 7.46), followed by workplace impact (score of 6.31), followed by economic impact (score of 5.31).

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3. The largest motivation for joining the RPL program is better income (80%). In light of this, the fact that the resultant perception of the beneficiaries that there was no significant improvement in income is a cause for concern and shows a mismatch between expectation and reality.
4. A significant 20% claimed not to have received the Kaushal Bima Yojana.
5. Significantly, most beneficiaries benefited from improved digital learning (digital platform, online transactions) which could benefit them in the longer run. Also, improvement in domain knowledge and managerial skills is a successful outcome of the RPL program. Only 12% claimed to have not benefited from the program.
6. Only 17% applied for Mudra loans. Main reason for applying to mudra loans is to start a new business.
7. There has been positive impact in terms of a) ability and willingness to start own enterprise, and b) ability to switch jobs to different employers. These show that there is a clear impact of the RPL program on the beneficiary. The fact that the income has not improved significantly can be ascribed to Covid19 as well as the newness of starting a new enterprise.
8. In most cases, though impact of RPL appears to be more in non-monetary benefits such as appreciation, increase in job responsibilities, rather than improvement in income. Very few (only 16%) commented that there was no impact due to RPL program.
9. On the social aspects, the biggest impact has been improvement in Social Status (69%), and the least impact has been lifestyle (33%).
10. Most of the beneficiaries opted for the bridge course, with 5% not opting for it. But 38% of those who attended them found that demonstration and hands on training was not very helpful which is very concerning. PIA should look into it and try to remodify the content to make it more useful.

Impact on workplace

1. Workplace key improvements have been availability of gumboots, masks and gloves as well as awareness about personal hygiene. Both have these have a significant role to play in beneficiary wellbeing and health and wellness, even though immediate tangible benefits may not be visible.

Impact on SSC

1. Perception of SSCs performance was overall good. While they scored the highest on classrooms, they scored lowest on placement ability. This also demonstrates a gap which needs to be bridged.

15.1 Recommendations

1. A large part of the mobilization continues to be agency led, which would have limited reach. agencies would typically have their own pockets of influence, which may not be uniformly spread, or well mapped to the green job's skill set. Ideally, if the program has to reach every possible beneficiary, there has to be better communication channel utilization. It is recommended that a better communication plan be initiated before the next program is launched. Ideally, the reach, and influence of specific media (such as radio, TV, social media, hoardings and posters, etc.) should be ascertained and the media plans should be based on this understanding.
2. Self-assessment sheet. Is it useful? Perhaps consider an aided assessment rather than a self-assessment. Especially since collective feedback may carry greater benefits than individual assessment feedback, especially if done across homogenous geographic or skill clusters.
3. A value-chain assessment study is recommended to understand post RPL certification beneficiary journey. This could be done either in the form of specific case studies, or through cohort studies.
4. Not all beneficiaries received insurance under Kaushal Bima Yojana. This is the least assurance that a beneficiary would seek, and for the future RPL programs to be considered successful, a method has to be put in place to ensure that this is remedied earliest.
5. The registrations under Udyami Mitra are not very encouraging. Either the benefits of such registration have not been properly and completely explained, or the follow up by the SSCs is weak. This is an area which requires strengthening in order to ensure the availability of a pool of resources and also improve employability opportunities.
6. One of the biggest challenges of the outcome of the RPL program is the limited success in the beneficiaries' ability to improve access to markets. In a majority of the cases, this does not appear to have changed much. A part of this could be the reluctance of beneficiaries to relocate themselves to a different geography if demanded by expansion. Nevertheless, it may be recommended to consider a follow-on hand holding program specifically directed towards improving the ability of beneficiaries to leverage technology to improve reach.
7. Very less percentage of beneficiaries have applied for mudra loans. SSC should encourage beneficiaries for availing these benefits to make them self-dependent.



ANNEXURE-1



16 Annexure 1 Analysis based on demographic details

Below is the analysis of analysis of demographic data of green jobs sector.

16.1 Overview of hilly Areas

The government of India has identified 52 districts from 9 states as hilly area districts for skill development. RPL program for green jobs has been carried out in districts of Pune, Ahmednagar, Kolhapur and Thane in Maharashtra, Dehradun in Uttarakhand and Madurai in Tamil Nadu. A total of 3,520 beneficiaries have been mobilized in these 7 districts. Four districts have been covered in the field investigation such as Ahmednagar, Kolhapur, Madurai and Thane. A total of 152 beneficiaries have been covered from these districts.

16.1.1 Beneficiaries' details in hilly areas

The below picture shows beneficiaries in various stages of certification:

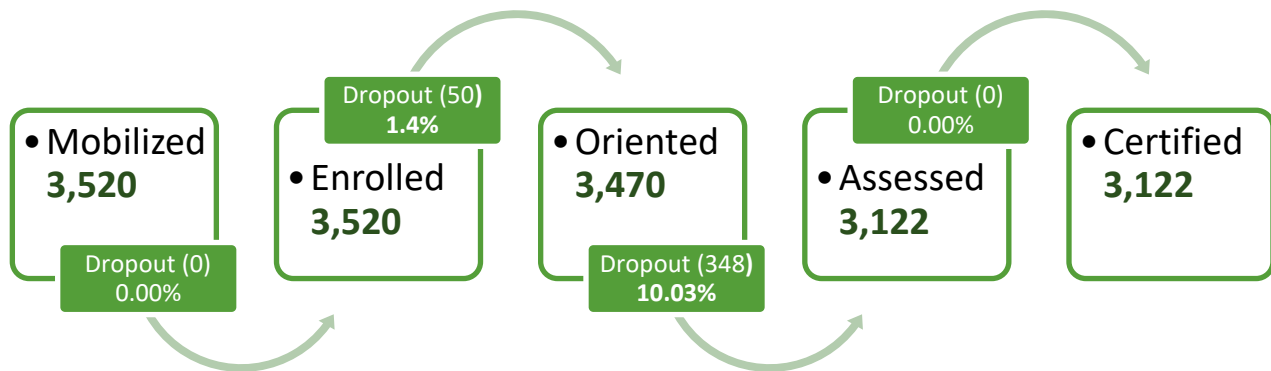


FIGURE 41: NUMBER OF BENEFICIARIES IN HILLY AREAS

- It can be inferred from the picture that maximum dropouts have happened at the orientation stage as 348 (10.03%) beneficiaries dropped out after orientation.
- It can be inferred from the picture that all beneficiaries who have been mobilized are enrolled.
- It can be inferred from the picture that all beneficiaries who have gone through assessment process have been certified.

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16.1.2 Job roles of beneficiaries in hilly areas

The below table shows percentage of beneficiaries in different job roles in hilly areas at orientation and certification stage:

Job role	Oriented (as a percentage of total enrolled beneficiaries)	Certified (as a percentage of oriented beneficiaries in respective job role)
Safai Karamchari	88%	89%
Waste Picker	11%	100%

TABLE 9: ORIENTED BENEFICIARIES IN VARIOUS JOB ROLES IN HILLY AREAS

- RPL program for green jobs has happened for job roles Safai Karamchari and Waste Picker in hilly areas districts.
- It can be inferred form the graph that all oriented beneficiaries in job role of Waste Picker have been certified.

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16.1.3 Comparison of beneficiary performance - overall with hilly areas

The below graph shows comparison of assessed and certified beneficiaries who had gone through certification process in hilly areas and overall country:

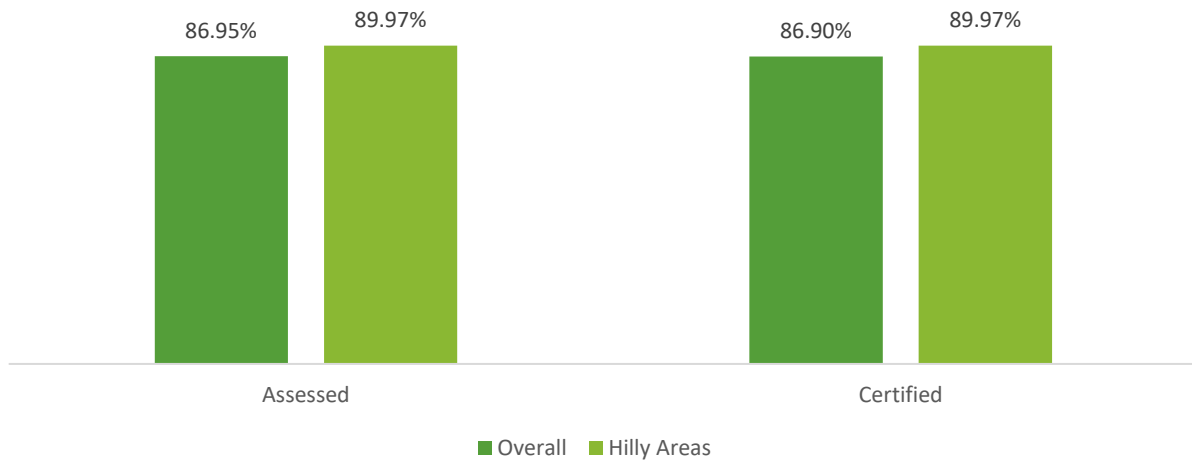


FIGURE 42: COMPARISON OF BENEFICIARIES IN HILLY AREAS AND OVERALL COUNTRY BASED ON ASSESSMENT AND CERTIFICATION

- It can be inferred from the graph that all beneficiaries who have gone through assessment in hilly areas districts have been certified.

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16.1.4 Age group of beneficiaries in hilly areas

The below graph shows age group of beneficiaries in hilly areas:

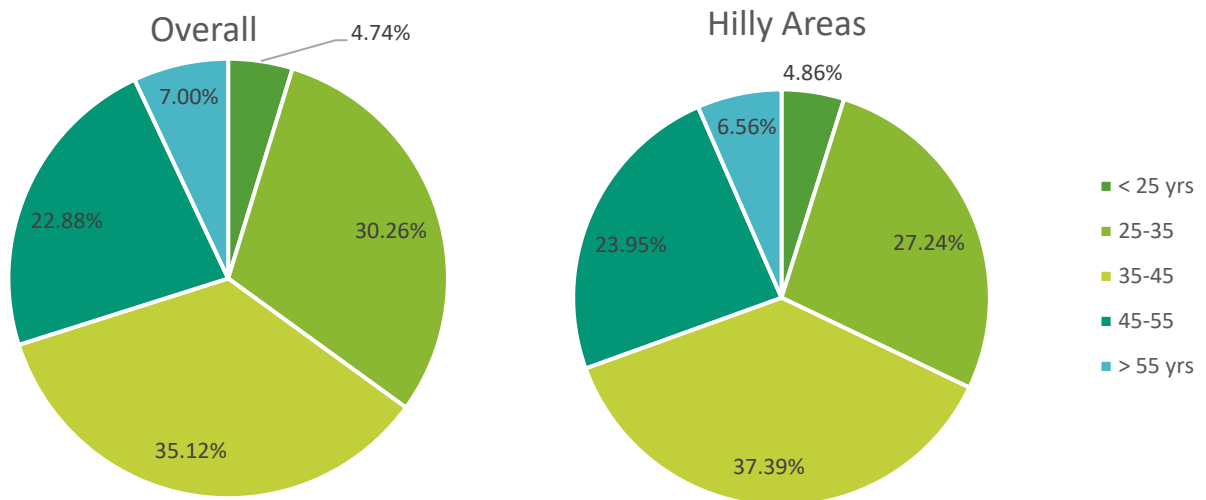


FIGURE 43: COMPARISON OF BENEFICIARIES IN HILLY AREAS AND OVERALL COUNTRY BASED ON AGE GROUP

- Out of all oriented beneficiaries in hilly areas 37.39% belongs to age group of 35 to 45 years whereas percentage of oriented beneficiaries in same age group across the country is 35.12%.
- Out of all oriented beneficiaries in hilly areas 27.24% belongs to age group of 25 to 35 years whereas percentage of oriented beneficiaries in same age group across the country is 30.26%.
- Out of all oriented beneficiaries in hilly areas 23.95% belongs to age group of 45 to 55 years whereas percentage of oriented beneficiaries in same age group across the country is 22.88%.
- Out of all oriented beneficiaries in hilly areas 6.56% belongs to age group of 55 years or more whereas percentage of oriented beneficiaries in same age group across the country is 7.00%.
- Out of all oriented beneficiaries in hilly areas 4.86% belongs to age group of 25 years or less whereas percentage of oriented beneficiaries in same age group across the country is 4.74%.

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16.1.5 Gender of beneficiaries in hilly areas

The below graphs show the gender diversification of beneficiaries across the country as well as in hilly areas:

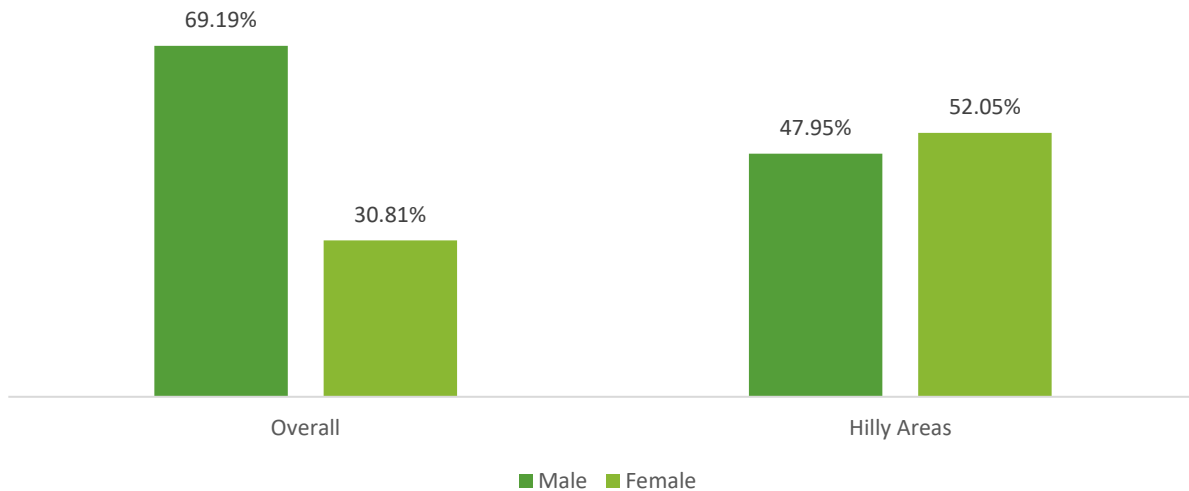


FIGURE 44: COMPARISON OF BENEFICIARIES IN HILLY AREAS AND OVERALL COUNTRY BASED ON GENDER

- It can be inferred from the graph 52.05% beneficiaries who have been oriented in hilly areas are female whereas percentage of female oriented beneficiaries across the country has dropped to 30.81%.

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16.1.6 Category of beneficiaries in hilly areas

The below graph shows comparison of beneficiaries in hilly areas and across the country on the basis of category:

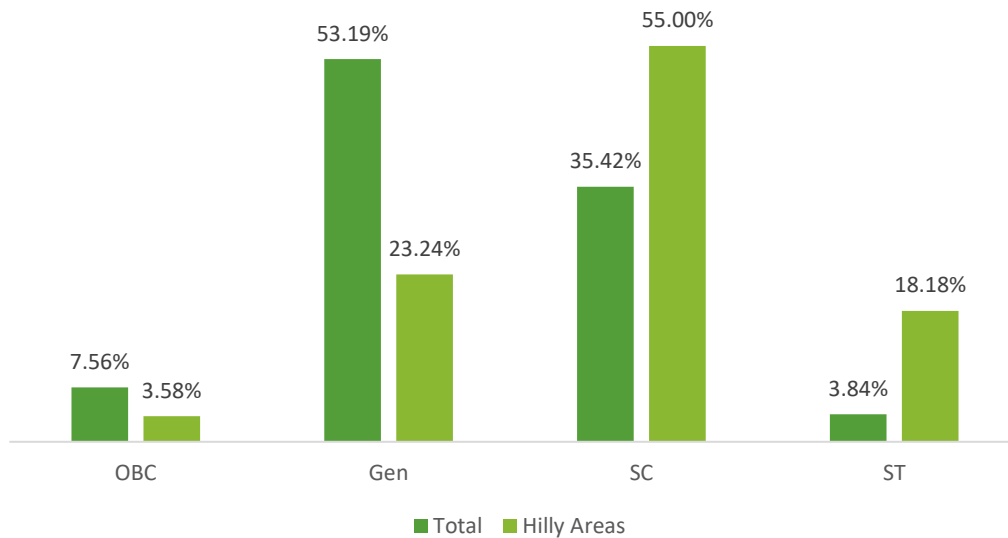


FIGURE 45: COMPARISON OF BENEFICIARIES IN HILLY AREAS AND ACROSS THE COUNTRY BASES ON CATEGORY

- It can be inferred from the graph that maximum participation in RPL program is from SC category beneficiaries in hilly areas districts whereas across the country maximum participation in RPL program is from general category beneficiaries
- It can be inferred from the graph least participation in RPL program is OBC category beneficiaries in hilly areas districts whereas across the country least participation in RPL program is from ST category.

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16.2 Overview of LWE region

The government of India has recognized 47 districts across 10 states as LWE affected districts. RPL program for the green jobs has been conducted in district Ranchi, Garhwa, Chatra and Hazaribagh in Jharkhand, Deogarh, Koraput, Gajapati, Sambalpur, Malakangiri and Rayagada in Odisha, Aurangabad in Maharashtra and Khammam in Telangana. A total of 1480 beneficiaries was mobilized in these 4 districts.

Seven districts have been covered in the field investigation such as Ranchi, Aurangabad, Chatra, Deogarh, Garhwa, Hazaribagh and Sambalpur. A total of 296 beneficiaries have been covered from these districts.

16.2.1 Beneficiaries in LWE regions

The below picture shows beneficiaries in various stages of certification:

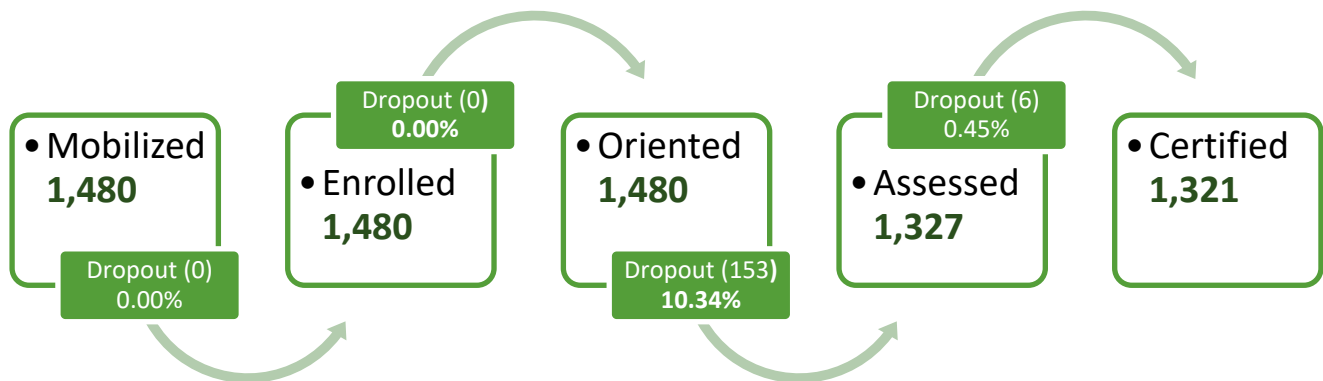


FIGURE 46: NUMBER OF BENEFICIARIES IN LWE AREAS

- It can be inferred from the figure above that all beneficiaries who were mobilized for RPL program in hilly areas districts have been enrolled and have gone through orientation process.
- Out of 1,480 oriented beneficiaries 1,327 (89.66%) have gone through assessment process.
- Out of 1,327 assessed beneficiaries 1,321 (99.94%) have been certified.
- It can be inferred from the graph that maximum dropout has happened in orientation stage

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16.2.2 Job roles of beneficiaries in LWE regions

The below table shows percentage of beneficiaries in different job roles in LWE areas at orientation and certification stage:

Job role	Oriented (as a percentage of total enrolled beneficiaries)	Certified (as a percentage of oriented beneficiaries in respective job role)
Safai Karamchari	100%	89%

TABLE 10: ORIENTED BENEFICIARIES IN VARIOUS JOB ROLES IN LWE AREAS

- It can be inferred from the table that RPL program for jobs has been conducted in LWE areas in job role of Safai Karamchari only
- All beneficiaries who have enrolled themselves for the program are oriented also.
- Out of all oriented beneficiaries 89% beneficiaries were certified.

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16.2.3 Comparison of beneficiary performance – overall with LWE regions

The below graph shows comparison of beneficiaries in LWE regions and overall country who have gone through different stages of certification:

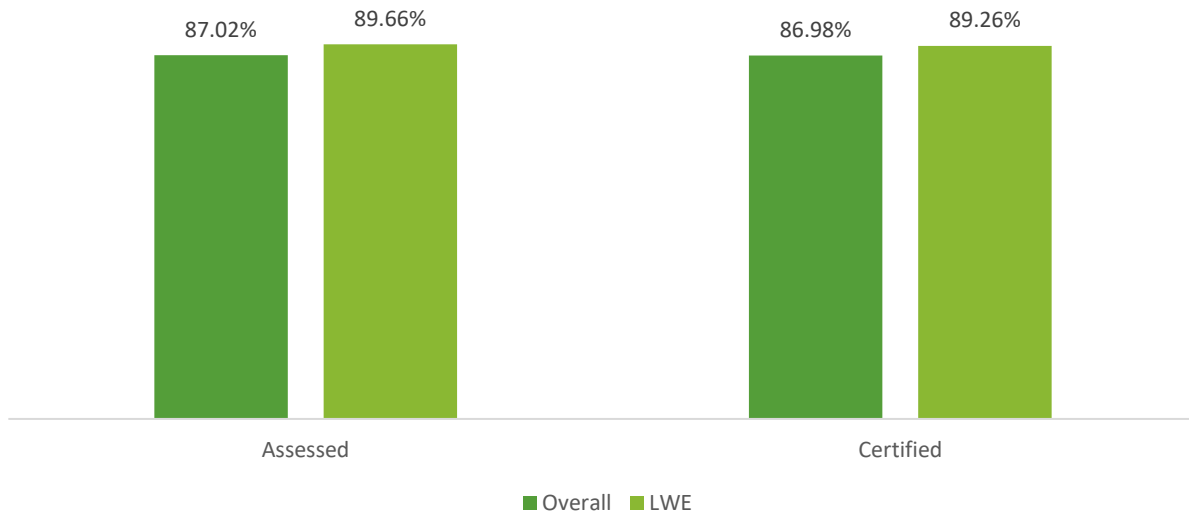


FIGURE 13: COMPARISON OF BENEFICIARIES IN LWE AREAS AND OVERALL COUNTRY BASED ON ASSESSMENT AND CERTIFICATION

- Most of the beneficiaries who have been assessed have been certified also.
- The dropout percentage is comparatively lower for LWE areas than across the country

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16.2.4 Age group of beneficiaries in LWE regions

The below graph shows age group of beneficiaries in LWE regions:

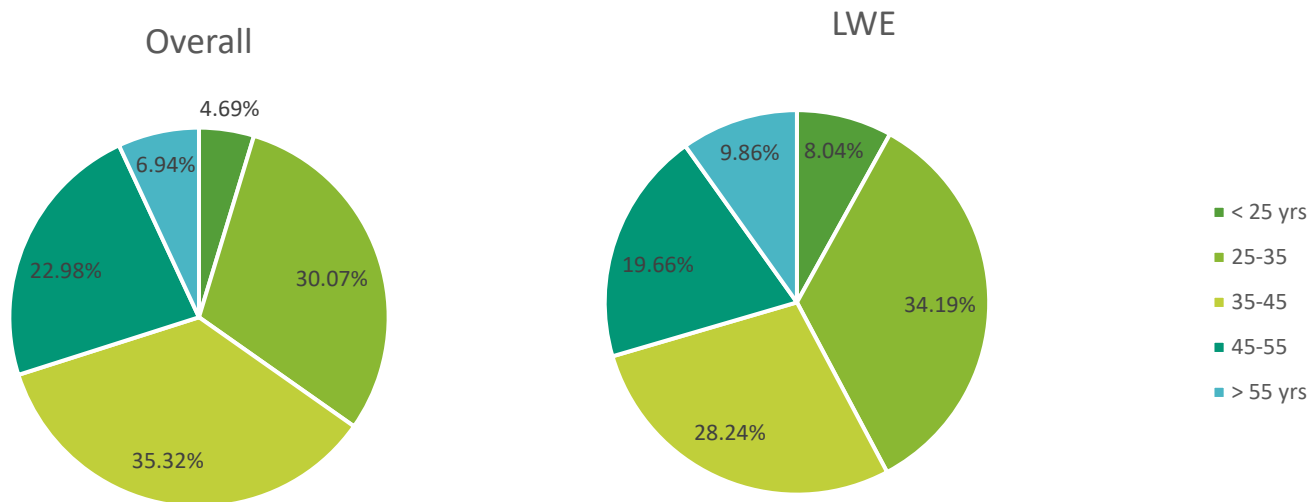


FIGURE 47: COMPARISON OF BENEFICIARIES IN LWE AREAS AND OVERALL COUNTRY BASED ON AGE GROUP

- Out of all oriented beneficiaries in LWE region 34.19% belongs to age group of 25 to 35 years whereas percentage of oriented beneficiaries in same age group across the country is 30.07%.
- Out of all oriented beneficiaries in LWE region 28.24% belongs to age group of 35 to 45 years whereas percentage of oriented beneficiaries in same age group across the country is 35.32%.
- Out of all oriented beneficiaries in LWE region 19.66% belongs to age group of 45 to 55 years whereas percentage of oriented beneficiaries in same age group across the country is 22.98%.
- Out of all oriented beneficiaries in LWE region 9.86% belongs to age group of 55 years or more whereas percentage of oriented beneficiaries in same age group across the country is 6.94%.
- Out of all oriented beneficiaries in LWE region 8.04% belongs to age group of 25 years or less whereas percentage of oriented beneficiaries in same age group across the country is 4.69%.

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16.2.5 Gender of beneficiaries in LWE regions

The below graphs show the gender diversification of beneficiaries across the country as well as in LWE areas:

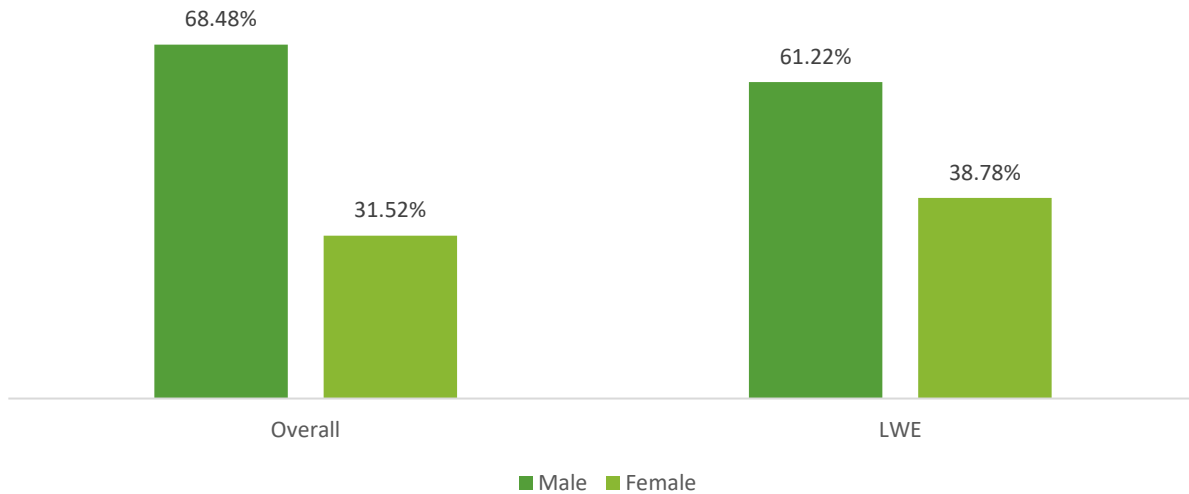


FIGURE 48: COMPARISON OF BENEFICIARIES IN LWE AREAS AND OVERALL COUNTRY BASED ON GENDER

- It can be inferred from the graph that participation of male beneficiaries was higher in LWE areas as well as across the country.
- Participation of female beneficiaries is comparatively more than the participation of female beneficiaries across the country.

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16.2.6 Category of beneficiaries in LWE regions

The below graph shows comparison of category of beneficiaries in LWE regions and across the country:

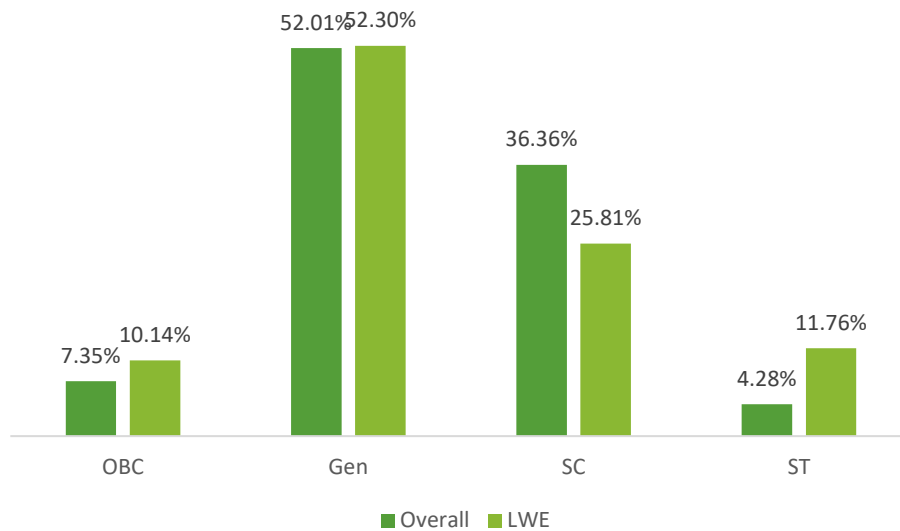


FIGURE 49: COMPARISON OF BENEFICIARIES IN LWE AREAS AND ACROSS THE COUNTRY BASES ON CATEGORY

- It can be inferred from the graph that maximum participation in RPL program is from general category beneficiaries in LWE areas districts and across the country
- It can be inferred from the graph least participation in RPL program is OBC category beneficiaries in LWE areas districts whereas across the country least participation in RPL program is from ST category

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16.3 About RPL program

16.3.1 Program motivation

Below is the analysis of the RPL program impact on beneficiaries and enterprise:

16.3.1.1 Program motivation by state

The following table shows the percentage of beneficiaries across all the states who stated different reasons for undertaking the RPL program:

State	To improve income	To seek new employment opportunities	To improve subject knowledge	Employer made it mandatory
Jammu and Kashmir	100%	6%	88%	81%
Himachal Pradesh	100%	0%	100%	100%
Tamil Nadu	95%	39%	86%	70%
Andhra Pradesh	94%	31%	85%	72%
Gujarat	94%	31%	86%	73%
Haryana	92%	31%	83%	69%
West Bengal	92%	31%	75%	67%
Odisha	92%	33%	78%	67%
Karnataka	85%	42%	82%	66%
Jharkhand	84%	42%	83%	64%
Uttarakhand	83%	28%	67%	62%
Madhya Pradesh	77%	35%	62%	43%
Chhattisgarh	72%	38%	73%	62%
Maharashtra	71%	35%	50%	37%
Uttar Pradesh	64%	36%	48%	35%
Delhi	58%	31%	44%	27%
Punjab	56%	47%	62%	42%
Bihar	38%	25%	75%	0%

TABLE 11: PROGRAM MOTIVATION

Q. Why did you undertake the RPL program?

Number of respondents: 14,403

The highest percentage of the beneficiaries who reported the reason for undertaking the RPL program was to improve income are from Jammu and Kashmir (100%) and Himachal Pradesh (100%). The highest percentage of the beneficiaries who reported the reason to be seeking new employment opportunity is

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from Punjab (42%). The highest percentage of the beneficiaries who reported the reason as to improve subject knowledge is from Himachal Pradesh (100%). The highest percentage of the beneficiaries who reported the reason to be employer made it mandatory is from Himachal Pradesh (100%).

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16.3.1.2 Program motivation by hilly region

The following chart shows the beneficiaries by hilly areas undertook RPL program due to various reasons:

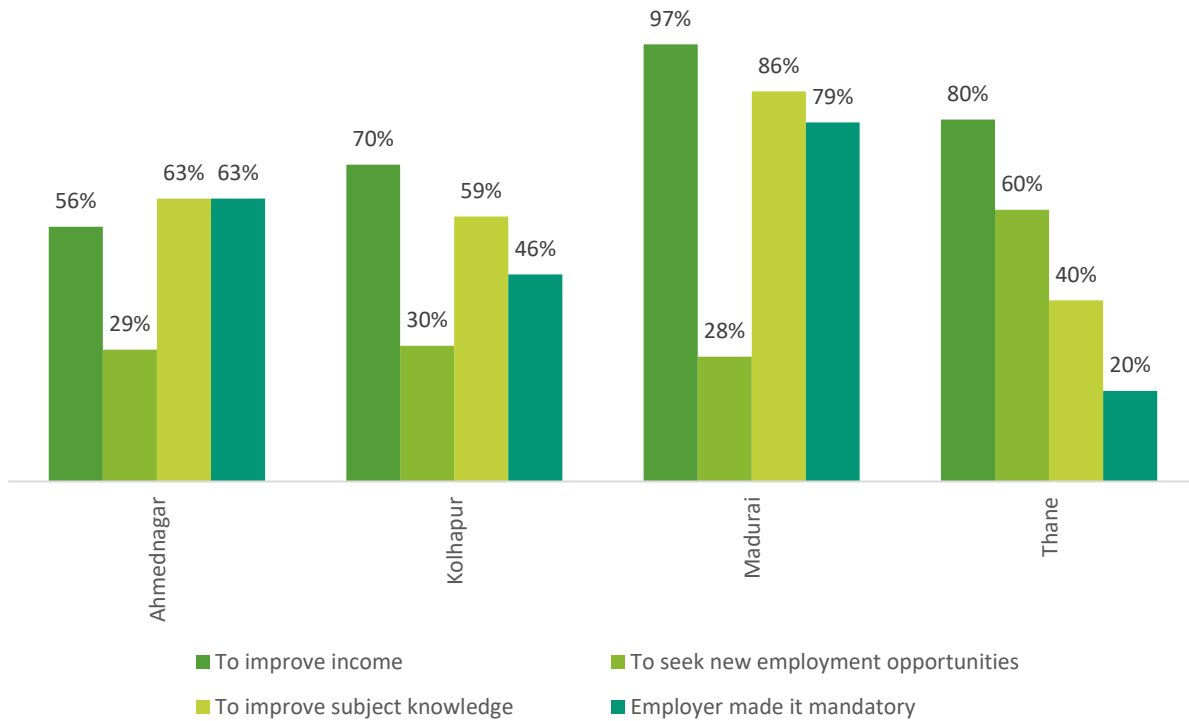


FIGURE 50: PROGRAM MOTIVATION-HILLY AREA WISE DISTRIBUTION

Q. Why did you undertake the RPL program?

Number of respondents: 152

97% beneficiaries from Madurai, 80% beneficiaries from Thane, 70% beneficiaries from Kolhapur and 56% beneficiaries from Ahmednagar informed reason as to improve income. 60% beneficiaries from Thane, 30% beneficiaries from Kolhapur, 29% beneficiaries from Ahmednagar and 28% beneficiaries from Madurai informed reason as to seek new employment opportunities. 86% beneficiaries from Madurai, 63% beneficiaries from Ahmednagar, 59% beneficiaries from Kolhapur and 40% beneficiaries from Thane informed reason to improve subject Knowledge. 79% beneficiaries from Madurai, 63% beneficiaries from Ahmednagar, 46% beneficiaries from Kolhapur and 20% beneficiaries from Thane informed reason as employer made it mandatory.

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16.3.1.3 Program motivation by LWE region

The following chart shows the beneficiaries by LWE region who undertook RPL program due to various reasons:

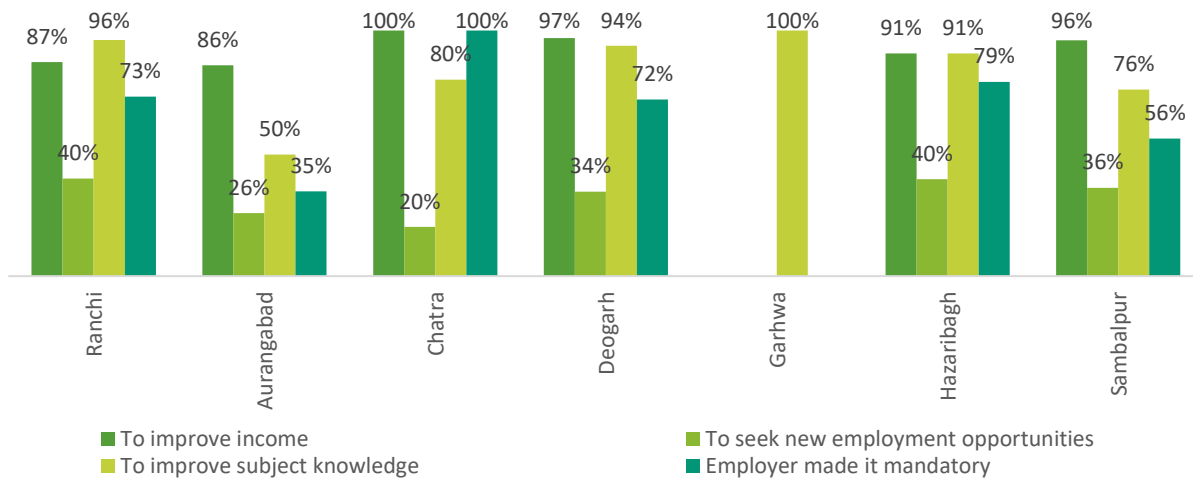


FIGURE 51: PROGRAM MOTIVATION-LWE WISE DISTRIBUTION

Q. Why did you undertake the RPL program?

Number of respondents: 296

All the beneficiaries from Garhwa undertook the RPL program in order to get new employment opportunities. In Ranchi 87% beneficiaries informed reason as to improve income, 40% beneficiaries informed reason as to seek new employment opportunities, 96% beneficiaries informed reason as to improve subject knowledge and 73% beneficiaries informed reason as employer made it mandatory. In Aurangabad 86% beneficiaries informed reason as to improve income, 26% beneficiaries informed reason as to seek new employment opportunities, 50% beneficiaries informed reason as to improve subject knowledge and 35% beneficiaries informed reason as employer made it mandatory. In Chatra 100% beneficiaries informed reason as to improve income, 20% beneficiaries informed reason as to seek new employment opportunities, 80% beneficiaries informed reason as to improve subject knowledge and 100% beneficiaries informed reason as employer made it mandatory. In Deogarh 97% beneficiaries informed reason as to improve income, 34% beneficiaries informed reason as to seek new employment opportunities, 94% beneficiaries informed reason as to improve subject knowledge and 72% beneficiaries informed reason as employer made it mandatory. In Hazaribagh 91% beneficiaries informed reason as to improve income, 40% beneficiaries informed reason as to seek new employment opportunities, 91% beneficiaries informed reason as to improve subject knowledge and 79% beneficiaries informed reason as employer made it mandatory. In Sambalpur 96% beneficiaries informed reason as to improve income, 36% beneficiaries informed reason as to seek new employment opportunities, 76% beneficiaries informed reason as to improve subject knowledge and 56% beneficiaries informed reason as employer made it mandatory.

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16.3.1.4 Program motivation by job role

The following chart shows the category wise distribution of beneficiaries undertook RPL program due to various reasons:

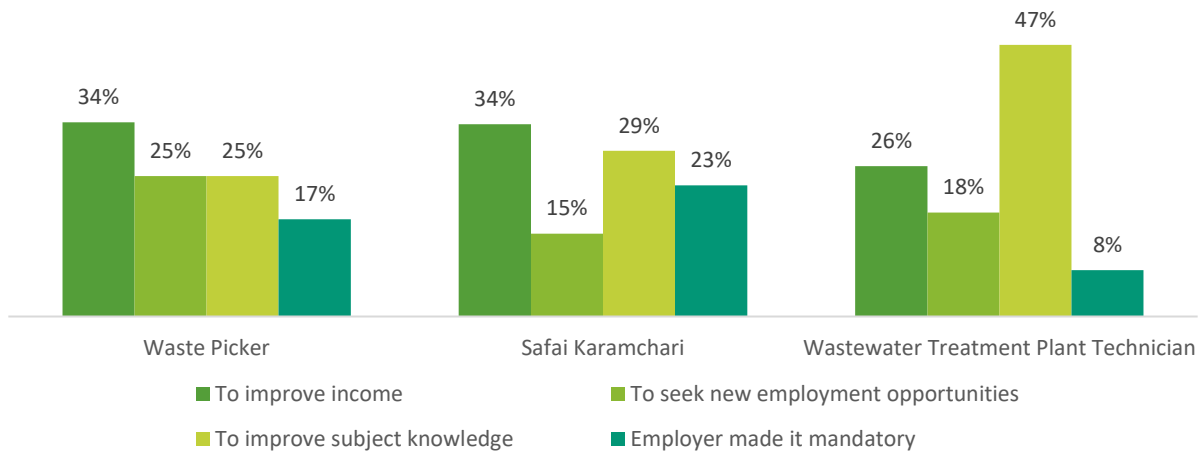


FIGURE 52: PROGRAM MOTIVATION-CASTE CATEGORY WISE DISTRIBUTION

Q. Why did you undertake the RPL program?

Number of respondents: 14,403

Under job role Waste Picker 34% beneficiaries informed reason as to improve income, 25% beneficiaries informed reason as to seek new employment opportunities, 25% beneficiaries informed reason as to improve subject knowledge and 17% beneficiaries informed reason as employer made it mandatory. Under job role Safai Karamchari 34% beneficiaries informed reason as to improve income, 15% beneficiaries informed reason as to seek new employment opportunities, 29% beneficiaries informed reason as to improve subject knowledge and 23% beneficiaries informed reason as employer made it mandatory. Under job role Wastewater Treatment Plant Technician 26% beneficiaries informed reason as to improve income, 18% beneficiaries informed reason as to seek new employment opportunities, 47% beneficiaries informed reason as to improve subject knowledge and 8% beneficiaries informed reason as employer made it mandatory.

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16.3.1.5 Program motivation by gender

The following chart shows the gender wise distribution of beneficiaries undertook RPL program due to various reasons:

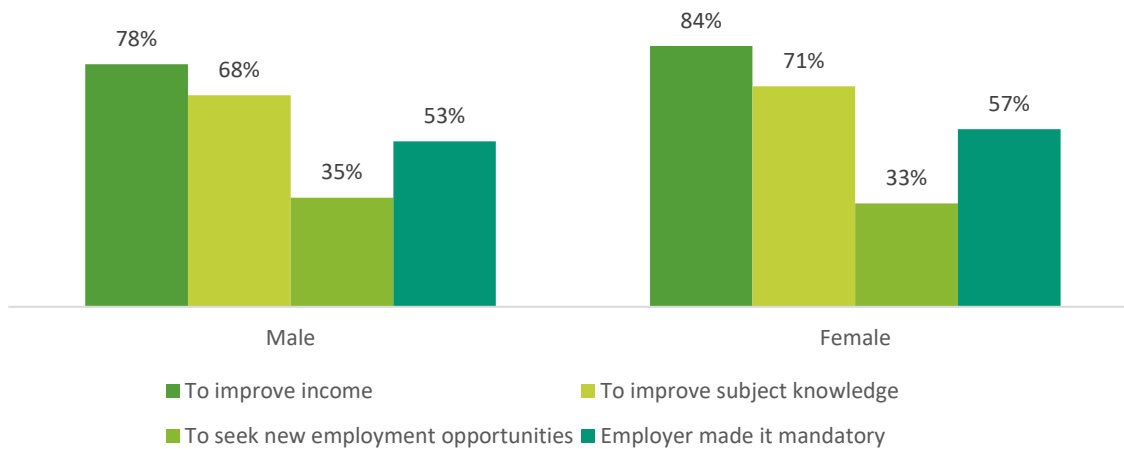


FIGURE 53: PROGRAM MOTIVATION-GENDER WISE DISTRIBUTION

Q. Why did you undertake the RPL program?

Number of respondents: 14,304

A majority of both male and female beneficiaries (78% male and 84% female) undertook the RPL program to improve their income. 68% of the male beneficiaries and 71% of the female beneficiaries wanted to enhance their subject knowledge, hence they have undergone the certification. 35% of the male beneficiaries and 33% of the female beneficiaries wanted to seek new employment opportunities by taking up this RPL program. 53% of male and 57% female beneficiaries mentioned that their employers made it mandatory.

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16.3.1.6 Program motivation by caste category

The following chart shows the category wise distribution of beneficiaries undertook RPL program due to various reasons:



FIGURE 54: PROGRAM MOTIVATION-CASTE CATEGORY WISE DISTRIBUTION

Q. Why did you undertake the RPL program?

Number of respondents: 14,232

A majority of the beneficiaries across all the caste categories stated the reason for undertaking the RPL program was to improve income, the highest percentage (90%) are from the OBC category followed by the general and ST category (84%). The highest percentage of beneficiaries who undertook the program for seeking new employment opportunities are from the OBC category (82%). The highest percentage of beneficiaries who wanted to upgrade their subject knowledge is from the ST category (37%). The highest percentage of beneficiaries whose employer made it mandatory is from the OBC category (68%).

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16.3.2 Mobilization

The following charts show the mobilization of the beneficiaries by states, hilly areas and LWE regions:

16.3.2.1 Mobilization by state

The following chart shows the different sources of information about RPL program by state:

State	Moblising agency	Advertisement	Social Media	Others (specify)
Bihar	100%	0%	0%	0%
West Bengal	100%	0%	0%	0%
Himachal Pradesh	100%	0%	0%	0%
Chhattisgarh	99%	0%	1%	0%
Delhi	99%	1%	1%	0%
Andhra Pradesh	99%	1%	0%	0%
Uttarakhand	98%	1%	1%	0%
Gujarat	98%	2%	0%	0%
Punjab	98%	1%	1%	0%
Karnataka	97%	3%	0%	0%
Odisha	97%	2%	1%	0%
Haryana	95%	4%	1%	0%
Tamil Nadu	94%	5%	2%	0%
Jharkhand	90%	6%	4%	0%
Madhya Pradesh	83%	11%	5%	0%
Maharashtra	74%	16%	10%	0%
Uttar Pradesh	46%	37%	17%	0%
Jammu and Kashmir	25%	25%	50%	0%

TABLE 12: MOBILIZATION BY STATE

Q. How did you come to know about RPL project?

Number of respondents:14,434

100% of the beneficiaries from Bihar, West Bengal and Himachal Pradesh stated the source of information as the mobilizing agency. The highest percentage of the beneficiaries who got to know about the RPL program through advertisement as source of information is from Jammu and Kashmir. Some beneficiaries who came to know about the RPL program through the social media, the highest percentage is coming from Jammu and Kashmir.

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16.3.2.2 Mobilization by hilly area

The following chart shows the different sources of information about RPL program by hilly area:

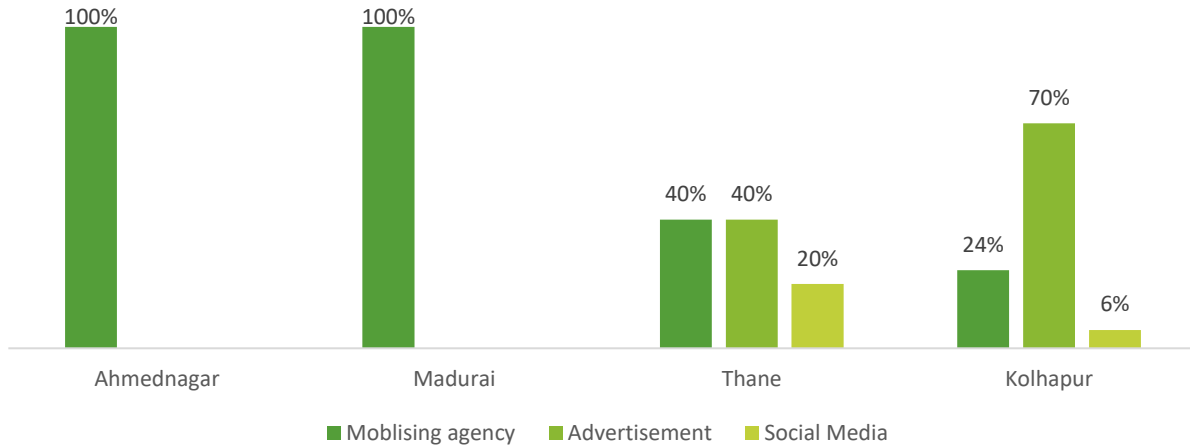


FIGURE 55: MOBILIZATION BY HILLY AREA

Q. How did you come to know about RPL project?

Number of respondents:152

100% of the beneficiaries from Ahmednagar, and Madurai came to know about the RPL program through the mobilizing agencies. In Thane, 40% of the beneficiaries received the information from the mobilizing agencies, 40% through advertisements. and the remaining 20% received information from social media. In Kolhapur 24% of the beneficiaries received the information from the mobilizing agencies, 70% through advertisements and the remaining 6% received information from social media.

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16.3.2.3 Mobilization by LWE region

The following chart shows the different sources of information about RPL program by LWE:

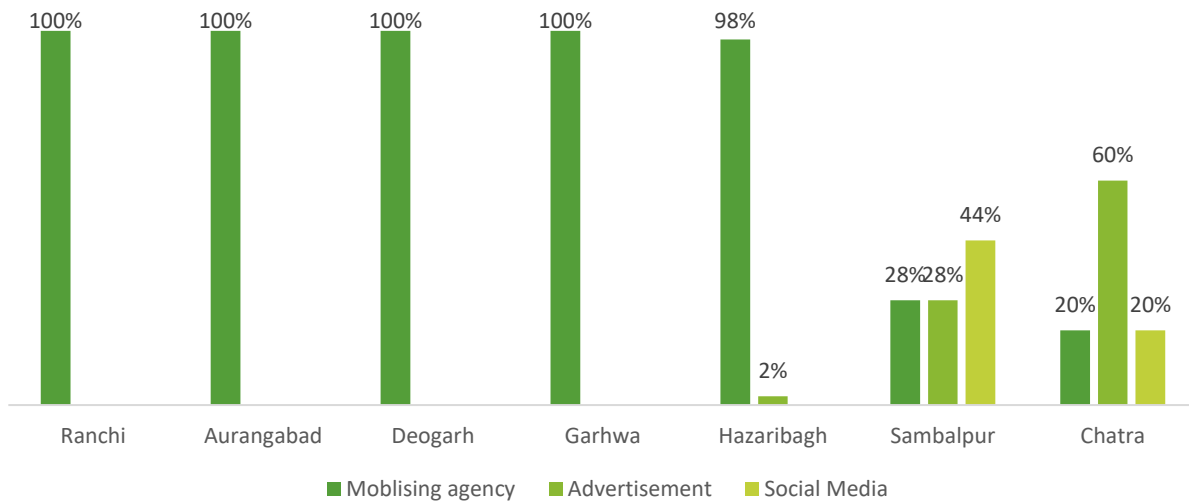


FIGURE 56: MOBILIZATION BY LWE

Q. How did you come to know about RPL project?

Number of respondents:296

100% of the beneficiaries from Ranchi, Aurangabad, Deogarh, Garhwa, 98% beneficiaries from Hazaribagh, 28% beneficiaries from Sambalpur and 20% beneficiaries from Chatra came to know about the RPL program through the mobilizing agencies. 2% beneficiaries from Hazaribagh and 28% beneficiaries from Sambalpur and 60% beneficiaries from Chatra received the information from the advertisements. 44% beneficiaries from Sambalpur and 20% beneficiaries from Chatra received information from social media.

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16.3.3 Counselling and pre screening

16.3.3.1 Awareness about PMKVY, RPL and importance of skill certification

The following charts show the awareness about PMKVY among the beneficiaries by states, hilly areas and LWE regions:

16.3.3.1.1 Counselling by state

The following table shows the awareness about PMKVY, RPL and importance of skill certification by state:

State	Yes	No
Bihar	100%	0%
Himachal Pradesh	100%	0%
West Bengal	100%	0%
Karnataka	100%	0%
Gujarat	99%	1%
Uttar Pradesh	99%	1%
Odisha	99%	1%
Haryana	99%	1%
Uttarakhand	99%	1%
Madhya Pradesh	98%	2%
Andhra Pradesh	98%	2%
Maharashtra	97%	3%
Tamil Nadu	97%	3%
Jharkhand	97%	3%
Delhi	96%	4%
Chhattisgarh	95%	5%
Punjab	86%	14%
Jammu and Kashmir	69%	31%

TABLE 13: AWARENESS ABOUT PMKVY, RPL AND IMPORTANCE OF SKILL CERTIFICATION BY STATE

Were you made aware about PMKVY, RPL and importance of skill certification?

Number of respondents:14,403

100% beneficiaries from state of Bihar, Himachal Pradesh, West Bengal and Karnataka informed that they were made aware about PMKVY, RPL and importance of skill certification. Only 69% beneficiaries in state of Jammu and Kashmir stated that they were made aware about PMKVY, RPL and importance of skill certification

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16.3.3.1.2 *Counselling by hilly area*

The following chart shows the awareness about PMKVY, RPL and importance of skill certification by hilly area:

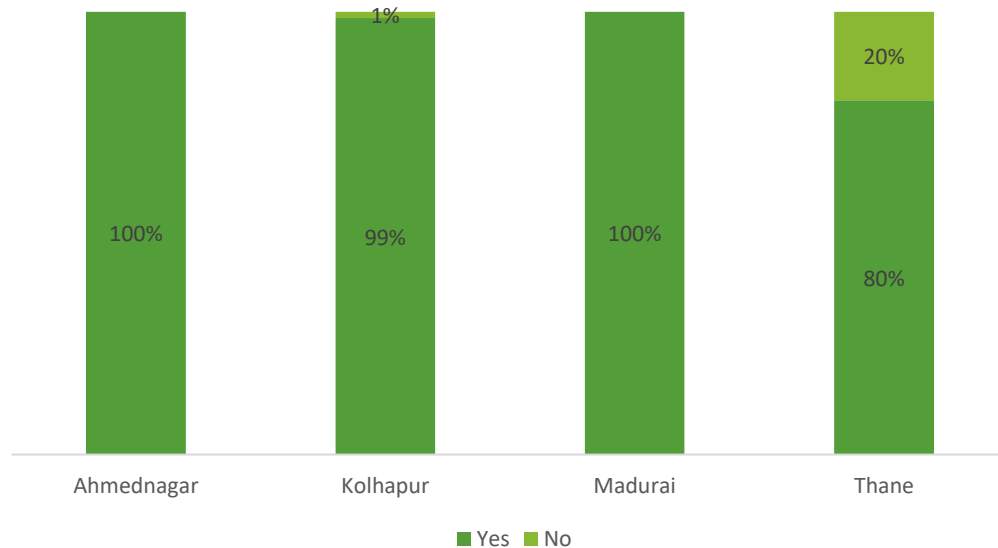


FIGURE 57: AWARENESS ABOUT PMKVY, RPL AND IMPORTANCE OF SKILL CERTIFICATION BY HILLY AREA

Were you made aware about PMKVY, RPL and importance of skill certification?

Number of respondents:152

100% beneficiaries from districts of Ahmednagar, Kolhapur and Madurai stated that they were made aware about PMKVY, RPL and importance of skill certification. Only 20% beneficiaries from Thane district stated they were not made aware about PMKVY, RPL and importance of skill certification

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16.3.3.1.3 *Counselling by LWE region*

The following chart shows the awareness about PMKVY, RPL and importance of skill certification by LWE region:

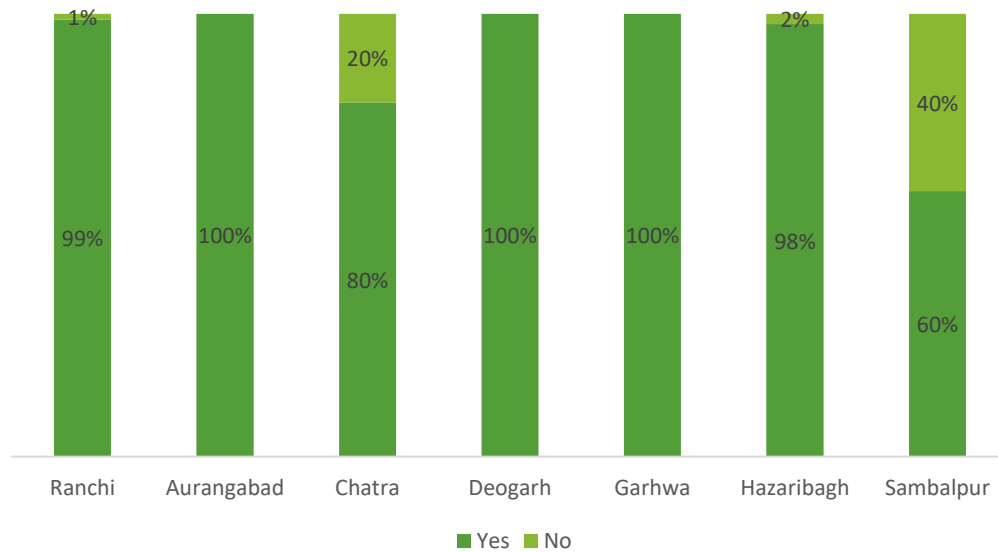


FIGURE 58: AWARENESS ABOUT PMKVY, RPL AND IMPORTANCE OF SKILL CERTIFICATION BY LWE

Were you made aware about PMKVY, RPL and importance of skill certification?

Number of respondents:296

100% beneficiaries from districts of Aurangabad, Deogarh and Garhwa stated that they were made aware about PMKVY, RPL and importance of skill certification. 99% beneficiaries in Ranch and 98% beneficiaries in Hazaribagh were made aware about PMKVY, RPL and importance of skill certification. 20% beneficiaries in Chatra and 40% beneficiaries in Sambalpur stated that they were not made aware about PMKY,RPL and importance of skill certification.

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16.3.3.2 Induction Video

The following charts show the beneficiaries who watched induction video by states, hilly areas and LWE regions:

16.3.3.2.1 Induction video by state

The following table shows the beneficiaries watched induction video by state:

State	Yes	No
Bihar	100%	0%
Himachal Pradesh	100%	0%
West Bengal	100%	0%
Gujarat	99%	1%
Andhra Pradesh	99%	1%
Uttarakhand	99%	1%
Odisha	99%	1%
Uttar Pradesh	98%	2%
Haryana	97%	3%
Karnataka	97%	3%
Delhi	96%	4%
Jharkhand	95%	5%
Chhattisgarh	95%	5%
Madhya Pradesh	94%	6%
Punjab	91%	9%
Maharashtra	88%	12%
Tamil Nadu	86%	14%
Jammu and Kashmir	63%	38%

TABLE 14: BENEFICIARIES WATCHED INDUCTION VIDEO BY STATE

Q. Did you watch induction video?

Number of respondents:14,403

100% beneficiaries from state of Bihar, Himachal Pradesh and West Bengal informed that they have watched the induction video. Only 63% beneficiaries in Jammu Kashmir informed that they have seen induction video.

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16.3.3.2.2 Induction video by hilly area

The following chart shows percentage of beneficiaries who have watched induction video by hilly area:

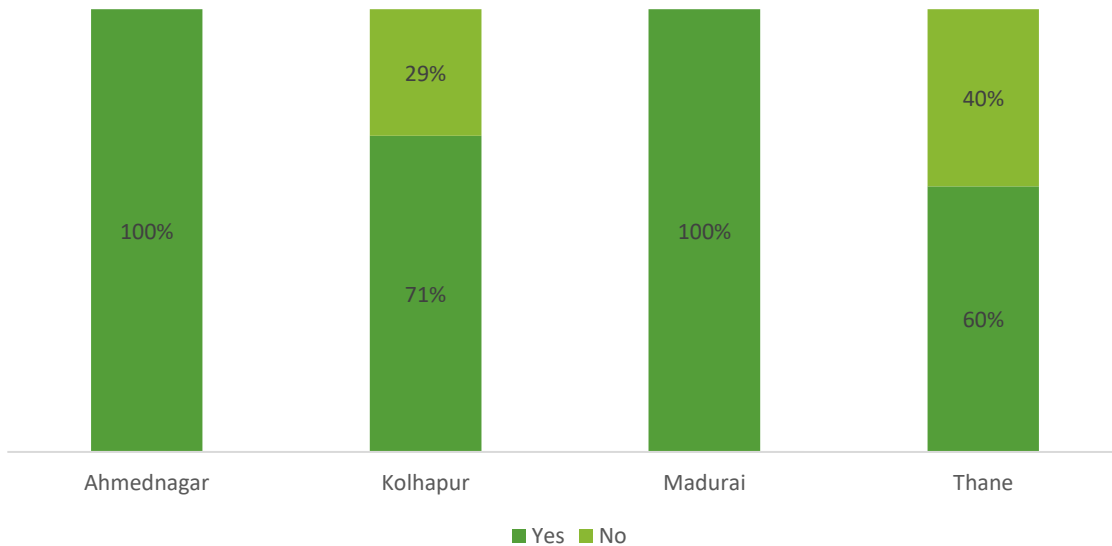


FIGURE 59: BENEFICIARIES WATCHED INDUCTION VIDEO BY HILLY AREA

Q. Did you watch induction video?

Number of respondents:152

100% beneficiaries from districts of Ahmednagar and Madurai informed that they have watched induction video. Only 29% beneficiaries from Kolhapur and 40% beneficiaries from Thane informed that they have not watched induction video.

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16.3.3.2.3 Induction video by LWE region

The following chart shows the beneficiaries who have watched induction video by LWE region:

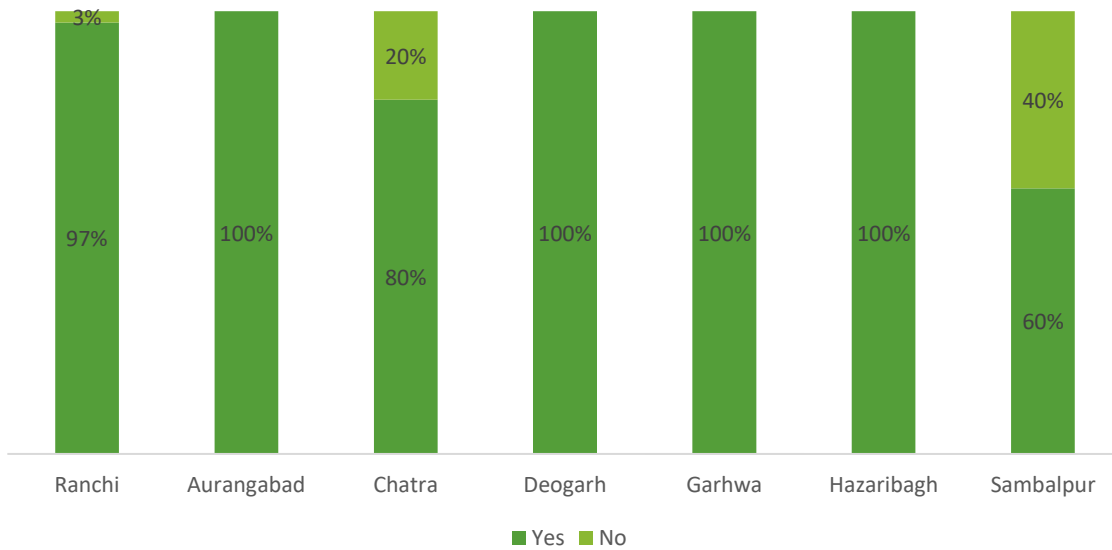


FIGURE 60: BENEFICIARIES WATCHED INDUCTION VIDEO BY LWE

Q. Did you watch induction video?

Number of respondents:124

100% beneficiaries from districts of Aurangabad, Deogarh, Garhwa and Hazaribagh informed that they have watched induction video. Only 1% beneficiaries from Ranchi, 20% beneficiaries from Chatra and 40% beneficiaries from Sambalpur informed that they have not watched the induction video.

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16.3.3.3 Identification of skill gap

The following charts show the beneficiaries who informed the self-assessment sheet to be helpful in identifying the skill gap by states, hilly areas and LWE regions:

16.3.3.3.1 Self-assessment by state

The following table show the percentage of beneficiaries by state who informed the self-assessment sheet to be helpful in identifying the skill gap:

State	Yes	No
Bihar	100%	0%
Himachal Pradesh	100%	0%
West Bengal	100%	0%
Gujarat	100%	0%
Odisha	99%	1%
Karnataka	99%	1%
Uttar Pradesh	98%	2%
Uttarakhand	97%	3%
Andhra Pradesh	97%	3%
Haryana	97%	3%
Delhi	95%	5%
Jharkhand	95%	5%
Chhattisgarh	95%	5%
Maharashtra	90%	10%
Punjab	88%	12%
Tamil Nadu	88%	12%
Jammu and Kashmir	88%	13%
Madhya Pradesh	84%	16%

FIGURE 61: SELF – ASSESSMENT SHEET FOR IDENTIFYING SKILL GAP BY STATE

Q. Did the self – assessment sheet was helpful in identifying skill gap?

Number of respondents:14,403

100% beneficiaries from state of Bihar, Himachal Pradesh, West Bengal and Karnataka informed that self-assessment sheet was helpful identifying skill gap. Only 16% beneficiaries in state of Madhya Pradesh informed that self-assessment sheet was not helpful in identifying skill gap.

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16.3.3.3.2 Self-assessment by hilly area

The following table show the percentage of beneficiaries by hilly area who informed the self-assessment sheet to be helpful in identifying the skill gap:

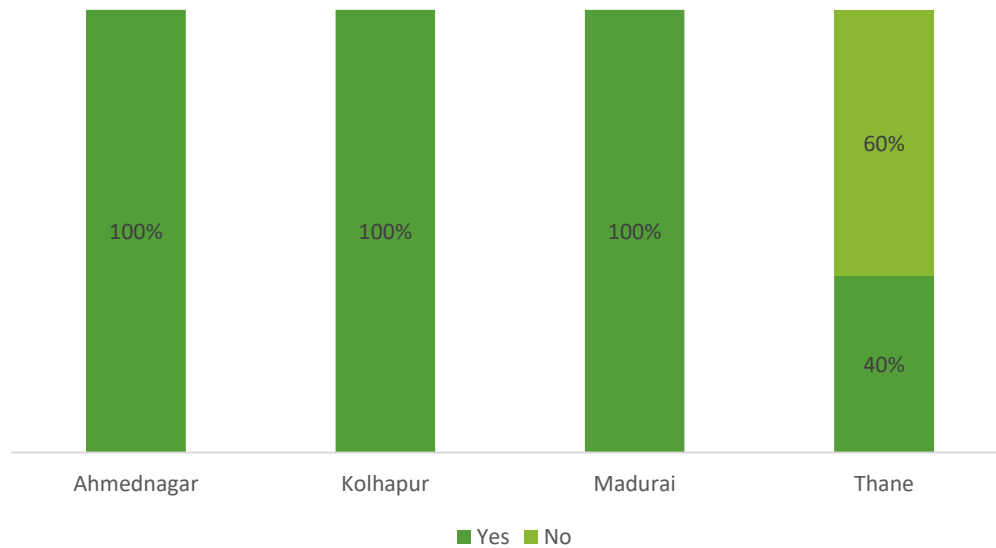


FIGURE 62: SELF – ASSESSMENT SHEET FOR IDENTIFYING SKILL GAP BY HILLY AREA

Q. Did the self – assessment sheet was helpful in identifying skill gap?

Number of respondents:152

Apart from beneficiaries in district of Thane all other beneficiaries informed that self-assessment sheet was helpful identifying skill gap. Only 40% beneficiaries in Thane informed that self-assessment sheet was not helpful in identifying skill gap.

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16.3.3.3 Self-assessment by LWE region

The following table show the percentage of beneficiaries by LWE region who informed the self-assessment sheet to be helpful in identifying the skill gap:

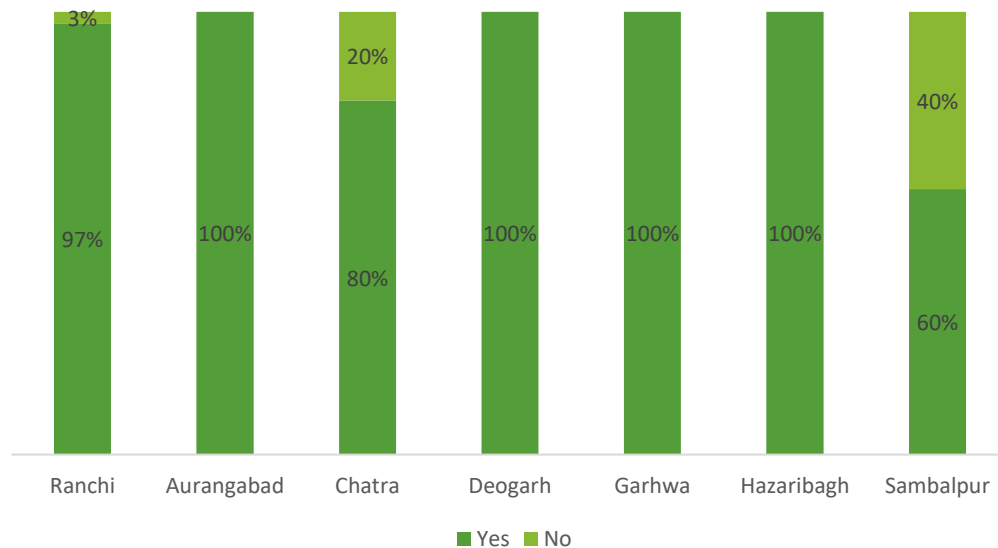


FIGURE 63: SELF – ASSESSMENT SHEET FOR IDENTIFYING SKILL GAP BY LWE

Q. Did the self – assessment sheet was helpful in identifying skill gap?

Number of respondents:296

100% beneficiaries from districts of Aurangabad, Deogarh, Garhwa and Hazaribagh informed that self-assessment sheet was helpful in identifying skill gap. Only 3% beneficiaries from Ranchi, 20% beneficiaries from Chatra and 40% beneficiaries from Sambalpur informed that self-assessment sheet was not helpful in identifying skill gap.

Impact Assessment for Green Jobs

16.3.4 Orientation

16.3.4.1 Orientation of domain, soft skills and entrepreneurship

The following charts show the beneficiaries who received orientation of domain, soft skills and entrepreneurship tips and familiarization with assessment process and terms by states, hilly areas and LWE regions:

16.3.4.1.1 Orientation by state

The following table show the percentage of beneficiaries by state who received orientation of domain, soft skills and entrepreneurship tips:

State	Yes	No
Bihar	100%	0%
Himachal Pradesh	100%	0%
West Bengal	100%	0%
Uttar Pradesh	99%	1%
Odisha	99%	1%
Gujarat	99%	1%
Uttarakhand	98%	2%
Haryana	98%	2%
Andhra Pradesh	97%	3%
Delhi	96%	4%
Chhattisgarh	96%	4%
Jharkhand	95%	5%
Maharashtra	95%	5%
Karnataka	94%	6%
Tamil Nadu	93%	7%
Punjab	92%	8%
Jammu and Kashmir	88%	13%
Madhya Pradesh	86%	14%

TABLE 15: PERCENTAGE OF BENEFICIARIES BY STATE RECEIVED ORIENTATION

Q. Were you given orientation on domain, soft skills and entrepreneurship tips and familiarization with assessment process and terms?

Number of respondents:14,403

100% beneficiaries from states of Bihar, Himachal Pradesh and West Bengal stated that they were given orientation on domain, soft skills, entrepreneurship skills and familiarization with assessment process. Only 14% beneficiaries from state of Madhya Pradesh informed that they were not given orientation on domain, soft skills, entrepreneurship skills and familiarization with assessment process.

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16.3.4.1.2 Orientation by hilly area

The following table show the percentage of beneficiaries by hilly areas who received orientation of domain, soft skills and entrepreneurship tips:

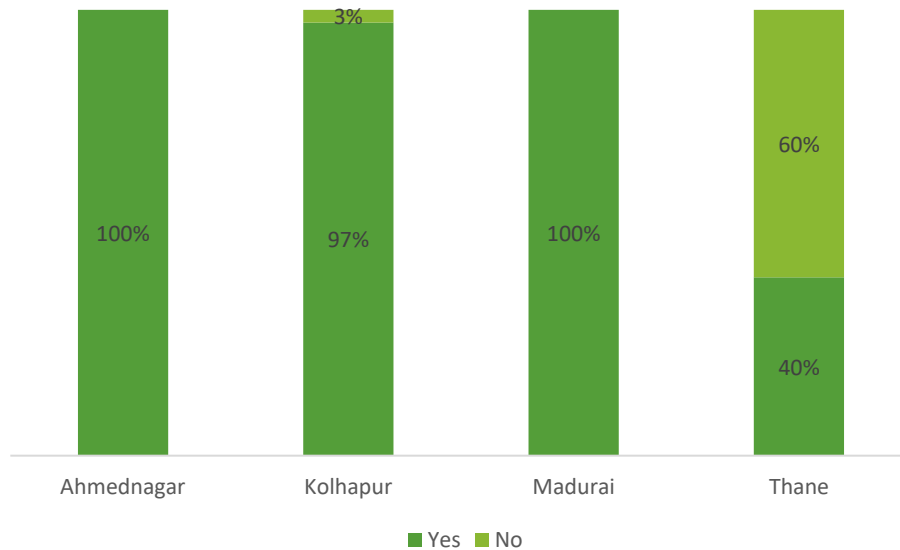


FIGURE 64: PERCENTAGE OF BENEFICIARIES BY HILLY AREA WHO RECEIVED ORIENTATION

Q. Were you given orientation on domain, soft skills and entrepreneurship tips and familiarization with assessment process and terms?

Number of respondents:152

100% beneficiaries from districts of Ahmednagar and Madurai informed that they were given orientation on domain, soft skills and entrepreneurship tips and familiarization with assessment process. Only 3% beneficiaries in Kolhapur and 60% beneficiaries in Thane informed that they have not received orientation on domain, soft skills and entrepreneurship tips and familiarization with assessment process.

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16.3.4.1.3 Orientation by LWE region

The following table show the percentage of beneficiaries by LWE region who received orientation of domain, soft skills and entrepreneurship tips:

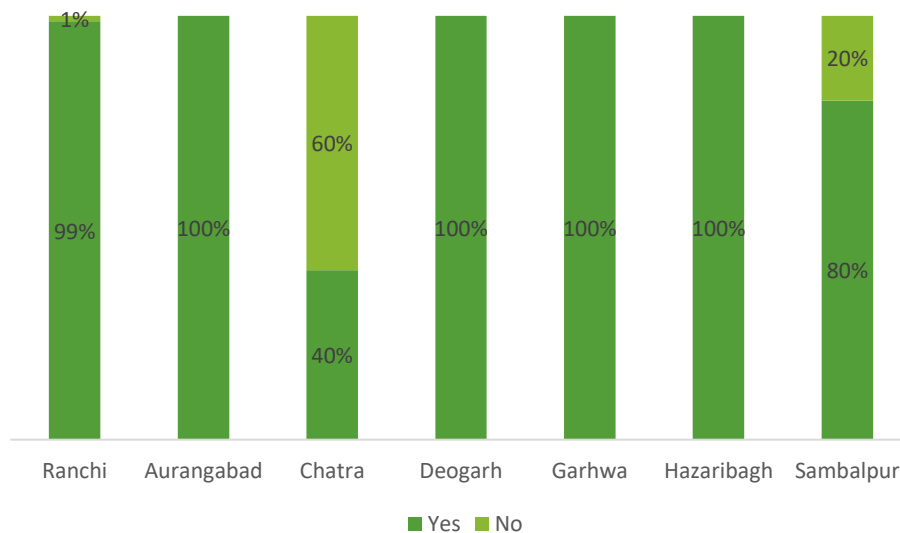


FIGURE 65: PERCENTAGE OF BENEFICIARIES BY LWE WHO RECEIVED ORIENTATION

Q. Were you given orientation on domain, soft skills and entrepreneurship tips and familiarization with assessment process and terms?

Number of respondents:124

100% beneficiaries from districts of Aurangabad, Deogarh, Garhwa and Hazaribagh informed that they have received orientation on domain, soft skills and entrepreneurship tips and familiarization with assessment process. Only 1% beneficiaries in Ranchi, 20% beneficiaries in Sambalpur and 60% beneficiaries in Chatra informed that they have not received orientation on domain, soft skills and entrepreneurship tips and familiarization with assessment process.

Impact Assessment for Green Jobs

16.3.4.2 Specific job role kit

The following charts show the beneficiaries who received specific job role kit by states, hilly areas and LWE regions:

16.3.4.2.1 Specific job role kit by state

The following table show the percentage of beneficiaries by state who received specific job role kit:

State	Yes	No
Uttarakhand	100%	0%
West Bengal	100%	0%
Himachal Pradesh	100%	0%
Karnataka	100%	0%
Odisha	99%	1%
Madhya Pradesh	99%	1%
Gujarat	98%	2%
Uttar Pradesh	98%	2%
Andhra Pradesh	97%	3%
Tamil Nadu	97%	3%
Haryana	96%	4%
Delhi	95%	5%
Jharkhand	94%	6%
Chhattisgarh	93%	7%
Maharashtra	91%	9%
Bihar	88%	13%
Punjab	80%	20%
Jammu and Kashmir	63%	38%

TABLE 16: PERCENTAGE OF BENEFICIARIES BY STATE WHO RECEIVED SPECIFIC JOB ROLE KIT

Q. Did you receive specific job role kit?

Number of respondents:7,062

100% beneficiaries from states of Bihar, West Bengal, Himachal Pradesh and Karnataka informed that they have received specific job role kit. 38% beneficiaries form state of Jammu and Kashmir informed that they have not received specific job role kit.

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16.3.4.2.2 Specific job role kit by hilly area

The following chart show the percentage of beneficiaries by hilly area who received specific job role kit:

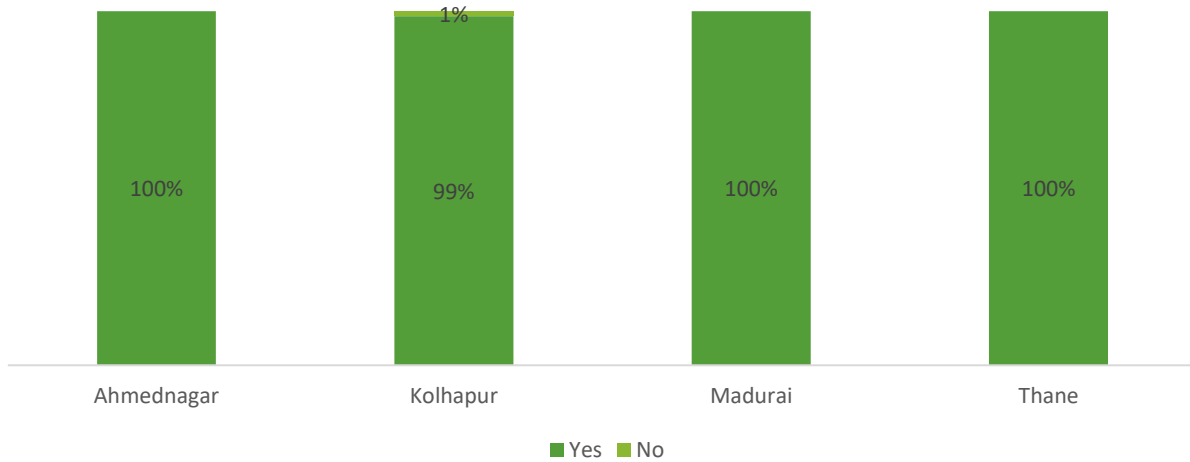


FIGURE 66: PERCENTAGE OF BENEFICIARIES BY HILLY AREA RECEIVED SPECIFIC JOB ROLE KIT

Q. Did you receive specific job role kit?

Number of respondents:152

Apart form 1% beneficiaries in Kolhapur all other beneficiaries have received specific job role kit.

Impact Assessment for Green Jobs

16.3.4.2.3 Specific job role kit by LWE region

The following chart show the percentage of beneficiaries by LWE region who received specific job role kit:

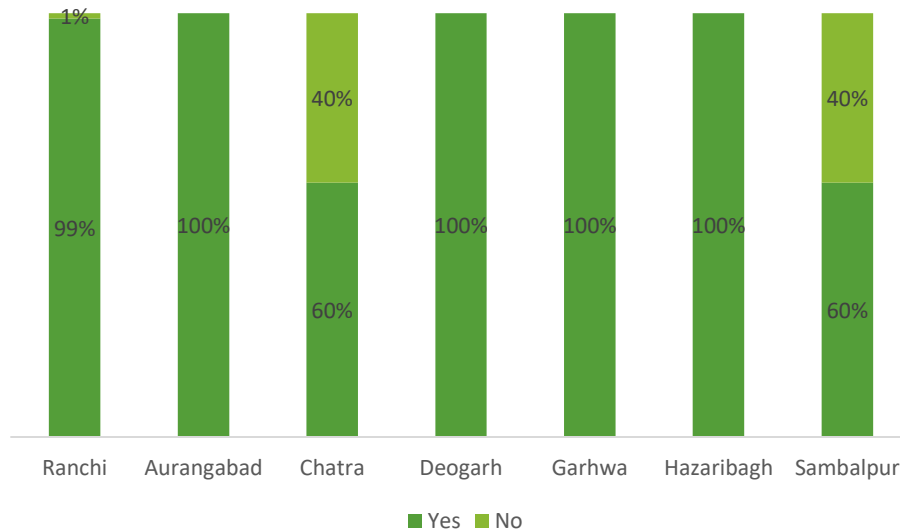


FIGURE 67: PERCENTAGE OF BENEFICIARIES BY LWE RECEIVED SPECIFIC JOB ROLE KIT

Q. Did you receive specific job role kit?

Number of respondents:294

100% beneficiaries in districts of Aurangabad, Deogarh, Garhwa, and Hazaribagh have received specific job role kit. Only 1 % beneficiaries in Ranchi, 40% beneficiaries in Chatra and 40% beneficiaries in Sambalpur have not received specific job role kit.

Impact Assessment for Green Jobs

16.3.4.3 Orientation content in regional language

The following charts show the beneficiaries who informed an availability of orientation content in regional language by states, hilly areas and LWE regions:

16.3.4.3.1 Orientation content in regional language by state

The following table shows the percentage of beneficiaries by state who informed an availability of orientation content in regional language:

State	Yes	No
Uttarakhand	100%	0%
West Bengal	100%	0%
Himachal Pradesh	100%	0%
Karnataka	100%	0%
Odisha	99%	1%
Madhya Pradesh	99%	1%
Gujarat	98%	2%
Uttar Pradesh	98%	2%
Andhra Pradesh	97%	3%
Tamil Nadu	97%	3%
Haryana	96%	4%
Delhi	95%	5%
Jharkhand	94%	6%
Chhattisgarh	93%	7%
Maharashtra	91%	9%
Bihar	88%	13%
Punjab	80%	20%
Jammu and Kashmir	63%	38%

TABLE 17: AVAILABILITY OF ORIENTATION CONTENT IN REGIONAL LANGUAGE BY STATE

Q. Was orientation content available in your regional language?

Number of respondents:14,403

100% beneficiaries from states of Bihar, West Bengal, Himachal Pradesh and Karnataka informed that they have received orientation in their regional language. 38% beneficiaries form state of Jammu and Kashmir informed that they have not received orientation in their regional language.

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16.3.4.3.2 Orientation content in regional language by hilly area

The following chart shows the percentage of beneficiaries by hilly area who informed an availability of orientation content in regional language:

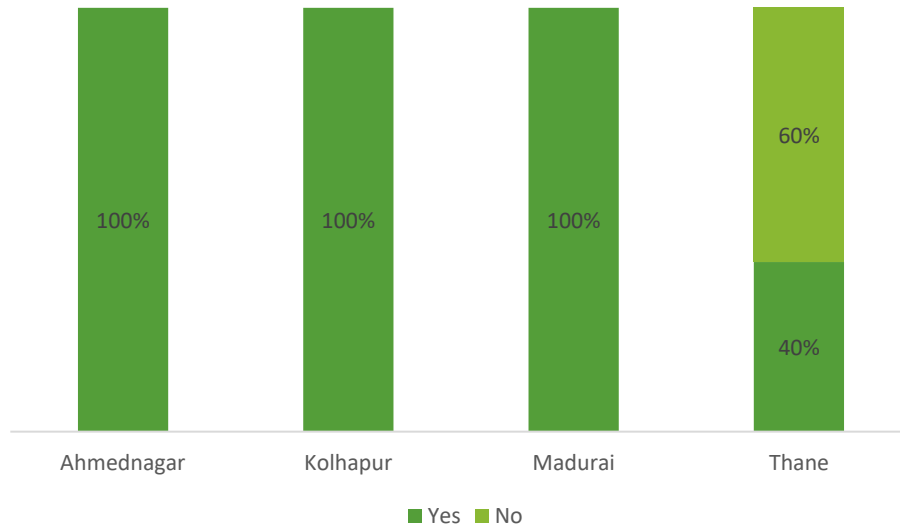


FIGURE 68: AVAILABILITY OF ORIENTATION CONTENT IN REGIONAL LANGUAGE BY HILLY AREA

Q. Was orientation content available in your regional language?

Number of respondents:152

Apart from 60% beneficiaries in Kolhapur all other beneficiaries have received orientation in their regional language.

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16.3.4.3.3 Orientation content in regional language by LWE region

The following chart shows the percentage of beneficiaries by LWE region who informed an availability of orientation content in regional language:

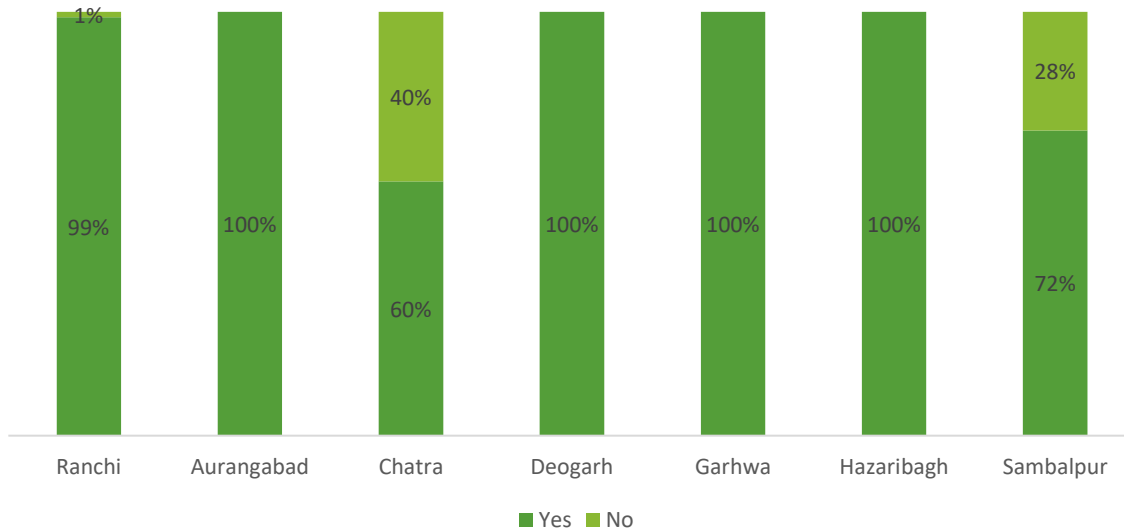


FIGURE 69: AVAILABILITY OF ORIENTATION CONTENT IN REGIONAL LANGUAGE BY LWE

Q. Was orientation content available in your regional language?

Number of respondents:294

100% beneficiaries in districts of Aurangabad, Deogarh, Garhwa, and Hazaribagh have received specific job role kit. Only 1 % beneficiaries in Ranchi, 40% beneficiaries in Chatra and 28% beneficiaries in Sambalpur have not received specific job role kit.

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16.3.5 Assessment

The following charts show the percentage of the beneficiaries who received orientation for assessment process in your local language by states, hilly areas and LWE regions:

16.3.5.1 Assessment by state

The following chart shows the percentage of beneficiaries by state who received orientation for assessment process in their local language:

State	Yes	No
Bihar	100.0%	0.0%
Himachal Pradesh	100.0%	0.0%
West Bengal	100.0%	0.0%
Karnataka	100.0%	0.0%
Gujarat	99.7%	0.3%
Madhya Pradesh	99.6%	0.4%
Odisha	99.4%	0.6%
Uttarakhand	98.8%	1.2%
Uttar Pradesh	98.7%	1.3%
Haryana	98.6%	1.4%
Tamil Nadu	98.3%	1.7%
Andhra Pradesh	97.2%	2.8%
Delhi	96.6%	3.4%
Chhattisgarh	95.4%	4.6%
Jharkhand	93.5%	6.5%
Maharashtra	93.2%	6.8%
Punjab	91.6%	8.4%
Jammu and Kashmir	68.8%	31.3%

Q. Did you receive orientation for assessment process in your local language?

Number of respondents:14,402

TABLE 18: BENEFICIARIES RECEIVED ORIENTATION FOR ASSESSMENT PROCESS IN LOCAL LANGUAGE BY STATE

A majority of the beneficiaries stated that they received orientation for assessment process in their local language across all the states. 100% of the beneficiaries received the same is from Bihar, West Bengal, Karnataka and Himachal Pradesh. However, the highest percentage of beneficiaries who did not receive assessment in local language is from Jammu and Kashmir.

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16.3.5.2 Assessment by hilly area

The following chart shows the percentage of beneficiaries by state who received orientation for assessment process in their local language:



Q. Did you receive orientation for assessment process in your local language?

Number of respondents:152

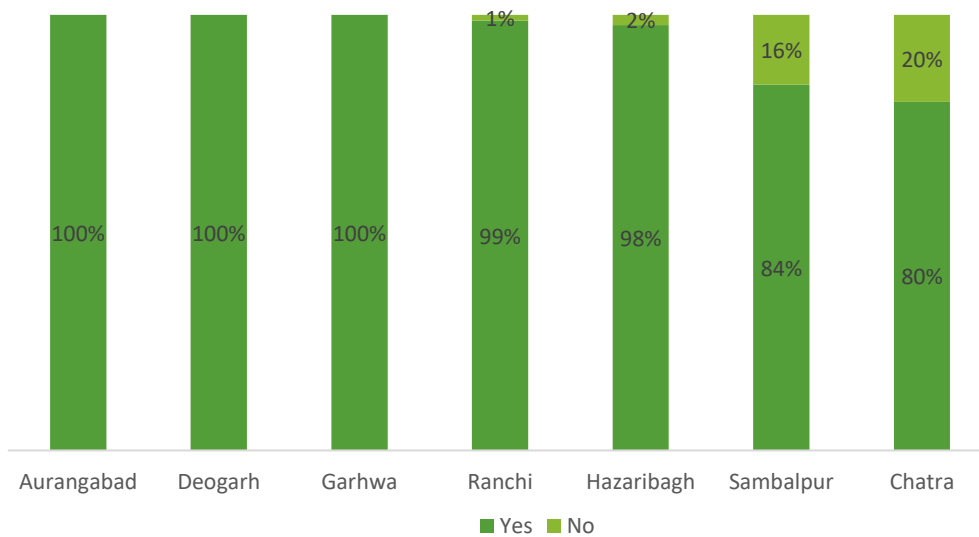
FIGURE 70: BENEFICIARIES RECEIVED ORIENTATION FOR ASSESSMENT PROCESS IN LOCAL LANGUAGE BY HILLY AREA

100% of the beneficiaries from Ahmednagar, Kolhapur and Madurai received orientation for assessment process in their local language. Only in Thane, 40% of the beneficiaries informed to receive the same.

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16.3.5.3 Assessment by LWE region

The following chart shows the percentage of beneficiaries by state who received orientation for assessment process in your local language:



Q. Did you receive orientation for assessment process in your local language?

Number of respondents:296

FIGURE 71: BENEFICIARIES RECEIVED ORIENTATION FOR ASSESSMENT PROCESS IN LOCAL LANGUAGE BY LWE

100% of the beneficiaries from Aurangabad, Deogarh and Gahwa received orientation for assessment process in their local language whereas, 1% from Ranchi 2% from Hazaribagh, 16% from Sambalpur and 20% from Sambalpur did not receive it in local language.

Impact Assessment for Green Jobs

16.3.6 Certification

Below is the analysis of the percentages of certified beneficiaries in terms of state, hilly areas, LWE, gender and caste category:

16.3.6.1 Certified beneficiaries

16.3.6.1.1 Percentage of certified beneficiaries by state

The following chart shows the percentage of certified beneficiaries by state:

State	Yes	No
Bihar	100%	0%
West Bengal	100%	0%
Himachal Pradesh	100%	0%
Uttar Pradesh	99%	1%
Odisha	99%	1%
Gujarat	99%	1%
Haryana	98%	2%
Tamil Nadu	98%	2%
Uttarakhand	98%	2%
Andhra Pradesh	97%	3%
Madhya Pradesh	97%	3%
Delhi	95%	5%
Jharkhand	94%	6%
Karnataka	94%	6%
Maharashtra	92%	8%
Chhattisgarh	92%	8%
Punjab	77%	23%
Jammu and Kashmir	69%	31%

TABLE 19: PERCENTAGE OF CERTIFIED BENEFICIARIES BY STATE

Q Are you a certified candidate?

Number of respondents 14,403

100% of the beneficiaries from Bihar, West Bengal, Himachal Pradesh informed to be certified beneficiaries. However, the lowest percentage of certified beneficiaries is from Jammu and Kashmir (69%). The highest percentage of beneficiaries who mentioned not to be a certified beneficiary is from Jammu and Kashmir.

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16.3.6.1.2 Percentage of certified beneficiaries by hilly area

The following chart shows the percentage of certified beneficiaries by hilly area:

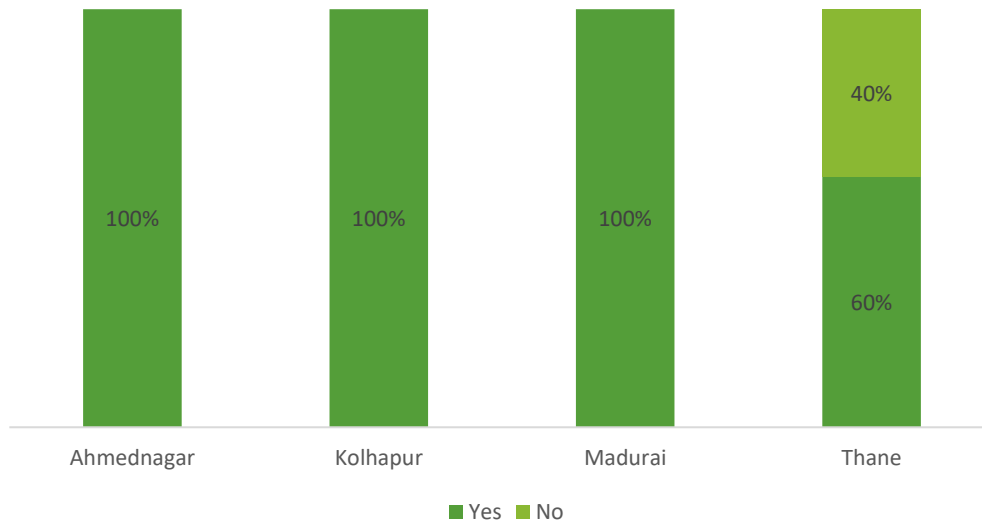


FIGURE 72: PERCENTAGE OF CERTIFIED BENEFICIARIES BY HILLY AREA

Q Are you a certified candidate?

Number of respondents:152

100% of the beneficiaries from Ahmednagar, Kolhapur and Madurai informed to be certified. Only 60% beneficiaries from Thane are not certified.

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16.3.6.1.3 Percentage of certified beneficiaries by LWE region

The following chart shows the percentage of certified beneficiaries by LWE region:

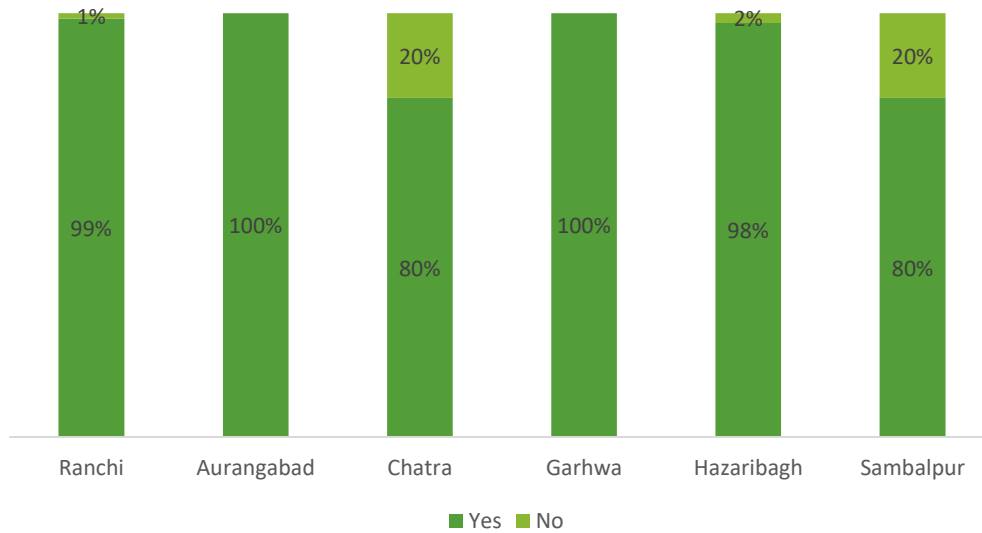


FIGURE 73: PERCENTAGE OF CERTIFIED BENEFICIARIES BY LWE

Q Are you a certified candidate?

Number of respondents:296

100% of the beneficiaries from Aurangabad, and Garhwa informed to be certified. 99% beneficiaries from Ranchi, 80% from Chatra and 80% from Sambalpur were certified.

Impact Assessment for Green Jobs

16.3.6.1.4 Percentage of certified beneficiaries by job role

The following chart shows the percentage of certified beneficiaries by job role:

Job role	Yes	No
Wastewater Treatment Plant Technician	97%	3%
Waste Picker	95%	5%
Safai Karamchari	95%	5%

FIGURE 74: PERCENTAGE OF BENEFICIARIES BY JOB ROLE

Q Are you a certified candidate?

Number of respondents:14,401

97% beneficiaries under job role Wastewater Treatment Plant Technician informed that they are certified. 95% beneficiaries under job role Waste Picker and 95% beneficiaries under job role Safai Karamchari also informed that they are certified.

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16.3.6.1.5 *Percentage of certified beneficiaries by gender*

The following chart shows the percentage of certified beneficiaries by gender:

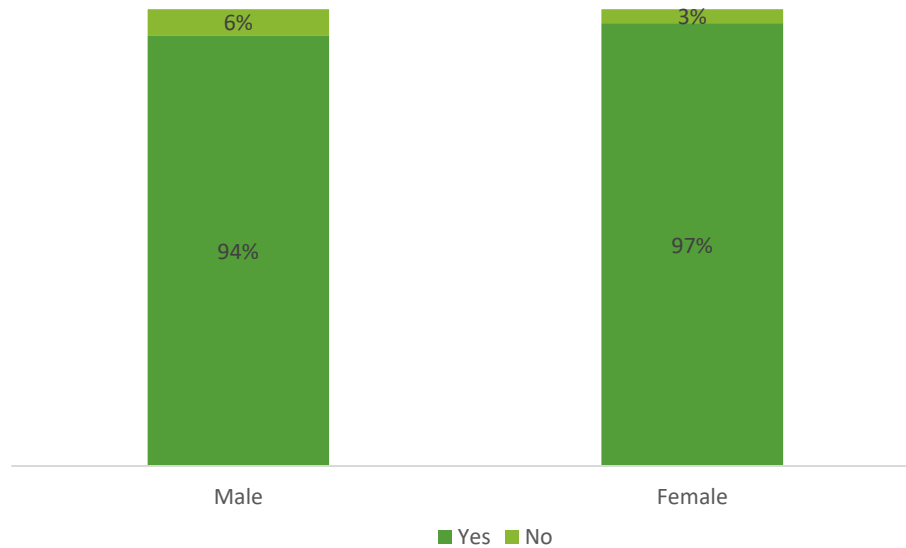


FIGURE 75: PERCENTAGE OF CERTIFIED BENEFICIARIES BY GENDER

Q Are you a certified candidate?

Number of respondents:14,404

For both male (94%) and female beneficiaries (97%), the majority of them are certified.

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16.3.6.1.6 Percentage of certified beneficiaries by caste category

The following chart shows the percentage of certified beneficiaries by caste category:

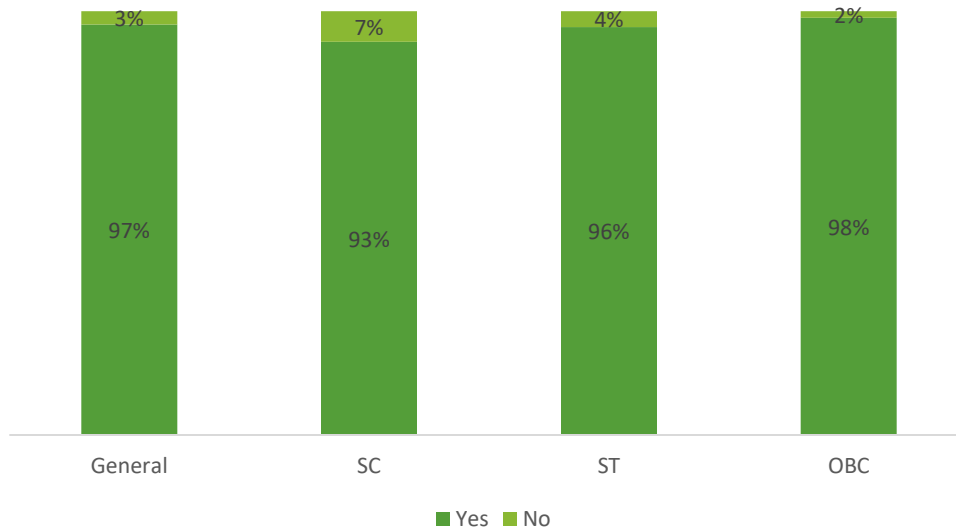


FIGURE 76: PERCENTAGE OF CERTIFIED BENEFICIARIES BY CASTE CATEGORY

Q Are you a certified candidate?

Number of respondents:14,232

Across all the caste categories, the majority (more than 95%) of the beneficiaries are certified, the highest percentage of certified beneficiaries is from OBC category (98%). The lowest percentage of certified beneficiaries is from SC category.

Impact Assessment for Green Jobs

16.3.6.2 Skill card and badge

16.3.6.2.1 Percentage of beneficiaries with skill card and badge by state

The following table shows the percentage of beneficiaries who received skill card and badge by state:

State	Yes	No
Bihar	100%	0%
Gujarat	94%	6%
Delhi	90%	10%
Jharkhand	86%	14%
Uttar Pradesh	84%	16%
Tamil Nadu	78%	22%
Chhattisgarh	75%	25%
Odisha	73%	27%
Haryana	66%	34%
Jammu and Kashmir	63%	38%
West Bengal	59%	41%
Uttarakhand	53%	47%
Maharashtra	37%	63%
Punjab	37%	63%
Andhra Pradesh	36%	64%
Madhya Pradesh	28%	72%
Karnataka	25%	75%

TABLE 20: PERCENTAGE OF BENEFICIARIES BY STATE RECEIVED SKILL CARD AND BADGE

Q Did you receive skill card and badge along with certificate?

Number of respondents:14,322

100% of the beneficiaries from Bihar received the skill card and badge along with the certificate whereas 75% of beneficiaries who did not receive any skill card or badge is from Karnataka.

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16.3.6.2.2 Percentage of beneficiaries with skill card and badge by hilly area

The following table shows the percentage of beneficiaries who received skill card and badge by hilly area:

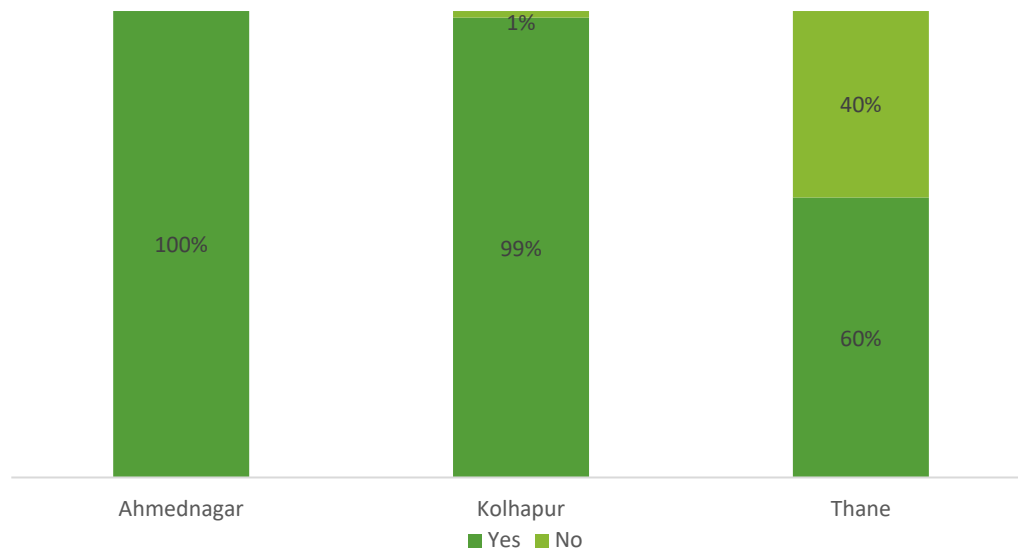


FIGURE 77: PERCENTAGE OF BENEFICIARIES BY HILLY AREA RECEIVED SKILL CARD AND BADGE

Q Did you receive skill card and badge along with certificate?

Number of respondents: 152

100% of the beneficiaries from Ahmednagar received the skill card and badge, 99% of the beneficiaries in Kolhapur and 60% from Thane received the same.

Impact Assessment for Green Jobs

16.3.6.2.3 Percentage of beneficiaries with skill card and badge by LWE region

The following table shows the percentage of beneficiaries who received skill card and badge by LWE region:

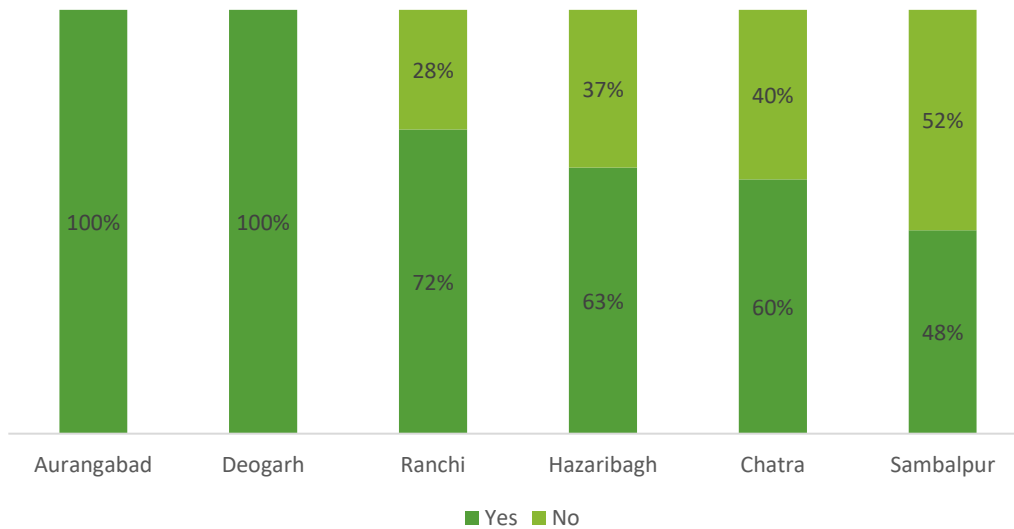


FIGURE 78: PERCENTAGE OF BENEFICIARIES BY HILLY AREA RECEIVED SKILL CARD AND BADGE

Q Did you receive skill card and badge along with certificate?

Number of respondents: 296

100% of the beneficiaries from Deogarh and Aurangabad received the skill card and badge. 72% beneficiaries from Ranchi, 63% beneficiaries from Hazaribagh, 60% from Chatra and 48% from Sambalpur received the skill card and badge.

Impact Assessment for Green Jobs

16.3.6.2.4 Percentage of beneficiaries with skill and badge by job role

The following chart shows the percentage of beneficiaries by job role who received skill card and badge:

Job role	Yes	No
Wastewater Treatment Plant Technician	97%	3%
Safai Karamchari	57%	43%
Waste Picker	29%	71%

FIGURE 79: PERCENTAGE OF BENEFICIARIES BY JOB ROLE RECEIVED SKILL CARD AND BADGE

Q Did you receive skill card and badge along with certificate?

Number of respondents: 14,404

97% beneficiaries under job role Waste water Treatment Plant Technician informed that they have received skill card and badge. Only 29% beneficiaries under job role Waste Picker informed that they have received skill card and badge.

Impact Assessment for Green Jobs

16.3.6.2.5 Percentage of beneficiaries with skill card and badge by gender

The following chart shows the percentage of beneficiaries by gender who received skill card and badge:

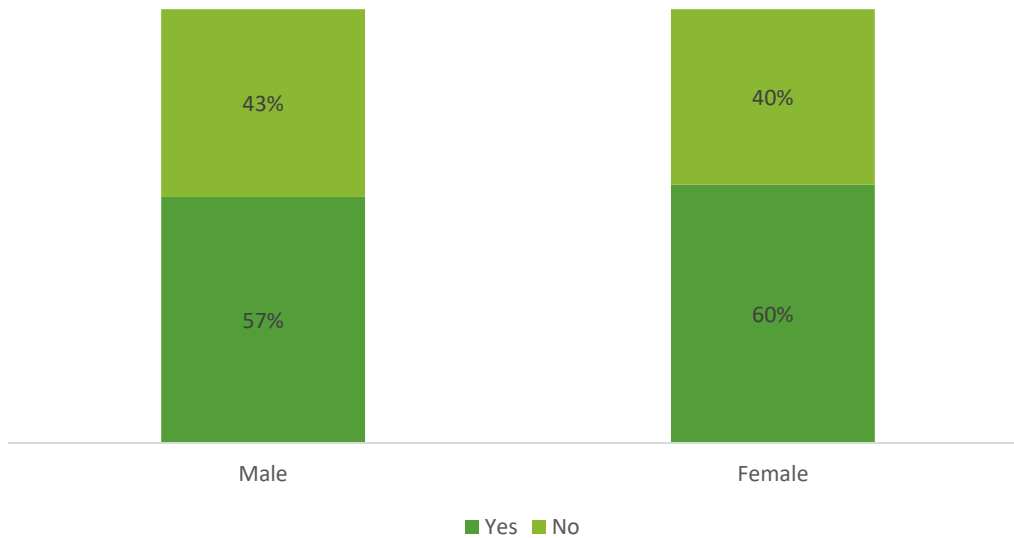


FIGURE 80: PERCENTAGE OF BENEFICIARIES BY GENDER RECEIVED SKILL CARD AND BADGE

Q Did you receive skill card and badge along with certificate?

Number of respondents:14,403

For both male and female beneficiaries, the majority of them received skill card and badge. However, the percentage is higher for the female beneficiaries (60%) than the male (57%).

Impact Assessment for Green Jobs

16.3.6.2.6 Percentage of beneficiaries with skill card and badge by caste category

The following chart shows the percentage of beneficiaries by category who received skill card and badge:

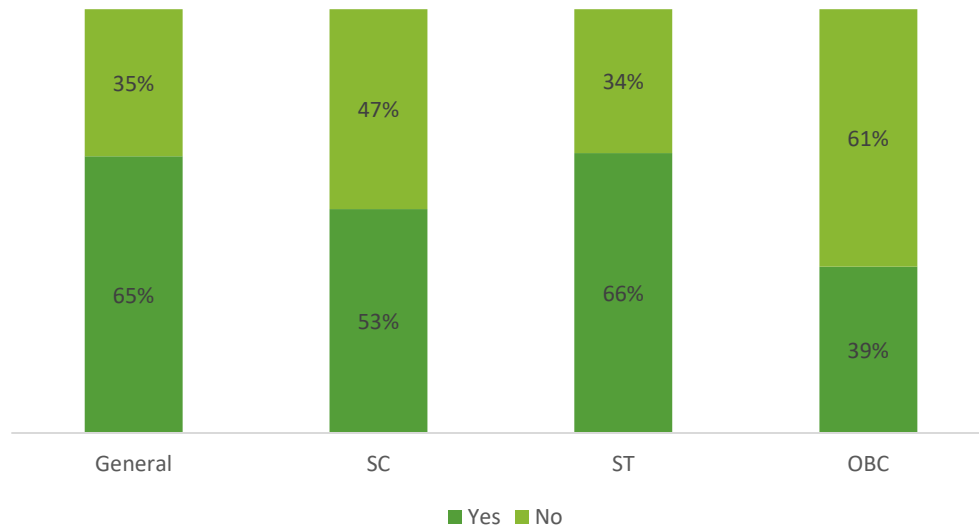


FIGURE 81: PERCENTAGE OF BENEFICIARIES WITH SKILL CARD AND BADGE BY CASTE CATEGORY

Q Did you receive skill card and badge along with certificate?

Number of respondents:14,323

The highest percentage of certified beneficiaries who have received skill card and badge belongs to ST category (66%), whereas lowest percentage of certified beneficiaries who have received skill card and badge belongs to OBC category (39%).

Impact Assessment for Green Jobs

16.3.6.3 INR 500 after course completion

16.3.6.3.1 Percentage of beneficiaries received INR 500 by state

The following table shows the percentage of beneficiaries by state who received INR 500 after course completion:

State	Yes	No
Himachal Pradesh	100%	0%
West Bengal	99%	1%
Gujarat	97%	3%
Haryana	95%	5%
Andhra Pradesh	94%	6%
Karnataka	94%	6%
Uttarakhand	87%	13%
Maharashtra	85%	15%
Madhya Pradesh	84%	16%
Odisha	79%	21%
Chhattisgarh	74%	26%
Jharkhand	66%	34%
Uttar Pradesh	65%	35%
Jammu and Kashmir	63%	38%
Tamil Nadu	50%	50%
Delhi	33%	67%
Bihar	13%	88%
Punjab	5%	95%

TABLE 21: PERCENTAGE OF BENEFICIARIES BY STATE RECEIVED INR 500

Q Did you receive INR 500 after course completion?

Number of respondents:14,322

100% of the beneficiaries from Himachal Pradesh informed that they have received the INR 500. Some beneficiaries mentioned that they have not received the money, the highest percentage is from Punjab (95%).

Impact Assessment for Green Jobs

16.3.6.3.2 Percentage of beneficiaries received INR 500 by hilly area

The following table shows the percentage of beneficiaries by hilly area who received INR 500 after course completion:

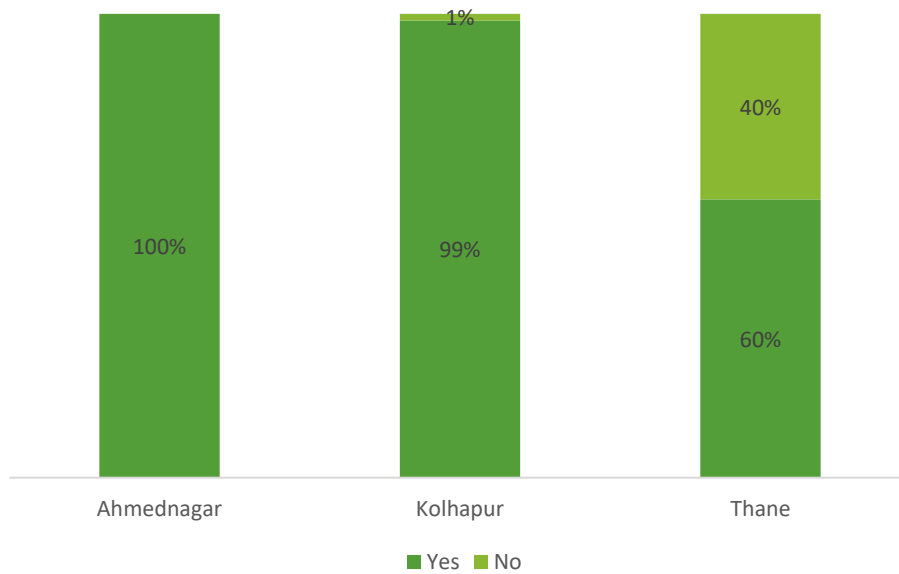


FIGURE 82: PERCENTAGE OF BENEFICIARIES BY HILLY AREA RECEIVED INR 500

Q Did you receive INR 500 after course completion?

Number of respondents:152

Apart from 40% beneficiaries in Thane all other beneficiaries informed that they have received INR 500 after course completion.

Impact Assessment for Green Jobs

16.3.6.3.3 Percentage of beneficiaries received INR 500 by LWE region

The following table shows the percentage of beneficiaries by LWE who received INR 500 after course completion:

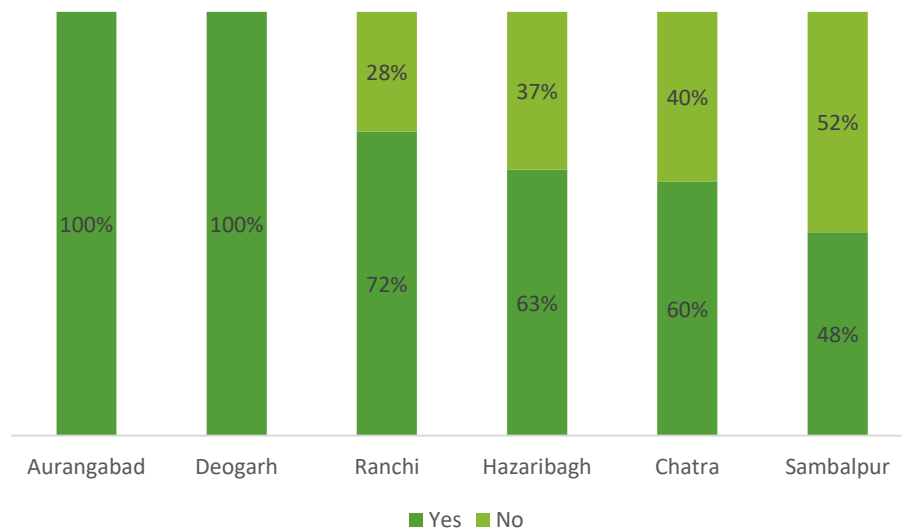


FIGURE 83: PERCENTAGE OF BENEFICIARIES BY LWE RECEIVED INR 500

Q Did you receive INR 500 after course completion?

Number of respondents:296

100% of the beneficiaries from Aurangabad and Deogarh informed that they have received the INR 500 after the course completion. Only 28% beneficiaries from Ranchi, 37% beneficiaries from Hazaribagh, 40% beneficiaries from Chatra and 52% beneficiaries from Sambalpur informed that they have not received the same.

Impact Assessment for Green Jobs

16.3.6.3.4 Percentage of beneficiaries received INR 500 by job role

The following table shows the percentage of beneficiaries by job role who received INR 500 after course completion:

Job role	Yes	No
Waste Picker	81%	19%
Safai Karamchari	74%	26%
Wastewater Treatment Plant Technician	6%	94%

TABLE 22: PERCENTAGE OF BENEFICIARIES BY JOB ROLE RECEIVED INR 500

Q Did you receive INR 500 after course completion?

Number of respondents:14,404

81% beneficiaries under job role Waste Picker informed that they have received INR 500 after Course completion. Highest percentage of beneficiaries who have not received INR 500 after course completion belongs to job role of Wastewater Treatment Plant Technician.

Impact Assessment for Green Jobs

16.3.6.3.5 Percentage of beneficiaries received INR 500 by gender

The following chart shows the percentage of beneficiaries by gender who received INR 500 after course completion:

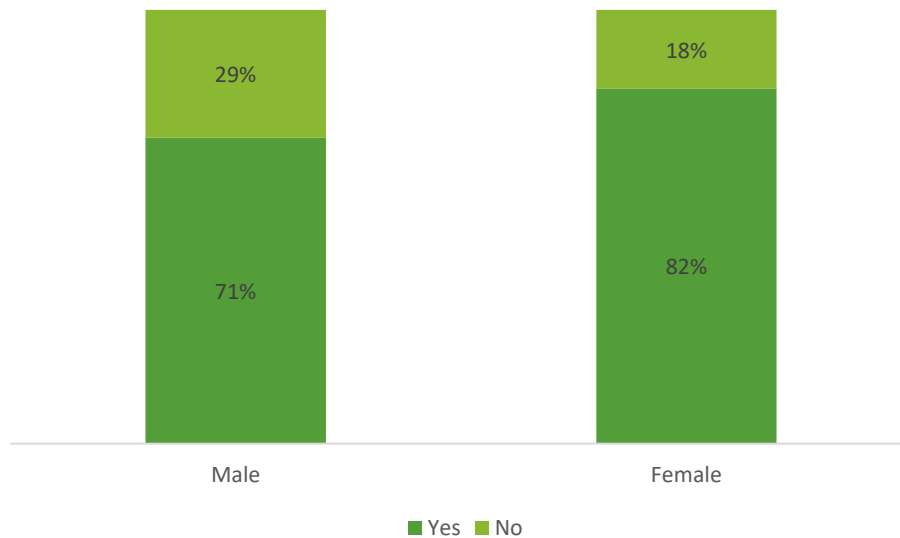


FIGURE 84: PERCENTAGE OF BENEFICIARIES BY GENDER RECEIVED INR 500

Q Did you receive INR 500 after course completion??

Number of respondents:14,323

A majority of both the male and female beneficiaries (71% male and 82% female) did receive the INR 500 after course completion.

Impact Assessment for Green Jobs

16.3.6.3.6 Percentage of beneficiaries received INR 500 by caste category

The following chart shows the percentage of beneficiaries by caste category who received INR 500 after course completion:

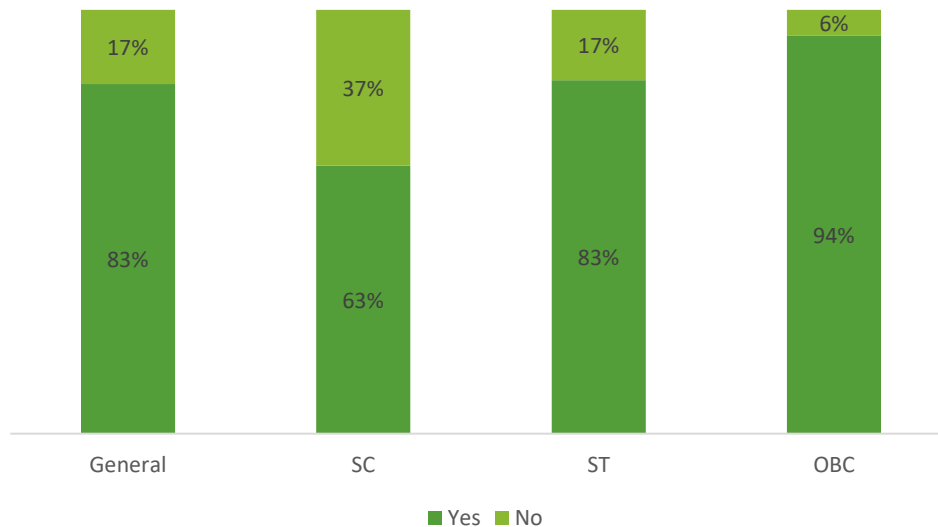


FIGURE 85: PERCENTAGE OF BENEFICIARIES RECEIVED INR 500 BY CASTE CATEGORY

Q Did you receive INR 500 after course completion??

Number of respondents:14,227

Across all the caste categories, the majority of the beneficiaries did receive the INR 500 after course completion, the highest percentage of those beneficiaries is from OBC category (94%). The highest percentage of beneficiaries who did not receive the INR 500 is from SC category (63%).

Impact Assessment for Green Jobs

16.4 Bridge Course

16.4.1 Enrollment in bridge course

The following charts show the percentage of beneficiaries who undertake bridge course across states, job roles, gender and caste category:

16.4.1.1 Bridge course by state

The following table shows the percentage of beneficiaries by state who undertake bridge course:

State	Yes	No
Bihar	100%	0%
West Bengal	100%	0%
Himachal Pradesh	100%	0%
Karnataka	100%	0%
Uttarakhand	99%	1%
Odisha	99%	1%
Gujarat	99%	1%
Uttar Pradesh	98%	2%
Haryana	98%	2%
Jharkhand	98%	2%
Andhra Pradesh	97%	3%
Delhi	96%	4%
Maharashtra	95%	5%
Chhattisgarh	95%	5%
Tamil Nadu	94%	6%
Punjab	94%	6%
Jammu and Kashmir	88%	13%
Madhya Pradesh	83%	17%

TABLE 23: BENEFICIARIES WHO UNDERTOOK BRIDGE COURSE BY STATE

Q. Did you undertake the bridge course?

Number of respondents: 14,434

100% beneficiaries from states of Bihar, West Bengal, Himachal Pradesh and Karnataka have informed that they undertook bridge course. Maximum percentage of beneficiaries who did not undertaken bridge course is from Madhya Pradesh (17%).

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16.4.1.2 Bridge course by hilly area

The following chart shows the percentage of beneficiaries by hilly area who undertake bridge course:

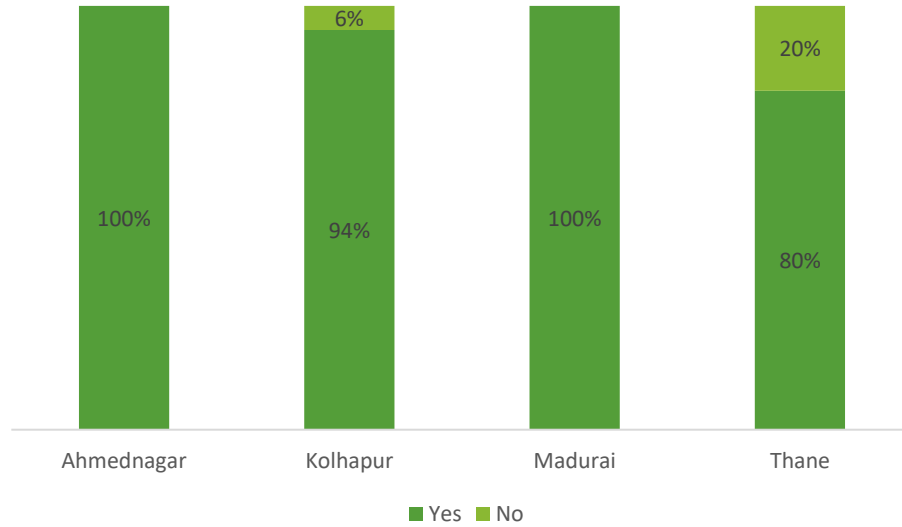


FIGURE 86: BENEFICIARIES WHO UNDERTOOK BRIDGE COURSE BY HILLY AREA

Q. Did you undertake the bridge course?

Number of respondents: 152

100% beneficiaries from Ahmednagar and Madurai have informed that they undertook bridge course. Only 6% beneficiaries from Kolhapur and 20% beneficiaries from Thane that they did not undertaken bridge course.

Impact Assessment for Green Jobs

16.4.1.3 Bridge course by LWE region

The following chart shows the percentage of beneficiaries by LWE region who undertake bridge course:

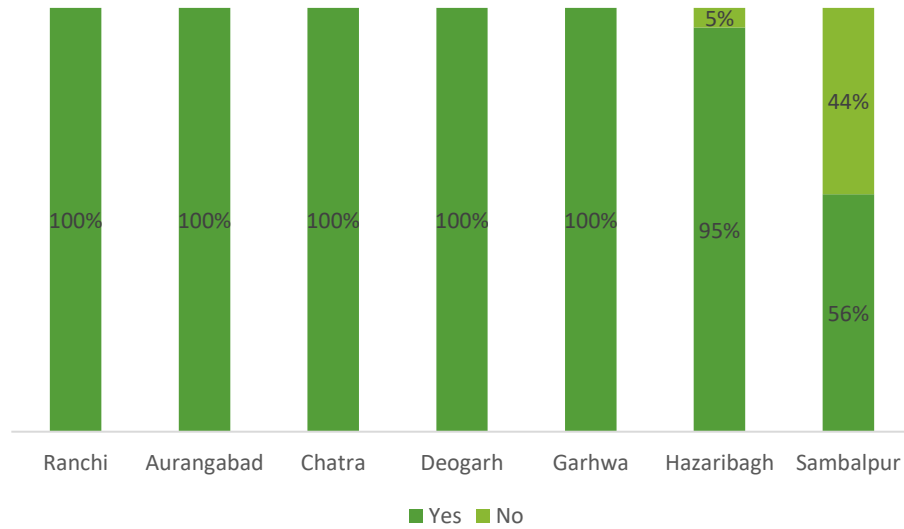


FIGURE 87: BENEFICIARIES WHO UNDERTOOK BRIDGE COURSE BY LWE

Q. Did you undertake the bridge course?

Number of respondents: 296

100% beneficiaries from Ranchi, Aurangabad, Chatra, Deogarh and Garhwa informed that they undertook bridge course. 5% beneficiaries from Hazaribagh and 44% beneficiaries from Sambalpur stated that they did not undertake bridge course

Impact Assessment for Green Jobs

16.4.1.4 Bridge course by job role

The following table shows the percentage of beneficiaries by job role who undertake bridge course:

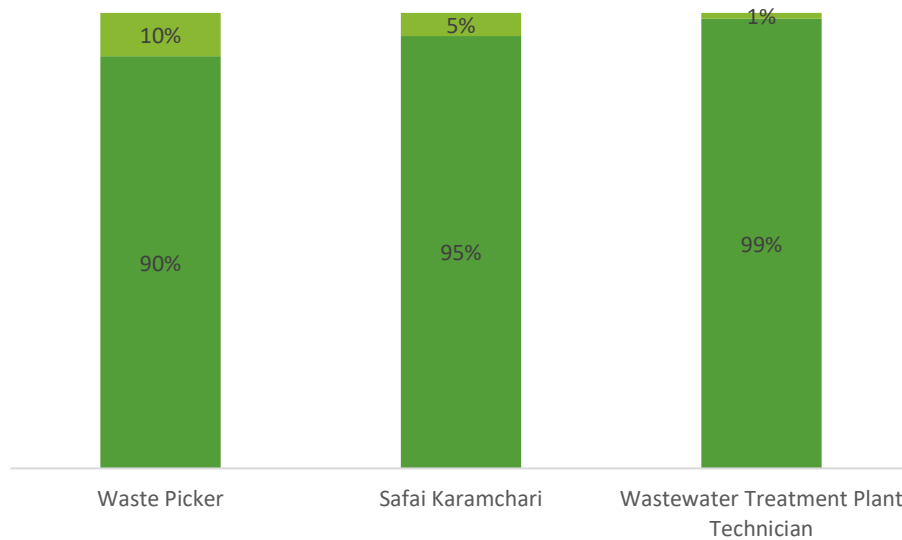


FIGURE 88: BENEFICIARIES WHO UNDERTOOK BRIDGE COURSE BY JOB ROLE

Q. Did you undertake the bridge course?

Number of respondents: 14,434

99% beneficiaries under job role Wastewater Treatment Plant Technician, 95% beneficiaries from Safai Karamchari and 90% beneficiaries from Waste Picker informed that they undertook bridge course.

Impact Assessment for Green Jobs

16.4.1.5 Bridge course by gender

The following chart shows the percentage of beneficiaries by gender who undertake bridge course:

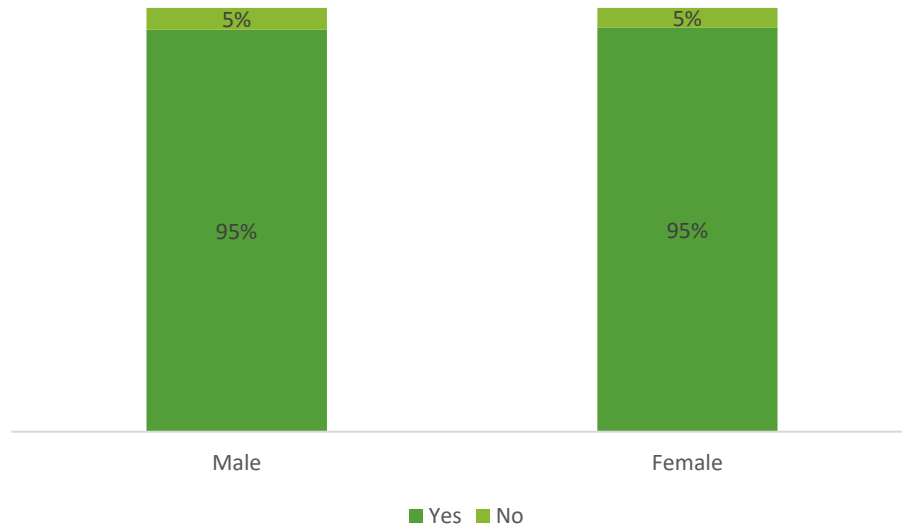


FIGURE 89: BENEFICIARIES WHO UNDERTOOK BRIDGE COURSE BY GENDER

Q. Did you undertake the bridge course?

Number of respondents: 14,434

95% of male and female beneficiaries stated that they undertook bridge course.

Impact Assessment for Green Jobs

16.4.1.6 Bridge course by caste category

The following chart shows the percentage of beneficiaries by caste category who undertake bridge course:

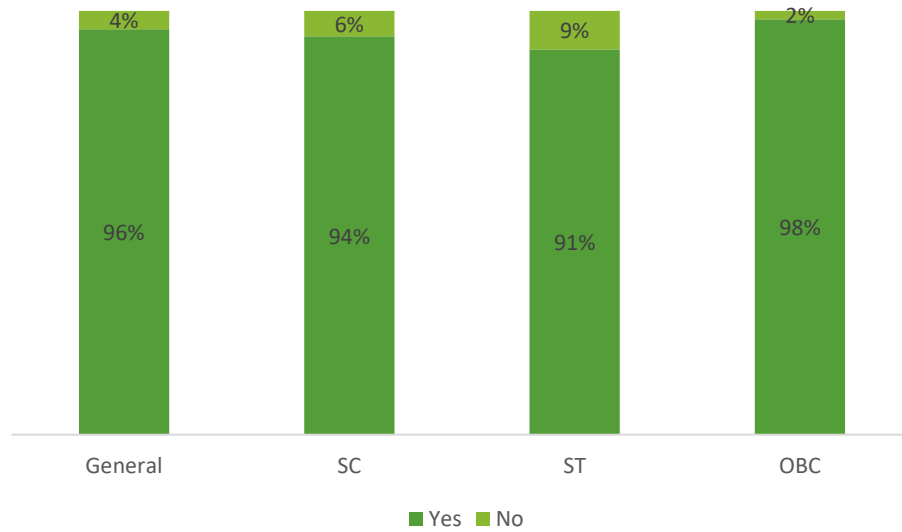


FIGURE 90: BENEFICIARIES WHO UNDERTOOK BRIDGE COURSE BY CATEGORY

Q. Did you undertake the bridge course?

Number of respondents: 14,434

98% beneficiaries from OBC category, 96% from general category, 94% from SC category and 91% from St category informed that they undertook bridge course.

Impact Assessment for Green Jobs

16.4.2 Awareness about occupational health hazard, safety measures and manual scavenging act

The following charts show the percentage of beneficiaries who informed bridge course to be helpful in awareness about occupational health hazard and safety measures:

16.4.2.1 Awareness about occupational health hazard, safety measures and manual scavenging act by state

The following chart shows the percentage of beneficiaries by state who informed bridge course to be helpful in awareness about occupational health hazard, safety measures and manual scavenging act

State	Yes	No
Bihar	100%	0%
West Bengal	100%	0%
Himachal Pradesh	100%	0%
Karnataka	100%	0%
Gujarat	100%	0%
Uttarakhand	99%	1%
Odisha	98%	2%
Haryana	98%	2%
Uttar Pradesh	97%	3%
Jharkhand	96%	4%
Delhi	95%	5%
Punjab	95%	5%
Chhattisgarh	95%	5%
Andhra Pradesh	92%	8%
Maharashtra	92%	8%
Tamil Nadu	88%	12%
Madhya Pradesh	85%	15%
Jammu and Kashmir	63%	38%

TABLE 24: BENEFICIARIES BY STATE FOUND COURSE HELPFUL IN UNDERSTANDING SAFETY MEASURES AND MANUAL SCAVENGING ACT

Q. Did the bridge course make you aware of occupational health hazards, safety measures and manual scavenging act?

Number of respondents: 13,386

100% beneficiaries from Bihar, West Bengal, Himachal Pradesh, Karnataka and Gujrat informed that bridge course helped them to understand occupational health hazards, safety measures and manual scavenging act. Maximum percentage of beneficiaries who informed that bridge course did not helped them to understand occupational health hazards, safety measures and manual scavenging act is from Jammu and Kashmir (38%)

Impact Assessment for Green Jobs

16.4.2.2 Awareness about occupational health hazard, safety measures and manual scavenging act by hilly area

The following chart shows the percentage of beneficiaries by hilly area who informed bridge course to be helpful in awareness about occupational health hazard, safety measures and manual scavenging act:

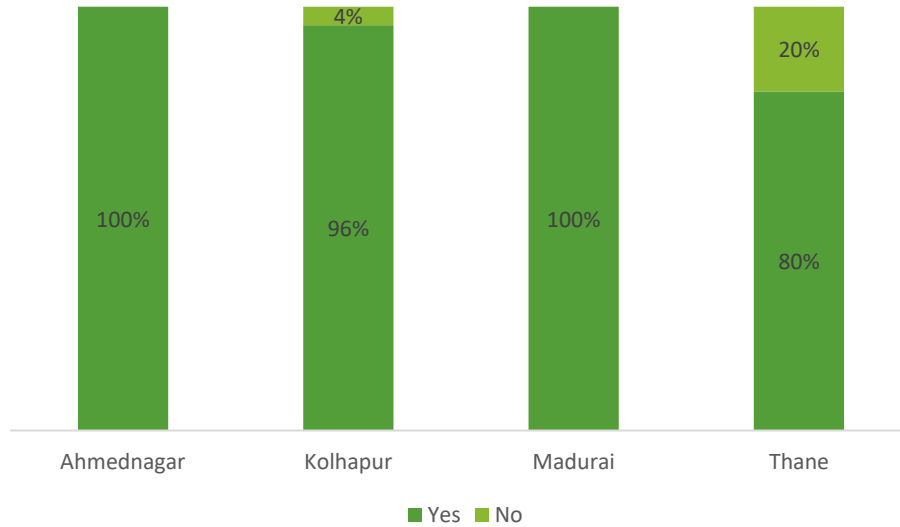


FIGURE 91: BENEFICIARIES IN HILLY AREAS FOUND COURSE HELPFUL IN SAFETY MEASURES

Q. Did the bridge course make you aware of occupational health hazards, safety measures and manual scavenging act?

Number of respondents: 124

100% beneficiaries from Ahmednagar and Madurai informed that bridge course helped them to understand occupational health hazard, safety measures and manual scavenging act. Only 4% beneficiaries from Kolhapur and 205 beneficiaries from Thane informed that bridge course did not help them to understand occupational health hazard, safety measures and manual scavenging act.

Impact Assessment for Green Jobs

16.4.2.3 Awareness about occupational health hazard, safety measures and manual scavenging act by LWE region

The following chart shows the percentage of beneficiaries by LWE region who informed bridge course to be helpful in awareness about occupational health hazard, safety measures and manual scavenging act.

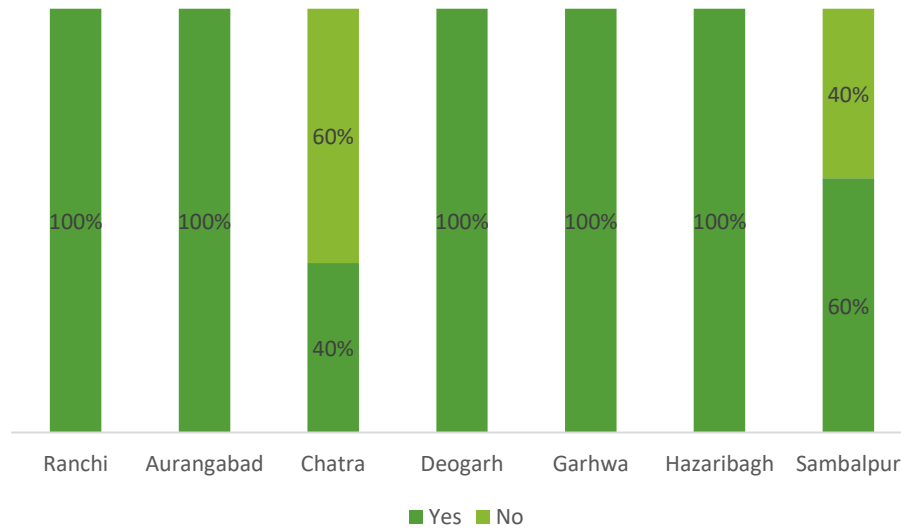


FIGURE 92: BENEFICIARIES BY LWE FOUND COURSE HELPFUL IN SAFETY MEASURES

Q. Did the bridge course make you aware of occupational health hazards, safety measures and manual scavenging act?

Number of respondents: 296

100% beneficiaries from Ranchi, Aurangabad, Deogarh, Garhwa and Hazaribagh informed that bridge course helped them to understand occupational health hazard, safety measures and manual scavenging act.

Impact Assessment for Green Jobs

16.4.2.4 Awareness about occupational health hazard, safety measures and manual scavenging act by job role

The following chart shows the percentage of beneficiaries by job role who informed bridge course to be helpful in awareness about occupational health hazard, safety measures and manual scavenging act

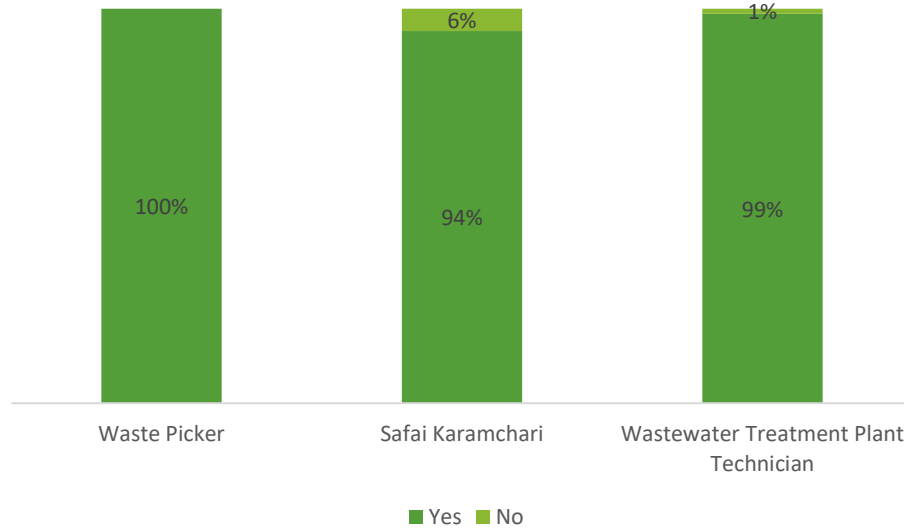


TABLE 25: BENEFICIARIES BY JOB ROLE FOUND COURSE HELPFUL IN SAFETY MEASURES

Q. Did the bridge course make you aware of occupational health hazards, safety measures and manual scavenging act?

Number of respondents: 13,386

A majority of beneficiaries informed that bridge course helped them to understand occupational health hazard, safety measures and manual scavenging act. Only 6% beneficiaries from job role Safai Karamchari and 1% beneficiaries under job role Wastewater Treatment Plant Technician informed that bridge course did not help them to understand occupational health hazard, safety measures and manual scavenging act.

Impact Assessment for Green Jobs

16.4.2.5 Awareness about occupational health hazard, safety measures and manual scavenging act by gender

The following chart shows the percentage of beneficiaries by gender who informed bridge course to be helpful in awareness about occupational health hazard, safety measures and manual scavenging act

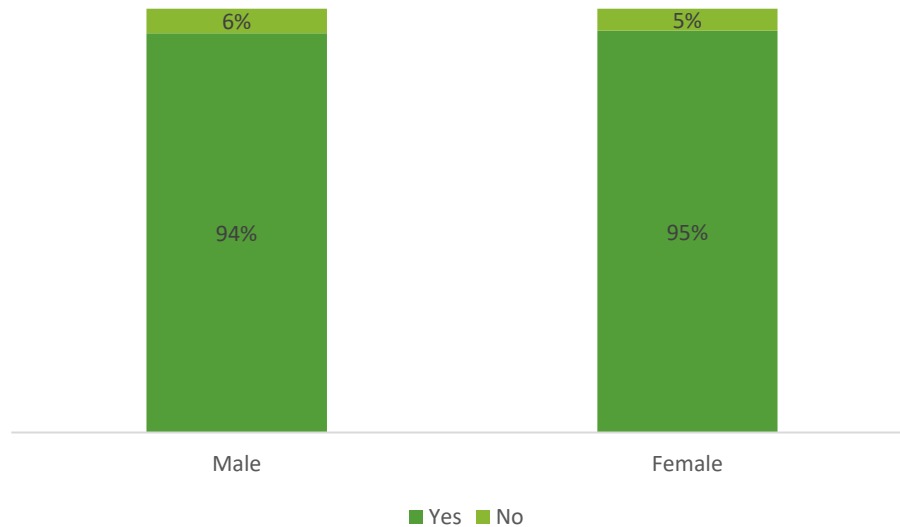


FIGURE 93: BENEFICIARIES BY GENDER FOUND COURSE HELPFUL IN SAFETY MEASURES

Q. Did the bridge course make you aware of occupational health hazards, safety measures and manual scavenging act?

Number of respondents: 13,386

A majority of beneficiaries informed that bridge course helped them to understand occupational health hazard, safety measures and manual scavenging act. Only 6% of male beneficiaries and 5% of female beneficiaries informed that bridge course did not help them to understand occupational health hazard, safety measures and manual scavenging act.

Impact Assessment for Green Jobs

16.4.2.6 Awareness about occupational health hazard, safety measures and manual scavenging act by caste category

The following chart shows the percentage of beneficiaries by caste category who informed bridge course to be helpful in awareness about occupational health hazard and safety measures

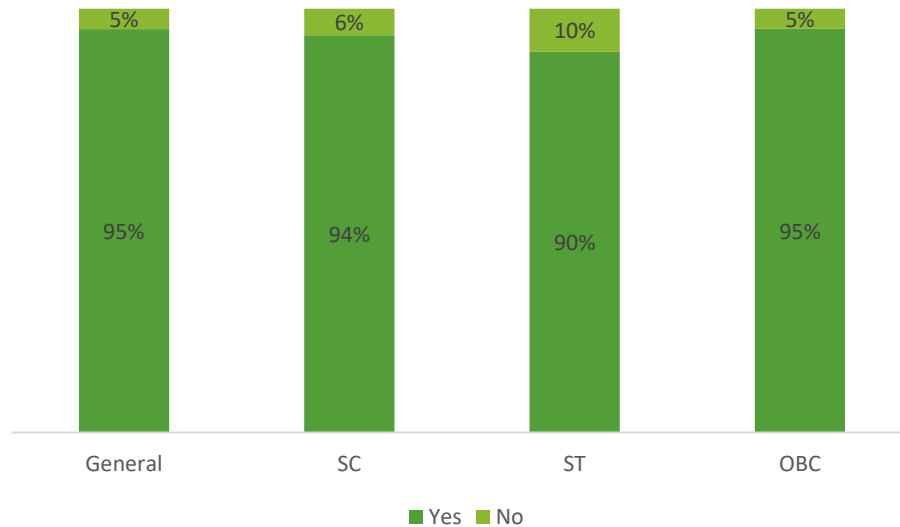


FIGURE 94: BENEFICIARIES BY CATEGORY FOUND COURSE HELPFUL IN SAFETY MEASURES

Q. Did the bridge course make you aware of occupational health hazards and safety measures?

Number of respondents: 13,386

A majority of beneficiaries informed that bridge course helped them to understand occupational health hazard, safety measures and manual scavenging act. Only 5% beneficiaries of OBC and general category, 5% beneficiaries from SC category and 10% from ST category informed that bridge course did not help them to understand occupational health hazard, safety measures and manual scavenging act.

Impact Assessment for Green Jobs

16.4.3 Bridge course in demonstration and hands on training

The following charts show the percentage of beneficiaries who informed bridge course to be helpful in demonstration and hands on training across states, job roles, gender and caste category:

16.4.3.1 Hands on training by state

The following chart shows the percentage of beneficiaries by state who informed bridge course to be helpful in demonstration and hands on training:

State	Yes	No
Bihar	100%	0%
Karnataka	99%	1%
Jharkhand	95%	5%
Chhattisgarh	95%	5%
Tamil Nadu	94%	6%
Delhi	93%	7%
Uttar Pradesh	88%	12%
Jammu and Kashmir	81%	19%
Punjab	80%	20%
Odisha	75%	25%
Haryana	72%	28%
Gujarat	72%	28%
West Bengal	59%	41%
Uttarakhand	53%	47%
Madhya Pradesh	36%	64%
Maharashtra	33%	67%
Andhra Pradesh	25%	75%

TABLE 26: BENEFICIARIES BY STATE WHO FOUND DEMONSTRATION AND TRAINING HELPFUL

Q. Did you get demonstration and hands on training on machines?

Number of respondents: 13,381

100% beneficiaries from Bihar followed by 99% beneficiaries in Karnataka informed that bridge course was helpful in understanding of demonstration and hands on training. Highest percentage of beneficiaries who informed that that bridge course was not helpful in understanding of demonstration and hands on training is from Andhra Pradesh (75%).

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16.4.3.2 Hands on training by hilly area

The following chart shows the percentage of beneficiaries by state who informed bridge course to be helpful in demonstration and hands on training:

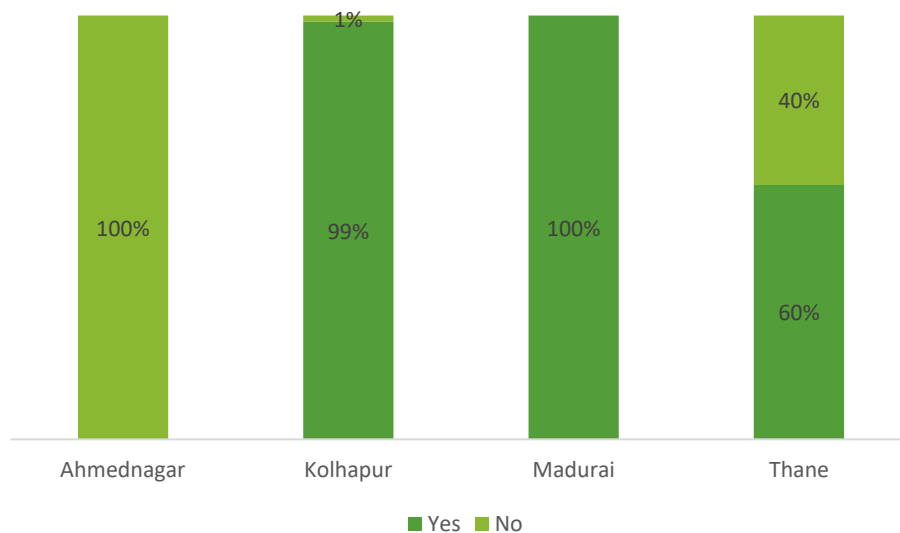


FIGURE 95: BENEFICIARIES BY HILLY AREA WHO FOUND DEMONSTRATION AND TRAINING HELPFUL

Q. Did you get demonstration and hands on training on machines?

Number of respondents: 123

All beneficiaries from Madurai informed that bridge course was helpful in understanding of demonstration and hands on training. All beneficiaries from Ahmednagar informed that bridge course was not helpful in understanding of demonstration and hands on training. 99% beneficiaries from Kolhapur and 60% beneficiaries from Thane informed that bridge course was helpful in understanding of demonstration and hands on training.

Impact Assessment for Green Jobs

16.4.3.3 Hands on training by LWE region

The following chart shows the percentage of beneficiaries by state who informed bridge course to be helpful in demonstration and hands on training:

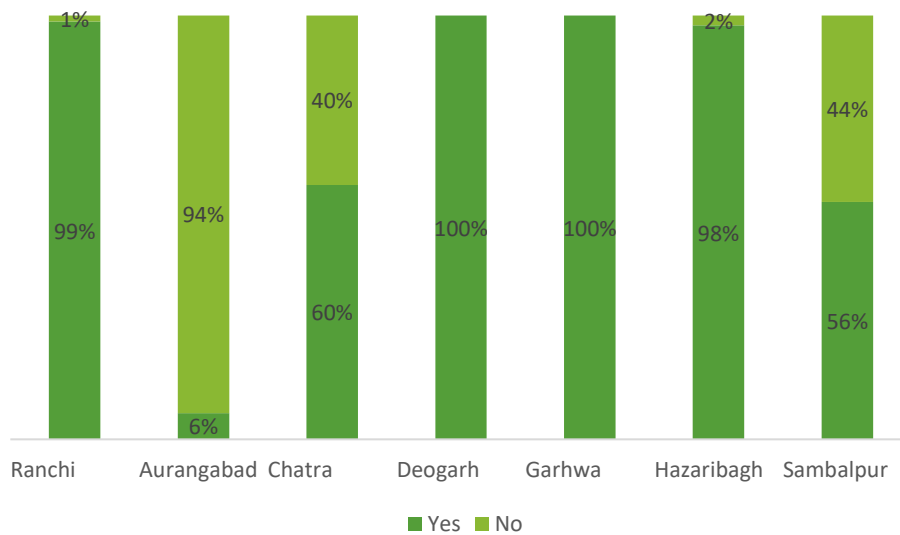


FIGURE 96: BENEFICIARIES BY LWE REGION WHO FOUND DEMONSTRATION AND TRAINING HELPFUL

Q. Did you get demonstration and hands on training on machines?

Number of respondents: 290

100% beneficiaries from Deogarh and Garhwa informed that bridge course was helpful in understanding of demonstration and hands on training. 99% beneficiaries form Ranchi, 98% from Hazaribagh 60% from Chatra and 56% from Sambalpur informed that that bridge course was helpful in understanding of demonstration and hands on training

Impact Assessment for Green Jobs

16.4.3.4 Hands on training by job role

The following chart shows the percentage of beneficiaries by state who informed bridge course to be helpful in demonstration and hands on training:

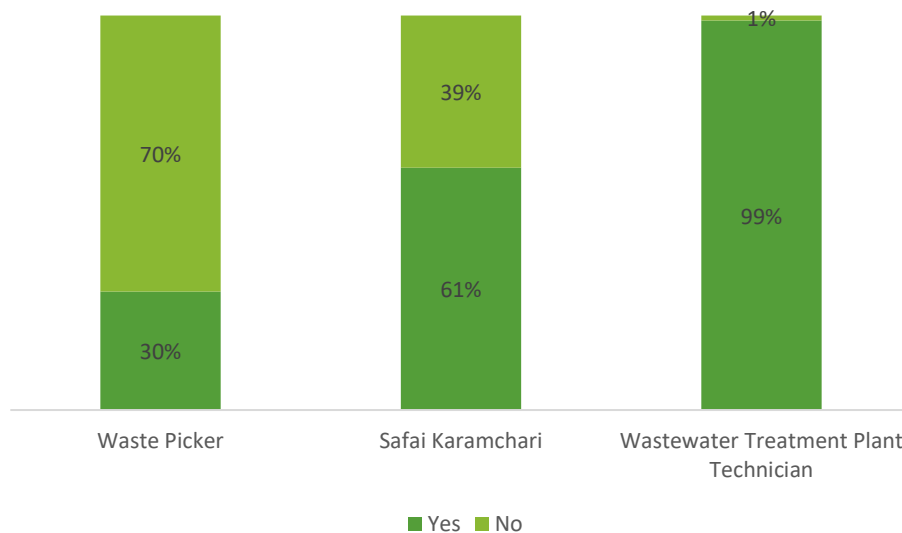


FIGURE 97: BENEFICIARIES BY JOB ROLE WHO FOUND DEMONSTRATION AND TRAINING HELPFUL

Q. Did you get demonstration and hands on training on machines?

Number of respondents: 13,381

99% beneficiaries from Wastewater Treatment Plant Technician, 61% from Safai Karamchari and 30% from Waste Picker job role informed that bridge course was helpful in understanding of demonstration and hands on training.

Impact Assessment for Green Jobs

16.4.3.5 Hands on training by gender

The following chart shows the percentage of beneficiaries by state who informed bridge course to be helpful in demonstration and hands on training:

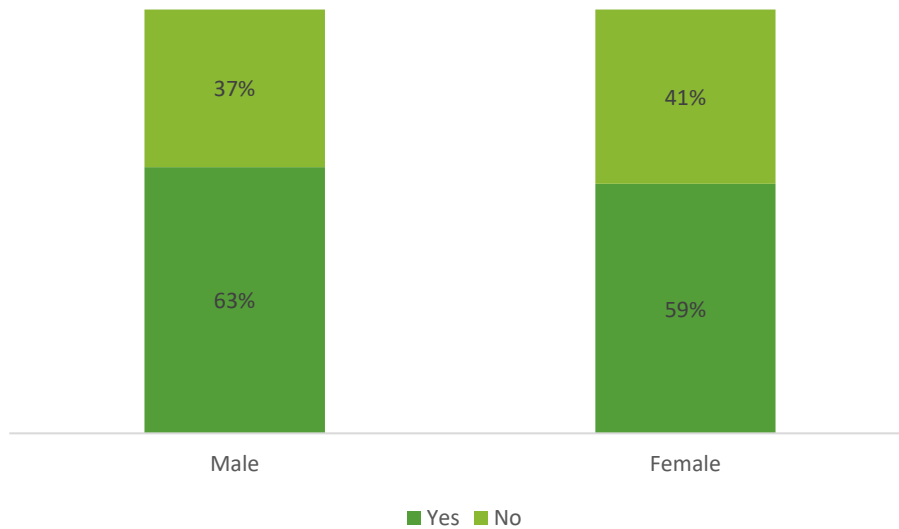


FIGURE 98: BENEFICIARIES BY GENDER WHO FOUND DEMONSTRATION AND TRAINING HELPFUL

Q. Did you get demonstration and hands on training on machines?

Number of respondents: 13,381

63% male beneficiaries and 59% female beneficiaries informed that bridge course was helpful in understanding of demonstration and hands on training.

Impact Assessment for Green Jobs

16.4.3.6 Hands on training by caste category

The following chart shows the percentage of beneficiaries by state who informed bridge course to be helpful in demonstration and hands on training:

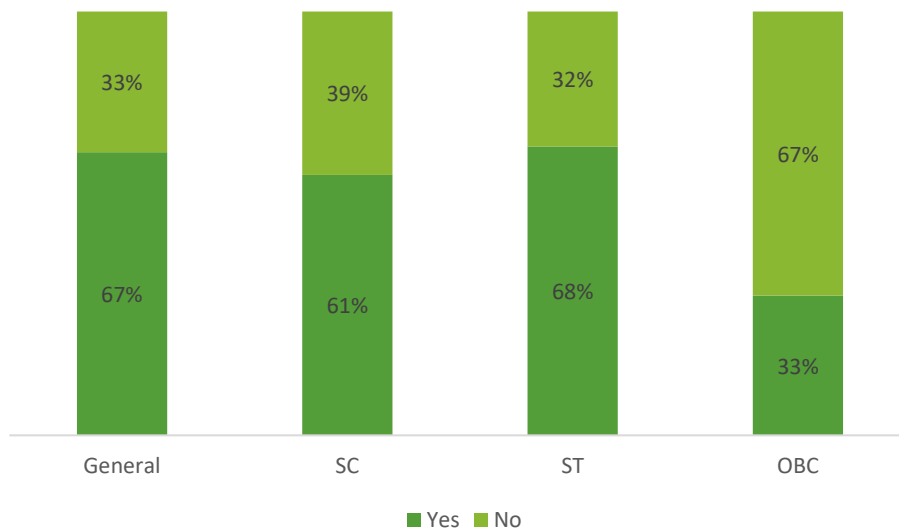


FIGURE 99: BENEFICIARIES BY CATEGORY WHO FOUND DEMONSTRATION AND TRAINING HELPFUL

Q. Did you get demonstration and hands on training on machines?

Number of respondents: 13,381

Highest percentage of beneficiaries who informed that bridge course was helpful in understanding of demonstration and hands on training is from ST category (68%) followed by general category (67%). Lowest percentage of beneficiaries who informed that bridge course was helpful in understanding of demonstration and hands on training is from OBC category (33%)

Impact Assessment for Green Jobs

16.4.4 Awareness about personal hygiene

The following charts show the percentage of beneficiaries who informed bridge course to be helpful in awareness about personal hygiene and cleaning precautions, job roles, gender and caste category:

16.4.4.1 Hygiene and precaution by state

The following chart shows the percentage of beneficiaries by state who informed bridge course to be helpful in awareness about personal hygiene and cleaning precautions:

State	Yes	No
Bihar	100%	0%
West Bengal	100%	0%
Himachal Pradesh	100%	0%
Uttarakhand	99%	1%
Gujarat	99%	1%
Odisha	99%	1%
Jharkhand	98%	2%
Haryana	98%	2%
Uttar Pradesh	98%	2%
Andhra Pradesh	96%	4%
Punjab	96%	4%
Karnataka	96%	4%
Delhi	95%	5%
Chhattisgarh	95%	5%
Tamil Nadu	92%	8%
Maharashtra	88%	12%
Madhya Pradesh	85%	15%
Jammu and Kashmir	81%	19%

FIGURE 100: BENEFICIARIES BY STATE WHO FOUND COURSE HELPFUL IN PERSONAL HYGIENE

Q. Did the bridge course make you aware of personal hygiene while cleaning and precautions to be taken during pandemic?

Number of respondents: 13,354

100% beneficiaries from state of Bihar, Himachal Pradesh and West Bengal informed that bridge course was helpful in understanding of personal hygiene and precaution requirement during pandemic. Lowest percentage of beneficiaries who informed that bridge course was helpful in understanding of personal hygiene and precaution requirement during pandemic is from Jammu Kashmir.

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16.4.4.2 Hygiene and precaution by hilly area

The following chart shows the percentage of beneficiaries by state who informed bridge course to be helpful in awareness about personal hygiene and cleaning precautions:

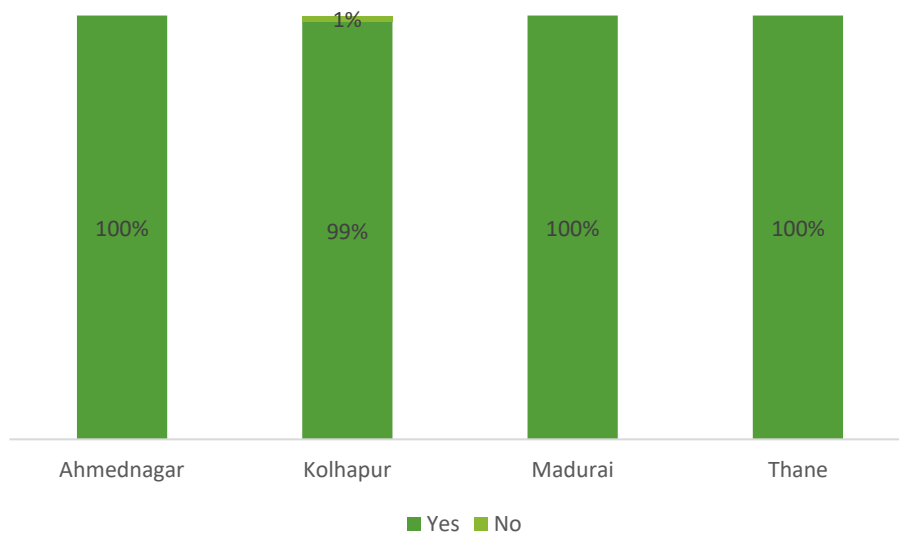


FIGURE 101: BENEFICIARIES BY HILLY AREA WHO FOUND COURSE HELPFUL IN PERSONAL HYGIENE

Q. Did the bridge course make you aware of personal hygiene while cleaning and precautions to be taken during pandemic?

Number of respondents: 124

All beneficiaries except 1% beneficiaries in Kolhapur informed that bridge course was helpful in understanding of personal hygiene and precaution requirement during pandemic

Impact Assessment for Green Jobs

16.4.4.3 Hygiene and precaution by LWE region

The following chart shows the percentage of beneficiaries by state who informed bridge course to be helpful in awareness about personal hygiene and cleaning precautions:

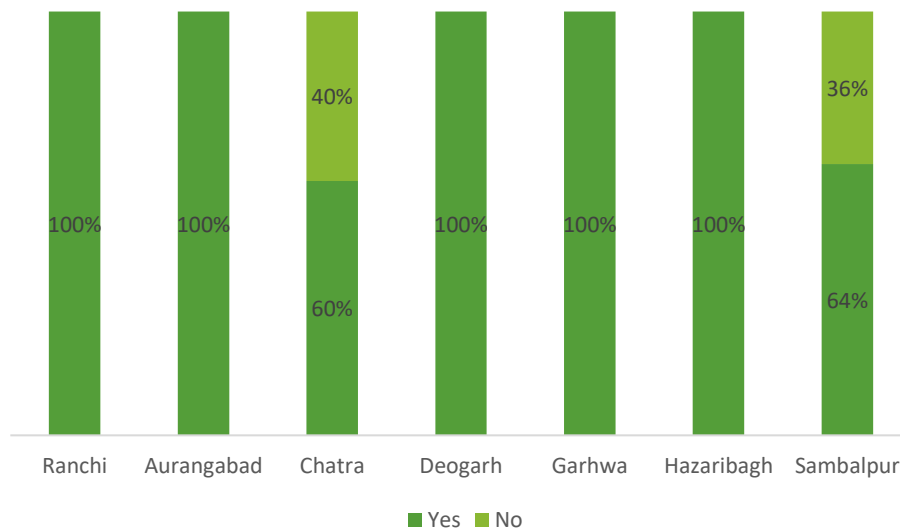


FIGURE 102: BENEFICIARIES BY LWE AREA WHO FOUND COURSE HELPFUL IN PERSONAL HYGIENE

Q. Did the bridge course make you aware of personal hygiene while cleaning and precautions to be taken during pandemic?

Number of respondents: 290

All beneficiaries except for 40% beneficiaries from Chatra and 36% beneficiaries from Sambalpur informed that bridge course was helpful in understanding of personal hygiene and precaution requirement during pandemic.

Impact Assessment for Green Jobs

16.4.4.4 *Hygiene and precaution by job role*

The following chart shows the percentage of beneficiaries by state who informed bridge course to be helpful in awareness about personal hygiene and cleaning precautions:

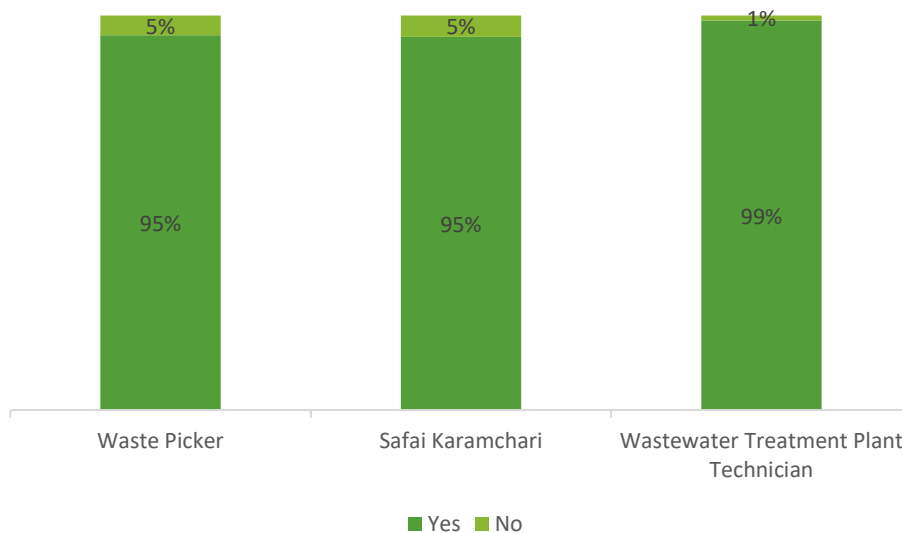


FIGURE 103: BENEFICIARIES BY JOB ROLE WHO FOUND COURSE HELPFUL IN PERSONAL HYGIENE

Q. Did the bridge course make you aware of personal hygiene while cleaning and precautions to be taken during pandemic?

Number of respondents: 13,354

99% beneficiaries from Wastewater Treatment Plant Technician 95% beneficiaries from Safai Karamchari and Waste Picker informed that bridge course was helpful in understanding of personal hygiene and precaution requirement during pandemic.

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16.4.4.5 *Hygiene and precaution by gender*

The following chart shows the percentage of beneficiaries by state who informed bridge course to be helpful in awareness about personal hygiene and cleaning precautions:

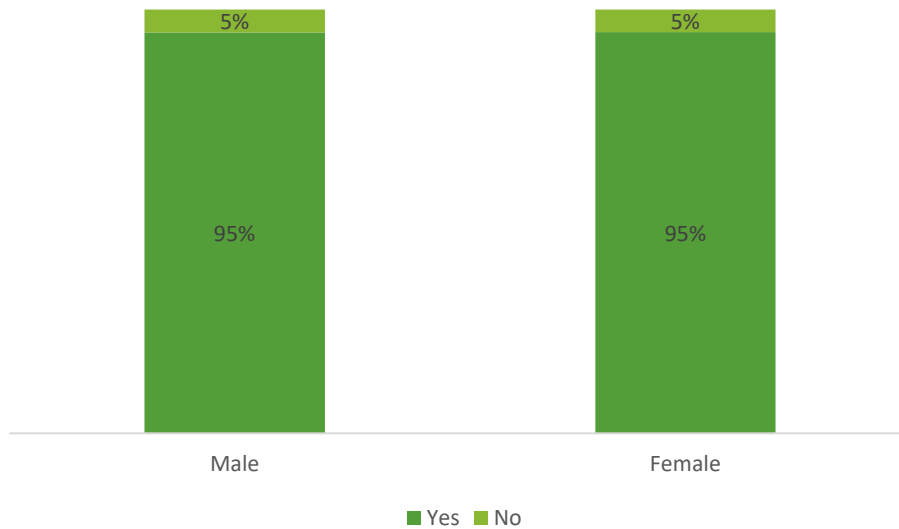


FIGURE 104: BENEFICIARIES BY GENDER WHO FOUND COURSE HELPFUL IN PERSONAL HYGIENE

Q. Did the bridge course make you aware of personal hygiene while cleaning and precautions to be taken during pandemic?

Number of respondents: 13,354

95% male and female beneficiaries informed that bridge course was helpful in understanding of personal hygiene and precaution requirement during pandemic.

Impact Assessment for Green Jobs

16.4.4.6 *Hygiene and precaution by caste category*

The following chart shows the percentage of beneficiaries by state who informed bridge course to be helpful in awareness about personal hygiene and cleaning precautions:

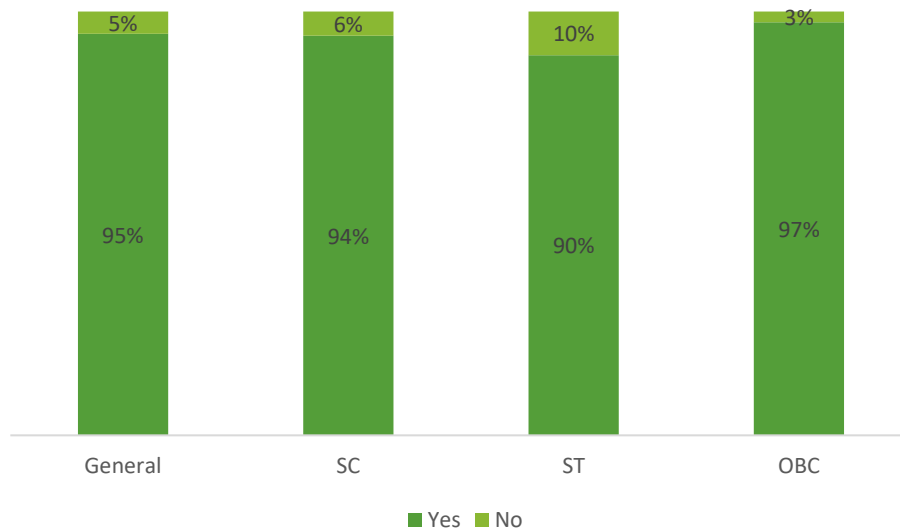


FIGURE 105: BENEFICIARIES BY CATEGORY WHO FOUND COURSE HELPFUL IN PERSONAL HYGIENE

Q. Did the bridge course make you aware of personal hygiene while cleaning and precautions to be taken during pandemic?

Number of respondents: 13,354

Highest percentage of beneficiaries who informed that bridge course was helpful in understanding of personal hygiene and precaution requirement during pandemic is from OBC category (97%) followed by general category (95%).

Impact Assessment for Green Jobs

16.5 Impact of RPL project on beneficiaries and society

The following analysis has been done based on the impact of RPL project on beneficiaries and society:

16.5.1 Impact on beneficiaries

Below are the benefits of RPL program received by the beneficiaries after undergoing the certification

16.5.1.1 Kausal Bima

The following charts represents the percentages of beneficiaries across states, LWE, genders, caste categories and job roles with three years of insurance under Kausal Bima:

16.5.1.1.1 Beneficiaries with Kausal Bima by states

The following chart shows the state wise distribution of the beneficiaries who have been provided with 3 years of insurance under Kausal Bima:

State	Yes	No
Himachal Pradesh	100%	0%
Odisha	99%	1%
Gujarat	99%	1%
West Bengal	99%	1%
Andhra Pradesh	96%	4%
Maharashtra	95%	5%
Haryana	93%	7%
Karnataka	93%	7%
Uttarakhand	89%	11%
Madhya Pradesh	85%	15%
Jammu and Kashmir	81%	19%
Tamil Nadu	80%	20%
Chhattisgarh	76%	24%
Uttar Pradesh	75%	25%
Jharkhand	60%	41%
Punjab	32%	68%
Delhi	2%	98%

TABLE 27: BENEFICIARIES WITH KAUSAL BIMA-STATE WISE DISTRIBUTION

Q Have you been provided with 3 years of insurance under Kaushal Bima? Number of respondents:14,434

100% beneficiaries from state of Himachal Pradesh have been provided with 3 years of insurance under Kausal Bima. Delhi has lowest percentage of beneficiaries (1%) who have been provided with 3 years of insurance under Kausal Bima.

Impact Assessment for Green Jobs

16.5.1.1.2 Beneficiaries with Kausal Bima by hilly area

The following chart shows the beneficiaries by hilly area who have been provided with 3 years of insurance under Kausal Bima:

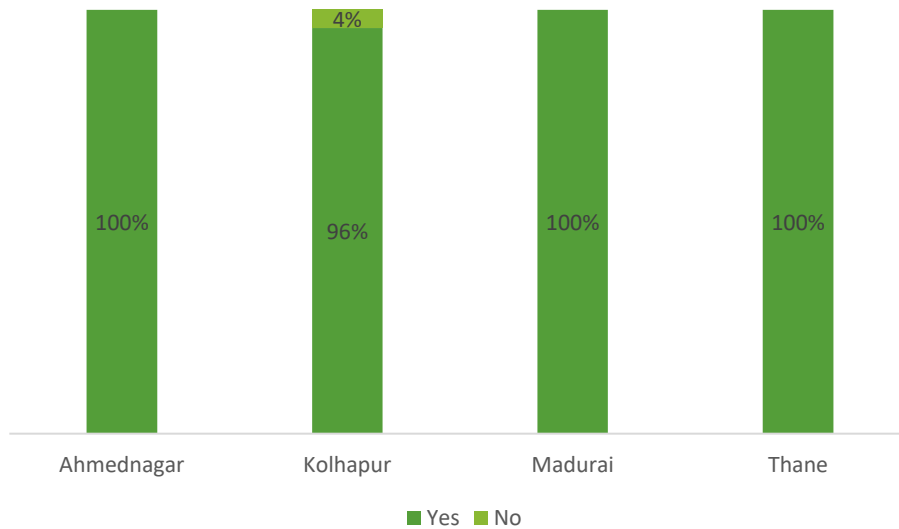


FIGURE 106: BENEFICIARIES WITH KAUSAL BIMA-HILLY AREA WISE DISTRIBUTION

Q Have you been provided with 3 years of insurance under Kaushal Bima? Number of respondents:152

In all the districts except Pune all the beneficiaries have been provided with 3 years of insurance under Kausal Bima. Only in Pune 20% of the beneficiaries mentioned not to have the insurance.

Impact Assessment for Green Jobs

16.5.1.1.3 Beneficiaries with Kausal Bima by LWE

The following chart shows the beneficiaries by LWE who have been provided with 3 years of insurance under Kausal Bima:

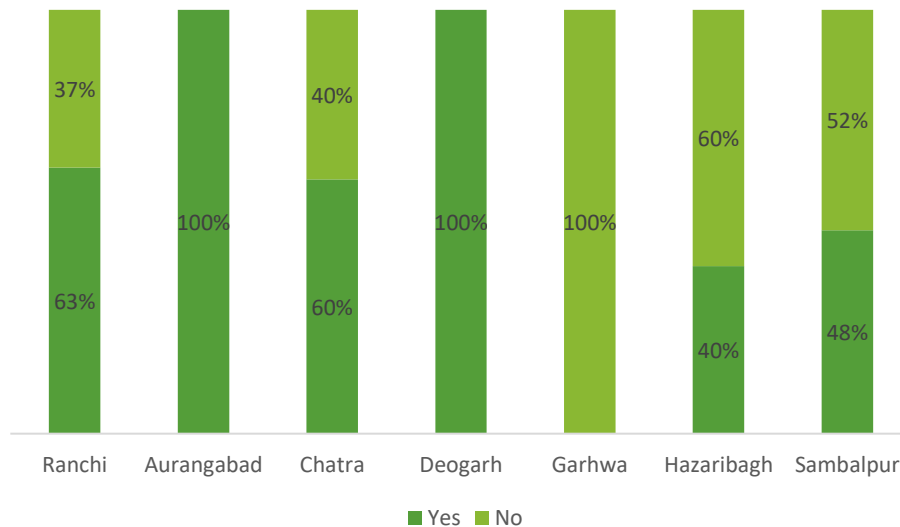


FIGURE 107: BENEFICIARIES WITH KAUSAL BIMA-LWE WISE DISTRIBUTION

Q Have you been provided with 3 years of insurance under Kaushal Bima? Number of respondents:297

All beneficiaries from districts of Aurangabad and Deogarh informed that they have been provided with 3 years of insurance under Kaushal Bima. No beneficiaries from Garhwa have been provided with 3 years of insurance under Kaushal Bima. 37% beneficiaries from Ranchi,40% beneficiaries form Chatra 60% beneficiaries from Hazaribagh and 52% beneficiaries form Sambalpur have not been provided with 3 years of insurance under Kaushal Bima

Impact Assessment for Green Jobs

16.5.1.1.4 Beneficiaries with Kausal Bima by job role

The following chart shows the job role wise distribution of the beneficiaries who have been provided with 3 years of insurance under Kausal Bima:

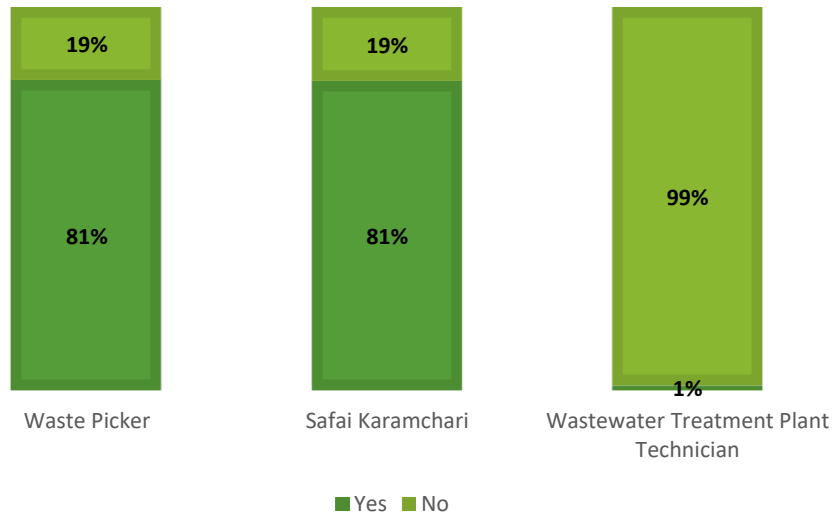


FIGURE 108: BENEFICIARIES WITH KAUSAL BIMA-JOB ROLE WISE DISTRIBUTION

Q Have you been provided with 3 years of insurance under Kaushal Bima? Number of respondents:14,434

81% beneficiaries from Waste picker and Safai karamchari job roles have been provided with 3 years of insurance under Kausal Bima. Only 1% beneficiaries under job role Wastewater Treatment Plant Technician have been provided with 3 years of insurance under Kausal Bima.

Impact Assessment for Green Jobs

16.5.1.1.5 *Beneficiaries with Kausal Bima by gender*

The following chart shows the gender wise distribution of the beneficiaries who have been provided with 3 years of insurance under Kausal Bima:

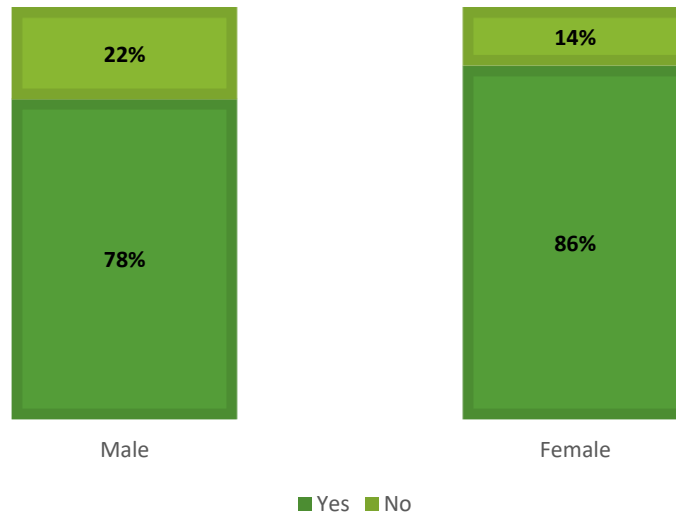


FIGURE 109: BENEFICIARIES WITH KAUSAL BIMA-GENDER WISE DISTRIBUTION

Q Have you been provided with 3 years of insurance under Kaushal Bima? Number of respondents:14,404

Both for male and female beneficiaries the majority of the beneficiaries (78% male and 86% female) have been provided with 3 years of insurance under Kausal Bima

Impact Assessment for Green Jobs

16.5.1.1.6 *Beneficiaries with Kausal Bima by caste category*

The following chart shows the caste category wise distribution of the beneficiaries who have been provided with 3 years of insurance under Kausal Bima:

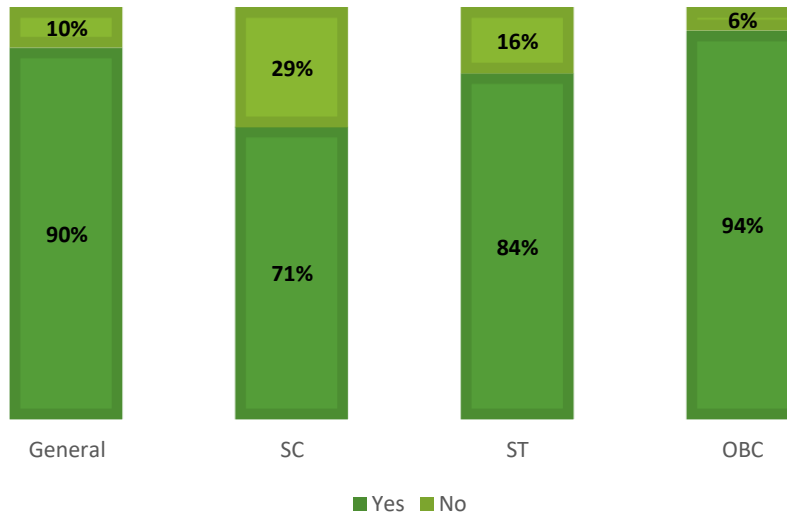


FIGURE 110: BENEFICIARIES WITH KAUSAL BIMA CASTE CATEGORY WISE DISTRIBUTION

Q Have you been provided with 3 years of insurance under Kaushal Bima? Number of respondents: 14,232

Across all the caste categories, the majority beneficiaries 94% from OBC category, 90% from general category, 84% from ST category and 71% from SC category have been provided with 3 years of insurance under Kausal Bima.

Impact Assessment for Green Jobs

16.5.1.2 Udyami Mitra

The following charts represents the percentages of beneficiaries across states, LWE, genders, caste categories and job roles who received help from PIA to get registered under Udyami Mitra:

16.5.1.2.1 Beneficiaries registered with Udyami Mitra by state

The following chart shows the state wise distribution of the beneficiaries who have been helped to get registered under Udyami Mitra:

State	Yes	No
Chhattisgarh	74%	2%
Jharkhand	71%	16%
Uttar Pradesh	68%	8%
Haryana	64%	3%
Odisha	61%	1%
West Bengal	58%	0%
Gujarat	55%	14%
Tamil Nadu	54%	14%
Madhya Pradesh	44%	9%
Andhra Pradesh	36%	1%
Maharashtra	29%	17%
Punjab	27%	62%
Jammu and Kashmir	19%	25%
Uttarakhand	16%	9%
Karnataka	7%	0%
Delhi	1%	14%

TABLE 28: REGISTERED UNDER UDYAMI MITRA-STATE WISE DISTRIBUTION

Q Did PIA helped you get registered under Udyami Mitra?

Number of respondents:22,906

74% of the beneficiaries from Chhattisgarh informed to get help from the PIA to get registered under Udyami Mitra. 71% of the beneficiaries from Jharkhand also mentioned the same. Almost in every state certain percentage of beneficiaries showed interested in this and received help from the PIA

Impact Assessment for Green Jobs

16.5.1.2.2 Beneficiaries registered with Udyami Mitra by hilly area

The following chart shows the beneficiaries by LWE who have been helped to get registered under Udyami Mitra:

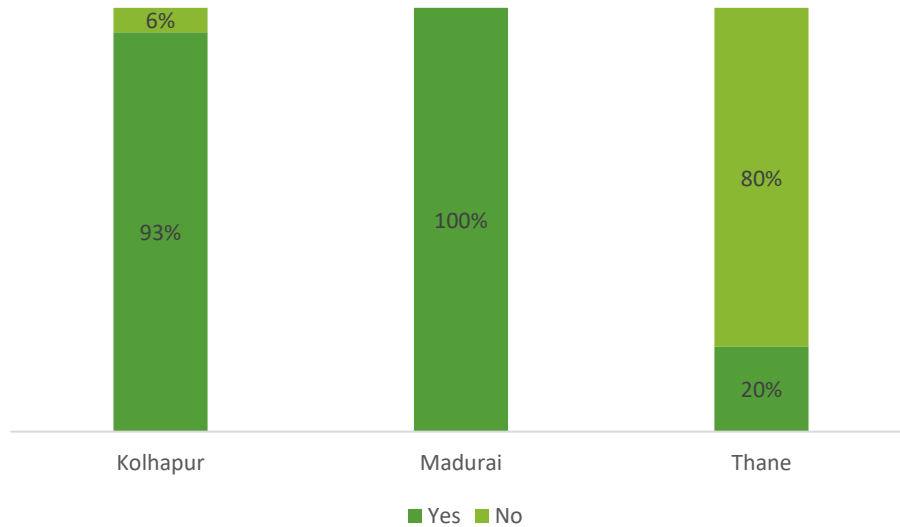


FIGURE 111: REGISTERED UNDER UDYAMI MITRA-HILLY AREA WISE DISTRIBUTION

Q Did PIA helped you get registered under Udyami Mitra?

Number of respondents:152

All beneficiaries from Madurai informed that they received help for PIA to get registered under Udyami Mitra. 99% beneficiaries in Kolhapur and 20% beneficiaries in Thane also sinformed the same.

Impact Assessment for Green Jobs

16.5.1.2.3 Beneficiaries registered with Udyami Mitra by LWE

The following chart shows the beneficiaries by LWE who have been helped to get registered under Udyami Mitra:

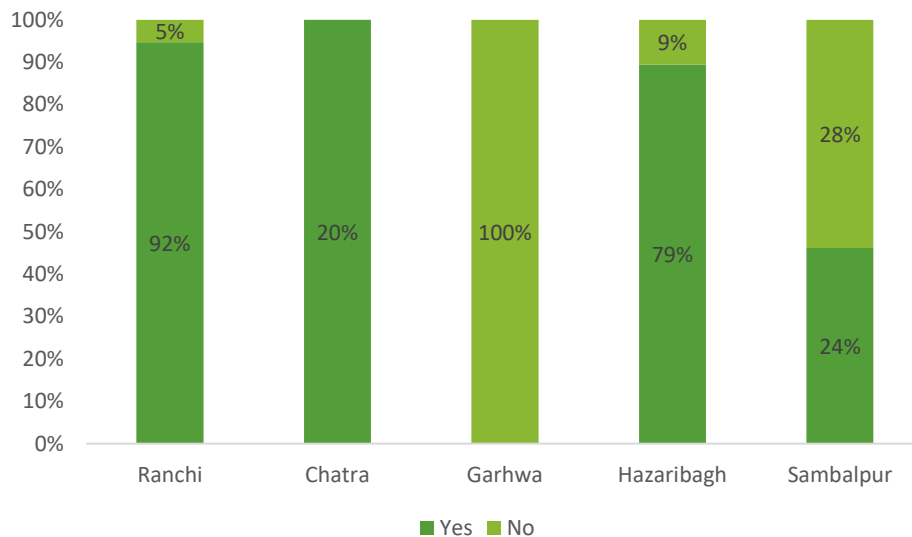


FIGURE 112: REGISTERED UNDER UDYAMI MITRA-LWE WISE DISTRIBUTION

Q Did PIA helped you get registered under Udyami Mitra?

Number of respondents:296

92% beneficiaries in Ranchi, 79% in Hazaribagh, 24% in Sambalpur and 20% beneficiaries in Chatra mentioned that they received help from PIA to get registered under Udyami Mitra. No beneficiaries from Garhwa mentioned that they get help from PIA to get registered under Udyami Mitra.

Impact Assessment for Green Jobs

16.5.1.2.4 Beneficiaries registered with Udyami Mitra by job role

The following chart shows the job role wise distribution of the beneficiaries who have been helped to get registered under Udyami Mitra:

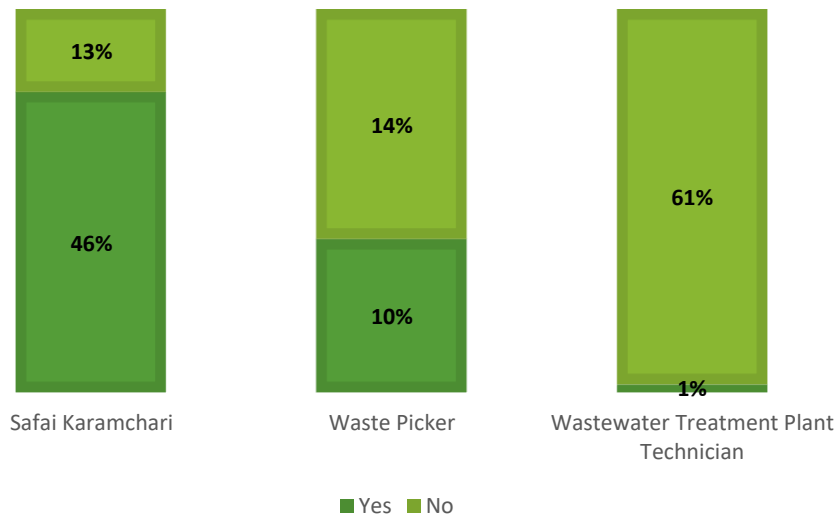


FIGURE 113: REGISTERED UNDER UDYAMI MITRA-JOB ROLE WISE DISTRIBUTION

Q Did PIA helped you get registered under Udyami Mitra?

Number of respondents: 14,434

46% beneficiaries under job role Safai karamchari , 10% under Waste Picker and 15 under Waste water Treatment Plant Technician mentioned that they received help from PIA to get registered under Udyami Mitra.

Impact Assessment for Green Jobs

16.5.1.2.5 Beneficiaries registered with Udyami Mitra by gender

The following chart shows the gender wise distribution of the beneficiaries who have been helped to get registered under Udyami Mitra:

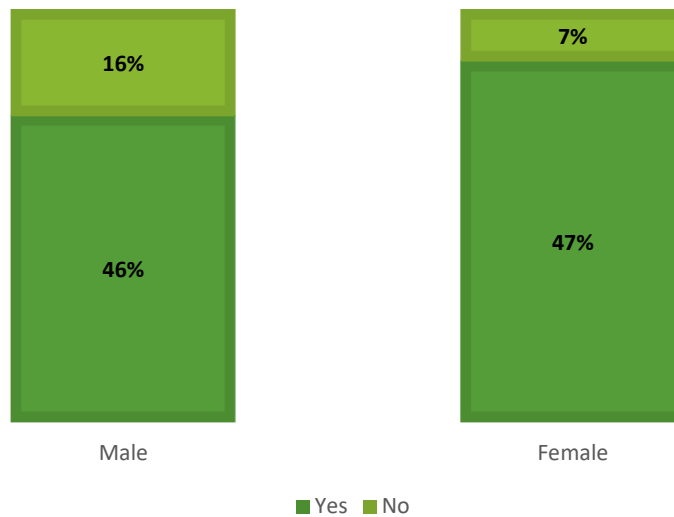


FIGURE 114: REGISTERED UNDER UDYAMI MITRA-GENDER WISE DISTRIBUTION

Q Did PIA helped you get registered under Udyami Mitra?

Number of respondents:14,435

A majority of both the male and female beneficiaries received help from the PIA to get registered under Udyami Mitra. However, the percentage is higher for female beneficiaries (47%) than male beneficiaries (46%). The rest of the beneficiaries were not interested in Udyami Mitra.

Impact Assessment for Green Jobs

16.5.1.2.6 Beneficiaries registered with Udyami Mitra by caste category

The following chart shows the caste category wise distribution of the beneficiaries who have been helped to get registered under Udyami Mitra:

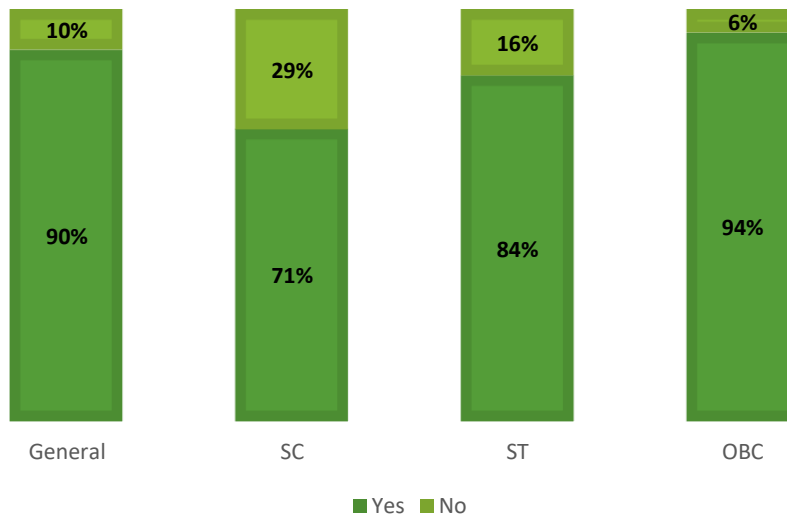


FIGURE 115: REGISTERED UNDER UDYAMI MITRA-CASTE CATEGORY WISE DISTRIBUTION

Q Did PIA helped you get registered under Udyami Mitra?

Number of respondents: 14,262

The highest percentage of the beneficiaries who have been helped to get registered under Udyami Mitra is from the OBC category (94%). 90% of the beneficiaries from the general category, 84% from the ST category and 71% from the SC category received the help. The highest percentage of beneficiaries claiming not receiving any help is from SC category (29%).

Impact Assessment for Green Jobs

16.5.1.3 Impact on competencies

The following charts represents the impact of RPL program on the beneficiaries across states, LWE, genders, caste categories and job roles.

16.5.1.3.1 Impact on competencies by state

The following chart shows the impact of RPL program on state:

State	Digital platform	Domain knowledge	Online transactions	Managerial skills	Communication skills	No impact
Himachal Pradesh	100%	0%	100%	100%	100%	0%
West Bengal	98%	56%	78%	74%	41%	0%
Gujarat	97%	57%	97%	97%	42%	0%
Andhra Pradesh	96%	11%	95%	95%	87%	1%
Karnataka	93%	0%	94%	99%	100%	0%
Uttarakhand	89%	13%	55%	84%	61%	1%
Haryana	88%	33%	86%	88%	63%	2%
Tamil Nadu	87%	84%	59%	43%	17%	1%
Odisha	78%	56%	72%	82%	42%	1%
Chhattisgarh	75%	92%	73%	73%	5%	2%
Madhya Pradesh	74%	32%	49%	51%	42%	3%
Maharashtra	69%	11%	77%	79%	74%	5%
Uttar Pradesh	47%	49%	39%	34%	18%	3%
Jammu and Kashmir	38%	75%	75%	56%	25%	25%
Jharkhand	37%	66%	80%	71%	50%	11%
Delhi	26%	77%	17%	8%	13%	2%
Punjab	4%	2%	5%	4%	3%	94%

TABLE 29: IMPACT OF RPL PROGRAMS ON COMPETENCIES -STATE WISE DISTRIBUTION

Q In which area did the RPL program help to improve your competencies? Number of respondents:14,435

100% of the beneficiaries from Himachal Pradesh mentioned an improvement in terms of usage of digital platform, online transactions, managerial skills and communication skills. 94% beneficiaries from Punjab informed that RPL program has not helped them to improve their competencies.

Impact Assessment for Green Jobs

16.5.1.3.2 *Impact on competencies by hilly area*

The following chart shows the impact of RPL program on competencies by hilly area:

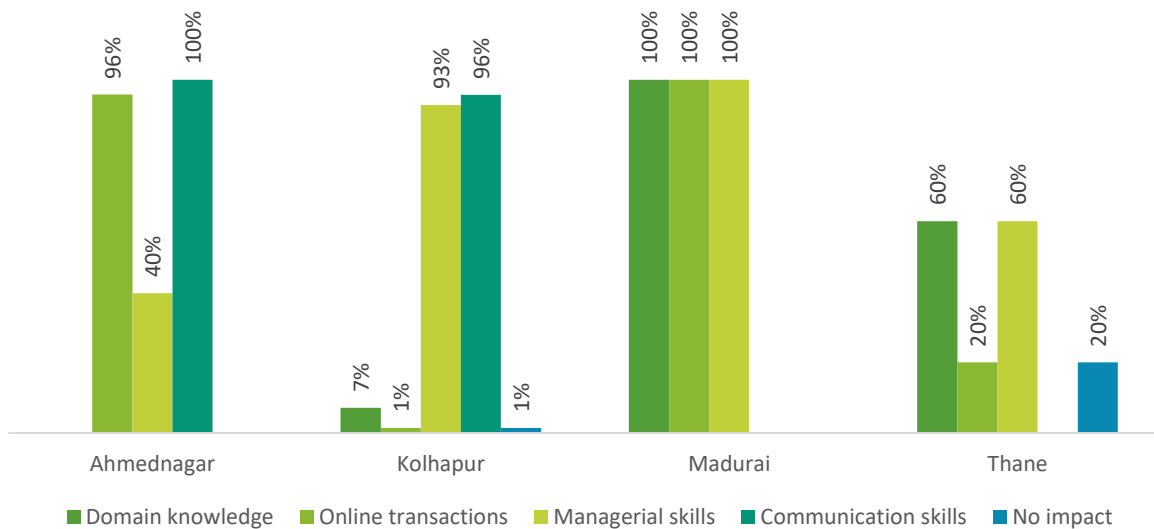


FIGURE 116: IMPACT OF RPL PROGRAMS ON COMPETENCIES -HILLY AREA WISE DISTRIBUTION

Q In which area did the RPL program help to improve your competencies? Number of respondents:152

100% of the beneficiaries from Madurai experienced an impact of RPL program on domain knowledge, and managerial skills. 96% of the beneficiaries from Ahmednagar felt that the ease of using online transaction has increased whereas 40% of the beneficiaries there stated that there is an impact on managerial skills and 100% informed that their communication skills have improved.

Impact Assessment for Green Jobs

16.5.1.3.3 Impact on competencies by LWE

The following chart shows the impact of RPL program on competencies by LWE region:

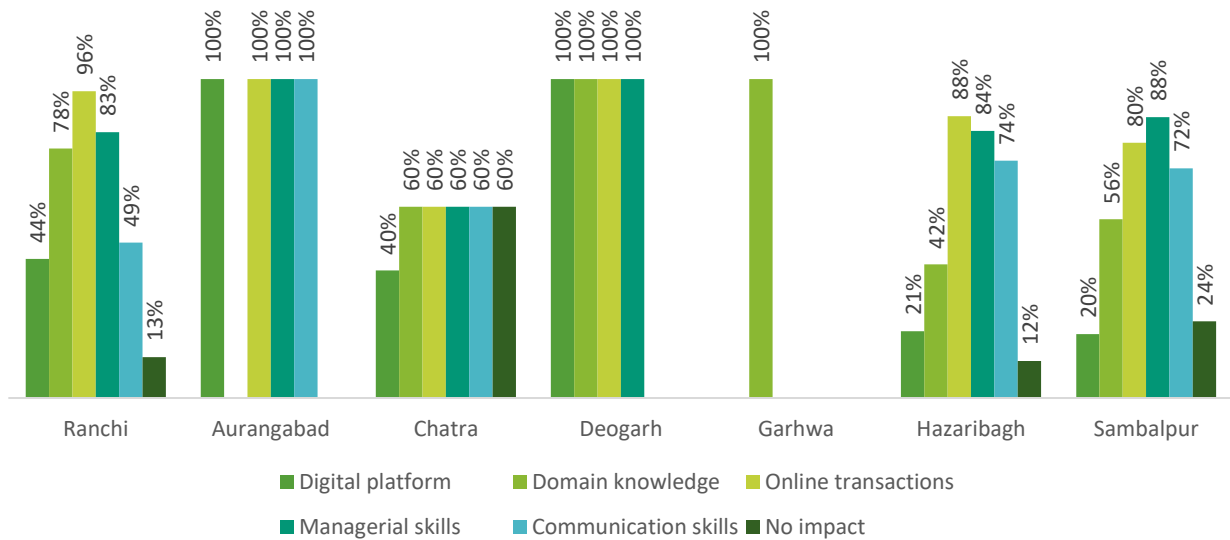


FIGURE 117: IMPACT OF RPL PROGRAMS ON COMPETENCIES -LWE WISE DISTRIBUTION

Q In which area did the RPL program help to improve your competencies? Number of respondents:296

All beneficiaries from Aurangabad informed that their competencies have improved in usage of digital platforms, online transactions, Managerial skills and communication skills. All beneficiaries from Deogarh have informed that their competencies have improved in usage of digital platform, domain knowledge, online transactions and managerial skills. All beneficiaries from Garhwa has informed that their competencies have improved only in usage of online transactions. 13% beneficiaries from Ranchi, 60% from Chatra, 12% from Hazaribagh and 24% from Sambalpur informed that there has been no impact of RPL program.

Impact Assessment for Green Jobs

16.5.1.3.4 *Impact on competencies by job role*

The following chart shows the impact of RPL program on competencies by job role:

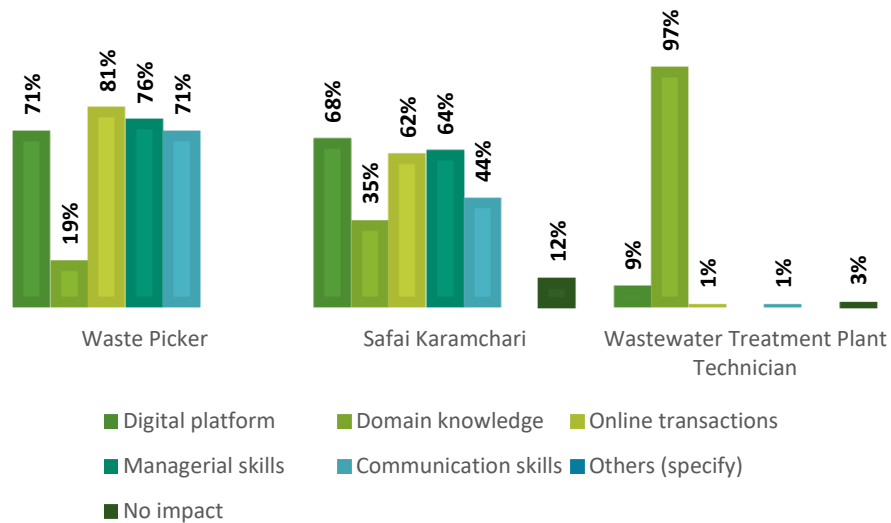


FIGURE 118: IMPACT OF RPL PROGRAMS ON COMPETENCIES -JOB ROLE WISE DISTRIBUTION

Q In which area did the RPL program help to improve your competencies? Number of respondents:14,434

The highest percentage of beneficiaries with improved usage of digital platforms online transactions, managerial skills and communication skills belongs to job role of Waste Picker. The highest percentage of beneficiaries with improved domain knowledge belongs to Safai Karamchari. Only 12% beneficiaries under job role of Safai Karamchari and 3% beneficiaries under Wastewater Treatment Plant Technician have informed that there has been no improvement in any competency.

Impact Assessment for Green Jobs

16.5.1.3.5 Impact on competencies by gender

The following chart shows the impact of RPL program on competencies by gender:

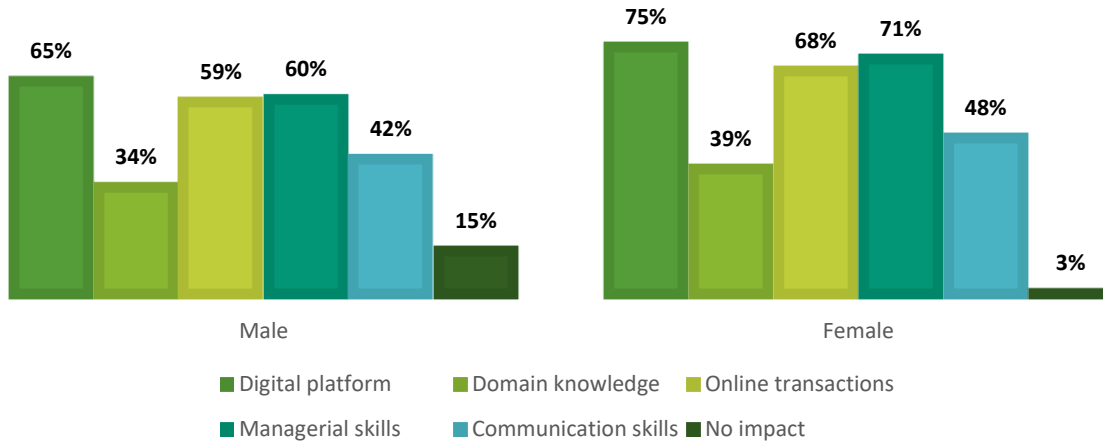


FIGURE 119: IMPACT OF RPL PROGRAMS ON COMPETENCIES -GENDER WISE DISTRIBUTION

Q In which area did the RPL program help to improve your competencies? Number of respondents:14,435

65% male and 75% female beneficiaries stated improvement in their usage of digital platform after completion of RPL certification. 34% of the male beneficiaries and 39% of female beneficiaries reported improved domain knowledge post RPL program. Apart from that, RPL program helped to improve communication skills (42% of male beneficiaries and 48% of female beneficiaries), managerial skills (60% male beneficiaries and 71% female beneficiaries) and encouraged to move towards online transactions (59% male and 68% female beneficiaries). 15% of the male beneficiaries and 3% of the female beneficiaries informed that there has no improvement in competencies.

Impact Assessment for Green Jobs

16.5.1.3.6 *Impact on competencies by caste category*

The following chart shows the impact of RPL program on competencies caste category:

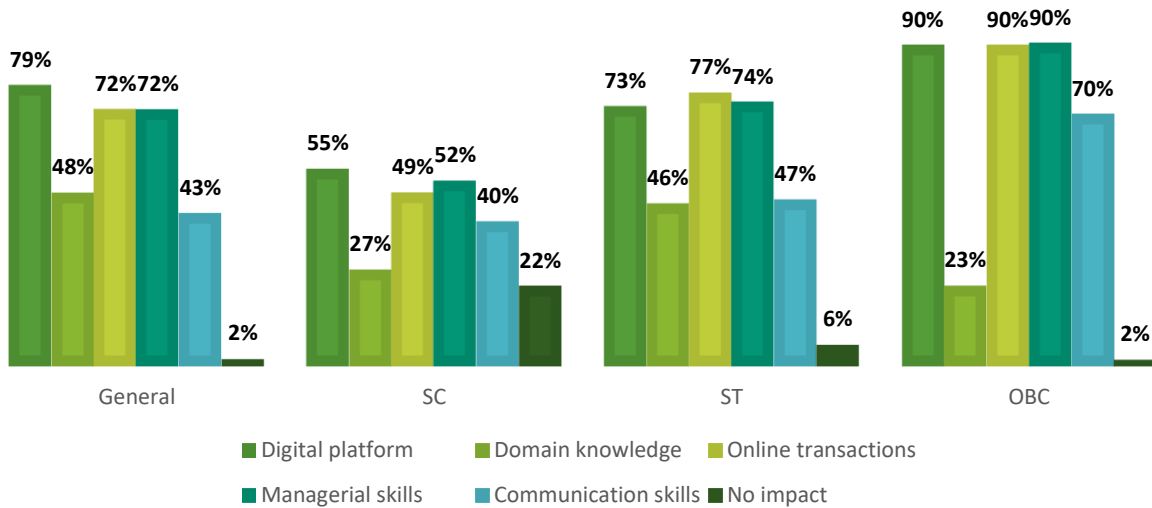


FIGURE 120: IMPACT OF RPL PROGRAMS ON COMPETENCIES -CASTE CATEGORY WISE DISTRIBUTION

Q In which area did the RPL program help to improve your competencies? Number of respondents: 14,435

The highest percentage of beneficiaries (90%) started using digital platform more than before are from OBC category. The highest percentage of beneficiaries (48%) mentioned improved domain knowledge are from general category. 90% of the beneficiaries who are from OBC category represent the highest percentage who experienced impact on online transactions. The highest percentage of beneficiaries with better managerial skills (90%) and better communication skills (70%) are from SC category. 2% beneficiaries from general category, 2% beneficiaries form OBC category, 6% beneficiaries from ST category and 22% beneficiaries form SC category informed that there has been no improvement in competencies.

Impact Assessment for Green Jobs

16.5.1.4 Ability to expand market/change job location

The following charts represents the impact of RPL program on the ability of the beneficiaries to expand the market/ change job location across states, LWE, genders, caste categories and job roles:

16.5.1.4.1 Impact on the ability to expand market/change job location by state

The following chart shows the percentage of beneficiaries by state who have been able to expand the market/change job location after the RPL program:

State	No expansion	Within the city	Within the state	Within the country
Himachal Pradesh	100%	0%	0%	0%
Andhra Pradesh	95%	4%	1%	0%
West Bengal	95%	4%	0%	0%
Gujarat	95%	3%	1%	0%
Tamil Nadu	94%	5%	0%	1%
Punjab	93%	6%	1%	0%
Odisha	92%	5%	2%	1%
Haryana	92%	6%	1%	1%
Karnataka	88%	10%	1%	0%
Jammu and Kashmir	88%	6%	6%	0%
Chhattisgarh	82%	15%	2%	0%
Uttarakhand	81%	12%	6%	1%
Jharkhand	73%	18%	6%	3%
Delhi	70%	25%	4%	1%
Bihar	63%	38%	0%	0%
Madhya Pradesh	61%	26%	11%	1%
Maharashtra	58%	20%	17%	4%
Uttar Pradesh	45%	36%	15%	3%

TABLE 30: ABILITY TO EXPAND MARKET/CHANGE JOB LOCATION-STATE WISE DISTRIBUTION

Q Have you been able to expand your market/change job location after RPL program?

Number of respondents:14,404

100% of the beneficiaries from Himachal Pradesh mentioned no expansion in their market/change job location after RPL certification. The highest percentage of the beneficiaries are from Uttar Pradesh (36%) reported to expand their market/change job location within the city after undertaking the RPL program. The highest percentage of beneficiaries who reported to expand the market within the state is from Uttar Pradesh (15%). A small percentage of the beneficiaries from some states expanded market/changed job location, the highest percentage is from Maharashtra (4%).

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16.5.1.4.2 *Impact on the ability to expand market/change job location by hilly area*

The following chart shows the percentage of beneficiaries by hilly areas who have been able to expand the market/change job location after the RPL program:

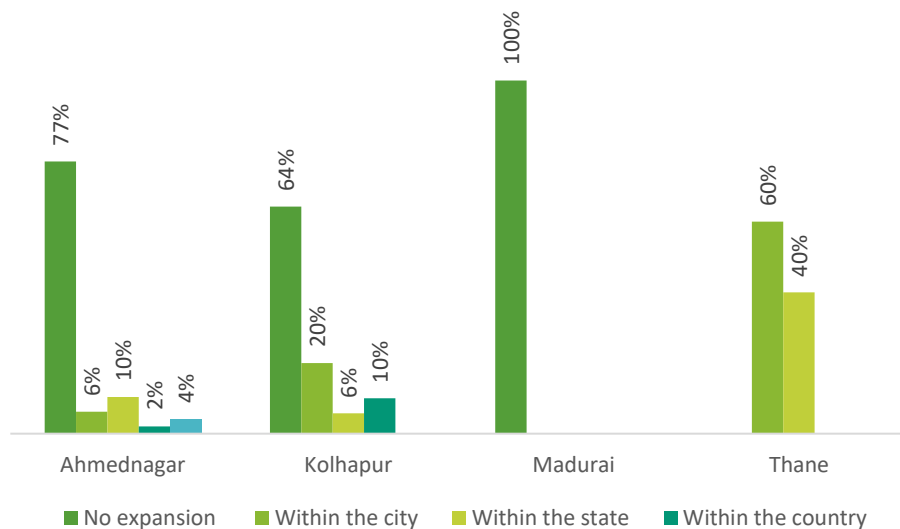


FIGURE 121: ABILITY TO EXPAND MARKET/CHANGE JOB LOCATION-HILLY AREA WISE DISTRIBUTION

Q Have you been able to expand your market/change job location after RPL program?

Number of respondents:152

In Ahmednagar 77% beneficiaries informed that there has been no expansion in market/job location, 6% beneficiaries informed that they were able to expand market/change job location within the city, 10% beneficiaries informed that they were able to expand market/change job location within the state and 4% beneficiaries were able to expand market/change job location within the country. In Kolhapur 64% beneficiaries informed that there has been no expansion in market/job location, 20% beneficiaries informed that they were able to expand market/change job location within the city, and 10% beneficiaries informed that they were able to expand market/change job location within the. In Madurai all beneficiaries informed that they were not able to expand market/change job location. In Thane 60% beneficiaries informed that they were able to expand market/change job location within the city, and 40% beneficiaries informed that they were able to expand market/change job location within the state.

Impact Assessment for Green Jobs

16.5.1.4.3 Impact on the ability to expand market/change job location by LWE

The following chart shows the percentage of beneficiaries by LWE regions who have been able to expand the market/change job location after the RPL program:

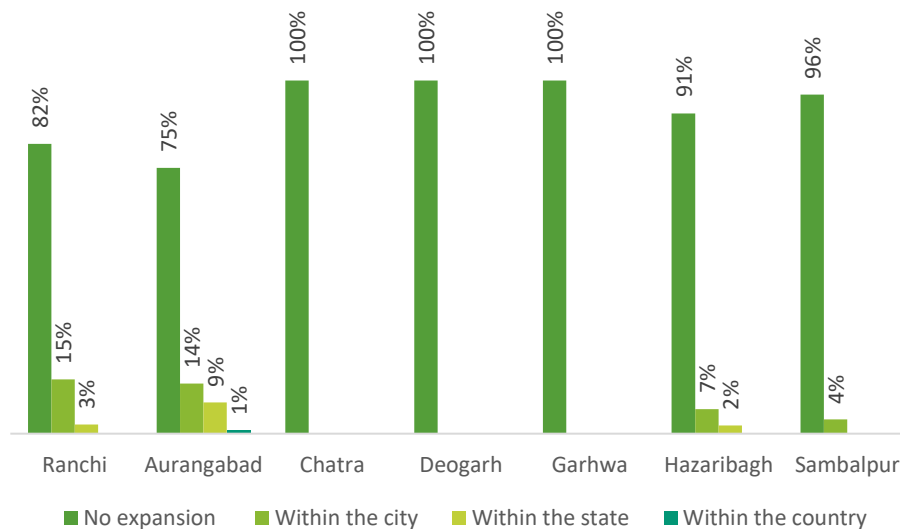


FIGURE 122: ABILITY TO EXPAND MARKET/CHANGE JOB LOCATION-LWE WISE DISTRIBUTION

Q Have you been able to expand your market/change job location after RPL program?

Number of respondents:296

100% beneficiaries from Chatra, Deogarh and Garhwa informed that they were not able to expand market/change job location. In Ranchi 82% beneficiaries were not able to expand market/change job location,15% informed that they were able to do so within the city,3% informed that they were able to do so within state. In Aurangabad 75% beneficiaries were not able to expand market/change job location,14% informed that they were able to do so within the city,9% informed that they were able to do so within state, 1% informed that they were able to do so within the country. In Hazaribagh 91% beneficiaries were not able to expand market/change job location,7% informed that they were able to do so within the city,2% informed that they were able to do so within state. In Sambalpur 96% beneficiaries were not able to expand market/change job location and 4% informed that they were able to do so within the city.

Impact Assessment for Green Jobs

16.5.1.4.4 *Impact on the ability to expand market/change job location by job role*

The following chart shows the percentage of beneficiaries by job roles who have been able to expand the market/change job location after the RPL program:

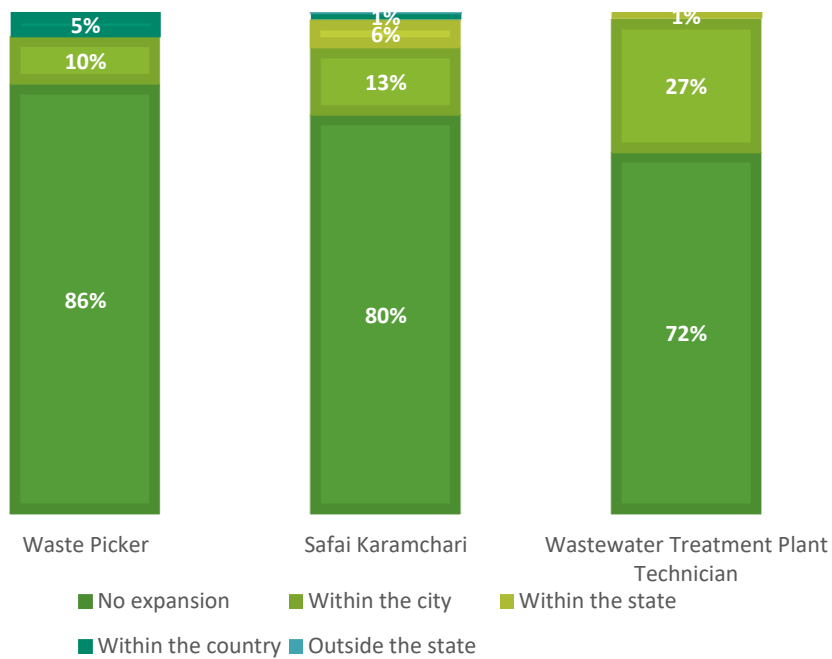


FIGURE 123: ABILITY TO EXPAND MARKET/CHANGE JOB LOCATION-JOB ROLE WISE DISTRIBUTION

Q Have you been able to expand your market/change job location after RPL program?

Number of respondents:14,434

A majority of the beneficiaries could not expand their market or change job role after the RPL certification, the highest percentage is from waste picker job role (86%). The highest percentage of the beneficiaries to expand within the city is from wastewater treatment plant technician (27%).

Impact Assessment for Green Jobs

16.5.1.4.5 Impact on ability to expand market/change job location by gender

The following chart shows the percentage of male and female beneficiaries who have been able to expand the market/change job location after the RPL program:

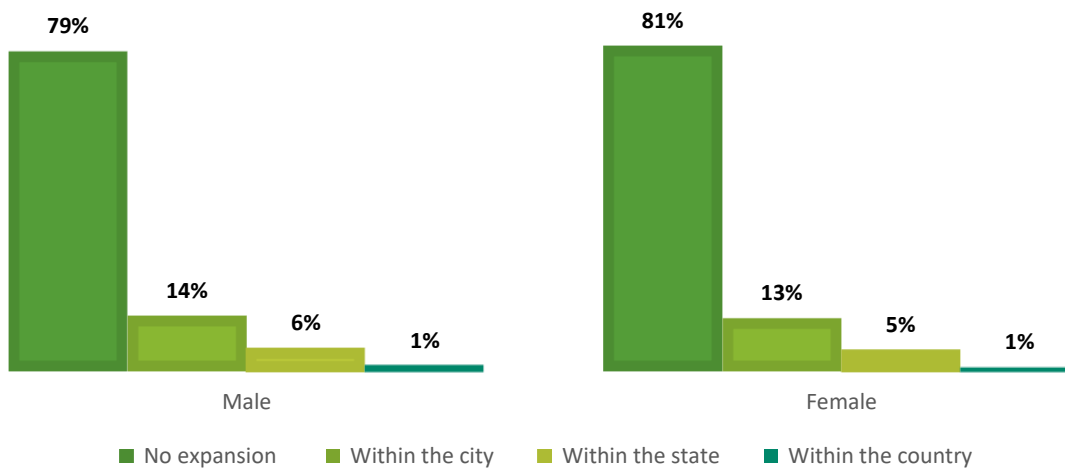


FIGURE 124: ABILITY TO EXPAND MARKET/CHANGE JOB LOCATION-GENDER WISE DISTRIBUTION

Q Have you been able to expand your market/change job location after RPL program?

Number of respondents:14,435

79% male and 81% female beneficiaries mentioned no expansion of market/change in the job location within the city.14% male and 13% female beneficiaries mentioned an expansion of market/change in job location within the city. 6% of the male beneficiaries and 5% of the female beneficiaries stated that they were able to expand/change within the state, 1% of the male and 1% of the female beneficiaries reported the same within the country.

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16.5.1.4.6 *Impact on ability to expand market/change job location by caste category*

The following chart shows the percentage of beneficiaries by caste category who have been able to expand the market/change job location after the RPL program:

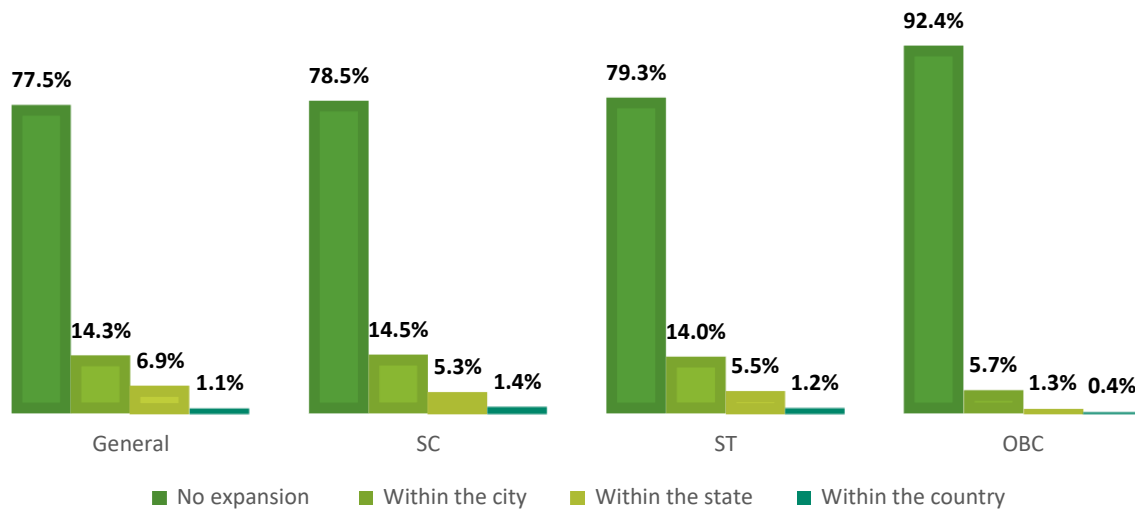


FIGURE 125: ABILITY TO EXPAND MARKET/CHANGE JOB LOCATION-CASTE CATEGORY WISE DISTRIBUTION

Q Have you been able to expand your market/change job location after RPL program?

Number of respondents: 14,262

A majority of the beneficiaries from general (77.5%), SC (78.5%), ST (79.3%) and OBC category (92.4%) stated that there is no expansion in market/change in job location. 14.3% beneficiaries from general category, 14.5% from SC category, 14% from ST category and 5.7% from OBC category reported that they were able to expand market/change job location within the city. 6.9% beneficiaries from general category, 5.3% from SC category, 5.5% from ST category and 1.3% from OBC category reported that they were able to expand market/change job location within the state. 1.1% beneficiaries from general category, 1.4% from SC category, 1.2% from ST category and 0.4% from OBC category reported that they were able to expand market/change job location within the country.

Impact Assessment for Green Jobs

16.5.1.5 Mudra Loans

The following charts represents the percentages of beneficiaries across states, LWE, genders, caste categories and job roles who applied for Mudra Loans:

16.5.1.5.1 Beneficiaries applied for Mudra Loans by state

The following chart shows the percentage of beneficiaries by states who applied for Mudra Loans:

State	Yes	No
Maharashtra	34%	66%
Uttar Pradesh	33%	67%
Jharkhand	27%	74%
Jammu and Kashmir	19%	81%
Uttarakhand	17%	83%
Delhi	17%	83%
Karnataka	16%	84%
Chhattisgarh	15%	85%
Madhya Pradesh	14%	86%
Gujarat	14%	86%
Haryana	13%	87%
Odisha	13%	87%
Punjab	13%	87%
Andhra Pradesh	11%	89%
Tamil Nadu	10%	90%
West Bengal	9%	91%

TABLE 31: BENEFICIARIES APPLIED FOR MUDRA LOAN BY STATE

Q Did you apply for Mudra Loans?

Number of respondents:12,010

The majority of the beneficiaries did not apply for Mudra Loans. Among the beneficiaries who applied for it, the highest percentage is from Madhya Pradesh (34%). The lowest percentage of beneficiaries who did applied for mudra loans is from West Bengal (9%)

Beneficiaries who applied for Mudra Loan were further asked about reason of applying for the loan. The following chart shows the reason for applying for Mudra Loan:

State	For starting new business	For expanding current business
Chhattisgarh	95%	5%
West Bengal	94%	6%
Andhra Pradesh	94%	6%
Gujarat	94%	6%
Karnataka	92%	8%

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State	For starting new business	For expanding current business
Tamil Nadu	92%	8%
Haryana	90%	10%
Odisha	88%	12%
Jharkhand	86%	14%
Punjab	77%	23%
Uttar Pradesh	69%	31%
Madhya Pradesh	63%	37%
Uttarakhand	61%	39%
Jammu and Kashmir	60%	40%
Maharashtra	54%	46%
Delhi	50%	50%

TABLE 32: REASON OF APPLYING FOR MUDRA LOAN BY STATE

Q For what purpose did you avail the loan?

Number of respondents:3,318

The majority of the beneficiaries who applied for Mudra Loan stated the reason to be starting a new business. Highest percentage of beneficiaries who applied for mudra loans for starting a new business is from Chhattisgarh (95%), lowest percentage of beneficiaries who applied for mudra loans for starting new business id from Delhi (50%). Highest percentage of beneficiaries who applied for mudra loans for expanding current business is from Delhi (50%), lowest percentage of beneficiaries who applied for mudra loans for starting new business id from Chhattisgarh (5%).

The beneficiaries who applied for the loan was further asked whether they faced any difficulty while applying for the loan:

State	Yes	No
Uttar Pradesh	80%	20%
Andhra Pradesh	74%	26%
Gujarat	73%	27%
Jharkhand	73%	27%
Maharashtra	72%	28%
Haryana	71%	29%
Uttarakhand	68%	32%
Odisha	67%	33%
Jammu and Kashmir	67%	33%
Tamil Nadu	66%	34%
West Bengal	64%	36%
Karnataka	59%	41%
Madhya Pradesh	53%	47%
Chhattisgarh	38%	62%

Impact Assessment for Green Jobs

State	Yes	No
Punjab	27%	73%
Delhi	23%	77%

TABLE 33: DIFFICULTIES FACED WHILE APPLYING FOR THE LOAN BY STATES

Q Did you face any difficulty in availing loan?

Number of respondents:240

The highest percentage of beneficiaries who reported to face some difficulties is from Uttar Pradesh (80%), followed by Andhra Pradesh (74%). Lowest percentage of beneficiaries who faced difficulty while applying for mudra loans is from Delhi (23%).

Impact Assessment for Green Jobs

16.5.1.5.2 Beneficiaries applied for Mudra Loans by hilly area

The following chart shows beneficiaries by hilly area who have applied for mudra loans.

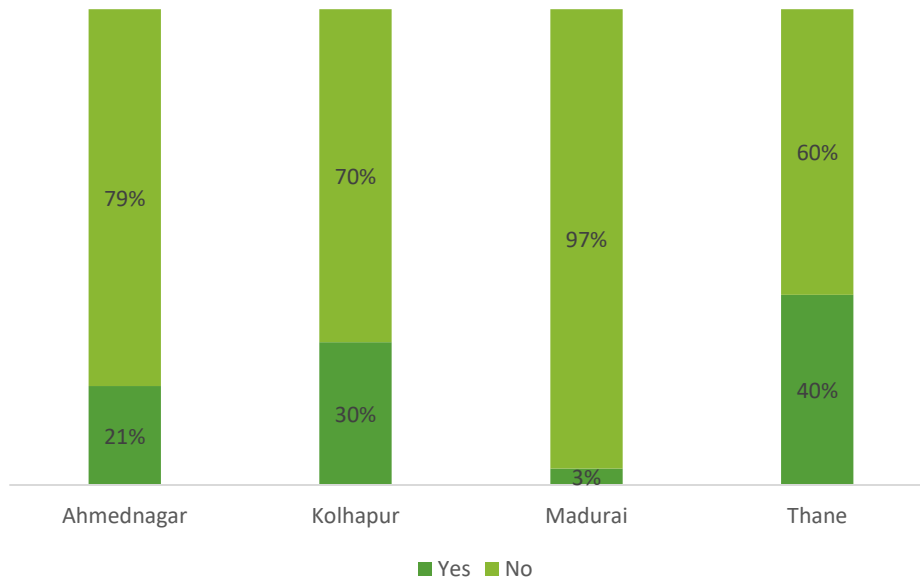


FIGURE 126: BENEFICIARIES APPLIED FOR MUDRA LOANS BY HILLY AREA

Q Did you apply for Mudra Loans?

Number of respondents: 152

Only 21% beneficiaries from Ahmednagar, 30% from Kolhapur, 3% from Madurai and 40% from Thane applied for mudra loans.

Impact Assessment for Green Jobs

The following chart shows the reason for applying for Mudra Loan:

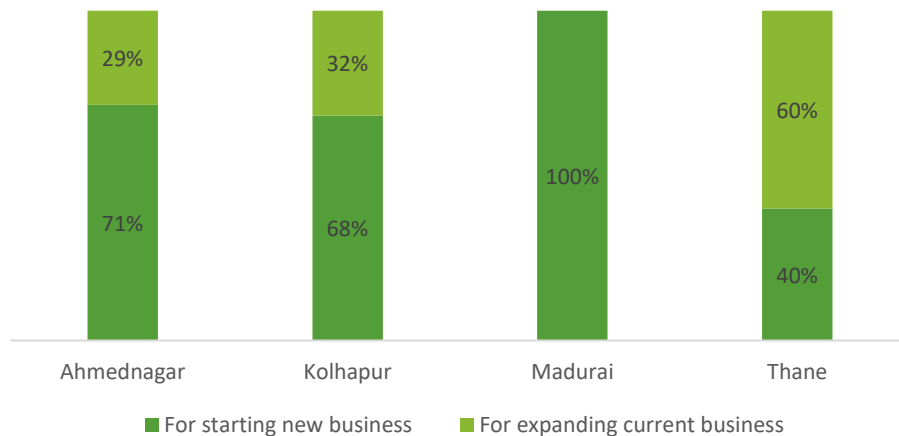


FIGURE 127: REASON OF APPLYING FOR MUDRA LOAN BY HILLY AREA

Q For what purpose did you avail the loan?

Number of respondents: 44

All beneficiaries from Madurai informed that they have applied for mudra loans for starting a new business. The highest percentage of beneficiaries who applied for mudra loans for expanding current business is from Thane (60%).

All beneficiaries informed that they have faced difficulty while applying for mudra loans.

Impact Assessment for Green Jobs

16.5.1.5.3 Beneficiaries applied for Mudra Loans by LWE

The following chart shows the percentage of beneficiaries by LWE who applied for Mudra Loans:

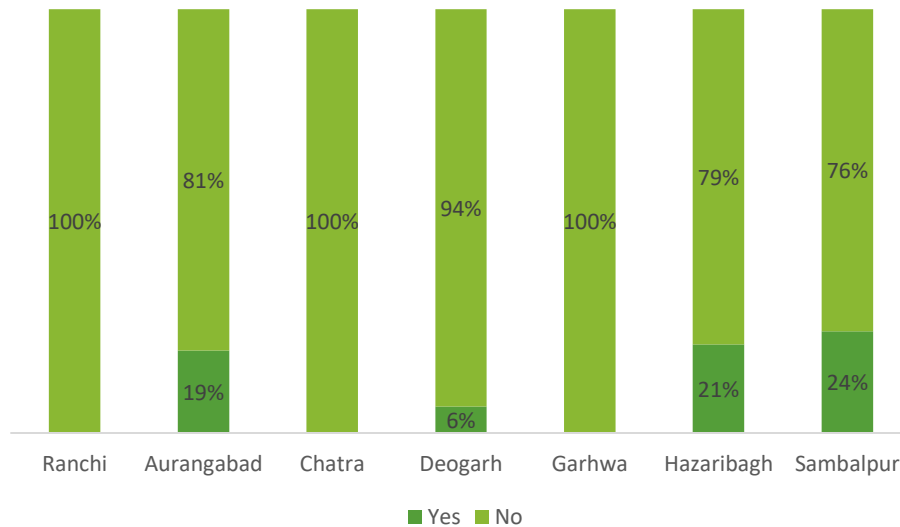


FIGURE 128: BENEFICIARIES APPLIED FOR MUDRA LOAN BY LWE

Q Did you apply for Mudra Loans?

Number of respondents: 296

Only 19% beneficiaries from Aurangabad, 6% beneficiaries from Deogarh, 21% beneficiaries from Hazaribagh and 24% beneficiaries from Sambalpur applied for mudra loans. No beneficiaries from districts such as Ranchi, Chatra and Garhwa reported that they have applied for Mudra loans

Impact Assessment for Green Jobs

The following chart shows the reason for applying for Mudra Loan:

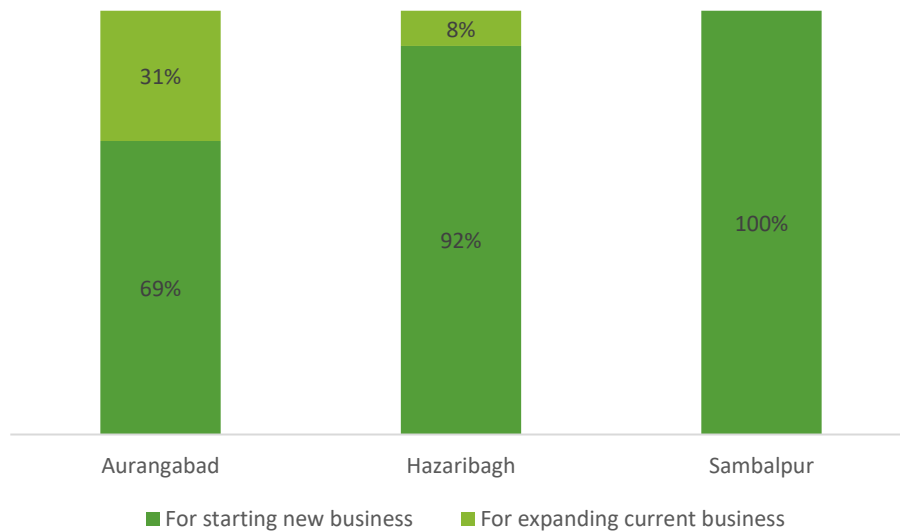


FIGURE 129: REASON OF APPLYING FOR MUDRA LOAN BY LWE

Q For what purpose did you avail the loan?

Number of respondents: 55

All beneficiaries from district Sambalpur reported to have applied for mudra loans for starting a new business. 69% beneficiaries from Aurangabad and 92% beneficiaries from Hazaribagh reported to have applied for mudra loans for starting anew business. Remaining 31% beneficiaries from Aurangabad and 85 beneficiaries from Hazaribagh reported to have applied for mudra loans for expanding current business.

All the beneficiaries have reported to face some difficulties.

Impact Assessment for Green Jobs

16.5.1.5.4 Beneficiaries applied for Mudra Loans by job role

The following chart shows the percentage of beneficiaries by job role who applied for Mudra Loans:

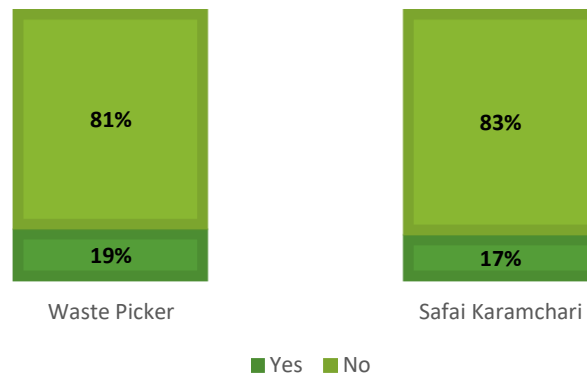


FIGURE 130: BENEFICIARIES APPLIED FOR MUDRA LOAN BY JOB ROLE

Q Did you apply for Mudra Loans?

Number of respondents:14,434

Only 19% beneficiaries under job role Waste Picker and 17% beneficiaries under job role Safai Karamchari have reported to have applied for mudra loans.

Beneficiaries who applied for Mudra Loan were further asked about reason of applying for the loan. The following chart shows the reason for applying for Mudra Loan:

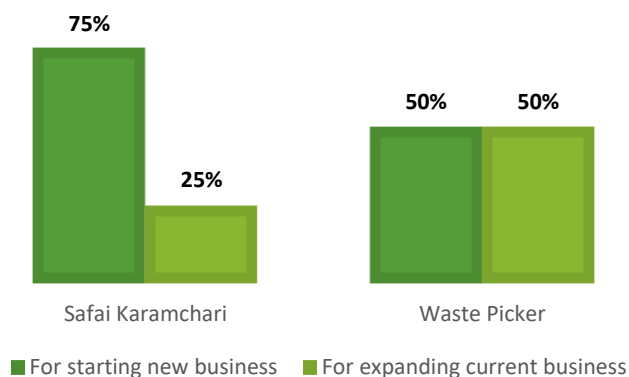


FIGURE 131: REASON OF APPLYING FOR MUDRA LOAN BY JOB ROLE

Q For what purpose did you avail the loan?

Number of respondents:3,319

75% beneficiaries under job role Safai Karamchari and 50%. Under job role Waste Picker reported to have applied for mudra loans for starting a new business. Remaining beneficiaries have applied for mudra for expanding current business.

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The following chart shows difficulties faced by beneficiaries while applying for mudra loans.

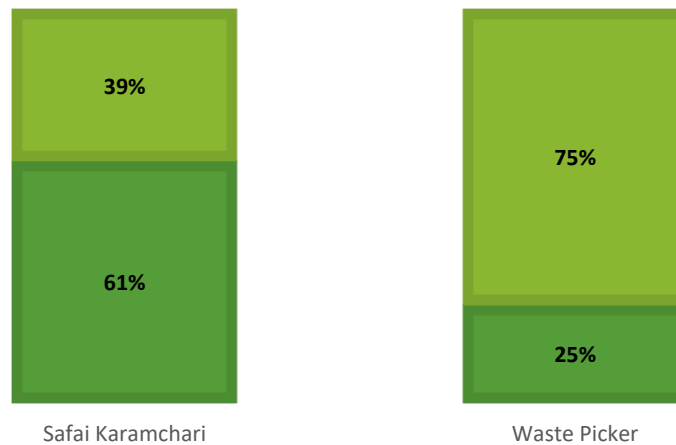


FIGURE 132: DIFFICULTIES FACED WHILE APPLYING FOR THE LOAN BY JOB ROLE

Q For what purpose did you avail the loan?

Number of respondents:240

61% beneficiaries under job role Safai Karamchari and 25% under job role Waste picker mentioned that they have faced difficulty while applying for mudra loans.

Impact Assessment for Green Jobs

16.5.1.5.5 Beneficiaries applied for Mudra Loans by gender

The following chart shows the percentage of beneficiaries by gender who applied for Mudra Loans:

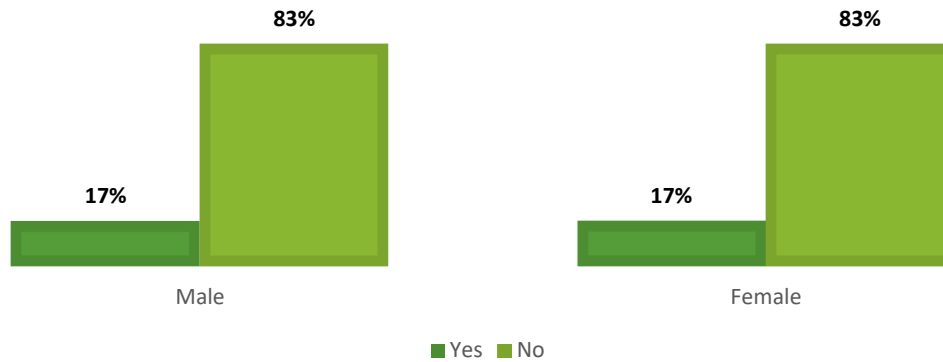


FIGURE 133: BENEFICIARIES APPLIED FOR MUDRA LOAN BY GENDER

Q Did you apply for Mudra Loans?

Number of respondents:14,435

The majority of both male (83%) and female beneficiaries (83%) stated that they did not apply for Mudra Loans.

Beneficiaries who applied for Mudra Loan were further asked about reason of applying for the loan. The following chart shows the reason for applying for Mudra Loan:

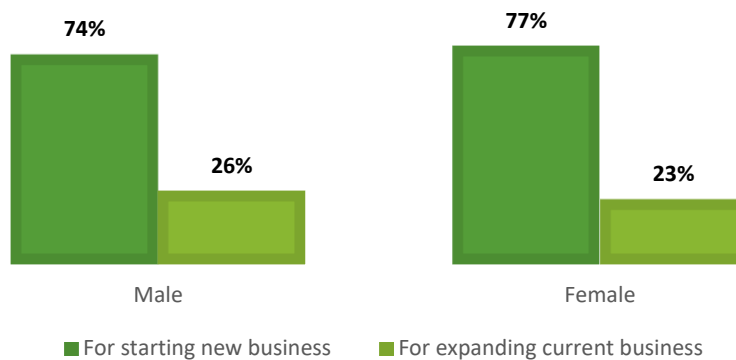


FIGURE 134: REASON OF APPLYING FOR MUDRA LOAN BY GENDER

Q For what purpose did you avail the loan?

Number of respondents:3,391

The majority of both male (74%) and female (77%) beneficiaries who applied for Mudra Loan stated the reason to be starting a new business. The remaining 26% male and 23% female beneficiaries applied for it for expanding their current business.

Impact Assessment for Green Jobs

The beneficiaries who applied for the loan was further asked whether they faced any difficulty while applying for the loan:

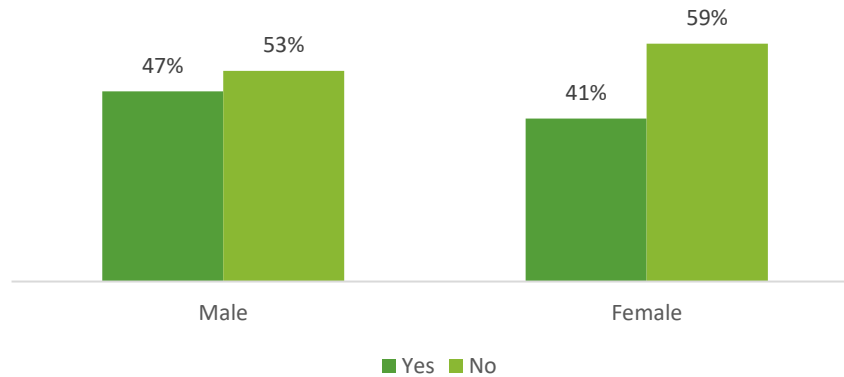


FIGURE 135: DIFFICULTIES FACED WHILE APPLYING FOR THE LOAN BY GENDER

Q Did you face any difficulty in availing loan?

Number of respondents:156

For male (47%) and female (41%) beneficiaries reported to face some difficulties while availing the loan.

Impact Assessment for Green Jobs

16.5.1.5.6 Beneficiaries applied for Mudra Loans by caste category

The following chart shows the percentage of beneficiaries by gender who applied for Mudra Loans:

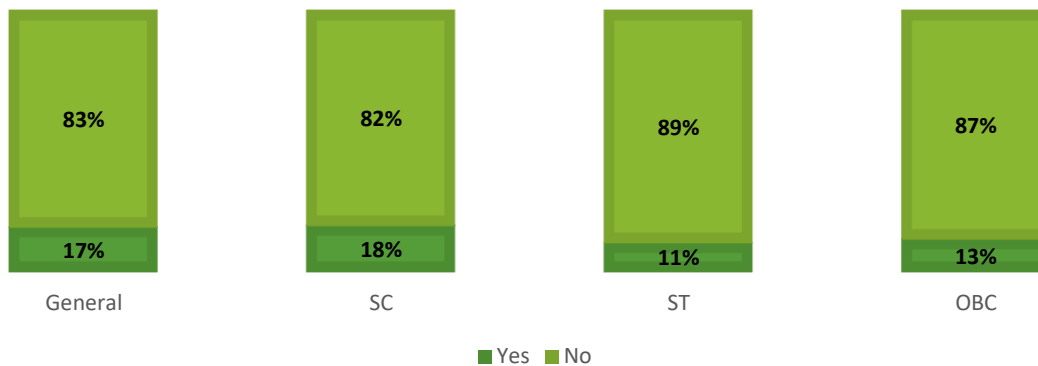


FIGURE 136: BENEFICIARIES APPLIED FOR MUDRA LOAN BY CASTE CATEGORY

Q Did you apply for Mudra Loans?

Number of respondents: 14,262

The majority of beneficiaries (87%) across all the categories stated that they did not apply for Mudra Loans.

Beneficiaries who applied for Mudra Loan were further asked about reason of applying for the loan.

The following chart shows the reason for applying for Mudra Loan:

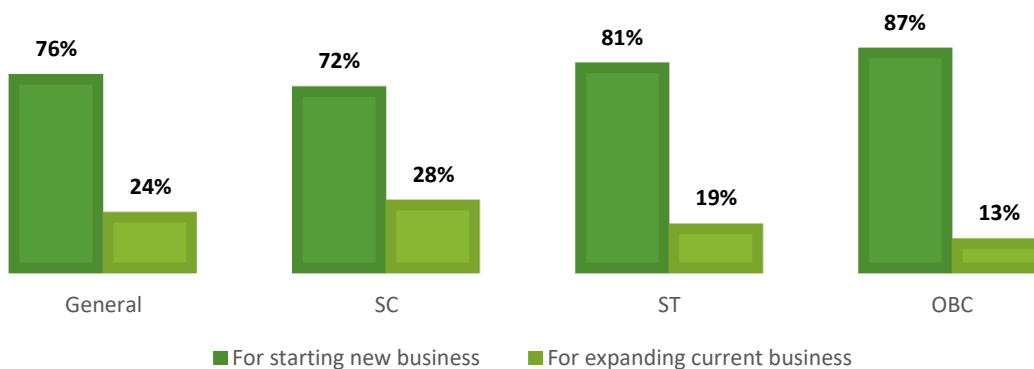


FIGURE 137: REASON OF APPLYING FOR MUDRA LOAN BY CASTE CATEGORY

Q For what purpose did you avail the loan?

Number of respondents: 3,314

The majority of beneficiaries across all the categories who applied for Mudra Loan stated the reason to be starting a new business, highest percentage is from OBC category (87%) followed by ST category (81%).

Impact Assessment for Green Jobs

The following chart shows beneficiaries who have faced difficulty for applying mudra loans:

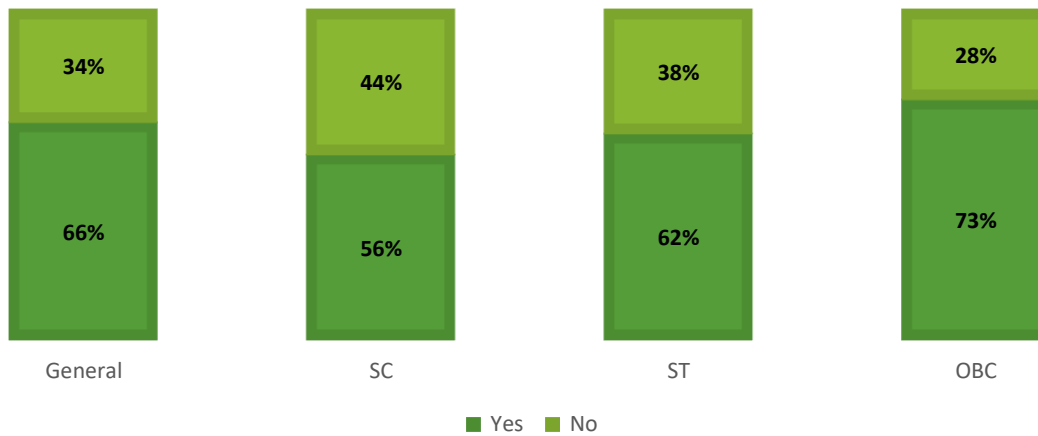


FIGURE 138: DIFFICULTIES FACED WHILE APPLYING FOR THE LOAN BY GENDER

Q Did you face any difficulty in availing loan?

Number of respondents:156

66% beneficiaries from general category, 56% beneficiaries from SC category, 62% beneficiaries from ST category and 73% beneficiaries from OBC category informed that they have face some sort of difficulty while applying for mudra loans.

Impact Assessment for Green Jobs

16.5.1.6 Impact on employment

The following charts represents the impact of RPL program on employment across states, LWE, genders, caste categories and job roles:

16.5.1.6.1 Impact on employment by state

The following table shows the employment status of the beneficiaries by state before the certification:

State	Employed	Self Employed	Unemployed
Jammu and Kashmir	100%	0%	0%
Himachal Pradesh	100%	0%	0%
Karnataka	100%	0%	0%
Punjab	99%	1%	0%
West Bengal	98%	2%	0%
Gujarat	97%	3%	0%
Andhra Pradesh	97%	3%	0%
Odisha	97%	3%	0%
Haryana	96%	4%	1%
Tamil Nadu	95%	5%	1%
Jharkhand	95%	5%	1%
Uttarakhand	94%	5%	1%
Madhya Pradesh	93%	6%	1%
Delhi	92%	8%	0%
Chhattisgarh	87%	8%	5%
Maharashtra	86%	12%	2%
Uttar Pradesh	85%	14%	1%
Bihar	75%	25%	0%

TABLE 34: EMPLOYMENT STATUS OF THE BENEFICIARIES BY STATE BEFORE THE CERTIFICATION

Q. What was your employment status at the time of the certification?

Number of respondents:14,433

A majority of the beneficiaries across all the states were employed before the RPL certification. 100% of the beneficiaries from Jammu and Kashmir, Himachal Pradesh, Karnataka before the certification. The percentage of self-employed beneficiaries is the highest in Bihar (25%). A very small percentage of the beneficiaries were unemployed, highest percentage is from Chhattisgarh (5%).

The following table shows the employment status of the beneficiaries by state after the certification:

State	Employed in same organisation	Employed in a different organisation	Self Employed	Unemployed
Bihar	100%	0%	0%	0%
Himachal Pradesh	100%	0%	0%	0%

Impact Assessment for Green Jobs

State	Employed in same organisation	Employed in a different organisation	Self Employed	Unemployed
West Bengal	100%	0%	0%	0%
Punjab	99%	1%	0%	0%
Uttarakhand	99%	1%	0%	0%
Karnataka	99%	1%	0%	0%
Gujarat	98%	1%	1%	1%
Odisha	95%	4%	1%	0%
Haryana	95%	2%	2%	1%
Madhya Pradesh	82%	14%	4%	0%
Andhra Pradesh	81%	19%	0%	0%
Tamil Nadu	78%	21%	1%	0%
Maharashtra	74%	16%	9%	1%
Delhi	73%	23%	3%	1%
Jharkhand	68%	25%	6%	2%
Uttar Pradesh	61%	31%	6%	1%
Chhattisgarh	48%	1%	46%	5%
Jammu and Kashmir	31%	13%	38%	19%

TABLE 35: EMPLOYMENT STATUS OF THE BENEFICIARIES BY STATE AFTER THE CERTIFICATION

Q. What is your employment status now?

Number of respondents:14,434

A majority of the beneficiaries across all the states were employed in the same organization after the RPL certification. 99% of the beneficiaries from Uttarakhand and Karnataka are currently employed in the same organization. The percentage of beneficiaries who employed in different organization is the highest from Jharkhand (25%). The percentage of self-employed beneficiaries is the highest from Chhattisgarh (46%). A very small percentage of the beneficiaries were unemployed, highest percentage is from Jammu and Kashmir (19%).

Impact Assessment for Green Jobs

16.5.1.6.2 Impact on employment by hilly area

All the beneficiaries from the hilly area were employed before the RPL program.

The following chart shows the employment status of the beneficiaries by hilly area after the certification:

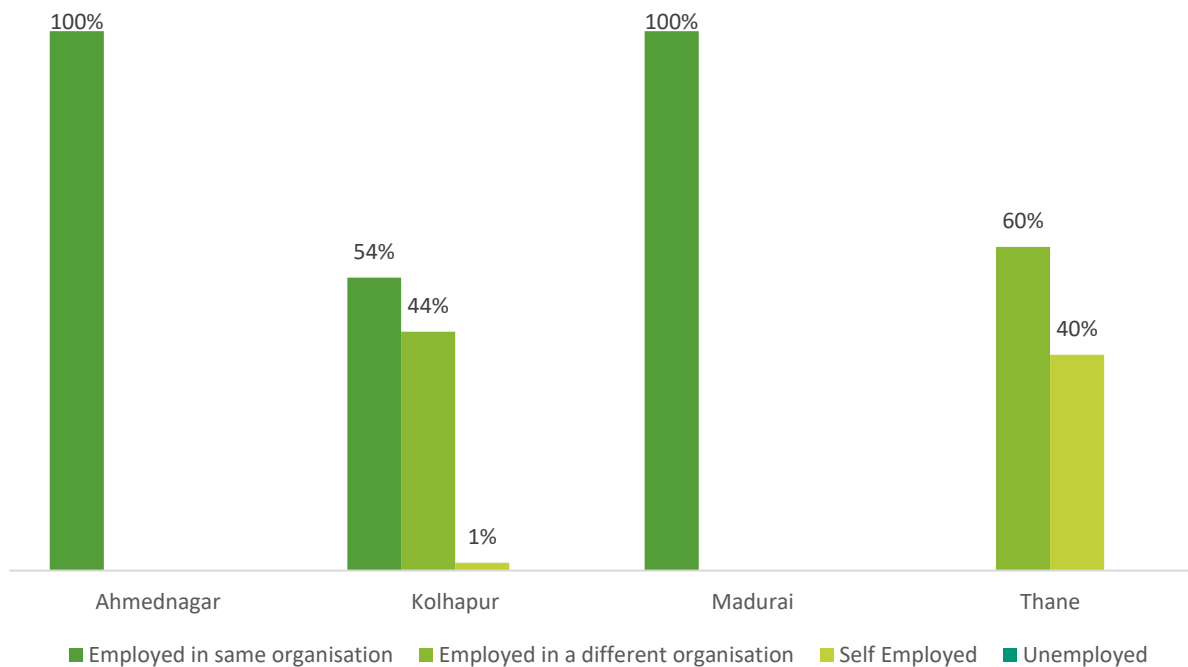


FIGURE 139: EMPLOYMENT STATUS OF THE BENEFICIARIES BY HILLY AREA AFTER THE CERTIFICATION

Q. What is your employment status now?

Number of respondents:152

100% of the beneficiaries both from Ahmednagar and Madurai, 60% from Thane and 54% in Kolhapur reported to be employed in the same organization after the RPL certification. From Kolhapur, 44% reported to self-employed after the RPL program whereas 40% from Thane reported to be the same. Only 1% beneficiaries from Kolhapur reported to be employed in different organization. However, none of the beneficiaries are unemployed in these for districts.

Impact Assessment for Green Jobs

Comparison between before and after RPL certification

The following chart shows the comparison between the employment status of the beneficiaries by hilly area:

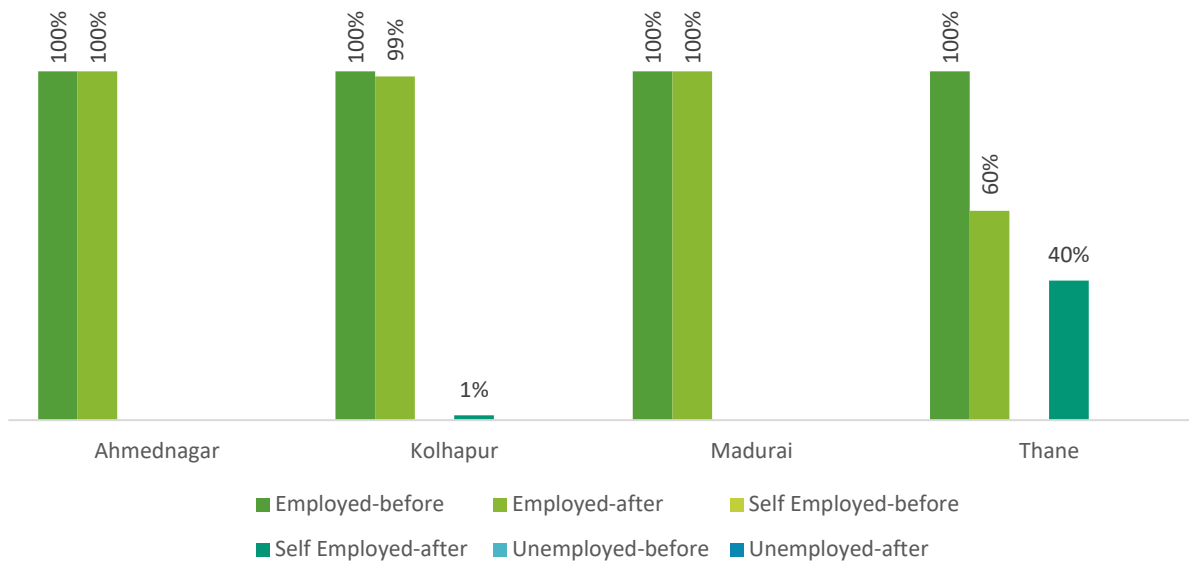


FIGURE 140: COMPARISON OF EMPLOYMENT STATUS BY HILLY AREA

On comparison of employment status before and after RPL program it was found out that in districts such as Ahmednagar and Madurai there was no change in employment status, whereas in Kolhapur 1% beneficiaries are unemployed after RPL program. In Thane 40% beneficiaries are unemployed after RPL program

Impact Assessment for Green Jobs

16.5.1.6.3 Impact on employment by LWE

The following chart shows the employment status of the beneficiaries by LWE before the certification:

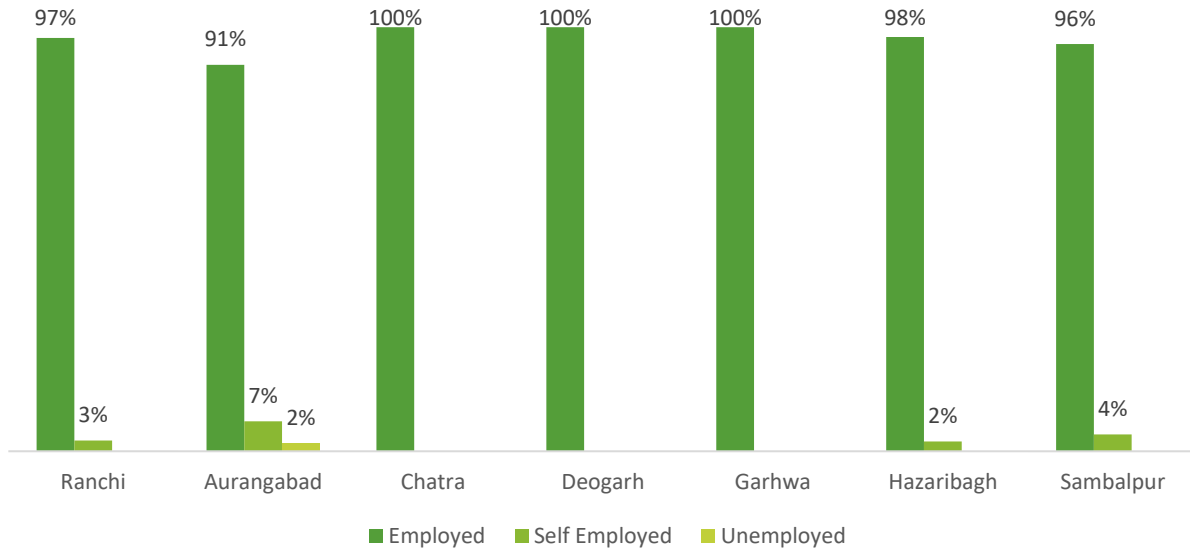


FIGURE 141: EMPLOYMENT STATUS OF THE BENEFICIARIES BY LWE BEFORE THE CERTIFICATION

Q. What was your employment status at the time of the certification?

Number of respondents:296

100% beneficiaries from Chatra, Deogarh and Garhwa mentioned that they were employed before RPL program. Only 3% beneficiaries from Ranchi, 7% from Aurangabad, 2% from Hazaribagh and 4% from Sambalpur mentioned that they were self-employed before RPL program. Only 2% beneficiaries from Aurangabad mentioned to be unemployed

Impact Assessment for Green Jobs

The following chart shows the employment status of the beneficiaries by LWE after the certification:

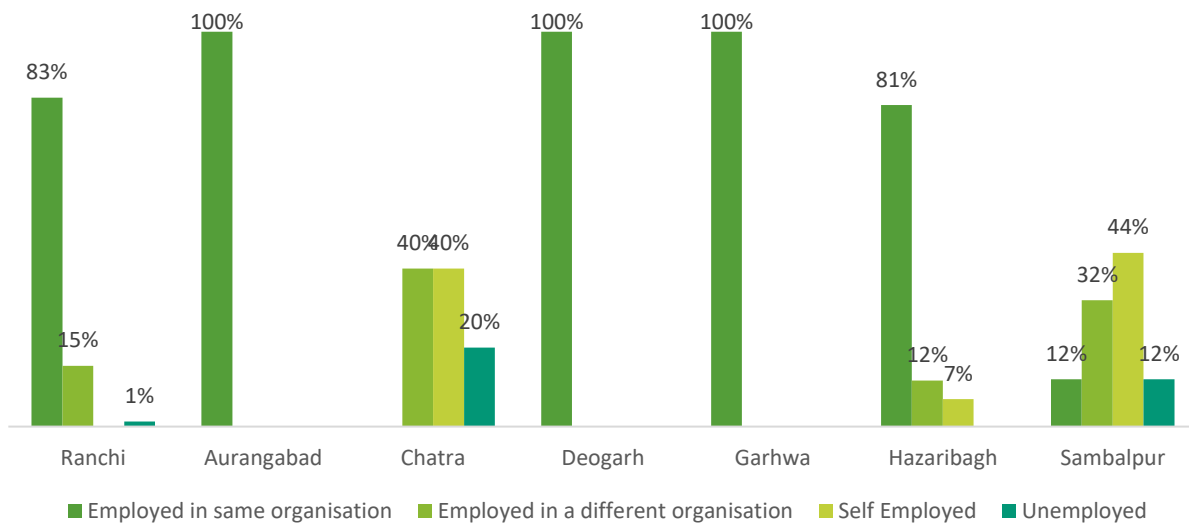


FIGURE 142: EMPLOYMENT STATUS OF THE BENEFICIARIES BY LWE AFTER THE CERTIFICATION

Q. What is your employment status now?

Number of respondents:296

100% of the beneficiaries from Aurangabad, Deogarh and Garhwa are employed in the same organization. 83% beneficiaries from Ranchi, 81% beneficiaries from Hazaribagh and 12% beneficiaries from Sambalpur have mentioned to be employed in the same organization. 15% beneficiaries from Ranchi, 40% beneficiaries from Chatra, 12% beneficiaries from Hazaribagh and 32% beneficiaries from Sambalpur mentioned that they are employed in a different organization. 40% beneficiaries from Chatra, 7% from Hazaribagh and 44% from Sambalpur are self-employed even after the certification. Only 1% from Ranchi, 20% from Chatra and 12% from Sambalpur have reported to be unemployed.

Impact Assessment for Green Jobs

Comparison between before and after RPL certification:

The following chart shows the comparison between the employment status of the beneficiaries by job role:

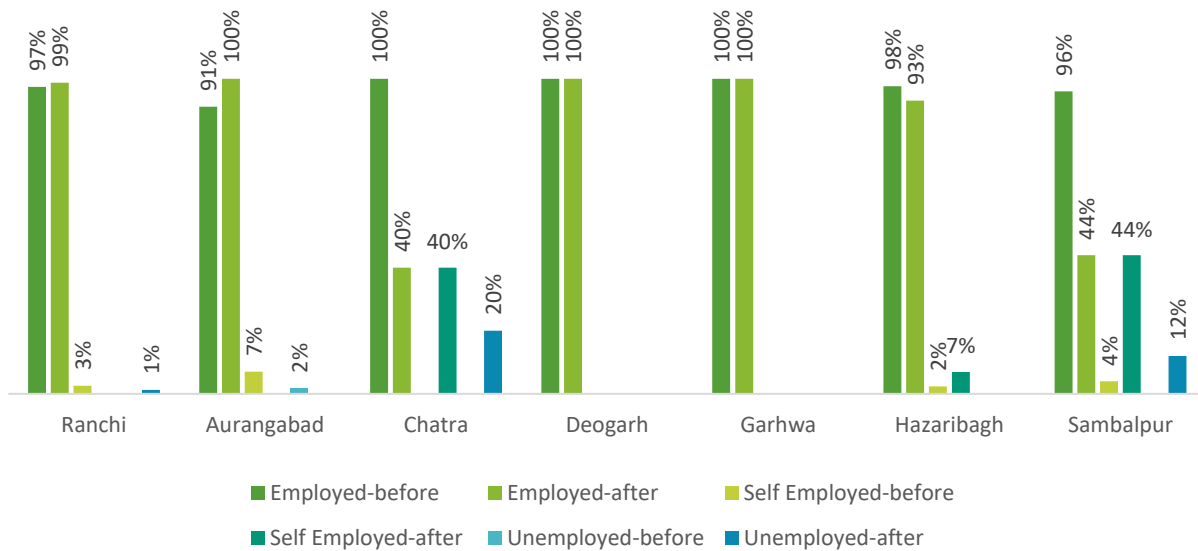


FIGURE 143: COMPARISON OF EMPLOYMENT STATUS BY GENDER

In Ranchi, beneficiaries' percentage of beneficiaries who were employed has increased by 2 % after RPL whereas percentage of self-employed beneficiaries has reduced to 0 and 1% beneficiaries reported to be unemployed after RPL. All beneficiaries in Aurangabad are employed after RPL program. In Chatra only 40% beneficiaries are employed after RPL program 49% beneficiaries are self-employed where as 20% mentioned to be unemployed. In Deogarh and Garhwa there is no change in employment status before and after RPL program. In Hazaribagh percentage of beneficiaries who are employed has reduced to 93% after RPL program whereas percentage of beneficiaries who are self-employed has increased to 7%. In Sambalpur percentage of beneficiaries who are employed have reduced to 44% whereas % of beneficiaries who are self-employed has increased to 44% and % of unemployed beneficiaries after RPL program has increased to 12%.

Impact Assessment for Green Jobs

16.5.1.6.4 Impact on employment by job role

The following chart shows the employment status of the beneficiaries by job role before the certification

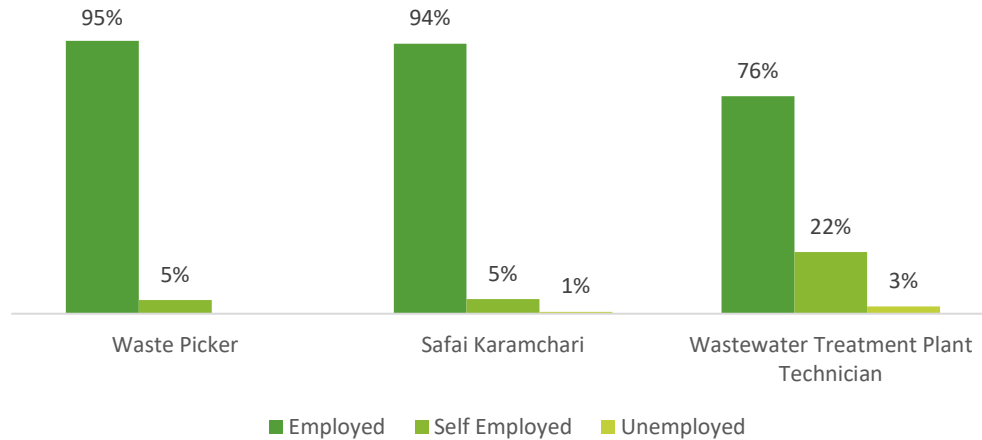


FIGURE 144: EMPLOYMENT STATUS OF THE BENEFICIARIES BY JOB ROLE BEFORE THE CERTIFICATION

Q. What was your employment status at the time of the certification?

Number of respondents:14,434

A majority of all the beneficiaries were employed before the RPL program, highest percentage is from job role Waste Picker (95%). 1% beneficiaries under job role Safai Karamchari and 3% beneficiaries under job role Wastewater Treatment Plant Technician have reported to be unemployed

Impact Assessment for Green Jobs

The following chart shows the employment status of the beneficiaries by job role after the certification:

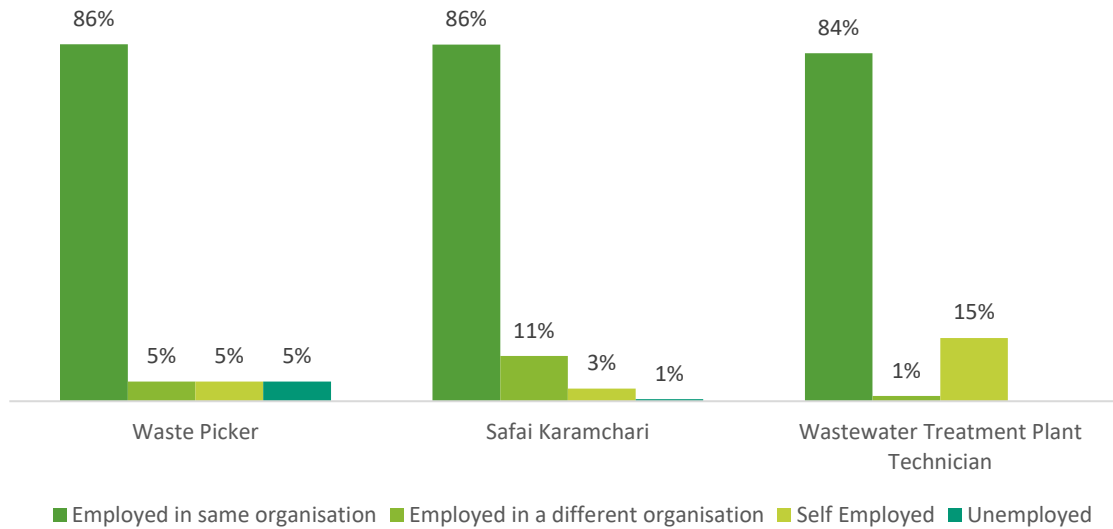


FIGURE 145: EMPLOYMENT STATUS OF THE BENEFICIARIES BY JOB ROLE BEFORE THE CERTIFICATION

Q. What is your employment status now?

Number of respondents:14,434

86% beneficiaries under job role Waste Picker and Safai Karamchari and 84% under Wastewater Treatment Plant Technician have mentioned to be employed in the same organization. 5% beneficiaries under job role Waste Picker 11% beneficiaries from Safai Karamchari and 1% beneficiaries from Wastewater Treatment Plant Technician have mentioned to be employed in different organization. 5% beneficiaries under job role Waste Picker 3% beneficiaries from Safai Karamchari and 15% from Wastewater Treatment Plant Technician have mentioned to be self-employed. 5% beneficiaries from Waste Picker and 15 beneficiaries form Safai karamchri job role have mentioned to be unemployed after RPL program.

Impact Assessment for Green Jobs

Comparison between before and after RPL certification

The following chart shows the comparison between the employment status of the beneficiaries by job role:

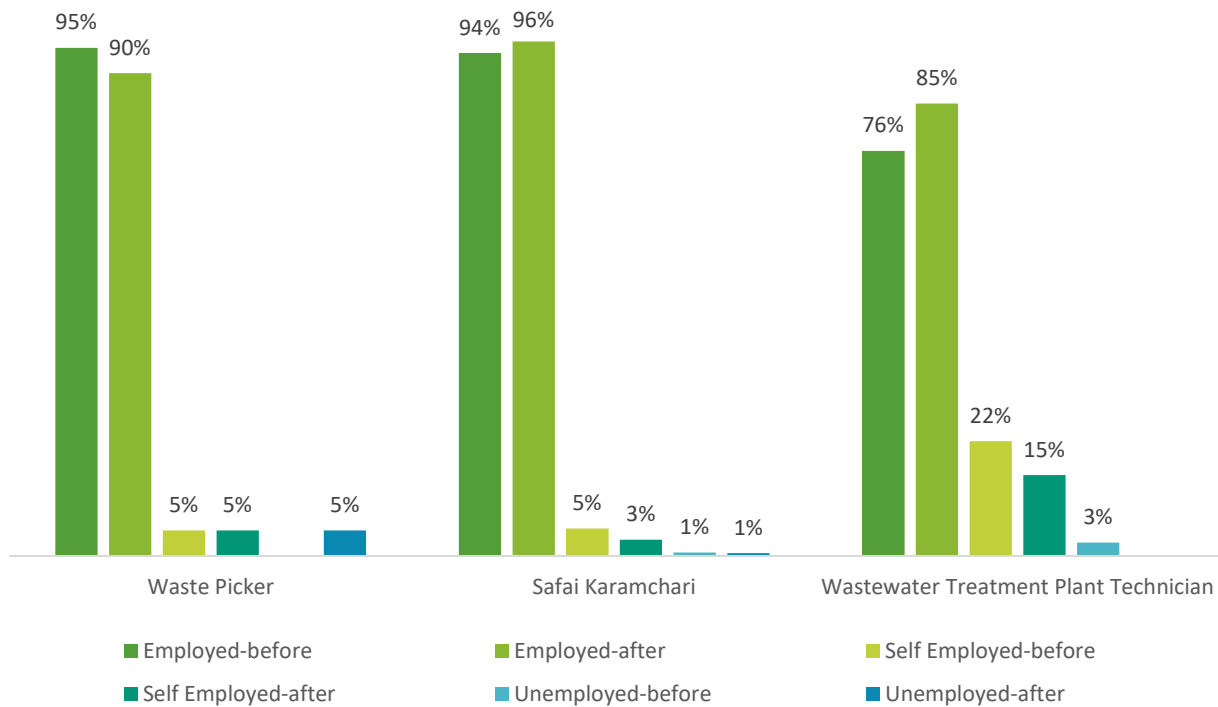


FIGURE 146: COMPARISON OF EMPLOYMENT STATUS BY JOB ROLE

In job role Waste Picker percentage of employed beneficiaries has decreased to 90% whereas percentage of unemployed beneficiaries has increased to 5% after RPL program. In job role Safai Karamchari percentage of employed beneficiaries has increased to 96%, percentage of self-employed beneficiaries has decreased to 1%. In job role Wastewater Treatment Plant Technician percentage of employed beneficiaries has increased to 85%, percentage of self-employed beneficiaries has decreased to 15% and percentage of unemployed beneficiaries has decreased to 3% after RPL program

Impact Assessment for Green Jobs

16.5.1.6.5 *Impact on employment by gender*

The following chart shows the employment status of the beneficiaries by gender before the certification:

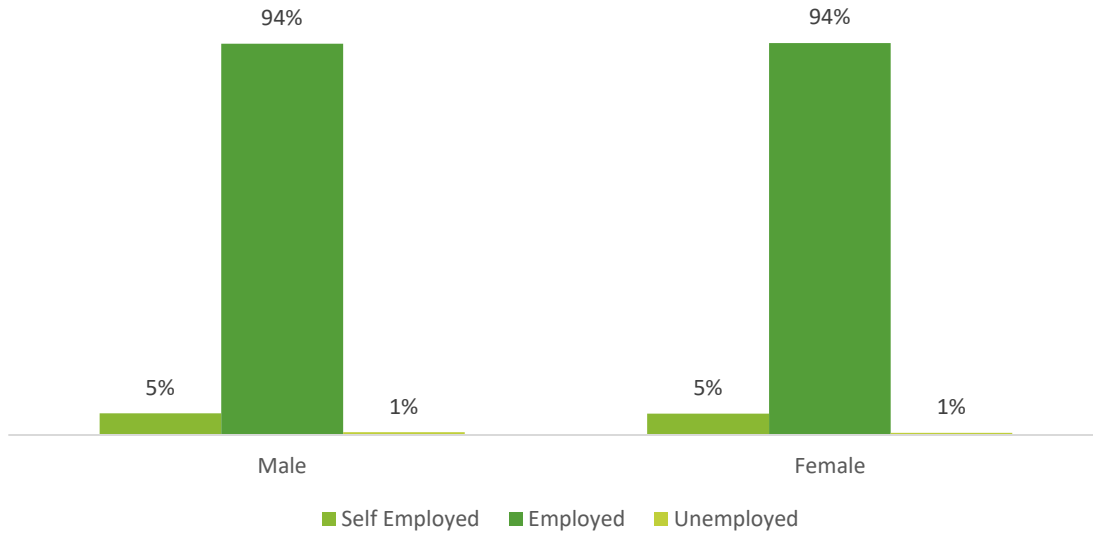


FIGURE 147: EMPLOYMENT STATUS OF THE BENEFICIARIES BY GENDER BEFORE THE CERTIFICATION

Q. *What was your employment status at the time of the certification?* Number of respondents:14,434

A majority of both male (94%) and female beneficiaries (94%) were employed before the RPL program. 5% of the male beneficiaries were self-employed and the remaining 5% were unemployed. On the other hand, 5% of the female beneficiaries were self-employed and the remaining 1% were unemployed.

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The following chart shows the employment status of the beneficiaries by gender after the certification:

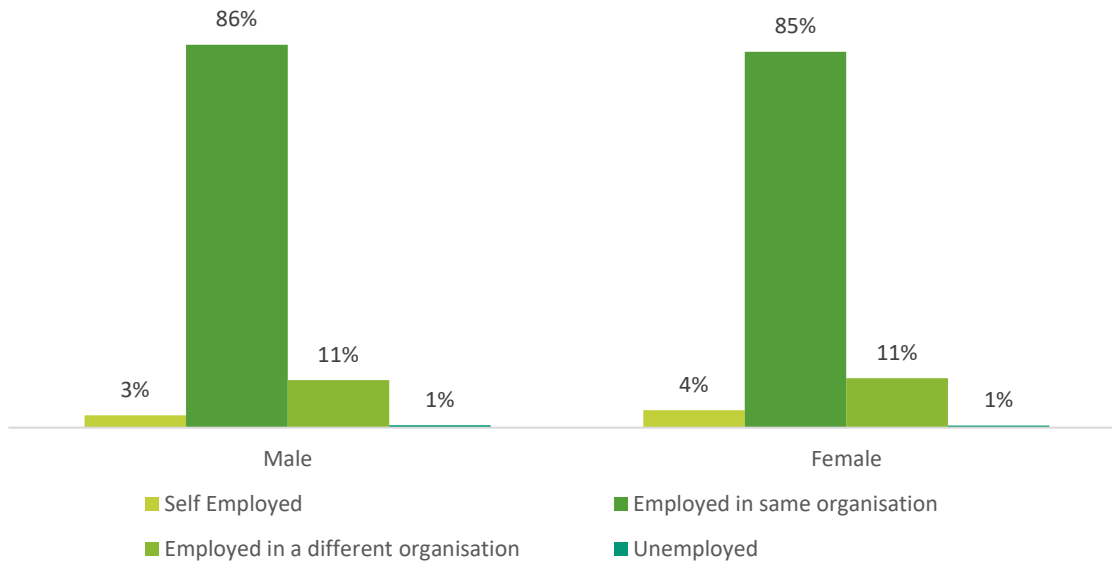


FIGURE 148: EMPLOYMENT STATUS OF THE BENEFICIARIES BY GENDER BEFORE THE CERTIFICATION

Q. What is your employment status now?

Number of responses: 14,434

A majority of both male (86%) and female beneficiaries (85%) are employed the same organization before the RPL program. 11% of the male beneficiaries were employed in different organization, 3% of them are self-employed and the remaining 1% were unemployed. On the other hand, 11% of the female beneficiaries are employed in a different organization, 4% of the female beneficiaries were self-employed and the remaining 4% were unemployed.

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Comparison between before and after RPL certification

The following chart shows the comparison between the employment status of the beneficiaries by gender:

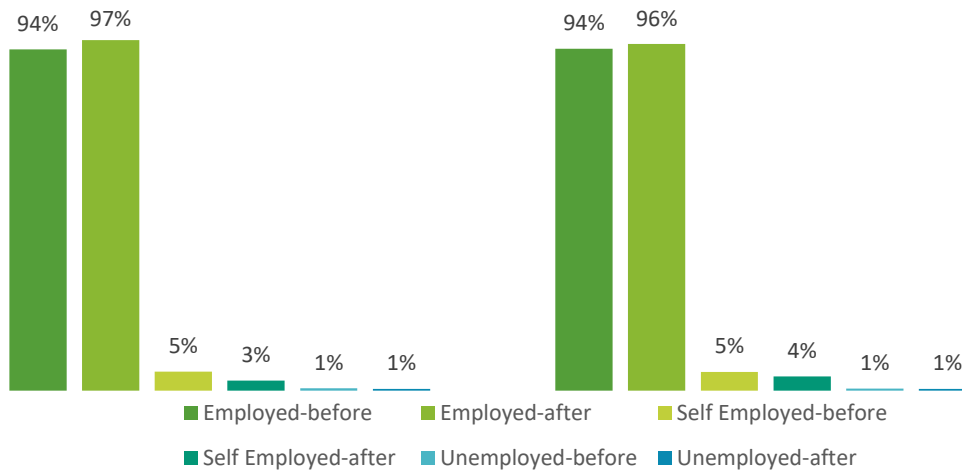


FIGURE 149: COMPARISON OF EMPLOYMENT STATUS BY GENDER

The percentage of both employed male and female beneficiaries increased by 3% and 2% respectively after the RPL certification. The percentage of self-employed beneficiaries also reduced by 2% for male beneficiaries and 1% for female beneficiaries.

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16.5.1.6 Impact on employment by caste category

The following chart shows the employment status of the beneficiaries by caste category before the certification:

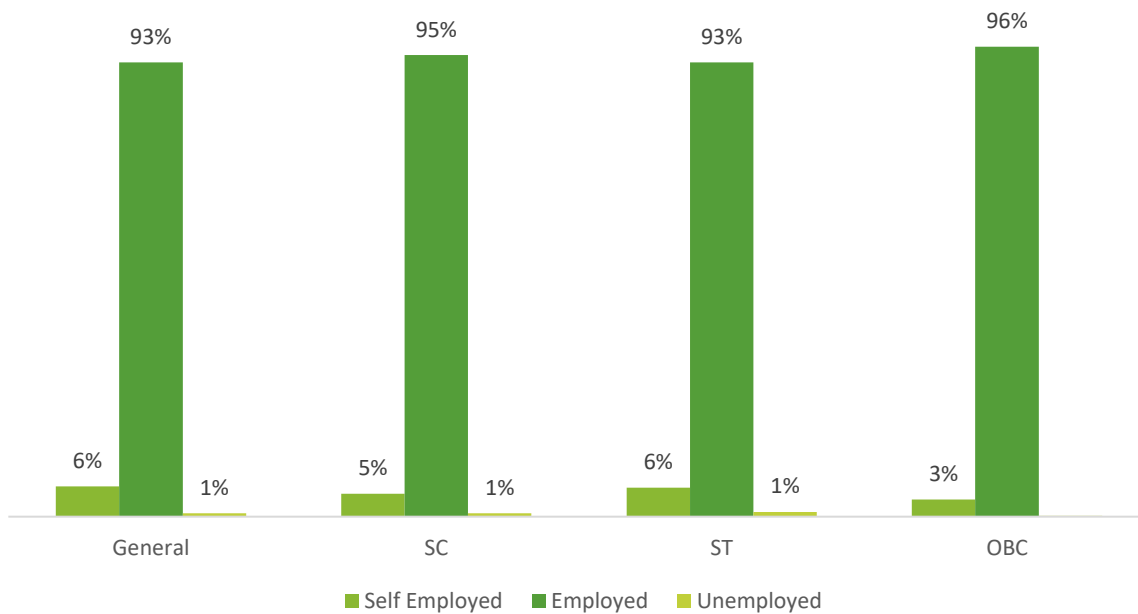


FIGURE 150: EMPLOYMENT STATUS OF THE BENEFICIARIES BY CASTE CATEGORY BEFORE THE CERTIFICATION

Q. What was your employment status at the time of the certification?

Number of respondents:14,262

A majority of beneficiaries across all the categories were employed before the RPL program, the highest percentage is from the OBC category (96%). The highest percentage of beneficiaries who were self-employed is from general category and ST category (6%). The percentage of unemployed beneficiaries was highest from general SC and ST category (1%).

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The following chart shows the employment status of the beneficiaries by caste category after the certification:

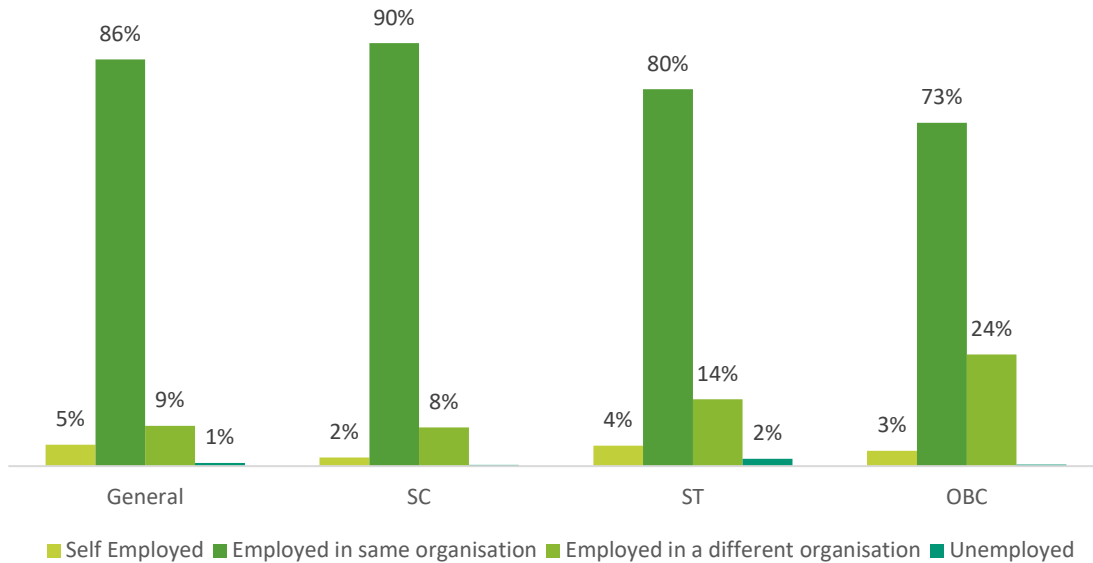


FIGURE 151: EMPLOYMENT STATUS OF THE BENEFICIARIES BY CASTE CATEGORY BEFORE THE CERTIFICATION

Q. What is your employment status now?

Number of responses: 14,262

A majority of beneficiaries across all the categories are employed the same organization before the RPL program, the highest percentage is from the SC category. The highest percentage of beneficiaries who are employed in different organization is from OBC category (17%), the highest percentage who are self-employed right now is from general category (5%). A very small percentage of beneficiaries is unemployed now, the highest percentage is from the SC category (8%).

Impact Assessment for Green Jobs

Comparison between before and after RPL certification

The following chart shows the comparison between the employment status of the beneficiaries by caste category:

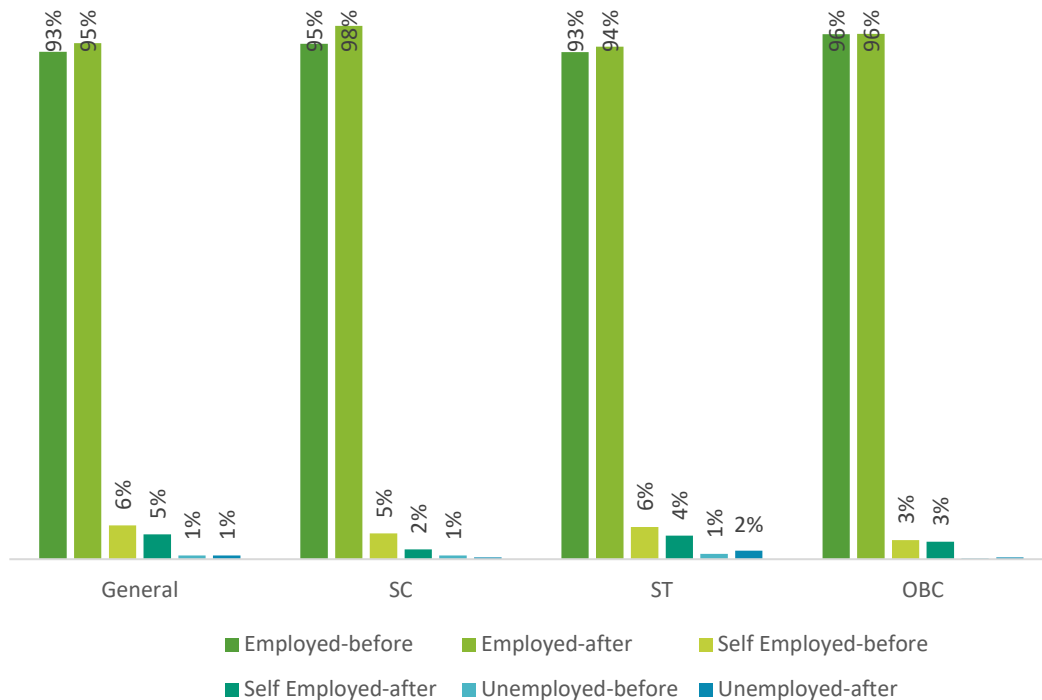


FIGURE 152: COMPARISON OF EMPLOYMENT STATUS BY CASTE CATEGORY

The percentage of employed beneficiaries increased by 1%-3% across all the categories after the RPL certification. The percentage of unemployed beneficiaries either remains the same (SC) or reduced by 1% to 2%. The percentage of self-employed male beneficiaries reduced by 1% across all the caste categories.

Impact Assessment for Green Jobs

16.5.1.7 Impact on income

The following charts represents the impact of RPL program on income across states, LWE, genders, caste categories and job roles:

16.5.1.7.1 Impact on income by state

The following charts shows the certification impact on their job and their income by states

16.5.1.7.1.1 Certification impact by states

The following chart shows the impact of RPL certificate by state:

State	My salary or Income increased	I received a promotion	My roles and responsibilities have increased	I received appreciation at my workplace	It has made no difference to me
Himachal Pradesh	100%	100%	100%	0%	0%
Uttar Pradesh	39%	30%	50%	44%	16%
Delhi	35%	19%	30%	34%	25%
Maharashtra	33%	29%	60%	58%	14%
Uttarakhand	31%	13%	69%	74%	10%
Madhya Pradesh	30%	28%	54%	59%	17%
Jharkhand	30%	23%	79%	80%	8%
West Bengal	27%	12%	85%	83%	3%
Karnataka	27%	22%	87%	76%	4%
Gujarat	26%	14%	91%	88%	5%
Odisha	26%	13%	86%	81%	5%
Chhattisgarh	25%	20%	69%	65%	16%
Bihar	25%	38%	25%	25%	50%
Tamil Nadu	24%	15%	90%	89%	6%
Andhra Pradesh	23%	12%	92%	89%	4%
Haryana	23%	14%	88%	85%	5%
Punjab	11%	5%	19%	26%	65%
Jammu and Kashmir	6%	6%	94%	88%	0%

TABLE 36: IMPACT OF RPL CERTIFICATE BY STATE

Q In what ways has the RPL certificate benefited you?

Number of respondents: 14,434

Impact Assessment for Green Jobs

The highest percentage of beneficiaries mentioned an increase in their salary/income is from Himachal Pradesh (100%), followed by Uttar Pradesh (39%). Some percentage of beneficiaries also reported to receive a promotion after undertaking the RPL program, the highest percentage of them is from Himachal Pradesh (100%). The highest percentage of beneficiaries whose roles and responsibilities have increased post RPL certification is from Himachal Pradesh (100%). 88% of the beneficiaries from Jammu and Kashmir constitutes the highest percentage who received appreciation at their workplace.

Impact Assessment for Green Jobs

16.5.1.7.1.2 Change in income by states

Beneficiaries who have some rise in their income were further interviewed on their change in income/salary. The following table shows the percentage of beneficiaries reported change in their income/salary

State	5% to 15%	15% to 25%	more than 25%
Andhra Pradesh	100%	0%	0%
Haryana	94%	6%	1%
Delhi	89%	11%	0%
Madhya Pradesh	83%	16%	0%
Tamil Nadu	80%	0%	20%
Odisha	73%	17%	10%
Uttarakhand	67%	33%	0%
Uttar Pradesh	65%	10%	25%
Jharkhand	59%	38%	3%
Gujarat	56%	24%	20%
Maharashtra	56%	37%	8%
Chhattisgarh	50%	0%	50%
Jammu and Kashmir	25%	63%	13%
Punjab	25%	50%	25%
Karnataka	0%	0%	100%

TABLE 37: CHANGE IN INCOME/SALARY BY STATE

Q What percentage of income/salary has increased after RPL program?

Number of respondents:2,258

A majority of the beneficiaries experienced a rise of 5% to 15% across all the states, 100% of the beneficiaries from Andhra Pradesh had a rise of 5% to 15%. 63% of the beneficiaries from Jammu and Kashmir had an increase of 15% to 25% after undergoing the certification. The highest percentage of beneficiaries with more than 25% rise is from Karnataka (53%).

Impact Assessment for Green Jobs

16.5.1.7.2 Impact on income by hilly area

The following charts shows the certification impact on their job and their income by hilly area:

16.5.1.7.2.1 Certification impact by hilly area

The following chart shows the impact of RPL certificate by hilly area:

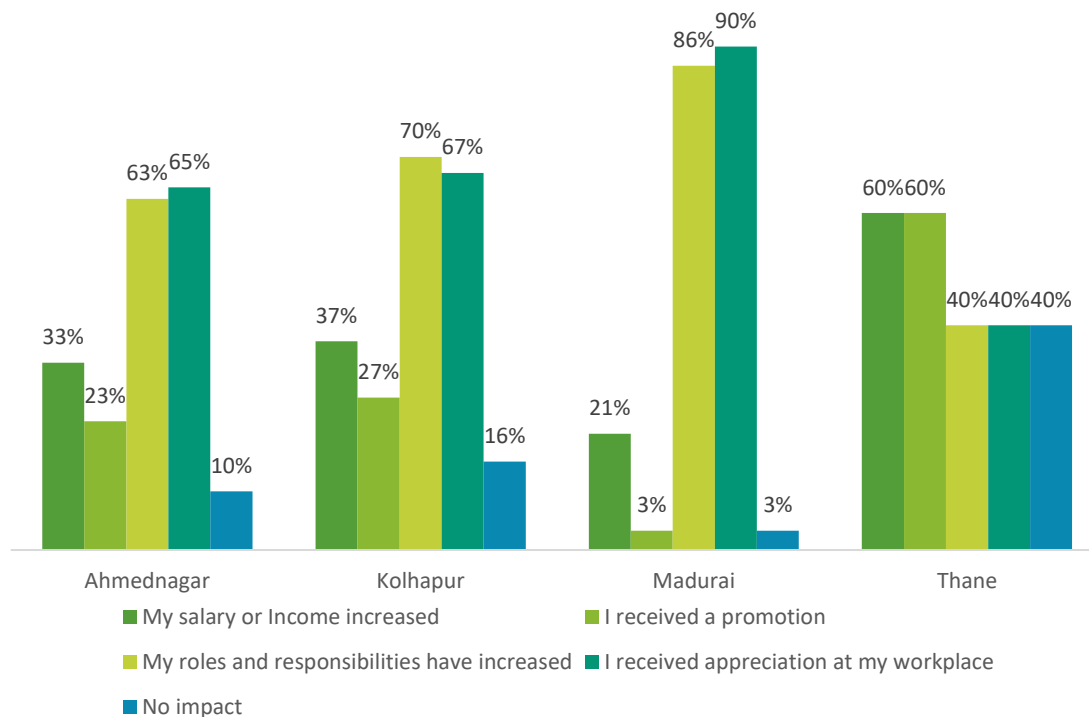


FIGURE 153: IMPACT OF RPL CERTIFICATE BY HILLY AREA

Q In what ways has the RPL certificate benefited you?

Number of respondents: 152

The highest percentage of beneficiaries who mentioned that their salary or income has increased belongs to Thane (60%). The highest percentage of beneficiaries who mentioned that they have received a promotion belongs to Thane (60%). The highest percentage of beneficiaries who mentioned that their roles and responsibilities has increased belongs to Kolhapur (70%). The highest percentage of beneficiaries who mentioned that they have received appreciation at their workplace belongs to Madurai (90%).

Impact Assessment for Green Jobs

16.5.1.7.2.2 Change in their income/salary by hilly area

Beneficiaries who have some rise in their income were further interviewed on their change in income/salary. The following chart shows the change in income/salary after RPL certification by hilly area.

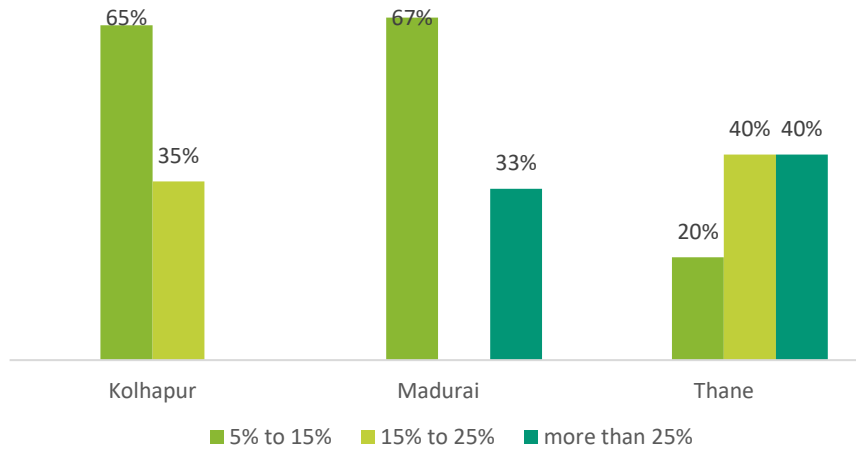


FIGURE 154: CHANGE IN INCOME/SALARY AFTER RPL BY HILLY AREA

Q What percentage of income/salary has increased after RPL program?

Number of respondents:77

The highest percentage of beneficiaries who mentioned that their salary has increased between 5 % to 15% belongs to Madurai (67%). The highest percentage of beneficiaries who mentioned that their salary has increased by 15% to 25% belongs to Thane (40%).

Impact Assessment for Green Jobs

16.5.1.7.3 Impact on income by LWE

The following charts shows the certification impact on their job and their income by LWE:

16.5.1.7.3.1 Certification impact by LWE

The following chart shows the impact of RPL certificate by LWE:

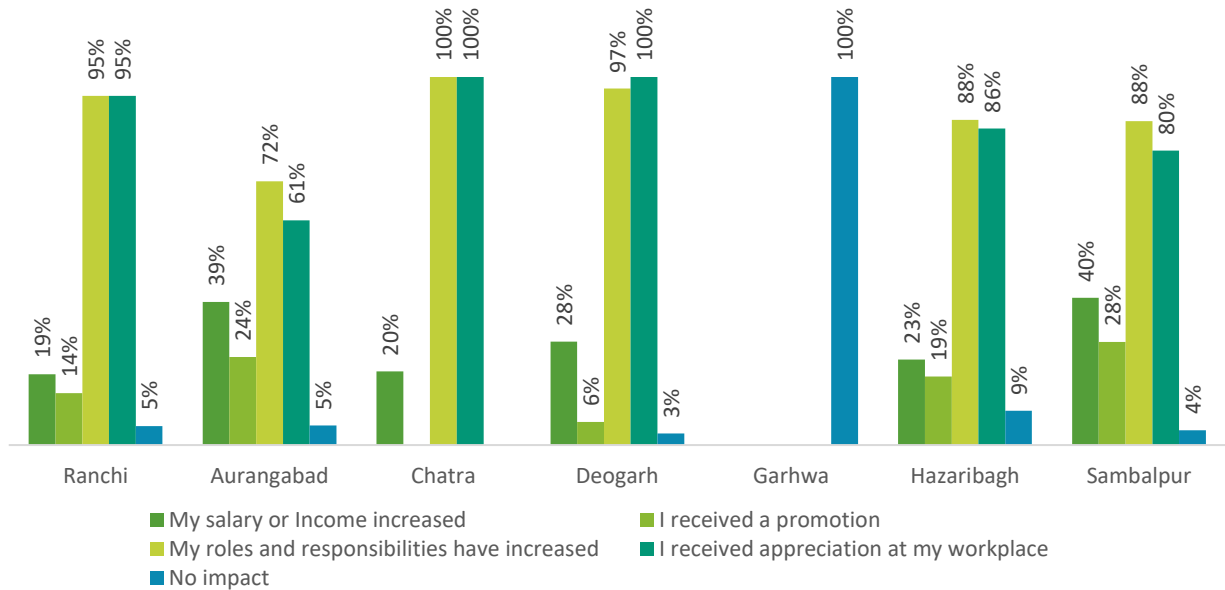


FIGURE 155: IMPACT OF RPL CERTIFICATE BY LWE

Q In what ways has the RPL certificate benefited you?

Number of respondents: 296

The highest percentage of beneficiaries who mentioned that their salary or income has increased belongs to Sambalpur (40%). The highest percentage of beneficiaries who mentioned that they have received a promotion belongs to Deogarh (100%). The highest percentage of beneficiaries who mentioned that their roles and responsibilities has increased belongs to Chatra (100%). The highest percentage of beneficiaries who mentioned that they have received appreciation at their workplace belongs to Deogarh (100%).

Impact Assessment for Green Jobs

16.5.1.7.3.2 Change in their income/salary by LWE

Beneficiaries who have some rise in their income were further interviewed on their change in income/salary. The following chart shows the change in income/salary after RPL certification by LWE:

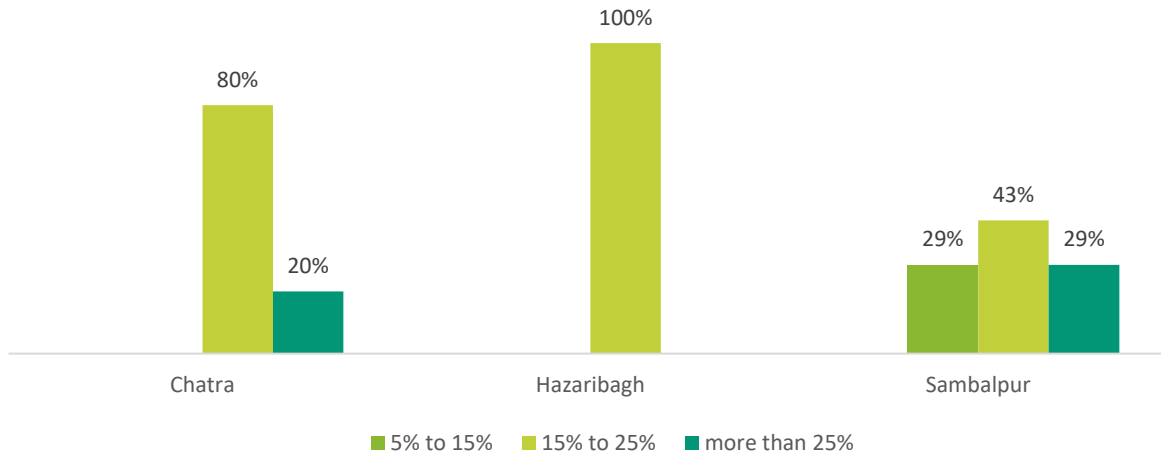


FIGURE 156: CHANGE IN INCOME/SALARY AFTER RPL BY LWE

Q What percentage of income/salary has increased after RPL program?

Number of respondents:27

In Chatra 80% beneficiaries mentioned that their salary has increased by 15% to 25% whereas remaining 20% mention that it has increased more than 25%. In Hazaribagh 100% beneficiaries mentioned that their salary has increased by 15% to 25%. In Sambalpur 29% beneficiaries mentioned that their salary has increased by 5% to 15%, 43% beneficiaries mentioned that their salary has increased by 15% to 25% and rest 29% mentioned that it has increased more than 25%.

Impact Assessment for Green Jobs

16.5.1.7.4 Impact on income by job role

The following charts shows the certification impact on their job and their income by job role:

16.5.1.7.4.1 Certification impact by job role

The following chart shows the impact of RPL certificate by job role:

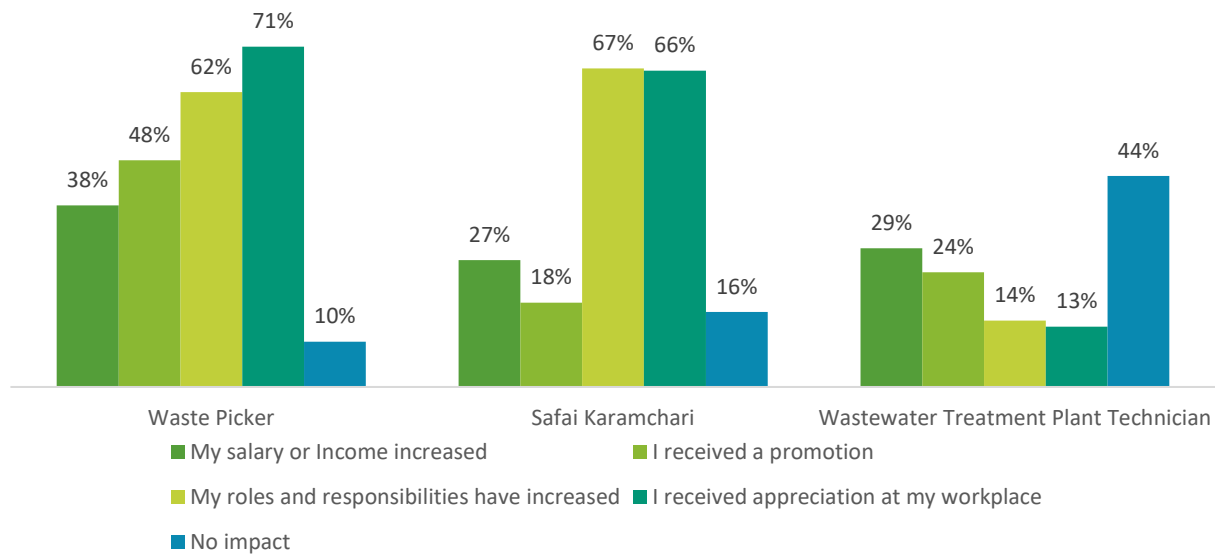


FIGURE 157: IMPACT OF RPL CERTIFICATE BY JOB ROLE

Q In what ways has the RPL certificate benefited you?

Number of respondents: 14,434

The highest percentage of beneficiaries whose salary or income increased after the RPL program belongs to job role (38%). The highest percentage who stated that their roles and responsibilities increased after undergoing the certification belongs to job role of Safai Karamchari (67%). The highest percentage who stated that they received a promotion after undergoing the certification belongs to job role of Waste Picker (48%). The highest percentage who stated that they received appreciation at their workplace after undergoing the certification belongs to job role of Waste Picker (67%).

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16.5.1.7.4.2 Change in their income/salary by job role

Beneficiaries who have some rise in their income were further interviewed on their change in income/salary. The following chart shows the change in income/salary after RPL certification by job role:

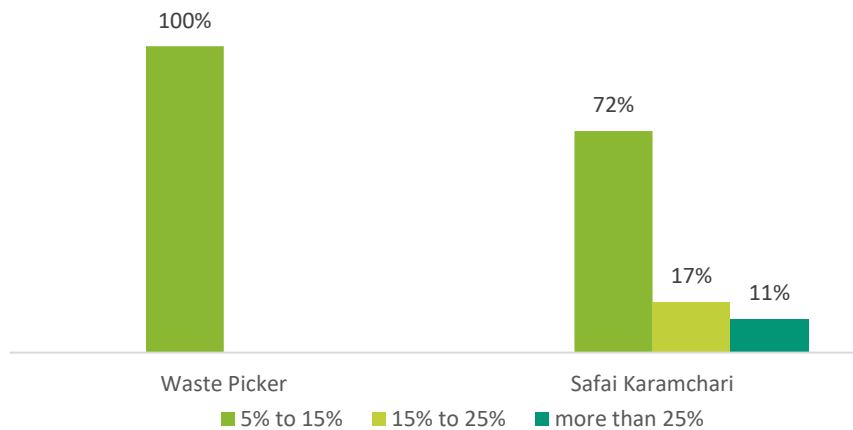


FIGURE 158: CHANGE IN INCOME/SALARY AFTER RPL BY JOB ROLE

Q What percentage of income/salary has increased after RPL program?

Number of respondents:2,258

In Waste Picker job role 100% beneficiaries mentioned that their salary has increased by 5% to 15%. In job role of Safai Karamchari 72% beneficiaries mentioned that their salary has increased by 5% to 15%, 17% beneficiaries mentioned that their salary has increased by 15% to 25%.and remaining 11% mentioned that their salary has increased more than 25%.

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16.5.1.7.5 *Impact on income by gender*

The following charts shows the certification impact on their job and their income by gender:

16.5.1.7.5.1 *Certification impact by gender*

The following chart shows the impact of RPL certificate by gender:

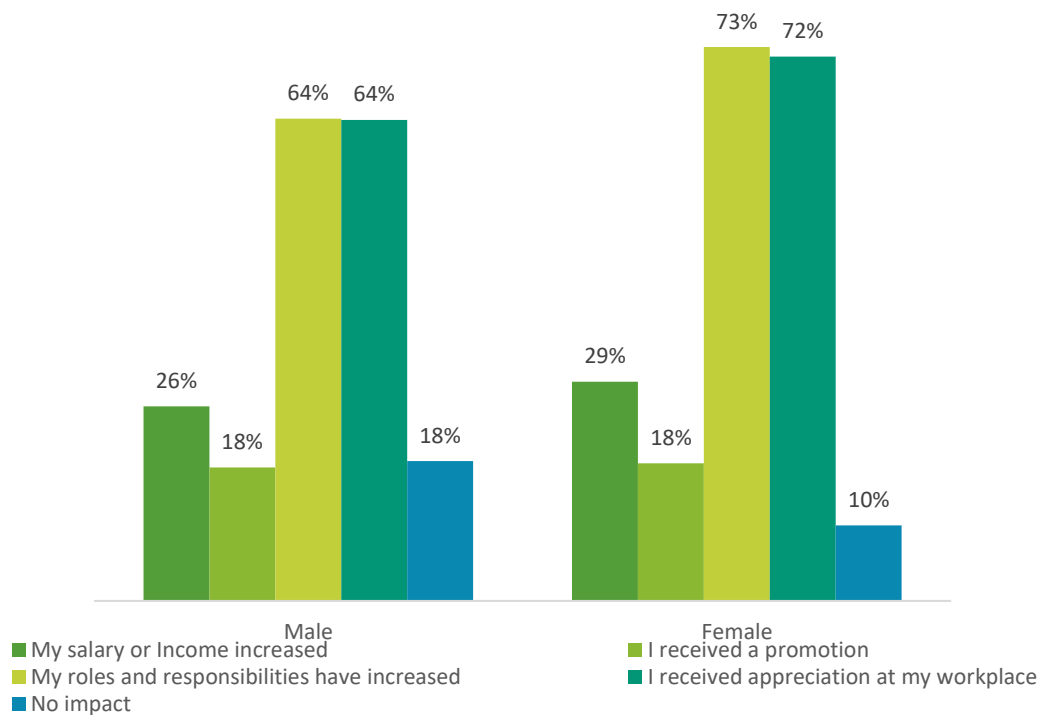


FIGURE 159: IMPACT OF RPL CERTIFICATE BY GENDER

Q In what ways has the RPL certificate benefited you?

Number of respondents: 14,434

26% male and 29% female beneficiaries mentioned that their salary has increased as a result of RPL program. 18% male as well as female beneficiaries mentioned that they have received a promotion as a result of RPL program. 64% male and 73% female beneficiaries mentioned that their roles and responsibilities have increased as a result of RPL program. 64% male and 72% female beneficiaries mentioned that they have received appreciation at their work place after RPL program.

Impact Assessment for Green Jobs

16.5.1.7.5.2 Change in their income/salary by gender

Beneficiaries who have some rise in their income were further interviewed on their change in income/salary. The following chart shows the change in income/salary after RPL certification by gender:

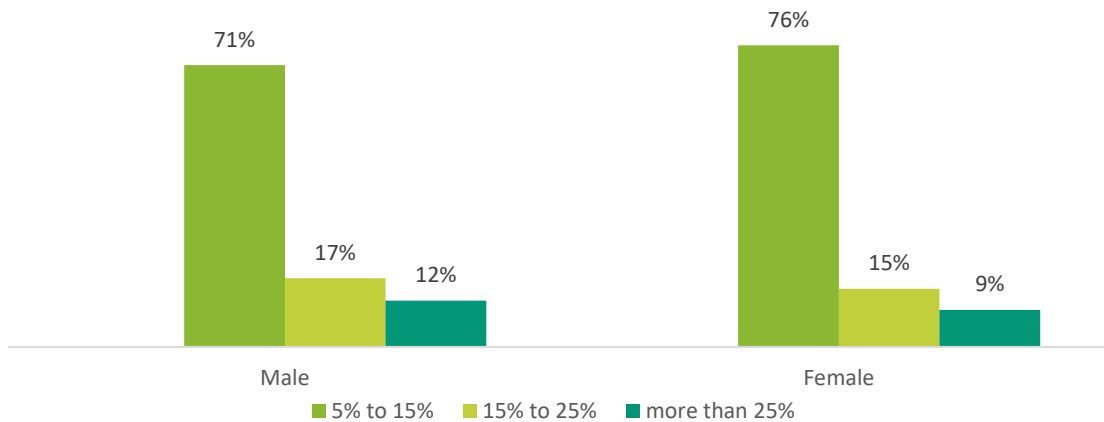


FIGURE 160: CHANGE IN INCOME/SALARY AFTER RPL BY GENDER

Q What percentage of income/salary has increased after RPL program?

Number of respondents: 2,258

71% male and 76% female beneficiaries mentioned that their salary has increased by 5% to 15% after RPL program. 17% male and 15% female beneficiaries mentioned that their salary has increased by 15% to 25% after RPL program. 12% male and 9% female beneficiaries mentioned that their salary has increased more than 25% after RPL program

Impact Assessment for Green Jobs

16.5.1.7.6 Impact on income by caste category

The following charts shows the certification impact on their job and their income by caste category:

16.5.1.7.6.1 Certification impact by caste category

The following chart shows the impact of RPL certificate by caste category:

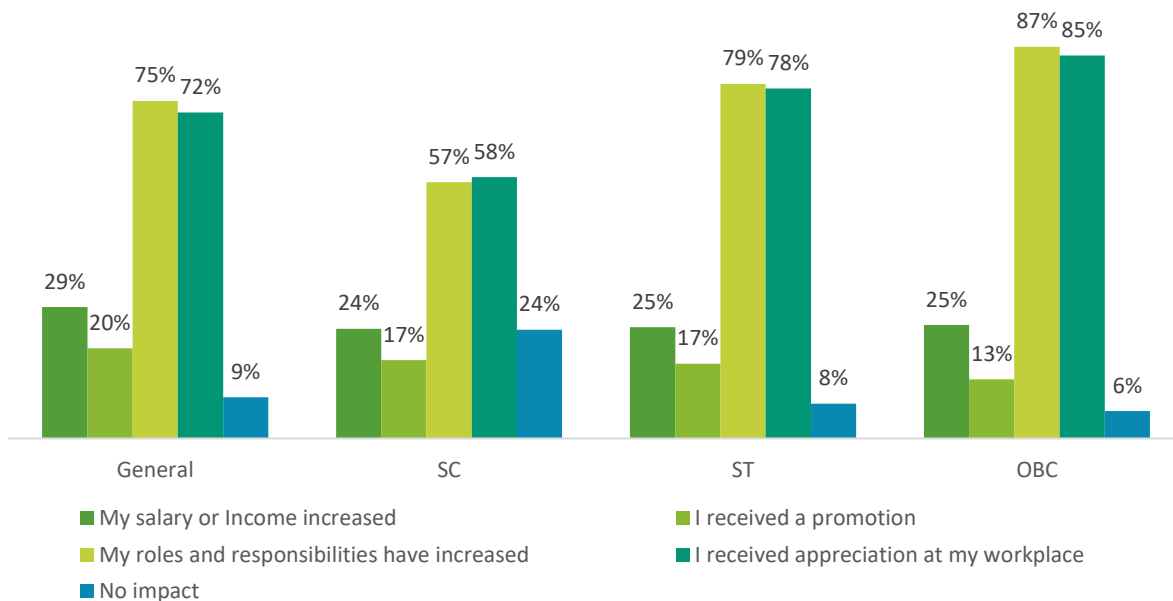


FIGURE 161: IMPACT OF RPL CERTIFICATE BY CASTE CATEGORY

Q In what ways has the RPL certificate benefited you?

Number of respondents: 14,262

The highest percentage of beneficiaries who mentioned that their salary has increased as an impact of RPL program belongs to OBC category (25%) and ST category (25%). The highest percentage of beneficiaries who mentioned that they have received a promotion as an impact of RPL program belongs to general category (20%). The highest percentage of beneficiaries who mentioned that their roles and responsibilities has increased as an impact of RPL program belongs to OBC category (87%). The highest percentage of beneficiaries who mentioned that they have received an appreciation as an impact of RPL program belongs to OBC category (85%)

Impact Assessment for Green Jobs

16.5.1.7.6.2 Change in their income/salary by caste category

The following chart shows the change in income/salary after RPL certification by caste category:

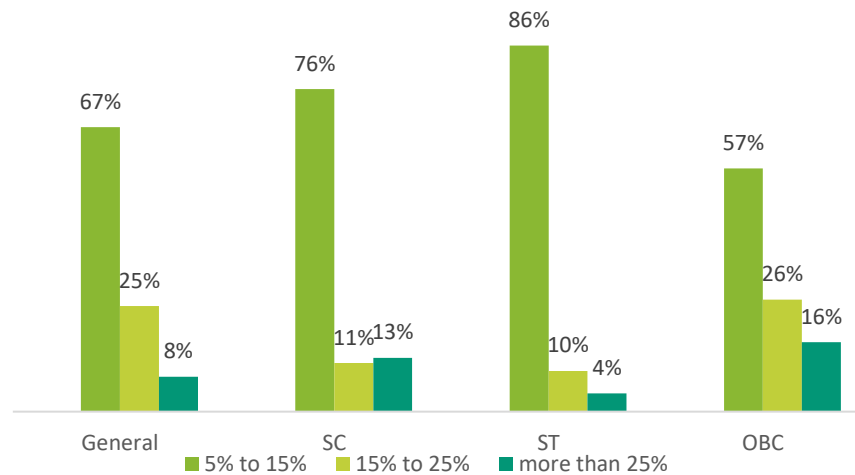


FIGURE 162: CHANGE IN INCOME/SALARY AFTER RPL BY CASTE CATEGORY

Q What percentage of income/salary has increased after RPL program?

Number of respondents:2,249

The highest percentage of beneficiaries who received increase in their salary by 5% to 15% belongs to ST category (86%). The highest percentage of beneficiaries who received increase in their salary by 15% to 25% belongs to OBC category (26%). The highest percentage of beneficiaries who received increase in their salary more than 25% belongs to OBC category (16%).

Impact Assessment for Green Jobs

16.5.2 Impact on society

Below is the analysis of the impact of RPL program on socio economic condition of the beneficiaries:

16.5.2.1 Program impact on social wellbeing by state

The following tables show the socio-economic impact of RPL program across various parameters:

16.5.2.1.1 Level of savings

The following chart shows the RPL program impact on level of savings by state:

	Worse	Same	Better
Himachal Pradesh	0%	0%	100%
West Bengal	0%	0%	100%
Karnataka	1%	0%	99%
Haryana	7%	8%	85%
Andhra Pradesh	0%	16%	84%
Uttar Pradesh	9%	8%	83%
Odisha	6%	15%	80%
Chhattisgarh	11%	16%	73%
Gujarat	14%	13%	73%
Maharashtra	18%	12%	70%
Jharkhand	15%	32%	54%
Uttarakhand	7%	48%	45%
Tamil Nadu	1%	65%	35%
Delhi	5%	61%	34%
Madhya Pradesh	2%	72%	26%
Bihar	0%	75%	25%
Punjab	1%	92%	8%
Jammu and Kashmir	44%	56%	0%

TABLE 38: IMPACT OF RPL PROGRAM ON LEVEL OF SAVINGS BY STATE

Q What has been the change in the level of savings as a result of the RPL Program?

Number of respondents:14,434

The highest percentage of beneficiaries with improved level of savings belongs to Himachal Pradesh and West Bengal (100%) followed by Karnataka (99%). The highest percentage of beneficiaries who reported that their level of savings has remained same belongs to Punjab (92%).

Impact Assessment for Green Jobs

The following chart shows the top three and bottom three states in terms of impact of RPL program on level of savings:

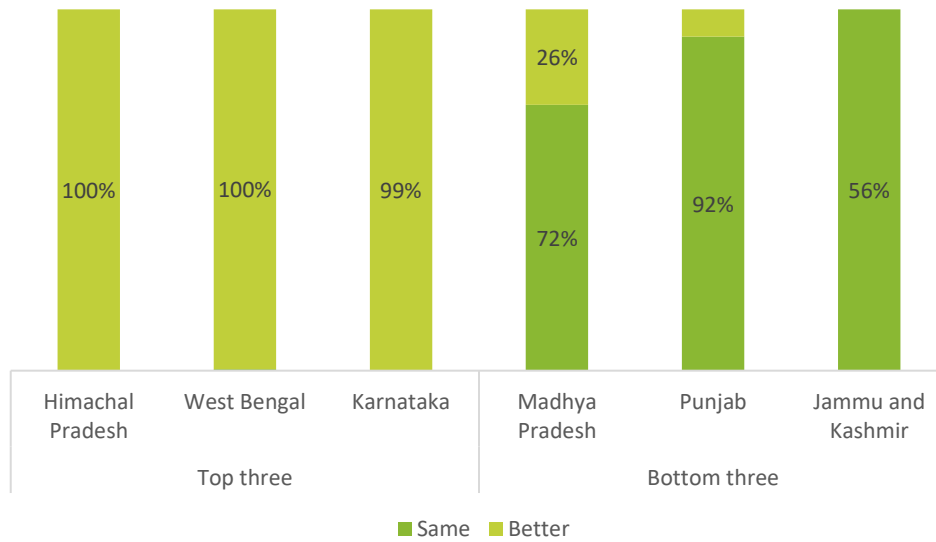


FIGURE 163: TOP THREE AND BOTTOM THREE STATES IN TERMS OF LEVEL OF SAVINGS

Himachal Pradesh, West Bengal and Karnataka are the top three states to feel the impact of RPL program on their level of savings whereas, Madhya Pradesh, Punjab and Jammu Kashmir are the bottom three states.

Impact Assessment for Green Jobs

16.5.2.1.2 Lifestyle

The following chart shows the impact of RPL program on lifestyle by state:

State	Worse	Same	Better
Tamil Nadu	0%	4%	96%
Uttarakhand	1%	24%	75%
Uttar Pradesh	7%	22%	71%
Odisha	5%	43%	52%
Jammu and Kashmir	44%	13%	44%
Jharkhand	7%	54%	40%
Delhi	5%	62%	34%
Madhya Pradesh	2%	70%	28%
Maharashtra	2%	71%	26%
Bihar	0%	75%	25%
Andhra Pradesh	0%	77%	23%
Haryana	2%	77%	22%
Karnataka	0%	84%	16%
Gujarat	0%	86%	14%
Punjab	1%	93%	6%
Chhattisgarh	12%	85%	3%
West Bengal	0%	100%	0%
Himachal Pradesh	0%	100%	0%

TABLE 39: IMPACT OF RPL PROGRAM ON LIFESTYLE BY STATE

Q. What has been the change in the lifestyle as a result of the RPL Program? Number of respondents:14,434

The highest percentage of beneficiaries with improved lifestyle belongs to Tamil Nadu (96%) followed by Uttarakhand (75%). The highest percentage of beneficiaries who reported that their level of savings has remained same belongs to West Bengal and Himachal Pradesh (100%).

Impact Assessment for Green Jobs

The following chart shows the top three and bottom three states in terms of impact of RPL program on lifestyle:

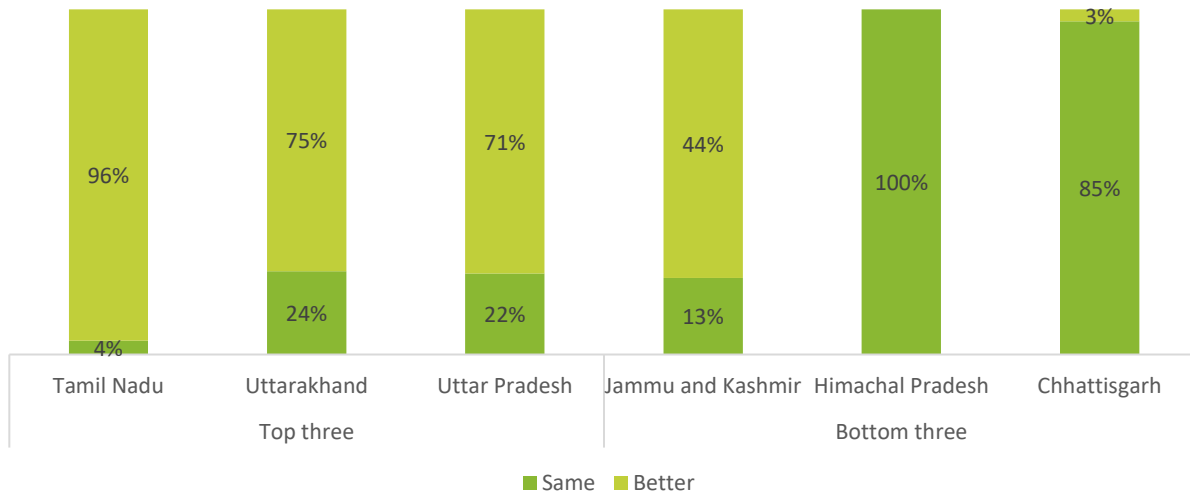


FIGURE 164: TOP THREE AND BOTTOM THREE STATES IN TERMS OF LIFESTYLE

Tamil Nadu, Uttarakhand, Uttar Pradesh are the top three states to feel the impact of RPL program on their level of savings whereas, Jammu and Kashmir, Himachal Pradesh and Chhattisgarh are the bottom three states.

Impact Assessment for Green Jobs

16.5.2.1.3 Health

The following chart shows the impact of RPL program on health by state:

State	Worse	Same	Better
Himachal Pradesh	0%	0%	100%
Andhra Pradesh	0%	15%	85%
Uttar Pradesh	7%	10%	82%
Uttarakhand	1%	24%	75%
Maharashtra	6%	22%	72%
Odisha	4%	29%	66%
Haryana	1%	33%	66%
Gujarat	1%	34%	65%
Karnataka	0%	37%	63%
Tamil Nadu	0%	43%	57%
Chhattisgarh	11%	37%	52%
Madhya Pradesh	3%	54%	43%
West Bengal	0%	58%	42%
Delhi	4%	61%	35%
Jammu and Kashmir	13%	56%	31%
Jharkhand	11%	58%	31%
Bihar	0%	75%	25%
Punjab	1%	90%	9%

TABLE 40: IMPACT OF RPL PROGRAM ON HEALTH BY GENDER

What has been the change in the health as a result of the RPL Program? Number of respondents:14,434

The highest percentage of beneficiaries with improved health status belongs to Himachal Pradesh (100%) followed by Andhra Pradesh (85%). The highest percentage of beneficiaries who reported that their health status has remained same belongs to Punjab (90%).

Impact Assessment for Green Jobs

The following chart shows the top three and bottom three states in terms of impact of RPL program on health:

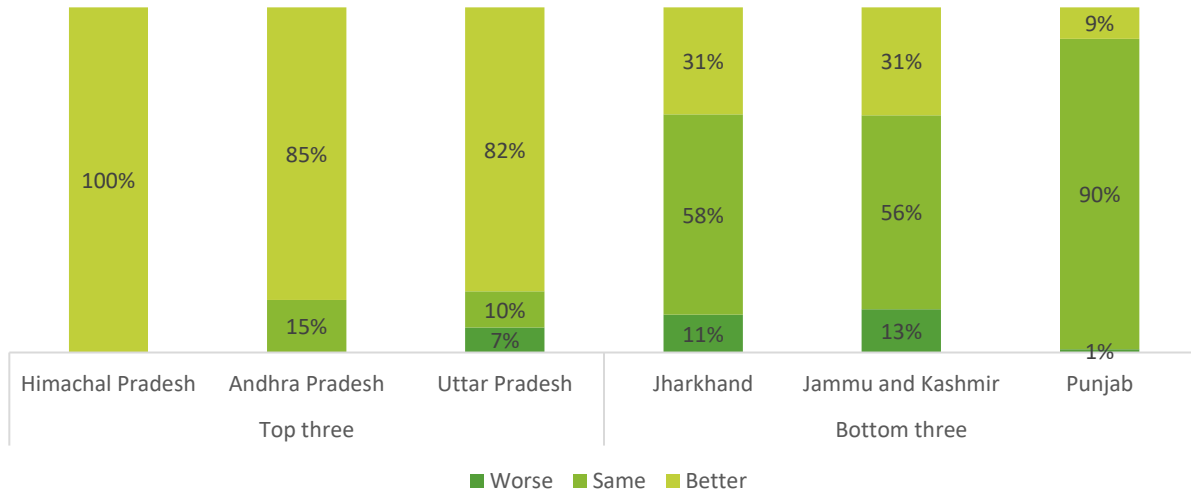


FIGURE 165: TOP THREE AND BOTTOM THREE STATES IN TERMS OF HEALTH

Himachal Pradesh, Andhra Pradesh and Uttar Pradesh are the top three states to feel the impact of RPL program on their health whereas, Jharkhand, Jammu and Kashmir and Punjab are the bottom three states.

Impact Assessment for Green Jobs

16.5.2.1.4 Social status

The following chart shows the impact of RPL program on social status by state:

	Worse	Same	Better
Himachal Pradesh	0%	0%	100%
West Bengal	0%	0%	100%
Andhra Pradesh	0%	1%	99%
Karnataka	1%	0%	99%
Haryana	2%	12%	86%
Odisha	4%	11%	85%
Gujarat	0%	16%	84%
Tamil Nadu	0%	17%	83%
Uttar Pradesh	8%	9%	83%
Chhattisgarh	11%	11%	78%
Uttarakhand	1%	27%	72%
Maharashtra	13%	18%	68%
Madhya Pradesh	8%	37%	55%
Delhi	5%	62%	34%
Jammu and Kashmir	25%	44%	31%
Bihar	0%	75%	25%
Jharkhand	23%	54%	24%
Punjab	2%	90%	8%

TABLE 41: IMPACT OF RPL PROGRAM ON SOCIAL STATUS BY STATE

What has been the change in the social status as a result of the RPL Program?

Number of respondents:14,434

The highest percentage of beneficiaries with improved social status belongs to Himachal Pradesh (100%) and West Bengal (100%) followed by Andhra Pradesh (99%). The highest percentage of beneficiaries who reported that their level of savings has remained same belongs to Punjab (90%).

Impact Assessment for Green Jobs

The following chart shows the top three and bottom three states in terms of impact of RPL program on social status

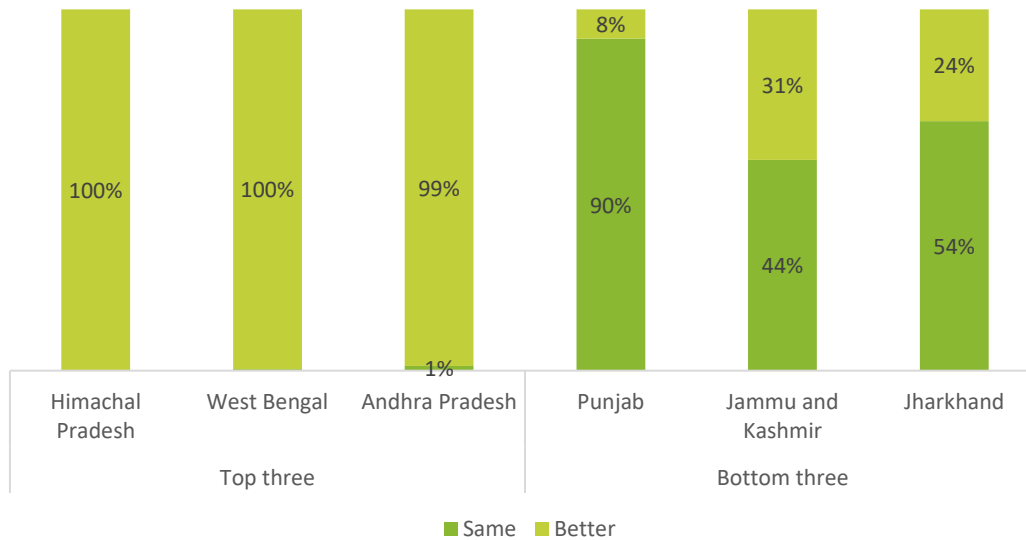


FIGURE 166: TOP THREE AND BOTTOM THREE STATES IN TERMS OF SOCIAL STATUS

Himachal Pradesh, West Bengal and Andhra Pradesh are the top three states to feel the impact of RPL program on their health whereas, Punjab, Jammu and Kashmir and Jharkhand are the bottom three states.

Impact Assessment for Green Jobs

16.5.2.2 Program impact on social wellbeing by hilly area

The following charts show the socio-economic impact of RPL program across various parameters:

16.5.2.2.1 Level of savings

The following chart shows the RPL program impact on level of savings by hilly area:

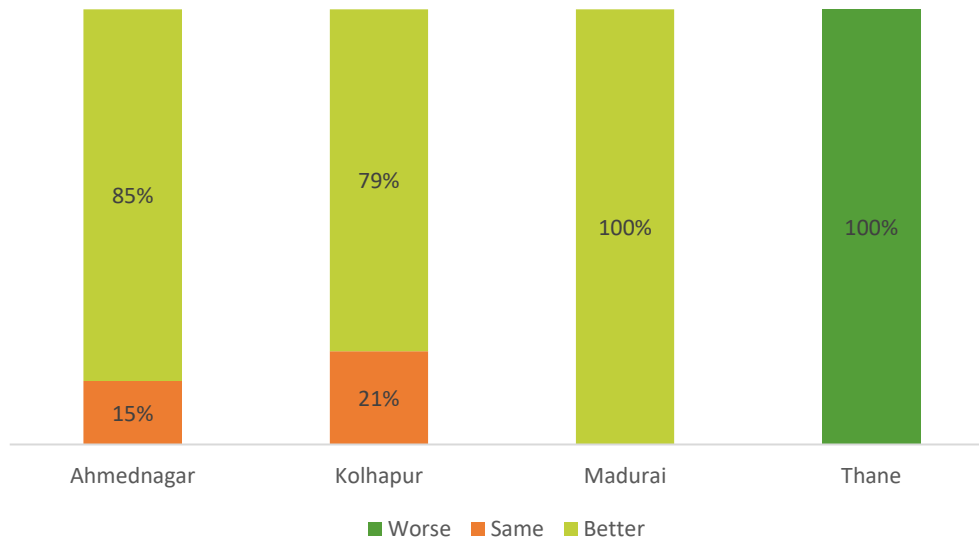


FIGURE 167: IMPACT OF RPL PROGRAM ON LEVEL OF SAVINGS BY HILLY AREA

Q What has been the change in the level of savings as a result of the RPL Program?

Number of respondents:152

The highest percentage of beneficiaries with improved level of savings belongs to Madurai (100%) followed by Ahmednagar (85%). The highest percentage of beneficiaries who reported that their level of savings has remained same belongs to Kolhapur (21%).

Impact Assessment for Green Jobs

16.5.2.2.2 Lifestyle

The following chart shows the RPL program impact on lifestyle by hilly area:

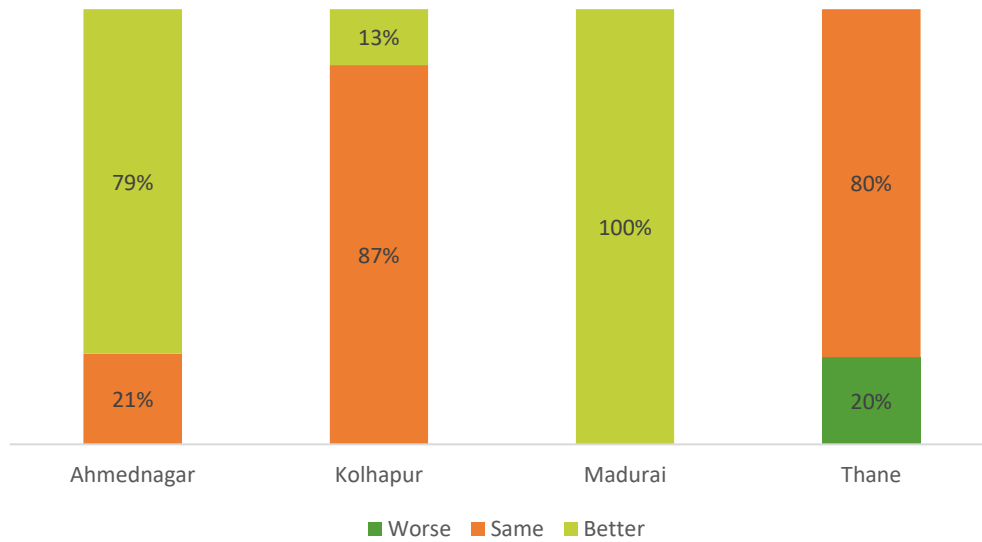


FIGURE 168: IMPACT OF RPL PROGRAM ON LIFESTYLE BY HILLY AREA

Q What has been the change in the lifestyle as a result of the RPL Program?

Number of respondents:152

The highest percentage of beneficiaries with improved lifestyle belongs to Madurai (100%) followed by Ahmednagar (79%). The highest percentage of beneficiaries who reported that their lifestyle has remained same belongs to Kolhapur (87%).

Impact Assessment for Green Jobs

16.5.2.2.3 Health

The following chart shows the RPL program impact on health by hilly area:

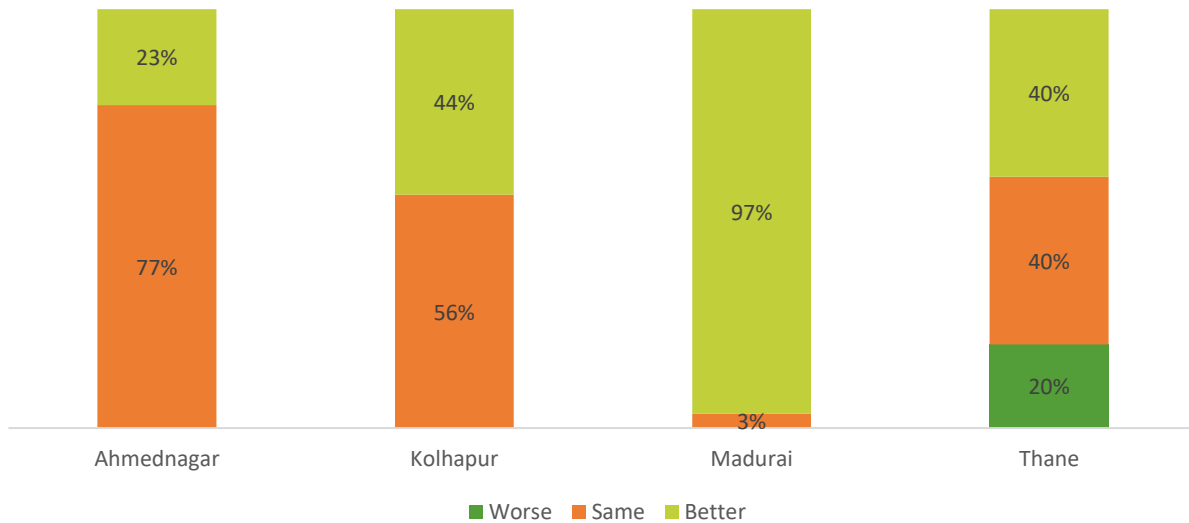


FIGURE 169: IMPACT OF RPL PROGRAM ON HEALTH BY HILLY AREA

Q What has been the change in the health as a result of the RPL Program?

Number of respondents:152

The highest percentage of beneficiaries with improved health status belongs to Madurai (97%) followed by Kolhapur (44%). The highest percentage of beneficiaries who reported that their level of savings has remained same belongs to Ahmednagar (77%).

Impact Assessment for Green Jobs

16.5.2.2.4 Social status

The following chart shows the RPL program impact on social status by hilly area

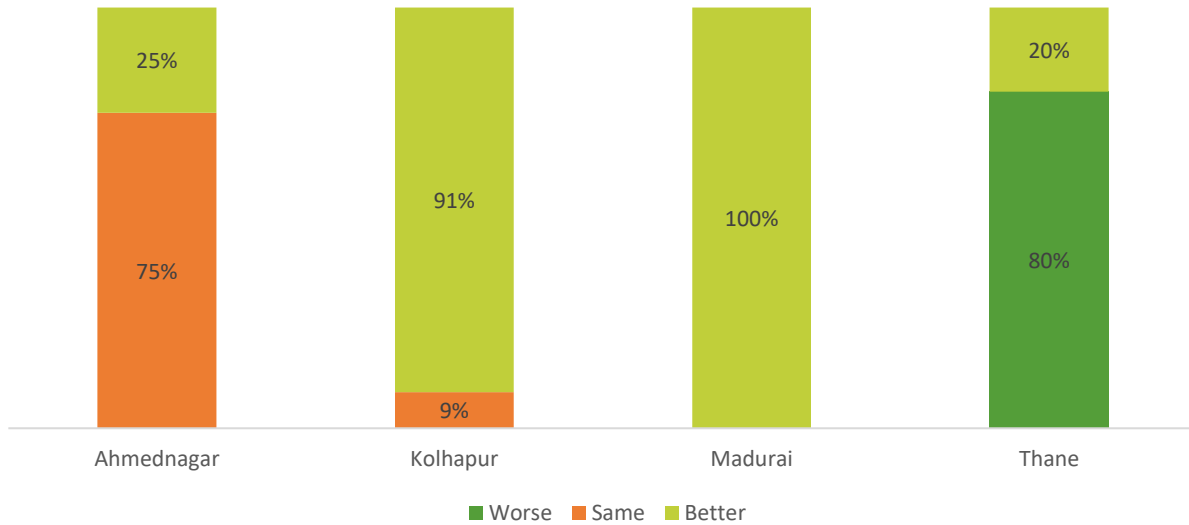


FIGURE 170: IMPACT OF RPL PROGRAM ON SOCIAL STATUS BY HILLY AREA

Q What has been the change in the health as a result of the RPL Program?

Number of respondents:152

The highest percentage of beneficiaries with improved social status belongs to Madurai (100%) followed by Kolhapur (91%). The highest percentage of beneficiaries who reported that their social status has remained same belongs to Ahmednagar (75%).

Impact Assessment for Green Jobs

16.5.2.3 Program impact on social wellbeing by LWE

The following charts show the socio-economic impact of RPL program across various parameters:

16.5.2.3.1 Level of savings

The following chart shows the RPL program impact on level of savings by LWE:



FIGURE 171: IMPACT OF RPL PROGRAM ON LEVEL OF SAVINGS BY LWE

Q What has been the change in the level of savings as a result of the RPL Program?

Number of respondents:296

All beneficiaries of Aurangabad, Deogarh and Garhwa reported an improvement in level of savings after RPL program. All beneficiaries of Chatra reported that there is decline in level of savings. 55% beneficiaries in Ranchi 58% beneficiaries in Hazaribagh and 4% beneficiaries reported to have an improvement in level of savings. 44% beneficiaries in Ranchi, 40% beneficiaries in Hazaribagh and 4% beneficiaries in Sambal reported that their level of savings has remained the same.

Impact Assessment for Green Jobs

16.5.2.3.2 Lifestyle

The following chart shows the RPL program impact on lifestyle by LWE:

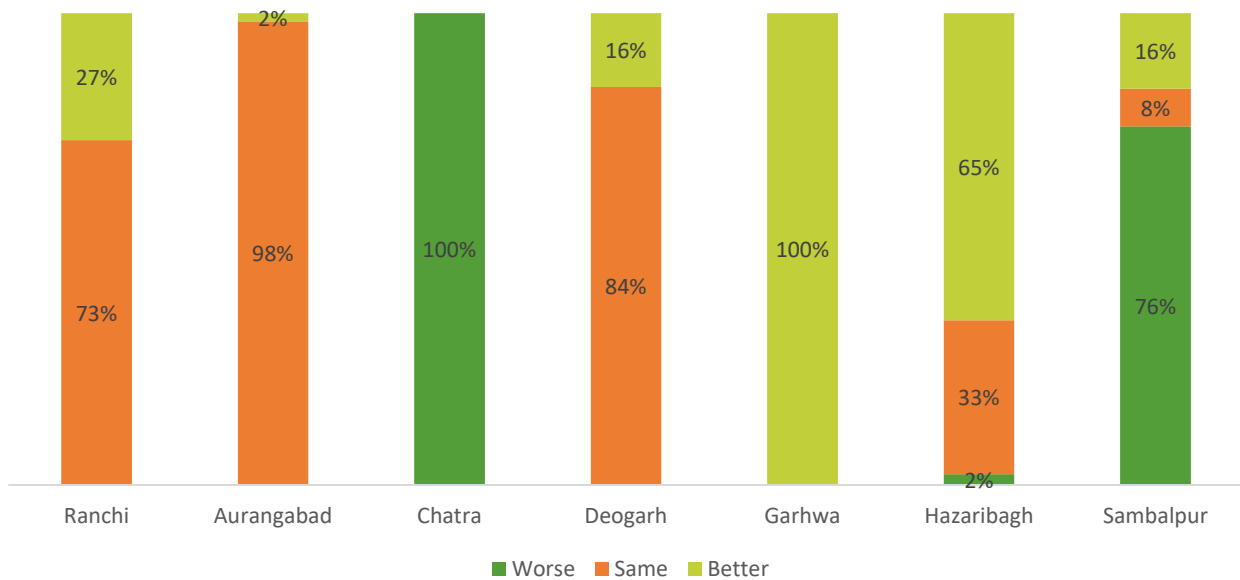


FIGURE 172: IMPACT OF RPL PROGRAM ON LIFESTYLE BY LWE

Q What has been the change in the lifestyle as a result of the RPL Program?

Number of respondents:296

100% beneficiaries of Chatra have reported that there is an improvement in lifestyle. 100% beneficiaries of Chatra have reported that there is decline in their lifestyle. 27% beneficiaries form Ranchi, 2% beneficiaries from Aurangabad,16% in Deogarh,65% in Hazaribagh and 16% in Sambalpur has reported to have a better lifestyle 73% beneficiaries form Ranchi, 98% beneficiaries from Aurangabad,84% in Deogarh,33% in Hazaribagh and 8% in Sambalpur has reported that their lifestyle has remained same after RPL program.

Impact Assessment for Green Jobs

16.5.2.3.3 Health

The following chart shows the RPL program impact on health by LWE:

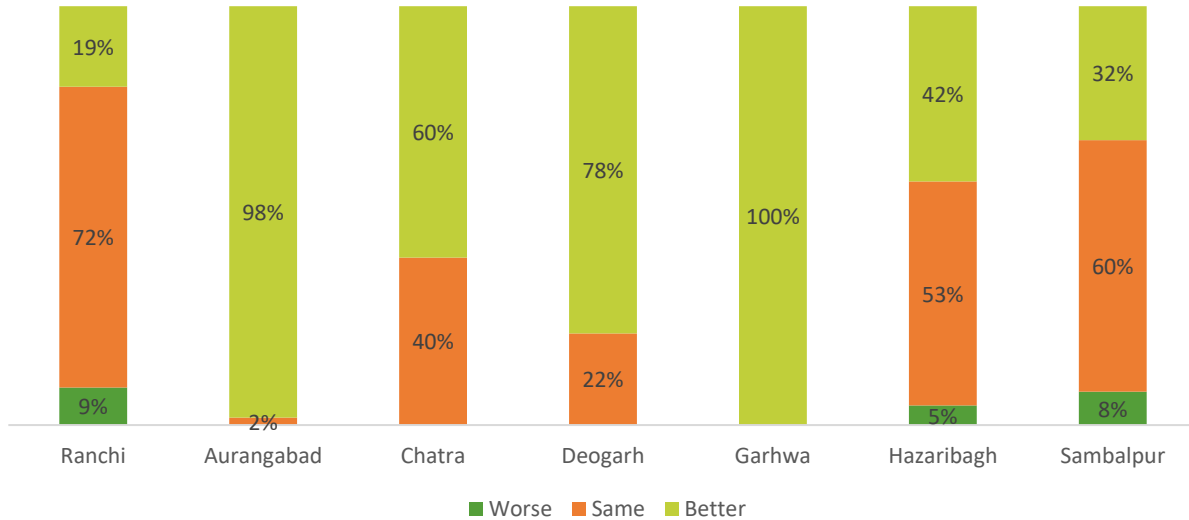


FIGURE 173: IMPACT OF RPL PROGRAM ON HEALTH BY HILLY AREA

Q What has been the change in the health as a result of the RPL Program?

Number of respondents: 296

The highest percentage of beneficiaries with improved health status belongs to Garhwa (100%) followed by Aurangabad (98%). The highest percentage of beneficiaries who reported that their health status has remained same belongs to Ranchi (72%) followed by Sambalpur (60%).

Impact Assessment for Green Jobs

16.5.2.3.4 Social status

The following chart shows the RPL program impact on social status by LWE

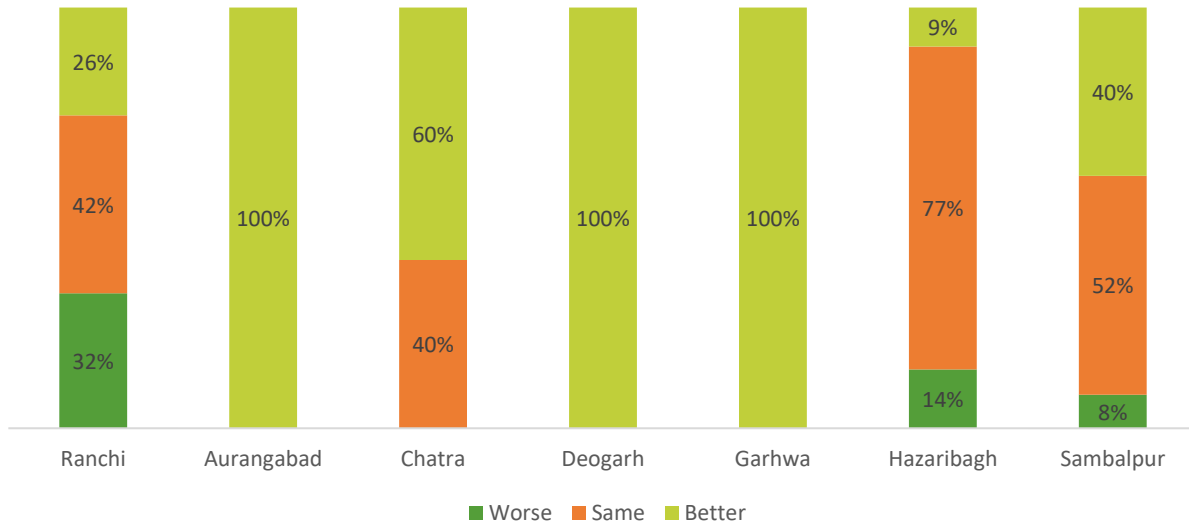


FIGURE 174: IMPACT OF RPL PROGRAM ON SOCIAL STATUS BY LWE

Q What has been the change in the social as a result of the RPL Program?

Number of respondents:296

The highest percentage of beneficiaries with improved social status belongs to Garhwa (100%) and Deogarh (100%) and Aurangabad (100%). The highest percentage of beneficiaries who reported that their health status has remained same belongs to Hazaribagh (77%) followed by Sambalpur (52%).

Impact Assessment for Green Jobs

16.5.2.4 Program impact on social wellbeing by job role

The following charts show the socio-economic impact of RPL program across various parameters:

16.5.2.4.1 Level of savings

The following chart shows the RPL program impact on level of savings by job role:

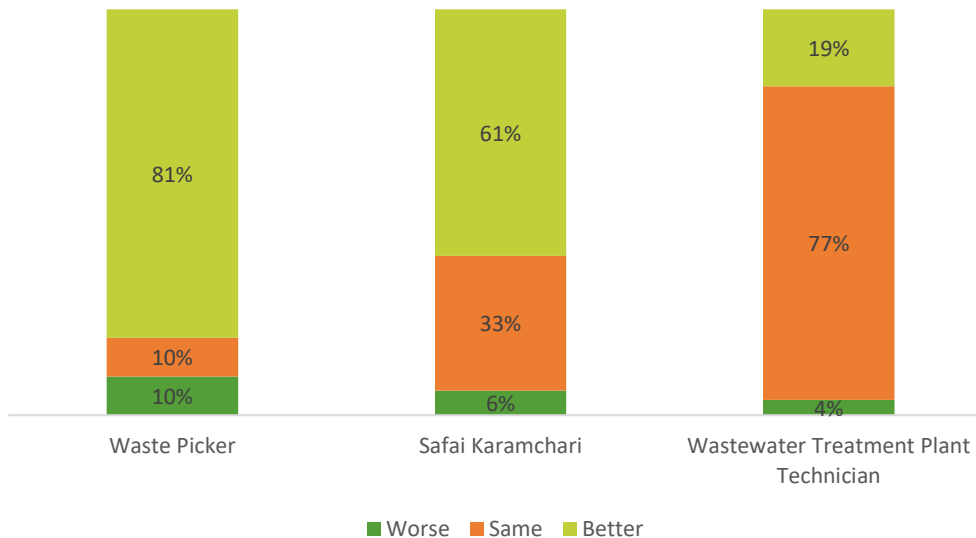


FIGURE 175: IMPACT OF RPL PROGRAM ON LEVEL OF SAVINGS BY JOB ROLE

Q What has been the change in the level of savings as a result of the RPL Program?

Number of respondents:14,434

81% beneficiaries under job role Waste Picker, 61% beneficiaries under Safai Karamchari and 19% under Wastewater Treatment Plant Technician stated an improvement in their level of saving after RPL program. 10% beneficiaries under job role Waste Picker, 33% beneficiaries under Safai Karamchari and 77% under Wastewater Treatment Plant Technician stated that their level of savings has remained the same even after RPL program.

Impact Assessment for Green Jobs

16.5.2.4.2 Lifestyle

The following chart shows the RPL program impact on lifestyle by job role:

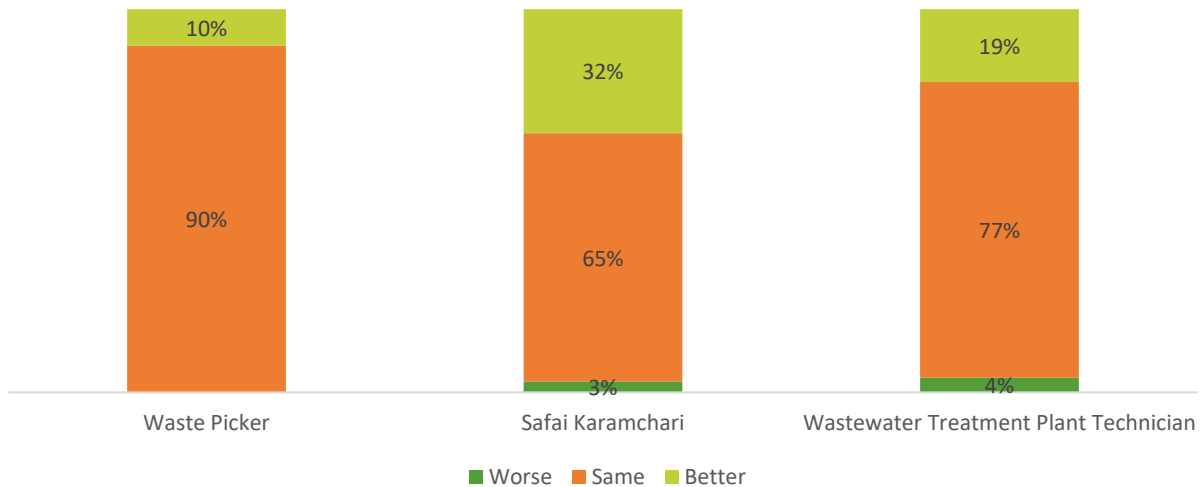


FIGURE 176: IMPACT OF RPL PROGRAM ON LIFESTYLE BY JOB ROLE

Q What has been the change in the lifestyle as a result of the RPL Program?

Number of respondents: 214,434

10% beneficiaries under job role Waste Picker, 32% beneficiaries under Safai Karamchari and 19% under Wastewater Treatment Plant Technician stated an improvement in their lifestyle after RPL program. 90% beneficiaries under job role Waste Picker, 65% beneficiaries under Safai Karamchari and 77% under Wastewater Treatment Plant Technician stated that their lifestyle has remained the same even after RPL program.

Impact Assessment for Green Jobs

16.5.2.4.3 Health

The following chart shows the RPL program impact on health by job role:

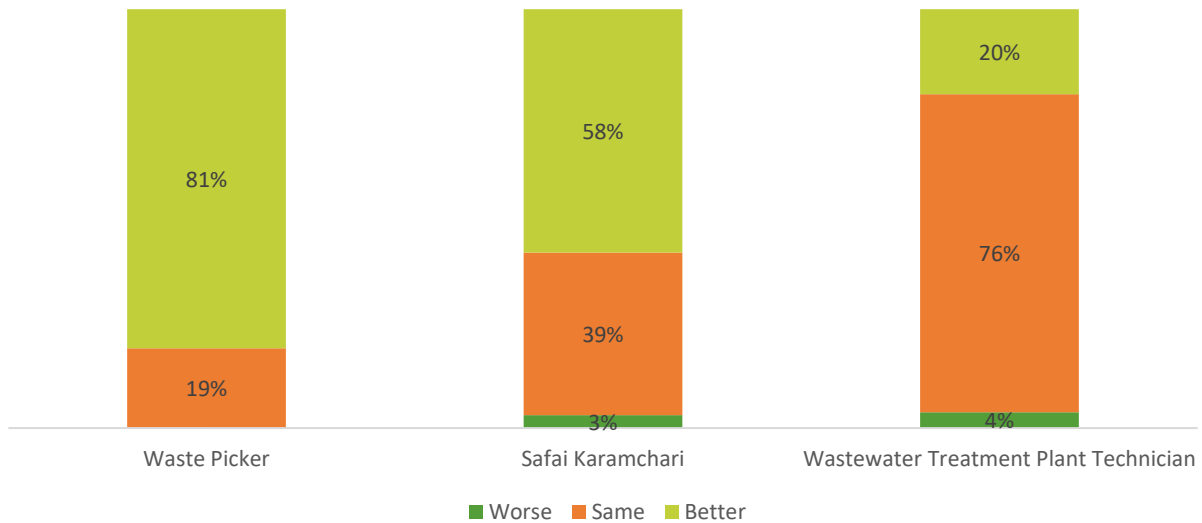


FIGURE 177: IMPACT OF RPL PROGRAM ON HEALTH BY JOB ROLE

Q What has been the change in the health as a result of the RPL Program?

Number of respondents: 22,949

81% beneficiaries under job role Waste Picker, 58% beneficiaries under Safai Karamchari and 20% under Wastewater Treatment Plant Technician stated an improvement in their health status after RPL program. 19% beneficiaries under job role Waste Picker, 39% beneficiaries under Safai Karamchari and 76% under Wastewater Treatment Plant Technician stated that their health status has remained the same even after RPL program.

Impact Assessment for Green Jobs

16.5.2.4.4 Social status

The following chart shows the RPL program impact on social status by job role:

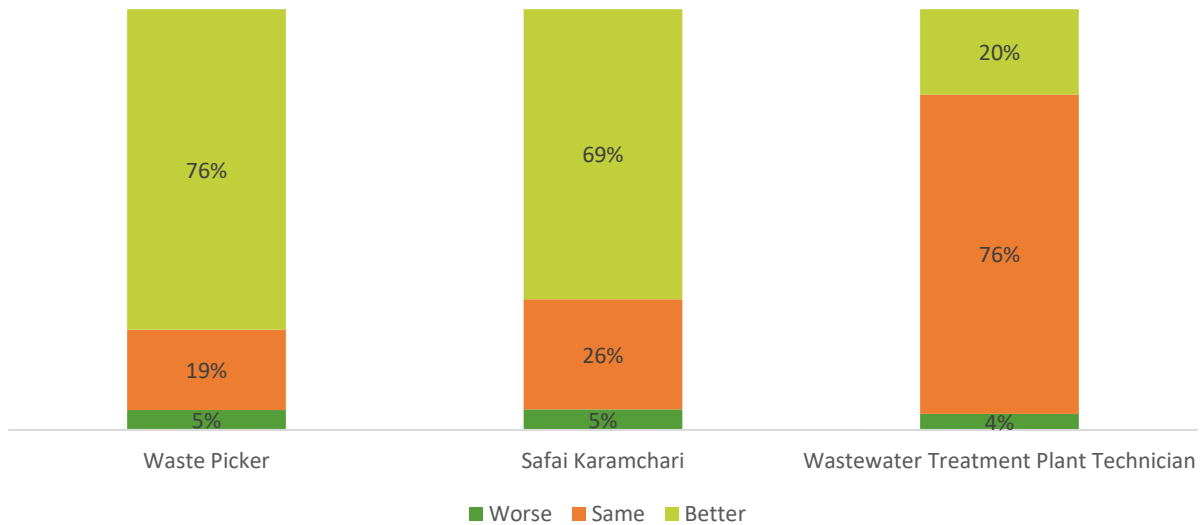


FIGURE 178: IMPACT OF RPL PROGRAM ON SOCIAL STATUS BY JOB ROLE

Q What has been the change in the social status as a result of the RPL Program?

Number of respondents: 14,434

76% beneficiaries under job role Waste Picker, 69% beneficiaries under Safai Karamchari and 20% under Wastewater Treatment Plant Technician stated an improvement in their social status after RPL program. 19% beneficiaries under job role Waste Picker, 26% beneficiaries under Safai Karamchari and 76% under Wastewater Treatment Plant Technician stated that their social status has remained the same even after RPL program.

Impact Assessment for Green Jobs

16.5.2.5 Program impact on social wellbeing by gender

The following charts show the socio-economic impact of RPL program across various parameters

16.5.2.5.1 Level of savings

The following chart shows the RPL program impact on level of savings by gender:

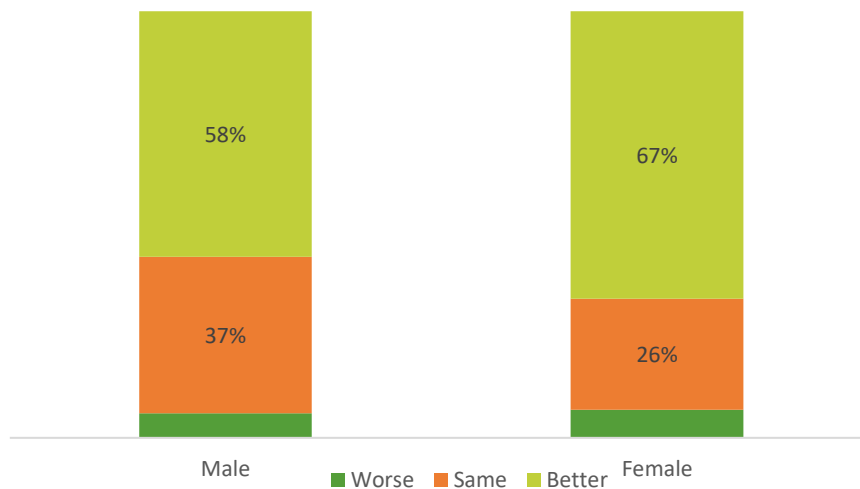


FIGURE 179: IMPACT OF RPL PROGRAM ON LEVEL OF SAVINGS BY GENDER

Q What has been the change in the level of savings as a result of the RPL Program?

Number of respondents:14,434

A majority of male beneficiaries (58%) stated that there is an overall improvement in their level of savings. Majority of the female beneficiaries (67%) mentioned that there is an overall improvement in their level of savings.

Impact Assessment for Green Jobs

16.5.2.5.2 Lifestyle

The following chart shows the impact of RPL program on lifestyle by gender:

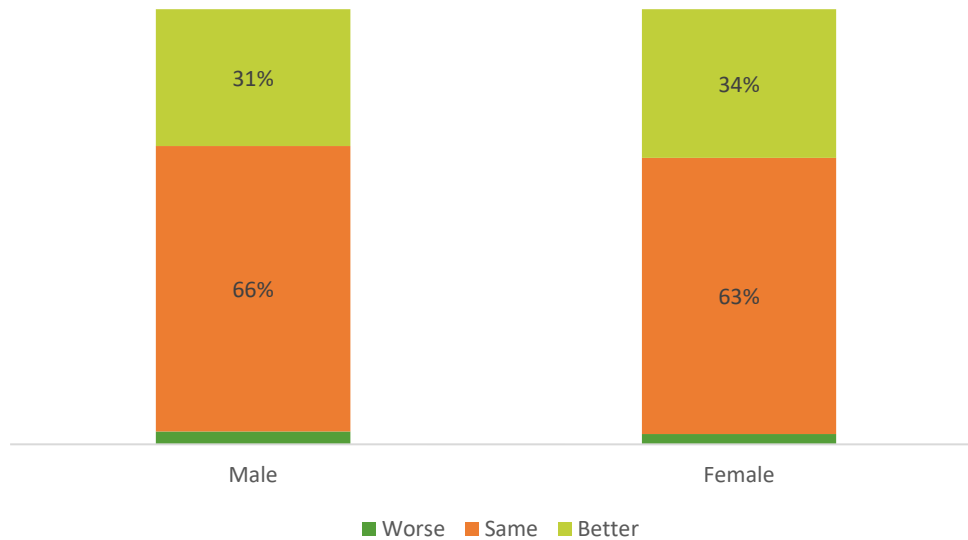


FIGURE 180: IMPACT OF RPL PROGRAM ON LIFESTYLE BY GENDER

Q. What has been the change in the lifestyle as a result of the RPL Program?

Number of respondents:14,434

31% male and 34% female beneficiaries reported that their lifestyle has improved after RPL program. 66% male and 63% female beneficiaries reported that their lifestyle has remained same after RPL program.

Impact Assessment for Green Jobs

16.5.2.5.3 Health

The following chart shows the impact of RPL program on health by gender:

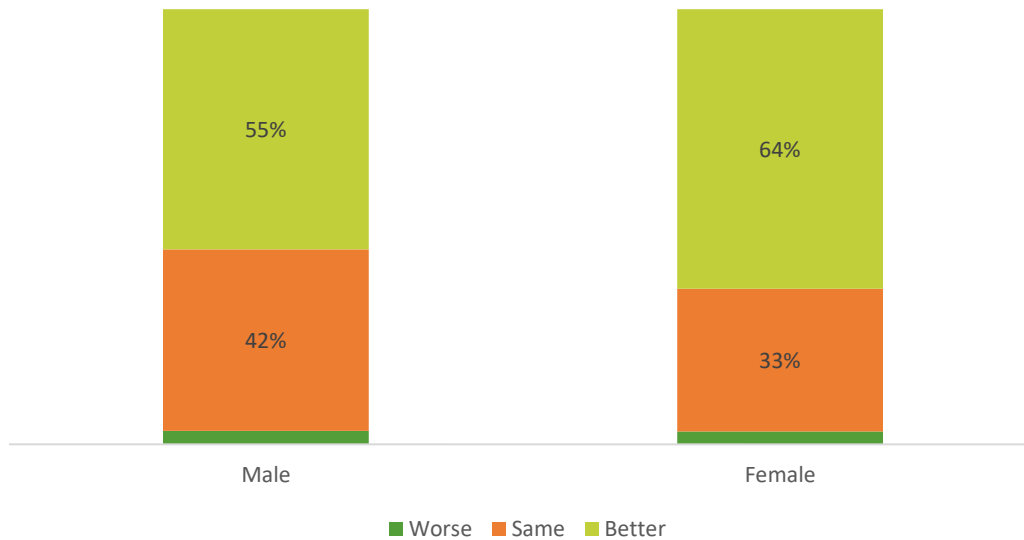


FIGURE 181: IMPACT OF RPL PROGRAM ON HEALTH BY GENDER

What has been the change in the health as a result of the RPL Program?

Number of respondents: 14,434

A majority of both male (55%) and female (64%) beneficiaries stated that their health to be better after the RPL program. 42% male and 33% female beneficiaries mentioned their health to be same as before as an impact of the RPL program.

Impact Assessment for Green Jobs

16.5.2.5.4 *Social status*

The following chart shows the impact of RPL program on social status by gender:

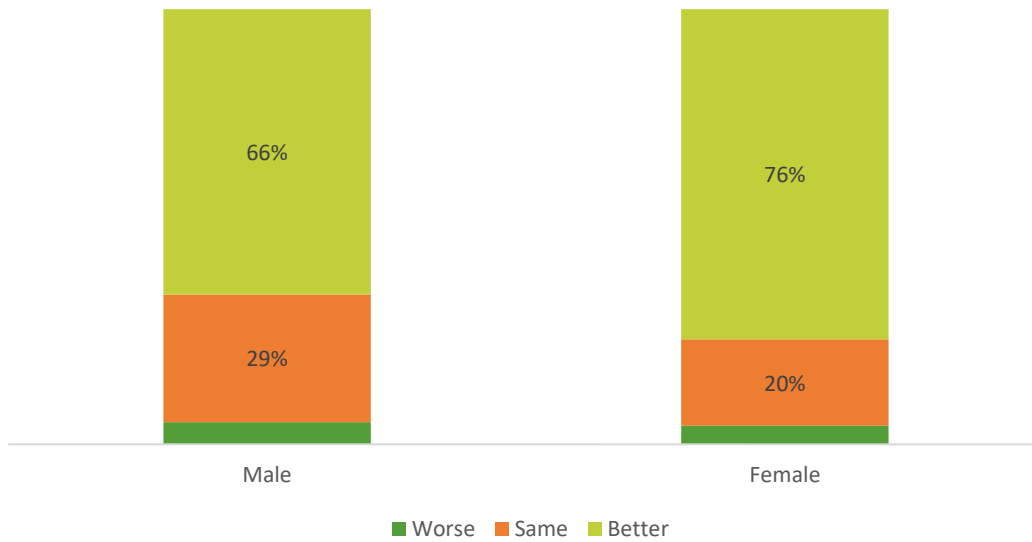


FIGURE 182: IMPACT OF RPL PROGRAM ON SOCIAL STATUS BY GENDER

What has been the change in the social status as a result of the RPL Program?

Number of respondents: 14,434

A majority of both male (66%) and female (76%) beneficiaries stated that the social status have improved after the RPL program. 29% male and 20% female beneficiaries mentioned their social status remains to be same as before after RPL program.

Impact Assessment for Green Jobs

16.5.2.6 Program impact on social wellbeing by caste category

The following chart shows the RPL program impact on level of savings by caste category:

16.5.2.6.1 Level of savings

The following chart shows the RPL program impact on level of savings by caste category:

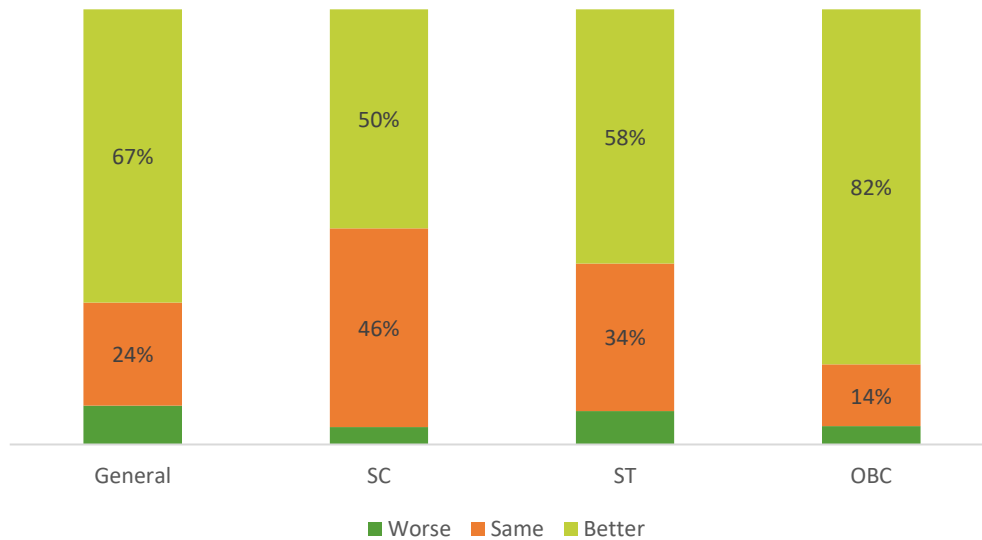


FIGURE 183: IMPACT OF RPL PROGRAM ON LEVEL OF SAVINGS BY CASTE CATEGORY

Q What has been the change in the level of savings as a result of the RPL Program?

Number of respondents:14,262

The majority of the beneficiaries from the general and OBC category reported to have better level of savings than before attending the RPL program, the highest percentage of beneficiaries (82%) are from the OBC category followed by general category (67%).

Impact Assessment for Green Jobs

16.5.2.6.2 *lifestyle*

The following chart shows the impact of RPL program on lifestyle by caste category:

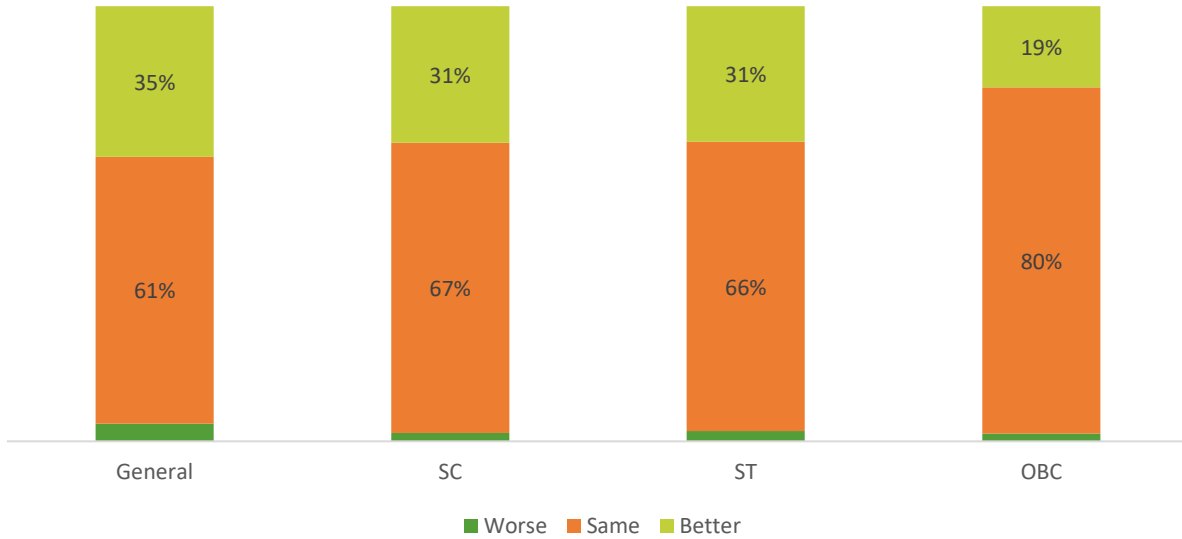


FIGURE 184: IMPACT OF RPL PROGRAM ON LIFESTYLE BY CASTE CATEGORY

Q. What has been the change in the lifestyle as a result of the RPL Program?

Number of respondents: 14,262

A majority of the beneficiaries from all the categories reported to have same or better lifestyle than before attending the RPL program, the highest percentage of beneficiaries (35%) are from the general category followed by the SC and ST category (31%).

Impact Assessment for Green Jobs

16.5.2.6.3 Health

The following chart shows the impact of RPL program on health by caste category:

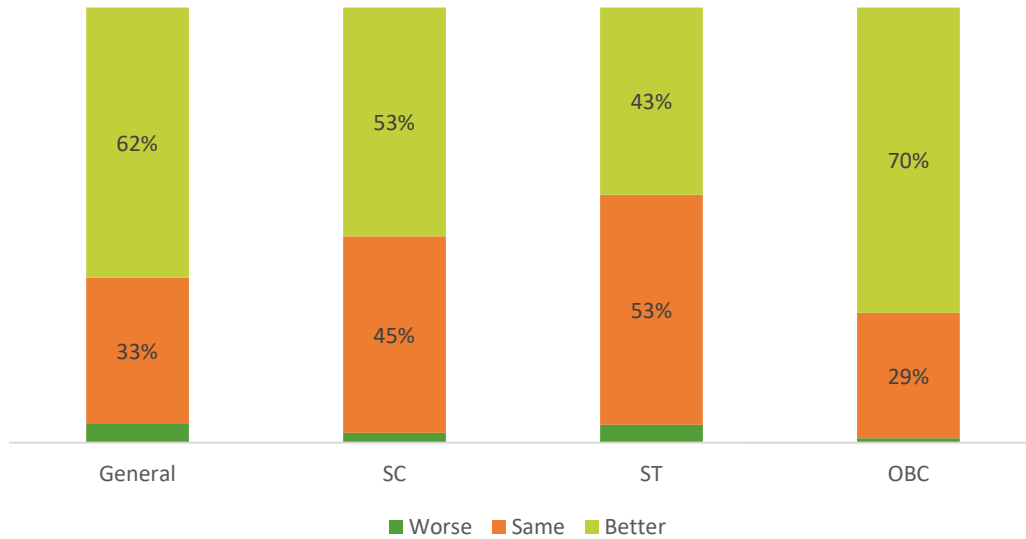


FIGURE 185: IMPACT OF RPL PROGRAM ON HEALTH BY CASTE CATEGORY

What has been the change in the health as a result of the RPL Program?

Number of respondents: 14,262

A majority of the beneficiaries from all the categories reported to have same or better health than before attending the RPL program, the highest percentage of beneficiaries (70%) are from the OBC category followed by the general category (62%).

Impact Assessment for Green Jobs

16.5.2.6.4 Social status

The following chart shows the impact of RPL program on social status by caste category:

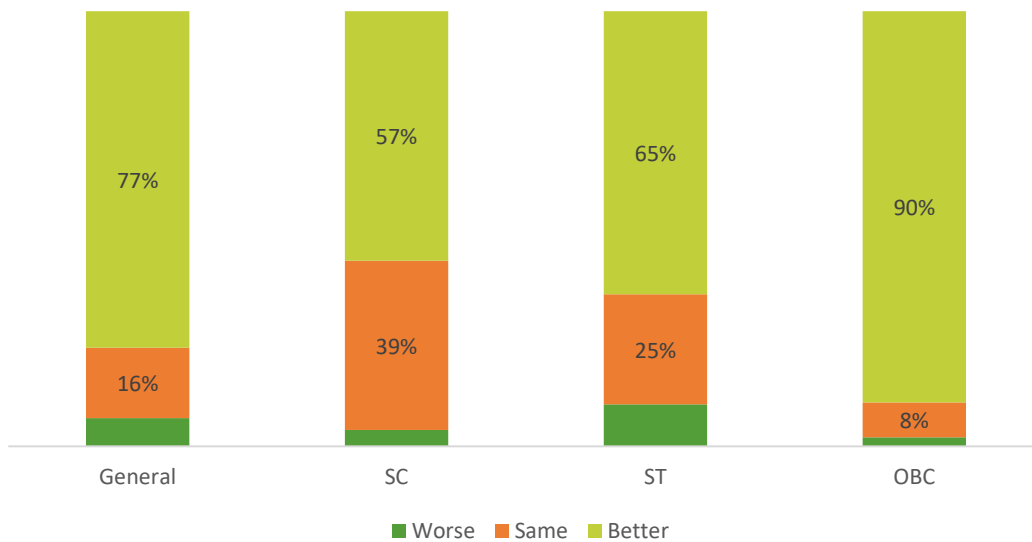


FIGURE 186: IMPACT OF RPL PROGRAM ON SOCIAL STATUS BY CASTE CATEGORY

What has been the change in the social status as a result of the RPL Program?

Number of respondents: 14,262

A majority of the beneficiaries from all the categories reported to have better social status than before attending the RPL program, the highest percentage of beneficiaries (90%) are from the OBC category followed by the general category (77%).

Impact Assessment for Green Jobs

16.6 Impact on enterprise

Below is the impact of RPL program on the workplace:

16.6.1 Impact of RPL at workplace by state

The following chart shows the impact of RPL on working conditions at workplace by state:

State	Availability of gloves, masks and gumboots	Awareness about personal hygiene	It has made no difference to me
West Bengal	100%	100%	0%
Himachal Pradesh	100%	100%	0%
Karnataka	100%	97%	0%
Uttarakhand	99%	55%	1%
Tamil Nadu	99%	89%	5%
Gujarat	98%	84%	3%
Andhra Pradesh	97%	81%	6%
Haryana	96%	86%	8%
Delhi	95%	73%	5%
Madhya Pradesh	95%	79%	4%
Odisha	94%	80%	2%
Jharkhand	94%	91%	6%
Bihar	88%	88%	12%
Maharashtra	87%	76%	8%
Punjab	86%	91%	10%
Chhattisgarh	83%	55%	18%
Uttar Pradesh	59%	73%	8%
Jammu and Kashmir	56%	56%	44%

TABLE 42: IMPACT OF RPL ON WORKPLACE BY STATE

Q What impact did the RPL program had on working conditions at your workplace

Number of respondents:14,434

100% of the beneficiaries from West Bengal, Himachal Pradesh and Karnataka stated gloves, masks and gumboots were available. The highest percentage of the beneficiaries are from West Bengal and Himachal Pradesh (100%) reported an increase in the awareness about personal hygiene. The highest percentage of beneficiaries who mentioned no difference after RPL program is from Jammu and Kashmir (44%).

Impact Assessment for Green Jobs

16.6.2 Impact of RPL at workplace by hilly area

The following chart shows the impact of RPL on working conditions at workplace by hilly area:

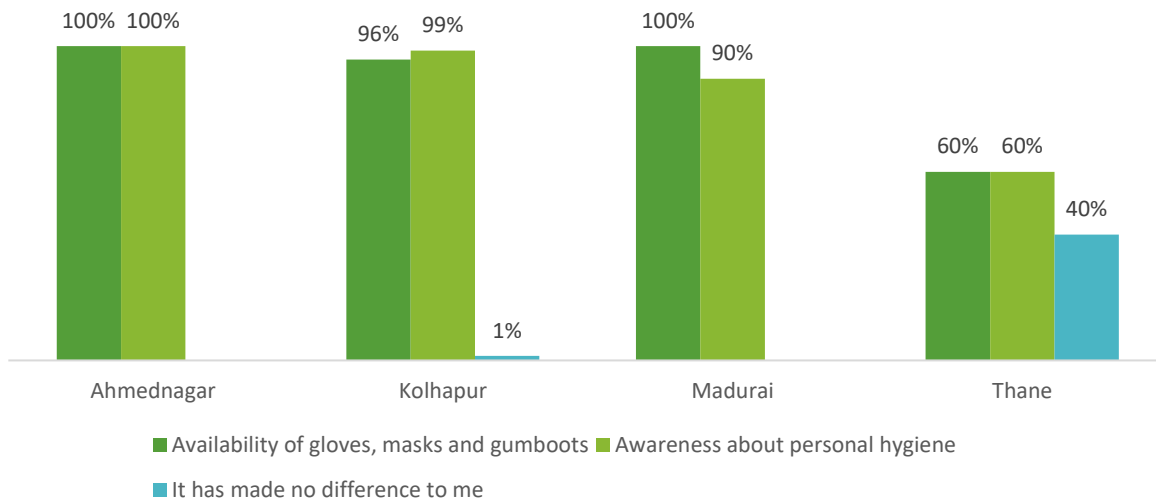


FIGURE 187: IMPACT OF RPL ON WORKPLACE BY HILLY AREA

Q What impact did the RPL program had on working conditions at your workplace

Number of respondents:152

100% of the beneficiaries from Ahmednagar and Madurai, 96% from Kolhapur and 60% from Thane stated gloves, masks and gumboots were available. 100% beneficiaries from Ahmednagar, 99% from Kolhapur, 90% from Madurai and 60% from Thane mentioned that they were made aware about personal hygiene after the RPL program. Only 1% beneficiaries from Kolhapur and 40% beneficiaries from Thane informed that there was no impact of RPL program on the workplace.

Impact Assessment for Green Jobs

16.6.3 Impact of RPL at workplace by LWE

The following chart shows the impact of RPL on working conditions at workplace by LWE:

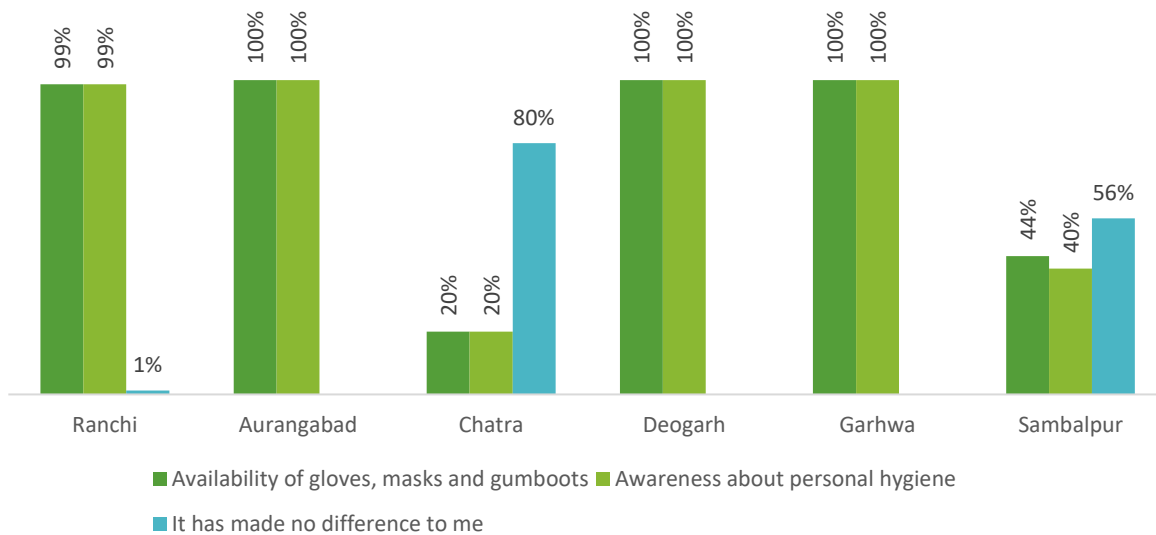


FIGURE 188: IMPACT OF RPL ON WORKPLACE BY LWE

Q What impact did the RPL program had on working conditions at your workplace

Number of respondents:296

All 100% beneficiaries from Aurangabad, Dogarh, Garhwa, informed that gloves, masks and gumboots were available as well as they were made about personal hygiene. 99% beneficiaries from Ranchi informed the same. 20% beneficiaries from Chatra and 44% beneficiaries from Sambalpur has informed that gloves masks and gumboots were available. 1% beneficiaries from Ranchi, 80% beneficiaries from Chatra and 56% beneficiaries from Sambalpur informed that it has made no difference to them.

Impact Assessment for Green Jobs

16.6.4 Impact of RPL at workplace by job role

The following chart shows the impact of RPL on working conditions at workplace by job role:

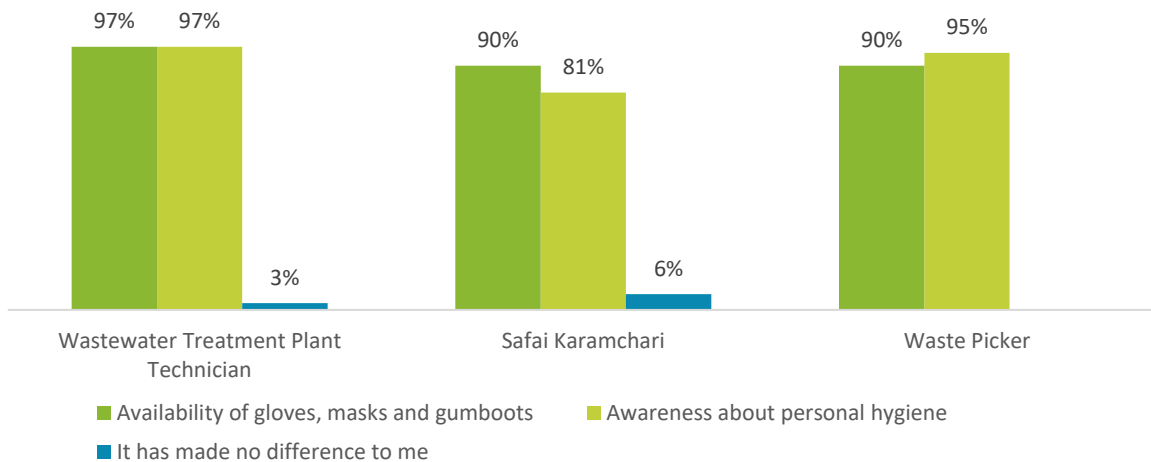


FIGURE 189: IMPACT OF RPL ON WORKPLACE BY JOB ROLE

Q What impact did the RPL program had on working conditions at your workplace

Number of respondents:14,434

The highest percentage of beneficiaries who informed that gloves, masks and gumboots were available belongs to Wastewater Treatment Plant Technician followed by Safai Karamchari and Waste Picker. The highest percentage of beneficiaries who informed that they were made aware about personal hygiene belongs to Wastewater Treatment Plant Technician followed by Waste Picker (95%).

Impact Assessment for Green Jobs

16.6.5 Impact of RPL at workplace by gender

The following chart shows the impact of RPL on working conditions at workplace by gender:

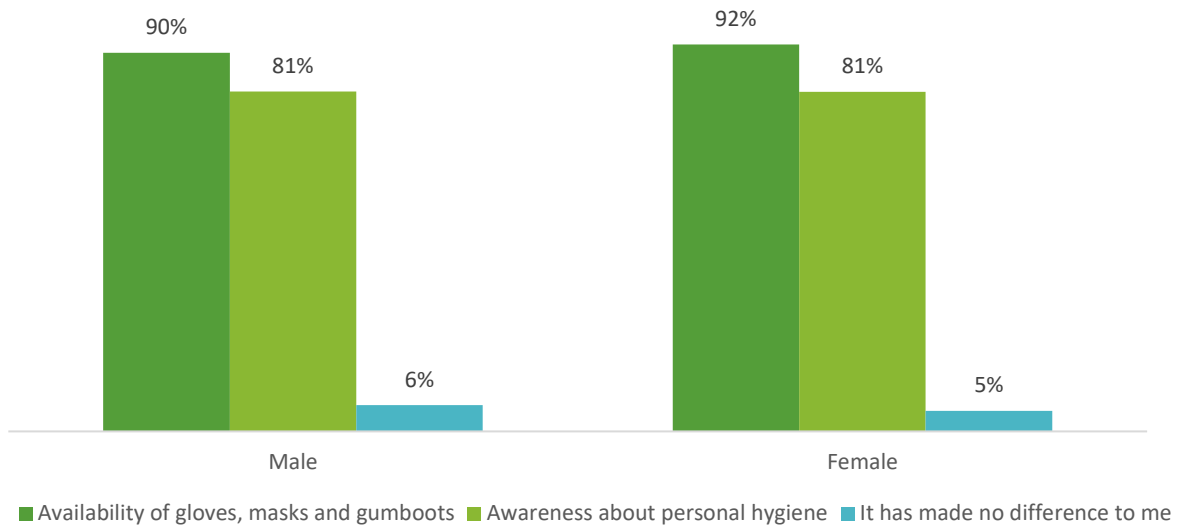


FIGURE 190: IMPACT OF RPL ON WORKPLACE BY GENDER

Q What impact did the RPL program had on working conditions at your workplace

Number of respondents:14,434

A majority of beneficiaries 90% male and 92% female beneficiaries informed that gloves, masks and gumboots were available. 81% male and female beneficiaries informed that they were made aware about personal hygiene. Only 6% male and 5% female beneficiaries informed that it RPL has made no difference to them.

Impact Assessment for Green Jobs

16.6.6 Impact of RPL at workplace by caste

The following chart shows the impact of RPL on working conditions at workplace by caste category:

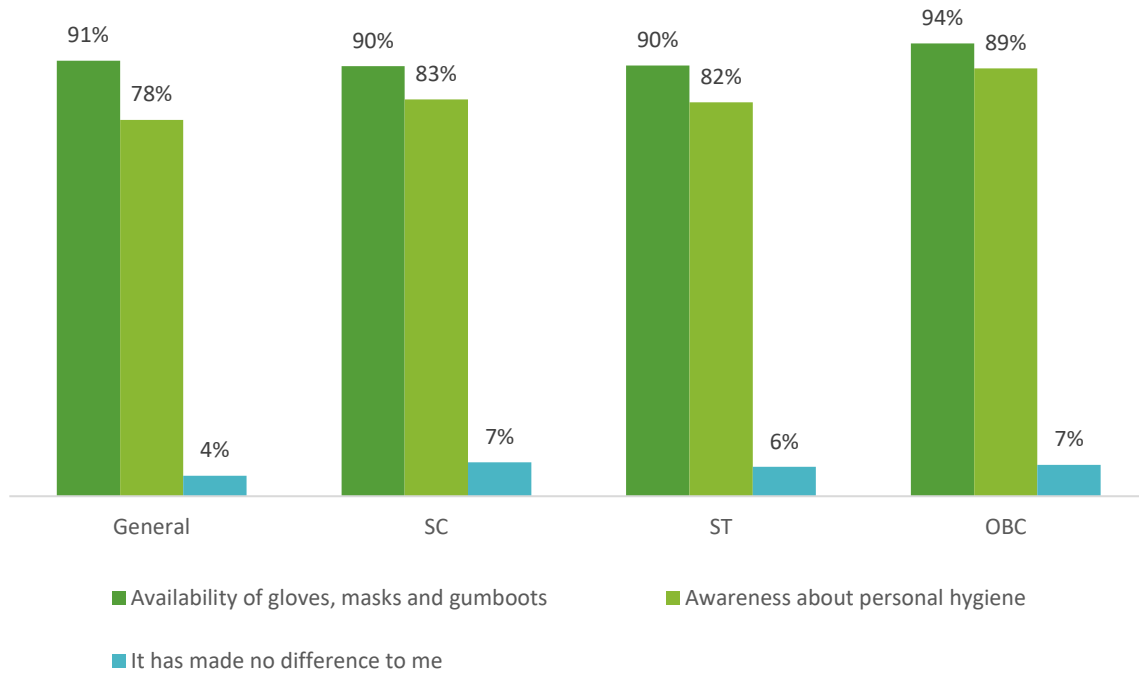


FIGURE 191: IMPACT OF RPL ON WORKPLACE BY CASTE CATEGORY

Q What impact did the RPL program had on working conditions at your workplace

Number of respondents: 14,262

The majority of the beneficiaries across all the categories stated that gloves masks and gumboots were available. Highest percentage of beneficiaries who informed that they were made aware about personal hygiene belongs to OBC category (89%), followed by SC category (83%). 4% beneficiaries from genral category, 6% beneficiaries from ST category and 7% beneficiaries from SC and OBC category informed that it has made no difference to them.

Impact Assessment for Green Jobs

16.7 Feedback on training institute by beneficiaries

The following charts show the perception of the training institute across all the states, LWE, job roles gender, and caste category

16.7.1 Perception of training institute by state

The following charts show the perception of the training institute by state across all the parameters:

16.7.1.1 Classroom

The following chart shows the perception of classroom by state

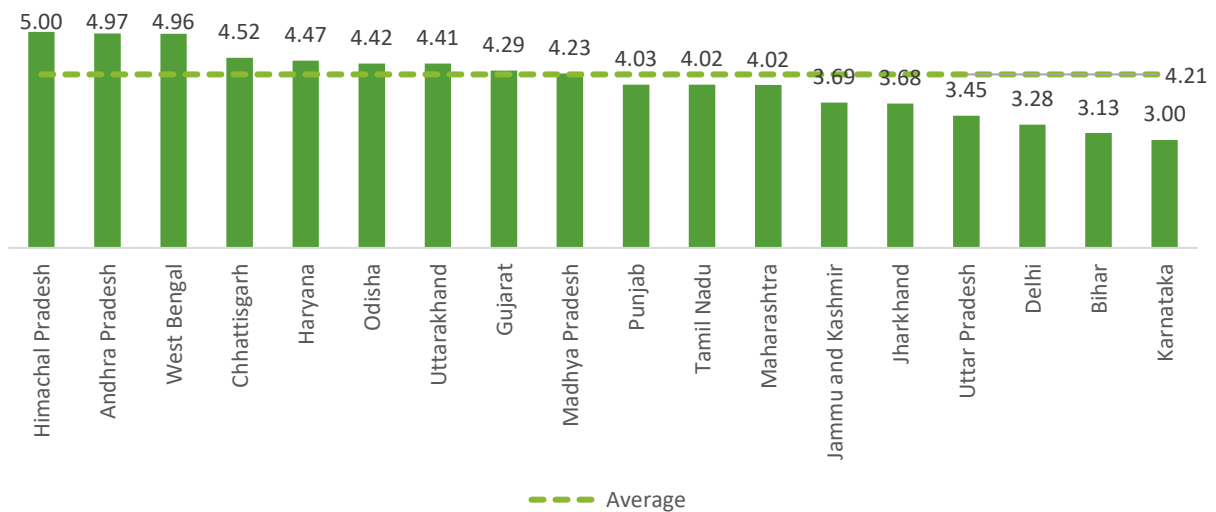


FIGURE 192: OVERALL PERCEPTION OF CLASSROOM BY STATE

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the classroom

Number of respondents:14274

Across all the states, the beneficiaries perceived the classroom to be very good and above. The highest rating was received from Himachal Pradesh (5) followed by Andhra Pradesh (4.97) and West Bengal (4.96). The average rating received from all the states is 4.21.

Impact Assessment for Green Jobs

16.7.1.2 Training quality

The following chart shows the perception of training quality by state

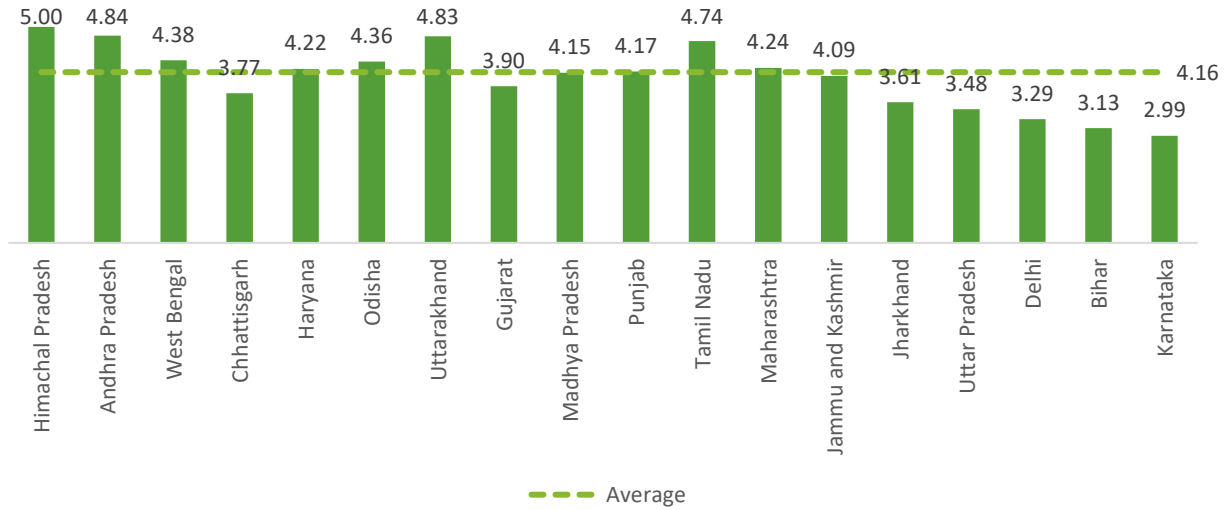


FIGURE 193: OVERALL PERCEPTION OF TRAINING QUALITY BY STATE

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training quality

Number of respondents:14,278

Across all the states, the beneficiaries perceived the training quality to be very good and above. The highest rating was received from Himachal Pradesh (5) followed by Andhra Pradesh (4.84) and Uttar Pradesh (4.83). The average rating received from all the states is 4.16.

Impact Assessment for Green Jobs

16.7.1.3 Training material

The following chart shows the perception of training material by state

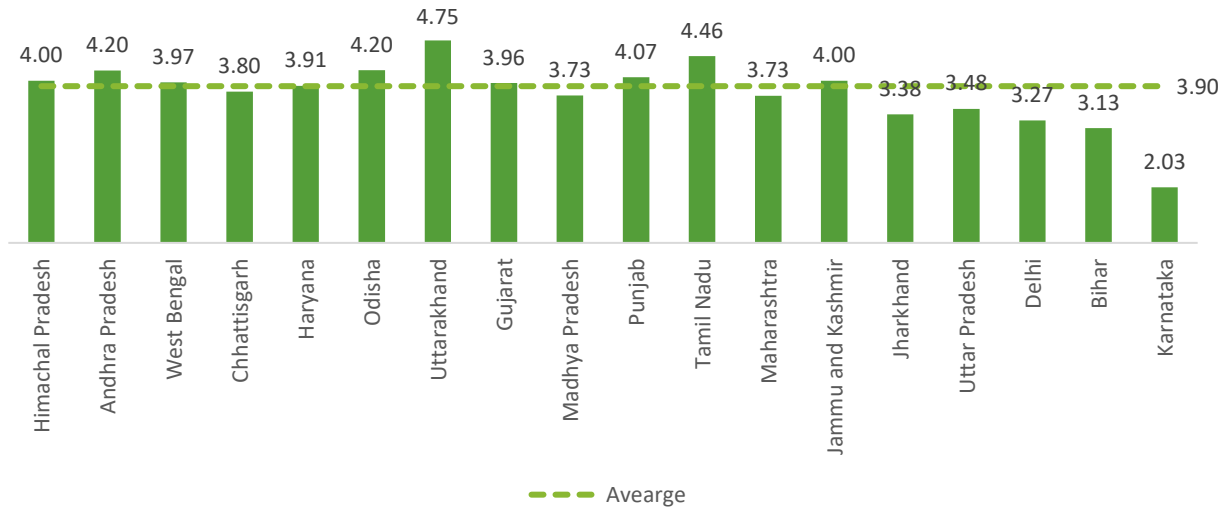


FIGURE 194: OVERALL PERCEPTION OF TRAINING MATERIAL BY STATE

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training material

Number of respondents:14,258

Across all the states, the beneficiaries perceived the training material to be very good and above. The highest rating was received from Uttarakhand (4.75) followed by Tamil Nadu (4.46). The average rating received from all the states is 3.90.

Impact Assessment for Green Jobs

16.7.1.4 Placement assistance

The following chart shows the perception of placement assistance by state:

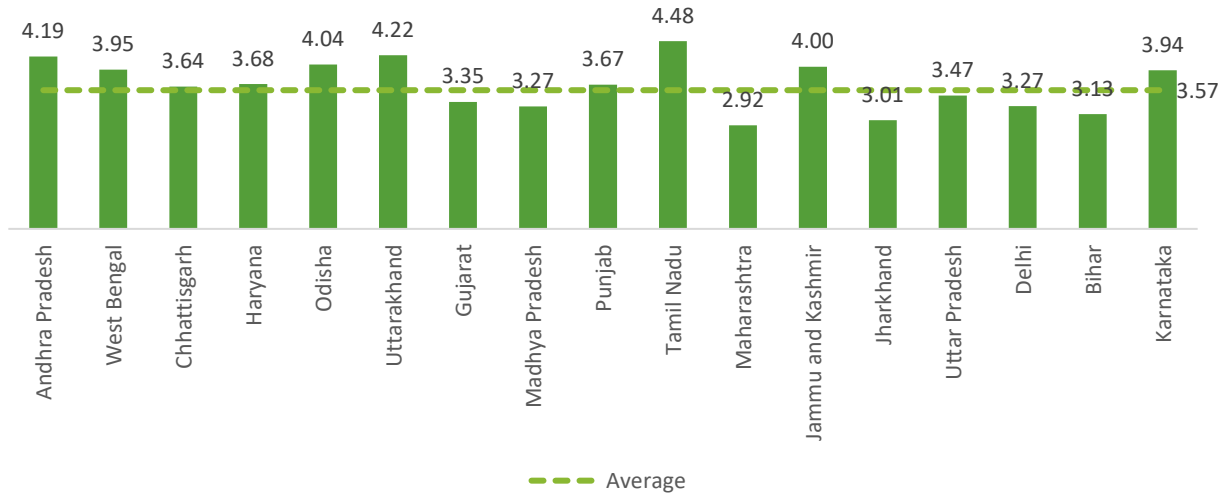


FIGURE 195: OVERALL PERCEPTION OF PLACEMENT ASSISTANCE BY STATE

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the placement assistance

Number of respondents: 7,993

Almost across all the states, the beneficiaries perceived the training material to be very good and above. The highest rating was received from Tamil Nadu (4.48) followed by Uttarakhand (4.22). The average rating received from all the states is 3.57.

Impact Assessment for Green Jobs

16.7.2 Perception of training institute by hilly area

The following charts show the perception of the training institute by job role across all the parameters:

16.7.2.1 Classroom

The following chart shows the perception of classroom by hilly area:

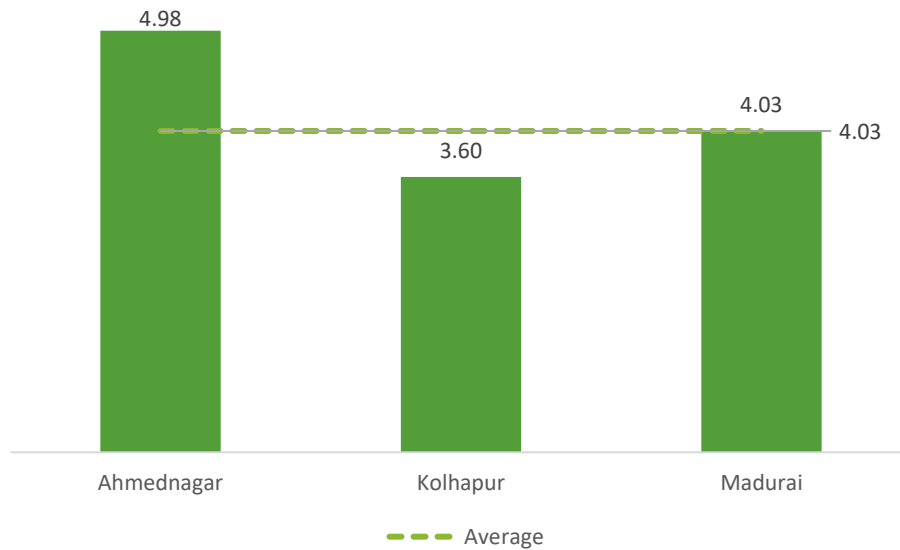


FIGURE 196: OVERALL PERCEPTION OF CLASSROOM BY HILLY AREA

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the classroom

Number of respondents:152

Across all the districts, the beneficiaries perceived the classroom to be very good and above. The highest rating was received from Ahmednagar (4.98) followed by Madurai (4.03). The average rating received from all the states is 4.03.

Impact Assessment for Green Jobs

16.7.2.2 Training quality

The following chart shows the perception of training quality by hilly area:

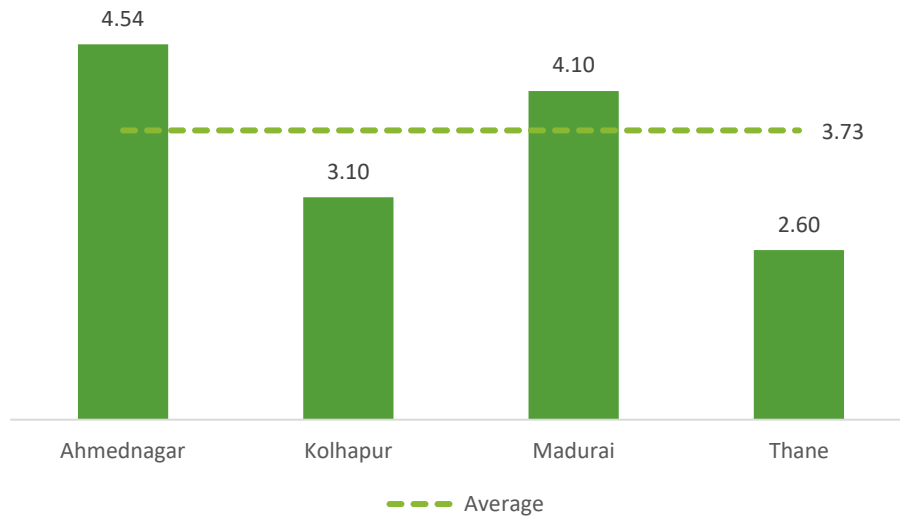


FIGURE 197: OVERALL PERCEPTION OF TRAINING QUALITY BY HILLY AREA

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training quality

Number of respondents:152

Across all the districts, the beneficiaries perceived the training quality to be very good and above. The highest rating was received from Ahmednagar (4.54) followed by Madurai (4.10). The average rating received from all the states is 3.73.

Impact Assessment for Green Jobs

16.7.2.3 Training material

The following chart shows the perception of training material by hilly area:

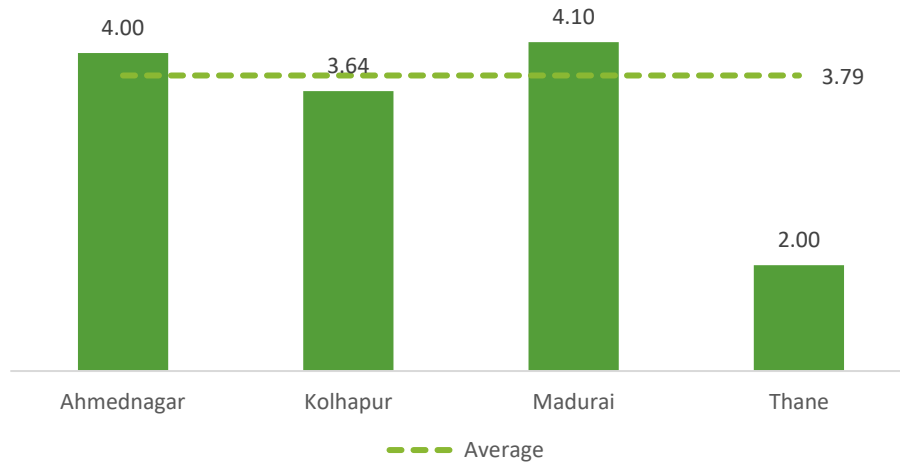


FIGURE 198: OVERALL PERCEPTION OF TRAINING MATERIAL BY HILLY AREA

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training material

Number of respondents:152

Across all the districts, the beneficiaries perceived the training material to be very good and above. The highest rating was received from Madurai (4.10) followed by Ahmednagar (4.00). The average rating received from all the states is 3.79.

Impact Assessment for Green Jobs

16.7.2.4 Placement assistance

The following chart shows the perception of placement assistance by hilly area:

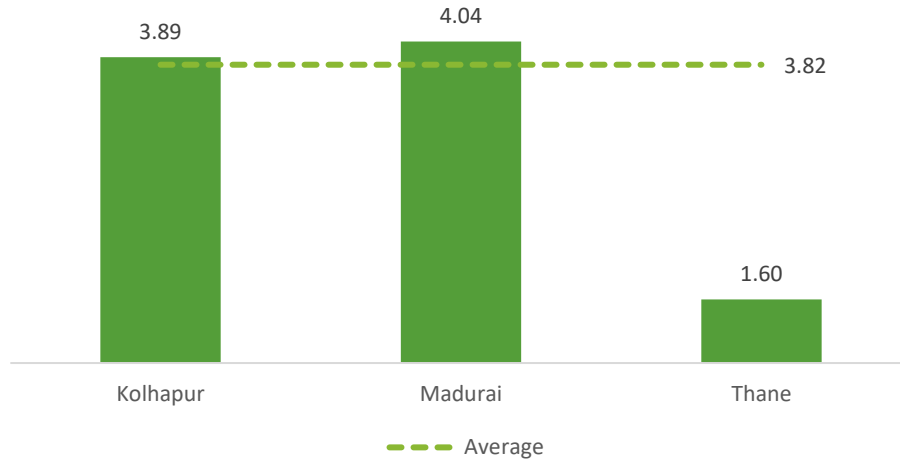


FIGURE 199: OVERALL PERCEPTION OF PLACEMENT ASSISTANCE BY HILLY AREA

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the placement assistance

Number of respondents:103

Across all the districts, the beneficiaries perceived the training material to be very good and above. The highest rating was received from Madurai (4.04) followed by Kolhapur (3.89). The average rating received from all the states is 3.82.

Impact Assessment for Green Jobs

16.7.3 Perception of training institute by LWE region

The following charts show the perception of the training institute by job role across all the parameters:

16.7.3.1 Classroom

The following chart shows the perception of classroom by LWE:

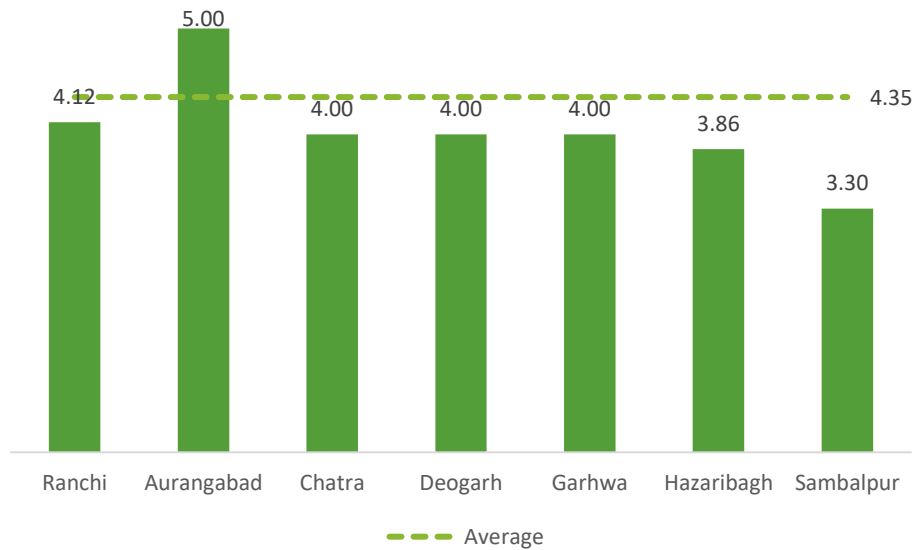


FIGURE 200: OVERALL PERCEPTION OF CLASSROOM BY LWE

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the classroom

Number of respondents:289

The highest rating was received from Aurangabad (5) followed by Ranchi (4.12). The average rating received from all the states is 4.35.

Impact Assessment for Green Jobs

16.7.3.2 Training quality

The following chart shows the perception of training quality by LWE:

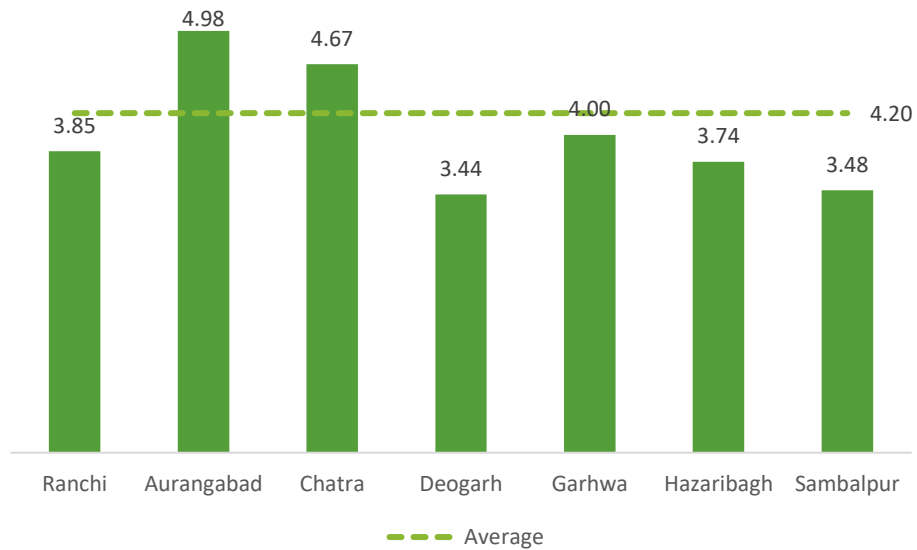


FIGURE 201: OVERALL PERCEPTION OF TRAINING QUALITY BY LWE

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training quality

Number of respondents:293

The highest rating was received from Aurangabad (4.98) followed by Chatra (4.67). The average rating received from all the states is 4.20.

Impact Assessment for Green Jobs

16.7.3.3 Training material

The following chart shows the perception of training material by LWE:

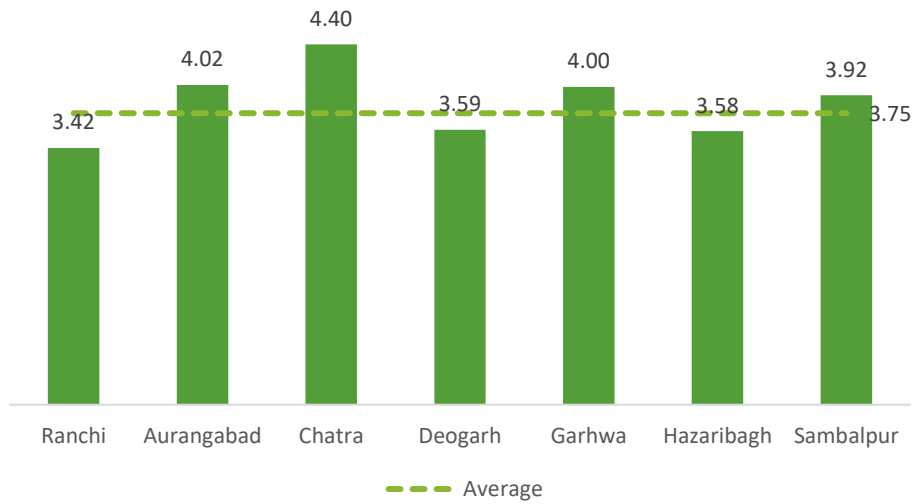


FIGURE 202: OVERALL PERCEPTION OF TRAINING MATERIAL BY LWE

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training material

Number of respondents:296

The highest rating was received from Chatra (4.20) followed by Aurangabad (4.02). The average rating received from all the states is 3.75.

Impact Assessment for Green Jobs

16.7.3.4 Placement assistance

The following chart shows the perception of placement assistance by LWE:

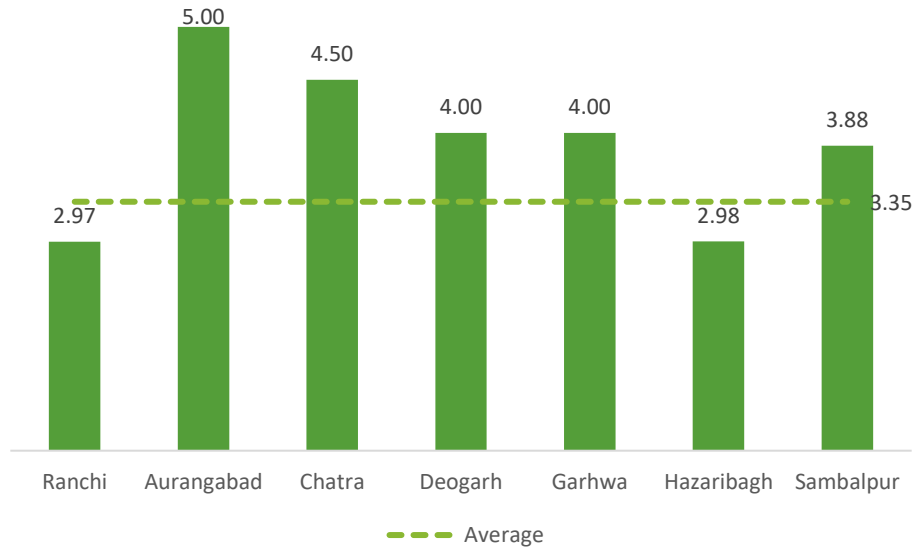


FIGURE 203: OVERALL PERCEPTION OF PLACEMENT ASSISTANCE BY LWE

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the placement assistance

Number of respondents:296

The highest rating was received from Aurangabad (5) followed by Chatra (4.50). The average rating received from all the states is 3.35.

Impact Assessment for Green Jobs

16.7.4 Perception of training institute by job role

The following charts show the perception of the training institute by job role across all the parameters:

16.7.4.1 Classroom

The following chart shows the perception of classroom by job role:

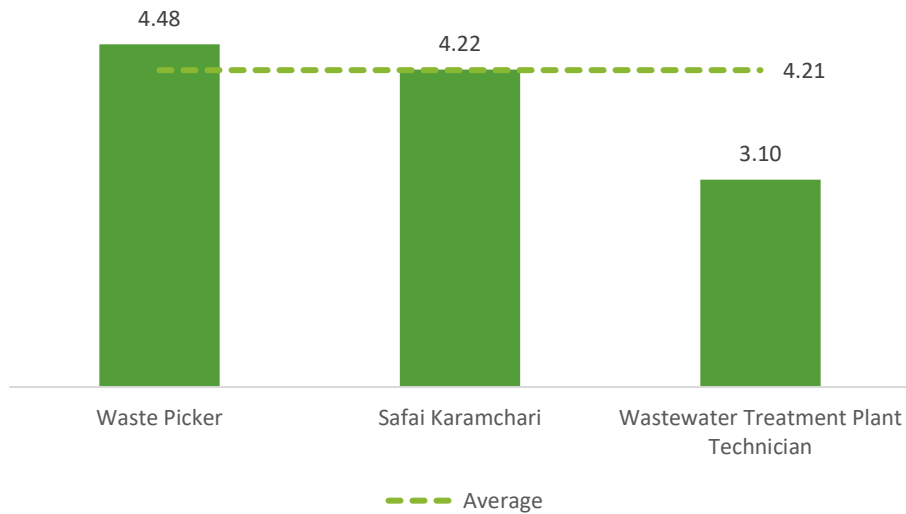


FIGURE 204: OVERALL PERCEPTION OF CLASSROOM BY JOB ROLE

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the classroom

Number of respondents:14,278

Across all the job roles, the beneficiaries perceived the classroom to be very good and above. The highest rating was received from Waste Picker (4.48) followed by Safai Karamchari (4.22). The average rating received from all the states is 4.21.

Impact Assessment for Green Jobs

16.7.4.2 Training quality

The following chart shows the perception of training quality by job role:

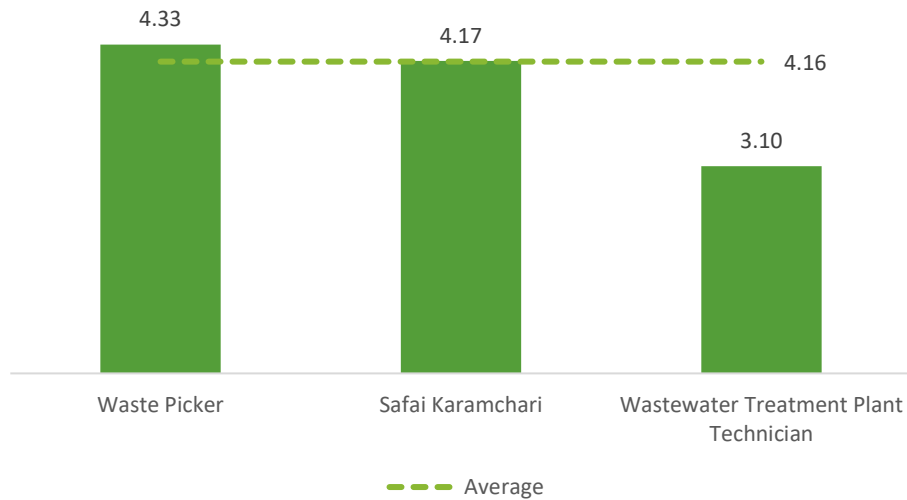


FIGURE 205: OVERALL PERCEPTION OF TRAINING QUALITY BY JOB ROLE

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training quality

Number of respondents:14,278

Across all the job roles, the beneficiaries perceived the training quality to be very good and above. The highest rating was received from Waste Picker (4.33) followed by Safai Karamchari (4.17). The average rating received is 4.16.

Impact Assessment for Green Jobs

16.7.4.3 Training material

The following chart shows the perception of training material by job role

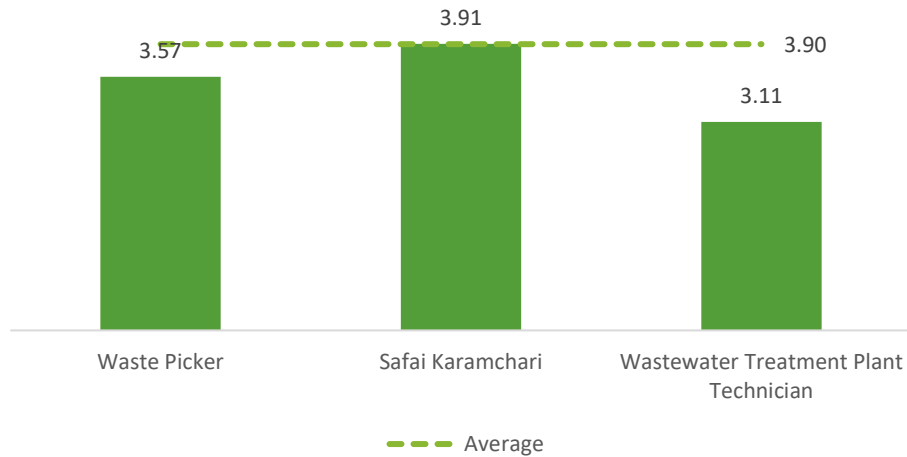


FIGURE 206: OVERALL PERCEPTION OF TRAINING MATERIAL BY JOB ROLE

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training material

Number of respondents:14,258

Across all the job roles, the beneficiaries perceived the training material to be good and above. The highest rating was received from Safai Karamchari (3.91) followed by Waste Picker (3.57). The average rating received from all the states is 3.90.

Impact Assessment for Green Jobs

16.7.4.4 Placement assistance

The following chart shows the perception of placement assistance by job role

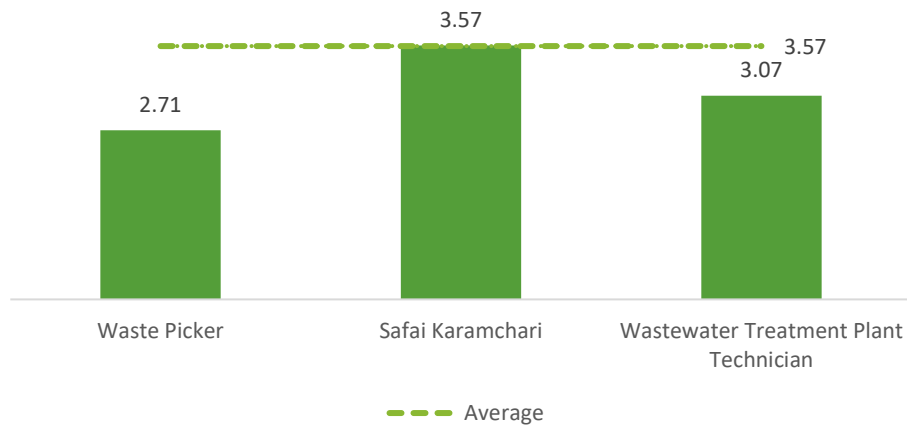


FIGURE 207: OVERALL PERCEPTION OF PLACEMENT ASSISTANCE BY JOB ROLE

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the placement assistance

Number of respondents:7,993

Almost across all the job roles, the beneficiaries perceived the training material to be good and above. The highest rating was received from Safai Karamchari (3.57) followed by Wastewater Treatment Plant Technician (3.07). The average rating received from all the states is 3.57.

Impact Assessment for Green Jobs

16.7.5 Perception of training institute by gender

The following charts show the perception of the training institute by gender across all the parameters

16.7.5.1 Classroom

The following chart shows the perception of classroom by gender

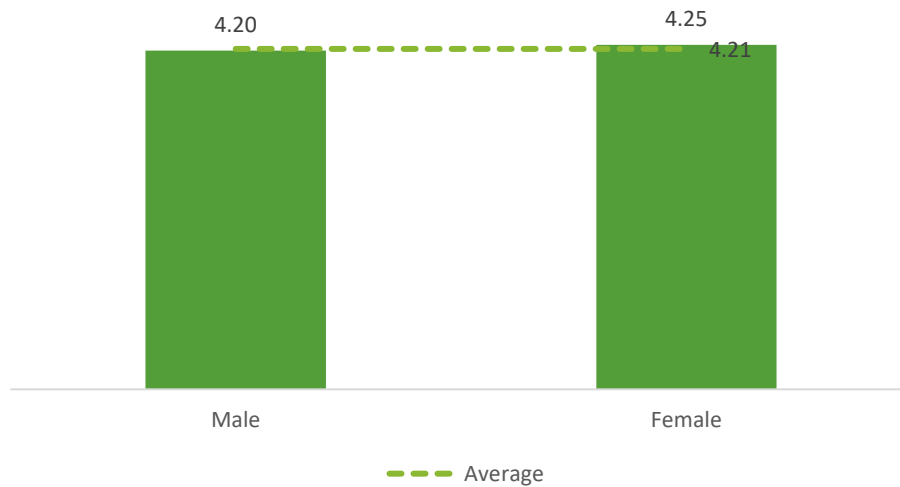


FIGURE 208: OVERALL PERCEPTION OF CLASSROOM BY GENDER

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the classroom

Number of respondents:14,275

The male and female beneficiaries perceived the classroom used during the RPL program to very good. and above. However, the satisfaction level of the female beneficiaries is slightly higher than the male beneficiaries.

Impact Assessment for Green Jobs

16.7.5.2 Training quality

The following chart shows the perception of training quality by gender

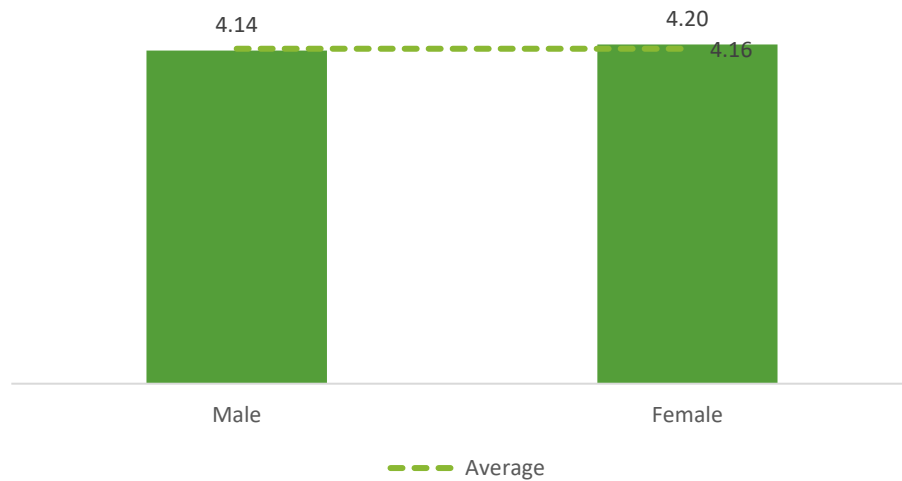


FIGURE 209: OVERALL PERCEPTION OF TRAINING QUALITY BY GENDER

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training quality

Number of respondents:14,279

The male and female beneficiaries perceived the training quality used during the RPL program to very good. and above. However, the satisfaction level of the female beneficiaries is slightly higher than the male beneficiaries.

Impact Assessment for Green Jobs

16.7.5.3 Training material

The following chart shows the perception of training material by gender

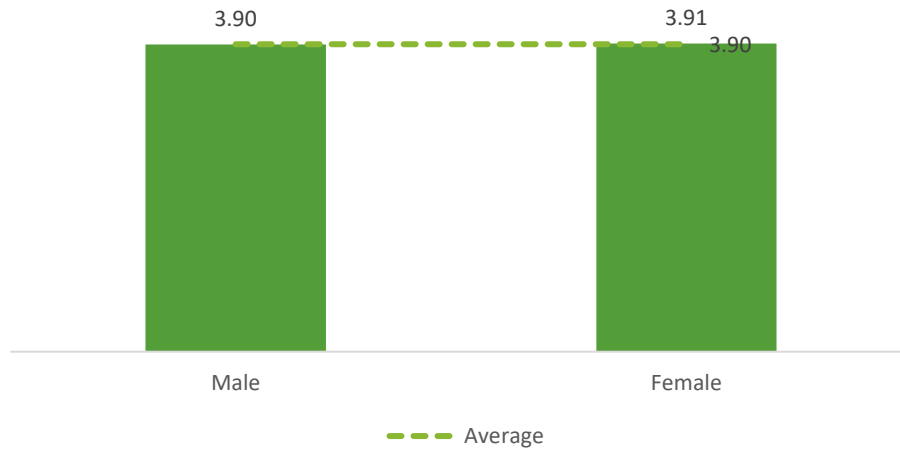


FIGURE 210: OVERALL PERCEPTION OF TRAINING MATERIAL BY GENDER

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training material

Number of respondents:14,259

The male and female beneficiaries perceived the training material used during the RPL program to very good. and above. The satisfaction level of the female beneficiaries is slightly higher than male beneficiaries.

Impact Assessment for Green Jobs

16.7.5.4 Placement assistance

The following chart shows the perception of placement assistance by gender

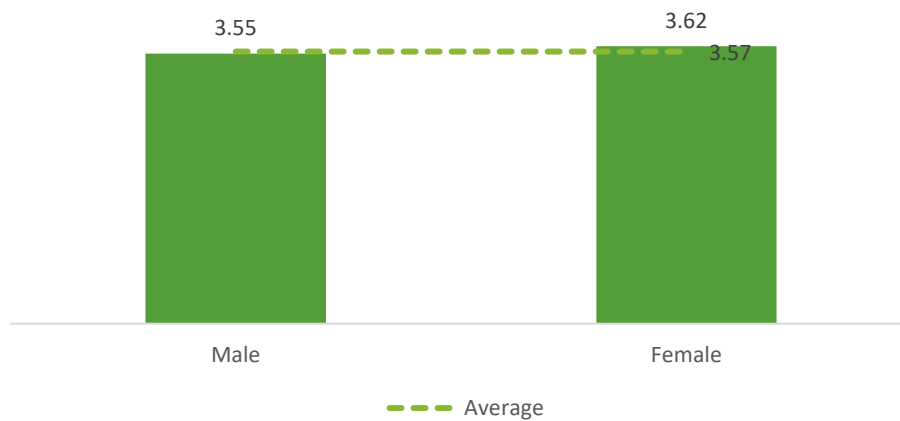


FIGURE 211: OVERALL PERCEPTION OF PLACEMENT ASSISTANCE BY GENDER

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the placement assistance

Number of respondents:7,994

The male and female beneficiaries perceived the placement assistance used during the RPL program to very good. and above. However, the satisfaction level of the female beneficiaries is higher than the male beneficiaries.

Impact Assessment for Green Jobs

16.7.6 Perception of training institute by caste category

The following charts show the perception of the training institute by caste category across all the parameters

16.7.6.1 Classroom

The following chart shows the perception of classroom by caste category

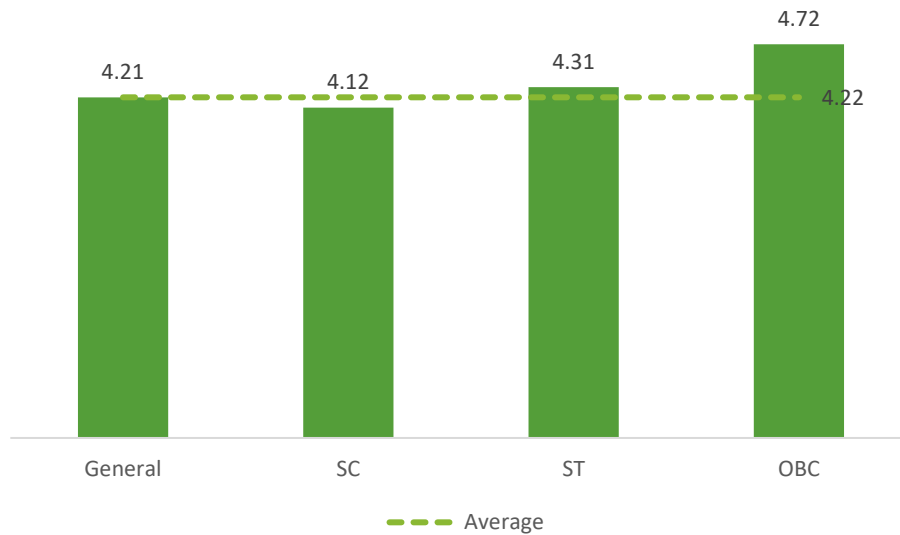


FIGURE 212: OVERALL PERCEPTION OF CLASSROOM BY CASTE CATEGORY

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the classroom

Number of respondents: 14,104

Across all the categories the beneficiaries perceived the classroom to be very good and above, highest rating is given by the beneficiaries from the OBC categories (4.72) followed by the ST category (4.31). The average rating given across all the categories is 4.22.

Impact Assessment for Green Jobs

16.7.6.2 Training quality

The following chart shows the perception of training quality by caste category

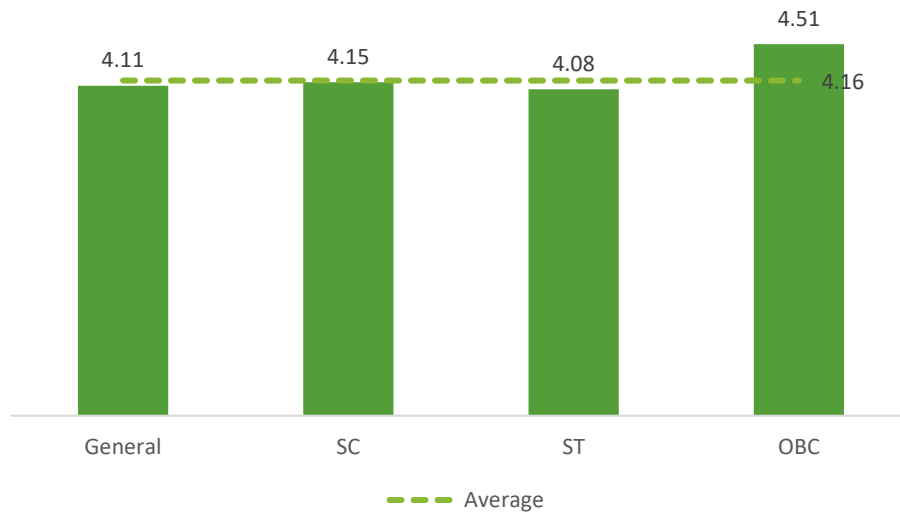


FIGURE 213: OVERALL PERCEPTION OF TRAINING QUALITY BY CASTE CATEGORY

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training quality

Number of respondents: 14,107

Across all the categories the beneficiaries perceived the training quality to be very good and above, highest rating is given by the beneficiaries from the OBC categories (4.51) followed by the SC category (4.15). The average rating given across all the categories is 4.16.

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16.7.6.3 Training material

The following chart shows the perception of training material by caste category

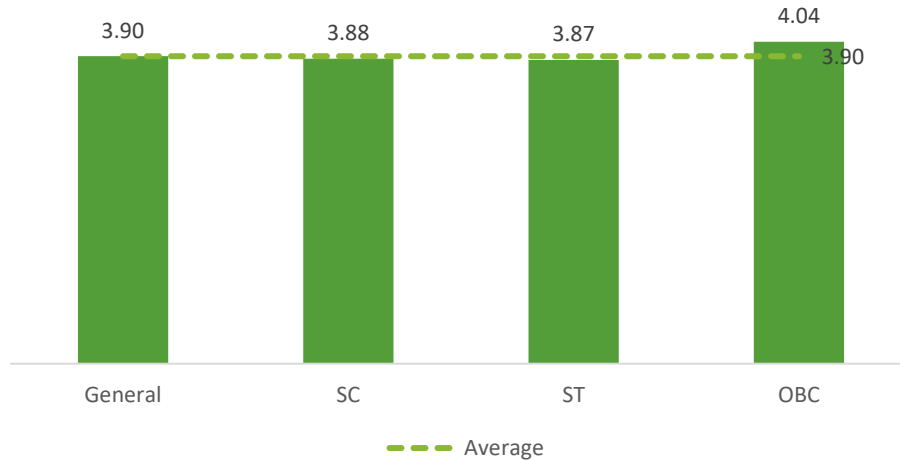


FIGURE 214: OVERALL PERCEPTION OF TRAINING MATERIAL BY CASTE CATEGORY

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training material

Number of respondents: 14,087

Across all the categories the beneficiaries perceived the training material to be very good and above, highest rating is given by the beneficiaries from the OBC categories (4.04) followed by the general category (3.90). The average rating given across all the categories is 3.90.

Impact Assessment for Green Jobs

16.7.6.4 Placement assistance

The following chart shows the perception of placement assistance by caste category:

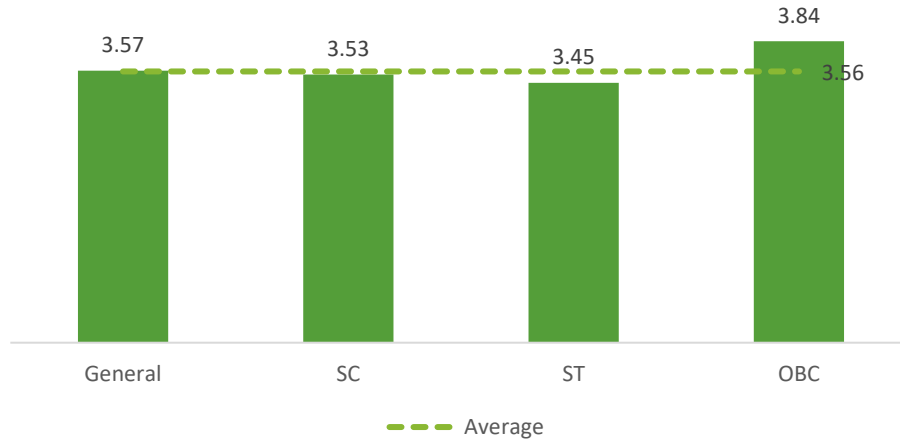


FIGURE 215: OVERALL PERCEPTION OF PLACEMENT ASSISTANCE BY CASTE CATEGORY

Q On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the placement assistance

Number of respondents:7,824

Almost across all the categories the beneficiaries perceived the placement assistance to be very good and above, highest rating is given by the beneficiaries from the OBC category (3.84) followed by the general category (3.57). The overall rating received from the beneficiaries is 3.56.



ANNEXURE-2



17 Annexure 2 Questionnaire

17.1 Questionnaire for beneficiaries

1.	Employment and income status <i>(Select any one of the following)</i>	
1.	What was your employment status at the time of the certification?	
1		
	1. Employed	<input type="checkbox"/>
	2. Self Employed	<input type="checkbox"/>
	3. Unemployed	<input type="checkbox"/>
1.	What is your employment status now?	
2		
	1. Employed in same organisation	<input type="checkbox"/>
	2. Employed in a different organisation	<input type="checkbox"/>
	3. Self Employed	<input type="checkbox"/>
	4. Unemployed	<input type="checkbox"/>

2.	Program Motivation	
2.	Why did you undertake the RPL program? <i>(Select as many options that are applicable)</i>	
1		
	1. To improve income	<input type="checkbox"/>
	2. To seek new employment opportunities	<input type="checkbox"/>
	3. To improve subject knowledge	<input type="checkbox"/>
	4. Employer made it mandatory	<input type="checkbox"/>
	5. Others (specify)	

3.	About RPL program	
a.	Mobilisation	
3.1	How did you come to know about RPL project?	
	1. Mobilising agency	<input type="checkbox"/>
	2. Advertisement	<input type="checkbox"/>

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3.Social Media	<input type="checkbox"/>
4.Others (specify)	<input type="checkbox"/>

b.	Counseling and Pre – assessment	Yes	No
3.2	Were you made aware about PMKVY, RPL and importance of skill certification?	<input type="checkbox"/>	<input type="checkbox"/>
3.3	Did you watch induction video?	<input type="checkbox"/>	<input type="checkbox"/>
3.4	Did the self – assessment sheet was helpful in identifying skill gap?	<input type="checkbox"/>	<input type="checkbox"/>
c.	Orientation		
3.5	Were you given orientation on domain, soft skills and entrepreneurship tips and familiarization with assessment process and terms?	<input type="checkbox"/>	<input type="checkbox"/>
3.6	Did you receive specific job role kit?	<input type="checkbox"/>	<input type="checkbox"/>
3.7	Was orientation content being available in your regional language?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Assessment		
3.8	Did you receive orientation for assessment process in your local language?	<input type="checkbox"/>	<input type="checkbox"/>
e.	Certification and payout		
3.9	Are you a certified candidate?	<input type="checkbox"/>	<input type="checkbox"/>
3.10	Answer 3.10 to 3.12 only if selected yes in Q.3.9 Did you receive skill card and badge along with certificate?		
3.11	Did you receive INR 500 after course completion?		
3.12	In what ways has the RPL certificate benefited you? <i>(Select as many options that are applicable)</i>		
	1. My salary or Income increased as a result of the program		<input type="checkbox"/>
	2. I received a promotion as a result of the program		<input type="checkbox"/>
	3. My roles and responsibilities have increased as a result of the program		<input type="checkbox"/>

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	4. I received appreciation at my workplace as a result of the program	<input type="checkbox"/>
	5. Others (specify) _____ _____	<input type="checkbox"/>
	OR	<input type="checkbox"/>
	It has made no difference to me	<input type="checkbox"/>
3.13	What percentage of income/salary has increased after RPL program? <i>(Select any one)</i>	
	<input type="checkbox"/> Upto 5%	<input type="checkbox"/> 5% to 15%
	<input type="checkbox"/> 15% to 25%	<input type="checkbox"/> more than 25%

4.	Benefits and Impact of RPL Program	
4.1	Have you been provided with 3 years of insurance under Kaushal BIMA?	
	Yes	<input type="checkbox"/>
	No	<input type="checkbox"/>
4.2	Did PIA helped you get registered under Udyami Mitra?	
	Yes	<input type="checkbox"/>
	No	<input type="checkbox"/>
	Not Applicable	<input type="checkbox"/>
4.3	In which area did the RPL program help to improve your competencies? <i>(Select as many options that are applicable)</i>	
	1. Digital platform	<input type="checkbox"/>
	2. Domain knowledge	<input type="checkbox"/>
	3. Online transactions	<input type="checkbox"/>
	4. Managerial skills	<input type="checkbox"/>
	5. Communication skills	<input type="checkbox"/>
	6. Others (specify) _____ _____	<input type="checkbox"/>
	OR	<input type="checkbox"/>
	The RPL Program has not improved my competencies in any area	<input type="checkbox"/>
4.4	Have you been able to expand your market/change job location after RPL program? <i>(Select any one)</i>	
	1.No expansion	<input type="checkbox"/>

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	2. Within the city	<input type="checkbox"/>
	3. Within the state	<input type="checkbox"/>
	4. Within the country	<input type="checkbox"/>
	5. Outside the country	<input type="checkbox"/>
4.5	Did you apply for Mudra loans?	
	1. Yes	<input type="checkbox"/>
	2. No	<input type="checkbox"/>
4.6	Answer 4.6 and 4.7 only if selected yes in Q.4.5 For what purpose did you avail the loan?	
	1. For starting new business	<input type="checkbox"/>
	2. For expanding current business	<input type="checkbox"/>
	3. Others (Specify) _____ _____	
4.7	Did you face any difficulty in availing loan?	
	1. Yes (Please specify) _____ _____	<input type="checkbox"/>
	2. No	<input type="checkbox"/>

5.	Impact of RPL at workplace	
5.1	What impact did the RPL program had on working conditions at your workplace? <i>(Select as many options that are applicable)</i>	
	1. Improvement in sanitisation and ventilation	<input type="checkbox"/>
	2. Awareness about first aid tool kit	<input type="checkbox"/>
	3. Improvement in safety measure regarding handling of tools	
	4. Others (specify) _____ _____	<input type="checkbox"/>

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	OR	<input type="checkbox"/>
	It has made no difference to me	

6.	Program Impact on social well being			
6.1	What has been the change in the following as a result of the RPL Program?			
		Worse	Same	Better
	1. Level of savings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	2. Lifestyle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	3. Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	4. Social status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7.	Perception of Training Institute						
7.1	On a scale of 1 to 5 (1 being Very Bad to 5 being Excellent), rate the training institute in terms of the following:						
		Very Bad 1	Bad 2	Average 3	Very Good 4	Excellent 5	N/A
	1. Class Rooms	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	2. Trainer Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	3. Training Material	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	4. Placement Assistance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8.	Improvement of the program	
8.1	Do you have any suggestions for the improvement of the program?	
	1. Yes	<input type="checkbox"/>
	2. No	<input type="checkbox"/>
8.2	If yes, what are your suggestions?	

9.	Improvement of the program	
9.1	Do you have any suggestions for the improvement of the program?	
	1. Yes	<input type="checkbox"/>

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	2.No	<input type="checkbox"/>
9.2	If yes, what are your suggestions?	

Thank you for your valuable feedback.

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Name of the Investigator	
Date of Interview	
Name of Beneficiary	
Address	
City	
State	
Program of Beneficiary	
Program Type	
Date of Certification	

17.2 Questionnaire for Project Implementing Agencies/Sector Skill Council

Greetings! We are conducting an impact assessment survey on behalf of the National Skill Development Corporation (NSDC). You are kindly requested to spare your valuable time for filling this questionnaire. Your answers will be treated with complete confidentiality.

Name of the PIA

Name of the sector

1. Do you have the following services as part of Infrastructure facilities	Yes	No
Availability of CCTV camera with recording facility	<input type="checkbox"/>	<input type="checkbox"/>
Availability of air conditioning	<input type="checkbox"/>	<input type="checkbox"/>
Availability of dustbins in classroom	<input type="checkbox"/>	<input type="checkbox"/>
Availability of safe drinking water	<input type="checkbox"/>	<input type="checkbox"/>
Availability of first-aid	<input type="checkbox"/>	<input type="checkbox"/>
Availability of firefighting equipment	<input type="checkbox"/>	<input type="checkbox"/>

2. What were the special arrangements made for differently-abled beneficiaries at your institute?
3. What is trainees to trainer ratio?
4. How did you motivate candidates to enroll for RPL program?
5. What is the number of dropouts after counseling? Please give reasons for the same.
6. What is the minimum and maximum work experience of the trainers available at your institute?
7. How is the training session conducted?
8. Was course content adequate for certifying beneficiaries in the respective job role? If not, please mention possible changes that could have been made to make the program more efficient.

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9. Was the course content aligned with the industry standards? If not, what changes could have been made to make it more impactful?
10. How did you help the candidates to get a job? Please specify.
11. How many students got placed from your institute last year?
12. How many students started their own business after completing this course?
13. How did you ensure maximum participation in the program in remote areas, Union Territories, andLWE areas?
14. Did you find any difficulty in conducting the program in remote rural areas, Union Territories, andLWE areas?

Yes/No

If yes, Please elaborate.

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17.3 Questionnaire for Employers

1. Name of the organization
2. Did you find any change in the productivity of certified workers? Yes/No If No, please elaborate.
3. Did you find any change in the efficiency of certified workers? Yes/No If No, please elaborate.
4. Did you find any change in the working conditions? Yes/No If No, please elaborate.
5. What is the impact of the RPL project on incidents of accidents at your workplace?
6. Did your company get any benefits from certified workers?
7. Are you willing to increase the pay of certified workers? Yes/No If No, mention the reason.
8. What is your overall feedback for uncertified workers?
9. As an employer, what are your suggestions for the improvement of the program?

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Thank you for your valuable feedback.

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Name of the Investigator	
Date of Interview	
Name of Contact Person	
Address	

DATAWISE® offers a suite of products and solutions suited to the needs of various situations and industries. Solutions provided for one customer are not necessarily suitable for others, and readers are advised to use their own judgment regarding the suitability of these solutions to their business needs.

DATAWISE®'s business analysis services support the full spectrum of clients' needs with services directed mainly at helping companies discover opportunities for improvement through use of analytical capabilities. We offer analytical services in the following areas:

Strategic Analytics: Alignment of strategic intent with actual work, requiring strategic analytics to answer key decision support questions such as whether to enter into a new segment of business or not, whether to reach new customers or not, and other go, no-go decisions.

Behavioral Analytics: Assistance in determining the 'why' and 'how' of a customer behavior (rather than the 'what') in order to ensure that marketing plans yield the desired results through capturing customer events and actions over time and using these stored interactions to determine typical behavior and deviations from that behavior.

Tactical Analytics: Tactical analytics models that we deploy are typically short-term in nature, and are focused on answering immediate questions rather than aligning to a longer term goal.

Predictive Analytics: We created complex multi-dimensional models that collate data generated from several interaction points to create models that enable the prediction of future events to help identify of both risks and opportunities.

DATAWISE® has also developed proprietary analytics models DATTAB™, CREST™, SatisACTual, and OPTLIOX™ catering to specific customer needs.

