

# A Report on the Project

# Capacity Building of Government Employees on 'e-Waste' through 1/3/5 Day Training Program, under 'Digital India'

Implemented by

National Institute of Electronics and Information Technology (NIELIT)

Ministry of Electronics & Information Technology (MeitY), NIELIT Bhawan, Plot No.3, PSP Pocket, Sector-8, Dwarka, New Delhi – 110 077

# **PROJECT SUMMARY**

Title of Project:	Capacity Building of Government Employees on 'e- Waste' through 1/3/5 Day Training Program, under 'Digital India'
Implementing Agency:	National Institute of Electronics and Information Technology NIELIT Bhawan, Plot No.3, PSP Pocket, Sector- 8, Dwarka, New Delhi – 110 077
Funding Agency:	Ministry of Electronics & Information Technology (MeitY), Electronics Niketan, 6 CGO Complex, Lodhi Road, New Delhi – 110 003
Chief Investigator:	Basab Dasgupta, Joint Director, NIELIT
Co-Investigator:	Swarnali Deb, Technical Officer, NIELIT
Duration of the Project:	12 months (extended to 15 months)
Fund Sanctioned:	Rs.1,43,63,800/-
Target:	To train 2000 No. of Government Officials
Achievement:	Trained 2289 No. of Government Officials

Coverage:

Sl.No.	State	Implementing NIELIT Centre		
1.	Assam	Guwahati		
2.	Bihar	Patna		
3.	Goa	Aurangahad		
4.	Madhya Pradesh	Aurangabad		
5.	Jharkhand	Ranchi		
6.	Odisha	- Kolkata		
7.	West Bengal			
8.	Manipur	Imphal		
9.	Puducherry	Chennai		
10.	Uttar Pradesh	Lucknow		

#### **PROJECT BACKGROUND:**

Ministry of Electronics and Information Technology (MeitY) initiated a project "Awareness Programme on Environmental Hazards of Electronic waste" on March 31, 2015 under the 'Digital India' initiative of the Government of India. The project is expected to have far reaching and significant impact on the growth of the country as it focuses on reuse and recycling of e-waste, which has the potential to conserve natural resources. The project also helps in effective implementation of e-Waste Management Rules, 2016. This project of **'Capacity Building of Government Officials in e-Waste Management in through 1/3/5 Day Training'** has been conceptualized and conducted as a part of the above mentioned project of MeitY. Training of Government officials on e-Waste Management was conducted on grantin-aid basis sponsored by MeitY. In the initial phase i.e. phase I of one year, the training programme was conducted at 10 identified States. After completion of phase I, the training has been extended to remaining states so that a total of 29 States are targeted on PAN India basis.

#### **ABOUT NIELIT:**

National Institute of Electronics & Information Technology (NIELIT), an Autonomous Scientific Society under the administrative control of Ministry of Electronics & Information Technology (MeitY), Government of India, was set up to carry out Human Resource Development and related activities in the area of Information, Electronics & Communication Technology (IECT). NIELIT is engaged both in Formal & Non-Formar Education in the area of IECT besides development of industry oriented quality education and training programmes in the state-of-the-art areas. It is also one of the National Examination Body, which accredits institutes/organizations for conducting courses in IT in the non-formal sector. At present, NIELIT has 40 Offices located at Agartala, Aizawl, Aimer, Aurangabad, Bhubaneswar, Calicut, Chandigarh, Chennai, Chuchuyimlang, Churachandpur, Delhi, Dibrugarh, Gangtok, Gorakhpur, Guwahati, Haridwar, Imphal, Itanagar, Jammu, Jorhat, Kohima, Kolkata, Kokrajhar, Kurukshetra, Leh, Lucknow, Lunglei, Pasighat, Patna, Pali, Ranchi, Ropar, Senapati, Shillong, Shimla, Silchar, Srinagar, Tezpur, Tura with its Head quarters at New Delhi. It is also well networked throughout India with the presence of about 700+ accredited training institutes and 8000+ training partners.

Over the last two decades, NIELIT has acquired very good expertise in IT training, through its wide repertoire of courses, ranging from 'O' Level (Foundation), 'A' Level (Advance Diploma), 'B' Level (MCA equivalent), 'C' Level (M-Tech level), IT

literacy courses such as CCC (Course on Computer Concept), BCC (Basic Computer Course) and other such long term and short term course in the non formal sector like courses on Information Security, Computer Hardware Maintenance (CHM-O/A level), ESDM etc. besides high end courses offered by NIELIT Centre sap Post-Graduate level (M.Tech) in Electronics Design & Technology, Embedded Systems etc. in association with the respective Central/ State Universities. The basket of activities of NIELIT is further augmented by the wide range of projects that NIELIT undertakes. NIELIT has demonstrated its capability and capacity to undertake R&D projects, consultancy services, turnkey projects in office automation, software development, website development etc.

#### **NEED FOR THE PROJECT AND SANCTION BY MEITY:**

Due to fast change of features in the devices and availability of the products with improved functionality, the consumers often dispose-off the older products, without being aware about the proper procedure of doing so and as a result the environmental consequence that may arise due to disposal of such products through unorganized means. Rapid growth of the electronic industry and the high rate of obsolescence of the electronic products, has led to the generation of huge quantities of electronic waste (e-waste), which is one of the fastest growing waste streams globally. e-Waste creates a global crisis due to environmental degradation. The major concern of e-waste management in India is lack of awareness among various stakeholders about the ill effect of the end-of-life products. As awareness is the main challenge, it is necessary to provide training to the stakeholders in order to initiate sustained mechanism of e-waste management. Therefore, to begin with, it was felt that Government Officials should be made aware about e-Waste, its hazards and management so as to deal with the subject in an organized manner and in line with the e-Waste Management Rules. Considering NIELIT's expertise in implementation of various capacity building projects, this project to train Government Officials in e-Waste Management in the 10 identified states was awarded by MeitY vide letter No.7(4)/2015-EMCD dated April 19, 2016, placed at An amount of Rs.1,43,63,800/- was sanctioned which included Annexure I. expenditure for Master Trainers Training, Development of customized course material, course fee and other related costs for the training of Government Officials and all other expenditure to implement the programme in the 10 identified states.

#### **AIMS AND OBJECTIVES OF THE PROJECT:**

The project aims to create awareness on e-Waste Management and its proper handling, collection and recycling through capacity building training programmes targeting various levels of Government Officials from Telecom, IT, Electronics, Science & Technology Department, Railways, Health Department etc. The project was envisaged to train Government Officials in 3 (Three) customized training programmes, viz., 1 Day, 3 Days and 5 Days. Initially, the training target was to train 1665 Government Officials within a span of 1 year, later the target was enhanced to 2000 Officials and the project was extended for another 3 months without escalating any cost.

The project was implemented in 10 identified states through the network of NIELIT Own Centres for given targets as under:

Sl. No	States Identified by	Implementing NIELIT Centre	Number of ( trained in 1	Total Target		
	MeitY		1 Day	3 Day	5 Day	U U
1	Assam	Guwahati	55	0	0	55
2	Bihar	Patna	212	156	26	394
3	Goa	Aurangabad	46	54	0	100
4	Jharkhand	Ranchi	33	35	0	68
5	Madhya Pradesh	Aurangabad	100	0	0	100
6	Manipur	Imphal	100	219	272	591
7	Odisha	Kolkata	87	0	13	100
8	Uttar Pradesh	Lucknow	52	26	22	100
9	West Bengal	Kolkata	99	107	20	226
10	Puducherry	Chennai	266	0	0	266
Total Target in 1/3/5 Day Training			1050	597	353	2000

# AGREEMENT WITH MAIT FOR DEVELOPING COURSE CONTENT AND TRAINING OF TRAINERS:

Before rolling out the training programme, it was necessary to train the faculties of concerned NIELIT Centres to become Master Trainers of the subject/project and also develop customized course content for 1/3/5 Day Training Programme. In this regard, MAIT, Manufacturers Association for Information Technology, an apex body representing India's ICT Sector was approached. MeitY had conducted ERC (Expert Review Committee) for screening of the proposal on content development in e-Waste, wherein the proposal of MAIT was found to be most suitable and thus MAIT was requested to develop the contents for NIELIT and also requested to conduct training of nominated NIELIT Officials to become Master

Trainers on the subject. Accordingly, NIELIT and MAIT signed an agreement on June 27, 2016 for developing customized course content/training manuals for 1/3/5 Day Programme and providing training to Master Trainers.



Signing of MoU by Dr. Ashwini Kumar Sharma, the then Director General, NIELIT and Shri A. Shirpurwala, Executive Director, MAIT in presence of senior Officers of MeitY, NIELIT and MAIT

#### **REVIEW CONDUCTED AT 5<sup>TH</sup> ERC MEETING:**

The progress of the project was reviewed by Expert Review Committee Meeting held on August 26, 2016 at MeitY Office. The Committee recommended to develop the course content and initiate action towards training of government officials.

### **DEVELOPMENT OF COURSE CONTENT:**

Following the agreement signed between NIELIT and MAIT, three (03) customized training manuals/course content for 1/3/5 DAY training Programme was developed. The course content, inter-alia included various aspects of e-Waste management like Collection, Refurbishing, Dismantling, Recycling and Disposal of e-Waste management in line with the recently promulgated e-Waste (Management) Rules, 2016.

The objectives of the manuals are as under:

**To act** as a tool for enhancing the understanding of the trainers who would be involved in conducting the training for Government Employee on the subject of e-waste.

- ✓ To serve as a ready reference for trainers to design and organize trainings on the subject of e-waste for Government Employees.
- ✓ To serve as a guide for implementing initiatives by Government Employees that contribute to safe e-waste management in India.
- ✓ To serve as a compilation of information on the following issues related to the subject of e-waste:
  - Background on E-Waste
  - Hazardous Substances in E-Waste
  - Policies for e-waste management in our country
  - Inventorization of e-waste
  - Efficient E-Waste Collection Mechanism
  - Best Practices on Dismantling and Recycling
  - Extended Producer Responsibility
  - Compliance Mechanisms on E-Waste
  - IEC Activities
  - Developing an Action Plan

#### TRAINING OF MASTER TRAINERS (ToT):

15 Master Trainers from 8 NIELIT Centres took part in an intensive and interactive 5 day Training Programme held during 03-07 November 2016 at NIELIT Centre, Delhi in association with MAIT. The training was imparted using presentations, training manuals, site photographs, educational videos/films, group activities etc. At the end of the training, a site visit was conducted at a collection and dismantling unit in Manesar, Gurugram, Haryana in order to gain hands-on experience for the trainers. The visit was a fulfilling experience for the Master Trainers as it gave them a practical exposure to various methods of dismantling and best practices to be followed in e-Waste Management. The 5 Day training programme was ended with a Certificate Distribution Ceremony held on 7th November 2016 at the Office of MeitY, wherein the training certificates were distributed to the Master trainers by Dr. Debashish Dutta, then Scientist 'G' & The list of Master Trainers are placed at Annexure II. GC(R&D), MeitY. Subsequently, necessary provisions were designed on NIELIT website and the list of Master Trainers, their designation, Centre in which posted etc. were displayed in the website. All Master Trainers were advised to propagate the idea of proper e-Waste disposal by building capacity of government officials across their respective states. They were instructed to not only achieve the training target but also to promote e-Waste Awareness among students, stakeholders in their respective state and also to promote the message through social media.



Unveiling of Training Manuals by Dr. Ashwini Kumar Sharma, the then Director General, NIELIT and Dr. Debashish Dutta, then Scientist 'G' & GC(R&D), MeitY in presence of Shri Basab Dasgupta, Joint Director, NIELIT & Chief Investigator of the project.



Dr. Ashwini Kumar Sharma, the then Director General, NIELIT handing over certificate to Shri Imopishak Thingom, Scinetist 'C' & Master Trainer from NIELIT Centre Imphal in presence of Dr. Debashish Dutta, then Scientist 'G' & GC(R&D), MeitY

#### **MOBILIZATION OF TARGETED TRAINEES/GOVERNMENT OFFICIALS:**

Subsequent to the Master Trainers Programme, the concerned NIELIT Centres namely NIELIT Centre Guwahati, Patna, Aurangabad, Ranchi, Imphal, Kolkata, Lucknow and Chennai started working towards the objectives of the project and each Centre prepared an action plan to achieve the training target.

To begin with, the Master Trainers conducted e-Waste Awareness Workshops at their respective Centre, involving students, employees, faculties and other stakeholders. The workshops focused on e-Waste (Management) Rules and policies of Indian Government and extended purchaser responsibility and its implementation methodology etc. Also, in-house training programme for the employees of NIELIT Cenre were conducted to support the project. Also, as NIELIT believes in the words '*Practice what you Preach*', some implementing Centres such as NIELIT Imphal, Kolkata constituted a e-Waste Management Committee at their respective Offices to carry out proper e-Waste Disposal.

Brochures, flyers etc. were designed and distributed to attract Government Officials from various State/Central Govt. Departments. Letters were sent to respective Chief Secretaries, Secretaries highlighting the benefits of e-Waste Management and requesting to nominate Officials for imparting the training. All these actions immediately resulted in bringing the issue of proper e-Waste Disposal in the forefront of NIELIT Centres as all employees, students were encouraged to treat e-Wastes in a proper manner in order to protect the environment as well as human health.



#### A GLIMPSE OF IN-HOUSE TRAINING AT NIELIT CENTRES



**@NIELIT Kolkata** 

**@NIELIT Delhi** 







**@NIELIT Aurangabad** 

# A SAMPLE OF PROMOTIONAL MATERIAL FOR MOBILIZATION OF GOVERNMENT OFFICIALS



### **ROLLING OUT OF TRAINING PROGRAMME ACROSS 10 STATES:**

The success of the mobilization mechanisms adopted by NIELIT Centres can be gauged from the fact that the first batch of training government officials was conducted during December 12-14, 2016, just within a month after Master Trainers Training. 54 government officials were trained at the programme conducted at Panjim, Goa by NIELIT Centre Aurangabad. Thereafter, the project was conducted successfully in all the 10 states under support of 8 NIELIT Centres. **NIELIT had achieved the target beyond its targeted deliverables by training 2289 candidates whereas the assigned target was 2000.** Officials trained were drawn from various Government Departments across the 10 states. **State-wise statistics of Government Officials trained in 1/3/5 Day Training is as under**:

SI.	State	NIELIT Centre	Location of Training (District/City)	1 Day		3 Day		5 Day		Total	Total
No				Target	Trained	Target	Trained	Target	Trained		Trained
1	Assam	Guwahati	Guwahati	55	64	0	0	0	0	55	64
2	Bihar	Patna	Patna	212	212	156	156	26	26	394	394
3	Goa	Aurangabad	Panaji	46	0	54	54	0	0	100	54
4	Jharkhand	Ranchi	Ranchi	33	54	35	70	0	0	68	124
5	Madhya Pradesh	Aurangabad	Bhopal	100	43	0	0	0	0	100	43
6	Manipur	Imphal	Imphal, Churachandpur, Senapati	100	103	219	219	272	348	591	670
7	Odisha	Kolkata	Puri, Bhubaneshwar	87	87	0	0	13	13	100	100
8	Uttar Pradesh	Lucknow	Lucknow	52	52	26	26	22	22	100	100
9	West Bengal	Kolkata	Kolkata, Cooch Behar	99	188	107	157	20	63	226	408
10	Puducherry	Chennai	Puducherry, Karaikal (Employees from Yanam and Mahe district also attended training)	266	332	0	0	0	0	266	332
	TOTAL			1050	1135	597	682	353	472	2000	2289

#### **REVIEW CONDUCTED AT 6TH ERC MEETING:**

The progress of the project was again reviewed by 6<sup>th</sup> Expert Review Committee. The ERC suggested to collate feedback from participating government officials with regard to knowledge enhancement in e-Waste Rule, Implementation Guidelines and other suggestions for further improvement and effectiveness of the awareness programme. Accordingly, all implementing Centres were instructed to comply with the above suggestions and feedback for each batch of training was obtained. Some sample feedback received from the Centres are placed at <u>Annexure III.</u>

# SOME SNAPSHOTS OF TRAINING PROGRAMME CONDUCTED AT VARIOUS LOCATIONS:





#### @Goa



@Imphal



@Bhubaneshwar

@Lucknow



@Kolkata



@Ranchi

## SNAPSHOTS.....







@Puducherry



@Guwahati



Awareness Workshop for the Officials of Dr. BAM University, Aurangabad



Certificate Distribution at Imphal



Inauguration of training at Guwahati

# SOME STATE GOVERNMENT DEPARTMENTS WHERE TRAINING HAS BEEN IMPARTED ...

- 1. Department of Post, Jharkhand
- 2. National Informatics Centre (NIC), Ranchi
- 3. South Eastern Railways, Jharkhand
- 4. Bharat Sanchar Nigam Ltd (BSNL), Manipur
- 5. Department of Agriculture, Manipur
- 6. Department of Science & Technology, Manipur
- 7. Manipur Police Narcotics & Affairs of Border, Manipur
- 8. Directorate of Commerce & Industries, Manipur
- 9. Forensic Science Laboratory, Manipur
- 10. Municipal Corporation, Manipur
- 11. Department of Electronics and information Technology, Odisha
- 12. Department of Information Technology & Electronics, West Bengal
- 13. National Informatics Centre (NIC), West Bengal
- 14. Directorate of Commercial Taxes, West Bengal
- 15. National Sample Survey Office, Survey Design & Research Division, GoWB
- 16. Governor's Secretariat Office, Uttar Pradesh
- 17. Ministry Of Railway, Uttar Pradesh
- 18. Department of Health, Uttar Pradesh
- 19. Employee Provident Fund Office (EPFO), Uttar Pradesh
- 20. State Electricity Department, Goa
- 21. Department of Forest, Goa
- 22. Public Service Commission, Bihar
- 23. Department of Panchayati Raj, Bihar
- 24. Department of Civil Supplied and Consumer Affairs, Puducherry

25. Department of Science & Technology and Environment, Puducherry 26. Department of Science & Technology, Govt. of Madhya Pradesh 27. National Informatics Centre, Uttar Pradesh 28. Chief Electoral Office, Election Dept., Uttar Pradesh 29. Governor's Secretarial, Lucknow, Uttar Pradesh 30. Central warehousing Corporation, Uttar Pradesh 31. Central Reserve Police Force, Langjing, Manipur Department of Information Technology, Manipur 32. Consumer Affairs, Food & Public Distribution, Manipur 33. District Rural Development Agency, Manipur 34. 35. Public Work Department, Manipur 36. Chief Secretariat Office, Puducherry, 37. Department of Commercial Taxes, Puducherry 38. Tourism Department, Puducherry **Employment Exchange, Puducherry** 39. 40. **Pondicherry Municipality** Department of Local Administration, Puducherry 41. 42. **Employment Exchange, Puducherry** 43. District Administration (Chatra), Jharkhand 44. Directorate of Mines, Deptt. Of Industry Mines & Geology, Jharkhand Food Public Distribution & Consumer Affairs, Jharkhand 45. **Electricity Department, Jharkhand** 46. 47. Planning and Research Department, Jharkhand 48. Solid Waste Management Cell, Dept of Science and Technology, Goa Directorate of Skill Development & Entrepreneurship, Goa 49. Office of the State Registrar-cum-Head of Notary Services, Goa 50. 51. Public Service Commission, Bihar

### SUMMARY OF FEEDBACK FROM PARTICIPANTS ...

- 1. Authorized Recyclers do not respond if the volume of e-Waste is less.
- 2. Number of Authorized Collection Centres is required to be increased and the updated details of all such authorized collection centres should be advertised.
- 3. State Municipal Corporations should also be strengthened for collection and recycling of e-Waste.
- 4. Recyclers/ Collection Centres are not keen in unbranded electronics items, especially of Chinese make.
- 5. While waiting for implementation of e-Waste management rule in the State, Govt. must setup a Collection Centre immediately to store all the e-Waste lying with Govt. Departments/Organizations.
- 6. License is given to the repairing shops of electronic/electrical equipment by the Govt. of Manipur. However, proper instructions are not given for management of waste components produced while repairing of such equipment. Therefore, while issuing license to such entrepreneurs, proper guidelines shall be given to manage waste products such as acid from battery.
- 7. To provide awareness to the students, syllabus for e-Waste management shall be included in the school's course curriculum. This can be implemented on consultation with BOSEM/COHSEM etc.
- 8. If the State Government instructs the Departments/Organizations to upload informations of e-Waste items lying with the organization/department to a portal/website developed by the Government, it will be easy to prepare the inventory of e-Waste items in the State.
- 9. Government departments should be provided with specific guidelines in the shape of a "ready reckoner" for handling and disposal of e-Waste.
- 10. Required to form an apex body participating State Govt., Central Govt. Institutions, Industries, Social Organizations etc. for discussion on planning & implementation of e-waste management in the State.
- 11. Government must instruct all retailer/distributer/producer operating in the State to declare lifespan of the e-products they are selling.

12. Collection mechanisms may be put in place at the district level, PPP model could be explored, other stakeholders such as NGOs and schools can be included in the e waste campaign



13. Consultative programme could be arranged among different stakeholders, Campaign must be prominently highlighted in mass media

A Government employee providing her suggestions for effective e-Waste Management

Almost all participants were of the view that this is the first programme, under which they have been provided training/ awareness on e-Waste Management. They have expressed their gratitude to MeitY and NIELIT for the training programme and were of the opinion that the State Government should also proactively ensure handling and disposal of e-Waste in line with e-waste Management Rules. There is a need to promote. There is also a need to promote e-Waste Management through various Campaigns, Workshops, Print and Electronic Media involving all stakeholders.

### **IMPACT OF THE PROJECT/ TRAINING PROGRAMME :**

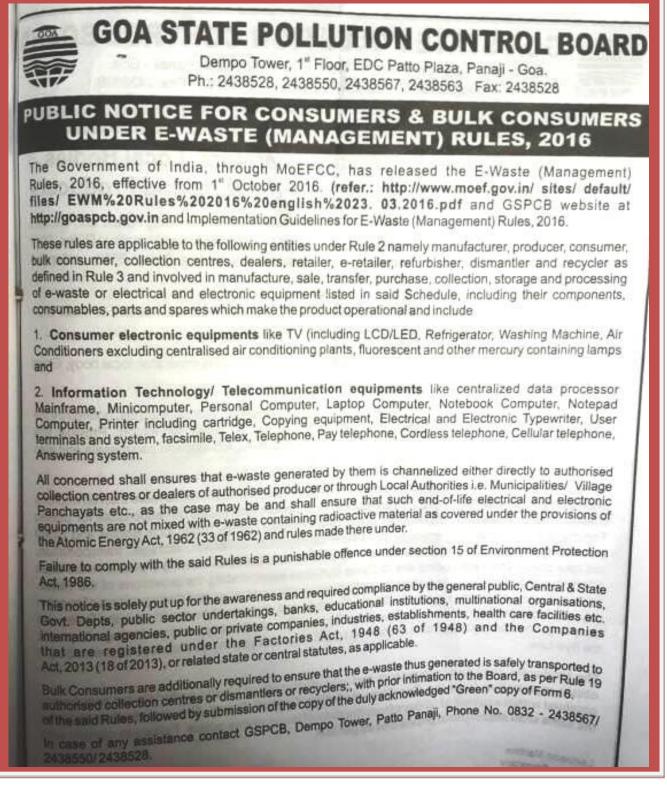
The impact of the training programme was assessed through feedback obtained from the participants. Each participant was provided with a 'Feedback Form' which they submitted at the end of training session. The Feedback consisted of broadly three parts namely (i) Feedback on the training programme, (ii) List of procedures followed in their respective departments to dispose e-waste and (iii) Any issues faced in e-Waste Management. The feedback obtained was consolidated by the implementing NIELIT Centres and the same was reported in Expert Review Committee Meetings (ERC). Some departments such as Goa Pollution Control, Goa; Bharat Sanchar Nigam Limited, Imphal; Jawaharlal Nehru Institute of Medical Sciences, Imphal; Department of Health & Family Welfare, Puducherry etc. have updated/modified their present trend of handling e-Waste in terms of classification, identification and processing after attending training from NIELIT.

#### **SOME OUTCOMES/SUCCESS STORIES**:

- As an outcome of the training programme in Manipur, BSNL, Manipur has developed an auction policy of e-Waste items. The department has also auctioned old battery cells and electronic cards in line with the e-Waste Management Rule 2016.
- Computer Science Department, Manipur University (MU), had lots of obsolete computers, since the department cannot simply dispose it off, the department was facing acute shortage of e-waste store. Since NIELIT Imphal conducted workshop on e-Waste management at Manipur University, a committee was formed to look after disposal of e-Waste items of the university. And the Committee was in laiason with the MSTC Ltd. for its effective disposal.
- Directorate of Environment, Govt. of Manipur proposed the State Govt. to amend the present Solid & Liquid waste management policy of Manipur for inclusion of e-Waste management in the State of Manipur.
- Manipur Police Wireless, formed an internal committee for management of e-Waste lying with their Dept
- State Pollution Control Board (SPCB), Manipur has informed NIELIT Centre Imphal that Govt. Departments in the State are showing keen interest in proper disposal of e-Waste as a result of the awareness created by NIELIT. With the increase in demand, the SPCB are in process of setting 06 Inventory Centres in each valley district of Manipur.

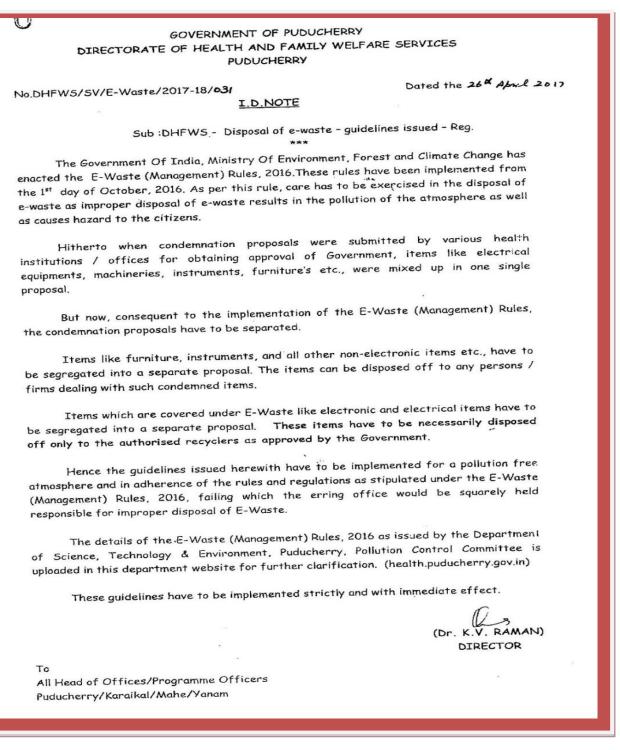
#### SUCCESS STORY @GOA:

As an outcome of the training conducted in the State of Goa, the Goa State Pollution Control board has issued a Public Notice for Consumers and Bulk Consumers under e-Waste (Management) Rules, 2016



#### SUCCESS STORY @PUDUCHERRY:

Directorate of Health and family Welfare Services (DoH&FWS) Puducherry, Govt of Puducherry has released a notification on 26<sup>th</sup> April 2017 in regard to handling of e-waste for proper disposal. Earlier, NIELIT Centre Chennai provided training to the employees of DoH&FWS and later one of the trainees, namely Shri M. SIVARAMAN, initiated this activity which resulted in issuance of the notification.



#### **EXECUTIVE SUMMARY/OUTCOME:**

The program of Capacity Building of Government Officials in e-Waste Management was carried out successfully in the 10 identified states. The training programme was attended by all levels of Government employees i.e. executive, managerial, supervisorial, clerical level etc. and it has received good response from all participants. The participants found the training very useful for day to day life as well as for their working environment in Office. A list of Government Officials who attended the training, their Designation, Departments and place of training etc. is placed at <u>Annexure IV</u>.

The progress of the project was periodically reviewed by the **Expert Review Committee set up by MeitY who in its last meeting held on 12.09.17, appreciated NIELIT for achieving higher targets.** 

Level	Target	Achievement
G1 – One Day Training	1050	1135
G2 – Three Day Training	597	682
G3 – Five Day Training	353	472
Total	2000	2289

Keeping in mind the impressive performance of NIELIT, ERC recommended that the 2<sup>nd</sup> phase of the project covering remaining states to be initiated at the earliest. ERC further recommended that based on the learnings of phase-I, NIELIT should submit the proposal for phase II for 1 day / 3 day training programme only alongwith revised total outlay at the earliest. Further, ERC agreed to the implementation of 2<sup>nd</sup> phase by NIELIT Kolkata, considering their expertise and recommended release of second installment directly to NIELIT Kolkata Centre.

\*\*\*\*\*\*