



QUALIFICATION FILE – Micro Credentials

< Basics of Safety & Health Requirement of BOCW Act 1996 >

Public Private

Upskilling Dual/Flexi Qualification For ToT For ToA

General Multi-skill (MS) Cross Sectoral (CS) Future Skills OEM

NCrF/NSQF Level: 4

Submitted By:

< SAFETY SKILL DEVELOPMENT FOUNDATION >

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Section 1: Basic Details

1.	Micro Credential-Qualification Name	Basics of Safety & Health Requirement of BOCW Act 1996													
2.	Sector/s	All Sector													
3.	National Qualification Register (NQR) Code & Version <i>(Will be issued after NSQC approval.)</i>	NM-04-CO-03007-2024-V1-SSDF	4. NCrF/NSQF Level: 4												
5.	Brief Description of the Micro Credential	The Micro Credential brings out details of safety & health measures to be ensured at workplaces and statutory compliance requirements as per the BOCW Act 1996. It also provides the details of welfare measures, committees and license requirements as per the Act.													
6.	Eligibility Criteria for Entry for Students/Trainee/Learner/Employee	a. Entry Qualification & Relevant Experience <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="width: 10%;">S. No.</th> <th style="width: 50%;">Academic/Skill Qualification (with specialization- if applicable)</th> <th style="width: 40%;">Relevant Experience (with specialization- if applicable)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td>12th grade pass or equivalent</td> <td style="text-align: center;">-</td> </tr> <tr> <td style="text-align: center;">2</td> <td>10th grade pass or equivalent</td> <td style="text-align: center;">3</td> </tr> <tr> <td style="text-align: center;">3</td> <td>Previous qualification of NSQF level 3.5</td> <td style="text-align: center;">1.5</td> </tr> </tbody> </table> b. Age: 18		S. No.	Academic/Skill Qualification (with specialization- if applicable)	Relevant Experience (with specialization- if applicable)	1	12th grade pass or equivalent	-	2	10th grade pass or equivalent	3	3	Previous qualification of NSQF level 3.5	1.5
S. No.	Academic/Skill Qualification (with specialization- if applicable)	Relevant Experience (with specialization- if applicable)													
1	12th grade pass or equivalent	-													
2	10th grade pass or equivalent	3													
3	Previous qualification of NSQF level 3.5	1.5													
7.	Credits Assigned to this Qualification, Subject to Assessment <i>(as per National Credit Framework (NCrF))</i>	0.5	8. Common Cost Norm Category (I/II/III) <i>(wherever applicable): I</i>												
9.	Any Licensing Requirements/ Prerequisites for Undertaking Training <i>(wherever applicable)</i>	NA													
10.	Expected Outcomes of the Micro Credential	Terminal learning outcomes are: 1. Understand the requirements as per BOCW Act 1996. 2. Outlines safety measures that need to be implemented at construction sites to ensure the well-being of workers as per the Act.													

		<p>3. Understand compliance requirements with environmental needs as per the Act.</p> <p>4. Understand welfare measures and other working conditions as per the Act.</p> <p>5. Comply with requirements of engagements of workers, license requirements and appropriate authority as per the Act.</p>												
11.	Training Duration by Modes of Training Delivery <i>(Specify Total Duration as per selected training delivery modes and as per requirement of the qualification)</i>	<p><input checked="" type="checkbox"/> Offline Only <input type="checkbox"/> Online Only <input type="checkbox"/> Blended</p> <table border="1"> <thead> <tr> <th>Training Delivery Mode</th> <th>Theory (Hours)</th> <th>Practical (Hours)</th> <th>Total (Hours)</th> </tr> </thead> <tbody> <tr> <td>Classroom (offline)</td> <td>4</td> <td>3.5</td> <td>7.5</td> </tr> <tr> <td>Online</td> <td>-</td> <td>-</td> <td>-</td> </tr> </tbody> </table> <p><i>(Refer Blended Learning Annexure for Details)</i></p>	Training Delivery Mode	Theory (Hours)	Practical (Hours)	Total (Hours)	Classroom (offline)	4	3.5	7.5	Online	-	-	-
Training Delivery Mode	Theory (Hours)	Practical (Hours)	Total (Hours)											
Classroom (offline)	4	3.5	7.5											
Online	-	-	-											
12.	Assessment Criteria	<table border="1"> <thead> <tr> <th>Theory (Marks)</th> <th>Practical (Marks)</th> <th>Project (Marks)</th> <th>Viva (Marks)</th> <th>Total (Marks)</th> <th>Passing %age</th> </tr> </thead> <tbody> <tr> <td>50</td> <td>50</td> <td>-</td> <td>-</td> <td>100</td> <td>50</td> </tr> </tbody> </table>	Theory (Marks)	Practical (Marks)	Project (Marks)	Viva (Marks)	Total (Marks)	Passing %age	50	50	-	-	100	50
Theory (Marks)	Practical (Marks)	Project (Marks)	Viva (Marks)	Total (Marks)	Passing %age									
50	50	-	-	100	50									
13.	Is the Qualification Amenable to Persons with Disability	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If "Yes," <i>specify applicable type of Disability:</i>												
14.	How will participation of women be encouraged?	Women will be encouraged to join												
15.	Other Indian Languages in which the Micro Credential will be implemented.	English and Hindi												
16.	Is similar Micro Credential Qualification(s) available on NQR-if yes, justification for this qualification	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No URLs of similar Qualifications:												
17.	Name and Contact Details Submitting / Awarding Body SPOC	<p>Name: Anand Kumar Singh Email: aksingh@ssdfindia.org Contact No.: +91-8505955506 Website: www.ssdfindia.org</p>												

18. NSQC Approval Date: 27-08-2024	19. Validity Duration: 3 Years	20. Next Review Date: 27-08-2027
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Section 2: Training Related

1.	Trainer's Qualification and experience in relevant sector (in years) (as per requirement and NCVET guidelines)	Completed UG/PG in relevant field with 2 year experience Completed UG in any discipline / Diploma in relevant with 4-year experience Completed ITI/12TH with 8-year experience
2.	Master Trainer's Qualification and experience in relevant sector (in years) (as per requirement and NCVET guidelines)	Completed UG/PG in relevant field with 3-year experience Completed UG in any discipline / Diploma in relevant field with 5 -year experience Completed ITI/12TH with 9-year experience
3.	Tools and Equipment Required for Training	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (If "Yes," details to be provided in Annexure)

Section 3: Assessment Related

1.	Assessor's Qualification and experience in relevant sector (in years) (as per requirement and NCVET guidelines)	Completed UG/PG in relevant field with 2 year experience Completed UG in any discipline / Diploma in relevant with 4-year experience Completed ITI/12TH with 8-year experience
2.	Proctor's Qualification and experience in relevant sector (in years) (as per requirement and NCVET guidelines)	Completed UG/PG in relevant field with 1 year experience Completed UG in any discipline / Diploma in relevant field with 3 year experience Completed ITI/12TH with 7-year experience
3.	Lead Assessor's/Proctor's Qualification and experience in relevant sector (in years) (as per requirement and NCVET guidelines)	Completed UG/PG in relevant field with 3-year experience Completed UG in any discipline / Diploma in relevant field with 5 -year experience Completed ITI/12TH with 9-year experience

4.	Assessment Mode (<i>Specify the assessment mode</i>)	<input checked="" type="checkbox"/> Offline Only <input checked="" type="checkbox"/> Online Only <input type="checkbox"/> Blended
5.	Tools and Equipment Required for Assessment	<input checked="" type="checkbox"/> Same as for training <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (<i>details to be provided in Annexure-if it is different for Assessment</i>)

Section 4: Evidence of Need of the Micro Credential

As per the NCVET Guidelines for evidence of need, provide the required Annexure/Supporting documents.

1.	Government /Industry initiatives/ requirement (Yes/No): No
2.	Number of Industry validation provided: 5
3.	Estimated number of people to be trained: 34,700

Section 5: Annexure CheckList

Specify Annexure Number and Name.

1.	Annexure: NCrf/NSQF level justification based on NCrf Level/NSQF descriptors (<i>Mandatory</i>)	Yes
2.	Annexure: Learning Outcomes and Assessment Criteria (<i>Mandatory</i>)	Yes
3.	Annexure: Assessment Strategy (<i>Mandatory</i>)	Yes
4.	Annexure: List of tools and equipment relevant for qualification (<i>Mandatory – Except in case of online course</i>)	Yes
5.	Annexure: Blended Learning (<i>Mandatory in case selected mode of delivery is “Blended Learning”</i>)	No

6.	Annexure: Acronym and Glossary (Optional)	Yes
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Annexure: Evidence of Level

NCrF/NSQF Level Descriptors	Key requirements of the job role/ outcome of the qualification	How the job role/ outcomes relate to the NCrF/NSQF level descriptor	NCrF/NSQF Level
Professional Theoretical Knowledge/Process	<ul style="list-style-type: none"> Understanding the purpose of the Act and its applicability to building and construction workers. Procedures for the registration of workers under the Act Overview of general safety measures mandated by the Act, including the use of personal protective equipment (PPE), and safe working conditions Provisions related to the health of workers, including medical facilities, sanitation, and drinking water. Regulations regarding the maximum number of work hours, rest periods, and overtime. 	The implementation of safety and health measures under the BOCW Act involves routine tasks such as inspections, risk assessments, and training, which align with the level 4 descriptor. Theoretical knowledge of the BOCW Act and its provisions is applied in practical scenarios to ensure compliance and safety, aligning with the descriptor's focus on applying knowledge in a specific field.	4.0
Professional and Technical Skills/ Expertise/ Professional Knowledge	<ul style="list-style-type: none"> Comprehensive knowledge of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996. Understanding of the roles and responsibilities of employers, employees, and safety officers as per the Act. Familiarity with specific requirements for safety equipment, training, and workplace conditions. 	<ul style="list-style-type: none"> Ability to apply the provisions of the Act to ensure compliance in construction sites, safeguarding the health and safety of workers. Implementing safety measures such as use of personal protective equipment (PPE), hazard identification, and risk assessment. 	4.0

	<ul style="list-style-type: none"> ● Expertise in conducting risk assessments and implementing appropriate control measures. ● Understanding of common health issues in the construction industry and measures to mitigate them. ● Knowledge of educational techniques and tools for enhancing safety awareness. ● Knowledge of first aid, firefighting, and evacuation procedures specific to construction sites. 	<ul style="list-style-type: none"> ● Setting up health measures on-site, conducting regular health check-ups, and ensuring availability of medical facilities. ● Conducting risk assessments, identifying potential hazards, and implementing risk mitigation strategies. ● Maintaining accurate records of safety audits, inspections, compliance reports, and worker training. ● Organizing and conducting safety training sessions for workers, updating them on new safety regulations and practices. ● Developing and implementing emergency response plans, conducting drills, and ensuring workers are aware of emergency procedures. 	
<p>Employment Readiness & Entrepreneurship Skills & Mind-set/Professional Skill</p>	<ul style="list-style-type: none"> ● Skills in financial management, project management, and human resources are crucial for running a successful construction business. ● Encouraging innovation in construction methods and materials, and being adaptable to changes in the market and regulations. ● Proficiency in construction techniques, understanding blueprints, and using construction machinery. ● Skills in planning, executing, and closing construction projects, including managing timelines, budgets, and teams 	<ul style="list-style-type: none"> ● Ability to carry out basic construction activities safely, understanding of labor laws, and applying them in workplace settings. ● Managing a small team, handling basic project planning and execution, ensuring legal and safety compliance. ● Applying basic construction techniques, using standard tools and equipment safely and effectively. ● Ability to identify hazards, use personal protective equipment (PPE), and respond to emergencies. 	<p>4.0</p>

	<ul style="list-style-type: none"> Regular safety training for workers to prevent accidents and injuries on site. This includes using personal protective equipment (PPE) and understanding safety protocols. Having emergency response plans in place, including first-aid facilities, fire safety measures, and evacuation procedures. 		
Broad Learning Outcomes/Core Skill	<ul style="list-style-type: none"> Comprehensive knowledge of the BOCW Act, including its objectives, scope, and key provisions. Ability to identify workplace hazards and implement appropriate safety measures. Ensuring compliance with legal standards and regulations related to safety and health in construction. Conducting risk assessments and developing strategies to mitigate identified risks. Understanding health and welfare provisions under the BOCW Act, including provisions for workers' health check-ups and welfare schemes Effective communication of safety protocols and procedures to workers. 	<ul style="list-style-type: none"> Requires factual knowledge of safety and health protocols as outlined in the BOCW Act and familiarity with routine safety procedures. Applies basic methods and tools to ensure safety and health, following established procedures and standards. Uses cognitive skills to assess risks and apply basic mitigation techniques, with guidance from supervisors if necessary. Implements routine health and welfare measures, ensuring compliance with basic health standards. Demonstrates core communication skills to convey information clearly and train workers in routine safety procedures. 	4.0
Responsibility	<ul style="list-style-type: none"> Ensuring Compliance: Adhering to legal and regulatory safety and health requirements. 	<ul style="list-style-type: none"> Ensures routine application of safety measures under supervision, following established procedures to maintain a safe work environment. 	4.0

	<ul style="list-style-type: none"> ● Implementing Measures: Applying and monitoring safety protocols and risk management strategies. ● Training: Educating workers on safety and health practices. ● Health Management: Overseeing worker health check-ups and welfare provisions. ● Emergency Preparedness: Developing and implementing emergency response plans. ● Communication: Clearly conveying safety procedures and coordinating efforts. ● Supervision: Monitoring and inspecting work environments for safety compliance. ● Continuous Improvement: Using feedback to enhance safety and health practices. 	<ul style="list-style-type: none"> ● Applies fundamental risk assessment techniques to routine tasks, ensuring that identified risks are managed according to safety protocols ● Manages health and welfare practices as part of routine duties, ensuring compliance with health standards and BOCW provisions. ● Uses core communication skills to convey safety information and provides basic training to ensure that workers understand and follow safety protocols. ● Responsible for routine documentation and reporting tasks, ensuring that records are kept up-to-date and reporting issues as per standard procedures. ● Assists in emergency preparedness activities, following established procedures to ensure readiness for potential emergencies. ● Oversees routine safety practices, ensuring that workers follow safety protocols and reporting any deviations to higher authorities. ● Contributes to continuous improvement by gathering feedback and implementing changes to enhance safety practices within a familiar environment. 	
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Annexure: Learning Outcomes and Assessment Criteria

Detailed learning outcomes and assessment criteria for the qualification are as follows:

S. No.	Learning Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
1.	PC-1 Identify safety & health hazards for workers & employees at work sites.	5	5	-	-
2.	PC-2 Enumerate safety measures & precautions for various risks & hazards and fire laws.	5	5	-	-
3.	PC-3 Enumerate reasons for maintaining safety & good health standards.	5	5	-	-
4.	PC-4 Enumerate Schemes & benefits as per BoCW Act to construction workers.	5	5	-	-
5.	PC-5 Explain the process of registration of workers to BoCW welfare board.	5	5	-	-
6.	PC-6 Enumerate role of various Government Agencies in compliance to safety & health of workers & employees.	5	5	-	-
7	PC-7 Work out requirements of safety & health measures as per BoCW Act.	10	10	-	-

8	PC-8 Explain safety Committees constitution, functions, compliances, inspections and record maintenance.	5	5	-	-
9	PC-9 Explain accident reporting process, accident investigation process, analysis and record maintenance.	5	5	-	-
Total Marks		50	50	-	-

Annexure: Assessment Strategy

This section includes the processes involved in identifying, gathering, and interpreting information to evaluate the Candidate on the required competencies of the program.

Mention the detailed assessment strategy in the provided template.

<1. Assessment System Overview:

- Batches are assigned to the assessment agencies for conducting the assessment on SIP/Portal or email.
- Assessment agencies send the assessment confirmation to VTP/TC looping Awarding Body(AB)
- Assessment agency deploys the ToA certified Assessor for executing the assessment.
- AB ensures the assessment process & records.

2. Testing Environment:

- Check the assessment location, date, and time.
- Check that the allotted time to the candidates to complete Theory & Practical Assessment is correct.

3. Assessment Quality Assurance levels/Framework:

- Question bank is created by the AA/Subject Matter Experts (SME) and verified by the other SME.
- Questions are mapped to the specified assessment criteria.
- Assessor will be ToA certified & trainer will be ToT Certified

4. Types of evidence or evidence-gathering protocol:

- Time-stamped & geotagged reporting of the assessor from assessment location
- Center photographs with signboards and scheme specific branding

5. Method of verification or validation:

- Surprise visit to the assessment location.
- Method for assessment documentation, archiving, and access
- Soft/Hard copies of the documents are stored.

On the Job:

1. The candidate works for all modules.
2. The candidate must score 50% in assessment to successfully complete the OJT.
3. Tools of Assessment that will be used for assessing whether the candidate is having desired skills, understanding needs & requirements.
 - Report prepared by trainees during OJT.
4. Assessment of task ensure that the candidate can perform all tasks of the job role required:

Annexure: Tools and Equipment

List of Tools and Equipment

Batch Size: 30

No	Tools/Equipment Name	Specifications	Quantity for specified Batch size
•	Safety Helmet	Nos	2
•	Safety Gloves	Nos	2
•	Reflective jackets	Nos	2
•	Safety gumboots	Nos	2
•	Safety shoes	Nos	2
•	Safety belt	Nos	2
•	Safety harness	Nos	1
•	High visibility jackets	Nos	1

•	First Aid box	Nos	1
•	Safety Cone	Nos	2
•	Caution Boards	set	2
•	Safety Sign Boards	Nos	2

Classroom Aids:

The aids required to conduct sessions in the classroom are:

1. Black/White board
2. Marker
3. Projector
4. Computer with relevant software

Annexure: Industry Validations Summary

S. No	Organization Name	Representative Name	Designation	Contact Address	Contact Phone No	E-mail ID	LinkedIn Profile (if available)
1	Shapoorji Pallonji and Co. Pvt Ltd	Mr. Nitin Bansal	Manager QA QC	SP Centre, 41/44, Minoo Desai Marg, Colaba, Mumbai - 400005 Maharashtra, India Tel: +91-22-67490000	8130090 463	nitin.bansal @shapoorji. com	-

2	Tata Advanced Systems	Asheesh Singhal	Deputy Manager	Plot no.C-01, 401, 4th Floor, World Trade Tower Sector sixteen, Noida Uttar Pradesh-201301 India Tel +91 120 4847450 -7555 I Fax 91 11 43602735	7290014 317	apkumar@ta taadvanceds ystems.com	-
3	SIMPLEX Infrastructures Limited	Tarak Bhaumik	General Manager (HR & Admin)	Simplex House 27, Shakespeare Sara, Kolkata -700 017 Tel: (91 33) 2301 1600 Fax: (91 33) 2283 5966/65/64	-	-	-
4	TECHNOCULTURE Building Center Pvt Ltd	Anurag Tiwari	Manager	Konark Shree Apartment, RBI Road, 301/302, Brajkishore Path, Ali Nagar Colony, Salimpur Ahra, Dujra Diara, Patna, Bihar 800001	9006506 858	vastu.skills @gmail.com	-
5	Urja Building Services Consultants Pvt Ltd	Sheetal Mandar Bhilkar	Managing Director	648,649, Laxmi Plaza, Laxmi Industrial Estate, Suresh Nagar, Andheri West,	9819819 212	sheetalbhilkar@urjagroup.in	-

				Mumbai, Maharashtra 400053			
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Annexure: Training Details

Training Projections:

Data to be provided year-wise for the next 3 years

Year	Estimated Training # Total Candidates		Estimated Training # of Women		Estimated Training # People with Disability	
	Estimated Training #	Estimated Employment Opportunities	Estimated Training #	Estimated Employment Opportunities	Estimated Training #	Estimated Employment Opportunities
2024	800	800	120	120	250	250
2025	1400	1400	200	200	450	450
2026	1400	1400	200	100	450	450

Annexure: Acronym and Glossary

Acronym

Acronym	Description
AA	Assessment Agency
AB	Awarding Body
ISCO	International Standard Classification of Occupations
NCO	National Classification of Occupations
NCrF	National Credit Framework
NQR	National Qualification Register
NSQF	National Skills Qualifications Framework
OJT	On the Job Training

Glossary

Term	Description
Qualification	A formal outcome of an assessment and validation process which is obtained when a competent body determines that an individual has achieved learning outcomes to given standards
Qualification File	A Qualification File is a template designed to capture necessary information of a Qualification from the perspective of NSQF compliance. The Qualification File will be normally submitted by the awarding body for the qualification.
Sector	A grouping of professional activities based on their main economic function, product, service, or technology.

NSQC Approved