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Skill India News across India

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Narendra Deshpande assumed charge as the Chief Executive Officer of Construction Skill Development Council of India (CSDCI) with effect from July 20, 2021

Enterprising and Trustworthy, Mr. Narendra Deshpande has 25 plus years of total experience. While he has project execution experience of almost a decade, his last 15 plus years of experience across industrial, infrastructure and building construction activities involved Learning & Skill Development, Organization Development, Strategy, Lean Construction Practices implementation to mention a few. He comes with the required Professional, Leadership, Business & Performance abilities which are much needed to head the Construction Skill Development Council of India (CSDCI). He is a people's manager who leads by example, fuels productivity and performance vide the right kind of interventions.

Narendra Deshpande is an Engineering Graduate from University of Pune and also holds a Post Graduate Certificate in Human Resource Management from XLRI, Jamshedpur.

He presents a new opportunity for CSDCI to bring-in more visibility, more participation and make all the positive impact in achieving the objectives of 'Skill India' mission.

He possess the unique skill set that is well aligned with the mandates of the CSDCI. His forte is his leadership quality.

Steering & Finance Committee meet of CSDCI conducted in July 27, 2021 in online mode and on 2nd & 3rd September 2021 in CSDCI office, Gurgaon

Steering committee (SC) members welcomed the new CEO and discussed on multiple Strategic and Tactical Policy of CSDCI to achieve its short-term and long-term goals.
Skilling in Construction Sector – The Way Forward

Construction industry, the second largest contributor to the economic growth of the country, is not only poised to cross the one trillion-dollar market sooner than predicted, surprisingly it has shown resilience better than what was anticipated in view of pandemic impact. Perhaps the only industry which works across many sub-sectors and has linkages across major sectors. With increased FDI, enjoying prime attention of the government, reforms being brought in, the day is not far when India would be the third largest construction market in the world. Construction industry presents ocean of opportunities today but all the stakeholders need to see these opportunities and if they are unable to see through then build a door for the opportunity to knock and therefore catapult their efforts with more vigor than ever. It is high time the prime stakeholders lead the way for the other stakeholders to follow in realizing the immense potential that this industry holds for bringing the much needed employment opportunities, much needed social stability, competitiveness and growth. One of the quicker ways perhaps this could start and therefore impact the industry functioning is by ensuring that 80% of its informal workforce becomes part of the formal economy. This will by all means lift the economic development of the country to a completely new level which will further propel and ensure that India is moving on to the path of being the world leader with all engines firing.

Construction Skill Development Council of India (CSDCI) as mandated with due support and promotion from ‘National Skill Development Corporation’ (NSDC) plays a major role in catalyzing skill development across the construction industry. We at CSDCI develop, establish, standardize and sustain industry competency frameworks, skill levels, occupational standards, build create and deliver capacity, investment and skilling outcomes which shall meet or exceed customer expectations through ethical, transparent and effective management of the construction and infrastructure industry skill development fund. We also endeavor to establish, constantly monitor, update and sustain corporate values and ethics for all its participants, employees, industry members and related stakeholders. We aspire to be the leading body of the construction and infrastructure industry in developing and support skilling solutions and advocacy of all connected services for ensuring the skill needs of the construction industry.

Standards & Research team at CSDCI provides the much needed knowledge and competency products to the construction skill ecosystem. The team works to catalyze the skilling initiatives in construction sector by facilitating the availability of technical knowledge resources and instructional material. It provides supports for aggregation and delivery of instructional content such as qualification pack (QP), curriculum, participant handbook, facilitator’s guide, e-Skilling contents, training delivery plan (TDP) and a wide range of innovative learning materials through various platforms such as Skill India Portal, National Qualification Register, etc. The standards team facilitates the creation of quality assurance tools aligned to qualification packs for implementation of training and assessment. Till now there are 102 Qualification Packs developed under 18 occupations, 20 participant handbooks and 3 audio visual contents for Construction Job Roles. The aim is to create plethora of audio-visual content which would benefit the Training centers and Construction Industries’ workforce in alignment with the Government’s aim to Skill India.

Our Business Development team makes this possible by establishing and developing relationships with National Skill Development Corporation, States (State Skill Development Mission), Training Partners (TP), Assessment Agencies (AA) and leading construction Industries. It also looks into promoting the schemes and its benefits under Skill India Mission via social media, workshops, seminar/webinar and other platforms. It also affiliates Training Partners and Assessment Agencies to conduct trainings and assessments in construction job roles by CSDCI’s certified Trainers and Assessors respectively. More importantly the business development team plays the most important role in advocacy of National Apprenticeship Promotion Scheme (NAPS) in the Industry. Identification of sectors suitable for apprenticeship programmes, assist Industry in developing apprenticeship curriculum, capacity building activity for provision of basic training and on-the-job training & in empanelling of Training Providers and act as an aggregator (TPA) to support the MSME clusters in running the apprenticeship program. With more facilitative changes coming into NAPS couple of years ago, Construction Organizations need to fast realize that a long apprenticeship duration and wider approach to include the requisite numbers and categories from as many functions on the construction site as possible will be the most logical way to march faster towards the intended success.

Additionally, with the support of technical experts and jury members of leading Industries, BD administer the different skill trades for WorldSkills, Shanghai 2022 under the guidance and mentorship of NSDC. It also plays crucial role in conducting of Monthly webinars under ‘Aazadi ka Amrut Mahotsav: India @75’ organised by Ministry of Skill Development and Entrepreneurship (MSDE) to make Industries aware about different ongoing skill schemes, its benefits and promote Aatmanirbhar Skilled Employee Employer (ASEEM), a Skill Management Information System to bridge the gap between skilled workforce and employee.

The ‘Training of Trainers’ team at CSDCI ensures the capacity building of Trainers and Assessors through training delivery and further certification. This is carried out based on the industry expectations, demand and
supply gap of CSDCI’s certified Trainers and Assessors and on target allocated to Training Partners under various schemes. CSDCI also involved in ‘Accreditation’ of ‘Training of Trainers’ centre by ensuring the availability of required infrastructure and master trainer for the applied job role. It further coordinates with Centre regarding the scheduling & Announcement of program, Shortlisting and Mobilization of candidates, assures the quality of training and assessment as per the requirement of Qualification Packs / National Occupation Standards and fair assessment, publish the Training of Trainers / Training of Assessors result on CSDCI website & finally approve the certificate request applied by the qualified Trainers and Assessors on Skill India Portal.

Operations team facilitates quality training, conduct fair assessments through the CSDCI’s affiliated Assessment Agencies and finally certifications of the trained manpower as per National Occupation Standards and align them to National Skill Qualification Framework levels which enables a large number of Indian youth to take up industry-relevant skill training that will help them in securing a better livelihood. Individuals with prior learning experience or skills will also be assessed and certified under Recognition of Prior Learning (RPL).

The benefits of Skill Development for Industries include increased business profits, improved performance, improved accuracy & quality, improved communication, complies with rules & regulations, improved recruitment & career opportunities, and development of good customer relations. The various schemes in which the CSDCI ensures fair assessment through its affiliates are as under:

1. Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

Recognition of Prior Learning (RPL) is a method of assessment which allows learners to gain formal recognition (certification) for knowledge, skills and competence that they already have. Different types of ‘Recognition of Prior Learning’ (RPL) programs cater to multiple requirements such as recognizing and certifying through Camps, Employer Premises, By Demand, with best-in-class employers and online mode as well.

2. Garib Kalyan Rojgar Abhiyan (GKRA) aims at initiating public works, construction activities and other economic activities on a large scale to meet the livelihood and income requirements of migrant workers and similarly affected rural citizens.

3. PMKVY Special Projects

4. Central & State Government Funded Skill interventions covers plethora of programs and schemes under various public departments, under various ministries.

For example, as part of Pradhan Mantri Awas Yojana – Gramin (PMAY-G) housing for all which is an initiative of Ministry of Rural Development, CSDCI plays a major role in creating new skills and also in upskilling the construction workers under rural sector.

National Urban Livelihood Mission (NULM) as launched by Ministry of Housing and Urban Poverty Alleviation (MHUPA) focuses on organizing urban poor in their strong grassroots level institutions, creating opportunities for skill development. The Mission is aimed at providing shelter equipped with essential services to the urban homeless in a phased manner. In addition, the Mission would also address livelihood concerns of the urban street vendors.

Ministry of Drinking Water and Sanitization now known as Ministry of Jal Shakti launched a program in Jhansi, Uttar Pradesh, under ‘Swachh Bharat Mission’ on 30th September’ 18. The ambitious project aimed to skill and train 3000 rural graduates in Rural Mason qualification pack with special emphasis on rural sanitation and usage of twin pit toilets.

Ministry of Road Transport and Highways in collaboration with Ministry of Skill Development & Entrepreneurship (MSDE), NSDC and CSDCI has taken up an initiative for training and certification workers engaged at ongoing roads and highways sites.

CSDCI is providing support in vocational education which is an initiative by Ministry of Human Resource and Development by conducting assessment for school students of classes 9th to 12th.

5. Non-Government / Industry Funded Programs involving various schemes. Corporate Social Responsibility (CSR) funding is used for skill training and construction workforce.

6. World Bank Funded Program Skills Acquisition and Knowledge Awareness for Livelihood Promotion (Sankalp), a programme of the Ministry of Skill Development with loan assistance from the World Bank.

7. NSDC international migration initiative under ‘Recognition of Prior Learning’ – Saudi Arabia

As part of this initiative assessments were conducted by CSDCI for potential workers of Saudi Bin Laden Group, Saudi Arabia under the India Saudi Skill Harmonisation of Framework.

Programs / Schemes are monitored for adherence to quality norms such as online monitoring, surprise visits and mapping of evidence post assessment based on criteria set by quality department.

CSDCI ensures process audit of assessment in all skilling schemes of CSDCI with the help of its IT team which additionally provides the web portal support used in skilling.

While the skill training schools / centers support in creating the new workforce, it is equally important that the major players in the construction industry come forward in upskilling the construction workers taking
help from any of the schemes / programs as mentioned. Upskilling could happen without stopping site operations as this would only improve the operational effectiveness and efficiency of the organization.

Although skilling is one of the major initiatives that will make all the positive impact in making a paradigm shift in the way the construction industry conducts itself, there are few other concerns such as the traditional way of contracting the labour forces which require a complete overhauling. One obvious change which would be evolve these traditional labour contractors as ‘Professional Staffing Organizations’. This would go a long way in securing the interest and welfare of the construction workers and stop them from getting further exploited. Further this would ensure delivery of Employee State Insurance Scheme, Provident Fund etc., to the last mile. Ease of Working, Dignity of Working and Self Sufficient Transit Camps for the Construction Workers would come much easier and stronger in view of the professional approach by the staffing organizations. Professional staffing organizations also have the opportunity to evolve as small time construction contractors in a more professional manner. Lastly, today needs large and small construction contractors in large numbers if it has to move towards a 5 trillion-dollar economy. Packaging all kinds of trainings in one box in one go will not help the in uplifting construction workers. This has to have an evolving, flexible and customized approach across the construction industry owing to different kind and scales of construction projects.

As once said by our Honorable Prime Minister Shri. Narendra Modi, ‘The more importance we give to skill development, the more competent will be our youth’. Every entrepreneur in the construction industry should remember that with every upskilling initiative, with every new skill acquired, skilling, qualifying and certifying the workforce, only doubles odds of success.
Meeting with MSDE vis-à-vis Skilling

With the vision to make 'Skilling' aspirational for youth at every level, Mr Narendra Deshpande, CEO, CSDCI and Ms. Pratibha Mishra, Technical Manager, Standards, CSDCI met with Hon'ble Minister of State, MSDE, Shri Rajeev Chandrasekhar on September 2, 2021. A positive & constructive meeting took place to further improvise the skilling ecosystem & to create maximum jobs in the Construction sector.

Visit of Mr. D. K. Sen, Director, CSDCI to CSDCI, Gurgaon office

Mr. D. K. Sen, Director, CSDCI, & the whole-time Director & Senior Executive Vice President of Infrastructure Business, L&T Ltd together with Mr. Vikas Khitha, Chief Executive Hydel Power Development & Head -Special Initiaves, L &T and Mr. Kuldip Goel, EVH & Head corporate affairs, L &T paid visit to CSDCI, Gurgaon office on September 9, 2021 and shared invaluable insights.
CSDCI inks pact with NBCC

CSDCI signed Memorandum of Understanding (MoU) with NBCC on August 27, 2021, at NBCC Corporate Office, New Delhi. The MoU was signed on behalf of the respective organizations by Mr. Narendra Deshpande, CEO, CSDCI and Mr. Manas Kaviraj, ED, HRM NBCC.

CSDCI is the Project Implementing Agency of scheme RPL Type 4. As per MoU, NBCC will conduct Skill Development and Recognition of Prior Learning (RPL) programs at different construction sites in India.

CSDCI conducted RPL type 4 Employer Assessor Orientation Program

CSDCI organized 1 day long online Employer Assessor orientation program for RPL type 4 (Best in class employer) under PMKVY 3.0 on September 15, 2021. A total of 10 Employer Assessors from L & T participated.

This workshop addressed:
- Brief on PMKVY 3.0 - RPL Type 4
- Assessment Process
- Uploading result on SIP portal
- Certificate distribution process
CSDCI organised 2-days ISO 21001:2018 Awareness Training Course offered by TUV INDIA PRIVATE LIMITED

All CSDCI employees including respective CEO participated in the 2-days Awareness Training Course on ISO 21001:2018 Educational Organizations Management System offered by TUV INDIA PRIVATE LIMITED on August 25 and 26, 2021. This session was focused to develop understanding on the context of organization, process approach, leadership, risk based thinking & support processes. It also emphasized on understanding operations, performance evaluation & improvement.

West Bengal Skills - 2021 leading to India Skills – 2021 & World Skills -2022 at Biswa Bangla Convention Centre (BBCC), Kolkata

On September 10, 2021 Paschim Bengal Society for Skill Development (PBSSD), Directorate of Technical Education (DTET) & Skill Development (SD), Govt of West Bengal in partnership with ASSOCHAM conducted West Bengal Skills - 2021 leading to India Skills – 2021 & World Skills -2022 at Biswa Bangla Convention Centre (BBCC), Kolkata, one of the largest convention centres in South Asia to showcase the opportunities for youth in skilling. CSDCI also set up it's stall to sensitise about the skilling in Construction.
Training of Trainers /Assessors (TOT/TOA)

TOT 481 - Rural Mason Level 4 for renewal of the trainer's certificates was conducted at OP Jindal Community College Raigarh, Chhattisgarh from Aug 5, 2021 to Aug 8, 2021 consisting of 02 days orientation & 02 days assessment. A total of 11 candidates participated in the said ToT program.
Training of Trainers /Assessors (TOT/TOA)

TOA 482 - Assistant Electrician Level 3 for renewal of the assessor's certificates was conducted at Industrial Training & Research Cooperation Society, Ambey ITI, Ara, Bihar from Aug 6, 2021 to Aug 9, 2021 consisting of 02 days orientation & 02 days assessment. A total of 19 candidates participated in the said ToA program.
TOA 483 - Rural Mason Level 4 for renewal of the assessor's certificates was conducted at OP Jindal Community College, Angul, Odisha from Aug 11, 2021 to Aug 14, 2021 consisting of 02 days orientation & 02 days assessment.
A total of 11 candidates participated in the said ToA program.
TOT 484 - Assistant Electrician Level 3 for renewal of trainer's certificates was conducted at Industrial Training & Research Cooperation Society, Ambey ITI, Ara, Bihar from Aug 25, 2021 to Aug 28, 2021 consisting of 02 days orientation & 02 days assessment. A total of 15 candidates participated in the said ToT program.
Assessments conducted

Under Additional Skill Acquisition Programme (ASAP) Kerala - Assessment of batch id - 131767 for the Job role - Assistant Electrician Level 3 being conducted by Ajooni Skills India Pvt Ltd. Assessment Agency on July 23, 2021 at I L & FS Skills Training Centre Kollam, Kerala
Assessments conducted

Under Pradhan Mantri Awas Yojana-Gramin (PMAY-G) - Assessment of batch id - 206162 for the Job role - Rural Mason Level 4 being conducted by Mascot Upgrade Skill and Knowledge Pvt. Ltd. Assessment Agency on July 22, 2021 at Niam Educational Foundation, Kalahandi Training Centre, Odisha.
Assessments conducted

Under The Minister of State for Road Transport and Highways (MoRTH) - Recognition of Prior Learning (RPL) - Assessment of batch id - 227292 for the job role - Assistant Mason Level 2 being conducted by SP Institute of workforce Assessment Agency Development on July 27, 2021 at Bhaskar Foundation Training Centre, Khorda, Odisha.
Assessments conducted

Under The Minister of State for Road Transport and Highways (MoRTH) - Recognition of Prior Learning (RPL) - Assessment of batch id - 227292 for the job role - Assistant Mason Level 2 being conducted by SP Institute of workforce Assessment Agency Development on July 27, 2021 at Bhaskar Foundation Training Centre, Khorda, Odisha
A joint meeting conducted on July 26, 2021 at 2:00 pm in Delhi Skill and Entrepreneurship University (DSEU) Dwarka Campus, Dwarka Sector 9, Dwarka, Delhi, 110077.

The DSEU will be hosting the State-Level competition of the WorldSkills / IndiaSkills in its various campuses and to understand the process and take the competition forward in collaboration with National Skill Development Corporation (NSDC) and Sector Skill Councils (SSCs), the representatives of NSDC and SSCs participated in the meeting as per the given schedule.

DSEU will be responsible for the selection, management and participation of students, from which winners will then proceed to the next round, i.e. to the regional level and ultimately to the WorldSkills Competition slated to be held in Shanghai in 2022.
Web Meet with Assam State Rural Livelihood Mission (ASRLM) to find the potential and emerging Trades and their employment opportunities

The web meet was organized by Assam State Rural Livelihood Mission (ASRLM) to find the potential and emerging Trades and their employment opportunities.

Following are the officials who attended the virtual meetings:
- Smt. Krishna Baruah, ACS, State Mission Director, ASRLM
- Shri Joy Das, SPM-M,C,J&AS, ASRLM
- Shri Firdaus Mohammed , PM- Skills & Placement, ASRLM
- Smt. Priyanka Das, PE- Skills, ASRLM
- Smt. Jancy Mathews, COO, CSDCI
- Shri Pinaki Sankar Deb, Regional Manager, NE&WB, CSDCI

During meeting, COO, CSDCI introduced about CSDCI, its function and and stressed about the Job Roles which are in demand and in which huge opportunities also exist.

Regional Manager, CSDCI shared a presentation regarding the Assam Skill Gap study and showed the insight of Construction Industry requirement in Assam.

Construction Skill Development Council of India (CSDCI) has ensured to support ASRLM in assessment and certification process.

CSDCI will also participate in Job Mela which will be conducted by ASRLM.
Under ‘Azadi ka Amrit Mahotsava India @75’, CSDCI conducted a webinar with Tripura State on August 12, 2021. CEO, CSDCI and COO, CSDCI led the workshop. From Tripura State, participants were Directorate of Skill Development, District Skill Committees, Department of Rural Development, Directorate of Labour, Industry bodies and Training Providers. It was an interactive workshop where CSDCI oriented about the Skill updates and encouraged them to participate in various Skill Schemes which would be beneficial for Construction Workmen and Construction Company.

Under ‘Azadi ka Amrit Mahotsava India @75’, CSDCI conducted a webinar with the Building Associations of India (BAI) on Skill Development on September 8, 2021. CEO CSDCI & COO, CSDCI led the workshop. From BAI, the participants were Er. P. Parameshwaran ,BAI Skill Development Committee Chairman South II, Mr. Ram Nivas Gupta, National President, BAI, Mr. S. Ayyanathan, National Vice President, South Zone II,BAI, along with other senior officials. It was an interactive workshop where CSDCI oriented about the Skill updates and encouraged them to participate in various Skill Schemes which would be beneficial for Construction Workmen and Construction Company.
Construction Skill Development Council of India (CSDCI), welcomes Hon'ble Shri Dharmendra Pradhan for bagging the ministry of education and retaining Ministry of Skill Development And Entrepreneurship (MSDE) on July 7'th 2021 as both the Education and Skill Ministries have been merged.

Being the former Minister of Skill Development and Entrepreneurship also, Shri. Pradhan launched many key initiatives including "Skill Saathi "focused on bridging the gap between educated youth and the need for an employable workforce.

The Union Minister, MSDE extended his wishes to Shri. Rajeev Chandrasekhar on assuming charge as Minister of State (MoS) , MSDE and assured to working together to give impetus to entrepreneurship and fulfil Prime Minister Narendra Modi’s vision of making India the skill capital of the world.

The Minister of State(MoS) added he would work hard to accomplish the Prime Minister’s vision of a Digital, Skilled and New India.
World Youth Skills Day (WYSD) & 6 Years of Skill India

On the annual event of WYSD - 2021 and to mark the completion of 6 years of Skill India Mission, Hon'ble Prime Minister Shri Narendra Modi addressed the youth of the nation and called for making an Aatmanirbhar Bharat through skilling.


Shri. Pradhan stressed that skilling is no longer a secondary ancillary to education in India. He further emphasised "Launch of 75 new Jan Shikshan Sansthas, a partnership with Digi-locker and other initiatives launched today will strengthen the skills’ ecosystem in the country and give fresh impetus to skilling efforts at the grassroot level."

Skilling Policy to be Reviewed to match global standards

To ensure better outcomes for India's skilled workforce, the government will revamp its framework for skilling in India. A plan is being laid out to review skill development policy and recommend changes to match the global standards.
Hon'ble Prime Minister, Shri. Narendra Modi addressed policy makers in the domain of education and skill development, students, teachers, across the country on July 29, 2021, via video conferencing, to mark the completion of one year of reforms under the National Education Policy 2020. He also launched multiple initiatives in the education sector.

The Prime Minister launched the National Education Architecture (NDEAR) and National Education Technology Forum (NETF).

Shri. Modi emphasized that introducing Indian sign language as subject at secondary level will facilitate communication with hearing and speech impaired people while engineering education in regional languages will plug language divide among students in India.
Keep Our Workplace Safe!

Practice good hygiene

- Stop hand shakes and use **non-contact greeting methods**
- Clean hands at the door and schedule **regular hand washing** reminders
- **Disinfect surfaces** like doorknobs, tables, and desks regularly
- **Avoid touching your face** and cover your coughs and sneezes
- **Increase ventilation** by opening windows or adjusting air conditioning

Limit meetings and non-essential travels

- Use **video conferencing** instead of face-to-face meetings
- When video calls are not possible, hold your meetings in **well-ventilated rooms and spaces**
- **Suspend all non-essential travels and trips**

Stay home if...

- You are **feeling sick**
- You have a **sick family member** at home

Take care of your emotional and mental well-being

Outbreaks are a stressful and anxious time for everyone. Take care of your loved ones.

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Prevent the spread of COVID-19 in 7 STEPS

01 Wash your hands frequently
02 Avoid touching your eyes, nose and mouth
03 Cover your cough using the bend of your elbow or a tissue
04 Avoid crowded places and close contact with anyone that has fever or cough
05 Stay at home if you feel unwell
06 If you have a fever, cough and difficulty breathing, seek medical care early — but call first
07 Get information from trusted sources

SOURCE: WORLD HEALTH ORGANIZATION