

LUMP-SUM FORM OF CONTRACT

STANDARD FORM OF CONTRACT

Consultant's Services

Lump-Sum

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CONTRACT FOR CONSULTANT'S SERVICES

Lump-Sum

Project Name Hon. Balasaheb Thackeray Agribusiness & Rural Transformation Project, SMART

Loan No. IBRD Loan No 9031-IN

Contract No. SMART/PCMU/CS/27/2021-22

Assignment Title: HR cum Placement Agency for the SMART Society.

between

**Hon. Balasaheb Thackeray Agribusiness & Rural Transformation
Project, SMART**

and

T & M Services Consulting Pvt. Ltd

Dated: _____





महाराष्ट्र MAHARASHTRA

2022

BN 093608



I. Form of Contract

LUMP-SUM

This CONTRACT (hereinafter called the "Contract") is made the 30th day of the month of August, 2022 between, on the one hand, Project Director, Hon. Balasaheb Thackeray Agribusiness & Rural Transformation Project, SMART (hereinafter called the "Client")and, on the other hand, M/s. T&M Services Consulting Pvt. Ltd. (hereinafter called the "Consultant").

WHEREAS

- the Client has requested the Consultant to provide certain consulting services as defined in this Contract (hereinafter called the "Services");
- the Consultant, having represented to the Client that it has the required professional skills, expertise and technical resources, has agreed to provide the Services on the terms and conditions set forth in this Contract;
- the Client has received a loan from the *International Development Association (IDA)* toward the cost of the Services and intends to apply a portion of the proceeds of this loan to eligible payments under this Contract, it being understood that (i) payments by the Bank will be made only at the request of the Client and up to



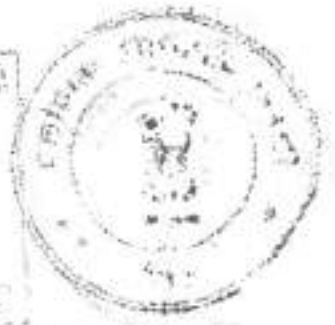
मुद्रांक लेखा नोंदवरी अनुक्रमणिका विवर
 प्रकृत्या प्रकार
 दस्त नोंदणी करपाट आहे का ? :- होय/नाही
 निष्काळीचे बरोकरवात वर्णन
 मुद्रांक विकत घेणान्याचे नांव व पत्ता Igm Services Con Sulting Pvt Ltd,
 दुसऱ्या पक्षाकाराचे नांव व पत्ता
 हटते असल्यास त्याचे नांव/पत्ता
 हल्ली रवरी
 परपान्याकारक मुद्रांक विकलेल्याची बाहरी (पत्तोद आर. पुणे)
 मुद्रांक विक्रीचे पत्ता - आर्मेन्वर कृपा, शांती पार्क, नीरा रोड (पूर्व), ठाणे.
 परपाना क्रमांक १२०१०४७

15 JUL 2022

मुद्रांक खरेदी केल्यापासून ६ महिन्यात बापरणे बंधकारक आहे.

285073

15 JUL 2022



approval by the Bank; (ii) such payments will be subject, in all respects, to the terms and conditions of the [loan/financing/grant] agreement, including prohibitions of withdrawal from the [loan/credit/grant] account for the purpose of any payment to persons or entities, or for any import of goods, if such payment or import, to the knowledge of the Bank, is prohibited by the decision of the United Nations Security Council taken under Chapter VII of the Charter of the United Nations; and (iii) no party other than the Client shall derive any rights from the [loan/financing/grant] agreement or have any claim to the [loan/credit/grant] proceeds;

NOW THEREFORE the parties hereto hereby agree as follows:

1. The following documents attached hereto shall be deemed to form an integral part of this Contract:
 - (a) The General Conditions of Contract (including Attachment 1 "Fraud and Corruption");
 - (b) The Special Conditions of Contract;
 - (c) Appendices:

Appendix A: Terms of Reference

Appendix B: Key Experts

Appendix C: Breakdown of Contract Price

Appendix D: Not Applicable

Appendix E: Code of Conduct (ES)

Appendix F: Sexual exploitation and Abuse (SEA) and/or Sexual Harassment (SH) Performance Declaration

In the event of any inconsistency between the documents, the following order of precedence shall prevail: the Special Conditions of Contract; the General Conditions of Contract, including Attachment 1; Appendix A; Appendix B; Appendix C; Appendix D; and Appendix E and Appendix F. Any reference to this Contract shall include, where the context permits, a reference to its Appendices.

2. The mutual rights and obligations of the Client and the Consultant shall be as set forth in the Contract, in particular:
 - (a) the Consultant shall carry out the Services in accordance with the provisions of the Contract; and
 - (b) the Client shall make payments to the Consultant in accordance with the provisions of the Contract.

IN WITNESS WHEREOF, the Parties hereto have caused this Contract to be signed in their respective names as of the day and year first above written.



For and on behalf of Hon. Balasaheb Thackeray Agribusiness & Rural Transformation Project, SMART



Dheeraj Kumar, IAS, Project Director, SMART

30/8/2024



For and on behalf of M/s. T&M Services Consulting Pvt. Ltd.

Dr. 
20/8/2024

Sunil Trivedi, Director



II. General Conditions of Contract

A. GENERAL PROVISIONS

1. Definitions

- 1.1. Unless the context otherwise requires, the following terms whenever used in this Contract have the following meanings:
- (a) "**Applicable Law**" means the laws and any other instruments having the force of law in the Client's country, or in such other country as may be specified in the **Special Conditions of Contract (SCC)**, as they may be issued and in force from time to time.
 - (b) "**Bank**" means the International Bank for Reconstruction and Development (IBRD) or the International Development Association (IDA).
 - (c) "**Borrower**" means the Government, Government agency or other entity that signs the financing agreement with the Bank.
 - (d) "**Client**" means the implementing agency that signs the Contract for the Services with the Selected Consultant.
 - (e) "**Client's Personnel**" refers to the staff, labor and other employees (if any) of the Client engaged in fulfilling the Client's obligations under the Contract; and any other personnel identified as Client's Personnel, by a notice from the Client to the Consultant.
 - (f) "**Consultant**" means a legally-established professional consulting firm or entity selected by the Client to provide the Services under the signed Contract.
 - (g) "**Contract**" means the legally binding written agreement signed between the Client and the Consultant and which includes all the attached documents listed in its paragraph 1 of the Form of Contract (the General Conditions (GCC), the Special Conditions (SCC), and the Appendices).
 - (h) "**Contractor**" means the person named as contractor in the contract to be supervised by the Consultant (if applicable).
 - (i) "**Contractor's Personnel**" means personnel whom the Contractor utilizes in the execution of its contract, including the staff, labor and other employees of the



Contractor and each subcontractor; and any other personnel assisting the Contractor in the execution of the contract to be supervised by the Consultant (if applicable).

- (j) "**Day**" means a working day unless indicated otherwise.
- (k) "**ES**" means environmental and social (including Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH).
- (l) "**Effective Date**" means the date on which this Contract comes into force and effect pursuant to Clause GCC 11.
- (m) "**Experts**" means, collectively, Key Experts, Non-Key Experts, or any other personnel of the Consultant, Sub-consultant or JV member(s) assigned by the Consultant to perform the Services or any part thereof under the Contract.
- (n) "**Foreign Currency**" means any currency other than the currency of the Client's country.
- (o) "**GCC**" means these General Conditions of Contract.
- (p) "**Government**" means the government of the Client's country.
- (q) "**Joint Venture (JV)**" means an association with or without a legal personality distinct from that of its members, of more than one entity where one member has the authority to conduct all businesses for and on behalf of any and all the members of the JV, and where the members of the JV are jointly and severally liable to the Client for the performance of the Contract.
- (r) "**Key Expert(s)**" means an individual professional whose skills, qualifications, knowledge and experience are critical to the performance of the Services under the Contract and whose Curricula Vitae (CV) was taken into account in the technical evaluation of the Consultant's proposal.
- (s) "**Local Currency**" means the currency of the Client's country.
- (t) "**Non-Key Expert(s)**" means an individual professional provided by the Consultant or its Sub-consultant to perform the Services or any part thereof under the Contract.



- (u) **"Party"** means the Client or the Consultant, as the case may be, and "Parties" means both of them.
- (v) **"SCC"** means the Special Conditions of Contract by which the GCC may be amended or supplemented but not over-written.
- (w) **"Services"** means the work to be performed by the Consultant pursuant to this Contract, as described in Appendix A hereto.
- (x) **"Sexual Exploitation and Abuse" "(SEA)"** means the following:

Sexual Exploitation is defined as any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.

Sexual Abuse is defined as the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

- (y) **"Sexual Harassment" "(SH)"** is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature by the Experts with other Experts, Contractor's (if applicable) or Client's Personnel.
- (z) **"Site"** (if applicable) means the land and other places where Works are to be executed or facilities to be installed, and such other land or places as may be specified in the Contractor's Contract as forming part of the Site.
- (aa) **"Sub-consultants"** means an entity to whom/which the Consultant subcontracts any part of the Services while remaining solely liable for the execution of the Contract.
- (bb) **"Third Party"** means any person or entity other than the Government, the Client, the Consultant or a Sub-consultant.

2. Relationship between the Parties

- 2.1. Nothing contained herein shall be construed as establishing a relationship of master and servant or of principal and agent as between the Client and the Consultant. The Consultant, subject to this Contract, has complete charge of the Experts and Sub-consultants, if any, performing the Services and shall be fully responsible



for the Services performed by them or on their behalf hereunder.

- 3. Law Governing Contract** 3.1. This Contract, its meaning and interpretation, and the relation between the Parties shall be governed by the Applicable Law.
- 4. Language** 4.1. This Contract has been executed in the language specified in the SCC, which shall be the binding and controlling language for all matters relating to the meaning or interpretation of this Contract.
- 5. Headings** 5.1. The headings shall not limit, alter or affect the meaning of this Contract.
- 6. Communications** 6.1. Any communication required or permitted to be given or made pursuant to this Contract shall be in writing in the language specified in Clause GCC 4. Any such notice, request or consent shall be deemed to have been given or made when delivered in person to an authorized representative of the Party to whom the communication is addressed, or when sent to such Party at the address specified in the SCC.
- 6.2. A Party may change its address for notice hereunder by giving the other Party any communication of such change to the address specified in the SCC.
- 7. Location** 7.1. The Services shall be performed at such locations as are specified in **Appendix A** hereto and, where the location of a particular task is not so specified, at such locations, whether in the Government's country or elsewhere, as the Client may approve.
- 8. Authority of Member in Charge** 8.1. In case the Consultant is a Joint Venture, the members hereby authorize the member specified in the SCC to act on their behalf in exercising all the Consultant's rights and obligations towards the Client under this Contract, including without limitation the receiving of instructions and payments from the Client.
- 9. Authorized Representatives** 9.1. Any action required or permitted to be taken, and any document required or permitted to be executed under this Contract by the Client or the Consultant may be taken or executed by the officials specified in the SCC.



10. Fraud and Corruption

10.1. The Bank requires compliance with the Bank's Anti-Corruption Guidelines and its prevailing sanctions policies and procedures as set forth in the Bank's Sanctions Framework, as set forth in Attachment 1 to the GCC.

a.

Commissions and Fees

10.2. The Client requires the Consultant to disclose any commissions, gratuities or fees that may have been paid or are to be paid to agents or any other party with respect to the selection process or execution of the Contract. The information disclosed must include at least the name and address of the agent or other party, the amount and currency, and the purpose of the commission, gratuity or fee. Failure to disclose such commissions, gratuities or fees may result in termination of the Contract and/or sanctions by the Bank.

B. COMMENCEMENT, COMPLETION, MODIFICATION AND TERMINATION OF CONTRACT**11. Effectiveness of Contract**

11.1. This Contract shall come into force and effect on the date (the "Effective Date") of the Client's notice to the Consultant instructing the Consultant to begin carrying out the Services. This notice shall confirm that the effectiveness conditions, if any, listed in the SCC have been met.

12. Termination of Contract for Failure to Become Effective

12.1. If this Contract has not become effective within such time period after the date of Contract signature as specified in the SCC, either Party may, by not less than twenty two (22) days written notice to the other Party, declare this Contract to be null and void, and in the event of such a declaration by either Party, neither Party shall have any claim against the other Party with respect hereto.

13. Commencement of Services

13.1. The Consultant shall confirm availability of Key Experts and begin carrying out the Services not later than the number of days after the Effective Date specified in the SCC.

14. Expiration of Contract

14.1. Unless terminated earlier pursuant to Clause GCC 19 hereof, this Contract shall expire at the end of such time period after the Effective Date as specified in the SCC.

15. Entire Agreement

15.1. This Contract contains all covenants, stipulations and provisions agreed by the Parties. No agent or



representative of either Party has authority to make, and the Parties shall not be bound by or be liable for, any statement, representation, promise or agreement not set forth herein.

16. Modifications or Variations

- 16.1. Any modification or variation of the terms and conditions of this Contract, including any modification or variation of the scope of the Services, may only be made by written agreement between the Parties. However, each Party shall give due consideration to any proposals for modification or variation made by the other Party.
- 16.2. In cases of substantial modifications or variations, the prior written consent of the Bank is required.

17. Force Majeure

a. Definition

- 17.1. For the purposes of this Contract, "Force Majeure" means an event which is beyond the reasonable control of a Party, is not foreseeable, is unavoidable, and makes a Party's performance of its obligations hereunder impossible or so impractical as reasonably to be considered impossible under the circumstances, and subject to those requirements, includes, but is not limited to, war, riots, civil disorder, earthquake, fire, explosion, storm, flood or other adverse weather conditions, strikes, lockouts or other industrial action confiscation or any other action by Government agencies.
- 17.2. Force Majeure shall not include (i) any event which is caused by the negligence or intentional action of a Party or such Party's Experts, Sub-consultants or agents or employees, nor (ii) any event which a diligent Party could reasonably have been expected to both take into account at the time of the conclusion of this Contract, and avoid or overcome in the carrying out of its obligations hereunder.
- 17.3. Force Majeure shall not include insufficiency of funds or failure to make any payment required hereunder.

b. No Breach of Contract

- 17.4. The failure of a Party to fulfill any of its obligations hereunder shall not be considered to be a breach of, or default under, this Contract insofar as such inability arises from an event of Force Majeure, provided that the Party affected by such an event has taken all reasonable precautions, due care and reasonable alternative



measures, all with the objective of carrying out the terms and conditions of this Contract.

c. Measures to be Taken

17.5. A Party affected by an event of Force Majeure shall continue to perform its obligations under the Contract as far as is reasonably practical, and shall take all reasonable measures to minimize the consequences of any event of Force Majeure.

17.6. A Party affected by an event of Force Majeure shall notify the other Party of such event as soon as possible, and in any case not later than fourteen (14) calendar days following the occurrence of such event, providing evidence of the nature and cause of such event, and shall similarly give written notice of the restoration of normal conditions as soon as possible.

17.7. Any period within which a Party shall, pursuant to this Contract, complete any action or task, shall be extended for a period equal to the time during which such Party was unable to perform such action as a result of Force Majeure.

17.8. During the period of their inability to perform the Services as a result of an event of Force Majeure, the Consultant, upon instructions by the Client, shall either:

- (a) demobilize, in which case the Consultant shall be reimbursed for additional costs they reasonably and necessarily incurred, and, if required by the Client, in reactivating the Services; or
- (b) continue with the Services to the extent reasonably possible, in which case the Consultant shall continue to be paid under the terms of this Contract and be reimbursed for additional costs reasonably and necessarily incurred.

17.9. In the case of disagreement between the Parties as to the existence or extent of Force Majeure, the matter shall be settled according to Clauses GCC 45 & 46.

18. Suspension

18.1. The Client may, by written notice of suspension to the Consultant, suspend part or all payments to the Consultant hereunder if the Consultant fails to perform any of its obligations under this Contract, including the carrying out of the Services, provided that such notice of suspension (i) shall specify the nature of the failure, and (ii) shall request the Consultant to remedy such failure



within a period not exceeding thirty (30) calendar days after receipt by the Consultant of such notice of suspension.

19. Termination

19.1. This Contract may be terminated by either Party as per provisions set up below:

a. **By the Client** 19.1.1. The Client may terminate this Contract in case of the occurrence of any of the events specified in paragraphs (a) through (f) of this Clause. In such an occurrence the Client shall give at least thirty (30) calendar days' written notice of termination to the Consultant in case of the events referred to in (a) through (d); at least sixty (60) calendar days' written notice in case of the event referred to in (e); and at least five (5) calendar days' written notice in case of the event referred to in (f):

- (a) If the Consultant fails to remedy a failure in the performance of its obligations hereunder, as specified in a notice of suspension pursuant to Clause GCC 18;
- (b) If the Consultant becomes (or, if the Consultant consists of more than one entity, if any of its members becomes) insolvent or bankrupt or enter into any agreements with their creditors for relief of debt or take advantage of any law for the benefit of debtors or go into liquidation or receivership whether compulsory or voluntary;
- (c) If the Consultant fails to comply with any final decision reached as a result of arbitration proceedings pursuant to Clause GCC 46.1;
- (d) If, as the result of Force Majeure, the Consultant is unable to perform a material portion of the Services for a period of not less than sixty (60) calendar days;
- (e) If the Client, in its sole discretion and for any reason whatsoever, decides to terminate this Contract;
- (f) If the Consultant fails to confirm availability of Key Experts as required in Clause GCC 13.

19.1.2. Furthermore, if the Client determines that the Consultant has engaged in Fraud and Corruption in competing for or in executing the Contract, then the Client may, after giving fourteen (14) calendar days



written notice to the Consultant, terminate the Consultant's employment under the Contract.

- b. By the Consultant**
- 19.1.3. The Consultant may terminate this Contract, by not less than thirty (30) calendar days' written notice to the Client, in case of the occurrence of any of the events specified in paragraphs (a) through (d) of this Clause.
- (a) If the Client fails to pay any money due to the Consultant pursuant to this Contract and not subject to dispute pursuant to Clause GCC 45.1 within forty-five (45) calendar days after receiving written notice from the Consultant that such payment is overdue.
 - (b) If, as the result of Force Majeure, the Consultant is unable to perform a material portion of the Services for a period of not less than sixty (60) calendar days.
 - (c) If the Client fails to comply with any final decision reached as a result of arbitration pursuant to Clause GCC 46.1.
 - (d) If the Client is in material breach of its obligations pursuant to this Contract and has not remedied the same within forty-five (45) days (or such longer period as the Consultant may have subsequently approved in writing) following the receipt by the Client of the Consultant's notice specifying such breach.
- c. Cessation of Rights and Obligations**
- 19.1.4. Upon termination of this Contract pursuant to Clauses GCC 12 or GCC 19 hereof, or upon expiration of this Contract pursuant to Clause GCC 14, all rights and obligations of the Parties hereunder shall cease, except (i) such rights and obligations as may have accrued on the date of termination or expiration, (ii) the obligation of confidentiality set forth in Clause GCC 22, (iii) the Consultant's obligation to permit inspection, copying and auditing of their accounts and records set forth in Clause GCC 25 and to cooperate and assist in any inspection or investigation, and (iv) any right which a Party may have under the Applicable Law.
- d. Cessation of Services**
- 19.1.5. Upon termination of this Contract by notice of either Party to the other pursuant to Clauses GCC 19a or GCC 19b, the Consultant shall, immediately upon dispatch or



receipt of such notice, take all necessary steps to bring the Services to a close in a prompt and orderly manner and shall make every reasonable effort to keep expenditures for this purpose to a minimum. With respect to documents prepared by the Consultant and equipment and materials furnished by the Client, the Consultant shall proceed as provided, respectively, by Clauses GCC 27 or GCC 28.

e. Payment upon Termination

19.1.6. Upon termination of this Contract, the Client shall make the following payments to the Consultant:

- (a) payment for Services satisfactorily performed prior to the effective date of termination; and
- (b) in the case of termination pursuant to paragraphs (d) and (e) of Clause GCC 19.1.1, reimbursement of any reasonable cost incidental to the prompt and orderly termination of this Contract, including the cost of the return travel of the Experts.

C. OBLIGATIONS OF THE CONSULTANT

20. General

a. Standard of Performance

20.1. The Consultant shall perform the Services and carry out the Services with all due diligence, efficiency and economy, in accordance with generally accepted professional standards and practices, and shall observe sound management practices, and employ appropriate technology and safe and effective equipment, machinery, materials and methods. The Consultant shall always act, in respect of any matter relating to this Contract or to the Services, as a faithful adviser to the Client, and shall at all times support and safeguard the Client's legitimate interests in any dealings with the third parties.

20.2. The Consultant shall employ and provide such qualified and experienced Experts and Sub-consultants as are required to carry out the Services.

20.3. The Consultant may subcontract part of the Services to an extent and with such Key Experts and Sub-consultants as may be approved in advance by the Client. Submission by the Consultant for the Client's approval, for addition of any Sub-consultant not named in the Contract, shall also include the Sub-consultant's declaration in



accordance with Appendix F- Sexual exploitation and Abuse (SEA) and/or Sexual Harassment (SH) Performance Declaration. Notwithstanding such approval, the Consultant shall retain full responsibility for the Services.

**b. Law
Applicable to
Services**

20.4. The Consultant shall perform the Services in accordance with the Contract and the Applicable Law and shall take all practicable steps to ensure that any of its Experts and Sub-consultants, comply with the Applicable Law.

20.5. Throughout the execution of the Contract, the Consultant shall comply with the import of goods and services prohibitions in the Client's country when

- (a) as a matter of law or official regulations, the Borrower's country prohibits commercial relations with that country; or
- (b) by an act of compliance with a decision of the United Nations Security Council taken under Chapter VII of the Charter of the United Nations, the Borrower's Country prohibits any import of goods from that country or any payments to any country, person, or entity in that country.

20.6. The Client shall notify the Consultant in writing of relevant local customs, and the Consultant shall, after such notification, respect such customs.

**21. Conflict of
Interest**

21.1. The Consultant shall hold the Client's interests paramount, without any consideration for future work, and strictly avoid conflict with other assignments or their own corporate interests.

**a. Consultant
Not to
Benefit from
Commissions,
Discounts, etc.**

21.1.1 The payment of the Consultant pursuant to GCC F (Clauses GCC 39 through 43) shall constitute the Consultant's only payment in connection with this Contract and, subject to Clause GCC 21.1.3, the Consultant shall not accept for its own benefit any trade commission, discount or similar payment in connection with activities pursuant to this Contract or in the discharge of its obligations hereunder, and the Consultant shall use its best efforts to ensure that any Sub-consultants, as well as the Experts and agents of either of them, similarly shall not receive any such additional payment.



- 21.1.2 Furthermore, if the Consultant, as part of the Services, has the responsibility of advising the Client on the procurement of goods, works or services, the Consultant shall comply with the Bank's Applicable Regulations, and shall at all times exercise such responsibility in the best interest of the Client. Any discounts or commissions obtained by the Consultant in the exercise of such procurement responsibility shall be for the account of the Client.
- b. **Consultant and Affiliates Not to Engage in Certain Activities** 21.1.3 The Consultant agrees that, during the term of this Contract and after its termination, the Consultant and any entity affiliated with the Consultant, as well as any Sub-consultants and any entity affiliated with such Sub-consultants, shall be disqualified from providing goods, works or non-consulting services resulting from or directly related to the Consultant's Services for the preparation or implementation of the project.
- c. **Prohibition of Conflicting Activities** 21.1.4 The Consultant shall not engage, and shall cause its Experts as well as its Sub-consultants not to engage, either directly or indirectly, in any business or professional activities that would conflict with the activities assigned to them under this Contract.
- d. **Strict Duty to Disclose Conflicting Activities** 21.1.5 The Consultant has an obligation and shall ensure that its Experts and Sub-consultants shall have an obligation to disclose any situation of actual or potential conflict that impacts their capacity to serve the best interest of their Client, or that may reasonably be perceived as having this effect. Failure to disclose said situations may lead to the disqualification of the Consultant or the termination of its Contract.

22. Confidentiality

- 22.1. Except with the prior written consent of the Client, the Consultant and the Experts shall not at any time communicate to any person or entity any confidential information acquired in the course of the Services, nor shall the Consultant and the Experts make public the recommendations formulated in the course of, or as a result of, the Services.

23. Liability of the Consultant

- 23.1. Subject to additional provisions, if any, set forth in the SCC, the Consultant's liability under this Contract shall be provided by the Applicable Law.



24. Insurance to be taken out by the Consultant

24.1. The Consultant (i) shall take out and maintain, and shall cause any Sub-consultants to take out and maintain, at its (or the Sub-consultants', as the case may be) own cost but on terms and conditions approved by the Client, insurance against the risks, and for the coverage specified in the SCC, and (ii) at the Client's request, shall provide evidence to the Client showing that such insurance has been taken out and maintained and that the current premiums therefore have been paid. The Consultant shall ensure that such insurance is in place prior to commencing the Services as stated in Clause GCC 13.

25. Accounting, Inspection and Auditing

25.1. The Consultant shall keep, and shall make all reasonable efforts to cause its Sub-consultants to keep, accurate and systematic accounts and records in respect of the Services and in such form and detail as will clearly identify relevant time changes and costs.

25.2. Pursuant to paragraph 2.2 e. of Attachment 1 to the General Conditions, the Consultant shall permit and shall cause its agents (where declared or not), subcontractors, subconsultants, service providers, suppliers, and personnel, to permit, the Bank and/or persons appointed by the Bank to inspect the site and/or the accounts, records and other documents relating to the procurement process, selection and/or contract execution, and to have such accounts, records and other documents audited by auditors appointed by the Bank. The Consultant's and its Subcontractors' and subconsultants' attention is drawn to Sub-Clause 10.1 (Fraud and Corruption) which provides, inter alia, that acts intended to materially impede the exercise of the Bank's inspection and audit rights constitute a prohibited practice subject to contract termination (as well as to a determination of ineligibility pursuant to the Bank's prevailing sanctions procedures)..

26. Reporting Obligations

26.1. The Consultant shall submit to the Client the reports and documents specified in **Appendix A**, in the form, in the numbers and within the time periods set forth in the said Appendix.

27. Proprietary Rights of the Client in Reports and Records

27.1. Unless otherwise indicated in the SCC, all reports and relevant data and information such as maps, diagrams, plans, databases, other documents and software, supporting records or material compiled or prepared by the Consultant for the Client in the course of



the Services shall be confidential and become and remain the absolute property of the Client. The Consultant shall, not later than upon termination or expiration of this Contract, deliver all such documents to the Client, together with a detailed inventory thereof. The Consultant may retain a copy of such documents, data and/or software but shall not use the same for purposes unrelated to this Contract without prior written approval of the Client.

27.2. If license agreements are necessary or appropriate between the Consultant and third parties for purposes of development of the plans, drawings, specifications, designs, databases, other documents and software, the Consultant shall obtain the Client's prior written approval to such agreements, and the Client shall be entitled at its discretion to require recovering the expenses related to the development of the program(s) concerned. Other restrictions about the future use of these documents and software, if any, shall be specified in the SCC.

28. Equipment, Vehicles and Materials

28.1. Equipment, vehicles and materials made available to the Consultant by the Client, or purchased by the Consultant wholly or partly with funds provided by the Client, shall be the property of the Client and shall be marked accordingly. Upon termination or expiration of this Contract, the Consultant shall make available to the Client an inventory of such equipment, vehicles and materials and shall dispose of such equipment, vehicles and materials in accordance with the Client's instructions. While in possession of such equipment, vehicles and materials, the Consultant, unless otherwise instructed by the Client in writing, shall insure them at the expense of the Client in an amount equal to their full replacement value.

28.2. Any equipment or materials brought by the Consultant or its Experts into the Client's country for the use either for the project or personal use shall remain the property of the Consultant or the Experts concerned, as applicable.

29. Code of Conduct

29.1. If specified in the SCC, the Consultant shall have a Code of Conduct for Experts (ES).

The Consultant shall take all necessary measures to ensure that each Expert is made aware of the Code of Conduct including specific behaviors that are prohibited, and



understands the consequences of engaging in such prohibited behaviors.

These measures include providing instructions and documentation that can be understood by the Experts and seeking to obtain that person's signature acknowledging receipt of such instructions and/or documentation, as appropriate.

The Consultant shall also ensure that the Code of Conduct is visibly displayed in locations where the Services are provided, including if applicable, on the Site, as well as in areas outside the Site accessible to the local community and project affected people. The posted Code of Conduct shall be provided in languages comprehensible to Experts, Contractor's Personnel, Client's Personnel and the local community if applicable.

D. CONSULTANT'S EXPERTS AND SUB-CONSULTANTS

30. Description of Key Experts

30.1. The title, agreed job description, minimum qualification and estimated period of engagement to carry out the Services of each of the Consultant's Key Experts are described in **Appendix B**.

31. Replacement of Key Experts

31.1. Except as the Client may otherwise agree in writing, no changes shall be made in the Key Experts.

31.2. Notwithstanding the above, the substitution of Key Experts during Contract execution may be considered only based on the Consultant's written request and due to circumstances outside the reasonable control of the Consultant, including but not limited to death or medical incapacity. In such case, the Consultant shall forthwith provide as a replacement, a person of equivalent or better qualifications and experience, and at the same rate of remuneration.

32. Removal of Experts or Sub-consultants

32.1. If the Client finds that any of the Experts or Sub-consultant has committed serious misconduct or has been charged with having committed a criminal action, or if the Client determines that a Consultant's Expert or Sub-consultant has engaged in Fraud and Corruption while performing the Services, the Consultant shall, at the Client's written request, provide a replacement.



- 32.2. In the event that any of Key Experts, Non-Key Experts or Sub-consultants is found by the Client to be incompetent or incapable in discharging assigned duties, the Client, specifying the grounds therefore, may request the Consultant to provide a replacement.
- 32.3. Any replacement of the removed Experts or Sub-consultants shall possess better qualifications and experience and shall be acceptable to the Client.
- 32.4. The Consultant shall bear all costs arising out of or incidental to any removal and/or replacement of such Experts.

E. OBLIGATIONS OF THE CLIENT

33. Assistance and Exemptions

- 33.1. Unless otherwise specified in the SCC, the Client shall use its best efforts to:
- (a) Assist the Consultant with obtaining work permits and such other documents as shall be necessary to enable the Consultant to perform the Services.
 - (b) Assist the Consultant with promptly obtaining, for the Experts and, if appropriate, their eligible dependents, all necessary entry and exit visas, residence permits, exchange permits and any other documents required for their stay in the Client's country while carrying out the Services under the Contract.
 - (c) Facilitate prompt clearance through customs of any property required for the Services and of the personal effects of the Experts and their eligible dependents.
 - (d) Issue to officials, agents and representatives of the Government all such instructions and information as may be necessary or appropriate for the prompt and effective implementation of the Services.
 - (e) Assist the Consultant and the Experts and any Sub-consultants employed by the Consultant for the Services with obtaining exemption from any requirement to register or obtain any permit to practice their profession or to establish themselves either individually or as a corporate entity in the



Client's country according to the applicable law in the Client's country.

- (f) Assist the Consultant, any Sub-consultants and the Experts of either of them with obtaining the privilege, pursuant to the applicable law in the Client's country, of bringing into the Client's country reasonable amounts of foreign currency for the purposes of the Services or for the personal use of the Experts and of withdrawing any such amounts as may be earned therein by the Experts in the execution of the Services.
- (g) Provide to the Consultant any such other assistance as may be specified in the SCC.

34. Access to Project Site

- 34.1. The Client warrants that the Consultant shall have, free of charge, unimpeded access to the project site in respect of which access is required for the performance of the Services. The Client will be responsible for any damage to the project site or any property thereon resulting from such access and will indemnify the Consultant and each of the experts in respect of liability for any such damage, unless such damage is caused by the willful default or negligence of the Consultant or any Sub-consultants or the Experts of either of them.

35. Change in the Applicable Law Related to Taxes and Duties

- 35.1. If, after the date of this Contract, there is any change in the applicable law in the Client's country with respect to taxes and duties which increases or decreases the cost incurred by the Consultant in performing the Services, then the remuneration and reimbursable expenses otherwise payable to the Consultant under this Contract shall be increased or decreased accordingly by agreement between the Parties hereto, and corresponding adjustments shall be made to the Contract price amount specified in Clause GCC 39.1

36. Services, Facilities and Property of the Client

- 36.1. The Client shall make available to the Consultant and the Experts, for the purposes of the Services and free of any charge, the services, facilities and property described in the Terms of Reference (**Appendix A**) at the times and in the manner specified in said **Appendix A**.

37. Counterpart Personnel

- 37.1. The Client shall make available to the Consultant free of charge such professional and support counterpart



personnel, to be nominated by the Client with the Consultant's advice, if specified in **Appendix A**.

37.2. Professional and support counterpart personnel, excluding Client's liaison personnel, shall work under the exclusive direction of the Consultant. If any member of the counterpart personnel fails to perform adequately any work assigned to such member by the Consultant that is consistent with the position occupied by such member, the Consultant may request the replacement of such member, and the Client shall not unreasonably refuse to act upon such request.

38. Payment Obligation

38.1. In consideration of the Services performed by the Consultant under this Contract, the Client shall make such payments to the Consultant for the deliverables specified in **Appendix A** and in such manner as is provided by GCC F below.

F. PAYMENTS TO THE CONSULTANT

39. Contract Price

39.1. The Contract price is fixed and is set forth in the **SCC**. The Contract price breakdown is provided in **Appendix C**.

39.2. Any change to the Contract price specified in Clause GCC 39.1 can be made only if the Parties have agreed to the revised scope of Services pursuant to Clause GCC 16 and have amended in writing the Terms of Reference in **Appendix A**.

40. Taxes and Duties

40.1. The Consultant, Sub-consultants and Experts are responsible for meeting any and all tax liabilities arising out of the Contract unless it is stated otherwise in the **SCC**.

40.2. As an exception to the above and as stated in the **SCC**, all local identifiable indirect taxes (itemized and finalized at Contract negotiations) are reimbursed to the Consultant or are paid by the Client on behalf of the Consultant.

41. Currency of Payment

41.1. Any payment under this Contract shall be made in the currency (ies) of the Contract.

42. Mode of Billing and Payment

42.1. The total payments under this Contract shall not exceed the Contract price set forth in Clause GCC 39.1.



42.2. The payments under this Contract shall be made in lump-sum instalments against deliverables specified in **Appendix A**. The payments will be made according to the payment schedule stated in the **SCC**.

42.2.1 Advance payment: Unless otherwise indicated in the **SCC**, an advance payment shall be made against an advance payment bank guarantee acceptable to the Client in an amount (or amounts) and in a currency (or currencies) specified in the **SCC**. Such guarantee (i) is to remain effective until the advance payment has been fully set off, and (ii) is to be in the form set forth in **Appendix D**, or in such other form as the Client shall have approved in writing. The advance payments will be set off by the Client in equal portions against the lump-sum instalments specified in the **SCC** until said advance payments have been fully set off.

42.2.2 The Lump-Sum Installment Payments: The Client shall pay the Consultant within sixty (60) days after the receipt by the Client of the deliverable(s) and the cover invoice for the related lump-sum installment payment. The payment can be withheld if the Client does not approve the submitted deliverable(s) as satisfactory in which case the Client shall provide comments to the Consultant within the same sixty (60) days period. The Consultant shall thereupon promptly make any necessary corrections, and thereafter the foregoing process shall be repeated.

42.2.3 The Final Payment: The final payment under this Clause shall be made only after the final report have been submitted by the Consultant and approved as satisfactory by the Client. The Services shall then be deemed completed and finally accepted by the Client. The last lump-sum installment shall be deemed approved for payment by the Client within ninety (90) calendar days after receipt of the final report by the Client unless the Client, within such ninety (90) calendar day period, gives written notice to the Consultant specifying in detail deficiencies in the Services, the final report. The Consultant shall thereupon promptly make any necessary corrections, and thereafter the foregoing process shall be repeated.

42.2.4 All payments under this Contract shall be made to the accounts of the Consultant specified in the **SCC**.



42.2.5 With the exception of the final payment under 42.2.3 above, payments do not constitute acceptance of the whole Services nor relieve the Consultant of any obligations hereunder.

43. Interest on Delayed Payments

43.1. If the Client had delayed payments beyond fifteen (15) days after the due date stated in Clause GCC 42.2.2, interest shall be paid to the Consultant on any amount due by, not paid on, such due date for each day of delay at the annual rate stated in the SCC.

G. FAIRNESS AND GOOD FAITH

44. Good Faith

44.1. The Parties undertake to act in good faith with respect to each other's rights under this Contract and to adopt all reasonable measures to ensure the realization of the objectives of this Contract.

H. SETTLEMENT OF DISPUTES

45. Amicable Settlement

45.1. The Parties shall seek to resolve any dispute amicably by mutual consultation.

45.2. If either Party objects to any action or inaction of the other Party, the objecting Party may file a written Notice of Dispute to the other Party providing in detail the basis of the dispute. The Party receiving the Notice of Dispute will consider it and respond in writing within fourteen (14) days after receipt. If that Party fails to respond within fourteen (14) days, or the dispute cannot be amicably settled within fourteen (14) days following the response of that Party, Clause GCC 46.1 shall apply.

46. Dispute Resolution

46.1. Any dispute between the Parties arising under or related to this Contract that cannot be settled amicably may be referred to by either Party to the adjudication/arbitration in accordance with the provisions specified in the SCC.



II. General Conditions
Attachment 1
Fraud and Corruption
(Text in this Attachment shall not be modified)

1. Purpose

1.1 The Bank's Anti-Corruption Guidelines and this annex apply with respect to procurement under Bank Investment Project Financing operations.

2. Requirements

2.1 The Bank requires that Borrowers (including beneficiaries of Bank financing); bidders (applicants/proposers), consultants, contractors and suppliers; any sub-contractors, sub-consultants, service providers or suppliers; any agents (whether declared or not); and any of their personnel, observe the highest standard of ethics during the procurement process, selection and contract execution of Bank-financed contracts, and refrain from Fraud and Corruption.

2.2 To this end, the Bank:

a. Defines, for the purposes of this provision, the terms set forth below as follows:

- i. "corrupt practice" is the offering, giving, receiving, or soliciting, directly or indirectly, of anything of value to influence improperly the actions of another party;
- ii. "fraudulent practice" is any act or omission, including misrepresentation, that knowingly or recklessly misleads, or attempts to mislead, a party to obtain financial or other benefit or to avoid an obligation;
- iii. "collusive practice" is an arrangement between two or more parties designed to achieve an improper purpose, including to influence improperly the actions of another party;
- iv. "coercive practice" is impairing or harming, or threatening to impair or harm, directly or indirectly, any party or the property of the party to influence improperly the actions of a party;
- v. "obstructive practice" is:
 - (a) deliberately destroying, falsifying, altering, or concealing of evidence material to the investigation or making false statements to investigators in order to materially impede a Bank investigation into allegations of a corrupt, fraudulent, coercive, or collusive practice; and/or threatening, harassing, or intimidating any party to prevent it from disclosing its knowledge of matters relevant to the investigation or from pursuing the investigation; or
 - (b) acts intended to materially impede the exercise of the Bank's inspection and audit rights provided for under paragraph 2.2 e. below.



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- b. Rejects a proposal for award if the Bank determines that the firm or individual recommended for award, any of its personnel, or its agents, or its sub-consultants, sub-contractors, service providers, suppliers and/ or their employees, has, directly or indirectly, engaged in corrupt, fraudulent, collusive, coercive, or obstructive practices in competing for the contract in question;
- c. In addition to the legal remedies set out in the relevant Legal Agreement, may take other appropriate actions, including declaring misprocurement, if the Bank determines at any time that representatives of the Borrower or of a recipient of any part of the proceeds of the loan engaged in corrupt, fraudulent, collusive, coercive, or obstructive practices during the procurement process, selection and/or execution of the contract in question, without the Borrower having taken timely and appropriate action satisfactory to the Bank to address such practices when they occur, including by failing to inform the Bank in a timely manner at the time they knew of the practices;
- d. Pursuant to the Bank's Anti- Corruption Guidelines and in accordance with the Bank's prevailing sanctions policies and procedures, may sanction a firm or individual, either indefinitely or for a stated period of time, including by publicly declaring such firm or individual ineligible (i) to be awarded or otherwise benefit from a Bank-financed contract, financially or in any other manner;¹ (ii) to be a nominated² sub-contractor, consultant, manufacturer or supplier, or service provider of an otherwise eligible firm being awarded a Bank-financed contract; and (iii) to receive the proceeds of any loan made by the Bank or otherwise to participate further in the preparation or implementation of any Bank-financed project;
- e. Requires that a clause be included in bidding/request for proposals documents and in contracts financed by a Bank loan, requiring (i) bidders (applicants/proposers), consultants, contractors, and suppliers, and their sub-contractors, sub-consultants, service providers, suppliers, agents personnel, permit the Bank to inspect³ all accounts, records and other documents relating to the procurement process, selection and/or contract execution, and to have them audited by auditors appointed by the Bank.

¹ For the avoidance of doubt, a sanctioned party's ineligibility to be awarded a contract shall include, without limitation, (i) applying for pre-qualification, expressing interest in a consultancy, and bidding, either directly or as a nominated sub-contractor, nominated consultant, nominated manufacturer or supplier, or nominated service provider, in respect of such contract, and (ii) entering into an addendum or amendment introducing a material modification to any existing contract.

² A nominated sub-contractor, nominated consultant, nominated manufacturer or supplier, or nominated service provider (different names are used depending on the particular bidding document) is one which has been: (i) included by the bidder in its pre-qualification application or bid because it brings specific and critical experience and know-how that allow the bidder to meet the qualification requirements for the particular bid; or (ii) appointed by the Borrower.

³ Inspections in this context usually are investigative (i.e., forensic) in nature. They involve fact-finding activities undertaken by the Bank or persons appointed by the Bank to address specific matters related to investigations/audits, such as evaluating the veracity of an allegation of possible Fraud and Corruption, through the appropriate mechanisms. Such activity includes but is not limited to: accessing and examining a firm's or individual's financial records and information, and making copies thereof as relevant; accessing and examining any other documents, data and information (whether in hard copy or electronic format) deemed relevant for the investigation/audit, and making copies thereof as relevant; interviewing staff and other relevant individuals; performing physical inspections and site visits; and obtaining third party verification of information.



III. Special Conditions of Contract

[Notes in brackets are for guidance purposes only and should be deleted in the final text of the signed contract]

Number of GC Clause	Amendments of, and Supplements to, Clauses in the General Conditions of Contract
1.1(a)	The Contract shall be construed in accordance with the law of India
4.1	The language is: English
6.1 and 6.2	<p>The addresses are</p> <p>Client: Hon. Balasaheb Thackeray Agribusiness & Rural Transformation Project, SMART Attention: Project director, E-mail (where permitted): pcmu.smart@gmail.com</p> <p>Consultant: T&M Services Consulting Pvt Ltd. Unit 1, T& M House, A wing, Dahisar (East) Mumbai-400068 Attention: Mr. Sunil Trivedi E-mail: sunil@tmscl.com</p>
8.1	NA
9.1	<p>The Authorized Representatives are:</p> <p>For the Client: Mr. Dheeraj Kumar, IAS, Project Director, SMART For the Consultant: Mr. Sunil Trivedi, Director</p>
11.1	Signing of the contract by both the parties.
12.1	<p>Termination of Contract for Failure to Become Effective: The time period shall be One Month</p>
13.1	<p>Commencement of Services: The number of days shall be 15. Confirmation of Key Experts' availability to start the Assignment shall be submitted to the Client in writing as a written statement signed by each Key Expert.</p>
14.1	<p>Expiration of Contract: The time period shall be 60 Months.</p>



21 b.	The Client reserves the right to determine on a case-by-case basis whether the Consultant should be disqualified from providing goods, works or non-consulting services due to a conflict of a nature described in Clause GCC 21.1.3 :Yes
23.1	<p>Limitation of the Consultant's Liability towards the Client:</p> <p>(a) Except in the case of gross negligence or willful misconduct on the part of the Consultant or on the part of any person or a firm acting on behalf of the Consultant in carrying out the Services, the Consultant, with respect to damage caused by the Consultant to the Client's property, shall not be liable to the Client:</p> <p>(i) for any indirect or consequential loss or damage; and</p> <p>(ii) for any direct loss or damage that exceeds [insert a multiplier, e.g.: one, two, three] times the total value of the Contract;</p> <p>(b) This limitation of liability shall not</p> <p>(i) affect the Consultant's liability, if any, for damage to Third Parties caused by the Consultant or any person or firm acting on behalf of the Consultant in carrying out the Services;</p> <p>(ii) be construed as providing the Consultant with any limitation or exclusion from liability which is prohibited by the "Applicable Law in India.</p>
24.1	<p>The insurance coverage against the risks shall be as follows:</p> <p>(a) Professional liability insurance, with a minimum coverage of an amount equal to the total ceiling amount of the Contract;</p> <p>(b) Third Party motor vehicle liability insurance in respect of motor vehicles operated in the Client's country by the Consultant or its Experts or Sub-consultants, with a minimum coverage of in accordance with the applicable law in India;</p> <p>(c) Third Party liability insurance, with a minimum coverage of in accordance with the applicable law of India.</p> <p>(d) employer's liability and workers' compensation insurance in respect of the experts and Sub-consultants in accordance with the relevant provisions of the applicable law in the Client's country, as well as, with respect to such Experts, any such life,</p>



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	<p>health, accident, travel or other insurance as may be appropriate; and</p> <p>(e) insurance against loss of or damage to (i) equipment purchased in whole or in part with funds provided under this Contract, (ii) the Consultant's property used in the performance of the Services, and (iii) any documents prepared by the Consultant in the performance of the Services.</p>
27.1	<i>No exceptions to proprietary rights provision</i>
27.2	Not Applicable
29. Code of Conduct	The Consultant is "required" to have a Code of Conduct for Experts (ES).
32. Removal of Experts or Sub-consultants	<p>Insert the following as Sub-Paragraph 32.3 and renumber original Sub-Paragraphs 32.3 and 32.4 as 32.4 and 32.5 respectively.</p> <p>""32.3 Experts or Sub consultants who are found to be in breach of the Consultant's Code of Conduct (ES) (including on sexual harassment, sexual exploitation and sexual abuse) shall be replaced by the Consultant, or at the Client's written request."</p>
33.1 (a) through (f)	<i>None</i>
33.1(g)	<i>None</i>
39.1	<p>The Contract price is: INR 77.72 Cr. (inclusive of provisional sum of INR 75.88Cr. (Appr. Deployment cost of deployed manpower)exclusive of local indirect taxes</p> <p>Any indirect local taxes chargeable in respect of this Contract for the Services provided by the Consultant shall be paid by the Client to the Consultant.</p> <p>The estimated amount of such taxes is INR 13.99 Cr. i.e. GST @18%</p> <p>The above-mentioned contract amount is not fixed, it may vary depends upon the actual deployment of the HR. The monthly service charges shall be paid @ 2.42 % on the actual deployment cost in the month along with the monthly salary of the actual manpower deployed.</p>



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40.1 and 40.2	Client shall reimburse the Consultant, the Sub-consultants and the Experts any indirect taxes, duties, fees, levies and other impositions imposed, under the applicable law in the Client's country, on the Consultant, the Sub-consultants and the Experts in respect of any payments whatsoever made to the Consultant, Sub-consultants and the Experts (other than nationals or permanent residents of the Client's country), in connection with the carrying out of the Services;
42.2	The payment schedule: Payment to the agency towards total monthly remuneration paid to the deployed manpower and applicable service charges will be made within a period of 15 working days after deducting applicable statutory dues. GST will be paid as per the prevailing Government rates and based on the total amount payable to the agency.
42.2.1	Not Applicable
42.2.4	The accounts are: T & M Services Consulting Pvt. Ltd. Bank Name: Punjab National Bank Branch : Borivali (W), Mumbai Account Type: Current RTGS/NEFT IFS Code: PUNB0131700 Account No: 1317001500001287
43.1	The interest rate is: Prevailing lending rate of RBI/SBI



46.1

Disputes shall be settled by arbitration in accordance with the following provisions:

Any dispute between the Parties as to matters arising pursuant to this contract, which cannot be settled amicably within thirty (30) days after receipt by one Party of the other Party's request for such amicable settlement, may be submitted by either Party for settlement by arbitration.

Arbitration shall be dealt as per the provisions of the Arbitration and Conciliation Act 1996 and amendments thereto.

Selection of Arbitrators. Each dispute submitted by a Party to arbitration shall be heard by a sole arbitrator or an arbitration panel composed of three (3) arbitrators, in accordance with the following provisions:

- (a) Where the Parties agree that the dispute concerns a technical matter, they may agree to appoint a sole arbitrator or, failing agreement on the identity of such sole arbitrator within thirty (30) days after receipt by the other Party of the proposal of a name for such an appointment by the Party who initiated the proceedings, either Party may apply to *Indian Council of Arbitration/ President of the Institution of Engineers (India)* for a list of not fewer than five (5) nominees and, on receipt of such list, the Parties shall alternately strike names therefrom, and the last remaining nominee on the list shall be the sole arbitrator for the matter in dispute. If the last remaining nominee has not been determined in this manner within sixty (60) days of the date of the list, *Indian Council of Arbitration/ President of the Institution of Engineers (India)* shall appoint, upon the request of either Party and from such list or otherwise, a sole arbitrator for the matter in dispute.
- (b) Where the Parties do not agree that the dispute concerns a technical matter, the Client and the Consultant shall each appoint one (1) arbitrator, and these two arbitrators shall jointly appoint a third arbitrator, who shall chair the arbitration panel. If the arbitrators named by the Parties do not succeed in appointing a third arbitrator within thirty (30) days after the latter of the two (2) arbitrators named by the Parties has been appointed, the third arbitrator shall, at the request of either Party, be appointed by *Indian Council of Arbitration/ President of the Institution of Engineers (India)*.
- (c) If, in a dispute subject to paragraph (b) above, one Party fails to appoint its arbitrator within thirty (30) days after the other Party has appointed its arbitrator, the Party which has named an arbitrator may apply to the *Indian Council of Arbitration/ President of the Institution of Engineers (India)* to appoint a sole arbitrator for the matter in dispute,



and the arbitrator appointed pursuant to such application shall be the sole arbitrator for that dispute.

3. Substitute Arbitrators. If for any reason an arbitrator is unable to perform his/her function, a substitute shall be appointed in the same manner as the original arbitrator.

4. Nationality and Qualifications of Arbitrators. The sole arbitrator or the third arbitrator appointed pursuant to paragraphs 1(a) through 1(c) above shall be a recognized legal or technical expert with extensive experience in relation to the matter in dispute.

Miscellaneous. In any arbitration proceeding hereunder:

- (a) proceedings shall, be held in Pune (Maharashtra) India;
- (b) the English language shall be the official language for all purposes; and
- (c) the decision of the sole arbitrator or of a majority of the arbitrators (or of the third arbitrator if there is no such majority) shall be final and binding and shall be enforceable in any court of competent jurisdiction, and the Parties hereby waive any objections to or claims of immunity in respect of such enforcement.



IV. Appendices

APPENDIX A – TERMS OF REFERENCE

1. Background and Rationale:

Agricultural transformation in Maharashtra faces many challenges. Food grains account for about 25% of gross cropped area but contribute only 7.7% of agricultural GDP. The area under cultivation for cereals has declined since 2000, reflecting a shift from food grains toward cash crops. Post 2000, the State has emerged as a hub for production of high value crops. Maharashtra is now one of the largest producers and exporter of fruits, vegetables, pulses, cotton and soybean. These changes are prompting value addition and food processing activities. However, agricultural growth and structural transformation are spread unevenly across the state. Small and marginal farmers dominate Maharashtra's agriculture. With the markets of most of the commodities increasingly linked to global value chains, fluctuations in prices directly affect the smallholder farmers. The influence of global price movements on commodities like cotton, soybeans, and sugar, which cover 44% of the cropped area in Maharashtra, is particularly strong on producer profitability. On the other hand, commodities with little footprint outside India are affected mainly by trade policies. For example, prices of pulses (which cover about 20% of cropped area in Maharashtra), while influenced by domestic consumption, have been heavily affected by inconsistent Indian trade policies over the past few years.

Compared to men, women face higher barriers in transitioning to high value agriculture and agribusiness, and women remain concentrated in the lower end of agricultural value chains. Unlike women, men engage not only in production but participate in the upper levels of value chains, acting as intermediaries or village-level traders and processors, wholesalers, retailers, or exporters.

The State has a continuous engagement with the World Bank and other external funding agencies to find a solution to the woes of farmers in the era of globalization. Maharashtra Agricultural Competitiveness Project (MACP) was implemented in the state during 2010 to 2018 with an objective to increase productivity, profitability and market access of farming community. This project promoted 412 Farmer Producer Companies, upgraded 81 APMCs, 24 Livestock Markets, 470 Rural Haats and 236 Warehouses. Similarly, Maharashtra State Rural Livelihood Mission (MSRLM) is mandated to alleviate poverty through a range of women centric livelihood interventions. The Mission has empowered 2.2 lakh Self Help Groups, 5177 Village Organizations, 220 CLFs and created 7000 micro enterprises. Similarly, MahilaArthik Vikas Mahamandal (MAVIM) has mobilized about 15 lakh women into more than 1 lakh Self Help Groups federated into 406 Community Managed Resource Centres.

The Cooperative Movement has promoted a large social capital and created various infrastructure facilities throughout the state. In addition, initiatives like, the Maharashtra Village Social Transformation Foundation (MVSTF) is working at grassroots level to bring



synergy in implementation of development activities. This call for a more concerted effort to leverage these strengths and grab the opportunities in the domestic and global markets available to the farmers in the state. The State is therefore implementing 'Hon. Balasaheb Thakare Agribusiness and Rural Transformation' Project with the financial support of the World Bank. Objective of the project is to support the development of inclusive and competitive agriculture value chains, focusing on small holder farmers and agri-entrepreneurs in Maharashtra. This would be achieved by expanding access to new and organized markets for producers and enterprises with complementary investments in technical services and risk management capabilities.

1A. Project Objective:

The project is expected to benefit approximately 1200 Community based Organizations (CBOs) {CBOs consists of Farmer Producer Organizations (FPOs), Cluster Level Federations (CLFs), Community Managed Resource Centres (CMRCs) and Primary Agricultural Co-operative Societies (PACS)}, Farmers' Federations, Grower Associations, and other Farmer Groups of the State through the development of the Productive Partnerships (PPs), Market Access Plans (MAPs), Complementary Innovation Investments (CIIs), Warehouse Business Investments (WBIs) and partnerships between CBOs and private entities, MSMEs, Start-ups, etc.

The project will strengthen and speed up transformation of ongoing agricultural systems which would be more market driven with an expanded role of private sector across the value chain. Following are the three broad intervention areas identified for the project.

i. Enhancing Institutional Capacity to Support Agricultural Transformation - The objective of this component is to strengthen institutional capabilities of the government departments to more effectively support agricultural transformation in the state. It will support building capacity of the Department of Agriculture (DoA) and Department of Marketing (DoM) and establishment of Commodity Stewardship Councils to act as a platform for engagement of members of value chains.

ii. Supporting Enterprise Growth and Expanding Market Access - The objective of this component is to (i) integrate producers in priority value chains, to operate competitively with strengthened and reliable linkages with buyers and markets, and (ii) enhance the provision of relevant technical and Business Development Services (BDS) to support enterprise growth in the agribusiness sector. This component also supports investments in complementary innovative activities, market intervention to promote production of homogenous and clean Cotton lint and a marketing platform for cotton bales with traceability, creation of infrastructure for agricultural exports, livestock interventions for goat and backyard poultry, capacity building support for farmers, business development support for enterprises along value chains, access to finance for farmer producer companies and a pilot program on urban food systems.

iii. Building Risk Mitigation Mechanism - This intervention includes strengthening of market information and intelligence services to provide inputs to farmers and government, strengthening warehouse receipt systems as a risk mitigation tool for farmers to avoid distress sale and stabilize market arrivals and price risk management



support to the state to develop crisis management plans for the major commodities grown in the state.

1B. Implementation Arrangements:

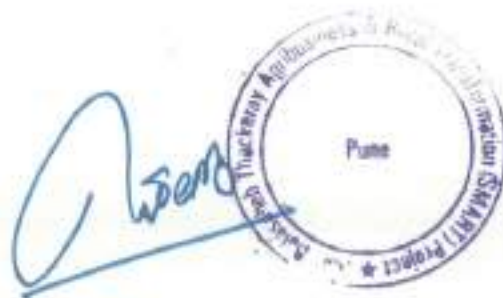
The project implementation structure is designed to promote the use of existing GoM structures at the state, region and districts level. Overall management and coordination will be the responsibility of the SMART Society. The SMART Society is anchored within the Department of Agriculture, GoM and is the coordinating agency for the agribusiness transformation in the state. Coordination of day-to-day project implementation, planning and scheduling, procurement management, financial control, as well as reporting and monitoring, will be the responsibility of the Project Coordination and Management Unit (PCMU) of the SMART Society. Eleven Project Implementing Units (PIUs) have been set up within the project implementing agencies participating in the project. These PIUs are housed in the Department of Agriculture, Department of Animal Husbandry, Directorate of Marketing, Maharashtra State Agriculture Marketing Board (MSAMB), Maharashtra State Warehousing Corporation (MSWC), Maharashtra Cooperative Development Cooperation (MCDC), Maharashtra State Cooperative Cotton Growers Marketing Federation (MahaCot), Maharashtra State Rural Livelihood Mission (MSRLM), Village Social Transformation Foundation (VSTF), MahilaArthik Vikas Mahamandal (MAVIM), and Pune Municipal Corporation (PMC). For greater coordination and review of project implementation at the district level, Eight Regional Implementation Units (RIU) and thirty-four District Implementation Units (DIU) will be established.

2. OBJECTIVE OF THE ASSIGNMENT:

The project envisages deployment of human resources at the PCMU, PIUs, RIUs & DIUs to carry out different functions of the project in order to achieve the Project Development Objective (PDO) of SMART. Out of the total human resources required a part will be filled by deputation from the government departments and part will be sourced from the open market. As this is a community driven project, the PCMU needs to engage the community very closely to facilitate implementation of project activities at the DIU level. Also, to monitor the project activities at PCMU, PIU and RIU level, competent staff is envisaged. Therefore, deployment of motivated and dedicated staff with ownership and shared vision towards achieving the objectives of the project is necessary. The procurement of HR cum Placement agency (herein after HR agency) for the project is proposed for hiring human resource which is essentially required to be hired from market. The main objective of this assignment is to select a HR agency which will hire the manpower required for Project and will provide their services to the Project. The hired manpower will be on the establishment of HR agency and Project will pay agreed remuneration of hired manpower with service charge to the HR agency.

3. Scope of Assignment:

HR agency will hire the required human resource/manpower required for the project in consultation with the Project. The project will finalise eligibility criteria (educational & experience), job description for each position and will also publish advertisement. For



the first phase of recruitment of 174 positions the project will also scrutinise the applications and will prepare shortlist of eligible candidates. The HR agency for first phase will carry out further process required for preparation of final selection list and waiting list of candidates. This includes written test of eligible candidates if required based on number of eligible candidates and followed by interview /personality test. For second phase (100 positions) the scrutiny of applications and all the process thereafter will be carried out by HR agency. During the assignment period for any attrition of any position, the HR agency will either make the services available of the candidates from waitlist or will follow the process as per second phase recruitment explained above and will make the services available to project.

Thereafter the selected candidates will be on the pay roll of HR agency which is supposed to manage their pay rolls. The HR agency will provide the services of selected candidates as required by the project. The project will pay to HR agency for services (salaries etc.) of required human resource and the service charges thereof.

The scope of assignment includes but is not limited to the following:

A. Recruitment Strategy-

- i. The selected agency shall submit methodology for deployment of manpower which will ensure transparency, efficiency and opportunity to attract the best talent.
- ii. The agency shall implement HR Policy of project to ensure uniformity and quality of services.

B. Recruitment Process:

B1: First Phase (92 posts)-Completed

- a) The project will finalise qualifications, experience, job description for each post and will publish advertisement. The project will also scrutinise the applications and will prepare shortlist of eligible candidates.
- b) The HR agency for first phase will carry out further process required for preparation of final selection list and waiting list of candidates. This includes written test of eligible candidates if required based on number of eligible candidates and followed by interview /personality test.
- c) Communicate the date and time for the written examination and or interview to the candidates as the case may be.
- d) To conduct written examination in consultation with project based on number of eligible candidates. If the number of eligible candidates is less (to be decided by project) direct interviews would be conducted.
- e) To evaluate the written paper and prepare mark list of candidates (if written examination is conducted) and get it approved from the project and communicate to candidates.
- f) Formation of interview committee in consultation with the project to conduct interviews.



- g) To conduct interviews in consultation with the Project.
- h) Prepare list of selected and waiting list candidates after interview and get it approved from the project.
- i) Issue appointment letter to the selected candidates and take necessary actions to complete appointment related formalities. The agency shall issue letters to all the personnel deployed under its contract mentioning the terms and condition of this assignment. The project specific terms and condition will be approved by PCMU.
- j) The agency shall submit copy of contract between agency & persons deployed to PCMU /concerned PIUs (Project Implementation Units).
- k) During the assignment period for any attrition of any position, the HR agency will either make the services available of the candidates from waitlist or will follow the process as per second phase recruitment explained and will make the services available to project.

B2: Second Phase (198 posts)

- a) Scrutiny of applications received online/offline as per the advertisement published by the project.
- b) Verification of the documents of shortlisted candidates.
- c) Communicate the date and time for the written examination and or interview to the candidates as the case may be.
- d) To conduct written examination in consultation with project based on number of eligible candidates. If the number of eligible candidates is less (to be decided by project) direct interviews would be conducted.
- e) To evaluate the written paper and prepare mark list of candidates (if written examination is conducted) and get it approved from the project and communicate to candidates.
- f) Formation of interview committee in consultation with the project to conduct interviews.
- g) To conduct interviews in consultation with the Project.
- h) Prepare list of selected and waiting list candidates after interview and get it approved from the project.
- i) Issue appointment letter to the selected candidates and take necessary actions to complete appointment related formalities. The agency shall issue letters to all the personnel deployed under its contract mentioning the terms and condition of this assignment. The project specific terms and condition will be approved by PCMU.
- j) The agency shall submit copy of contract between agency & persons deployed to PCMU /concerned PIUs (Project Implementation Units).
- k) During the assignment period for any attrition of any position, the HR agency will either make the services available of the candidates from waitlist or will follow the process as per second phase recruitment explained and will make the services available to project.



C. Payroll Management:

- 1) The agency will be responsible for Payroll Management of all the deployed Human Resources.
- 2) The concern project implementation unit will convey the attendance of the deployed manpower to the agency at the end of the month.
- 3) The agency should make payment of remuneration based on the attendance to the deployed human resources latest by 05th of every month for the preceding month by crediting the amount to the bank account of the concerned human resources electronically.
- 4) The agency will raise invoice of total remuneration paid with applicable service charge to the concern project implementation unit latest by 5th of the next month along with the statutory deductions' receipts of the deployed manpower.
- 5) It is mandatory for the agency to retain the entire documentary proof /papers of the amount deposited to the respective statutory bodies/Government departments, i.e., Employees State Insurance, Provident Fund, TDS, professional tax, GST, etc.
- 6) The agency shall issue salary slip to all the employees deployed for the project indicating gross and net salary showing all statutory deductions.
- 7) The agency shall maintain appropriate records pertaining to human resources deployed for this project, including the salary slip, disbursement of salary, remittance of payments to various authorities and make it available to PCMU and or project implementation units whenever called for.
- 8) The agency shall submit the stamped salary bills (in triplicate) to the concerned heads of PCMU /project implantation units on monthly basis.
- 9) The agency will provide all deployed human resources with laminated Identity Cards with their Names, Designations, Place of Deployment, Residential addresses with signatures of a person duly authorized by the project. (The format of the identity card will be provided by the project).
- 10) The agency has to manage renewal of contract of deployed candidates and look at the related legal issues in consultation with the project.
- 11) The agency has to maintain attendance and leave management, daily dairy, tour dairy, monthly report, annual performance reviews for all the positions of the project.
- 12) Computer hardware required for performing the duties by the deployed human resource in project office will be provided by project. It will be the responsibility of the employee selected by the agency to take care of all items provided by the project. In case of any damage/loss of items due to negligence of the deployed manpower, the agency has to reimburse/replace or rectify any damage /loss done. The agency shall not divulge or disclose to any person, any details of office, operational process, technical know-how, security arrangements, and administrative /organizational matters as all are of confidential/secret nature.
- 13) The agency should provide single point contact at all times and for messages sent by e-mail/fax/letter from the project shall be acknowledged immediately on receipt on the same day.



D. Post Recruitment Strategy:

To develop and implement post recruitment strategy for performance reviews and conducts performance review of the deployed personnel periodically in consultation with PCMU /Project Implementation Units.

E. General Requirements for HR agency:

1. It is mandatory that the deployed manpower shall reside at the place of assigned headquarter.
2. Payment to the agency towards monthly remuneration paid to the deployed manpower and applicable service charges will be made within a period of 15 working days after deducting applicable statutory dues. GST will be paid as per the prevailing Government rates and based on the total amount payable to the agency.
3. If the agency fails to make payment to the deployed manpower within the stipulated period, the agency will be liable for deduction @ Rs. 5000/- per day towards penalty.
4. The agency shall be responsible for statutory / compulsory deductions and submit it to the respective authority/office on behalf of employer and employee like ESIC/EPF/Income Tax /professional tax and other statutory dues etc.
5. The agency shall be obliged and solely responsible to comply with all statutory requirements in respect of the human resources engaged by him for the project. The project shall not be a party to any dispute arising out of such deployment by the agency.
6. Deployment of manpower by the agency is purely on temporary basis for eleven months period which may be extended till the project period based on their individual performance. The manpower deployed for the project shall not be treated as Government employees at any stage for any purpose whatsoever.
7. The agency shall not impose any non-statutory deductions.
8. All governance, monitoring and reporting of this contract will be under the control and supervision of the Project Director, SMART or his authorized representative.
9. The agency shall attend review meetings, as and when called by PCMU/concern project implementation unit in regards to this contract.
10. The agency shall handle all disputes regarding manpower deployed for the project and their contract and indemnify PCMU / project implementation units in all respect.
11. In case of revision in remuneration of the deployed manpower, the agency shall pass on the same to the concerned manpower deployed for the project.
12. The manpower deployed will be provided with goods and equipment's of the project in discharging of the duties and shall remain custodian of the same till contract completion or termination upon which the same shall be returned to the project. Agency shall be responsible for any improper use and damage to the goods and equipment.
13. The agency shall provide the medical fitness certificate of manpower deployed for the project.



14. The agency shall replace the deployed manpower if project feels not suitable/ fit for the position/ misbehavior/ breach of contract etc. within one month from the intimation given by the project.
15. In case of retraction, the agency shall provide suitable candidate within the period of one month.
16. All statutory deductions and insurance cost with respect to deployed HR will be part of CTC
17. T & M Services Consulting Pvt. Ltd shall
 - a) comply all statutory obligations as per the prevailing laws with respect to employment of manpower
 - b) cover all employee under Group Personal Accidental (GPA) insurance which are not covered under ESIC.
 - c) cover all employee under Group Medical Coverage Policy (GMC) which are not covered under ESIC.
 - d) take affidavit on Rs.100 non-judicial stamp paper from each employee that he/she shall not claim absorption in Government

3. Duration of the Assignment

The duration of the assignment will be for the entire project period i.e. up to 31st March 2027 subject to the annual performance review of the agency. Upon satisfactory performance, the assignment period will be extended further as per the need of the project.

4. Data, services and facilities to be provided by the employer to the consultant:

- a) The PCMU would provide the requirement of personnel to be deployed by the Agency from time to time, along with job description, specification and eligibility criteria and place of deployment.
- b) The PCMU will publish recruitment advertisement on behalf of selected agency in newspapers, notice board and circulated on project website.
- c) Give approval to the eligible shortlisted candidates submitted by the agency for further selection process.
- d) The PCMU will approve interview committee for the selection of candidates and also provide venue for conducting interviews.
- e) The PCMU will approve the list of selected & wait list of the candidates along with the remuneration.
- f) The PCMU will approve the draft contract to be made with the selected candidates. The PCMU shall designate an Officer to act as Nodal Officer to interact with the Agency as the single point contact to manage the contract.
- g) The project will provide biometric machines.



5. Review AND REPORTING REQUIREMENTS:

The following committee shall review the performance of the agency periodically and based on the review, recommend extension/ termination of the contract.

Sr. No.	Designation	Position
1.	Project Director	Chairman
2.	Additional Project Director	Member
3.	Finance Specialist	Member
4.	PIU Coordinator cum Technical Officer	Member
5.	Procurement Expert	Member
6.	Admin Officer, PCMU	Member Secretary

6. LIST OF KEY PROFESSIONALS WHOSE CV WILL BE EVALUATED: TEAM COMPOSITION OF THE HR & PLACEMENT AGENCY:

The agency should have following staff for carrying out the assignment. Details of requirement of the key and non-key experts are indicated below. CVs of the key & non-key expert will be considered only for Technical Evaluation. These personnel should be with the firm and their services will not be exclusively for the project.

Key Professional Staff		
Sr. No	Key Experts	Educational Qualification and Experience
1.	Team Leader (1)	S/he should have a Post-Graduation (PG)-HR, MBA or equivalent from an institute of repute in India or abroad. Having at-least 10 years of experience in developing systems related to human resource management with demonstrable experience leading recruitment and selection assignments of similar programmatic nature. S/he should have proven experience of doing HR planning and designing staff selection methodologies. Experience of leading teams for recruitment at scale and working with government settings will be preferred.
2.	HR Expert (2)	S/he should have a Post-Graduation (PG)-HR, MBA or equivalent from an institute of repute in India or abroad. S/he should be a HR expert with at-least 5 years of experience in carrying out recruitment and other HR related services. S/he should have proven experience of framing HR policy, HR planning and designing staff selection methodologies and HR related trainings.
3.	Recruitment Expert (2)	S/he should be Bachelors /PG - HR or a related discipline with at-least 5 years' experience in HR selection, experience of conducting recruitment of multi-disciplinary teams managing, legal compliances related to HR administration, office management and logistic coordination.
Non-Key Staff (not to be evaluated but shall be proposed)		



1.	Accountant (1)	Having master degree in commerce or accounts or equivalent with 5 years of experience in handling accounts and finance matters including Salary disbursement and statutory payment related to payment of salaries.
2.	Office Assist. & Data Administrator (1)	S/he should have a Bachelor, Information Technology or related field with minimum of 2 years of experience in front or back office, specifically in IT network administration & troubleshooting, and in providing logistic support.

7. SCHEDULE OF THE DELIVERABLES:

After signing of contract, the agency will undertake following activities simultaneously:

No	Activities	Schedule of the Deliverables
1	Submission of inception report	Within one week from the signing the contract
2	(i) Receiving the eligibility criteria and TOR along with salary structure for different positions from PCMU, (ii) receive the applications, (iii) scrutiny & screening of applications, (iv) shortlisting of applications (as per the shortlisting criteria approved by the project), (v) Receive approval to shortlist of applications vi) get panel of interviewers for different positions from PCMU, (vii) finalize the dates, time and venue for interview of different positions, (viii) do verification of documents & conduct the interviews, (ix) finalize the shortlist of selected candidates and waiting list of candidates and get approval of the project (x) issue offer, appointment and or contract, undertaking from the selected candidates	Within 90 days of signing the contract
2	To assist PCMU for review of the HR policy	Within 30 days of signing the contract.
3	Report on deployment of human resources, salaries paid, attrition, statutory deductions and payment of statutory dues	Monthly
4	Yearly Performance Report	Within 15 days of completing the reporting period

Annexure I - (phase 1)**Annexure II - (phase 2)**

The following is the tentative human resources requirement for the project to be implemented in next 5 years. The deployment may be staggered and PCMU will share the annual requirement with the HR agency for needful action. Salaries per position during



joining of an officer may be lower than the maximum salary; the person will receive increment per year up to the maximum limit mentioned in the table.

Note:

1. The service charges will be paid in proportion to agreed service charges against the actual deployment cost made in each month.
2. The World Bank's Anti-corruption guidelines shall be applicable to the deployed staff by the HR agency



Annexure I (HR recruitment completed)

Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Rs. in lakh	
							Yearly Salary	Yearly Salary
1	PCMU Agri Value Chain Expert	Essential :- Graduate in Agriculture & allied field with MBA (Marketing) / PGDM (Marketing) / PGDABM or equivalent from recognized university/ approved Institution / In addition desirable :-Post Graduation in Agriculture and allied field / Supply or Value Chain	Minimum 5 years of professional experience with minimum 03 years experience in Agricultural Marketing, /Agribusiness, and/ Value Chain Development, specifically in the development of market linkages. Preference will be given to the candidate having work experience in World Bank & Internationally funded Projectss.	1	2.00	2.00	24.00	
2	Marketing analyst	Essential :- Graduate in Agriculture & allied field / Economics / Statistics with MBA (Marketing) / PGDM (Marketing) / PGDABM or equivalent or Post Graduation in Economics / Agri. Economics / Statistics / Supply or Value Chain from recognized university/ approved Institution	Minimum 5 years of professional experience with minimum 03 years experience in the areas of market research/ planning, Agri. business & value chain development. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	2.00	2.00	24.00	



Diary





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Lump-Sum

Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
3	Procurement Expert	Essential :- Post graduate in Engineering, Law, Finance, Business Management, Commerce, Agriculture - A certificate in procurement procedure for World Bank or Internationally funded projects	Minimum 05 years experience of procurement related work in Cooperative / Government / Private / NGO sector of which minimum 03 years experience of World Bank / other International development agency funded Projects.	1	2.00	2.00	24.00
4	IT & GIS Expert	Essential:- Graduate in either of computer science/computer application/ IT or B.tech / B.E in computer/IT. In addition desirable :- Post graduation in computer science/computer application/ IT or M.tech / M.E in computer/IT preferred.	Minimum 5 years experience in programming, software development, monitoring etc in the Cooperative / Government / Private/ NGO sector. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	2.00	2.00	24.00
5	Social Development Expert	Essential :- Any Graduate with MSW In addition desirable :- Master / Ph.D in sociology from recognized University/institution.	Minimum 05 years experience in working on projects covering a broad range of social development issues and inclusive development. Preference will be given to candidates having experience in world bank or other externally aided project.	1	2.00	2.00	24.00





Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
6	Environment Expert	Essential :- Master's Degree in environmental science from a recognized University/Institution.	Minimum 05 years experience in working on projects covering a broad range of environmental management issues. Preference will be given to candidates having experience in world bank or other externally aided project.	1	2.00	2.00	24.00
7	MIS Expert	Essential :- Master's Degree in either of Agriculture related Disciplines, Economics, Statistics, computer Science/Computer Application. M. Tech in Computer/IT.	Minimum experience of 05 years in MIS of Cooperative / Government / Bank /NGO sector. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	2.00	2.00	24.00
8	Associate - Civil	Essential :- BE Civil from recognized University/Institution.	Minimum 03 years experience in public or private sector organization. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.60	0.60	7.20
9	Associate Access Finance	Essential :- Graduate with MBA Finance or Equivalent or CA	Minimum of 03 years' of experience in Bank Finance/ Access to Finance for Business Proposals. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.60	0.60	7.20





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Lump-Sum

Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
10	Assistant	Essential :- Graduate with MSCIT, English & Marathi typing	Minimum 02 years experience in office management /documentation /report writing /drafting/ presentations in public or private sector organization. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	4	0.40	1.60	19.20
11	Accountant	Essential :- B.com, with Computerised Accounting Course (Tally) In addition desirable :- MSCIT, English & Marathi typing	Minimum 02 Years experience in accountancy related work. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	2	0.35	0.70	8.40
12	Messenger	Essential :- 10th Pass	-	3	0.20	0.60	7.20
13	Stenographer	Essential :- Graduate with English typing speed 40. W.P.M. & Marathi typing speed 30. W.P.M, MSCIT In addition desirable: - Shorthand Speed 80 W.P.M.	2 years Experience as steno typist in Government / Semi Government / Corporate	1	0.40	0.40	4.80
	Total			19			
	PIU-Agri						



Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
14	Supply & Value Chain Expert	Essential :- Graduate in Agriculture & allied field with MBA (Marketing) / PGDM (Marketing) / PGDABM or equivalent from recognized university/ approved institution / In addition desirable :-Post Graduation in Agriculture and allied field / Supply or Value Chain	Minimum 5 years of professional experience with minimum 03 years experience in Agricultural Marketing, /Agribusiness, and/ Value Chain Development, specifically in the development of market linkages. Preference will be given to the candidate having work experience in World Bank & internationally funded Projectss.	1	0.75	0.75	9.00
15	Cotton Value Chain Expert	Essential :- Graduate in Agriculture & allied field with MBA (Marketing) / PGDM (Marketing) / PGDABM or equivalent from recognized university/ approved institution / In addition desirable :-Post Graduation in Agriculture and allied field / Supply or Value Chain	Minimum 3 years of professional experience with minimum 02 years experience in the areas of Cotton value chain development, experience in Cotton Market linkages, Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.75	0.75	9.00
16	Procurement Officer	Essential :- Graduate in Engineering, Law, Finance, Business Management, Commerce, Agriculture - A certificate in procurement procedure for World Bank or internationally funded projects	Minimum 03 years experience of procurement related work in Cooperative / Government / Private / NGO sector of which minimum 02 years experience of World Bank / other Internationally funded Projects.	1	0.75	0.75	9.00





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Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
17	Accountant	Essential :- B.com, with Computerised Accounting Course (Tally) In addition desirable :- MSCIT, English & Marathi typing	Minimum 02 Years experience in accountancy related work. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.35	0.35	4.20
18	Crop Analyst, Agriculture	Essential :- Post graduate in Economics or Agri. Economics / Statistics / Econometrics / Agri business management (ABM)	Minimum 05 years of professional experience in data collection, analysis and report writing. Preference will be given to above experience in the areas of market research/ planning commodity / derivative market research and work experience in World Bank or internationally funded Project.	1	1.50	1.50	18.00
19	Crop Analyst, Horticulture	Essential :- Post graduate in Economics or Agri. Economics / Statistics / Econometrics / Agri business management (ABM)	Minimum 05 years of professional experience in data collection, analysis and report writing. Preference will be given to above experience in the areas of market research/ planning, commodity / derivative market research and work experience in World Bank or internationally funded Project.	1	1.50	1.50	18.00



Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
20	Risk Mitigation Advisor	Essential :- Post graduate in Economics/ Agri.Economics / Marketing / ABM. In addition desirable :- Ph.D in above field will be preferred	Minimum 5 years of professional experience with acknowledged expert in Agri commodity trade / derivatives trade & experience with government agencies	1	1.50	1.50	18.00
21	Crop Analyst	Essential :- Graduate in Commerce, Economics, Agriculture or such other relevant field. In addition desirable :- Post Graduate in Commerce, Economics, Agriculture or such other relevant field.	Minimum 3years experience in derivatives trade. Preference will be given to experience in agri commodity derivative trade.	1	0.75	0.75	9.00
22	Assistant- IT	Essential :- Graduate in either of computer science/computer application/ IT or B.tech / B.E in computer/IT.	Minimum 2 years experience in programming, software development, monitoring etc of various application in the Cooperative / Government / Private/ NGO sector. Preference will be given to the candidate having work experience in World Bank & internationally funded Projects.	1	0.40	0.40	4.80
	Total			9			
	PIU-Director of Marketing						





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Lump-Sum

Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
23	Accountant	Essential :- B.com, with Computerised Accounting Course (Tally) In addition desirable :- MSCIT, English & Marathi typing	Minimum 02 Years experience in accountancy related work. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.35	0.35	4.20
24	Information Technology Expert	Essential :- Graduate in either of computer science/computer application/IT or B.Tech / B.E in computer/IT. In addition desirable :- Post graduation in computer science/computer application/IT or M.Tech / M.E in computer/IT preferred.	Minimum 3 years experience in programming, software development, monitoring data collection etc of various application in the Cooperative / Government / Private/ NGO sector. Preference will be given to the candidate having work experience in World Bank & internationally funded Projects.	1	0.75	0.75	9.00
	Total			2			
25	PIU-MCDC Collateral Management Expert	Essential :- Graduate in accounting or finance or business or economics or agriculture. In addition desirable :- Post graduation in Business Administration.	Minimum 3 years' of experience & skills of working in a Commercial banks/Collateral management agencies with the profile of commodity financing or similar operations.	1	0.75	0.75	9.00

[Handwritten Signature]



Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
26	Accountant	Essential :- B.com, with Computerised Accounting Course (Tally) In addition desirable :- MSCIT, English & Marathi typing	Minimum 02 Years experience in accountancy related work. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.35	0.35	4.20
	Total			2			
	PIU-AHD						
27	Accountant	Essential :- B.com, with Computerised Accounting Course (Tally) In addition desirable :- MSCIT, English & Marathi typing	Minimum 02 Years experience in accountancy related work. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.35	0.35	4.20
	Total			1			
	PIU-MAVIM						
28	Nodal Off. State Mission Manager-MAVIM	Essential :- Post graduate in Business Administration / Management Studies in Marketing / Supply Chain Management / Operations or Rural Management from recognized university/ approved Institution with working knowledge of computer	Minimum 3 years working experience as coordinator / nodal officer in Government /Cooperative Sector / Private sector	1	1.00	1.00	12.00





IV. Appendices

Lump-Sum

Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
29	Agriculture Value Chain Expert	Essential :- Graduate in Agriculture & allied field with MBA (Marketing) / PGDM (Marketing) / PGDABM or equivalent from recognized university/ approved Institution / In addition desirable :-Post Graduation in Agriculture and allied field / Supply or Value Chain	Minimum 3 years of professional experience with minimum 02years experience in Agricultural Marketing, /Agribusiness, and/ Value Chain Development, specifically in the development of market linkages. Preference will be given to the candidate having work experience in World Bank & internationally funded Projects.	1	0.75	0.75	9.00
30	Accountant	Essential :- B.com, with Computerised Accounting Course (Tally) In addition desirable :- MSCIT, English & Marathi typing	Minimum 02 Years experience in accountancy related work. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.35	0.35	4.20
	Total			3			
	PIU-VSTF						



Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
31	Private Sector Engagement Expert - Value Chain, Post-Harvest, Processing & Innovation	Essential :- Post graduate in Food Processing/ Food Science & Technology/ Post Harvest Management/ Post Harvest Technology or Post Graduate Diploma (minimum two years duration) in Agribusiness/ Agribusiness Management/ Agricultural Economics/ Agricultural Extension / Agribusiness Economics/ Rural Management/ Rural Development/ Development Studies/ Development Economics/ Business Entrepreneurship/ Entrepreneurship Management/ or a closely related field from any Govt. recognized University/Institutions.	Minimum 5 years of work experience related to enterprise development or cluster-based interventions. Preference will be given to the candidate having 3 years experience of working in the Internationally Aided project at Project Management level. PSS should also have experience in public / private sector interfaces especially on firm level interventions (G2B) and on cluster based policy advocacy.	1	1.00	1.00	12.00



P. Wani



Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
32	Associate	Essential :- Any Graduate with MSCIT from recognized University/Institution. In addition desirable :- Post graduation	Minimum 03 years experience in concerned field along with experience in office management /documentation /report writing /drafting/ presentations /secretarial work in any public or private sector organization. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.60	0.60	7.20
	Total			2			
	PIU - MSWC						
33	Civil Engineer	Essential :- B.E Civil, In addition desirable :- M.E Civil	Minimum 05 Years experience in civil works. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.75	0.75	9.00
34	Accountant	Essential :- B.com, with Computerised Accounting Course (Tally) In addition desirable :- MSCIT, English & Marathi typing	Minimum 02 Years experience in accountancy related work. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.35	0.35	4.20
	Total			2			
	PIU-Mahacot						



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Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
35	Procurement Officer	Essential :- Graduate in Engineering, Law, Finance, Business Management, Commerce, Agriculture - A certificate in procurement procedure for World Bank or internationally funded projects	Minimum 03 years experience of procurement related work in Cooperative / Government / Private / NGO sector of which minimum 02 years experience of World Bank / other Internationally funded Projects.	1	0.75	0.75	9.00
36	Accountant	Essential :- B.com, with Computerised Accounting Course (Tally) In addition desirable :- MSCIT, English & Marathi typing	Minimum 02 Years experience in accountancy related work. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.35	0.35	4.20
	Total			2			
	PIU-PMC						
37	Accountant	Essential :- B.com, with Computerised Accounting Course (Tally) In addition desirable :- MSCIT, English & Marathi typing	Minimum 02 Years experience in accountancy related work. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.35	0.35	4.20
	Total			1			
	Regional Implementation Unit						





Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
38	Economist & Financial Advisor	Essential :- Graduate with MBA Finance or Equivalent or CA	Minimum of 3 years' experience in project preparation, economic and financial analysis of project of which minimum of 02 years in Agribusiness and entrepreneurship development project. Preference will be given to candidates having experience in world bank or other externally aided project.	3	0.75	2.25	27.00
39	Supply chain & Value Chain Expert	Essential :- Graduate in Agriculture & allied field with MBA (Marketing) / PGDM (Marketing) / PGDABM or equivalent from recognized university/ approved Institution / In addition desirable :-Post Graduation in Agriculture and allied field / Supply or Value Chain	Minimum 3 years of professional experience with minimum 2 years experience in Agricultural Marketing, /Agribusiness, and/ Value Chain Development, specifically in the development of market linkages. Preference will be given to the candidate having work experience in World Bank & internationally funded Projects.	6	0.75	4.50	54.00
40	Procurement Officer	Essential :- Graduate in Engineering, Law, Finance, Business Management, Commerce, Agriculture - A certificate in procurement procedure for World Bank or Internationally funded projects	Minimum 03 years experience of procurement related work in Cooperative / Government / Private / NGO sector of which minimum 02 years experience of World Bank / other Internationally funded Projects.	2	0.50	1.00	12.00



Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
41	Environment Expert	Essential :- Master's Degree in environmental science from a recognized University/Institution.	Minimum 03 years experience in working on projects covering a broad range of environmental management issues. Preference will be given to candidates having experience in world bank or other externally aided project.	2	0.50	1.00	12.00
	Total			13			
	District Implementation Unit						
42	Economist cum Access to finance Advisor	Essential :- Graduate with MBA Finance or Equivalent or CA	Minimum of 2 years' experience in project preparation, economic and financial analysis of project of which minimum of 01 years in Agribusiness and entrepreneurship development project. Preference will be given to candidates having experience in world bank or other externally aided project.	11	0.50	5.50	66.00
43	Accountant	Essential :- B.com, with Computerised Accounting Course (Tally) In addition desirable :- MSCIT, English & Marathi typing	Minimum 02 Years experience in accountancy related work. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	22	0.30	6.60	79.20





Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
44	SMART Value Chain Expert	Essential :- Graduate in Agriculture & allied field with MBA (Marketing) / PGDM (Marketing) / PGDABM or equivalent from recognized university/ approved Institution / In addition desirable :-Post Graduation in Agriculture and allied field / Supply or Value Chain	Minimum 2 years of professional experience with minimum 1 years experience in the areas of Cotton value chain development, experience in Cotton Market linkages, Preference will be given to the candidate having work experience in World Bank & internationally funded Projects.	3	0.50	1.50	18.00
	Total			36			
	Grand Total			92		13.60	163.20

Annexure II – (Total 198 to be recruited)

Rs. in lakh

Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
	PCMU						

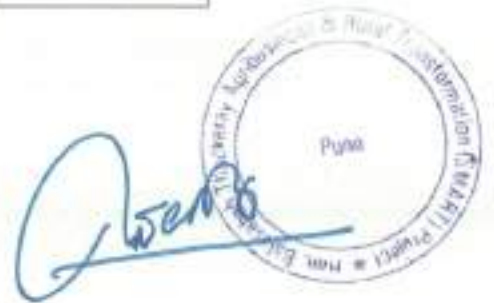
Swamy



Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
1	Livestock & Dairy Business Expert	Essential :- Graduate in Veterinary Science In addition desirable :- Post Graduation in Veterinary Science / MBA (Marketing) / PGDM (Marketing) / PGDABM or equivalent from recognized university/ approved Institution.	Minimum 5years experience of livestock and dairy business development work in Cooperative / Government / Private / NGO sector. Preference will be given to the applicants having experience in small ruminant business development sector & candidate having work experience in World Bank or internationally funded Projects.	1	2.00	2.00	24.00
2	Entrepreneurship Development & Resource Generation Expert	Essential :- Graduate with MBA (Finance) or equivalent / CA	Minimum of 5 years' experience in project preparation, economic and financial analysis of project of which minimum of 03 years in Agribusiness and entrepreneurship development project. Preference will be given to candidates having experience in world bank or other externally aided project.	1	2.00	2.00	24.00
3	Associate Procurement	Essential :- Graduate in Engineering, Law, Finance, Business Management, Commerce, Agriculture -A certificate in procurement procedure for World Bank	Minimum 03 years experience of procurement related work in Cooperative / Government / Private / NGO sector. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.60	0.60	7.20



Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
		or internationally funded projects					
4	Associate - Agri	Essential :- BBA / ABM / Graduate in Agriculture & allied field with MBA (Marketing) / PGDM (Marketing) / PGDABM or equivalent from recognized university/ approved Institution	Minimum 03 years experience in Project management /documentation /report writing /drafting/ presentations / in public or private sector organization. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.60	0.60	7.20
5	Associate - Legal	Essential :- Graduate with LLB or Graduate in Law/LLM/Company Secretary	Minimum of 3 years' experience in work related to Company Laws, Land & Labour laws	1	0.60	0.60	7.20
6	Associate Monitoring & Evaluation	Essential :- Graduate in Economics/ Agriculture from recognized University / institution.	Minimum 3 years' experience in Monitoring & Evaluation of State/ National level projects. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.60	0.60	7.20



Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
7	Associate - EDRG	Essential :- Graduate in Agriculture with post-graduation in Agribusiness Management or MBA from recognized University / institution.	Minimum 3 years of work experience related to enterprise development or cluster-based interventions. public / private sector interfaces especially on firm level interventions (G2B) and on cluster based policy advocacy. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.60	0.60	7.20
8	Associate - Supply chain	Essential :- BBA / ABM or Any other Graduate with MBA or MBA equivalent from recognized University/Institution.	Minimum 03 years experience in Project management /documentation /report writing /drafting/ presentations / in public or private sector organization. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.60	0.60	7.20
9	Associate - Mechanical			1	0.60	0.60	7.20
10	Associate - Agri Business			1	0.60	0.60	7.20
11	Associate - Civil			1	0.60	0.60	7.20



Ramesh





Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
12	Assistant	Essential :- Graduate with MSCIT, English & Marathi typing	Minimum 02 years experience in office management /documentation /report writing /drafting/ presentations in public or private sector organization. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	3	0.40	1.20	14.40
13	Agri Business & Marketing Specialist	Essential :- Graduate in Agriculture & Allied fields with MBA (marketing) / PGDM (Marketing) / PGDABM or equivalent from recognized university/ approved Institution / In addition desirable :- Post graduate in Agriculture / Agri business	Minimum 5 years of professional experience with minimum 03 years experience in the areas of Agri commodity Marketing, Market linkage, Agri. business & value chain development with focus on market access, market surveys for FPOs. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	1.50	1.50	18.00
	Total			15			
14	PIU-Agri Assistant	Essential :- Graduate with MSCIT, English & Marathi typing	Minimum 02 years experience in office management /documentation /report writing /drafting/ presentations in public or private sector organization. Preference will be given to the candidate having	4	0.30	1.20	14.40

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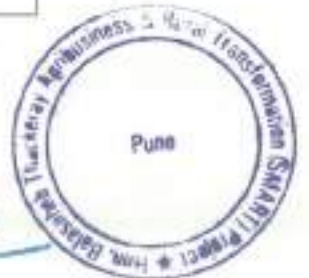
Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
			work experience in World Bank or internationally funded Projects.				
15	Information Tech. & Communication Expert	Essential :- Graduate in Communication / Journalism / IT In addition desirable :- Post graduation in Communication / Journalism	Minimum 3 years of experience in content development, communication, dissemination	1	0.75	0.75	9.00
	Total			5			
	PIU-Director of Marketing						
16	Statistician	Essential :- Graduate in Economics / Agri Economics / Statistics In addition desirable:- Post graduate in Economics / Agri Economics / Statistics	Minimum 3 years of experience in Market Research and data base analysis. Thorough technical knowledge of relevant statistical methodology and statistical tools.	1	0.75	0.75	9.00
17	Market Reform Expert	Essential:- Graduate in Agriculture / Economics with MBA (Marketing) / PGDM (Marketing) / PGDABM In addition desirable :- Post graduate in Agriculture or Economics	Minimum 3 years of experience in the field of Market Development, Agriculture trade and market trends, knowledge of agriculture marketing reforms & the latest developments in national and international level in this regard.	1	0.75	0.75	9.00



Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
18	Assistant	Essential :- Graduate with MSCIT, English & Marathi typing	Minimum 02 years experience in office management /documentation /report writing /drafting/ presentations in public or private sector organization. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.30	0.30	3.60
	Total			3			
	PIU-MCDC						
19	Assistant	Essential :- Graduate with MSCIT, English & Marathi typing	Minimum 02 years experience in office management /documentation /report writing /drafting/ presentations in public or private sector organization. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.30	0.30	3.60
	Total			1			
	PIU-MSRLM						
20	Accountant	Essential :- B.com, with Computerised Accounting Course (Tally) In addition desirable :- MSCIT, English & Marathi typing	Minimum 02 Years experience in accountancy related work. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.35	0.35	4.20



P. S. S.



Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
21	Assistant	Essential :- Graduate with MSCIT, English & Marathi typing	Minimum 02 years experience in office management /documentation /report writing /drafting/ presentations in public or private sector organization. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.30	0.30	3.60
	Total			2			
	PIU-AHD						
22	Assistant	Essential :- Graduate with MSCIT, English & Marathi typing	Minimum 02 years experience in office management /documentation /report writing /drafting/ presentations in public or private sector organization. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.30	0.30	3.60
	Total			1			
	PIU-MAVIM						
23	Capacity Building & M&E Expert	Essential :- Post graduate in Agriculture and allied fields, Economics, Statistics, forestry, agronomy, social sciences or environmental economics.	Minimum experience of 03 years, relevant operational experience of broad range of social development issues and Inclusive development in Cooperative Sector / Government / Bank, of which minimum 2 years should be working on a World Bank /	1	0.75	0.75	9.00





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Lump-Sum

Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
24	Assistant	Essential :- Graduate with MSCIT, English & Marathi typing	other International development / Donor funded project involving project monitoring and evaluation. Minimum 02 years experience in office management /documentation /report writing /drafting/ presentations in public or private sector organization. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.30	0.30	3.60
Total				2			
PIU-VSTF							



Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
25	Senior Agri business Expert	Essential :- Post graduate in Development Studies /Agriculture / Agribusiness from recognized University/Institutions with relative work in Agriculture Value Chain. In addition desirable :- Doctorate in Development Studies /Agriculture / Agribusiness	Minimum 05 years of experience in agriculture sector with the projects lead by state or central government for Public-Private partnership in specific commodity value chain. The experience in government as well as private sector for implementing projects that has last mile impact is more preferable. More suitably a wide range of working experience is necessary that includes the designing, implementing and monitoring of initiatives related to specific commodities with active role of private partners to address the issues of different stakeholders in that value chain.	1	1.50	1.50	18.00
26	Nodal Off. - State Mission Manager, VSTF	Essential :- Post graduate in management. Preferably MBA in Marketing / Agribusiness Management/ Rural Management / Rural Development/Business Entrepreneurship/ Entrepreneurship Management/ or a closely related field from any Govt.	Min 5 years of professional experience of managing projects and high performance teamsExtensive network in Private sector and fund raising Min 3 years of experience of leading public-private partnerships, Project management, planning and implementation with state or central government projects	1	1.50	1.50	18.00





IV. Appendices

Lump-Sum

Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
		recognized University/Institutions.	The experience in government as well as private sector for implementing projects that has last mile impact				
27	Procurement Officer	Essential :- Graduate in Engineering, Law, Finance, Business Management, Commerce, Agriculture - A certificate in procurement procedure for World Bank or internationally funded projects	Minimum 03 years experience of procurement related work in Cooperative / Government / Private / NGO sector of which minimum 02 years experience of World Bank / other Internationally funded Projects.	1	0.75	0.75	9.00
28	Associate	Essential :- Any Graduate with MSCIT from recognized University/Institution. In addition desirable :- Post graduation	Minimum 03 years experience in concerned field along with experience in office management /documentation /report writing /drafting/ presentations /secretarial work in any public or private sector organization. Preference will be given to the candidate having work	1	0.60	0.60	7.20



Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
29	Accountant	Essential :- B.com, with Computerised Accounting Course (Tally) In addition desirable :- MSCIT, English & Marathi typing	Minimum 02 Years experience in accountancy related work. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.35	0.35	4.20
30	Assistant	Essential :- Graduate with MSCIT, English & Marathi typing	Minimum 02 years experience in office management./documentation/report writing /drafting/presentations in public or private sector organization. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.30	0.30	3.60



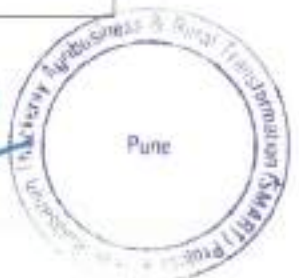


IV. Appendices

Lump-Sum

Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
31	Coordinator	<p>Essential :- Post graduate with relative research work in Agriculture or allied fields / Agribusiness from any Govt. recognized University/Institutions In addition desirable :- Doctorate</p>	<p>Minimum 5 years of experience in agriculture sector with the projects lead by state or central government for Public-Private partnership in specific commodity value chain. The experience in government as well as private sector for implementing projects that has last mile impact is more preferable. More suitably a wide range of working experience of minimum 3 years necessary that includes the designing, implementing and monitoring of initiatives related to specific commodities with active role of private partners to address the issues of different stakeholders in that value chain.</p>	5	1.00	5.00	60.00
	Total			11			
32	Assistant PIU - MSWC	<p>Essential :- Graduate with MSC/IT, English & Marathi typing</p>	<p>Minimum 02 years experience in office management /documentation /report writing /drafting/ presentations in public or private sector organization. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.</p>	1	0.30	0.30	3.60

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Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
	Total			1			
	PIU-Mahacot						
33	Assistant	Essential :- Graduate with MSCIT, English & Marathi typing	Minimum 02 years experience in office management /documentation /report writing /drafting/ presentations in public or private sector organization. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.30	0.30	3.60
	Total			1			
	PIU-PMC						
34	Associate (Farmers Market)	Essential :- BBA / ABM or Any other Graduate with MBA or MBA equivalent from recognized University/Institution.	Minimum 03 years experience in Farmers market related activities / Project management /documentation /report writing /drafting/ presentations / in public or private sector organization. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	1	0.60	0.60	7.20
	Total			1			
	Regional Implementation Unit						

P. B. B. B.





Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
35	Economist & Financial Advisor	Essential :- Graduate with MBA Finance or Equivalent or CA	Minimum of 3 years' experience in project preparation, economic and financial analysis of project of which minimum of 02 years in Agribusiness and entrepreneurship development project. Preference will be given to candidates having experience in world bank or other externally aided project.	5	0.75	3.75	45.00
36	Supply chain & Value Chain Expert	Essential :- Graduate in Agriculture & allied field with MBA (Marketing) / PGDM (Marketing) / PGDABM or equivalent from recognized university/ approved Institution / In addition desirable :-Post Graduation in Agriculture and allied field / Supply or Value Chain	Minimum 3 years of professional experience with minimum 2 years experience in Agricultural Marketing, /Agribusiness, and/ Value Chain Development, specifically in the development of market linkages. Preference will be given to the candidate having work experience in World Bank & internationally funded Projects.	2	0.75	1.50	18.00
36	Procurement Officer	Essential :- Graduate in Engineering, Law, Finance, Business Management, Commerce, Agriculture - A certificate in procurement procedure for World Bank or internationally funded projects	Minimum 03 years experience of procurement related work in Cooperative / Government / Private / NGO sector of which minimum 02 years experience of World Bank / other Internationally funded Projects.	6	0.50	3.00	36.00

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Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
37	Social Development Expert	Essential :- Any Graduate with MSW In addition desirable :- Master / Ph.D in sociology from recognized University/Institution.	Minimum 03 years experience in working on projects covering a broad range of social development issues and inclusive development. Preference will be given to candidates having experience in world bank or other externally aided project.	8	0.50	4.00	48.00
38	Environment Expert	Essential :- Master's Degree in environmental science from a recognized University/Institution.	Minimum 03 years experience in working on projects covering a broad range of environmental management issues Preference will be given to candidates having experience in world bank or other externally aided project.	6	0.50	3.00	36.00
39	Accountant	Essential :- B.com, with Computerised Accounting Course (Tally) In addition desirable :- MScIT, English & Marathi typing	Minimum 02 Years experience in accountancy related work. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	8	0.25	2.00	24.00
40	Assistant	Essential :- Graduate with MScIT, English & Marathi typing	Minimum 02 years experience in office management /documentation /report writing /drafting/ presentations in public or private sector organization. Preference will be given to the candidate having	8	0.20	1.60	19.20



P. S. Wani



Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post.	#Salary per person	Monthly Salary	Yearly Salary
			work experience in World Bank or internationally funded Projects.				
	Total			43			
	District Implementation Unit						
41	Economist cum Access to finance Advisor	Essential :- Graduate with MBA Finance or Equivalent or CA	Minimum of 2 years' experience in projectpreparation, economic and financial analysis of project of which minimum of 01 years in Agribusiness and entrepreneurship development project. Preference will be given to candidates having experience in world bank or other externally aided project.	23	0.50	11.50	138.00
42	Marketing, MIS & M&E Officer	Essential :- Post graduate degree in Economics/ Agriculture Economics from recognized University / institution	Minimum 3 years' experience in Monitoring & Evaluation, MIS of State/ National level projects preferably world bank assisted projects. Also knowledge of Agri commodity Marketing	34	0.40	13.60	163.20



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Sr. No.	Name of Post	Minimum Qualification	Required Experience	No of Post	#Salary per person	Monthly Salary	Yearly Salary
43	Accountant	Essential :- B.com, with Computerised Accounting Course (Tally) In addition desirable :- MSCIT, English & Marathi typing	Minimum 02 Years' experience in accountancy related work. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	12	0.30	3.60	43.20
45	Computer Operator	Essential :- Graduate with MSCIT, English & Marathi typing	Minimum 02 years' experience in office management /documentation /report writing /drafting/ presentations in public or private sector organization. Preference will be given to the candidate having work experience in World Bank or internationally funded Projects.	34	0.25	8.50	102.00
	Total			112			
	Grand Total			198			

CTC / Salary mentioned is the maximum salary for the project period, initially the deployed staff may get salary less than the maximum salary. However, he/she may get yearly increment based on the his/her performance subject to maximum limit mentioned in the table.

Sr. No.	Year wise Provisional Deployment Cost without GST in Lakhs			
	Year 2022-23	Year 2023-24	Year 2024-25	Year 2025-26
1	1087.68	1486.86	1575.54	1664.22
				Total
				1773.60
				7587.90



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FORM TECH-6 CURRICULUM VITAE (CV)

Position Title and No.	TEAM Leader - K1
Name of Expert:	Sunil Trivedi
Date of Birth:	02.08.1971
Country of Citizenship/Residence	Indian

Education: B.E.(Computer), MHRDM-Mumbai University, Pursuing Law

Employment record relevant to the assignment:

Period	Employing organization and your title/position. Contact information for references	Country	Summary of activities performed relevant to the Assignment
27 years + From 2003 to till date	Position: Director T&M Services Consulting Private Limited	India	Recruitments, Project Management, HR Policy ,performance appraisal systems Cost Control, Commercial, Technical Details w.r.t project-client process management, Methodology, Project Check points, Overall Project delivery
From 1996 to 9 th April 2003	Partner - Technology & Management Consulting -A partnership Company taken over by T&M Services Consulting Pvt Ltd)		

Membership in Professional Associations and Publications: **Executive Recruiters Association**Language Skills (indicate only languages in which you can work): **English, Hindi**

Adequacy for the Assignment:

Detailed Tasks Assigned on Consultant's Team of Experts:	Reference to prior Work/Assignments that best illustrates Capability to handle the Assigned tasks
Entire Delivery Management of the Recruitment including frame work, local interface for Client Process Setup and internal communication document, commercials, grievance handling, enabling Assessments, Tests delivery, Interviews delivery, Interview Panel Co-ordinations	<p>Sunil has been involved in entire gamut of HRD activities including large scale recruitment, selections of deployment teams, developing HR policy and manuals including performance appraisal systems, Feedback systems, Attendance and management systems. He has more than 27years experience of overall experience in recruitment and selections across government and private sector across States in India. He is has lead recruitment and selection assignments for SASTA, RITTES, JEPC, UPHSSP, UPMSCL, UP Power Corporation, SULM-UP(SUDA_UP), ICDS, NULM Rajasthan, Dept of Medical & Family welfare Chhattisgarh, PO CRA Maharashtra, MSRDC Maharashtra, SHAS Maharashtra, Tata memorial Maharashtra, SIDBI, Gujarat Livelihood, MP Livelihood, etc.</p> <p>a) Name of assignment: MPSRLM (MP Livelihood), Location Across districts of Madhya Pradesh Main Project features : HR agency for Recruitment & Management Position Held : Team leader Year: 2021- ongoing Activities performed: Recruitment & Selection of state , district and block teams (400+ candidates recruited.) Developed multi-channel recruitment strategy , online application system and innovative online CBT strategy . Developing compensation structures, HR policy manual, grievance redressal mechanisms, and standard procedures.</p> <p>b) Name of assignment: PO CRA (Nanaji Deshmukh Nanaji Deshmukh Krushi Sanjivani Prkalp Location : Across selected districts of Maharashtra (World bank project) Position Held : Team leader Year: 2018 - ongoing Main Project features : HR agency for Recruitment & Management Activities performed: : Recruitment & Selection of state , district and block teams (640+ candidates recruited.) Developed multi-channel recruitment strategy , online application system and selection (Written Test), Orientation training etc, Developing compensation structures, HR policy manual, HR planning for attrition, grievance redressal mechanisms, and standard procedures.</p> <p>c) Name of assignment: National Urban Livelihood Mission (NULM) -Rajasthan (Two tenders) Location : Across districts of Rajasthan</p>
{List all deliverables/tasks as in TECH- 5 in which the Expert will be involved) All the deliverables i.e Monitoring HR Service delivery to client, Project Commercials, Guide the Project Commercials and	



<p>Cost control and Internal/External logistic w.r.t to the current assignment, Client Interface, online application system, Overall Project Delivery to the satisfaction of the client, Recruitment and Selection process</p>	<p>Main Project features : HR agency for Recruitment & Management Position Held : Team leader Years: 2015 to 2019 Activities performed: Commercials', Recruitment & Selection of state , district and block teams (450+ & 175+ candidates recruited.) Developed multi-channel recruitment strategy , online application system and written test and Interview Assessment design), Developing compensation structures, HR policy manual, grievance redressal mechanisms, and standard procedures. HR planning for attrition and outline HR rules</p> <p>d) Name of assignment: Rajasthan Grameen Aajeevika Vikas Parishad(RGAVP), Location : Across districts of Rajasthan Position Held : Team leader Year: 2019 to 2021 Main Project features : HR agency for Recruitment & Management { Direct Contract & Job basis} Activities performed: lead the assignment Commercials', Recruitment & Selection of state , district and block teams (450+ candidates recruited.) Developed multi-channel recruitment strategy , online application system and written test and Interview Assessment design), Developing compensation structures, HR policy manual, grievance redressal mechanisms, and standard procedures. HR planning for attrition and outline HR rules</p> <p>e) Name of assignment: ICDS Rajasthan, Location : Across districts of Rajasthan (World bank project) Position Held : Team leader Year: 2016 to 2018 Main Project features : HR agency for Recruitment & Management Activities performed: Lead the assignment, Commercials', Recruitment & Selection of state, district and block teams (300+ candidates recruited.) Developed multi-channel recruitment strategy, online application system and written test and Interview Assessment design), Developing compensation structures, HR policy manual, grievance redressal mechanisms, and standard procedures. HR planning for attrition and outline HR rules</p> <p>e) Name of assignment: SULM -(SUDA UP) and Pradhan Mantri Jan Arogya Yojna (PMJAY), Location : Across districts of UP Position Held : Team leader Year: 2019 to ongoing Main Project features : HR agency for Recruitment & Management Activities performed: Lead the assignment, Commercials', Recruitment & Selection of state, district and block teams (200+ candidates recruited.) Developed multi-channel recruitment strategy, online application system and written test and Interview Assessment design), Developing compensation structures, HR policy manual, grievance redressal mechanisms, and standard procedures. HR planning for attrition and outline HR rules</p> <p>f) Name of assignment: UPHSSP [UP Health Systems Strengthening Project: HR agency for Recruitment & Management Location : Across 51 district hospitals of Uttar Pradesh(World bank project) Position Held : Team leader Year: 2015 to 2019 Main Project features : HR agency for Recruitment & Management Activities performed: Lead the assignment, Commercials', Recruitment & Selection of state, district and block teams (3200+ candidates recruited.) Developed multi-channel recruitment strategy, online application system and written test and Interview Assessment design), Developing compensation structures, HR policy manual, grievance redressal mechanisms.</p> <p>g) Name of assignment: SHAS (State Health Assurance Society [SHAS], Location : Across districts of Maharashtra Position Held : Director Year: 2020 to ongoing Main Project features : HR agency for Recruitment & Management Activities performed: Activities performed: Lead the assignment, Commercials', Recruitment & Selection of state, district and block teams (120+ candidates recruited.)</p>
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	<p>Developed multi-channel recruitment strategy, online application system and written test and Interview Assessment design), Developing compensation structures, HR policy manual,</p> <p>h) Name of assignment: MSRDC, Location : Across districts of Maharashtra Position Held : Director T&M Services Consulting Pvt Ltd Year: 2016 to 2019 Main Project features : HR agency for Recruitment & Management Activities performed: Commercials', Recruitment & Selection of state, district and block teams (175+ candidates recruited.)</p> <p>i) Name of assignment: Gujarat Livelihood Promotion Company Limited , Location : Districts of Gujarat Position Held : Team leader Year: 2021 to ongoing Main Project features : HR agency for Recruitment & Management Activities performed: Lead the assignment, Commercials', Recruitment & Selection of state, district and block teams (30+)</p> <p>j) Name of assignment: JEPCC (Jharkhand Education Promotion Council), Location : Across districts of Jharkhand Position Held : Director T&M Services Consulting Pvt Ltd Year: 2019 to 2021 Main Project features : HR agency for Recruitment & Management Activities performed: Lead the assignment, Commercials', Recruitment & Selection of state, district and block teams (300+ candidates recruited.) Developed multi-channel recruitment strategy, online application system and written test and Interview Assessment design), HR policy manual, grievance redressal mechanisms.</p> <p>k) Name of assignment: RECPDCL, Location : Across India Position Held : Director T&M Services Consulting Pvt Ltd Year: 2017 to ongoing Main Project features : HR agency for Recruitment & Management Activities performed: Lead the assignment, Commercials', Recruitment & Selection of (400+ candidates recruited.) Developed multi-channel recruitment strategy and Interview Assessment design</p> <p>l) Name of assignment: SASTA -Tamil Nadu, Location : Across districts of Tamil Nadu Position Held : Team leader Year: 2012 to 2016 Main Project features : HR agency for Recruitment & Selection Activities performed: Lead the assignment, Commercials', Recruitment & Selection of state, district and block teams (B45+ candidates recruited in first phase.) Developed multi-channel recruitment strategy, online application system and written test and Interview Assessment design, Rooster Rules), Waitlist policy</p>
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Expert's contact information: (e-mail id: sunil@tmscl.com, phone: 9820283963)

Certification:

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes myself, my qualifications, and my experience, and I am available, as and when necessary, to undertake the assignment in case of an award. I understand that any misstatement or misrepresentation described herein may lead to my disqualification or dismissal by the Client, and/or sanctions by the Bank.

Name of Expert: Sunil Trivedi

Signature

Date: 05.03.2022

Name of authorized: Sunil Trivedi

Signature

Date: 05.03.2022



<p>(List all deliverables/tasks as in TECH- 5 in which the Expert will be involved)</p> <p>HR policy, Inception Report, HR Manual, Recruitment and Selection process.</p>	<p>c) Name of assignment: National Urban Livelihood Mission (NULM) -Rajasthan (Two tenders) Location : Across districts of Rajasthan Main Project features : HR agency for Recruitment & Management Position Held : HR Expert Years: 2015 to 2019 Activities performed: Execution of Recruitment & Selection of state , district and block teams (450+ & 175+ candidates recruited.) online application system Conduct written test, interviews , Developing compensation structures, HR policy manual, grievance redressal mechanisms, and standard procedures. HR planning for attrition</p> <p>d) Name of assignment:Rajasthan Grameen Aajeevika Vikas Parishad(RGAVP) Location : Across districts of Rajasthan Position Held : HR EXPERT Year: 2019 to 2019 Main Project features : HR agency for Recruitment & Management (Direct Contract & job basis) Activities performed: Execution of Recruitment & Selection of state , district and block teams (450+ candidates recruited.) online application system Conduct written test , Interviews , Developing compensation structures, HR policy manual, grievance redressal mechanisms, and standard procedures. HR planning for attrition</p> <p>e) Name of assignment: ICDS Rajasthan, Location : Across districts of Rajasthan (World bank project) Position Held : HR EXPERT Year: 2016 to 2018 Main Project features : HR agency for Recruitment & Management Activities performed: Execution of Recruitment & Selection of state , district and block teams (300+ candidates recruited.) online application system Conduct written test , Interviews , Developing compensation structures, HR policy manual,</p> <p>f) Name of assignment: SULM -(SUDA UP) and Pradhan Mantri Jan Arogya Yojna (PMJAY), Location : Across districts of UP Location : Across districts of Uttar Pradesh Position Held : HR EXPERT Year: 2019 to ongoing Main Project features : HR agency for Recruitment & Management Activities performed: Execution of Recruitment & Selection of state , district and block teams (200+ candidates recruited.) online application system Conduct written test , Interviews , Developing compensation structures, HR policy manual, grievance redressal mechanisms, and standard procedures. HR planning for attrition</p> <p>g) Name of assignment: UPHSSP (UP Health Systems Strengthening Project: HR agency for Recruitment & Management Location : Across 51 district hospitals of Uttar Pradesh(World bank project) Position Held : HR EXPERT Year: 2015 to 2019 Main Project features : HR agency for Recruitment & Management Activities performed: Execution of Recruitment & Selection of state , district and block teams (3200+ candidates recruited.) online application system Conduct CBT, Interviews , Developing compensation structures, HR policy manual, grievance redressal mechanisms, and standard procedures. HR planning for attrition</p> <p>h) Name of assignment: SHAS (State Health Assurance Society (SHAS) Location : Across districts of Maharashtra Position Held : Director T&M Services Consulting Pvt ltd Year: 2020 to ongoing Main Project features : HR agency for Recruitment & Management Activities performed: Execution of Recruitment & Selection of state , district and block teams (120+ candidates recruited.) HR policy manual, grievance redressal mechanisms, and standard procedures. HR planning for attrition</p> <p>i)) Name of assignment: Rajeev Gandhi Jeevandayee Yojana, Location : Across India Position Held : Director T&M Services Consulting Pvt ltd Year: 2013 to 2017 Main Project features : HR agency for Recruitment & Management Activities performed: Execution of Recruitment & Selection of state , district and block teams (175+ candidates recruited.) interviews , HR policy manual, grievance redressal mechanisms, and standard procedures. HR planning for attrition</p>
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	<p>j) Name of assignment: ECIL (Electronics Corporation of India), Location : Across India Position Held : Director T&M Services Consulting Pvt ltd (Role: HR Expert) Year: 2015 to 2018 Main Project features : HR agency for Recruitment & Management Activities performed: Execution of Recruitment & Selection of state , district and block teams (1300+ candidates recruited.) Conduct written test, Interviews , HR policy manual, grievance redressal mechanisms.</p> <p>k) Name of assignment: UP Power Corporation, Location : Across districts of Eastern UP Position Held : Director T&M Services Consulting Pvt ltd Year: 2018 to 2019 Main Project features : HR agency for Recruitment & Management Activities performed: Execution of Recruitment & Selection of state , district and block teams (400+ candidates recruited.) online application system Conduct written test , Interviews , Developing compensation structures, HR policy manual, grievance redressal mechanisms, and standard procedures. HR planning for attrition</p> <p>l) Name of assignment: JEPC (Jharkhand Education Promotion Council), Location : Across districts of Jharkhand Position Held : Director T&M Services Consulting Pvt ltd (Role : HR EXPERT) Year: 2019 to 2021 Main Project features : HR agency for Recruitment & Management Activities performed: Execution of Recruitment & Selection of state , district and block teams (300+ candidates recruited.) online application system Conduct written test Interviews , Developing compensation structures, HR policy manual, grievance redressal mechanisms, and standard procedures. HR planning for attrition</p> <p>m) Name of assignment: RWSS (Odisha) Rural water and Sanitation System , Location : Districts of Odisha Position Held : Director T&M Services Consulting Pvt ltd(Role : HR Expert) Year: 2019 to ongoing Main Project features : HR agency for Recruitment & Management Activities performed: Execution of Recruitment & Selection of state , district and block teams (200+ candidates recruited.) online application system Conduct written test , Interviews , Developing compensation structures, HR policy manual, grievance redressal mechanisms, and standard procedures. HR planning for attrition</p>
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Expert's contact information: (e-mail id: kishore@tmscl.com, phone: 9820263699)

Certification:

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes myself, my qualifications, and my experience, and I am available, as and when necessary, to undertake the assignment in case of an award. I understand that any misstatement or misrepresentation described herein may lead to my disqualification or dismissal by the Client, and/or sanctions by the Bank.

Name of Expert: Kishore Manelkar

Signature

05.03.2022

Name of authorized: Sanil Trivedi

Signature

05.03.2022

Representative of the Consultant
(the same who signs the Proposal)



**FORM TECH-6
CURRICULUM VITAE (CV)**

Position Title and No.	HR Expert (2) – K3
Name of Expert:	Sheethal John
Date of Birth:	15.05.1977
Country of Citizenship/Residence	Indian

Education: **MSW, MBA in Social Entrepreneurship (NM University), M.Phil-2005 Specialization- Rural and Urban community development**

Employment record relevant to the assignment:

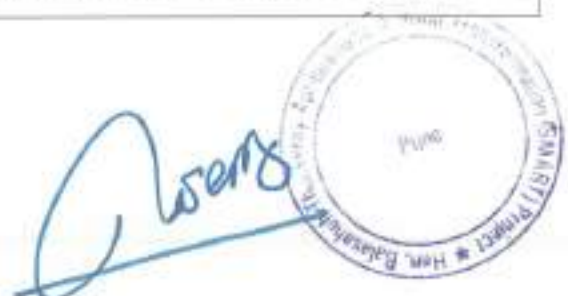
Period	Employing organization and your title/position. Contact information for references	Country	Summary of activities performed relevant to the Assignment
15 years + September 2010 to till date	T&M Services Consulting Private Limited Position: Head Social Sector Recruitment	India	Ms. Sheethal has more than 15 years of experience in rural sector w.r.t recruitment and selection strategies, developing assessment systems, rich experience of closely working with Government, NGOs, and private clients. She has experience of recruitment for Urban and Rural livelihood programs of various state governments. She has also been involved in project counseling, Capacity building, Sensitization, Process Management
July 2007 to Aug 2010	New Life Medical and Educational Trust Position : Program Manager	India	Design Programs for Rural Development and prepare reports, systems to identify beneficiaries, Recruitment and Selection of team for implementing the program tasks
July 2005 to Oct 2007	Association for Stimulating Know How Position : Local Associate	India	Outreach programs design, Manuals and Books design for Quality Education and Child rights
July 2003 to June 2005	Garden City College (Dept of Social Work) Position Held : Lecturer	India	Conducting lectures as per syllabus on Social work topics, QP design, Grading students, Term work etc

Membership in Professional Associations and Publications:

Language Skills (indicate only languages in which you can work): **English, Hindi, Tamil, Kannada**

Adequacy for the Assignment:

Detailed Tasks Assigned on Consultant's Team of Experts:	Reference of Prior Work/Assignments that Best Illustrates Capability to handle the Assigned tasks
Entire Program Management w.r.t job Analysis w.r.t client, Assessments strategy, Design of Tests, interviews formats, Interview Panel selection, Co-ordinations and process management	<p>Sheethal has been involved in entire gamut of HR activities including large scale recruitment, selections, framing HR policy and manuals, HR planning.. She has more than 15 years experience of overall experience in recruitment and selections across government, NGOs and private sector across States in India. She has experience of recruitment for Urban and Rural livelihood programs of various state governments</p> <p>She is has lead recruitment and selection assignments for, SASTA, JEPG, UPHSSP, UPMSCL, UP Power Corporation, SULM-UP(SUDA_UP), ICDS, NULM Rajasthan, Dept of Medical & Family welfare Chhattisgarh, POCRA Maharashtra, MSRDC Maharashtra, SHAS Maharashtra, MP Livelihood, Tata Memorial etc</p> <p>a)Name of assignment: MPSRLM (MP Livelihood), Location Across districts of Madhya Pradesh Main Project features : HR agency for Recruitment & Management Position Held : HR Expert Year: 2021- ongoing Activities performed: Execution of Recruitment & Selection of state, district and block teams (400+ candidates recruited.) Assessment Strategy, Interviews, HR policy manual, standard procedures, HR planning etc</p>



<p>(List all deliverables/tasks as in TECH- 5 in which the Expert will be involved)</p> <p>Part of Program Management , Job Analysis w.r.t client, Assessments strategy, Design of Tests, interviews formats, Interview Panel selection, Co-ordinations , Inception report, Conduct of recruitment and selection</p>	<p>b) Name of assignment: POCRA [Nanaji Deshmukh Nanaji Deshmukh Krushi Sanjivani Prkalp Location : Across selected districts of Maharashtra (World bank project) Position Held : HR Expert Year: 2018- ongoing Main Project features : : Execution of Recruitment & Selection of state , district and block teams (640+ candidates recruited.) Assessment Strategy, Interviews, HR policy manual, standard procedures. HR planning etc</p> <p>c) Name of assignment: National Urban Livelihood Mission (NULM) –Rajasthan (Two tenders) Location : Across districts of Rajasthan Main Project features : HR agency for Recruitment & Management Position Held : HR Expert Years: 2015 to 2019 Activities performed: Execution of Recruitment & Selection of state , district and block teams (400+ & 175+ candidates recruited.) Assessment Strategy, Interviews, HR policy manual, standard procedures. HR planning.</p> <p>d) Name of assignment:Rajasthan Grameen Aajeevika Vikas Parishad(RGAVP). Location : Across districts of Rajasthan Position Held : HR EXPERT Year: 2019 to 2021 Main Project features : HR agency for Recruitment & Management (Direct Contract & Job basis) Activities performed: Execution of Recruitment & Selection of state , district and block teams (450+ candidates recruited.) Assessment Strategy, Interviews, HR policy manual, standard procedures. HR planning.</p> <p>e) Name of assignment: ICDS Rajasthan, Location : Across districts of Rajasthan (World bank project) Position Held : HR EXPERT Year: 2016 to 2018 Main Project features : HR agency for Recruitment & Management Activities performed: Execution of Recruitment & Selection of state , district and block teams (300+ candidates recruited.) Assessment Strategy, Interviews, HR policy manual, standard procedures. HR planning</p>
	<p>f) Name of assignment: SULM –(SUDA UP) & Pradhan Mantri Jan Arogya Yojna (PMJAY).Location : Across districts of UP Position Held : HR EXPERT Year: 2019 to ongoing Main Project features : HR agency for Recruitment & Management Activities performed: Execution of Recruitment & Selection of state , district and block teams (200 candidates recruited.) Assessment Strategy, Interviews, HR policy manual, standard procedures. HR planning</p> <p>g) Name of assignment: UPHSSP [UP Health Systems Strengthening Project: HR agency for Recruitment & Management Location : Across 51 district hospitals of Uttar Pradesh(World bank project) Position Held : HR EXPERT Year: 2015 to 2019 Main Project features : HR agency for Recruitment & Management Activities performed: Execution of Recruitment & Selection of state , district and block teams (3200+ candidates recruited.) Assessment Strategy, Interviews, HR policy manual, standard procedures. HR planning</p> <p>h) Name of assignment: SHAS (State Health Assurance Society (SHAS), Location : Across districts of Maharashtra Position Held : HR Expert Year: 2020 to ongoing Main Project features : HR agency for Recruitment & Management Activities performed: Execution of Recruitment & Selection of state , district and block teams (150+ candidates recruited.) Assessment Strategy, Interviews, HR policy manual, standard procedures. HR planning</p> <p>i) Name of assignment: Rajeev Gandhi Jeevandayee Yojana, Location : Across India</p>



<p>Position Held : HR Expert Year: 2013 to 2017 Main Project features : HR agency for Recruitment & Management Activities performed: Execution of Recruitment & Selection of state , district and block teams (120+ candidates recruited.) Assessment Strategy, Interviews, HR policy manual, standard procedures. HR planning.</p> <p>j) Name of assignment: RITES, Location : Across India Main Project features : HR agency for Recruitment & Management Year: 2015 to ongoing Position Held : (Role: HR Expert) Activities performed: Execution of Recruitment & Selection of state , district and block teams (1000+ candidates recruited.) online application system Conduct written test, Interviews , Developing compensation structures, HR policy manual, grievance redressal mechanisms, and standard procedures. HR planning for attrition</p> <p>k) Name of assignment: UP Power Corporation, Location : Across districts of Eastern UP Main Project features : HR agency for Recruitment & Management Year: 2018 to 2019 Position Held : Director T&M Services Consulting Pvt ltd Activities performed: Execution of Recruitment & Selection of state , district and block teams 450+ candidates recruited.) Assessment Strategy, Interviews, HR policy manual, standard procedures. HR planning.</p> <p>l) Name of assignment: JBPC (Jharkhand Education Promotion Council), Location : Across districts of Jharkhand Main Project features : HR agency for Recruitment & Management Year: 2019 to 2021 Position Held : Director T&M Services Consulting Pvt ltd (Role : HR EXPERT) Activities performed: Execution of Recruitment & Selection of state , district and block teams (300+ candidates recruited.) Assessment Strategy, Interviews, HR policy manual, standard procedures. HR planning .</p> <p>m) Name of assignment: SASTA –Tamil nadu, Location : Across districts of Tamil Nadu Position Held : HR EXPERT Year: 2013 to 2017 Main Project features : HR agency for Recruitment & Selection Activities performed: Execution of Recruitment & Selection of state , district and block teams (845+ candidates recruited.) Assessment Strategy, Interviews, HR policy manual, standard procedures. HR planning.</p>
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Expert's contact information: (e-mail id: sheethal.john@tmhr.com phone: 9920987990)

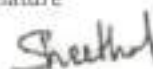
Certification:

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes myself, my qualifications, and my experience, and I am available, as and when necessary, to undertake the assignment in case of an award. I understand that any misstatement or misrepresentation described herein may lead to my disqualification or dismissal by the Client, and/or sanctions by the Bank.

Name of Expert: **Sheethal John**

Signature

05.03.2022



Name of authorized: **Sunil Trivedi**

Signature

05.03.2022

Representative of the Consultant
(the same who signs the Proposal)





**TECH-6
CURRICULUM VITAE (CV)**

Position Title and No.	Recruitment Expert (1) – K4
Name of Expert:	Hardik Sudhir Gharat
Date of Birth:	07.07.1991
Country of Citizenship/Residence	Indian

Education: MMS(Master in Management Studies Specialization in HR)-Mumbai University, Bsc.IT(Mumbai University)

Employment record relevant to the assignment:

Period	Employing organization and your title/position. Contact information for references	Country	Summary of activities performed relevant to the Assignment
8 years + 1 st August 2013 to Till Date	T&M Services Consulting Private Limited Position: Recruitment Co-ordinator	India	Hardik has overall 8 years experience with excellent project management and recruitment and selection project execution skills. He has handled multiple projects across India for various state governments, done rooster preparation, advertisement design and publish, Online Application IT forms design and co-ordination, Venue management, Pre-screening, Conduct of Test and Interview , Preparing reports, MIS of recruitment and selection and record keeping

Membership in Professional Associations and Publications:

Language Skills (indicate only languages in which you can work): English, Hindi, Marath

Adequacy for the Assignment:

Detailed Tasks Assigned on Consultant's Team of Experts: Recruitment & Selection Pre-screening of the Resumes received online, Preparing the list of candidates for Test and Interview (Attendance, Result processing), Document check, Applicant Response Management, Logistics Co-ordination, Result processing, On boarding, Record keeping (List all deliverables/tasks as in TECH- 5 in which the Expert will be involved)	Reference of Prior Work/Assignments that Best Illustrates Capability to handle the Assigned tasks Hardik has been involved across various recruitment projects for Government Clients. He has Handled entire projects involving large scale test and Interviews for govt Clients, He is involved of preparation of reports, MIS, recordkeeping and day to day co-ordination with Client teams to successfully execute the projects He has successfully done the recruitment and selection assignments for, JEPC, UPHSSP, UPMSCL, UP Power Corporation, SULM-UP(SUDA_UP), ICDS, NULM Rajasthan, Dept of Medical & Family welfare Chhattisgarh, POCRA Maharashtra, MSRDC Maharashtra, SHAS Maharashtra, , MP Livelihood, IIT madras , Gujarat Livelihood , Tata Memorial etc a) Name of assignment: MPSRLM (MP Livelihood) Location Across districts of Madhya Pradesh Main Project features : HR agency for Recruitment & Management Year: 2021- ongoing Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (400+ candidates recruited.) , Online application system, Prescreening logistics co-ordination, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping b) Name of assignment: POCRA (Nanaji Deshmukh Nanaji Deshmukh Krushi Sanjivani Prakaalp (World bank project) Location : Across selected districts of Maharashtra
job postings, social media postings, Pre-screening of the Resumes received online, Recruitment Co-ordination , Preparing the list of candidates for Test and Interview (Attendance, Result processing),	



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<p>Document check, Applicant Response Management , Conduct of recruitment procedures, Logistics co-ordination (Admin card, Venue management), Candidate Co-ordination and helpdesks, Record keeping, legal compliances</p>	<p>Position Held : Recruitment Expert Year: 2018- ongoing Main Project features : : Execution of Recruitment & Selection of state , district and block teams (640+ candidates recruited.) , Online application system, Prescreening, logistics co-ordination, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>c) Name of assignment: National Urban Livelihood Mission (NULM) –Rajasthan (Two tenders) Location : Across districts of Rajasthan Main Project features : HR agency for Recruitment & Management Position Held : Recruitment Expert Years: 2015 to 2019 Activities performed: Execution of Recruitment & Selection of state , district and block teams (450+ & 175+ candidates recruited.) , Prescreening, logistics co-ordination, Online application system, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>d) Name of assignment: Rajasthan Grameen Aajeevika Vikas Parishad(RGAVP) Rajasthan Location : Across districts of Rajasthan Position Held : Recruitment Expert Year: 2019 to 2021 Main Project features : HR agency for Recruitment & Management (Direct Contract & job basis) Activities performed: Execution of Recruitment & Selection of state , district and block teams (450+ candidates recruited.) , Prescreening, logistics co-ordination, Online application system, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>e) Name of assignment: ICDS Rajasthan Location : Across districts of Rajasthan (World bank project) Year: 2016 to 2018 Main Project features : HR agency for Recruitment & Management Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (300 + candidates recruited.) , Prescreening, logistics co-ordination, Online application system, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>f) Name of assignment: SULM –(SUDA UP) Location : Across districts of Uttar Pradesh Year: 2019 to ongoing Main Project features : HR agency for Recruitment & Management Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (200+ candidates recruited.) , Prescreening, logistics co-ordination, Online application system, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>g) Name of assignment:Pradhan Mantri Jan Arogya Yojna (PMJAY) Location : Across districts of Uttar Pradesh Year: 2020 to ongoing Main Project features : HR agency for Recruitment & Management Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (150+ candidates recruited.) , Prescreening, logistics co-ordination, Online application system, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>h) Name of assignment: UPHSSP (UP Health Systems Strengthening Project: HR agency for Recruitment & Management</p>
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	<p>Location : Across 51 district hospitals of Uttar Pradesh(World bank project) Year: 2015 to 2019 Main Project features : HR agency for Recruitment & Management Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (3200+ candidates recruited.) , Prescreening, logistics co-ordination, Online application system, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>i) Name of assignment: SHAS (State Health Assurance Society (SHAS) Location : Across districts of Maharashtra Year: 2020 to ongoing Main Project features : HR agency for Recruitment & Management Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (120+ candidates recruited.) , Prescreening, logistics co-ordination, Online application system, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>ii) Name of assignment: Rajeev Gandhi Jeevandayee Yojana Location : Across India Year: 2013 to 2017 Main Project features : HR agency for Recruitment & Management Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (175+ candidates recruited.) , Prescreening, logistics co-ordination, Online application system, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>k) Name of assignment: MSRDC Location : Across districts of Maharashtra Years: 2016 to 2019 Main Project features : HR agency for Recruitment & Management Position Held : Recruitment expert</p>
	<p>Activities performed :Execution of Recruitment & Selection of state , district and block teams (175+ candidates recruited.) , Online application system, Prescreening, logistics co-ordination, Online application system, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>l)Name of assignment: RITES Location : Across India Year: 2015 to ongoing Main Project features : HR agency for Recruitment & Management Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (1000+ candidates recruited.) , Online application system, Prescreening, logistics co-ordination, Online application system, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>m)Name of assignment: Gujarat Livelihood Promotion Company limited Location : Across districts of Gujarat Year: 2021 to ongoing Main Project features :HR agency for Recruitment & Management Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (25+ candidates recruited.) , Online application system, Prescreening, logistics co-ordination, Online application system, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p>



Q. Werns



	<p>n) Name of assignment: UP Power Corporation Location : Across districts of Eastern UP Year: 2018 to 2019 Main Project features : HR agency for Recruitment & Management Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (400+ candidates recruited.) , Online application system, Prescreening, logistics co-ordination, Online application system, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>o) Name of assignment: JEPC (Jharkhand Education Promotion Council) Location : Across districts of Jharkhand Year: 2019 to 2021 Main Project features : HR agency for Recruitment & Management Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (300+ candidates recruited.) , Prescreening, logistics co-ordination, Online application system, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>p) Name of assignment: RWSS (Odisha) Rural water and Sanitation System Location : Districts of Odisha Year: 2019 to ongoing Main Project features : HR agency for Recruitment & Management Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (200+ candidates recruited.) , Prescreening, logistics co-ordination, Online application system, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p>
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Expert's contact information: (e-mail id: Hardik.Gharat@tmhr.com, phone:7507079778)

Certification:

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes myself, my qualifications, and my experience, and I am available, as and when necessary, to undertake the assignment in case of an award. I understand that any misstatement or misrepresentation described herein may lead to my disqualification or dismissal by the Client, and/or sanctions by the Bank.

Name of Expert: **Hardik Gharat**

Signature



05.03.2022

Name of authorized: **Sunil Trivedi**

Signature



05.03.2022

Representative of the Consultant
(the same who signs the Proposal)



**FORM TECH-6
CURRICULUM VITAE (CV)**

Position Title and No.	Recruitment Expert (2) - K5
Name of Expert:	Monika Raut
Date of Birth:	19.12.1989
Country of Citizenship/Residence	Indian

Education: MMS(Master in Management Studies Specialization in HR)-Mumbai University, Bcom (Mumbai University)

Employment record relevant to the assignment:

Period	Employing organization and your title/position. Contact information for references	Country	Summary of activities performed relevant to the Assignment
8 years + 16 th August 2013 to Till Date	T&M Services Consulting Private Limited Position: Recruitment Co-ordinator	India	Monika has overall 8 years experience with excellent project management and recruitment and selection project execution skills. She has handled multiple projects across India for various state governments, done rooster preparation, advertisement design and publish, co-ordination, Venue management, Pre-screening, Conduct of Test and Interview , Preparing reports, MIS of recruitment and selection and record keeping

Membership in Professional Associations and Publications:

Language Skills (indicate only languages in which you can work): English, Hindi, Marath

Adequacy for the Assignment:

Detailed Tasks Assigned on Consultant's Team of Experts: Recruitment & Selection Pre-screening of the Resumes received online, Preparing the list of candidates for Test and Interview (Attendance, Result processing), Document check, Applicant Response Management, Logistics Co-ordination, Result processing, On boarding, Record keeping	Reference of Prior Work/Assignments that Best Illustrates Capability to handle the Assigned tasks Monika has been involved across various recruitment projects for Government Clients. She has Handled entire projects involving large scale test and Interviews for govt Clients. She is involved of preparation of reports, MIS, recordkeeping and day to day co-ordination with Client teams to successfully execute the projects She has successfully done the recruitment and selection assignments for, JEPC, UPHSSP, UPMSCL, UP Power Corporation, SULM-UP(SUDA_UP), ICDS, NULM Rajasthan, Dept of Medical & Family welfare Chhattisgarh, POCRA Maharashtra, MSRDC Maharashtra, SHAS Maharashtra, , MP Livelihood, IIT madras, Gujarat Livelihood, Tata Memorial etc a) Name of assignment: MPSRLM (MP Livelihood) Location: Across districts of Madhya Pradesh Main Project features : HR agency for Recruitment & Management Year: 2021- ongoing Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (400+ candidates recruited.) , Prescreening, logistics co-ordination, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping
[List all deliverables/tasks as in TECH- 5 in which the Expert will be involved) Job postings, social media postings, Pre-	b) Name of assignment: POCRA (Nanaji Deshmukh Nanaji Deshmukh Krushi Sanjivani Prakash (World bank project) Location : Across selected districts of Maharashtra Year: 2018- ongoing Position Held : Recruitment Expert



Monika Raut



<p>screening of the Resumes received online, Recruitment Co-ordination, Preparing the list of candidates for Test and Interview (Attendance, Result processing), Document check, Applicant Response Management, Conduct of recruitment procedures, Logistics co-ordination (Admin card, Venue management), Candidate Co-ordination helpdesks, Record keeping, legal compliances</p>	<p>Main Project features : Execution of Recruitment & Selection of state , district and block teams (640+ candidates recruited.) , Prescreening, logistics co-ordination, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>c) Name of assignment: National Urban Livelihood Mission (NULM) -Rajasthan (Two tenders) Location : Across districts of Rajasthan Main Project features : HR agency for Recruitment & Management Years: 2015 to 2019 Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (450+ & 175+ candidates recruited.) , Prescreening, logistics co-ordination, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>d) Name of assignment: Rajasthan Grameen Aajeevika Vikas Parishad(RGAVP) Rajasthan Location : Across districts of Rajasthan Year: 2019 to 2021 Main Project features : HR agency for Recruitment & Management (Direct Contract & Job basis) Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (450+ candidates recruited.) , Prescreening, logistics co-ordination, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>e) Name of assignment: ICDS Rajasthan Location : Across districts of Rajasthan (World bank project) Year: 2016 to 2018 Main Project features : HR agency for Recruitment & Management Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (300 + candidates recruited.) , Prescreening, logistics co-ordination, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>f) Name of assignment: SULTM - (SUDA UP) Location : Across districts of Uttar Pradesh Year: 2019 to ongoing Main Project features : HR agency for Recruitment & Management Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (200+ candidates recruited.) , Prescreening, logistics co-ordination, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>g) Name of assignment: Pradhan Mantri Jan Arogya Yojana (PMJAY) Location : Across districts of Uttar Pradesh Year: 2020 to ongoing Main Project features : HR agency for Recruitment & Management Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (150+ candidates recruited.) , Prescreening, logistics co-ordination, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>h) Name of assignment: UPHSSP [UP Health Systems Strengthening Project: HR agency for Recruitment & Management Location : Across 51 district hospitals of Uttar Pradesh(World bank project) Year: 2015 to 2019 Main Project features : HR agency for Recruitment & Management Position Held : Recruitment Expert</p>
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	<p>Activities performed: Execution of Recruitment & Selection of state , district and block teams (3200+ candidates recruited.) , Prescreening, logistics co-ordination, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>i) Name of assignment: SHAS (State Health Assurance Society (SHAS) Location : Across districts of Maharashtra Year: 2020 to ongoing Main Project features : HR agency for Recruitment & Management Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (120+ candidates recruited.) , Prescreening, logistics co-ordination, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>ii) Name of assignment: Rajeev Gandhi Jeevodayee Yojana Location : Across India Year: 2013 to 2017 Main Project features : HR agency for Recruitment & Management Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (175+ candidates recruited.) , Prescreening, logistics co-ordination, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>k) Name of assignment: MSRDC Location : Across districts of Maharashtra Years: 2016 to 2019 Main Project features : HR agency for Recruitment & Management Position Held : Recruitment expert Activities performed :Execution of Recruitment & Selection of state , district and block teams (175+ candidates recruited.) , Prescreening, logistics co-ordination, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>l)Name of assignment: RITES Location : Across India Year: 2015 to ongoing Main Project features : HR agency for Recruitment & Management Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (1000+ candidates recruited.) , Prescreening, logistics co-ordination, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>m)Name of assignment: Gujarat Livelihood Promotion Company limited Location : Across districts of Gujarat Year: 2021 to ongoing Main Project features :HR agency for Recruitment & Management Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (25+ candidates recruited.) , Prescreening, logistics co-ordination, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>n) Name of assignment:UP Power Corporation Location : Across districts of Eastern UP Position Held : Recruitment Expert Year: 2018 to 2019 Main Project features : HR agency for Recruitment & Management Activities performed: Execution of Recruitment & Selection of state , district and block teams (400+ candidates recruited.) , Prescreening, logistics co-ordination, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>o) Name of assignment: JEPC (Jharkhand Education Promotion Council)</p>
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	<p>Location : Across districts of Jharkhand Position Held : Recruitment Expert Year: 2019 to 2021 Main Project features : HR agency for Recruitment & Management Activities performed: Execution of Recruitment & Selection of state , district and block teams (300+ candidates recruited.) , Prescreening, logistics co-ordination, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p> <p>p) Name of assignment: RWSS (Odisha) Rural water and Sanitation System Location : Districts of Odisha Year: 2019 to ongoing Main Project features : HR agency for Recruitment & Management Position Held : Recruitment Expert Activities performed: Execution of Recruitment & Selection of state , district and block teams (200+ candidates recruited.) , Prescreening, logistics co-ordination, Conduct of exam and interviews, On boarding, legal compliances, recordkeeping</p>
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Expert's contact information: (e-mail: Monika.raut@tmhr.com, phone: 9284357147)

Certification:

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes myself, my qualifications, and my experience, and I am available, as and when necessary, to undertake the assignment in case of an award. I understand that any misstatement or misrepresentation described herein may lead to my disqualification or dismissal by the Client, and/or sanctions by the Bank.

Name of Expert: **Monika Raut**

Signature



05.03.2022

Name of authorized: **Sunil Trivedi**

Signature



05.03.2022

Representative of the Consultant
 (the same who signs the Proposal)





**FORM TECH-6
(CONTINUED)
CURRICULUM VITAE (CV)**

Position Title and No.	Office Assistance And Data Administrator (Non Key Staff)
Name of Expert:	Ashish Pandey
Date of Birth:	30.11.1981
Country of Citizenship/Residence	Indian

Education: Bachelors in Information Technology, PGDM

Employment record relevant to the assignment:

Period	Employing organization and your title/position. Contact information for references	Country	Summary of activities performed relevant to the Assignment
10 years + August 2011 to till date	T&M Services Consulting Private Limited Position: Manager IT and MIS, Office Administration	India	Network Management, Server Management of IT infrastructure, Database Management, Trouble Shooting, Web online forms, Amazon Web services, Desktop Trouble shooting, LAN Cabling, Logistic Support, etc.
May 2007 to June 2011	IMRB Position: Senior Market Research Manager- Quantitative Research	India	

Membership in Professional Associations and Publications:

Language Skills (indicate only languages in which you can work): English, Hindi

Adequacy for the Assignment:

Detailed Tasks Assigned on Consultant's Team of Experts: Network Management, Server Management of IT infrastructure, Database Management, Trouble Shooting, Web online forms, Amazon Web services, Desktop Trouble shooting, LAN Cabling, Logistic Support, etc.	Reference to Prior Work/Assignments that Best Illustrates Capability to Handle the Assigned Tasks Ashish has more than 10 Years experience in the area of Network Management, Server Management of IT infrastructure, Database Management, Trouble Shooting, Web online forms, Amazon Web services, Desktop Trouble shooting, LAN Cabling, Logistic Support, etc. He has successfully done assignments for, JEPC, UPHSSP, UPMSCIL, UP Power Corporation, SULM-UP(SUDA_UP), ICDS, NULM Rajasthan, Dept of Medical & Family welfare Chhattisgarh, POCRA Maharashtra, MSRDC Maharashtra, SHAS Maharashtra, MP Livelihood, IIT madras, Gujarat Livelihood, Tata Memorial etc
(List all deliverables/tasks as in TECH- 5 in which the Expert will be involved) Network Management, Server Management of IT infrastructure, Database Management, Trouble Shooting, Web online forms, Amazon Web services, Desktop Trouble shooting, LAN Cabling, Logistic Support, etc.	

Expert's contact information: (e-mail id: ashish.pandey@tnmhr.com, phone: [9920725835](tel:9920725835))

Certification:

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes myself, my qualifications, and my experience, and I am available, as and when necessary, to undertake the assignment in case of an award. I understand that any misstatement or misrepresentation described herein may lead to my disqualification or dismissal by the Client, and/or sanctions by the Bank.

Name of Expert: **Ashish Pandey**

Signature

05.03.2022

Name of authorized: **Sunil Trivedi**

Signature

05.03.2022

Representative of the Consultant
(the same who signs the Proposal)



FORM TECH-6

CURRICULUM VITAE (CV)

Position Title and No.	Accountant (Non Key Staff)
Name of Expert:	Varada Trivedi
Date of Birth:	11.10.1974
Country of Citizenship/Residence	Indian

Education: BA-1995, MA Economics(1997), MBA in Finance-2010-Mumbai University

Employment record relevant to the assignment:

Period	Employing organization and your title/position. Contact information for references	Country	Summary of activities performed relevant to the Assignment
January 2006 to till date	T&M Services Consulting Private Limited Position: Senior Finance and Accounts Manager	India	Payroll, Finance & Accounts, Statutory payments like PF, ESIC, PT, TDS, GST, etc. Taxation issue of employees, issuance of form 16 to employees

Membership in Professional Associations and Publications:

Language Skills (indicate only languages in which you can work): **English, Hindi, Marathi**

Adequacy for the Assignment:

Detailed Tasks Assigned on Consultant's Team of Experts: Payroll, Finance & Accounts, Statutory payments like PF, ESIC, PT, GST, TDS etc. Taxation issue of employees, Issuance of form 16 to employees	Reference of Prior Work/Assignments that Best Illustrates Capability to handle the Assigned tasks Ms. Varada Trivedi has good experience in Payroll, Finance & Accounts, Statutory payments like PF, ESIC, PT, GST, Tax etc. She has work with multiple government and private clients and handle payroll of more than 15,000 employees.
(List all deliverables/tasks as in TECH- 5 in which the Expert will be involved) Payroll, Finance & Accounts, Statutory payments like PF, ESIC, PT, TDS, GST, etc. Taxation issue of employees, Issuance of form 16 to employees.	She has successfully done the recruitment and selection assignments for, JEPC, UPHSSP, UPMSC, UP Power Corporation, SULM-UP(SUDA_UP), ICDS, NULM Rajasthan, Dept of Medical & Family welfare Chhattisgarh, POORA Maharashtra, MSRDC Maharashtra, SHAS Maharashtra, MP Livelihood, IIT madras, Gujarat Livelihood, Tata Memorial etc

Expert's contact information: (e-mail id: varada.trivedi@tmhr.com, phone:9833033078)

Certification:

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes myself, my qualifications, and my experience, and I am available, as and when necessary, to undertake the assignment in case of an award. I understand that any misstatement or misrepresentation described herein may lead to my disqualification or dismissal by the Client, and/or sanctions by the Bank.

Name of Expert: **Varada Trivedi**

Signature

05.03.2022

Name of authorized: **Sunil Trivedi**

Signature

05.03.2022

Representative of the Consultant
(the same who signs the Proposal)



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APPENDIX C – BREAKDOWN OF CONTRACT PRICE

Item	Cost in INR
Cost of the Contract Price	
Including:	
1. # Service charge on the provisional manpower deployment cost for the entire contract period	1.84 Cr.
2. **Provisional Sum (Manpower deployment cost for the entire contract period).	75.88Cr.
Total Cost of the Contract Price	77.72 Cr.
Indirect Local Tax Estimates – Paid as per actuals	
(i) GST %18% on the total contract price	13.99 Cr.
Total Estimate for Indirect Local Tax:	13.99 Cr.

#the service charge on the provisional deployment cost for the entire contract period.

It has been agreed by both the parties that the monthly service charges shall be paid @ 2.42 % on the actual deployment cost in the month along with the monthly salary of the actual manpower deployed.

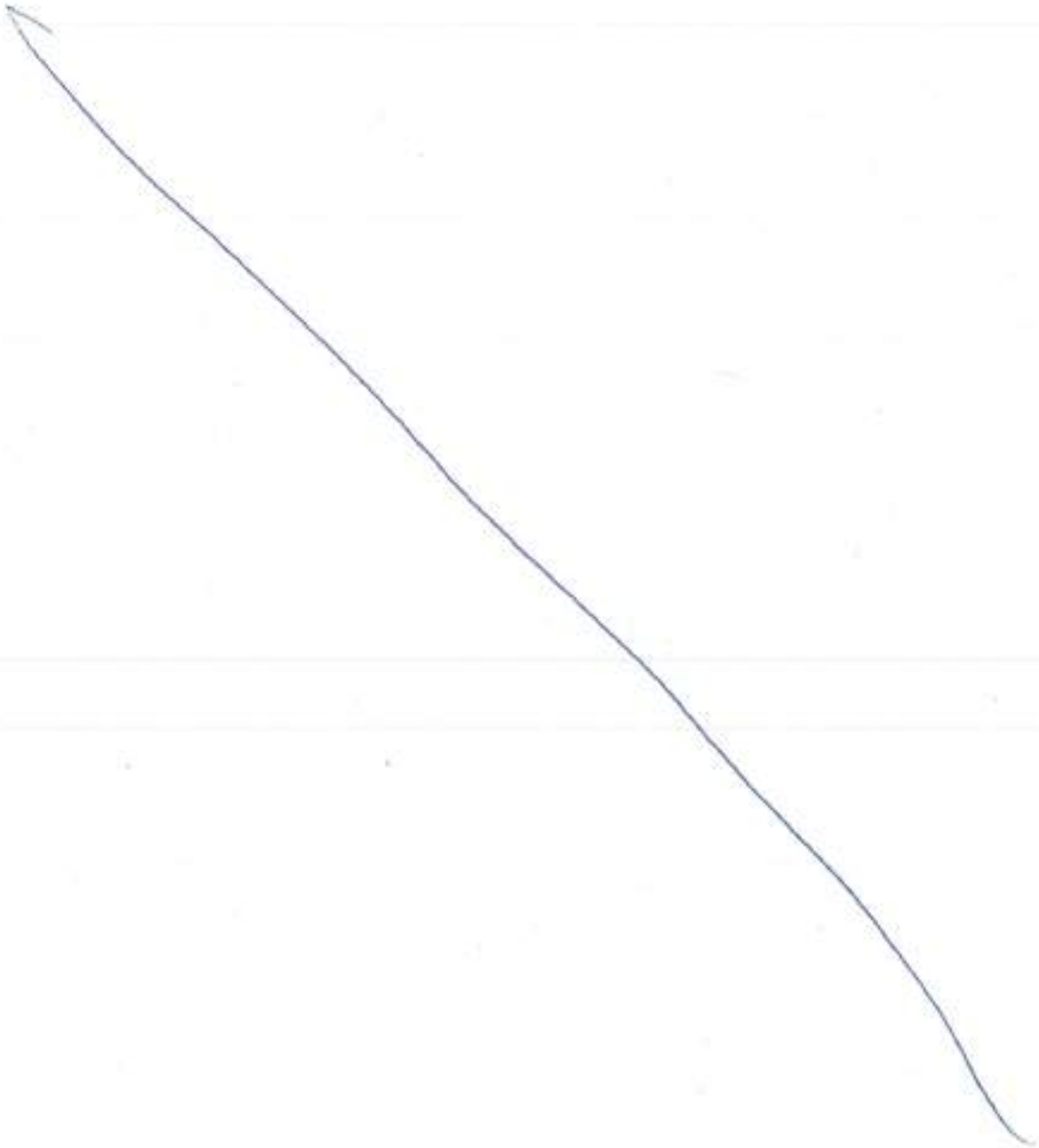
** The estimated manpower requirement along with monthly remuneration to be paid are provided at Annexure I



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APPENDIX D - DELETED
[See Clause GCC 42.2.1 and SCC 42.2.1]



APPENDIX E - CODE OF CONDUCT (ES)

We are the Consultant, *T&M Services Consulting Private Limited*. We have signed a contract with *Hon. Project Director, SMART Commissionerate of Agriculture, Central Building, Pune for HR cum Placement Agency for the SMART Society*. These Services will be carried out at all districts in the State of Maharashtra. Our contract requires us to implement measures to address environmental and social risks related to the Services, including the risks of sexual exploitation, sexual abuse and sexual harassment.

This Code of Conduct is part of our measures to deal with environmental and social risks related to the Services. It applies to all Experts in places where the Services are being carried out.

This Code of Conduct identifies the behavior that we require from all Experts.

Our workplace is an environment where unsafe, offensive, abusive or violent behavior will not be tolerated and where all persons should feel comfortable raising issues or concerns without fear of retaliation.

REQUIRED CONDUCT

Experts shall:

1. carry out his/her duties competently and diligently;
2. comply with this Code of Conduct and all applicable laws, regulations and other requirements, including requirements to protect the health, safety and well-being of other Experts and any other person;
3. maintain a safe working environment including, as applicable, by:
 - a. ensuring that workplaces, equipment and processes under each person's control are safe and without risk to health;
 - b. wearing required personal protective equipment; and
 - c. following applicable emergency operating procedures.
4. report work situations that he/she believes are not safe or healthy and remove himself/herself from a work situation which he/she reasonably believes presents an imminent and serious danger to his/her life or health;
5. treat other people with respect, and not discriminate against specific groups such as women, people with disabilities, migrant workers or children;
6. not engage in Sexual Harassment, which means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature with other Experts, Contractor's Personnel (if applicable) or Client's Personnel;
7. not engage in Sexual Exploitation, which means any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another;



8. not engage in Sexual Abuse, which means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions;
9. not engage in any form of sexual activity with individuals under the age of 18, except in case of pre-existing marriage;
10. complete relevant training courses that will be provided related to the environmental and social aspects of the Contract, including on health and safety matters, Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH);
11. report violations of this Code of Conduct; and
12. not retaliate against any person who reports violations of this Code of Conduct, whether to us or the Client, or who makes use of grievance mechanism for Experts, if any, or the project's Grievance Redress Mechanism.

RAISING CONCERNS

If any person observes behavior that he/she believes may represent a violation of this Code of Conduct, or that otherwise concerns him/her, he/she should raise the issue promptly. This can be done in either of the following ways:

1. Contact Ms.Kiran Manelkar in writing at this address T&M Services Consulting Pvt Ltd.Unit 1,T& M House, A wing, Dahisar (East) Mumbai-400068 or by telephone at 022-40297000 or in presence at 9833059960 or
2. Call 022-42220728 to reach the consultant's hotline and leave message

The person's identity will be kept confidential, unless reporting of allegations is mandated by the country law. Anonymous complaints or allegations may also be submitted and will be given all due and appropriate consideration. We take seriously all reports of possible misconduct and will investigate and take appropriate action. We will provide warm referrals to service providers that may help support the person who experienced the alleged incident, as appropriate.

There will be no retaliation against any person who raises a concern in good faith about any behavior prohibited by this Code of Conduct. Such retaliation would be a violation of this Code of Conduct.

CONSEQUENCES OF VIOLATING THE CODE OF CONDUCT

Any violation of this Code of Conduct by Experts may result in serious consequences, up to and including termination and possible referral to legal authorities.

FOR EXPERT:

I have received a copy of this Code of Conduct written in a language that I comprehend. I understand that if I have any questions about this Code of Conduct, I can contact Ms. Kiran Manelkar requesting an explanation.

Name of Expert: **Sunil Trivedi**

Signature: 

Date: 07.03.2022



Countersignature of authorized representative of the Consultant:
For T&M Services Consulting Pvt. Ltd.

Signature:
Date: 07.03.2022


Director(s)

ATTACHMENT 1: Behaviors constituting Sexual Exploitation and Abuse (SEA) and behaviors constituting Sexual Harassment (SH)





APPENDIX E - CODE OF CONDUCT (ES)

We are the Consultant, *T&M Services Consulting Private Limited*. We have signed a contract with *Hon. Project Director, SMART Commissionerate of Agriculture, Central Building, Pune for HR cum Placement Agency for the SMART Society*. These Services will be carried out at all districts in the State of Maharashtra. Our contract requires us to implement measures to address environmental and social risks related to the Services, including the risks of sexual exploitation, sexual abuse and sexual harassment.

This Code of Conduct is part of our measures to deal with environmental and social risks related to the Services. It applies to all Experts in places where the Services are being carried out.

This Code of Conduct identifies the behavior that we require from all Experts.

Our workplace is an environment where unsafe, offensive, abusive or violent behavior will not be tolerated and where all persons should feel comfortable raising issues or concerns without fear of retaliation.

REQUIRED CONDUCT

Experts shall:

13. carry out his/her duties competently and diligently;
14. comply with this Code of Conduct and all applicable laws, regulations and other requirements, including requirements to protect the health, safety and well-being of other Experts and any other person;
15. maintain a safe working environment including, as applicable, by:
 - a. ensuring that workplaces, equipment and processes under each person's control are safe and without risk to health;
 - b. wearing required personal protective equipment; and
 - c. following applicable emergency operating procedures.
16. report work situations that he/she believes are not safe or healthy and remove himself/herself from a work situation which he/she reasonably believes presents an imminent and serious danger to his/her life or health;
17. treat other people with respect, and not discriminate against specific groups such as women, people with disabilities, migrant workers or children;
18. not engage in Sexual Harassment, which means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature with other Experts, Contractor's Personnel (if applicable) or Client's Personnel;
19. not engage in Sexual Exploitation, which means any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another;



[Handwritten signature]

20. not engage in Sexual Abuse, which means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions;
21. not engage in any form of sexual activity with individuals under the age of 18, except in case of pre-existing marriage;
22. complete relevant training courses that will be provided related to the environmental and social aspects of the Contract, including on health and safety matters, Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH);
23. report violations of this Code of Conduct; and
24. not retaliate against any person who reports violations of this Code of Conduct, whether to us or the Client, or who makes use of grievance mechanism for Experts, if any, or the project's Grievance Redress Mechanism.

RAISING CONCERNS

If any person observes behavior that he/she believes may represent a violation of this Code of Conduct, or that otherwise concerns him/her, he/she should raise the issue promptly. This can be done in either of the following ways:

3. Contact Ms.Kiran Manelkar in writing at this address T&M Services Consulting Pvt Ltd.Unit 1,T& M House, A wing, Dahisar (East) Mumbai-400068 or by telephone at 022-40297000 or in presence at 9833059960 or
4. Call 022-42220728 to reach the consultant's hotline and leave message

The person's identity will be kept confidential, unless reporting of allegations is mandated by the country law. Anonymous complaints or allegations may also be submitted and will be given all due and appropriate consideration. We take seriously all reports of possible misconduct and will investigate and take appropriate action. We will provide warm referrals to service providers that may help support the person who experienced the alleged incident, as appropriate.

There will be no retaliation against any person who raises a concern in good faith about any behavior prohibited by this Code of Conduct. Such retaliation would be a violation of this Code of Conduct.

CONSEQUENCES OF VIOLATING THE CODE OF CONDUCT

Any violation of this Code of Conduct by Experts may result in serious consequences, up to and including termination and possible referral to legal authorities.

FOR EXPERT:

I have received a copy of this Code of Conduct written in a language that I comprehend. I understand that if I have any questions about this Code of Conduct, I can contact Ms. Kiran Manelkar requesting an explanation.

Name of Expert: **Kishore Manelkar**

Signature: 

Date: 07.03.2022



Countersignature of authorized representative of the Consultant:

For T&M Services Consulting Pvt. Ltd.



Signature:

Director(s)

Date: 07.03.2022

ATTACHMENT 1: Behaviors constituting Sexual Exploitation and Abuse (SEA) and behaviors constituting Sexual Harassment (SH)



APPENDIX E - CODE OF CONDUCT (ES)

We are the Consultant, *T&M Services Consulting Private Limited*. We have signed a contract with *Hon. Project Director, SMART Commissionerate of Agriculture, Central Building, Pune for HR cum Placement Agency for the SMART Society*. These Services will be carried out at all districts in the State of Maharashtra. Our contract requires us to implement measures to address environmental and social risks related to the Services, including the risks of sexual exploitation, sexual abuse and sexual harassment.

This Code of Conduct is part of our measures to deal with environmental and social risks related to the Services. It applies to all Experts in places where the Services are being carried out.

This Code of Conduct identifies the behavior that we require from all Experts.

Our workplace is an environment where unsafe, offensive, abusive or violent behavior will not be tolerated and where all persons should feel comfortable raising issues or concerns without fear of retaliation.

REQUIRED CONDUCT

Experts shall:

25. carry out his/her duties competently and diligently;
26. comply with this Code of Conduct and all applicable laws, regulations and other requirements, including requirements to protect the health, safety and well-being of other Experts and any other person;
27. maintain a safe working environment including, as applicable, by:
 - a. ensuring that workplaces, equipment and processes under each person's control are safe and without risk to health;
 - b. wearing required personal protective equipment; and
 - c. following applicable emergency operating procedures.
28. report work situations that he/she believes are not safe or healthy and remove himself/herself from a work situation which he/she reasonably believes presents an imminent and serious danger to his/her life or health;
29. treat other people with respect, and not discriminate against specific groups such as women, people with disabilities, migrant workers or children;
30. not engage in Sexual Harassment, which means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature with other Experts, Contractor's Personnel (if applicable) or Client's Personnel;
31. not engage in Sexual Exploitation, which means any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another;



32. not engage in Sexual Abuse, which means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions;
33. not engage in any form of sexual activity with individuals under the age of 18, except in case of pre-existing marriage;
34. complete relevant training courses that will be provided related to the environmental and social aspects of the Contract, including on health and safety matters, Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH);
35. report violations of this Code of Conduct; and
36. not retaliate against any person who reports violations of this Code of Conduct, whether to us or the Client, or who makes use of grievance mechanism for Experts, if any, or the project's Grievance Redress Mechanism.

RAISING CONCERNS

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6. Call 022-42220728 to reach the consultant's hotline and leave message

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CONSEQUENCES OF VIOLATING THE CODE OF CONDUCT

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FOR EXPERT:

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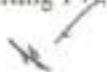
Name of Expert: **Sheethal John**

Signature: 

Date: 07.03.2022



Countersignature of authorized representative of the Consultant:
For T&M Services Consulting Pvt. Ltd.



Director(s)

Signature:

Date: 07.03.2022

ATTACHMENT 1: Behaviors constituting Sexual Exploitation and Abuse (SEA) and behaviors constituting Sexual Harassment (SH)



Handwritten signature in blue ink.

APPENDIX E - CODE OF CONDUCT (ES)

We are the Consultant, *T&M Services Consulting Private Limited*. We have signed a contract with *Hon. Project Director, SMART Commissionerate of Agriculture, Central Building, Pune for HR cum Placement Agency for the SMART Society*. These Services will be carried out at all districts in the State of Maharashtra. Our contract requires us to implement measures to address environmental and social risks related to the Services, including the risks of sexual exploitation, sexual abuse and sexual harassment.

This Code of Conduct is part of our measures to deal with environmental and social risks related to the Services. It applies to all Experts in places where the Services are being carried out.

This Code of Conduct identifies the behavior that we require from all Experts.

Our workplace is an environment where unsafe, offensive, abusive or violent behavior will not be tolerated and where all persons should feel comfortable raising issues or concerns without fear of retaliation.

REQUIRED CONDUCT

Experts shall:

37. carry out his/her duties competently and diligently;
38. comply with this Code of Conduct and all applicable laws, regulations and other requirements, including requirements to protect the health, safety and well-being of other Experts and any other person;
39. maintain a safe working environment including, as applicable, by:
 - a. ensuring that workplaces, equipment and processes under each person's control are safe and without risk to health;
 - b. wearing required personal protective equipment; and
 - c. following applicable emergency operating procedures.
40. report work situations that he/she believes are not safe or healthy and remove himself/herself from a work situation which he/she reasonably believes presents an imminent and serious danger to his/her life or health;
41. treat other people with respect, and not discriminate against specific groups such as women, people with disabilities, migrant workers or children;
42. not engage in Sexual Harassment, which means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature with other Experts, Contractor's Personnel (if applicable) or Client's Personnel;
43. not engage in Sexual Exploitation, which means any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another;



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Name of Expert: **Ashish Pandey**

Signature:

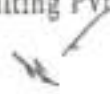
Date: 07.03.2022



Countersignature of authorized representative of the Consultant:
For T&M Services Consulting Pvt. Ltd.

Signature:

Date: 07.03.2022


Director(s)

ATTACHMENT 1: Behaviors constituting Sexual Exploitation and Abuse (SEA) and behaviors constituting Sexual Harassment (SH)



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Name of Expert: **Monika Raut**

Signature: 

Date: 07.03.2022



Countersignature of authorized representative of the Consultant:
For T&M Services Consulting Pvt. Ltd.

Signature:


Director(s)

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FOR EXPERT:



[Handwritten Signature]

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Name of Expert: **Varada Trivedi**

Signature:

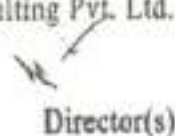


Date:07.03.2022

Countersignature of authorized representative of the Consultant:

For T&M Services Consulting Pvt. Ltd.

Signature:



Director(s)

Date:07.03.2022

ATTACHMENT 1: Behaviors constituting Sexual Exploitation and Abuse (SEA) and behaviors constituting Sexual Harassment (SH)



ATTACHMENT 1 TO THE CODE OF CONDUCT FORM
BEHAVIORS CONSTITUTING SEXUAL EXPLOITATION AND ABUSE (SEA) AND BEHAVIORS
CONSTITUTING SEXUAL HARASSMENT (SH)

The following non-exhaustive list is intended to illustrate types of prohibited behaviors:

(1) **Examples of sexual exploitation and abuse** include, but are not limited to:

- An Expert tells a member of the community that he/she can get them jobs related to the Services (e.g. cooking and cleaning) in exchange for sex.
- An Expert that is connecting electricity input to households says that he can connect women headed households to the grid in exchange for sex.
- An Expert rapes, or otherwise sexually assaults a member of the community.
- An Expert denies a person access to the Site unless he/she performs a sexual favor.
- An Expert tells a person applying for employment under the Contract that he/she will only hire him/her if he/she has sex with him/her.

(2) **Examples of sexual harassment in a work context**

- An Expert comment on the appearance of another Expert (either positive or negative) and sexual desirability.
- When An Expert complains about comments made by another Expert on his/her appearance, the other Expert comment that he/she is "asking for it" because of how he/she dresses.
- Unwelcome touching of an Expert or Employer's Personnel by another Expert.
- An Expert tells another Expert that he/she will get him/her a salary raise, or promotion if he/she sends him/her naked photographs of himself/herself.

For T&M Services Consulting Pvt. Ltd.

Director(s)



A handwritten signature in blue ink, appearing to be "S. S. S.", written over a horizontal line.



**APPENDIX F -
SEXUAL EXPLOITATION AND ABUSE (SEA) AND/OR SEXUAL
HARASSMENT (SH) PERFORMANCE DECLARATION FOR SUB-
CONSULTANTS**

Consultant's Name: *T & M Services Consulting Pvt. Ltd. , Mumbai,*

Date: *7th March, 2022*

Joint Venture Member's or Sub-consultant's Name: *NA*

RFP No. and title: *: SMART/PCMU/CS/27/2021-22HR cum Placement Agency for the SMART Society.*

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SEA and/or SH Declaration
<p>We:</p> <p><input type="checkbox"/> (a) have not been subject to disqualification by the Bank for non-compliance with SEA/ SH obligations</p>
<p><i>[If (c) above is applicable, attach evidence of an arbitral award reversing the findings on the issues underlying the disqualification.]</i></p>

For T&M Services Consulting Pvt. Ltd.

Director(s)



[Handwritten signature]

