

Request for Proposal (RFP)

Selection of an Agency for Assessment of Registered Candidates, Conduct of Maharashtra Skill Competitions 2026-27 and Preparation of Candidates for India Skills and WorldSkills Competitions

Issued by:
Maharashtra State Skill Development Society
Skills, Employment, Entrepreneurship and Innovation Department
Government of Maharashtra, Mumbai
Tel: 022-22625650

Invitation for Bids

Assessment of Registered Candidates, Conduct of Maharashtra Skill Competitions 2026-27 and Preparation of Candidates for India Skills and WorldSkills Competitions

Maharashtra State Skill Development Society (MSSDS), Skills, Employment, Entrepreneurship and Innovation Department, Government of Maharashtra, invites Technical and Financial Bids from eligible organizations for selection of an Agency for Assessment of Registered Candidates, Conduct of Maharashtra Skill Competitions 2026-27 and Preparation of Candidates for India Skills and WorldSkills Competitions. Selection shall follow the Quality and Cost-Based Selection (QCBS) method, with 80% weightage for technical evaluation and 20% for financial evaluation.

The selected Agency shall arrange its own personnel, experts, assessors, jury members, trainers, institutional partners and supporting resources for end-to-end delivery. Services shall include candidate eligibility verification, screening and practical assessments, competition conduct, training and bootcamps, venue and equipment arrangements, logistics, candidate welfare, scoring, results, reporting and final reconciliation. Onward participation support shall be subject to official selection and written authorization by MSSDS.

This is an open invitation. Bidders shall submit their bids online through https://mahatenders.gov.in under a two-cover system: Cover I — Technical Bid and Cover II — Financial Bid. The Technical Bid shall contain the prescribed eligibility documents, experience, capability details, methodology and declarations. The Financial Bid shall be submitted separately in the Client-issued Excel BoQ. No quoted prices shall be included in the Technical Bid. Turnover and past-contract values required as eligibility or experience evidence may be included in the Technical Bid.

MSSDS shall scrutinize bids against the eligibility and documentary requirements specified in this RFP. Eligible and responsive Technical Bids shall undergo document-based assessment out of 80 marks. Bidders securing at least 50 marks out of 80 shall be invited for a technical presentation carrying 20 marks. Only bidders securing at least 60 marks out of 100 overall shall qualify for opening and evaluation of their Financial Bids. Final ranking shall follow QCBS, with 80% weightage for the technical score and 20% for the financial score.

Bid Data Sheet

Sr. No.	Particulars	Details
1	Issuing Authority	Maharashtra State Skill Development Society (MSSDS), Government of Maharashtra
2	RFP Reference Number	MSSDS/RFP-SKILL/2026-27/01
3	Assignment	Assessment of Registered Candidates, Conduct of Maharashtra Skill Competitions 2026-27 and Preparation of Candidates for India Skills and WorldSkills Competitions.
4	Competition Baseline	63 skills across 36 districts; 38,817 registrations as on 19 October 2026, subject to eligibility verification and reconciliation.
5	Participation	Open to all legally registered agencies meeting the eligibility requirements specified in this RFP.
6	Publication Date	02/11/2026, 02:00 PM
7	Submission Deadline	06/11/2026, 11:00 AM
8	Opening of Technical Envelope	07/11/2026, 11:00 AM
9	Bid Validity	90 days from the submission deadline.
10	Submission Mode	Online through https://mahatenders.gov.in under a two-cover system: Cover I - Technical Bid and Cover II - Financial Bid. The Financial Bid shall be submitted in the Client-issued Excel BoQ.
11	Selection Method	QCBS - Technical: 80%, Financial: 20%
12	Technical Qualifying Score	Minimum 50/80 in document-based assessment to qualify for presentation, and 60/100 overall to qualify for opening of the Financial Bid
13	Opening of Financial Bid	Date and time shall be communicated through https://mahatenders.gov.in to technically qualified bidders
14	Tender Fee	INR 20,000/- (Rupees Twenty Thousand only) payable online via e-Procurement
15	Earnest Money Deposit (EMD)	INR 2,00,000/- (Rupees Two Lakhs only) payable online via e-Procurement
16	Performance Bank Guarantee (PBG)	The selected agency shall submit a PBG from a scheduled commercial bank for 5% of the total contract value, valid throughout the Contract Period and for two months thereafter.
17	Communication Address	Chief Executive Officer, MSSDS, 1st Floor, Elphinstone Technical High School Campus, 3, Municipal Corporation of Greater Mumbai Road, Dhobi Talao, Mumbai - 400 001

1. Background and Objective

MSSDS proposes to select a single Agency for assessment of registered candidates, conduct of Maharashtra Skill Competitions 2026-27 and preparation of selected candidates for India Skills and WorldSkills Competitions. The Agency shall arrange its own personnel, experts, assessors, trainers, institutional partners and supporting resources and remain responsible for the complete contracted assignment.

The registration baseline comprises 38,817 registrations across 36 districts and 63 skills as on 19 October 2026. The district-wise and skill-wise statements shall be attached at the end of this RFP. The Agency shall verify eligibility, reconcile records and coordinate screening and practical assessments. Registration figures shall not constitute confirmed attendance or entitlement to training, accommodation or other benefits.

Selection shall follow the QCBS method specified in this RFP, with 80% weightage for technical evaluation and 20% for financial evaluation. The selected Agency shall deliver the contracted services in accordance with this RFP, the accepted Technical and Financial Bids, and the resulting Work Order and Agreement.

2. Scope of Services

The proposed services include:

- **Planning:** Prepare skill-wise assessment plans, competition schedules and operating procedures; arrange the Agency's own personnel and resources.
- **Candidate verification:** Reconcile existing registrations, verify skill-specific eligibility, organise batches and communicate assessment requirements.
- **District-level assessment:** Conduct screening through online tests and/or practical assessments; prepare questions, scoring records and results.
- **Divisional and state competitions:** Arrange venues, equipment, consumables, assessors and jury members; conduct practical competitions and compile approved results.
- **Assessment integrity:** Verify assessor and jury credentials, obtain conflict-of-interest declarations and separate training and assessment roles where a conflict exists. Protect test questions and marking schemes, preserve original score records and maintain an audit trail of authorized corrections. Results shall be released only after approval by the designated authority. The Agency shall not independently alter approved scores or selection decisions.
- **Experts' conclave:** Arrange technical orientation and coordination of experts, assessors, jury members and institutional partners.
- **Training and bootcamps:** Provide competition-specific preparation, mock assessments, mentoring and progress monitoring for selected candidates.
- **Logistics and welfare:** Arrange authorised travel, accommodation, meals, equipment movement, accessibility and medical support.
- **Ceremonies and recognition:** Organise approved state-level ceremonies, prizes and recognition activities.
- **Onward participation:** Provide authorised regional, national and international preparation and participation support for officially selected candidates.
- **Records and closure:** Maintain digital assessment records, submit progress reports, reconcile expenditure and hand over records and Client-owned assets.

Each activity shall be undertaken within the scope expressly authorised by MSSDS. Prizes, recognition benefits and onward participation support shall follow approved norms. The Agency shall not incur additional expenditure or expand the scope without prior written approval.

The Agency shall undertake the services specified in this RFP across the districts and skills listed in Schedules A-C. The detailed assessment calendar, stage-wise candidate numbers, venues, training requirements and responsibility allocation shall be approved by MSSDS before the respective activities commence, within the contracted scope and financial ceiling. Regional, national and international participation support shall be subject to official candidate selection and written authorization by MSSDS, within the approved scope and financial ceiling. Any change affecting the scope, quantities, cost responsibilities or completion period shall require prior written approval and a corresponding contractual amendment, wherever applicable.

The Agency shall arrange and manage the experts, trainers, assessors, venues, equipment, logistics and other services allocated to it, in accordance with the contracted scope and accepted Financial Bid. MSSDS shall provide or pay directly only for items expressly allocated to it in the Work Order or Agreement. No item shall be claimed twice.

Deliverable	Required submission and acceptance evidence
Assessment and implementation plan	Skill-wise assessment methods, calendar, candidate batches, venues, resources and responsibilities, approved before assessments commence
Candidate-verification report	Reconciled registrations, eligibility checks, duplicate records and final assessment lists
Stage-wise assessment and competition reports	Attendance, assessment records, jury-certified scores, approved results and incident records
Training and preparation reports	Training plans, attendance, mock-assessment results and candidate-progress records
Onward participation reports	Written authorisation, selected-candidate details and evidence of services delivered
Final reconciliation and handover	Consolidated report, audited expenditure statements, advance reconciliation, inventories, data and handover records

MSSDS shall accept deliverables in writing or communicate specific deficiencies requiring correction. Submission alone shall not constitute acceptance. Payment shall remain subject to the applicable contractual milestones and verification requirements.

Candidate eligibility and individual/team classification shall follow Schedule A and the applicable official competition rules. The Agency shall verify eligibility skill-wise; a single general age limit shall not be applied across all skills.

Schedule B provides district-wise registrations and Schedule C provides skill-wise registrations as on 19 October 2026. These shall serve as the initial assessment-planning

baseline. MSSDS shall provide or authorise access to detailed candidate records for verification and assessment coordination.

3. Participation and Submission Requirements

This RFP is open to all bidders meeting the eligibility requirements specified herein.

Cover I - Technical Bid shall contain:

- Signed covering letter in Annexure I, identifying the agency and its authorised signatory.
- Power of Attorney, Board Resolution, governing-body authorization or other valid document authorizing the signatory to submit the bid and act on behalf of the agency.
- Online tender-fee payment receipt for INR 20,000/- through the designated e-procurement portal.
- EMD payment receipt confirming online payment of INR 2,00,000/- through the designated e-procurement portal.
- Agency profile in Annexure II, with registration certificate, PAN and GST details, wherever applicable.
- Details of relevant assignments, clearly identifying the agency's actual role, competition stages, locations, execution period and completion status, supported by Work Orders / Contracts and Completion / Client Certificates.
- Official results, participation records and client certificates supporting claims under Criteria 6–8, identifying the candidates, competition, year, participation or award, and the Agency's competition-specific preparation role.
- Summary of the Agency's capacity to assess registered candidates and conduct skill competitions, including access to experts, assessors, jury members, institutions, venues, equipment, logistics and digital assessment systems.
- Details of proposed specialist partners or subcontractors, their roles and supporting commitments, wherever relied upon. The selected agency shall remain responsible for their services.
- Proposed assessment and competition-delivery plan covering candidate eligibility verification, skill-wise screening, practical assessments, scoring, results, field arrangements and the Agency's authorized assignment coordinator.
- Annual turnover details and supporting documents for FY 2023-24, FY 2024-25 and FY 2025-26, as prescribed under PQC 2.
- Brief implementation approach covering verification of registered candidates, skill-wise screening and practical assessments, competition operations, assessment integrity, scoring and results, candidate preparation, logistics and reporting.
- Signed declarations in Annexures III and IV and the World Bank acceptance letter in Annexure V.
- Completed submission checklist and contact details of the authorised representative.

Cover II - Financial Bid shall contain:

- The completed Client-issued Excel BoQ containing one consolidated amount inclusive of GST and all other applicable taxes, duties and levies. The bidder shall not alter the BoQ structure, description, unit, quantity or formulas.

Participation is open to all bidders meeting the eligibility requirements specified under "Bidder Eligibility & Pre-Qualification Criteria" in this RFP. Bidders shall submit the Technical

Bid and Financial Bid in separate covers through https://mahatenders.gov.in. Quoted prices shall not be disclosed in the Technical Bid; turnover information and past-contract values may be included as documentary evidence. Only Financial Bids of technically qualified bidders shall be opened and evaluated.

4. Agency's Responsibility for Execution

The selected Agency shall arrange its own personnel, skill experts, assessors, jury members, trainers, technical support and field resources for verification and assessment of registered candidates, conduct of competitions and candidate preparation. No fixed PMU structure or individual staffing profiles are prescribed. The Agency shall nominate an authorized assignment coordinator and remain fully responsible for delivery of the contracted services.

5. Bidder Eligibility & Pre-Qualification Criteria

Bidders must satisfy all pre-qualification parameters listed below. Proposals failing to meet any criterion will be rejected at the technical scrutiny stage:

Sr. No.	Parameter	Eligibility Requirement	Supporting Documents Required
1	Legal Entity	A legally constituted industry association, company, PSU, LLP, society, academic institution, university, ITI, polytechnic or other registered/recognized organization authorized to undertake the assignment.	Registration, incorporation, establishment or recognition documents, as applicable, and documentary authority to undertake the assignment and enter into the Contract.
2	Financial Turnover	Minimum average annual turnover of INR 6,50,00,000/- across FY 2023-24, FY 2024-25 and FY 2025-26.	Audited Balance Sheets, CA Turnover Certificate with UDIN, and ITR Acknowledgments.
3	Relevant Experience	The agency must have successfully completed at least one assignment involving candidate assessment or implementation of district, state, national or international skill competitions during the two years preceding the bid submission deadline. Programme-management or technical-support assignments shall qualify only where client evidence establishes substantive responsibility for assessment or competition execution. Standalone advisory, mobilization and routine training assignments shall not qualify.	Work Orders / Contracts and Completion / Client Certificates establishing the agency's actual role, assessment or competition level, execution period and successful completion.
4	Technical Capability	The agency shall demonstrate access to experts, assessors, jury members,	Capability statement, details of facilities and expert networks,

Sr. No.	Parameter	Eligibility Requirement	Supporting Documents Required
		facilities, equipment, logistics and digital systems required for assessment of registered candidates and conduct of skill competitions. Resources may be available in-house or through documented institutional or industry arrangements.	and relevant MoUs, agreements, letters of commitment or other verifiable evidence.
5	Office Presence	The agency shall have an operational office in Mumbai or undertake to establish one before commencement of the assignment. An existing Mumbai office is not mandatory at the proposal-submission stage.	For an existing office: ownership, lease, rent agreement or other valid occupancy evidence. For a proposed office: signed undertaking to establish it before commencement of the assignment.
6	Non-Blacklisting	The firm must not be blacklisted or debarred by Central/State Govt., PSUs, or multilateral bodies.	Self-declaration undertaking on Bidder's official letterhead signed by Authorized Signatory.

6. Evaluation of Bids and Selection

Technical Bids meeting the prescribed eligibility and responsiveness requirements shall be evaluated out of 100 marks, comprising 80 marks for document-based assessment and 20 marks for presentation. Bidders securing at least 50 marks out of 80 shall qualify for presentation. Only bidders securing at least 60 marks out of 100 overall shall qualify for opening and evaluation of their Financial Bids. Final selection shall follow QCBS with 80% technical and 20% financial weightage.

Sr. No.	Evaluation Criteria	Scoring Basis / Parameter	Max Marks
1	Operational Resources and Delivery Arrangements	Five components, 2 marks each: venues and infrastructure; equipment, tools and consumables; logistics and candidate welfare; field personnel and technical support; backup and contingency arrangements. Per component: 0-absent, inadequate or unsubstantiated; 1-workable but with identified gaps; 2-complete, feasible and supported by evidence.	10
2	Experience in Assessment of Candidates for Skill Competitions	Verified unique candidates assessed: 5,000 or more: 5 marks; 2,000-4,999: 3 marks; 1,000-1,999: 1 mark; below 1,000: 0 marks. Registrations, mobilization footfalls and routine training attendance shall not count.	5

Sr. No.	Evaluation Criteria	Scoring Basis / Parameter	Max Marks
3	Experience in Conducting Skill Competitions	Successfully completed district, state, national or international skill competition assignments: none: 0 marks; one: 5 marks; two or more: 10 marks. Each contract shall count once.	10
4	Multi-Skill Competition Experience	Distinct skills covered: none: 0 marks; 1-19: 1 mark; 20-39: 2 marks; 40-49: 3 marks; 50 or more: 5 marks. Award only the highest applicable band.	5
5	Competition-Specific Candidate Preparation	No relevant experience: 0 marks; state/regional preparation: 3 marks; IndiaSkills national preparation: 7 marks; WorldSkills preparation: 10 marks. Award only the highest applicable band.	10
6	Verified IndiaSkills National Medal Outcomes of Candidates Prepared by the Agency	Official total (Gold, Silver, Bronze and Medallion) awards: below 5: 0 marks; 5-9: 5 marks; 10-14: 10 marks; 15-24: 15 marks; 25 or more: 20 marks. Count only awards supported by official results and evidence of the Agency's competition-specific preparation role.	20
7	WorldSkills Participation of Candidates Prepared by the Agency	Verified unique candidates who actually participated in the international WorldSkills Competition: below 3: 0 marks; 3-6: 5 marks; 7-9: 7 marks; 10 or more: 10 marks. Evidence shall establish the Agency's competition-specific preparation role.	10
8	Verified WorldSkills Awards of Candidates Prepared by the Agency	Official total (Gold, Silver, Bronze medals and Medallions) for Excellence: none: 0 marks; 1-5 awards: 3 marks; 6-7 awards: 5 marks; more than 7 awards: 10 marks. Award only the highest applicable band.	10
Subtotal - Document-Based Assessment		**Minimum 50/80 to qualify for presentation.**	**80**
9	Technical Presentation	Understanding and implementation: 5; assessment and competition operations: 5; candidate verification and assessment methodology: 3; training and preparation: 3; digital monitoring and assessment integrity: 2; governance, financial controls and risk management: 2.	20
	Total	**Minimum 60/100 overall for technical qualification and ranking.**	**100**

Experience and Supporting Evidence

- For Criteria 2-5, eligible experience shall relate to services performed during FY 2021-22 to FY 2025-26. Assignments counted under Criteria 3-5 shall have been successfully completed during that period.

- Assessments completed during FY 2021-22 to FY 2025-26 may be counted under Criterion 2 even where the overall assignment remained ongoing, provided client evidence confirms the assessment dates and verified candidate numbers.
- Under Criterion 3, each contract shall count once. Individual events, locations, skills or stages under the same contract shall not count as separate assignments.
- Under Criterion 4, each distinct skill shall count once across the claimed assignments.
- Under Criterion 5, preparation shall comprise competition-specific training, mentoring or bootcamps. Routine training shall not qualify.
- For Criteria 6–8, eligible national awards, WorldSkills participation and WorldSkills awards shall fall within the five years preceding the RFP submission deadline. Official results, participation records and client certificates shall establish the candidates, competition, year and Agency's competition-specific preparation role. General administration or travel support alone shall not qualify. Under Criterion 7, each candidate shall count only once across competition editions. Under Criteria 6 and 8, each official award shall count once, including each team award. The same candidate may receive credit under separate criteria where the respective requirements are met.
- Claims shall be supported by Work Orders / Contracts and Completion / Client Certificates, as applicable. For collaborative assignments, only the bidder's own documented services shall receive credit. Unsupported claims shall receive zero marks.
- Within each scoring component, only the highest applicable band shall apply; bands shall not be added together.

Operational-resource claims under Criterion 1 may be supported by ownership records, access agreements, MoUs, letters of commitment or other verifiable evidence. Ownership of every resource is not mandatory. Criteria 2–8 shall assess the Agency's documented experience, participation and outcomes against the published scoring requirements.

Technical Presentation: Only bidders meeting the eligibility requirements and securing at least 50 marks out of 80 in the document-based assessment shall be invited for a presentation carrying 20 marks. MSSDS shall communicate common presentation and Q&A durations, mode and permitted materials. No quoted prices or financial terms shall be disclosed during the presentation. The Evaluation Committee shall record reasons for the marks awarded.

Technical Qualification: Bidders securing at least 60 marks out of 100 in the overall technical evaluation shall be considered technically qualified. Only their Financial Bids shall be opened and evaluated. Technical qualification or the highest technical score shall not, by itself, confer entitlement to award. Final ranking and selection shall be based on the combined QCBS score, with 80% technical and 20% financial weightage, subject to fulfilment of the RFP requirements and approval of the competent authority.

Financial Evaluation: Financial Bids of technically qualified bidders shall be opened through https://mahatenders.gov.in. The evaluated bid price shall be calculated from the Client-issued Excel BoQ using the same prescribed items and quantities for every bidder, including applicable taxes.
The Financial Bid shall be checked for completeness, arithmetic accuracy and compliance with the prescribed pricing instructions. Any correction shall follow the rules published in this RFP and shall not permit revision of quoted rates.

The financial score shall be calculated as:
Sf = 100 × (Fm / F)
Where:

- Sf = Financial score of the bidder.
- Fm = Lowest evaluated responsive Financial Bid price among technically qualified bidders.
- F = Evaluated responsive Financial Bid price of the bidder being assessed.

Arithmetic Corrections
Where a line-item amount differs from the prescribed quantity multiplied by the quoted unit rate, the quoted unit rate shall prevail and the amount shall be corrected. Subtotals and totals shall be corrected accordingly. The quoted amount shall include GST and all other applicable taxes, duties and levies. No tax shall be added separately during evaluation.

MSSDS shall notify the bidder of the corrections and obtain written acceptance before using the corrected amount for financial scoring. Corrections shall not permit changes to quoted unit rates, prescribed quantities or the scope of services. Refusal to accept the corrections shall render the Financial Bid non-responsive.

Combined QCBS Score and Ranking
Technically qualified bidders shall be ranked using:
S = (0.80 × St) + (0.20 × Sf)
Where:

- S = Combined QCBS score.
- St = Total technical marks obtained out of 100.
- Sf = Financial score calculated under Financial Evaluation.

The bidder securing the highest combined QCBS score shall be ranked H1 and considered for award, subject to fulfilment of the RFP requirements and approval of the competent authority. Unrounded values shall be retained throughout the calculations. The final combined score shall be rounded to four decimal places for ranking.

Tie-Break Rule
Where two or more bidders obtain the same combined QCBS score rounded to four decimal places, preference shall be given, in sequence, to:
(a) the bidder with the higher unrounded total technical score;
(b) if technical scores are equal, the bidder with the lower evaluated Financial Bid price; and
(c) if still tied, higher aggregate marks under Criteria 6–8 relating to national awards, WorldSkills participation and WorldSkills awards; and
(d) if the tie persists, selection through a draw of lots conducted by MSSDS. The tied bidders' authorised representatives shall be invited to attend, and the proceedings and outcome shall be recorded by the Evaluation Committee.

Award of Contract: The bidder ranked H1 under the combined QCBS evaluation shall be considered for award, subject to verification of submitted information and approval of the competent authority. The award communication shall specify the accepted scope, evaluated and accepted Financial Bid amount, payment terms and contractual conditions. The selected

bidder shall submit written acceptance, furnish the required Performance Bank Guarantee and execute the Agreement within the period prescribed in this RFP.

7. Commercial Terms & Payment Schedule

Bidders shall submit their Financial Bids separately in Cover II using the Client-issued Excel BoQ. The accepted Financial Bid shall form the basis of the Contract Price. Payments shall follow the applicable milestones, accepted deliverables and supporting-record requirements specified in the Contract.

Stage	Payment trigger	Proposed payment
1. Advance	Signing of the Agreement, acceptance of the Work Order and fulfilment of the prescribed advance-release conditions	30%
2. Completion of State Level Competition	Completion and acceptance of state-level assessments, supported by activity and expenditure records	30%
3. Completion of Regional competition	Completion and acceptance of regional-level competitions, supported by activity and expenditure records	20%
4. Completion of National and International competition and reconciliation	Completion and acceptance of the national skills competition, final bill, audited statements and supporting records	Remaining 20% or admissible reconciled balance, after adjusting advances, previous payments and deductions

Financial Bid Preparation

Bidders shall quote one consolidated total amount for the complete scope specified in this RFP in the Client-issued Excel BoQ, against Quantity 1 and Unit "Lump Sum". The amount shall include all service costs, management/administrative fees, overheads and incidental expenses including all the taxes.

No separate quotation for management fees or onward preparation and participation services shall be submitted. The quoted amount shall constitute the maximum financial ceiling for the contracted scope, subject to the payment conditions below; it shall not constitute an automatic entitlement to payment.

Bidders shall not alter the BoQ structure, description, quantity or formulas. The mandatory price field shall not be left blank.

The milestone percentages apply to the competition-package amount identified in the approved activity-wise budget within the accepted consolidated quotation. They represent payment-release limits, subject to verification and reconciliation under the Basis of Payment clause. The approved allocation shall not increase the accepted quotation or alter the contracted scope.

Each subsequent release shall be subject to acceptance of the milestone and reconciliation of earlier releases. Final entitlement shall be limited to verified admissible expenditure and the applicable management fee within the contractual ceiling.

- **Basis of payment:** Payment shall be limited to verified admissible expenditure and the applicable management fee, within the approved activity-wise budget and accepted consolidated quotation. The quoted amount is a financial ceiling, not a fixed payment entitlement. Release of an advance shall not constitute acceptance of expenditure.
- **Supporting documents:** Payment claims shall include invoices, activity-completion reports, expenditure statements and relevant supporting records. Utilisation and No-Dues Certificates shall be submitted as prescribed in the Contract.
- **Advance release and adjustment:** The mobilization advance shall be released within seven days of receipt of the agency's advance request, following execution of the Agreement, acceptance of the Work Order, submission of the prescribed Performance Bank Guarantee and approval of the activity-wise budget and implementation plan by MSSDS. The advance shall be accounted for against verified admissible expenditure. Subsequent releases and final settlement shall account for the advance and all previous payments, ensuring that cumulative payments do not exceed the approved contractual ceiling.
- **Final payment:** The admissible final balance shall be released within 30 days of receipt of a complete final claim with supporting documents and acceptance of the contracted outputs.
- **Unspent funds:** Unspent or excess advances shall be refunded within 45 days of submission of the final expenditure reconciliation, without awaiting release of the final balance.
- **Management Fee:** The management/administrative fee shall be included in the consolidated quotation and shall not be quoted or paid additionally. The fee payable shall not exceed 15% of verified admissible expenditure excluding management fees and applicable taxes, or INR 80,00,000/-, whichever is lower, and shall remain within the accepted quotation. It shall cover management, coordination, administrative personnel and overheads. No duplicate fee or reimbursement shall be payable.
- **Taxes and statutory deductions:** The accepted consolidated quotation includes GST and all other applicable taxes, duties and levies. No additional payment towards these components shall be made over and above the accepted quotation. Invoices shall disclose taxes as applicable, and MSSDS shall make statutory deductions at source.
- **Onward Preparation and Participation:** The consolidated quotation shall include the onward preparation and participation services expressly specified in the RFP. Such services shall be undertaken only upon written authorization by MSSDS. Payments shall be based on verified admissible expenditure within the approved activity-wise allocation and accepted quotation. The competition-package milestone schedule shall not automatically apply to these services. No expenditure shall be claimed twice.
- **No duplicate payment:** Expenditure included in an approved package or fee shall not be claimed again as a separate reimbursement.
- **Budget Changes:** No expenditure beyond the approved budget or change in cost allocation shall be incurred without prior written approval of MSSDS. Approval of an activity plan shall not, by itself, authorize additional expenditure.
- **Earnest Money Deposit - Refund and Forfeiture:** The EMD of unsuccessful agencies shall be refunded after completion of the selection process and award of the Work Order. The selected

agency's EMD shall be refunded after submission of the required Performance Bank Guarantee and execution of the Agreement.

EMD may be forfeited where:

- The bidder withdraws its bid during the prescribed bid-validity period or an agreed extension.
- The selected agency fails to execute the Agreement or furnish the required Performance Bank Guarantee within the prescribed period, including any extension granted by MSSDS.
- The agency engages in prohibited practices for which EMD forfeiture is expressly provided under this RFP.

Rejection for non-responsiveness, a documentary omission or failure to qualify technically shall not, by itself, constitute grounds for forfeiture. Before forfeiture, MSSDS shall notify the agency of the grounds and consider its response under the applicable procedure. If the process is cancelled, EMD shall be refunded except where forfeiture has been duly determined.

- **Bid Validity:** Bids shall remain valid for 90 days from the Bid Submission Deadline. MSSDS may request an extension in writing before expiry. A bidder may decline the extension without forfeiture of its EMD. A bidder accepting the extension shall maintain both its Technical and Financial Bids without modification for the extended period.

8. General Contract Conditions & Penalties

- **Acceptance and Agreement:** The bidder selected through QCBS shall submit written acceptance of the award, furnish the required Performance Bank Guarantee and execute the Agreement within seven working days of receipt of the award communication, or within an extension granted by MSSDS in writing. The award communication shall identify the contracted scope, accepted Financial Bid amount, payment terms and commencement date.
- **Performance Bank Guarantee (PBG):** The selected bidder shall submit a PBG from a scheduled commercial bank for 5% of the total contract value, valid throughout the Contract Period and for two months thereafter.
- **Contract Duration:** The assignment shall continue for 12 months from the commencement date specified in the Work Order or until completion of the last milestone related to the international competition included in the contracted scope, whichever is later.
- **Commencement and Resource Arrangements:** The Agency shall commence the assignment within the period specified in the Work Order and arrange its own personnel, assessors, experts, equipment and field resources according to the approved assessment and competition calendar.
- **Non-performance and Deductions:** Payment shall be limited to services actually delivered and accepted by MSSDS. Any amount claimed for undelivered or unaccepted services shall be excluded from payment. MSSDS shall communicate the grounds and consider the Agency's response before making such adjustment. The same failure shall not attract duplicate recovery.
- **Final Handover:** On completion or termination, the Agency shall hand over all assignment records, candidate data, assessment records, reports, inventories and Client-owned assets to MSSDS. Final settlement shall be subject to verification of admissible dues, expenditure reconciliation, adjustment of advances and completion of the required handover.

- **Data and Digital Systems:** Assignment-specific records, reports and datasets shall belong to MSSDS. Pre-existing software and tools shall remain with their respective owners. The Agency shall disclose applicable licenses, provide MSSDS with the access required for the assignment, and hand over complete data in usable electronic formats without additional charges outside the approved financial framework.
- **Confidentiality:** The Agency shall protect candidate information, test projects, marking schemes and unpublished results, restrict access to authorized personnel, and disclose such information only with MSSDS approval or where required by law.
- **Termination:** MSSDS reserves the right to terminate the contract by giving 30 days written notice in case of persistent non-performance or material breach.
- **Contract Documents:** The Agreement, Work Order, this RFP with its schedules and amendments, and the accepted Technical and Financial Bids shall form the contractual documents, in that order of precedence. The Work Order and Agreement shall reflect the accepted bid terms. No provision of the accepted bids shall override mandatory RFP requirements unless expressly permitted under the RFP.
- **Arbitration & Jurisdiction:** Any unresolved disputes shall be referred to the Additional Chief Secretary (ACS) / Principal Secretary, Skills, Employment, Entrepreneurship and Innovation Department, Government of Maharashtra, as Sole Arbitrator. Legal jurisdiction shall reside exclusively in Mumbai Courts.
- Agencies shall bear their own proposal-preparation and presentation costs.
- MSSDS may verify submitted documents and seek written clarifications without permitting material changes to proposals.
- MSSDS may reject materially false or misleading submissions and cancel the process through a recorded decision of the competent authority.
- Clarifications, amendments and deadline extensions shall be published on https://mahatenders.gov.in. Only formally issued amendments shall modify this RFP.

9. Anti-Corruption Guidelines:

The World Bank's Guidelines on Preventing and Combating Fraud and Corruption in Program for Results Financing dated February 1, 2012 and revised July 10, 2015 (hereinafter, "WB Guidelines") will be applicable to this contract as provided at Section A of the tender/proposal document) and may be accessed at https://www.worldbank.org/en/programs/program-for-results-financing#3

Definitions

'World Bank': means the International Bank for Reconstruction and Development (IBRD) or the International Development Association (IDA).

'WB Guidelines': World Bank's Guidelines on Preventing and Combating Fraud and Corruption in Program for Results Financing dated February 1, 2012 and revised July 10, 2015.

These guidelines shall be in the Procurement Document (Tender / Proposal) and also be part of the resultant Contract agreement.

World Bank Guidelines on Preventing and Combating Fraud and Corruption in Program-for-Results Financing' dated February 1, 2012 and revised on July 10, 2015 (the WB

Guidelines)

Bidding documents will include information regarding the applicability of the ACG to the Program, and exclusion of any debarred or suspended person or entity from a contract under or participation in the Program.

(1) The World Bank "Guidelines on Preventing and Combating Fraud and Corruption in Program for Results Financing" dated February 1, 2012, and revised on July 10, 2015, shall apply to this activity which is within the Program Boundary accordingly the following shall be applicable:

(i) Bidder shall prepare and furnish to the Borrower and/or the Bank, all such information that the Borrower, and/or the Bank shall reasonably request in relation to the Program.

(ii) Bidder accept the carrying out of inspections by the Borrower and/or the Bank for the monitoring of, and in relation to, the carrying out of the activities under the Program.

(iii) Any inquiries conducted by the Bank pursuant to these Guidelines are administrative in nature, for the purpose of determining compliance with the Bank's policies, directives, and procedures. Inquiries include, but are not limited to, the review of relevant accounts, records and other documents, and interviews with relevant persons.

(iv) The Guidelines address the following defined practices in connection with the Program.

a. A "corrupt practice" is the offering, giving, receiving, or soliciting, directly or indirectly, of anything of value to influence improperly the actions of another party.
b. A "fraudulent practice" is any act or omission, including a misrepresentation, that knowingly or recklessly misleads, or attempts to mislead, a party to obtain a financial or other benefit or to avoid an obligation.
c. A "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.
d. A "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.
e. An "obstructive practice" is (i) 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 (ii) acts intended to materially impede the exercise of the Bank's contractual rights of audit or access to information.

10. Environmental and Social Compliance

Environmental Compliance – Rules and Regulations

The Contractor shall comply with all latest applicable environmental laws, rules, regulations, notifications, policies and guidelines as applicable issued by the Government of India,

Government of Maharashtra and other competent authorities during the execution of the works under this Contract. The Contractor shall ensure that all construction, installation, operation and related activities are undertaken in an environmentally responsible manner and in compliance with the applicable statutory provisions listed below, as amended from time to time.

Environment (Protection) Act, 1986
The Contractor shall comply with the provisions of the Environment (Protection) Act, 1986 enacted for the protection and improvement of the environment. The Contractor shall ensure prevention and control of environmental pollution arising from project activities and comply with all directives issued by the Ministry of Environment, Forest and Climate Change (MoEFCC) and other competent authorities. The Contractor shall ensure protection of existing trees and undertake plantation of new trees wherever required and permitted.

Air (Prevention and Control of Pollution) Act, 1981
The Contractor shall comply with the Air (Prevention and Control of Pollution) Act, 1981. All activities resulting in emissions to air shall follow the applicable laws and standards and obtain required permissions from the State Pollution Control Board or relevant authorities. The Contractor shall implement appropriate air pollution control measures including dust suppression and mitigation measures during construction activities.

Water (Prevention and Control of Pollution) Act, 1974
The Contractor shall comply with the Water (Prevention and Control of Pollution) Act, 1974. Any activities resulting in discharge of wastewater or effluent shall adhere to applicable standards and regulatory requirements. The Contractor shall obtain necessary permissions where required and ensure appropriate treatment of wastewater prior to its disposal. Where applicable, sewage treatment facilities shall be installed and maintained.

Water (Prevention and Control of Pollution) Cess Act, 2003
The Contractor shall comply with the Water Cess Act where applicable and shall ensure that any operation, treatment or disposal system that consumes water or generates sewage or trade effluent complies with the requirements of the Act. Direct discharge of untreated sewage or effluent into natural water bodies shall not be permitted.

Batteries (Management and Handling) Rules, 2001
The Contractor shall comply with the Batteries (Management and Handling) Rules, 2001 and subsequent amendments. Used batteries generated during project activities shall be disposed of only through registered recyclers. Transportation and disposal of batteries shall follow prescribed procedures and required documentation shall be maintained. In case of procurement of recycled batteries, the Contractor shall procure only from registered recyclers and submit required returns to the State Pollution Control Board as prescribed.

Chemical Accidents (Emergency Planning, Preparedness and Response) Rules, 1996
Where hazardous chemicals listed in Schedule 1 of the Rules are used or stored during project activities, the Contractor shall comply with the Chemical Accidents Rules. This includes preparation of emergency response plans, proper storage and handling of chemicals, and ensuring worker safety through appropriate training and protective equipment.

Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989
The Contractor shall comply with the Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989 for processes involving hazardous chemicals. Hazardous materials including asbestos used in buildings shall be handled, stored and disposed of in accordance with statutory requirements. The Contractor shall ensure appropriate labeling of chemicals, maintain safety documentation, and implement accident prevention and emergency response measures.

Environmental (Protection) Amendment Rules relating to Generator Emissions
The Contractor shall comply with the Environmental (Protection) Amendment Rules relating to emissions from diesel generators including limits prescribed under the Environmental Protection (Third Amendment) Rules, 2013 and Environmental Protection (Second Amendment) Rules, 2013. Emission limits for diesel generator sets up to 800 kW and smaller generators shall be strictly followed.

Environmental (Protection) Seventh Amendment Rules, 2009
The Contractor shall comply with ambient air quality standards prescribed under the Environmental Protection Seventh Amendment Rules, 2009. Activities that may generate air pollutants, including painting, chemical handling and workshop activities, shall ensure adherence to applicable air quality standards.

E-Waste (Management) Rules, 2016
The Contractor shall comply with the E-Waste (Management) Rules, 2016. All electronic waste generated during project implementation shall be handled, stored, labeled and disposed of through authorized collection centers, dismantlers or recyclers. E-waste shall not be stored beyond the permissible period prescribed under the Rules.

Noise Pollution (Regulation and Control) Rules, 2000
The Contractor shall ensure that noise levels from construction activities comply with limits prescribed under the Noise Pollution Rules. Construction activities shall not exceed permissible noise limits particularly in areas designated as silence zones such as educational institutions and their surrounding areas.

Plastic Waste Management Rules
The Contractor shall comply with the Plastic Waste Management Rules and ensure proper handling, segregation, storage and disposal of plastic waste generated during the project. Any manufacturing, storage or distribution of plastic products shall be undertaken only after obtaining necessary permissions and registrations from the Pollution Control Board.

Solid Waste Management Rules, 2016
The Contractor shall comply with the Solid Waste Management Rules, 2016. All waste generated during construction and operational activities shall be segregated at source into wet, dry and hazardous waste streams. The Contractor shall ensure safe storage, collection, transportation and disposal of waste in accordance with applicable regulations.

Public Insurance Liability Act, 1991

Where hazardous substances are handled as part of project activities, the Contractor shall comply with the Public Insurance Liability Act, 1991 and obtain appropriate insurance coverage to provide relief in case of accidents involving hazardous materials. Workers shall be covered through applicable insurance schemes such as ESIC or Workers' Compensation insurance.

Ancient Monuments and Archaeological Sites and Remains Act, 1958

The Contractor shall comply with the Ancient Monuments and Archaeological Sites and Remains Act, 1958. Construction activities shall not be undertaken within 100 meters of protected monuments and shall comply with regulatory restrictions within 200 meters of such monuments. In the event of discovery of archaeological artifacts during construction, work shall be halted and relevant authorities shall be notified immediately.

Construction and Demolition Waste Management Rules, 2016

The Contractor shall comply with the Construction and Demolition Waste Management Rules, 2016. Construction waste including debris, rubble and building materials shall be segregated, stored and disposed of in accordance with the Rules. Where construction waste exceeds thresholds specified under the Rules, the Contractor shall prepare a waste management plan and obtain required approvals from local authorities prior to commencement of work.

Additional Environmental Policies, Codes and Standards

The Contractor shall comply with all other relevant environmental standards, codes and guidelines applicable to the program including:

- National Policy on Safety, Health and Environment at Workplace, 2009
- Code on Occupational Safety, Health and Working Conditions
- National Policy on Disaster Management, 2009
- National Disaster Management Authority Guidelines on Building Safety
- National Building Code of India, 2016 and relevant Bureau of Indian Standards (BIS) codes
- Energy Conservation Building Code, 2017
- Harmonized Guidelines and Space Standards for Barrier Free Built Environment for Persons with Disabilities and Elderly Persons, 2016
- CPCB Guidelines for Management of Sanitary Waste, 2018

The Contractor shall also comply with requirements under the Environmental Impact Assessment Notification, 2006 and subsequent amendments where applicable.
Where applicable, the Contractor shall comply with the provisions of the Coastal Regulation Zone Notification, 2019, Eco-Sensitive Zone notifications, Forest (Conservation) Act, 1980, Wildlife (Protection) Act, 1972, and Wetlands (Conservation and Management) Rules, 2017.

The Contractor shall also comply with relevant regulations relating to the use of fly ash in construction works where project sites are located within the prescribed distance from coal or lignite based thermal power plants.

In addition, the Contractor shall ensure compliance with the Food Safety and Standards Act, 2006 for food service facilities and the Insecticides Act, 1968 for pest control activities undertaken within project premises.

Social Compliance – Policies, Rules and Regulations
The Contractor shall comply with all applicable social, labour and welfare laws of India and the State of Maharashtra during execution of the works. The Contractor shall ensure non-discrimination, social inclusion, protection of vulnerable groups and welfare of workers engaged under the project.

Constitutional Provisions
The Contractor shall adhere to the principles of equality and non-discrimination as enshrined under Articles 15, 16 and 46 of the Constitution of India, ensuring that no discrimination takes place on the basis of religion, caste, gender, place of birth or social background.

National Education Policy 2020 and National Skill Development Policies
The Contractor shall ensure that activities under the project support the objectives of national skill development and vocational training policies, including promotion of inclusive access to vocational education and skill development opportunities.

Apprentices Act, 1961
Where applicable, the Contractor shall comply with provisions of the Apprentices Act, 1961 including engagement of apprentices and payment of stipend in accordance with the rates prescribed under the Act.

Rights of Persons with Disabilities Act, 2016
The Contractor shall ensure that infrastructure and facilities created under the project are accessible and inclusive for persons with disabilities in accordance with the Rights of Persons with Disabilities Act, 2016 and relevant accessibility guidelines.

Sexual Harassment of Women at Workplace Act, 2013
The Contractor shall comply with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and shall ensure that appropriate mechanisms are in place to prevent and address workplace harassment.

Labour Welfare Legislation
The Contractor shall comply with applicable labour welfare laws including:

- Minimum Wages Act, 1948
- Payment of Wages Act
- Equal Remuneration Act, 1976
- Employee Compensation Act, 1923
- Maternity Benefit Act, 1961

Workers shall be paid wages not less than statutory minimum wages and shall be provided with appropriate welfare and safety provisions.

Child Labour and Bonded Labour Prohibition
The Contractor shall strictly comply with the Child Labour (Prohibition and Regulation) Act, 1986 and the Bonded Labour System (Abolition) Act, 1976. Employment of child labour or bonded labour in any form is strictly prohibited.

Construction Workers Welfare
The Contractor shall comply with the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and associated Cess Act. All construction workers engaged for project works shall be provided with welfare facilities and safe working conditions.

Inter-State Migrant Workers
Where migrant labour is engaged, the Contractor shall comply with the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979.

Transparency and Accountability
The Contractor shall cooperate with authorities in ensuring transparency and accountability in accordance with the Right to Information Act, 2005 and applicable institutional grievance redressal mechanisms.

State Government Policies
The Contractor shall comply with relevant State Government policies including provisions relating to social inclusion, reservation policies, welfare of vulnerable groups and regulations governing technical and vocational education institutions within the State of Maharashtra.

11. Labour Laws:

Special Conditions of Contract
This Contract is financed under a Program supported by the World Bank under the Program-for-Results (PforR) financing instrument.

The works shall comply strictly with the New Labour Codes in India. India consolidated 29 central labour laws into four major codes, which came into effect from 21 November 2025. The Labour Codes (Wage, IR, Social Security, OSH & Working Conditions) are now in force in India (effective Nov 21 2025).

Compliance with this clause is mandatory and binding on the Contractor and all subcontractors.

New Labour Codes in India
1. Code on Wages, 2019
2. Industrial Relations Code, 2020
3. Social Security Code, 2020
4. Occupational Safety, Health & Working Conditions Code, 2020

These replace older statutes such as the Payment of Wages Act, Contract Labour Act, Minimum Wages Act, etc.

1. Contractor must comply with the four New Labour Codes, Code on Wages, Industrial Relations Code, Social Security Code, OSH & Working Conditions Code, and related rules wherever applicable.
2. Licence/registration under these Codes may be required before commencement.
3. Contractor must ensure wage payments per Code on Wages (minimum wage, timely bank

credit, etc.).

4. Compliance returns/documents must be submitted monthly to engineer/procuring agency.
5. Breach can affect payment (e.g., withholding bills).

Under the Codes:

- Minimum wage obligations are more uniform and apply to all employees.
- Wage definitions and payment timelines are standardized.
- Worker coverage, safety, social security, and industrial relations rules are modernized.

COMPLIANCE WITH THE CODE ON WAGES, 2019

1. Statutory Compliance

The Contractor shall strictly comply with all provisions of the Code on Wages, 2019 (Act No. 29 of 2019), and the Rules framed thereunder, as amended from time to time, including but not limited to provisions relating to:

a) Payment of minimum wages as notified by the Appropriate Government;
b) Payment of wages within prescribed time limits;
c) Payment of overtime wages at rates not less than twice the normal rate;
d) Payment of statutory bonus wherever applicable;
e) Equal remuneration without discrimination on the ground of gender for same or similar work;
f) Lawful deductions only as permitted under the Code;
g) Maintenance of prescribed registers, records and issuance of wage slips;
h) Compliance with floor wage as notified by the Central Government.

2. Payment of Wages

2.1 he Contractor shall ensure that wages are paid only through legally permitted modes, including bank transfer, electronic mode, cheque, or as otherwise prescribed.
2.2 Wages shall be paid within the statutory timelines prescribed under the Code on Wages, 2019.
2.3 In case of termination, resignation, retrenchment, or closure, wages shall be paid within the time limit prescribed under law.

3. Minimum Wages

3.1 The Contractor shall pay wages not less than the minimum wages notified for the relevant category of employment, skill classification, and geographical area.
3.2 Under no circumstances shall wages paid be less than the applicable floor wage notified by the Central Government.
3.3 Any revision in minimum wages during the contract period shall be binding on the Contractor and shall be implemented immediately.

4. Bonus

4.1 The Contractor shall pay statutory bonus to eligible employees in accordance with the provisions of the Code on Wages, 2019.
4.2 The Contractor shall maintain proper records relating to computation and disbursement of bonus and produce the same upon demand.

5. Records and Inspection

5.1 The Contractor shall maintain all statutory registers, records, muster rolls, wage registers, and other documentation as required under the Code.

5.2 The Principal Employer or its authorized representative shall have the right to inspect such records at any time.

5.3 The Contrctor shall produce proof of wage payment and statutory compliance whenever demanded.

6. Indemnity

The Contractor shall indemnify and keep indemnified the Principal Employer against all claims, liabilities, penalties, damages, losses, or expenses arising out of or in connection with any non-compliance of the provisions of the Code on Wages, 2019, by the Contractor.

7. Liability

1.1 The Contractor shall be solely responsible for compliance with all statutory obligations toward its employees.

1.2 Any statutory liability arising due to non-compliance shall be borne entirely by the Contractor.

2. **Consequences of Non Compliance**

Failure to comply with the provisions of the Code on Wages, 2019 shall constitute a material breach of contract and may result in:

a) Withholding of payments;
b) Recovery of statutory dues from bills;
c) Termination of contract;
d) Blacklisting or debarment, as per applicable rules.

COMPLIANCE WITH INDUSTRIAL RELATIONS CODE 2020

1.0 **Applicability**

1.1 This Clause shall apply to the Contractor, its Sub-Contractors, and all personnel engaged for execution of the Works.

1.2 This Clause shall be read in conjunction with the General Conditions of Contract (GCC) and all other applicable provisions of the Contract.

1.3 The Contractor shall comply with the provisions of the Industrial Relations Code, 2020, and all Rules, notifications, amendments and statutory modifications thereto during the currency of the Contract.

2.0 **Employer–Employee Relationship**

2.1 The Contractor shall be the sole employer of all labour and personnel engaged for execution of the Works.

2.2 Nothing contained in this Contract shall be construed to create any employer–employee relationship between the Employer and the Contractor's personnel.

2.3 The Contractor shall be solely responsible for all legal and statutory obligations arising out of such employment.

3.0 **Standing Orders and Service Conditions**

3.1 Where applicable under law, the Contractor shall comply with requirements relating to Standing Orders, classification of workers, and service conditions.

3.2 The Contractor shall clearly define terms of employment, working hours, leave entitlements, and disciplinary procedures.

3.3 Any modification in service conditions shall be in accordance with statutory provisions.

4.0 Retrenchment, Lay-off and Closure

4.1 The Contractor shall comply with statutory provisions governing:

- Lay-off
- Retrenchment
- Closure of establishment
- Notice requirements
- Payment of compensation

4.2 No retrenchment, termination, or workforce reduction shall be carried out in violation of statutory procedure.

4.3 All compensation and dues payable to workers shall be discharged before demobilisation of labour.

5.0 **Notice of Change**

5.1 The Contractor shall comply with statutory requirements regarding notice of change in service conditions where applicable.

5.2 Any change affecting wages, working hours, or other service conditions shall follow prescribed legal procedures.

6.0 **Industrial Disputes and Grievance Resolution**

6.1 The Contractor shall establish an internal grievance redress mechanism consistent with statutory provisions.

6.2 Industrial disputes, if any, shall be resolved through legally recognized mechanisms including conciliation, arbitration, or adjudication as provided under law.

6.3 The Contractor shall take all reasonable measures to ensure that industrial disputes do not affect progress of the Works.

7.0 **Strikes, Lockouts and Work Stoppage**

7.1 The Contractor shall comply with statutory provisions relating to strikes and lockouts.

7.2 The Contractor shall ensure that no illegal strike, lockout, or work stoppage attributable to the Contractor disrupts execution of the Works.

7.3 Any delay caused due to unlawful industrial action attributable to the Contractor shall not entitle the Contractor to extension of time or compensation.

8.0 Prohibition of Unfair Labour Practices

8.1 The Contractor shall not engage in any unfair labour practice as defined under applicable law.

8.2 The Contractor shall ensure non-discrimination, lawful disciplinary proceedings, and fair treatment of workers.

9.0 Records and Compliance

9.1 The Contractor shall maintain all registers, notices, and records required under the Industrial Relations Code, 2020.

9.2 Such records shall be made available for inspection by statutory authorities and the Employer upon request.

10.0 Indemnity

The Contractor shall indemnify and keep indemnified the Employer against all claims, liabilities, penalties, or proceedings arising out of violation of the Industrial Relations Code, 2020.

11.0 Withholding and Recovery

In case of statutory non-compliance, the Employer may:

- Withhold payments due to the Contractor;
- Recover statutory dues from Contractor's bills;
- Invoke Performance Security;
- Take action under termination provisions of the Contract.

12.0 Material Breach

Serious or repeated violation of this Clause shall constitute material breach of Contract and may result in suspension or termination.

COMPLIANCE WITH CODE ON SOCIAL SECURITY, 2020

1.0 Applicability

1.1 This Clause shall apply to the Contractor, its Sub-Contractors, and all personnel engaged for execution of the Works.

1.2 The Contractor shall comply with the provisions of the Code on Social Security, 2020, and all applicable Rules, Schemes, notifications, amendments and statutory modifications in force during the currency of the Contract.

1.3 The Contractor shall be solely responsible for all social security obligations arising from employment of labour for the Works.

2.0 Registration and Statutory Coverage

2.1 The Contractor shall obtain and maintain all registrations required under the Code on Social Security, 2020, including but not limited to:

- Registration under Employees' Provident Fund (EPF)
- Registration under Employees' State Insurance (ESI), where applicable
- Registration for Gratuity, Maternity Benefit, and other notified schemes
- Registration relating to Building and Other Construction Workers (BOCW), where applicable
- Registration of Inter- state Migrant

2.2 The Contractor shall ensure that all eligible workers are enrolled under applicable social security schemes.

3.0 Provident Fund Compliance

3.1 The Contractor shall:

- Deduct employee contributions as prescribed
- Deposit employer and employee contributions within statutory timelines
- File required returns and maintain contribution records

3.2 Proof of monthly EPF remittance (challans and ECR statements) shall be submitted to the Engineer-in-Charge along with Running Account Bills.

3.3 In case of default, the Employer may deposit the amount directly and recover the same from Contractor's dues.

4.0 Employees' State Insurance (ESI)

4.1 Where applicable, the Contractor shall:

- Register eligible workers under ESI
- Deposit contributions within statutory timelines
- Facilitate access to ESI benefits

4.2 The Contractor shall ensure that no eligible worker is deprived of statutory medical benefits due to non-compliance.

5.0 Gratuity and Other Terminal Benefits

5.1 The Contractor shall comply with statutory provisions relating to gratuity payable to eligible employees.

5.2 The Contractor shall ensure payment of:

- Gratuity
- Maternity benefit
- Employee compensation for injury or death
- Any other statutory benefit notified under the Code

5.3 All dues shall be settled prior to demobilisation of labour.

6.0 Building and Other Construction Workers (Where Applicable)

6.1 For construction works covered under the Building and Other Construction Workers framework, the Contractor shall:

- Register the establishment as required
- Facilitate registration of workers
- Pay applicable cess
- Comply with welfare fund provisions

6.2 Proof of cess payment shall be submitted as required under the Contract.

7.0 Records and Returns

7.1 The Contractor shall maintain all registers, records, and electronic filings required under

the Code.

7.2 Such records shall be made available for inspection by:

- Statutory authorities
- The Engineer-in-Charge
- Funding agency representatives (where applicable)

8.0 Prohibition of Evasion

8.1 The Contractor shall not misclassify employees as contract, casual or temporary workers for the purpose of avoiding social security obligations.

8.2 Any attempt to evade statutory contributions shall be treated as material breach of Contract.

9.0 Indemnity

The Contractor shall indemnify and keep indemnified the Employer against all claims, liabilities, damages, penalties or proceedings arising from non-compliance with the Code on Social Security, 2020.

10.0 Withholding and Recovery

10.1 In case of non-compliance, the Employer may:

- Withhold payments
- Recover unpaid statutory dues from bills
- Invoke Performance Security
- Suspend work

10.2 Such actions shall be without prejudice to other remedies available under the Contract.

11.0 Material Breach

Serious or repeated violation of this Clause shall constitute material breach and may result in termination of the Contract in accordance with applicable GCC provisions.

COMPLIANCE WITH OCCUPATIONAL SAFETY, HEALTH AND WORKING CONDITIONS CODE, 2020

1.0 Applicability

1.1 This Clause shall apply to the Contractor, its Sub-Contractors, and all personnel engaged for execution of the Works.

1.2 The Contractor shall comply with the provisions of the Occupational Safety, Health and Working Conditions Code, 2020, and all Rules, notifications, amendments and statutory modifications thereto during the currency of the Contract.

2.0 General Duties of Employer

2.1 The Contractor shall ensure, so far as reasonably practicable, the health, safety and working conditions of all workers employed on the Works.

2.2 The Contractor shall provide and maintain:

- Safe working environment free from hazards

- Safe plant, machinery, equipment and systems of work
- Safe handling, storage and transport of materials
- Adequate supervision by competent persons

2.3 The Contractor shall ensure compliance with all statutory standards relating to construction safety.

3.0 Safety Measures at Site

3.1 The Contractor shall implement a Site-Specific Safety Plan before commencement of work.

3.2 The Contractor shall provide, at its own cost:

- Personal Protective Equipment (PPE)
- Safe scaffolding and formwork
- Guard rails, barricades and safety signage
- Fall protection systems
- Fire prevention and firefighting equipment

3.3 All lifting appliances, hoists, cranes and machinery shall be tested and certified as per statutory requirements.

4.0 Working Conditions and Welfare Facilities

4.1 The Contractor shall provide statutory welfare facilities including:

- Potable drinking water
- Sanitation and washing facilities
- Rest shelters
- First aid boxes and medical arrangements
- Canteen and crèche facilities where applicable

4.2 Working hours, rest intervals and weekly holidays shall comply with statutory provisions.

5.0 Appointment of Safety Personnel

5.1 Where required under law, the Contractor shall appoint qualified Safety Officers.

5.2 Safety Officers shall be responsible for monitoring compliance, conducting safety training, and maintaining safety records.

6.0 Accident Reporting and Investigation

6.1 All reportable accidents, dangerous occurrences and occupational diseases shall be immediately notified to:

- The Engineer-in-Charge
- The prescribed statutory authority

6.2 The Contractor shall conduct accident investigation and submit corrective action reports.

6.3 The Contractor shall be solely responsible for compensation and liabilities arising from accidents attributable to its acts or omissions.

7.0 Prohibition of Employment of Young Persons in Hazardous Work

The Contractor shall not employ any person in contravention of statutory provisions relating to age restrictions and hazardous processes.

8.0 Records and Inspection

8.1 The Contractor shall maintain registers, notices and records as required under the Code.

8.2 Such records shall be produced for inspection by statutory authorities and the Employer upon request.

9.0 Indemnity

The Contractor shall indemnify and keep indemnified the Employer against all claims, penalties, liabilities or proceedings arising out of violation of the Occupational Safety, Health and Working Conditions Code, 2020.

10.0 Withholding and Termination

10.1 In case of non-compliance, the Employer may:

- Withhold payments
- Recover statutory dues
- Suspend work
- Terminate the Contract for material breach

Such action shall be without prejudice to other contractual remedies.

The Contractor shall be fully responsible for compliance and monitoring and reporting with all relevant environmental protection and social safeguards regulations and standards and health and safety of host population and prepare mitigation plan within 28 days of the Effective Date, shall submit a detailed site specific Environmental and Social Management Plan, based on the Community Health and Safety Management Plan submitted in the technical proposal, for the Project Manager's no objection showing how the Contractor intends to comply with environmental and social laws and regulations and other specific requirements prescribed in the Contract, addressing all the monitoring and mitigation measures including those, if any, mentioned in Section 6- Employer's Requirements;

Note: Before providing No-objection, department shall also check and ensure if required safeguards documents, including on preventive plans on Sexual Exploitation and Abuse - Sexual Harassment, Labour influx management plans and online system for tracking compliance of labour welfare laws / obligations have been complied with for all categories of contracts

(Refer Annex 1 for site specific plans) with respect to provision of the Works and with respect to the Contractor's personnel, subcontractors and sub-suppliers pursuant to the Contract.

The Contractor shall ensure that its employees and Subcontractors observe the highest ethical standards and refrain from any form of bullying, discrimination, misconduct, and harassment, including sexual harassment as per The Sexual Harassment of Women at Workplace (prohibition, Prevention, Redressal) Act 2013and shall, at all times, behave in a manner that creates an environment free of unethical behavior, bullying, misconduct, and harassment,

including sexual harassment. The Contractor shall take appropriate action against any employees or Subcontractors, including suspension or termination of employment or subcontract, if any form of unethical or inappropriate behavior is identified.

The Contractor shall conduct training programs for its employees and Subcontractors to raise awareness on and prevent any form of bullying, discrimination, misconduct, and harassment including sexual harassment, and to promote a respectful work environment and establish Grievance Redress Mechanism. The Contractor shall keep an up-to-date record of its employees and subcontractors who have attended and completed such training programs and provide such records to the Employer or the Engineer at their first written request.

Annexure

Where the mapping indicates that there is a likelihood of a negative impact of labor influx in any project, a mitigation plan has to be put in place involving the key stakeholders. The contractor has contractual accountability to the client/borrower as well as a contractual and legal relationship with the sub-contractor. The contractor also stands in a position of "Principal Employer" to the workers and is therefore ultimately responsible for the labor welfare measures which would influence the impact of labor on the local community. In order to mitigate the negative effects of influx of migrant labors on the host community, the contractor needs to:

1. Assess the conditions of the host community prior to starting the work and hire labor accordingly
2. Manage influx and hire sub-contractors who have the capacity to manage effects of impacts
3. Conduct orientation meetings with the workers and where workers are engaged through a sub-contractor, with the sub-contractor, to apprise them of the social, political, cultural environment and instruct them to conduct themselves accordingly
4. Lay down a "Code of Conduct" for the workers to avoid adverse impacts on the community
5. Conduct periodic meetings with representatives of the community to track issues likely to impact it negatively
6. Ensure a monitoring system to track possible negative impacts and ensure timebound mitigation measures.

Depending on the results of studying the nature and extent of impact, all or any of the following mitigating measures may be taken:

Workers Camps and Management of Worker - Community Interface

Camp Location Respond with Yes or No

1. Where the conditions are conducive, i.e. some indications of positive impacts are found, camps can be located in a place which helps workers to interact with the host community. This could facilitate easier acceptance, and co-existence. All cautionary measures are to be adopted at such camps as well
2. In the best interest of the workers, the camp should be located at a place where there is mobile phone connectivity so that the workers can be in touch with their family
3. Where the connectivity of the camp with the project site is a crucial factor, keeping in mind the time and costs of the project, and the camp necessarily has to be located close to the community, adopt all cautionary measures

4. Where the cost or time is not an issue and negative impacts are indicated, locate the camp at a location which is far away from the local residential area

Managing Worker - Community interface.

Camp Location Respond with Yes or No

1. The camp should be kept self-sufficient so that workers do not need to visit the local community market for day-to-day purchases
2. The camp should have means of entertainment and amusement for workers including indoor games, televisions etc. so that workers do not feel the need to move out in search of entertainment
3. Locals should be employed for guarding the camp so that movement of workers and locals can be monitored and restricted
4. The scope for workers to meet locals more often than necessary should be reduced by fixing accountability on local elders/influentials to keep a watch on workers' movement inside the host community, especially after dark
5. Workers should be kept under constant monitoring of respective troop leaders/ sardars/labor supplier and fix accountability on troop leaders for their actions
6. Watch should be kept on interactions of young and unmarried migrants with locals
7. Where favorable conditions allow, help the locals in accepting the migrant workers by allowing both to meet, interact and spend time

Engagement with the Host Community

1. Hire a local sub-contractor/labor-supplier to exercise influence on and engage with the host community
2. Engage local workers to satisfy "son-of-the-soil" demand
3. Extend some reasonable favors to keep the locals happy
4. Involve some local influential person or persons in some capacity and give him/them some decision-making power
5. Form joint committee/s with local influential persons which would monitor the effect of influx of outsiders and liaison between them and the host community
6. Ensure that project staff behave responsibly to environment in particular, not dumping waste, creating water-logging, etc.
7. Provide certain amenities or services, such as use of water supply to some extent, small repairs to public/community buildings, occasional recreation and entertainment such as sports events or film screening, etc.
8. Engage with and manage groups who are in majority or capable of creating problems Engagement with the Host Community
9. Engage the local unemployed educated youth in responsible jobs like site supervisor, junior engineer, etc.
10. Understand and manage the caste or ethnicity politics
11. Balance the requirement of outside workers with the tendency of the host community to be hostile to certain cultural, ethnic or religious groups
12. Alternately, ensure reduction of conflict by keeping the workers away from the community, ensure short duration stay or phased engagement to ensure the barriers are removed
13. Ensure that welfare measures are implemented in full so that labor is satisfied and confined to camp and worksites and therefore minimize the incidents of drawing on local

resources or mingling with the host community

The following broad labor welfare measures will cumulatively affect the frequency and quality of interface with the host community and must be regularly monitored:

Camp Location Respond with Yes No

1. Access to the labor camp/site by road, avoiding passages through local habitations
2. Access to basic facilities including doctor/physician/para medical professionals, chemist, shops, and market for workers staying at the camp
3. Provision of basic health and safety measures31 such as equipment like fire extinguishers at the camp and ensuring that at least a few workers staying in the camp permanently have the required knowledge of using the safety devices
4. Provision of safety exits for evacuation during emergency
5. Adequate ventilation in rooms or containers with bunk-beds
6. Provision of personal safe/locker/storage space for the labors for storing valuables if not clothes & and household goods
7. Labor camps set at a place with no issue related to connectivity for mobile service operators
8. Provision of basic facilities in camp including drinking water filter, sanitation facility, adequate number of toilets and covered space for bathing and washing
9. Provision of kitchen, canteen/space for workers to eat their meals under hygienic conditions
10. Camp is self-sufficient and equipped where workers need not go out to buy commodities including vegetables, etc. for sustenance, at least for a week
11. Provision of bed with mattress and pillow alongside materials like blankets in sufficient numbers, keeping climatic conditions in mind
12. Each worker should have his private space even if they share rooms, not only for sleeping, alone but also for spending time during off season/hours
13. Feedback or grievance redressal mechanism where workers without fear of getting laid off, can report their complaints related to quality of services and facilities at their camp
14. Camp is secured 24x7 by guards hired by contractors
15. Provision for entertainment and recreation like games, TV, etc. for workers in the camp during off season/hours
16. Camp should have a first aid box that is regularly maintained by professionals.

Annexure I - Covering Letter

(On the agency's letterhead)

To,

The Chief Executive Officer,
Maharashtra State Skill Development Society, Mumbai.

Subject: Submission of Bid for Selection of an Agency for Assessment of Registered Candidates, Conduct of Maharashtra Skill Competitions 2026-27 and Preparation of Candidates for India Skills and WorldSkills Competitions.

Dear Sir/Madam,

We, M/s. _____, submit our bid in response to RFP Reference No. _____ dated _____.

We have examined the RFP and submit our Technical Bid with the prescribed supporting documents in Cover I and our Financial Bid in the Client-issued Excel BoQ in Cover II.

We confirm that the information submitted is true and complete. We accept the requirements and conditions of this RFP. Our bid shall remain valid for 90 days from the Bid Submission Deadline. We understand that selection shall follow QCBS with 80% technical and 20% financial weightage, subject to verification and approval by the competent authority.

We authorise MSSDS to verify the information provided.

Authorised Signatory
Signature: _____
Name: _____
Designation: _____
Agency Name: _____
Place: _____
Date: _____
Seal: _____

Annexure II - Agency Profile and Relevant Experience

(On the agency's letterhead)

A. Agency Details

Particular	Details
Name and legal status of agency	
Registration number and date	
Registered office address	
Operational office in Mumbai, or undertaking to establish one before commencement	
PAN and GST number, wherever applicable	
Authorised representative's name and designation	
Email and mobile number	
Main areas of work	
Annual turnover: FY 2023-24, 2024-25, 2025-26	

B. Relevant Assignments

Assignment and client	Agency's actual role and competition level	Execution period and completion status	Unique candidates assessed	Distinct skills covered	Supporting documents

Client evidence shall establish the agency's actual role, execution period, completion status, candidate-assessment numbers and skills covered. Registrations and mobilisation figures shall not substitute for candidates assessed. Claims shall comply with the experience period and counting rules specified under the respective evaluation criteria.

B1. Competition-Specific Candidate Preparation, WorldSkills Participation and Award Outcomes

Competition and year	Client / organization	Skill	Candidate / team	Agency's preparation role	Official participation / outcome / award	Supporting documents

Provide evidence of competition-specific preparation under Criterion 5, national awards under Criterion 6, WorldSkills participation under Criterion 7 and WorldSkills awards under Criterion 8. Supporting records shall establish the Agency's preparation role. Record each participating candidate separately and each team award once. Where no claim is made under

a criterion, state “Not Applicable”.

C. Capability Summary

Describe the Agency’s arrangements for assessment facilities, venues, equipment, tools, consumables, experts, assessors, jury members, technical support, logistics and candidate welfare. Identify in-house resources and institutional or industry arrangements, supported by agreements, MoUs, letters of commitment or other verifiable evidence. Include arrangements for confidential assessment materials, scoring controls, digital records and operational contingencies.

Authorised Signatory

Signature: _____
Name: _____
Designation: _____
Agency Name: _____
Place: _____
Date: _____
Seal: _____

Annexure III - Declaration by the Agency

(On the agency's letterhead)

We, M/s. _____, declare that:

- The information and supporting documents submitted with our bid are true and correct.
- We are not subject to any active debarment, blacklisting or suspension that renders us ineligible to participate in this process.
- We have disclosed any actual or potential conflict of interest relevant to this assignment.
- We shall promptly inform MSSDS of any change affecting the information submitted or our eligibility.
- We understand that technical qualification does not guarantee award. Selection shall be based on the combined QCBS ranking, subject to verification of submitted information, fulfilment of the RFP requirements and approval of the competent authority.
- We accept the payment terms and contractual conditions specified in this RFP. Our Financial Bid has been submitted separately in Cover II using the Client-issued Excel BoQ. No quoted prices have been disclosed in our Technical Bid.

Conflict-of-interest disclosure, if any: _____
(Write "Nil" where applicable.)

Authorised Signatory
Signature: _____
Name: _____
Designation: _____
Agency Name: _____
Place: _____
Date: _____
Seal: _____

Annexure IV - Self-Declaration on Non-Blacklisting

(On the agency's letterhead)

Date:
RFP Reference No:

To,
The Chief Executive Officer,
Maharashtra State Skill Development Society
Elphinstone Technical High School Campus, 3, Municipal Corporation of Greater Mumbai Road, Dhobi Talao, Mumbai - 400 001.

To whomsoever it may concern

This is to (hereby confirms that M/S ----------(name of the firm) have not been sanctioned under the World Bank / Central Government / Any State Government / Public Sector / Undertaking system of debarment and cross-debarment.

Should this declaration found to be false then Borrower has the right to declare the proposal /bid as non-responsive.

With Regards

Authorised Signatory
Signature: _____
Name: _____
Designation: _____
Agency Name: _____
Place: _____
Date: _____
Seal: _____

Annexure V - Letter of Acceptance of the World Bank's Anticorruption Guidelines and Sanctions Framework

(On the agency's letterhead)

Date:

RFP Reference No.

To,

The Chief Executive Officer,
Maharashtra State Skill Development Society
Elphinstone Technical High School Campus, 3, Municipal Corporation of Greater Mumbai Road, Dhobi Talao, Mumbai - 400 001

We, along with our sub-contractors, sub-consultants, service providers, suppliers, agents (whether declared or not) consultants and personnel, acknowledge and agree to abide by the World Bank's policy regarding Fraud and Corruption (corrupt, fraudulent, collusive, coercive, and obstructive practices), as set out and defined in the World Bank's Anti-Corruption Guidelines[2] in connection with the procurement and execution of the contract (in case of award), including any amendments thereto.

We declare and warrant that we, along our sub-contractors, sub-consultants, service providers, suppliers, agents (whether declared or not), consultants and personnel, are not subject to, and are not controlled by any entity or individual that is subject to, a temporary suspension, early temporary suspension, or debarment imposed by a member of the World Bank Group, including, inter alia, a cross-debarment imposed by the World Bank Group as agreed with other international financial institutions (including multilateral development banks), or through the application of a World Bank Group finding of non-responsibility on the basis of Fraud and Corruption in connection with World Bank Group corporate procurement. Further, we are not ineligible under the laws or official regulations of Maharashtra State Skill Development Society or pursuant to a decision of the United Nations Security Council.

We confirm our understanding of the consequences of not complying with the World Bank's Anti-Corruption Guidelines, which may include the following:

a. rejection of our Proposal/Bid for award of contract;
b. in the case of award, termination of the contract, without prejudice to any other remedy for breach of contract; and
c. sanctions, pursuant to the Bank's Anti-Corruption Guidelines and in accordance with its prevailing sanctions policies and procedures as set forth in the Bank's Sanctions Framework. This may include a public declaration of ineligibility, either indefinitely or for a stated period of time, (i) to be awarded or otherwise benefit from a Bank-financed contract, financially or in any other manner; [3] (ii) to be a nominated[4] sub-contractor, subconsultant, 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.

We understand that we may be declared ineligible as set out above upon:

a. completion of World Bank Group sanctions proceedings according to its prevailing sanctions procedures;
b. cross-debarment as agreed with other international financial institutions (including multilateral development banks);
c. the application of a World Bank Group finding of non-responsibility on the basis of Fraud and Corruption in connection with World Bank Group corporate procurement; or
d. temporary suspension or early temporary suspension in connection with an ongoing World Bank Group sanctions proceeding.

For avoidance of doubt, the foregoing effects of ineligibility do not extend to a sanctioned firm's or individual's execution of its ongoing Bank-financed contracts (or its ongoing sub-agreements under such contracts) that are not the subject of a material modification, as determined by the Bank.

We shall permit, and shall cause our sub-contractors, sub-consultants, agents (whether declared or not), personnel, consultants, service providers or suppliers, to permit the Bank to inspect[5] all accounts, records, and other documents relating to the procurement process and/or contract execution (in the case of award), and to have them audited by auditors appointed bythe Bank.

We agree to preserve all accounts, records, and other documents (whether in hard copy or electronic format) related to the procurement and execution of the contract.

Name of the Bidder/Proposer/Consultant:

Name of the person duly authorized to sign the Bid/Proposal on behalf of the Bidder / Proposer / Consultant:
Title of the person signing the Letter:

Submission Checklist

(On the agency's letterhead)

Cover I - Technical Bid

Sr. No.	Document	Submitted (Yes/No/NA)
1	Signed covering letter - Annexure I	
2	Documentary authorization of the bid signatory	
3	Online Tender Fee payment receipt for INR 20,000/-	
4	Online EMD payment receipt for INR 2,00,000/-	
5	Agency profile and relevant experience - Annexure II	
6	Registration certificate, PAN and GST details, wherever applicable	
7	Evidence of an operational Mumbai office, or signed undertaking to establish one before commencement	
8	Supporting documents for relevant assignments	
9	Turnover details for the prescribed financial years	
10	Capability summary and brief approach: Agency's assessment and competition-delivery plan, including organization, responsibilities, field arrangements and authorized assignment coordinator.	
11	Supporting evidence for operational resources and delivery arrangements under Technical Evaluation Criterion 1, including access arrangements, agreements, letters of commitment or other verifiable records, as applicable	
12	Official results, participation records and client evidence supporting claims under Technical Evaluation Criteria 6–8, wherever claimed.	
13	Signed declaration - Annexure III	
14	Self-Declaration on Non-Blacklisting - Annexure IV	
15	Letter of Acceptance of the World Bank's Anti-Corruption Guidelines and Sanctions Framework - Annexure V	

Cover II - Financial Bid

Document	Uploaded (Yes/No)
Completed Client-issued Excel BoQ, including all prescribed price items and applicable taxes	

Authorised Signatory
Signature: _____
Name: _____
Designation: _____
Agency Name: _____
Place: _____
Date: _____
Seal: _____

Schedule A - List of 63 Skills and Candidate Eligibility for Competition 2026-27

Sr. No.	Skill	Sr. No.	Skill
A	**Individual Skills - Born on or after 1 January 2003**		
1	Additive Manufacturing	6	Industrial Design Technology
2	Aircraft Maintenance	7	ICT Network Infrastructure
3	Cloud Computing	8	Optoelectronic Technology
4	Dental Prosthetics	9	Water Technology
5	Digital Construction		
B	**Individual Skills - Born on or after 1 January 2006**		
10	3D Digital Game Art	34	Industrial Mechanics
11	Autobody Repair	35	Intelligent Security Technology
12	Automobile Technology	36	IT Network Systems Administration
13	Bakery	37	Software Application Development
14	Beauty Therapy	38	Jewellery
15	Bricklaying	39	Joinery
16	Cabinetmaking	40	Logistics and Freight Forwarding
17	Car Painting	41	Mechanical Engineering CAD
18	Carpentry	42	Mobile Applications Development
19	Chemical Laboratory Technology	43	Painting and Decorating
20	CNC Milling	44	Patisserie and Confectionery
21	CNC Turning	45	Plastering and Drywall Systems
22	Cooking	46	Plumbing and Heating
23	Digital Interactive Media	47	Refrigeration and Air Conditioning
24	Electrical Installations	48	Renewable Energy
25	Electronics	49	Restaurant Service
26	Fashion Technology	50	Retail Sales
27	Floristry	51	Software Testing
28	Graphic Design Technology	52	Unmanned Aerial Systems
29	Hairdressing	53	Visual Merchandising
30	Health and Social Care	54	Wall and Floor Tiling
31	Heavy Vehicle Technology	55	Web Technologies

Sr. No.	Skill	Sr. No.	Skill
32	Hotel Reception	56	Welding
33	Industrial Control		
C	**Team Skills - Born on or after 1 January 2003**		
57	Cyber Security	59	Mechatronics
58	Industry 4.0	60	Robot Systems Integration
D	**Team Skills - Born on or after 1 January 2006**		
61	Autonomous Mobile Robotics	63	Landscape Gardening
62	Concrete Construction Work		

Note: Eligibility shall be verified skill-wise. Team composition and other participation requirements shall follow the applicable official competition rules.

Schedule B: District-wise Registration Summary as on 19 October 2026

Sr. No.	District	Registrations	Sr. No.	District	Registrations
1	Ahilyanagar	1,180	19	Mumbai Suburban	924
2	Akola	1,479	20	Nagpur	1,655
3	Amravati	1,834	21	Nanded	743
4	Beed	736	22	Nandurbar	419
5	Bhandara	1,480	23	Nashik	2,042
6	Buldhana	1,068	24	Palghar	1,018
7	Chandrapur	1,250	25	Parbhani	596
8	Chhatrapati Sambhajinagar	1,331	26	Pune	2,551
9	Dharashiv	567	27	Raigad	1,324
10	Dhule	497	28	Ratnagiri	1,041
11	Gadchiroli	459	29	Sangli	713
12	Gondia	1,213	30	Satara	952
13	Hingoli	442	31	Sindhudurg	362
14	Jalgaon	1,255	32	Solapur	1,054
15	Jalna	749	33	Thane	1,830
16	Kolhapur	987	34	Wardha	865
17	Latur	1,032	35	Washim	485
18	Mumbai	961	36	Yavatmal	1,723
Grand Total - All 36 Districts		**38,817**			

Note: Figures represent registrations as on 19 October 2026 and are subject to eligibility verification and reconciliation. They do not constitute confirmed attendance or payable quantities.

Schedule C - Skill-wise Registration Summary as on 19 October 2026

Sr. No.	Skill	Registrations	Sr. No.	Skill	Registrations
1	Electrical Installations	5,635	33	Car Painting	275
2	Automobile Technology	2,798	34	Autonomous Mobile Robotics	263
3	Welding	2,637	35	Carpentry	238
4	Electronics	2,583	36	Digital Interactive Media	217
5	CNC Turning	1,556	37	Heavy Vehicle Technology	210
6	3D Digital Game Art	1,527	38	Software Testing	203
7	Additive Manufacturing	1,367	39	Mobile Applications Development	198
8	Cloud Computing	1,206	40	Chemical Laboratory Technology	194
9	Industrial Mechanics	1,149	41	Bakery	190
10	CNC Milling	1,085	42	Robot Systems Integration	175
11	Cooking	944	43	Retail Sales	169
12	Refrigeration and Air Conditioning	932	44	Industrial Control	154
13	Autobody Repair	802	45	Logistics and Freight Forwarding	147
14	Web Technologies	776	46	Concrete Construction Work	135
15	Software Applications Development	761	47	Landscape Gardening	114
16	Aircraft Maintenance	748	48	Hairdressing	107
17	IT Network Systems Administration	730	49	Bricklaying	105
18	Painting and Decorating	728	50	Joinery	98
19	Mechanical Engineering CAD	715	51	Hotel Reception	93
20	Industry 4.0	709	52	Cabinetmaking	91
21	Fashion Technology	692	53	Optoelectronic Technology	84
22	Plumbing and Heating	559	54	Jewellery	75
23	Cyber Security	533	55	Dental Prosthetics	71
24	Digital Construction	506	56	Intelligent Security Technology	71
25	Graphic Design Technology	506	57	Floristry	48
26	Beauty Therapy	498	58	Restaurant Service	46

Sr. No.	Skill	Registrations	Sr. No.	Skill	Registrations
27	Water Technology	497	59	Visual Merchandising	45
28	ICT Network Infrastructure	483	60	Wall and Floor Tiling	42
29	Industrial Design Technology	341	61	Plastering and Drywall Systems	26
30	Renewable Energy	338	62	Unmanned Aerial Systems	14
31	Mechatronics	288	63	Patisserie and Confectionery	8
32	Health and Social Care	282			
Grand Total - All 63 Skills		**38,817**			

Note: Figures represent registrations, not confirmed attendance, eligible competitors or payable quantities. They are subject to eligibility verification and reconciliation.