



GOVERNMENT OF ASSAM
PUBLIC WORKS ROADS DEPARTMENT
OFFICE OF THE CHIEF ENGINEER (EAP), FATASIL AMBARI, GUWAHATI - 25
Email id: as-ce.asbip@assam.gov.in

No. CE/EAP/ASBIP/22/2022/6

Dated: Guwahati, 9th February, 2023

The Office of the Chief Engineer (EAP), PWRD, Assam invites applications for the following purely temporary contractual positions for the PMU in the office of the Chief Engineer (EAP), PWRD, Fatasil Ambari, Guwahati-25. The interested eligible candidates who are citizens of India having the required qualifications and experience, indicated in the Terms of Reference against each position, may apply accordingly in the prescribed format for short listing. The shortlisted applicants who fulfill the eligibility criteria shall be called for an interview. The prescribed application format and detailed qualifications and experience as per the Terms of Reference (ToRs) is provided in 'documents notification' section in the APWRD e-portal: <https://www.apwd.in>

Sl. No.	Name of the Position	No. of Positions
1	Senior Environmental Specialist	1
2	Junior Environmental Specialist	1
3	Occupational, Health & Safety Expert	1
4	Social Management Specialist	1
5	Labour Compliance Specialist	1
6	Gender Specialist	1

The duly filled up application form in prescribed format along with necessary attachment and the signed ToR shall be submitted online in the email: as-ce.asbip@assam.gov.in on or before **25th February, 2023**. The shortlisted candidates shall be called for an interview within one week from the last date of submission of application. However, the final date of interview shall be published in APWRD e-portal: <https://www.apwd.in>

The candidates are requested to furnish their email id and contact nos. so that the shortlisted candidates can also be informed of the date and place of interview.

(Paban Terang)

Chief Engineer (EAP), PWRD, Assam
Fatasil Ambari, Guwahati-25




APPLICATION FORM FOR THE POSITION OF.....

1. Full Name of the candidate (In Block Letters):
2. Father's/Husband' s Name :
3. Mother's Name :
4. Gender:
5. Marital Status :
6. Nationality :
7. Permanent Postal Address (attach a copy of evidence):
8. Police Station:
9. Current Address:
10. Mobile No.:
11. Mobile No. (WhatsApp messenger) :
12. Email ID :
13. Passport No. (If available) (attach a copy):
14. Date of Birth (attach a copy of evidence)(dd/mm/yyyy):
(The age of the candidate must be below 55 years as on 01.02.2023)
15. Age (As on 1st February '2023) : ____Years ____ month(s)
16. Current Designation:
17. Current Employer's Full Address with contact email and phone number:
18. Expected consolidated monthly remuneration for the position:
19. Educational Qualification (attach a copies of certificates):



Sl.	Examination	Subject	Year of Passing	Name of College	Name Board/ University	Class/ Percentage of marks obtained
1.	Graduation					
2.	Post graduation					
3.	Others (if any)					

20. Training details relevant to the position applied (attach copies of certificates):

Sl.	Title of the Training program	Duration of Training	Training organized by
1.			
2.			
3.			

21. Total Professional Experience : ____ Years ____ month(s)
22. Details of Professional Experience (Starting from latest **) (attach copies of experience certificates):

Sl.	Designation	Organization	From (mm/yyyy)	To (mm/yyyy)	Summary of Services provided

** Attach latest salary certificate.

23. Write a brief note describing why would like to be associated with us : (Maximum 250 words)

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24. Languages proficiency: (please tick ✓)

Sl.	Language	Read	Write	Speak

25. Computer proficiency :

Sl.	Program/Software/Applications	Excellent	Good	Average

26. Names and Addresses of two persons from whom we may seek reference about you:

(The two persons must not be related to you and must have interacted with you for more than 2 years in a Professional and/or academic capacity during the last 5 years)

Sl	Name of the person & designation (if any)	Address	Phone no	E-mail id
1.				
2.				

27. Do you have any criminal or corruption charges against you? (If yes furnish details)

28. Have you ever been arrested, indicted or summoned into court as defendant in a criminal proceeding or convicted, fined or imprisoned for the violation of any law? (If yes furnish details)

29. Have you ever been discharged or forced to resign from any position? (If yes furnish details)

Declaration: I certify that the statements furnished by me in this application are true, complete and correct to the best of my knowledge and belief. Permission is hereby given to the Chief Engineer (EAP), PWRD, Assam to make such investigations as are necessary on the information given above. I understand that any misrepresentation or fraudulence or material omission made herein or in any other document requested by Chief Engineer (EAP), PWRD, Assam would render dismissal and termination of my candidature/ service/contract apart from other penal action as per the law.

Date :
Place :

Signature of the Candidate

IMPORTANT Notes:

1. Candidates shall complete this application in not more than 8 pages **strictly** as per the above format, along with self attested copies of testimonials/certificates (not more than 12 pages), evidencing that he/she is qualified to perform the services. **The complete application along with certificates/testimonials shall not be more than 20 (twenty) pages or else the application may not be considered.**
2. **While self attested copies of all the relevant certificates/testimonials needs to be submitted along with the application, candidates are to note that applications without self attested copies of certificates/testimonials relating to Educational Qualifications and Trainings shall be rejected.**

Assam Resilient Rural Bridges Programme (ARRBP)

Terms of Reference for Labour Compliance Specialist

Background.

The Government of India on behalf of Government of Assam has applied for financing from the World Bank in the form of a loan toward the cost of Assam Resilient Rural Bridges Program (ARRBP). The program development objective (PDO) is to enhance inclusive connectivity and resilience of bridges in Assam, whilst strengthening the Assam Public Works and Roads Department's roads and bridges management capability. The project intends to support (a) reinforced cement concrete (RCC) bridges maintenance; (b) RCC bridges widening; (c) RCC bridges replacement; (d) timber bridges replacement; (e) new bridges construction; and (f) institutional development activities (institutional reorganization, systems reengineering, and human capital building). The bridge works include the construction of approach roads and connectivity to the closest road network. The bridges are spread on roads under the jurisdiction of APWRD and priority village roads. Truck and bus stops connected by the bridges are also part of the project.

The program is envisaged to be implemented in a period of around 4 years. Under the program, the PWRD Assam will construct/upgrade 1099 number of bridges including approach road and connectivity to road network as a smart, resilient and safe bridges. Key social risks and impacts in bridge works, anticipated to occur largely during the construction phase and within existing footprints, are: (i) health and safety of workers and communities within the PROW and along the transport routes of construction supplies, materials and equipment; (ii) land acquisition within the PROW; (iii) physical displacement of houses, mosques, temples, madrasa and graves etc.

The PWRD seeks to carry out an Environmental and Social Assessment (ESA) and develop E&S instruments for the ARRBP through a Consultancy Firm to address E&S risks and impacts in the proposed ARRBP. The ESA for the project will be carried out in accordance with the World Bank's new Environmental and Social Framework (applicable from October 1, 2018) and applicable GOI/Govt. of Assam social and environmental requirements to prepare the relevant documents.

The PWRD Assam has established a Project Monitoring Unit (PMU) for strategic guidance and Project Implementation Units (PIUs) for coordination, implementation and other support functions for smooth function of ARRBP.

PWRD now intends to engage the following key Social Experts under ARRB on full time contractual basis for a period of 4 (four) years. The key experts shall be a part of the core E&S team of PMU and work on behalf of the PWRD on all social management requirements under ARRB following the requirements of the World Bank's Environment and Social Framework-ESF, and National Laws.

1. Objective and Scope of work:

The consultancy services shall include but not limited to the following tasks

- I. Supervise and monitor compliance of labour laws and regulations by the PWRD, contractors and consultant regarding their terms and conditions of employment, non-discrimination and equal opportunity, worker's organizations and occupational health and safety aspects.
- II. Support adoption of ICT tools to track compliance of labour welfare laws during civil works as per the contracts and report.
- III. Review and ensure that all relevant clauses related to labour standard compliance are integrated in the bid documents and contracts, along with the environmental and social management plan.
- IV. Ensure that the contractors comply with the requirements of the bid document and contract including the environmental and social management plan.
- V. Ensure contractors, including the supervision consultant are providing monthly monitoring reports on labour standard compliance in accordance with the metrics specified in the respective bidding documents and contracts. Based on this data, prepare quarterly progress report on the status of labour standard compliance in all project sites.
- VI. Coordinate with Social Management and Gender specialists at the PWRD to implement the program.
- VII. Assess and manage specific risks and impacts to the community arising from construction activities, including, inter alia, behaviour of construction workers, risks of labour influx, response to emergency situations.
- VIII. Develop a 'code of conduct' [which incorporates zero tolerance to sexual harassment, workplace discrimination, etc.] for the PWRD staff, consultants and contractors including its personnel to abide by. The code of conduct must also include sanctions for non-compliance.
- IX. Ensure the contractors have established and are operating a grievance mechanism for all construction workers, including those engaged by the sub-contractors.
- X. Prepare training plan and deliver labour compliance-specific trainings for staff of PWRD and implementing partners (contractors, consulting firms, etc) throughout the program cycle.
- XI. Report any incident such as sexual exploitation/harassment or accident that result in death, serious or multiple injury at the construction sites. Provide

sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervision consultant, as appropriate. Subsequently, at the World Bank's request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.

2. Experience and Qualification Requirement of the Consultant

- Master's degree in law/sociology/anthropology/social work.
- At least 5 years of professional experience of working in the related field of labour welfare and compliance.
- Fluency in Assamese and English and workable knowledge of local dialects of Assam.
- Working knowledge of computer.

3. Facilities to be provided to the Specialist:

- i. The PWRD shall provide office space to the Specialist in the office while in Guwahati at the O/o The Chief Engineer (EAP), PWRD, Assam, ARR&TI Campus, Fatasil Ambari, Guwahati-781025. The Specialist shall on his own arrange for his travel (airfare, taxi, lodging and boarding) while in tour to sites and the expenditures for the same will be reimbursed by the office.
- ii. The consultant shall on his own arrange for travels on official duty (outside Guwahati) and will be reimbursed for the same at actual.
- iii. The PWRD will expediently provide/ facilitate necessary documents, manuals and reports required by the consultant to perform his tasks.

4. Contract Duration:

Duration of this consultancy services will be initially for 12 months and likely to be extended for entire duration of the program based on requirement.

5. Deliverable:

- i. The Specialist shall submit Monthly Report of the tasks carried out by 2nd week of every month.
- ii. The Specialist shall submit the reports as per format and required of the World Bank.

6. Institutional Arrangement

The Consultant will work under direct guidance of the Chief Engineer (EAP) cum Project Director (PD), ARRB. She/he will report directly to the CE (EAP) or a senior official entrusted by the CE (EAP) and will work with close collaboration with other officials/ subject matter specialists deployed at the Project Implementation Units (PIUs). For payment purpose, working days and hours shall be as per Govt. of Assam Norms.