



National Safai Karamcharis Finance and Development Corporation (NSKFDC)



Request for Proposal (RFP)

for conducting

Occupational Safety & Skill Upgradation Training of Waste Pickers

under

National Action for Mechanised Sanitation Ecosystem (NAMASTE) Scheme

2025-26

Date: 03rd July, 2025

Issued by:

National Safai Karamcharis Finance and Development Corporation (NSKFDC)

(A Govt. of India Undertaking, Ministry of Social Justice & Empowerment)

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1. Abbreviations

RFP	Request for Proposal
MoSJE	Ministry of Social Justice and Empowerment
NSKFDC	National Safai Karamcharis Finance and Development Corporation
MSDE	Ministry of Skill Development and Entrepreneurship
NAMASTE	National Action for Mechanised Sanitation Ecosystem
PMKVY	Pradhan Mantri Kaushal Vikas Yojana
WP	Waste Picker
PM-JAY	Pradhan Mantri Jan Arogya Yojana
PPE	Personal Protective Equipment
IEC	Information, Education and Communication
ULB	Urban Local Body
RLB	Rural Local Body
TP	Training Partner
DPIIT	Department for Promotion of Industry and Internal Trade
NAAC	National Assessment and Accreditation Council
NBA	National Board of Accreditation
NIRF	National Institutional Ranking Framework
NGO	Non-Governmental Organization
MSME	Micro Small and Medium Enterprises
IDRC	Indian Dispute Resolution Centre
ICT	Information and Communications Technology
MRF	Material Recovery Facility
RRR	Reduce Reuse & Recycle
DWCC	Dry Waste Collection Centre
MCC	Material Collection Centre

2. Disclaimer

The information provided in this document and any subsequent clarifications are shared in good faith and for general guidance only. This Request for Proposal (RFP) does not constitute a binding agreement¹, nor does it represent an offer or invitation to enter into a contractual arrangement of any kind.

NSKFDC reserves the right to withdraw, modify, or cancel this RFP, or issue a new one altogether, at its sole discretion and without assigning any reason or incurring any liability. Final decisions regarding the award of work under this RFP rest solely with NSKFDC.

The submission of a proposal in response to this RFP does not guarantee the allocation of training targets or any contractual rights under the Waste Picker Component of the NAMASTE Scheme. Applicants are advised not to invest in or create new training infrastructure solely for the purpose of this RFP.

NSKFDC shall not, under any circumstances, be held liable for any loss, damage, cost, or expense (whether direct or indirect, including loss of profit or data, or interruption of business) incurred by any party as a result of participation or non-participation in this RFP process.

¹ The documents such as MoU/contract/indemnity bond/ project sanction mail/ project sanction acknowledgement/term sheet will be signed by the applicant post the proposal evaluation and subsequent selection of the applicant for the occupational safety & Skill Upgradation training of Waste Pickers under NAMASTE Scheme.

3. Background

3.1. About National Safai Karamcharis Finance and Development Corporation (NSKFDC)

National Safai Karamcharis Finance & Development Corporation (NSKFDC), a wholly owned Govt. of India Undertaking under the Ministry of Social Justice & Empowerment (MoSJE) was set up on 24th January 1997 as a Company “Not for Profit” under Section 25 of the Companies Act, 1956. NSKFDC is in operation since October, 1997, as an Apex Corporation for all round socio-economic upliftment of the Safai Karamcharis, Waste Pickers, Manual Scavengers and their dependents throughout India, through various loan and non-loan-based schemes.

Apart from operating various loan and non-loan-based schemes for the upliftment of the target group, NSKFDC is also playing a vital role in the empowerment and formalization of waste pickers, with a focus on improving their occupational safety, livelihoods, and integration into the solid waste management ecosystem.

3.2. About Waste Picker Component under National Action for Mechanised Sanitation Ecosystem (NAMASTE) Scheme

The National Action for Mechanized Sanitation Ecosystem (NAMASTE) is a central sector scheme jointly implemented by the Ministry of Social Justice & Empowerment (MoSJE) and Ministry of Housing Urban Affairs (MoHUA). The National Safai Karamcharis Finance & Development Corporation Limited (NSKFDC) is the implementing agency for the scheme. NAMASTE aims to improve sanitation conditions, working environment and promote sanitation workers' welfare in India. The scheme for Sewer and Septic Tank Workers (SSWs) has been under implementation since June 2023 and recently in June 2024, a third component has been added to recognize and identify waste-pickers working in solid waste management, acknowledging their significant contribution to the Solid Waste Management in Urban as well as Rural areas.

The waste picker component will be implemented across all Urban Local Bodies (ULBs), including cities, towns, and civilian areas of cantonment boards and in Rural Areas covering all Blocks and Gram Panchayats. Ministry of Social Justice & Empowerment (MoSJE), Ministry of Housing Urban Affairs (MoHUA), Department of Drinking Water and Sanitation (DoDWS) and Ministry of Panchayati Raj (MoPR) have jointly undertaken collaborative roles.

This component aims to recognize, uplift, and formalize waste pickers—individuals engaged in door-to-door waste collection, segregation, and dry waste handling—who are often part of the informal workforce.

The objectives of this component are:

- i. Recognizing and strengthening their contribution in waste collection, recovery & recycling thereby contributing to reduce carbon footprints and earn carbon credits.
- ii. Providing them recognition, improved access to finance and relevant technologies along with safe & sustainable work environment.
- iii. Linking them with the social security and welfare schemes – Provision of health insurance under Ayushman Bharat-Pradhan Mantri Jan Arogya Yojana (AB-PMJAY).
- iv. Providing safe, dignified and sustainable livelihoods by empowering them through various schematic and non-schematic interventions.

The component of the Schemes includes:

1. Enumeration of Waste Pickers (~250,000 Waste-Pickers to be covered tentatively)

- Profiling and validation of Waste pickers in urban and rural areas and provision of Waste Pickers ID cards to be done by ULBs/PRIs

2. Occupational safety and skill upgradation training and PPE Kits:

- Occupational safety and skill upgradation training on occupational hazards, safe handling & legal rights.
- Provision of need-based PPE kits to protect against health hazards and improve working conditions

3. Integration in Municipal SWM:

- Formal engagement with ULBs/Gram Panchayats for long-term allotment of MRFs/Dry Waste Collection Centres to Waste Picker SHGs/cooperatives
- Establishment of Dry Waste Collection Centres managed by Wastepickers collectives with facilitation support of resource organizations and capital subsidy for waste collection vehicles

4. Linkage with Social Security Benefits:

- Coverage under Ayushman Bharat (PM-JAY)
- Pre-Matric Scholarship to the children
- Registration under the e-Shram portal

5. Information, Education, and Communication (IEC) Campaign:

- Awareness campaigns for Waste pickers' safety, dignity, and scheme benefits
- Encouraging citizens to segregate waste at the source
- Information on legal protections against harassment and discrimination

The NAMASTE Scheme envisions that waste pickers live and work with dignity in a safe and supportive environment. The key intended outcomes include:

- i. Enumeration, recognition and integration of Waste pickers in Solid Waste Management value chain.
- ii. Ensuring access to social security and welfare schemes based on the occupational identity of Waste pickers.
- iii. Empowerment and formalization of Waste pickers through the provision of health insurance, promotion of livelihood through organization of Waste pickers collectives, provision of PPE kits and enhancement of occupational safety through training.
- iv. Handholding the Waste pickers collectives through Resource Organizations (ROs) to enable them to manage DWCCs.
- v. Provide occupational skill upgradation and PPE Kits to Waste pickers to ensure their occupational safety.
- vi. Enhanced awareness among waste pickers regarding scheme benefits, required documents for profiling and designated profiling locations, along with their mobilization and behavioral change among citizens through worker and citizen centric IEC campaigns.

3.3. About Occupational Safety & Skill Upgradation training of Waste Pickers under NAMASTE Scheme

Recent studies and field assessments have highlighted the unsafe and informal working conditions of waste pickers across the country. Waste pickers, who play a vital role in waste collection, segregation, sorting and recycling, often operate without protective gear, formal recognition, or access to basic welfare services. Their exposure to

hazardous waste, sharp objects, bio-medical material, and extreme weather conditions poses significant health and safety risks.

Despite being essential to the waste management ecosystem, waste pickers work in challenging environments—handling unsegregated waste, facing stigma, and lacking stable incomes. With increasing urbanization and growing volumes of solid waste, it has become essential to ensure that waste pickers are trained, protected, and empowered.

In this context, it is imperative to provide structured occupational safety and skill enhancement training to waste pickers to ensure:

- Safe handling and segregation of waste
- Improved occupational safety through the use of PPE kits and safer practices
- Integration into the formal Solid Waste Management (SWM) system
- Dignified working conditions and recognition of their role in the circular economy
- Capacity building and access to alternative or enhanced livelihood opportunities

3.4 Key Features

The RFP for occupational safety and skill upgradation training under NAMASTE can be downloaded from the official website of NSKFDC www.nskfdc.nic.in and <https://eprocure.gov.in>

The major steps involved in the selection of applicant for the allotment of project as per this RFP in concurrence with NAMASTE are summarized below

- a) The application must be submitted to NSKFDC by email at nskfdc-msje@nic.in with subject “RFP for Occupational Safety & Skill Upgradation Training of Waste Pickers under NAMASTE” and through registered post or courier service.
- b) Upon the conclusion of the Proposal submission deadline, all received Proposals will be evaluated according to the evaluation criteria.
- c) Upon successful evaluation and approval by the Competent Authority, the successful applicants will be notified of their selection for this Project as a Training Partner (“TP”) to provide occupational safety and skill upgradation training to Waste Pickers.
- d) Occupational safety and skill upgradation training for Waste Pickers shall be for a duration of **30 hours (minimum 5 days)**.
- e) Having TOT (Training of Trainer) certified trainers is desirable for conducting occupational safety and skill upgradation training.
- f) The Training Centers (Occupational safety and skill upgradation training at any Accredited and Affiliated training center or at any local government premises) will be inspected through a virtual process or through a physical visit.
- g) The attendance of the waste pickers must be marked through AEBAS (Aadhaar Enabled Biometric Attendance System); minimum 80% attendance is mandatory. Stipend would be payable based on minimum 80% attendance.
- h) The payment to TPs shall be made as per common cost norms for RPL training of 30 hours as approved by MSDE.
- i) It is the responsibility of TPs to make sure that the necessary equipment & infrastructure specified by the SSC/Awarding body is available for assessment. The same may be checked during the virtual/physical inspection, assessment and monitoring visits.
- j) The performance of the Applicant’s allocated targets would be monitored by NSKFDC for quality aspects of occupational safety and skill upgradation training.

- k) The submission of Proposals under the RFP mode does not guarantee the allocation of targets under NAMASTE. This RFP does not encourage the creation of any new training infrastructure *ab initio (from the beginning)*, specifically for imparting training under the Scheme. Any Applicant that does not fit the qualifying eligibility criteria will be disqualified at any stage during evaluation or due diligence without any refund. NSKFDC, in no case, be liable for those costs, regardless of the conduct or outcome of the procurement process.
- l) It shall be the responsibility of the Training Provider (TP) to coordinate with local government bodies such as urban local bodies and Blocks in rural areas to arrange functional waste collection and handling equipment's or vehicles (such as pushcarts, tricycles, hydraulic tippers, compactors) along with appropriate protective gear (including gloves, masks, boots, aprons, etc., as prescribed under the Solid Waste Management Rules, 2016) for demonstration during the training sessions.
- m) It shall be the responsibility of the Training Provider (TP) to organize practical training sessions on safe waste collection, segregation, handling and exposure to machines operational in MRFs. This includes facilitating site visits to Material Recovery Facilities (MRFs), landfills, or waste transfer stations, and demonstrating the use of appropriate tools, safety equipment, and PPE kits. The TP must ensure that all necessary safety protocols are strictly followed at the training site.

4. Call for Proposals

National Safai Karamcharis Finance and Development Corporation (NSKFDC) invites proposals from the organizations which meet the eligibility for conducting occupational safety and skill upgradation training under NAMASTE scheme to train Waste Pickers for approved job role under finalization by MSDE, for the year 2025-26, i.e., training programs should finish by 31 Mar 2026 unless any extension is granted in writing.

4.1 Types of Eligible Organizations

- a. Government Training Institutes and departments, duly registered Non- Governmental Organisations (NGOs), Training Institutions, Cooperatives having relevant experience of organizing similar training programmes. Organisations having experience of organizing skill development training programmes as per common norms of MSDE under Government sponsored training programmes like PMKVY, DDUGKY etc. would be given preference.
- b. **Duly Registered Private Sector Organisations/ Private Concessionaires and Operators, Manufacturers of Waste Collection Vehicles, MRF equipments, etc.** – With relevant experience in Solid Waste Management/Sanitation sector. These organizations may also participate as Training Providers, if they demonstrate experience in Solid Waste Management and training of waste pickers as per common norms of MSDE.

5. Sub-Contracting/Franchise/Sub-Letting

Sub-contracting, sub-letting, franchisee arrangement of any kind for the conduct of training under NAMASTE Scheme is strictly prohibited. Any Training Partner found subletting will be debarred from participating under the scheme. No payment shall be payable for any training partner found involved in sub-contracting/franchise/sub-letting of the sanctioned training program under NAMASTE Scheme.

6. Evaluation Criteria

The evaluation criteria contain the criteria, factors and methods that NSKFDC will use to evaluate the application. These evaluation criteria are prepared for evaluating the Applicant for their suitability to execute the work of conducting occupational safety and skill upgradation training under NAMASTE.

a. Valuation Factors

To be Pre-qualified, the Applicants are required to demonstrate their capabilities by providing information regarding their experience, past performance, their technical and organizational capability.

b. Initial Filter:

The applicants will be first evaluated on the initial criteria, which will act as an initial filter. The Initial Filter Criteria is given below. A “NO” answer in the case of any of the Criteria No. 01-12 will disqualify the applicant. A “YES” answer to any of the questions in filter criteria nos. 14-16 will also disqualify the applicant. The applicants who do not pass these initial filter criteria will not be evaluated further and their application shall be summarily rejected.

6.1 Initial Filter Criteria

S. No.	Pre-qualification criteria	Yes	No	Means of verification
1	Has the Applicant completed 3 years of incorporation/registration as on 31.03.2024			Certificate of incorporation/ registration to be attached
2	Has the Power of Attorney (if applicable) been submitted in the name of authorized signatory/representative			Undertaking as per Annexure-1
3	Whether Applicant accounts have been audited up to 31.03.2024 by a firm of certified Chartered Accountants			Financial Statements including Audited account statement for the last 3 financial years to be attached
4	Whether the Applicant has submitted requisite certificate or Certificate of Incorporation (Voluntary organization/ NGO should be mandatorily registered on the NGO Darpan Portal of the NITI Aayog, Govt. of India and have a valid UID No.)			In case of NGOs, registration number on the Darpan Portal (copy of Regn. Certificate)
5	Whether Applicant has a valid PAN Number, GST number (if applicable) and is registered with appropriate EPF/ESI authorities (if applicable)			A copy of the PAN card/GST No. to be attached
6	Whether the Tender Fee has been sent along with the RFP document? (Exempted, if relevant exemption certificate is attached)			Tender Fee/ Exemption certificate to be attached.
7	Whether the requisite EMD in prescribed form has been sent along with the RFP document? (Exempted, if relevant exemption certificate is attached)			EMD/ Exemption certificate to be attached.
8	Whether average annual turnover during the last 3 financial years preceding the financial year 2024-25, viz. FY.2021-22, FY2022-23 & FY 2023-24 is 50 Lakhs or above.			Audited account statement for the 3 financial years
9	Whether the applicant has a positive net worth consecutively from the last two financial years preceding the financial year 2024-25, viz. FY 2022-23 & 2023-2024?			
10	Whether the applicant has at least 3 years of experience in the field of training, which should include at least 1 year of experience in providing training in the sanitation/ solid waste management			Experience certificate/ Work completion certificate for each training certified by the client

	sector(s)?			(to be attached) Experience certificate for no. of candidates trained.
11	Whether the applicant has at least 3 trainers to impart skill training in the sanitation/ solid waste management sector?			Details of qualifications and relevant experience of each trainer to be attached along with supporting documents
12	Have all the pages required to be signed by the authorized representative of the applicant being signed?			
13	Whether a technical proposal highlighting the credentials of the organization in respect to various evaluation criteria's enclosed as Annexure-7.			
14	In case of JV/ Consortium whether MoU has been submitted?			
15	Whether the Applicant/Bidder has been blacklisted or deregistered by any Central/State government department or public sector undertaking and any of its work was rescinded by the client after award of contract during the last five years?			Undertaking as per Annexure-3
16	Has the Applicant suffered bankruptcy/ insolvency during last three years?			Undertaking as per Annexure-4
17	Has any misleading information been given in the application by the applicant?			

Note:

1. A "NO" answer in the case of Criteria No. 01-13 will disqualify the Applicant.
2. A "YES" answer in the case of Criteria No. 15-17 will also disqualify the Applicant.
3. Refer Annexure-5 for the submission of initial filter criteria.

6.2 Technical Evaluation

Applicants who meet the pre-qualification criteria will be technically evaluated based on the following scoring methodology. To qualify, the Applicant must obtain a minimum of 50 marks as per the following evaluation criteria:

	S. NO.	EVALUATION PARAMETERS	MAXIMUM SCORE
A. FINANCIAL STANDING – 25 MARKS	1	AVERAGE ANNUAL TURN-OVER DURING LAST 3 YEARS AS ON MARCH, 2024	25
		More than Rs. 2.00 Crore	25 Marks
		1 crore & up to Rs. 2.00 Crore	20 Marks
		More than Rs.50 Lakhs – less than Rs.1 Crore	15 Marks
T & E X P E		TOTAL NUMBER OF PERSONS TRAINED, WHO HAVE ALSO BEEN CERTIFIED BY GOVERNMENT RECOGNISED BODIES	15

	2	More than 5000 persons	15 Marks
		2001 - 5000 persons	10 Marks
		Up to 2000 persons	5 Marks
	3	GEOGRAPHICAL PRESENCE (NUMBER OF OFFICES & HUMAN RESOURCE DEPLOYMENT)	15
		Presence in more than 10 states	15 Marks
		Presence in 6 – 10 States	10 Marks
		Presence in upto 5 states	5 Marks
	4	NUMBER OF SANITATION WORKERS/WASTE PICKERS TRAINED	15
		More than 500 persons	15 Marks
		More than 300 & up to 500 persons	10 Marks
		Greater than or equal to 50 & up to 300 Persons	5 Marks
	5	EXPERIENCE OF WORKING IN SOLID WASTE MANAGEMENT INVOLVING WASTE PICKERS/ WASTE COLLECTORS (BASED ON NUMBER OF PROJECTS)	15
		More than 10 projects	15 Marks
		Equal to 5 & upto 10 projects	10 Marks
		More than 2 & upto 4 Projects	5 Marks
	6	NUMBER OF EXPERIENCED TRAINERS IN SANITATION/ WASTE MANAGEMENT SECTOR*	15
		More than 20 trainers	15 Marks
		Equal to 10 & upto 20 trainers	10 Marks
		More than 5 & upto 10 trainers	5 Marks
TOTAL MAX. POSSIBLE SCORE (1 - 6)			100

** Experience of trainers will be calculated based on the training provided to sanitation workers.*

Applicants with the highest scores will be selected based on the requisite number of training partners (25 + 10 in waiting list). The distribution of targets to training partners will be proportional to their performance marks and geographical presence.

All the selected Applicants/TPs would be required to submit a Training Deployment Plan within 15 days of award of sanction letter failing which the sanction may be withdrawn and the EMD is liable to be forfeited without further notice.

7. Submission of Proposals

- The original of the application shall either be typed or downloaded from website www.nskfdc.nic.in or <https://eprocure.gov.in> or written in indelible ink and duly filled all the pages of the original copy shall be signed by a person or persons duly authorized to sign on behalf of the Applicant. All pages of the document, where entries or amendments have been made, shall be initialed and dated by the person or persons signing the application.
- Applications shall be submitted to NSKFDC by email at nskfdc-msje@nic.in with subject “RFP for Occupational Safety & Skill Upgradation Training of Waste Pickers under NAMASTE” and through

registered post or courier service at the address given below:
Managing Director, National Safai Karamcharis Finance and Development Corporation (NSKFDC), NTSC, 3rd Floor, E-Block, NSIC, Okhla Industrial Area Estate-III, New Delhi – 110020.

- c. Delay due to late delivery of mail is the sole responsibility of the applicant.
- d. All envelopes shall be titled **"REQUEST FOR PROPOSAL FOR CONDUCTING OCCUPATIONAL SAFETY AND SKILL UPGRADATION TRAINING UNDER NAMASTE"**
- e. NSKFDC may, at its discretion, extend the deadline for the submission of applications, in which case all rights and obligations of NSKFDC and the applicants subject to the previous deadline shall thereafter be subject to the deadline as extended.

S. No	Key Activities	Dates
1	Release of notification for request of proposals	03.07.2025
2	Pre-Bid meeting for query resolution (Hybrid Mode)	15.07.2025
3	Last date for seeking clarifications through E-Mail (nskfdc-msje@nic.in)	18.07.2025
4	Last date for submission of proposals by prospective Training Partners.	02.08.2025

8. Proposal Preparation Cost

The Applicant shall bear all costs associated with the preparation and submission of its proposal, and NSDC shall in no case be responsible or liable for those costs, regardless of the conduct or outcome of the proposal process.

8.1 Proposal Processing Fee

EMD: Rs. 10,000/- (Rs. Ten Thousand only) in the form of Demand Draft, from any of the Scheduled Bank drawn in favour of National Safai Karamcharis Finance and Development Corporation payable at New Delhi.

Tender Fee: Tender Fee including GST of **Rs. 2,500/-** (Rs. Two Thousand Five Hundred only) will be charged, which is to be submitted along with the Technical Bid in the form of Demand Draft, from any of the Scheduled Bank drawn in favour of National Safai Karamcharis Finance and Development Corporation payable at New Delhi. The MSME agency/units shall be exempted from submission of Tender Fee on production of proof of current registration certification from MSME/NSIC for the tendered item.

Proposal submitted without tender fee and EMD shall not be considered and summarily rejected.

9. Proposal Ownership

All Proposals submitted to NSKFDC shall become the property of NSKFDC, which shall not be liable to be returned to the proposer. NSKFDC shall, however, maintain confidentiality of the information contained within the proposals. NSKFDC shall be entitled to share the proposals and the information contained therein with the agencies and individuals involved in the process of evaluation and also its advisors, consultants, lawyers etc., and as may otherwise be required to be disclosed under law.

10. Right to Termination/Cancellation/Revision/Amendment

Notwithstanding anything contained in this document, NSKFDC, reserves the right to cancel/terminate the proposal process herein without assigning any reason whatsoever, at any time prior to signing of the Agreement, Term Sheet, Indemnity Bond, and any other supporting document, and NSKFDC shall have no liability for the above- mentioned actions. Further, NSKFDC reserves the right to revise or amend this document at any time for any reason by issuance of a corrigendum.

11. Corrupt or Fraudulent Practice

- a. NSKFDC requires that the applicants under this process observe the highest standard of ethics during the procurement and executions of this contract. In pursuance of this policy, NSKFDC:
 - a) Defines, for the purpose of these provisions, the terms set forth as follow:

- i. **“corrupt practice”** means the offering, giving, receiving or soliciting of anything of value to influence the action of a public official in the procurement process or in contract execution; and
 - ii. **“fraudulent practice”** means concealment and/or misrepresentation of facts in order to influence a procurement process or the execution of a contract to the detriment of NSKFDC, and includes collusive practice among Applicants (prior to or after submission of application) designed to establish bid prices at artificial non-competitive levels and to deprive NSKFDC of the benefits of free and open competition.
- b) Will reject a proposal for award of work if it determines that the applicant recommended for award has engaged in corrupt or fraudulent practices in competing for the contract in question.
 - c) Will declare an applicant ineligible either indefinitely or for a stated period of time, for award of contract/contracts, if it at any time determines that the applicant has engaged in corrupt or fraudulent practices in competing for or in executing the contract.

12. Scope of Work

12.1 Geographical Coverage

Occupational safety and skill upgradation training under NAMASTE would be implemented in 4800+ ULBs and 8000+ Blocks across all 36 States/UTs. The training will be conducted for validated waste pickers. The successful bidder's/training institutes shall be entrusted the work of training the identified Waste Pickers in one or more of the following zones/States:

Name of Zone	Name of States/UTs	No. of ULBs	No. of Blocks
North	Chandigarh	1	0
	Delhi	3	0
	Haryana	87	143
	Himachal Pradesh	60	90
	Jammu and Kashmir	78	287
	Ladakh	2	31
	Punjab	166	153
	Uttarakhand	105	95
	Uttar Pradesh	764	826
West	Dadra & Nagar Haveli and Daman Diu	3	3
	Goa	14	12
	Gujarat	165	250
	Maharashtra	418	352
	Rajasthan	240	362
Central	Bihar	261	534

	Chhattisgarh	184	146
	Jharkhand	49	264
	Madhya Pradesh	418	313
East & North East	Arunachal Pradesh	47	129
	Assam	96	240
	Manipur	27	70
	Meghalaya	10	54
	Mizoram	28	28
	Nagaland	39	74
	Odisha	115	314
	Sikkim	7	34
	Tripura	20	58
	West Bengal	128	345
South	Andaman Nicobar Islands	1	7
	Andhra Pradesh	123	668
	Karnataka	316	237
	Kerala	93	152
	Lakshadweep	0	10
	Puducherry	5	6
	Tamil Nadu	649	388
	Telangana	143	594
	TOTAL	4865	7269

12.2. Roles and Responsibilities of Training Partners

- ✓ Training Partner must register as a Partner on NSDC's SIDH portal (if the Training Partner is a first-time user of the SIDH portal), and complete the onboarding process online.
- ✓ Training Partner must designate one Single Point of Contact (SPOC) on the SIDH portal to enable seamless communication across agencies/entities.
- ✓ Training Partner must ensure the Training Centers are enrolled into the SIDH Portal and that they have uploaded all the requisite details/documents. Training Centers must be allocated to the required project and job role.
- ✓ Training Partner must ensure the availability of adequate infrastructure and necessary equipments required for imparting training in the training centres.

- ✓ Training Partner to ensure accreditation and affiliation (A&A) process is completed for all its training centres, and these training centres would be inspected by NSKFDC before the start of training and any time thereafter.
- ✓ Training Partner must organize batches of validated Waste Pickers for each training centre, considering the geographical proximity and ease of transportation for Waste Pickers to reach the training centre. Each batch size is between **25-30 participants** (*subject to change as per validated workers*).
- ✓ Training Partner must ensure that Waste Pickers are informed about the Occupation Safety Training program **at least 10 days** in advance. This advance notice allows participants to make necessary arrangements and ensures maximum attendance.
- ✓ Training Partner can collaborate with NAMASTE Nodal Officer(s) [ULB/Block] in mobilizing Waste Pickers to the Training Centre/ensuring mandatory attendance of the Waste Pickers.
- ✓ The Training Partner must collect and verify the bank account details of waste pickers. In case of any discrepancies, they should be highlighted. The details of Aadhaar-linked bank accounts must be shared with NSKFDC to enable direct benefit transfer to the waste pickers.
- ✓ The Training Partner must collect the PPE size details of waste pickers to ensure proper fitting and accurate delivery of the protective gear to each worker.
- ✓ The Training Partner must ensure that only those waste pickers who have completed e-KYC and are validated under the NAMASTE Scheme are enrolled for the occupational safety and skill upgradation training.
- ✓ Training Partner must conduct 30 hours of training including 15 hours of Practical training and site visit for the trainees enrolled in training. (Refer to QP)
- ✓ Training Partners are responsible for accurately recording the attendance of each trainee using AEBAS (Aadhaar Enabled Biometric Attendance System).
- ✓ Training Partner is required to strictly adhere to the Training Delivery Plan and diligently follow the Participant Handbook and e-modules to ensure completion within the specified timeline.
- ✓ Training Partner must ensure that practical demonstrations and on-site visits are given to all Waste Pickers, to maximize learning and training.
- ✓ The Training Partner must ensure that the training objective and outcomes are outlined to all the Waste Pickers before the commencement of the session. They should also be provided with the course material.
- ✓ Training Partner must ensure Waste Pickers are given information on:
 - Provision of Solid Waste Management and SBM 2.0
 - Livelihood & Entrepreneurial Opportunities for Waste Pickers
 - Types of Waste and their economic value
 - Management of DWCCs through collectivization.
 - Financial & Digital Literacy
 - Forming/joining waste picker collectives, starting micro-enterprises, and support available.
 - Welfare Scheme provide by government such as PM-ABJAY, e-Shram, subsidy on waste collection vehicle, etc.
- ✓ Training Partner must explain entrepreneurship opportunities in waste management sector to the trainees, including licensing, certification and registration process for setting up a venture.
- ✓ Training Partner must flag any hindrances/obstacles/lack of cooperation faced by the Training Centre to NSKFDC in a timely manner.
- ✓ The Training Partner should establish a robust system for monitoring and evaluating the progress of Waste pickers throughout the occupational training program.
- ✓ TP must ensure that pre-training assessment is carried out through visual and practical means, keeping in mind the literacy level of the target group (waste pickers).
- ✓ Training Partner must ensure post assessment and certification of waste pickers that have successfully completed training with a minimum 70 percent attendance as per PMKVY 4.0 guidelines
- ✓ The training partner must ensure presence of district officials such as District Magistrate, Municipal Commissioner, Executive Officer in felicitation ceremony and distribution of certificates

13. Terms of Reference

All Organizations allocated targets should be familiar with PMKVY Guidelines, Monitoring, Branding Guidelines, Accreditation and Affiliation process and guidelines as amended from time to time. In addition, eligibility conditions mentioned in this document shall be binding on all applicants. In case of any inconsistency, the interpretation taken by NSKFDC shall be final.

14. Terms and Conditions

14.1 Interpretation

In case of any ambiguity in the interpretation of any of the clauses in this document, the interpretation of the clauses by Authorized Representative/Sub-evaluation committee of NSKFDC shall be final and binding on all the parties.

14.2 Language

The application as well as all correspondence and documents relating to the RFP exchanged by the Applicant and NSKFDC, shall be in English or Hindi. Supporting documents and printed literature that are part of the application may be in another language, provided they are accompanied by an accurate translation of the relevant passages in English. In that case, for purposes of interpretation of the application, the English translation shall govern.

14.3 Change in Laws and Regulations

If after the date of proposal submission, any law, regulation, ordinance, order or by-law having the force of law is enacted, promulgated, abrogated or changed which shall be deemed to include any change in interpretation or application by the competent authorities, that subsequently affects the costs and expenses of the Applicant and/or the Time for Completion, the terms and conditions shall be reasonably adjusted.

14.4 Compliance with Laws

- 14.4.1 The Applicant shall undertake to observe, adhere to, comply with and notify NSKFDC about all laws in force or as are made applicable in future, pertaining to or applicable to the Applicant, their business, their employees or their obligations towards employees and all purposes of this document and shall indemnify, keep indemnified, hold harmless, defend and protect NSKFDC and its directors/employees/officers/staff/personnel/representatives/agents from any failure or omission on its part to do so and against all claims or demands of liability and all consequences that may occur or arise for any default or failure on its part to conform or comply with the above and all other statutory obligations arising there from.
- 14.4.2 The Applicant shall promptly and timely obtain all such consents, permissions, approvals, licenses, etc. as may be necessary or required for any of the purposes of this occupational safety and skill upgradation training under NAMASTE for the conduct of their own business under any applicable Law, Government Regulation/Guidelines and shall keep the same valid and in force during the term of conducting occupational safety and skill upgradation training, and in the event of any failure or omission to do so, shall indemnify, keep indemnified, hold harmless, defend, protect and fully compensate NSKFDC and its directors/employees/officers/staff/ personnel/ representatives/agents from and against all claims or demands of liability and all consequences that may occur or arise for any default or failure on its part to conform or comply with the above and all other statutory obligations arising there from.
- 14.4.3 The Applicant agrees that the Applicant shall not be entitled to assign / sub lease any or all of its rights and or obligations under this document and subsequent agreement to any entity including Applicant's affiliate without the prior written consent of NSKFDC.

15. Disputes and Arbitration

- 15.1** In the event of any dispute, controversy or claim arising in any way out of or in connection with this RFP document (a “Dispute”), the Parties shall attempt in the first instance to resolve such Dispute through amicable discussion. If the Dispute is not resolved through such amicable discussion within 30 (thirty) days of a notice of Dispute being given or such longer period as the Parties agree to in writing, then any Party may refer the Dispute for final resolution by arbitration.
- 15.2** Any Dispute shall be settled by arbitration in accordance with the Rules of Arbitration of the Indian Dispute Resolution Centre (IDRC) and the award made in pursuance thereof shall be binding on the Parties. The arbitration shall be conducted in English. The seat place and venue of arbitration shall be in New Delhi, India, and shall be governed by the Arbitration and Conciliation Act, 1996.
- 15.3** The Parties to an arbitration shall keep the arbitration confidential and shall not disclose to any person, other than those necessary to the proceedings, the existence of the arbitration, any information submitted during arbitration, any documents submitted in connection with it, any oral submissions or testimony, transcripts or any award unless disclosure is required by law or is necessary for permissible court proceedings such as proceedings to recognize or enforce an award.
- 15.4** Subject to clause above 15.2, all Disputes and controversies between NSKFDC and Applicant shall be subject to the exclusive jurisdiction of the Courts at New Delhi. The parties agree to submit themselves to the jurisdiction of such court. This document shall be governed by the laws of India.

16. Representations and Warranties

- 16.1** The Applicant further warrants that they are under no obligation or restriction, nor shall they assume any such obligation or restriction, that would in any way interfere or conflict with, or that would present a conflict of interest concerning, any obligations under this scheme.
- 16.2** The Applicant represents that it is duly incorporated, validly exists under applicable Law.
- 16.3** The Applicant represents that it has the right and authority to enter into this collaboration and perform its obligations hereunder. The execution, delivery and performance of terms and conditions hereunder by such Party and the performance of its obligations herein are duly authorized and approved by all necessary and no other action on the part of such Party is necessary to authorize the execution, delivery, and performance under agreements.
- 16.4** The Applicant represents that the submission of responses to this document, execution, delivery and performance under an Agreement entered in case the Applicant is selected:
 - 16.4.1** Shall not violate or contravene any provision of its documents of incorporation.
 - 16.4.2** Shall not violate or contravene any law, statute, rule, regulation, licensing requirement, order, injunction or decree of any court, governmental instrumentality or other regulatory, governmental or public body, entity or authority by which it is bound or by which any of its properties or assets are bound;
 - 16.4.3** To the best of its knowledge, after reasonable investigation, no representation or warranty by the Applicant, and no document furnished or to be furnished to NSKFDC, or in connection herewith or with the transactions contemplated hereby, contains or shall contain any untrue or misleading statement or omits or shall omit any fact necessary to make the statements contained herein or therein, in light of the circumstances under which it is made. There have been no events or transactions, or facts or information which has come to, or upon reasonable diligence, should have come to the Applicant and which have not been disclosed, having a direct impact on the transactions contemplated hereunder.

17. Right to Change

NSKFDC reserves its right to change the above stated terms & conditions at any point of time without any prior notice.

18. Average Unit Cost and Assumptions

A. Recognition of Prior Learning (RPL) with upskilling at Industry Premises

S.NO	TRAINING HEAD	COST (IN RS)	REMARKS
1	Base Training Cost	2202.02	Fixed Rs. 1700 for RPL at any accredited & affiliated training centre (s) + @Rs. 27.89 per hour X 18 hours
2	Assessment & Certification	600	Minimum as per common norms
3	Accidental Insurance	14.16	Insurance for only one year + taxes
4	AEBAS – Transaction Fees	10	
5	T-Shirt		Cost of T-Shirt is to be paid from the TP payout, which is mentioned as “Base Training Cost”
	Total (with single assessment)	2826.18	

B. Recognition of Prior Learning (RPL) with upskilling at any Accredited & Affiliated Training Centre (s):

S.NO	TRAINING HEAD	COST (IN RS)	REMARKS
1	Base Training Cost	2502.02	Fixed Rs. 2000 for RPL at any accredited & affiliated training centre (s) + @Rs. 27.89 per hour X 18 hours
2	Assessment & Certification	600	Minimum as per common norms
3	Accidental Insurance	14.16	Insurance for only one year + taxes
4	AEBAS – Transaction Fees	10	
5	T-Shirt		Cost of T-Shirt is to be paid from the TP payout, which is mentioned as “Base Training Cost”
	Total (with single assessment)	3126.18	

The payment to the training partners would be made by MSDE as per the following tranches:

- Tranche 1:** 80% payment after submission of PPE Sizes, bank account details and assessment results of Waste Pickers uploaded by assessing body
- Tranche 2:** 20% payment upon submission of completion report, completion of various formalities and submission of proof for certificate handover, with or without the distribution ceremony.

Annexure 1: Board Resolution Format

CERTIFIED TRUE COPY OF THE RESOLUTION PASSED BY THE BOARD OF DIRECTORS/MEMBERS/TRUSTEES AT ITS MEETING HELD ON THE DAY OF 2025 AT

“RESOLVED:

THAT the Company/Society/Trust does approach National Safai Karamcharis Finance and Development Corporation (“**NSKFDC**”) for conducting occupational safety and skill upgradation training under NAMASTE Scheme in response to the request for proposal dated issued by NSKFDC.

THAT the detailed proposal in the prescribed format be duly filled and submitted to NSKFDC along with all necessary documents.

THAT the following directors/trustees/members/authorized signatories be and are hereby severally authorized to execute the documents, papers, guarantee, declaration, confirmation, affidavit, undertaking, indemnity, contracts and such other instruments/documents as security or otherwise, as may be required by NSKFDC.

S. No.	Name	Designation

THAT copies of the aforesaid resolutions certified to be true be furnished to NSKFDC”

For_____

(Signature):

Name:

Designation:

DIN/PAN:

(Signature):

Name:

Designation:

DIN/PAN:

Date:

Place:

Annexure 2 - Waiver/Flexibility Required for Project Execution

Details of Waiver/ Flexibility:

- a)
- b)
- c)

a)

b)

c)

Annexure 3: Undertaking for not Blacklisted

Applicant's legal name

We do hereby undertake that we have not been blacklisted or deregistered by any Central/State government department or public sector undertaking and also that none of our work was rescinded by the client after award of contract during last five years.

Signature & Stamp of Applicant or Authorised signatory

Signatory on behalf of the Applicant

Each member of the JV/Consortium should also submit separate undertakings individually.

Annexure 4: Undertaking for Corrupt & Fraudulent practice and undertaking for not suffering Bankruptcy/Insolvency

Applicant/Bidder’s legal name

It is confirmed and declared that we have not been engaged in any fraudulent and corrupt practice and that no agent, middleman or any intermediary has been, or will be, engaged to provide any services, or any other items of work related to the award and performance of this contract.

We do hereby undertake that we have not suffered bankruptcy/insolvency during the last three years.

Signature & Stamp of Applicant or Authorised signatory

Signatory on behalf of the Applicant

Each member of JV/Consortium should also submit separate undertaking individually.

Annexure 5: Initial Filter Criteria

S. No.	Pre-qualification criteria	Yes	No
1	Has the Applicant completed 3 years of incorporation as on 31.03.2024?		
2	Has the Power of Attorney (if applicable) been submitted in the name of authorized signatory/ representative?		
3	Whether Applicant accounts have been audited up to 31.03.2024 by a firm of certified Chartered Accountants?		
4	Whether the Applicant has submitted requisite certificate or Certificate of Incorporation (Voluntary organization/ NGO should be mandatorily registered on the NGO Darpan Portal of the NITI Aayog, Govt. of India and have a valid UID No.)		
5	Whether Applicant has a valid PAN Number, GST number (if applicable) and is registered with appropriate EPF/ESI authorities (if applicable)?		
6	Whether the Tender Fee has been sent along with the RFP document? (Exempted, if relevant exemption certificate is attached)		
7	Whether the requisite EMD in prescribed form has been submitted? (Exempted, if relevant exemption certificate is attached)		
8	Whether average annual turnover during the last 3 financial years preceding the financial year 2024-25, viz., FY 2021-22, FY 2022-23 & 2023-24 is more than Rs. 50 lakhs?		
9	Whether the Applicant has a positive net worth consecutively from last two financial years preceding the financial year 2024-25, viz., FY 2022-23 & 2023-24?		
10	Whether the applicant has at least 3 years of experience in the field of training, which should include at least 1 year of experience in providing training in the sanitation/ solid waste management sector(s)?		
11	Whether the applicant has at least 3 trainers (with TOT certification from the concerned SSC) to impart skill training in the sanitation/ solid waste management sector?		
12	Have all the pages required to be signed by the authorized representative of applicant been signed?		
13	Whether a technical proposal highlighting the credentials of the organization in respect to various evaluation criteria's enclosed as Annexure-7.		
14	In case of JV/Consortium whether MoU has been submitted?		
15	Has the Applicant abandoned any work in the last five years or has it been blacklisted by any Government department/PSU or has any of its contract terminated for failure to perform?		
16	Has the Applicant suffered bankruptcy/insolvency during the last three years?		
17	Has any misleading information been given in the application by the applicant?		

Note:

1. A "NO" answer in the case of Criteria No. 01-13 will disqualify the Applicant.
2. A "YES" answer in the case of Criteria No. 15-17 will also disqualify the Applicant.

Signature & Stamp of Applicant or Authorised signatory

Annexure 6: Pro-Forma for Letter of Application

(On Letter Head of Organisation)

To

The Managing Director

National Safai Karamcharis Finance and Development Corporation (NSKFDC), NTSC, 3rd Floor, E-Block, NSIC, Okhla Industrial Area Estate-III, New Delhi – 110020, India.

(Applicant to provide date and reference)

Sub: APPLICATION FOR REQUEST OF PROPOSAL FOR “CONDUCTING OCCUPATIONAL SAFETY AND SKILL UPGRADATION TRAINING FOR WASTE PICKERS UNDER NAMASTE”

Dear Sir,

- a) We, the undersigned, apply to provide the services for the project in accordance with your Request for Proposal. We are hereby submitting our proposal which includes technical proposal and requisite EMD and Tender Fees. We declare the following:
- b) We are duly authorized to represent and act on behalf of _____
(hereinafter the “Applicant”)
- c) We have examined and have no reservations to the Request for Proposal Document including Addendum.
- d) We further declare that we have not engaged any agent or middleman for this process. We have not paid/will not be paying any commissions, gratuities or fees with respect to this process.
- e) NSKFDC and/or its authorised representatives are hereby authorised to conduct any inquiries or investigations to verify the statements, documents and information submitted in connection with this application, and to seek clarification from our bankers and clients.
- f) This Letter of Application will also serve as authorization for any individual or authorised representative of any institution referred to in the supporting information, to provide such information deemed necessary and as requested by NSKFDC.
- g) NSKFDC and/or its authorised representatives may contact the following nodal persons for further information on any aspects of the Application:

S. No.	Name & Designation	Address	Telephone/Mobile No.	E Mail
1				
2				

- h) This application is made in the full understanding that:
 - i. Applicants and proposals for selection will be subject to verification of all information submitted.
 - ii. NSKFDC reserves the right to reject or accept any or all applications, cancel the pre-qualification/selection process without any obligation to inform the Applicant about the grounds of the same.
- i) The undersigned declares that the statements made and the information provided in the

application are duly complete, true, and correct in all respect. We also declare that no alteration has been made in RFP documents downloaded. We also understand that in the event of any information furnished by us being found later on to be incorrect or any material information having been suppressed, or any discrepancy is found, the following action can be taken:

- i. Any allocation of work on the basis of the RFP proposal may not be considered and cancelled.
- ii. If any allocation of work is made to us on the basis of our RFP document, the same may be withdrawn and cancelled without any financial claim/Arbitration request from our side.

Signature of Authorized Signatory

Name
In the Capacity of
Signed

Duly authorized to sign the Application for and on behalf of

.....

Date
Email
Contact

Annexure 7: Technical Proposal

	S. NO.	EVALUATION PARAMETERS	RESPONSE
A. FINANCIAL STANDING	1	AVERAGE ANNUAL TURN-OVER DURING LAST 3 YEARS AS ON MARCH, 2024	
B. TECHNICAL CAPABILITY & EXPERIENCE RECORD	2	TOTAL NUMBER OF PERSONS TRAINED, WHO HAVE ALSO BEEN CERTIFIED BY GOVERNMENT RECOGNISED BODIES	
	3	GEOGRAPHICAL PRESENCE (NUMBER OF OFFICES & HUMAN RESOURCE DEPLOYMENT)	
	4	NUMBER OF SANITATION WORKERS/WASTE PICKERS TRAINED	
	5	EXPERIENCE OF WORKING IN SOLID WASTE MANAGEMENT INVOLVING WASTE PICKERS/ WASTE COLLECTORS (BASED ON NUMBER OF PROJECTS)	
	6	NUMBER OF EXPERIENCED TRAINERS IN SANITATION/ WASTE MANAGEMENT SECTOR*	

NOTE: Supportive documents in respect to points 1-6 above must be attached with the technical proposal for consideration

Annexure 8: Pro-Forma for Location proposed by TP

States proposed for Training in the order of preference	Details of office addresses in various locations in the proposed state	Evidence Support for Proposed Location such as (office, human resource, details of projects implemented in the state)