

TENDER No. UCSSL/CC/SER/T/DES/214/2026
Dt- 05th MAY 2026

TENDER FOR HIRING OF DESIGN ASSISTANT AND
DESIGN ENGINEER ON CONTRACT BASIS



UDUPI COCHIN SHIPYARD LIMITED

UDUPI COCHIN SHIPYARD LIMITED
MALPE, UDUPI 576108





Udupi Cochin Shipyard Limited

Tender For Hiring of Design Assistant and Design Engineer on Contract basis.
UCSL/CC/SER/T/DES/214/2026, Dt 05TH MAY 2026

TENDER NOTICE

Tender No. & date	UCSL/CC/SER/T/DES/214/2026, Dt 05 TH MAY 2026
Name of work	HIRING DESIGN ASSISTANT AND DESIGN ENGINEER ON CONTRACT BASIS.
Last date & time of receipt of tender	19 th MAY 2026 (TUESDAY), 15:30hrs
Date & time of opening of Technical Bid	19 th MAY 2026 (TUESDAY), 15:30hrs

1. Password protected quotations in the prescribed form is invited from bidders for the work specified above, subject to the terms and conditions as mentioned in the annexure to the tender enquiry so as to reach the undersigned by email or through postal mode, as mentioned on or before the date and time as stipulated.

2. **The following shall be submitted along with the quote: -**

PART- I: TECHNICAL BID

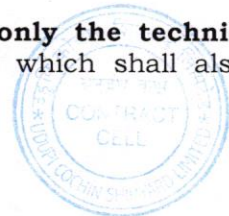
- Tender document duly signed on all pages** - Including Terms & conditions and Scope of work placed at Annexure I.
- The Techno commercial Check List** at Annexure VI to be filled up completely and duly signed.
- Duly filled form at Annexure – II, III & IV.
- Unpriced Price bid** (Price bid without price and marked as “QUOTED”) to be submitted along with Part-I.

PART-II: PRICE BID

- The price bids shall be prepared based on the price bid format at Annexure V.

3. **Mode of Submission of Quote:**

- Bid shall be submitted as **Password Protected Zip File** in two parts.
Part I: Technical Bid – with all enclosures and annexures as mentioned in Para 2 above
Part II: Price Bid.
- The files are to be forwarded as Two (2) separate password protected Zip files to **contractcell@udupicsl.com**
- Part I and Part II are to be protected with separate and distinctly different passwords.**
- The Bids will be opened on online mode during which the bidder will be advised to share the password through SMS with which the technical bid will be opened.
- The price bids will be opened after technical evaluation and **only the technically qualified bidders will be invited for opening of price bids** which shall also be conducted on online mode as above.





Udupi Cochin Shipyard Limited

Tender For Hiring of Design Assistant and Design Engineer on Contract basis.
UCSL/CC/SER/T/DES/214/2026, Dt 05TH MAY 2026

- vi. The bidders can also attend the bid opening physically at Udupi Cochin Shipyard Limited, Baputhotta Ware house complex Office, Udupi, Karnataka.
- vii. The contractors can also submit the quotations in sealed covers (Two-Bid) – as separate sealed covers for Technical Bid and Price bid, both enclosed in a common sealed cover to reach the below mentioned address before the stipulated time.
4. The bidders shall ensure the receipt of bids at contractcell@udupicsl.com. UCSL takes no responsibility for delay, loss or non-receipt of tenders by mail by the stipulated time.
5. The tender should be addressed to the **Assistant General Manager (Contract Cell), Udupi Cochin Shipyard Limited, Malpe Harbor Complex, Malpe, Udupi-576 108, Karnataka, India.**
6. No deviations on the tender conditions will be accepted, and bids with deviations will be considered technically disqualified. The acceptance of a tender or part thereof will rest with the Assistant General Manager (Contract Cell), Udupi Cochin Shipyard Limited, tender and reserves the authority to reject the tender received without assigning any reason.
7. Contact Person: Mr. AKHIL RP, Ph. No: +91 0820-2912103.

Assistant General Manager (Contract Cell)

अखिल आर पी
 AKHIL R P
 प्रबंधक MANAGER
 उडुपि कोचीन शिपयार्ड लिमिटेड
 UDUPI COCHIN SHIPYARD LIMITED
 माल्पे, कर्नाटक/MALPE, KARNATAKA-576 108

Encl:

- | | |
|------------------------------------|----------------|
| 1. Terms & Conditions | - Annexure I |
| 2. Power of Attorney | - Annexure II |
| 3. Unconditional Acceptance Letter | - Annexure III |
| 4. Undertaking by Agency | - Annexure IV |
| 5. Price Bid Format | - Annexure V |
| 6. Techno Commercial Check List | - Annexure VI |





Udupi Cochin Shipyard Limited
Tender For Hiring of Design Assistant and Design Engineer on Contract basis.
UCSL/CC/SER/T/DES/214/2026, Dt 05TH MAY 2026

TERMS AND CONDITIONS

TENDER FOR HIRING OF DESIGN ASSISTANT & DESIGN ENGINEER ON CONTRACT BASIS

1. DESCRIPTION OF WORK

- 1.1. This requirement pertains to the awarding of contract for carry out the supply of Design Assistant (Total 03 Nos) and Design Engineers (Total 03Nos) for the period of 06 months and with an option to extend for one more month on contract basis at **Udupi Cochin Shipyard Limited (UCSL)**, Malpe, Karnataka.
- 1.2. The engagement as Design Assistant & Design Engineer is to be carried out at Udupi Cochin Shipyard Limited facility at Malpe & Hangarkatta Site, in Udupi district, Karnataka.
- 1.3. The Agencies are advised to familiarize themselves with the site conditions before quoting.
- 1.4. Bidders are requested to obtain clarifications, if any, and carefully study the documents and the scope of work of Contractor and UCSL, before submitting/Finalizing their offer.

2. MINIMUM QUALIFICATION CRITERIA FOR PARTICIPATING IN THE TENDER WILL BE AS FOLLOWS

- 2.1. The contractor shall be experienced in design of vessels & must have experiences in providing Design Engineer- qualified technical/professional, in shipyard, Marine, and offshore field companies.
- 2.2. The Tenderer should enclose copy of EPF (if applicable), ESI (if applicable), PAN, GST registration certificate, Income tax returns for last three years. (A copy of the same shall be submitted along with the application for issue of tender document).
- 2.3. Offers from joint ventures/consortium will not be accepted.
- 2.4. Net worth of the contractor must be positive as per the latest balance sheet. (MSME/NSIC will get exemptions)
- 2.5. Contractor should have Minimum one (01) year post qualification experience in ship design, shipbuilding, Heavy Engineering, Marine & Offshore fields.

3. QUALIFICATION & EXPERIENCE CRITERIA

Refer below table for the Qualification and Experience criteria for the post of Design Assistant and Design Engineers




Udupi Cochin Shipyard Limited

Tender For Hiring of Design Assistant and Design Engineer on Contract basis.
UCSL/CC/SER/T/DES/214/2026, Dt 05TH MAY 2026

Sl. No	Post	Qualification	Quantity	Experience required
1	Design Assistant	Plus, Two or Diploma in Mechanical/Civil Engineering	03 No's	Minimum One (01) year post qualification experience in Shipyards, Heavy engineering, Marine and offshore fields.
1	Design Engineer	Diploma/ B.E/ B. Tech in Naval Architecture/ Mechanical/Civil Engineering	03 No's	Minimum One (01) year post qualification experience in Shipyards, Heavy engineering, Marine and offshore fields.

* In special Case if suitable candidates are not available or selected during interview, candidate with experience in other filed or private company background may consider based on the requirement.

3.1. DESIGN ASSISTANT & DESIGN ENGINEER
JOB REQUIREMENTS:

- The person should have fairly good knowledge about intended for 2D drafting in AutoCAD which will also involve extraction of data from 3D model in CADMATIC.
- Preparation of 2D Drawing.
- Responsible for performing review of all the drawings submitted by the basic designers and the detailed designers.
- Willing to take responsibility to work against the set targets within the time frame etc.
- Good communication skills and working knowledge in English/ Hindi.
- Software skills:

Design Assistant:

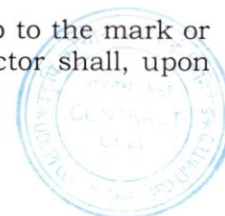
- Mandatory: AutoCAD, MS Office
- Desirable: Cadmatic E-Browser

Design Engineer:

- Mandatory: AutoCAD, MS Office
- Desirable: Cadmatic Hull/ Outfitting, E-Browser

4. SCOPE OF WORK:

- 4.1. Providing services of Design Engineer (total – 03 nos) and Design Assistant (total – 03 nos) to Udupi Cochin Shipyard Limited.
- 4.2. Design Engineer and Design Assistant shall be required to work as per the direction of UCSL Officer in charge.
- 4.3. If the performance of the persons so deployed by the contractor is not up to the mark or there is a commission of misconduct or disorderly conduct, the contractor shall, upon





Udupi Cochin Shipyard Limited

Tender For Hiring of Design Assistant and Design Engineer on Contract basis.
UCSL/CC/SER/T/DES/214/2026, Dt 05TH MAY 2026

the UCSL's reporting end instructions, immediately withdraw and/or take suitable action against such persons.

- 4.4. The contractor shall not engage or remove or change any person without the knowledge and concurrence of the UCSL Officer-in-charge (AGM-Design/ his representative). UCSL shall have the right to advise the contractor to terminate the services of any employee (person deployed by the contractor) for any violation of security provisions and / or indiscipline/violent behaviour, agitation, instigating other peaceful works. In case of such advice, contractor shall comply with the same with immediate effect with or without assigning any reason and assign a replacement immediately by submitting all the required documents for verification.
- 4.5. Resignation of contract employees shall be informed to department in advance and also copy of relieving order shall be sent to UCSL Officer-In-Charge (AGM-Design). The Contractor will be responsible for deployment of new employee as replacement who is fulfilling above mentioned qualification & other criteria with approval of UCSL Officer-In-Charge (AGM-Design), prior to relieving the old one. In case of failing to maintain required manpower, penal action against the contractor may be taken from UCSL.
- 4.6. The contractor should manage weekly off and leave of personnel and still ensure deployment of people as per Design Department requirement.
- 4.7. Maintenance of muster roll will be the responsibility of designated Design Engineer under the direction of Design Dept. officer of UCSL.
- 4.8. The persons to be deployed at UCSL sites at Hangarkatte and if needed at UCSL-Malpe as per the requirement. Agency has to arrange their own transport with their cost. No extra allowances will be paid for inter site movements.
- 4.9. Selection of Design Engineer will be done based on the interview conducted by UCSL. UCSL's decision will be final and binding in this regard.
- 4.10. Working Hours: Normal working time shall be from 08:20 Hrs to 17:30 Hrs with six days working in a week. UCSL holiday calendar will be applicable.
- 4.11. It is the prime responsibility of the contractor - to arrange substitutes for the absent employees, If any.
- 4.12. Employee details: For security reasons, the successful bidder shall submit the following documents of all his employees before deploying at works for review & acceptance by UCSL:
- Bio-data with two passport size photos.
 - Proof of qualification / experience.
 - Proof of residential address issued by State Govt./ Govt. of India.
 - Character & Antecedent report from the Police authorities nearest to the respective native place.
 - Appointment order/ employment wage card (Form -XIV) as per Contract Labor (R&A) Act.
- 4.13. Food, Transportation & accommodation expenditure in the scope of contractor



**Udupi Cochin Shipyard Limited**

Tender For Hiring of Design Assistant and Design Engineer on Contract basis.
UCSL/CC/SER/T/DES/214/2026, Dt 05TH MAY 2026

5. METHOD OF AWARDING CONTRACT

- 5.1. Contract will be concluded with Bidder qualifying technically (including eligibility criteria), agreeing to Commercial conditions and emerging as L1.
- 5.2. UCSL also reserves the right to split the optional work orders to any number of bidders willing to match with L1 rate, if the performance of selected bidder is not satisfactory.
- 5.3. UCSL reserves the right to cancel the tender if required.

6. PERIOD OF CONTRACT

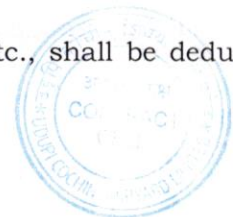
- 6.1. Period of contract will be Six months from the date of execution of Work Order. UCSL reserves the right to extend the contract period for a further period of two years for the same terms and conditions on mutual agreement on completion of the contract period if the performance of the contractor is satisfactory. The rates quoted and all other terms and conditions will remain unchanged for the entire period and also for the extended period (if extended).
- 6.2. The contractor shall follow the UCSL schedule requirements strictly
- 6.3. Confirmed:
 - i. Design Assistant: 06 months from 13th June 2026 to 13th December 2026
 - ii. Design Engineer: 06 months from 17th May 2026 to 17th November 2026
- 6.4. Option: Extendable by additional 01 Month if so, required by UCSL. The optional order shall be placed on mutual agreed basis with the firm and UCSL.
- 6.5. Mobilization of manpower shall be done within 10 days from the placement of contract.

7. VALIDITY

- 7.1. The offer shall be valid for a period of 06 months and no escalation in rate shall be allowed by UCSL on whatsoever reason.

8. PAYMENT TERMS

- 8.1. Payment shall be released on monthly basis within 30 days of receipt of invoice.
- 8.2. The payment shall be released monthly wise in the upcoming month on production of the following documents:
 - a) Monthly Duty Roster – certified by the UCSL authorized representative.
 - b) Documents and challans, evidencing payment of wages and submission of EPF, ESI, PT and other Statutory payments as per the instructions of UCSL.
 - c) Submission of invoice / other relevant documents if any.
- 8.3. Statutory levies such as I.T, Contribution towards PF, ESI, PT etc., shall be deducted from the bill as applicable.





Udupi Cochin Shipyard Limited

Tender For Hiring of Design Assistant and Design Engineer on Contract basis.
UCSL/CC/SER/T/DES/214/2026, Dt 05TH MAY 2026

8.4. Payment will be made by RTGS/NEFT to the account of Agency. The name of the bank, branch, A/C No., IFSC code & other particulars shall be furnished by the Agency in the proforma of UCSL.

9. TAXES & DUTIES

9.1. GST shall be applicable extra on the prescribed work. You are requested to furnish the following details in the invoice/Bill.

- Applicable rate of GST/SAC Code
- Firms GST Reg. NO.
- Service accounting code (SAC) as prescribed by statutory authorities.
- GST Reg. No. of Udupi Cochin Shipyard Limited(**29AAACT1281B1ZO**).

10. SECURITY DEPOSIT / PERFORMANCE GURANTEE

10.1. The successful tenderer shall remit security deposit equivalent to payment of 1 month (6 persons as per tender conditions) for the scope of work within 15 days of receipt of the work order / signing of agreement. This amount may be remitted by way of demand draft or bank guarantee (in approved proforma of UCSL) from any of the nationalized banks, valid for a **period of 12 months from the contract date**. The Security Deposit will be released on certification of satisfactory completion of the contract and no liability to UCSL by Officer-in charge. The Security Deposit retained will not bear any interest.

11. LIQUIDATED DAMAGES

11.1. The progress of work will be monitored against the mutually agreed detailed schedule. Liquidated damages for delays in engagement of manpower as per the requirement, for any reason other than force majeure conditions, will be recovered at the rate of half percent of the value of the contract per week or part thereof, subject to a maximum of ten (10) percent of the value of the contract.

11.2. For better clarity, order values mentioned in LD clause are values excluding duties and taxes (Basic value). Liquidated damages, if any, shall be decided and settled only after the completion of the entire project but prior to the release of Final stage Payment.

11.3. If, for any reasons, supplier has a justification towards delay in supply / work execution and would intend to consider applicability/ non applicability of LD, the same shall be intimated to UCSL by way of a letter, failing which it will be deemed that delay is attributable to the supplier.

11.4. Delay in supply/Interruption of the work for reasons not attributable to supplier shall entitle extension of the order execution period for proportionate period without any additional cost to UCSL.

12. POWER OF ATTORNEY

12.1. The tenderer(s) shall have to sign in each page of the tender documents with official stamp as a token of his acceptance of the conditions stated therein.

12.2. The person signing the tender form on behalf of another or on behalf of a firm, shall enclose to the tender, a Power of Attorney or the said deed duly executed in his favour or the partnership deed giving him such power showing that, he has the authority to bind such other persons or the firm, as the case may be, in all matters pertaining to the

**Udupi Cochin Shipyard Limited**

Tender For Hiring of Design Assistant and Design Engineer on Contract basis.
UCSL/CC/SER/T/DES/214/2026, Dt 05TH MAY 2026

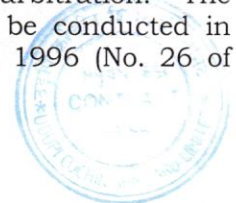
contracts. If the Person so signing the tender, fails to enclose the said Power of Attorney, his tender shall be liable for being summarily rejected. The Power of Attorney shall be signed by all partners in the case of partnership concern, by the Proprietor in the case of a proprietary concern, and by the person who by his signature can bind the company in the case of a Limited Company.

13. TERMINATION & LIMITATION OF LIABILITY

- 13.1. This contract may be terminated upon the occurrence of any of the following events
- 13.2. By agreement in writing of the parties hereto;
- 13.3. By the non-defaulting party, upon default by the other party, of any clause of this contract, if not remedied within fifteen (15) days, or such longer time as may be agreed upon by the parties, after receipt of notice thereof in writing from the non-defaulting party;
- 13.4. By the other party, upon either party;
- i. Making the assignment for the benefit of creditors, being adjudged a bankrupt or becoming insolvent; or
 - ii. Having a reasonable petition filed seeking its' dissolution or liquidation, not stayed or dismissed within sixty (60) days; or
 - iii. Ceasing to do business for any reason.
- 13.5. For fraud and corruption or other unacceptable practices.
- 13.6. Upon expiry or termination of this Contract, neither party shall be discharged from any antecedent obligations or liabilities to the other party under this Contract unless otherwise agreed in writing.
- 13.7. UCSL may by notice in writing to Agency to terminate the order after issuing due notice i.e., 30 days' notice period. UCSL shall be entitled to compensation for loss limited to the order value.
- 13.8. Liability maximum that can be claimed by the Agency shall be limited to what is due to be and has been paid by UCSL for work done as per the payment milestones and limited to work order value.

14. ARBITRATION & JURISDICTION

- 14.1. Any disputes arising during the period of the contract shall, in the first instance be settled by mutual discussions and negotiations. The results of such resolution of dispute shall be incorporated as an amendment to the contract, failing which supplier shall approach the UCSL Grievance Redressal Committee as per relevant clause of the Contract.
- 14.2. If any dispute, disagreement or question arising out of or relating to or in consequence of the contract, or to its fulfillment, or the validity of enforcement thereof, cannot be settled mutually or the settlement of which is not herein specifically provided for, then the dispute shall within thirty days from the date either party informs the other in writing that such disputes, disagreement exists, be referred to arbitration. The arbitrators shall be appointed and the arbitration proceedings shall be conducted in accordance with and subject to the Arbitration and Conciliation Act, 1996 (No. 26 of





Udupi Cochin Shipyard Limited

Tender For Hiring of Design Assistant and Design Engineer on Contract basis.
UCSL/CC/SER/T/DES/214/2026, Dt 05TH MAY 2026

1996) as amended from time to time and the decision of the Arbitrators shall be final and binding on the parties hereto. The arbitration will be done by a Board comprising one arbitrator nominated by each party, and a mutually agreed Umpire. Each party shall bear its own cost of preparing and presenting its case. The cost of arbitration shall be shared equally by the parties unless the award provides otherwise. Performance under this Contract shall however, continue during arbitration proceedings and no payment due or payable by the parties hereto shall be withheld unless any such payment is or forms a part of the subject matter of arbitration proceedings.

14.3. Seat & Venue of Arbitration: The seat & venue of arbitration shall be at Bangalore.

14.4. Language of Arbitration: The Language of arbitration shall be English.

14.5. Governing Law: The contract shall be governed by Indian Law

14.6. In case of disputes, the same will be subjected to the jurisdiction of courts at Bangalore, Karnataka.

15. SUB CONTRACTING AND ASSIGNMENT

15.1. Contractor shall not assign or transfer the Purchase Order/ Work Order or any share or interest therein in any manner or degree to any third party without the prior written consent of UCSL.

15.2. Contractor shall not contract with any subcontractor and/or vendor without the prior written consent of UCSL. Such consent shall not relieve the Contractor from any of his responsibilities and liabilities under the Purchase Order/ Work Order. In addition, Contractor shall ensure that the terms and conditions of any such contract shall comply with and correspond to the terms and conditions of the Purchase Order/ Work Order.

16. SECRECY & RESTRICTION ON INFORMATION TO MEDIA

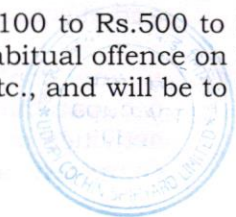
16.1. The information contained in the enquiry as such shall NOT be communicated to any third party without prior approval of UCSL.

16.2. Information in respect of contracts/orders shall NOT be released to the national or international media or anyone not directly involved in its execution without the written approval of UCSL.

17. CANCELLATION OF ORDER AND RISK CONTRACTING

17.1. In the event the Agency fails to complete the work promptly and satisfactorily as per the terms of the order, and if any work is delayed beyond thirty (30) days from the agreed schedule, UCSL, without prejudice, reserves the right to cancel the order and get the work done at Agency's cost and the expenditure so incurred including any damage or loss will be recovered from him and the Security Deposit furnished by him is liable to be forfeited either in whole or in part.

17.2. UCSL also reserves to right to impose penalties ranging from Rs. 100 to Rs.500 to the employees of agencies and will be deducted from the bills, for any habitual offence on the cleanliness of uniforms, lack of obedience, not attending the tasks etc., and will be to the discretion of the Officer in charge for the work.



**Udupi Cochin Shipyard Limited**

Tender For Hiring of Design Assistant and Design Engineer on Contract basis.
UCSL/CC/SER/T/DES/214/2026, Dt 05TH MAY 2026

18. FORCE MAJEURE

18.1. Should failure in performance of any part of this contract arise from war, insurrection, restraint imposed by Government act or legislation of other statutory authority, from explosion, riot, legal lock-out, flood, fire, act of God or any inevitable or unforeseen event beyond human control which will be construed as a reasonable ground for extension of time, UCSL may allow such additional time as is mutually agreed to be justified by the circumstances of the case.

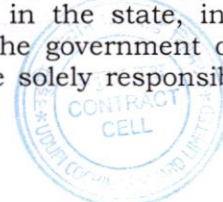
19. IMS GUIDELINES

19.1. UCSL implemented an Integrated Management System (IMS) and the Quality Management System (QMS) within the yard. As part of IMS, subcontractors shall comply with the following measures related to the Quality, Health, and Safety & Environment (QHSE) policy of UCSL.

- a) Meeting or exceeding customer requirements.
- b) Assuring quality of the products and service.
- c) Preventing occupational ill health & injuries.
- d) Ensuring safe work sites.
- e) Conserving natural resources.
- f) Preventing / minimizing air, water & land pollution.
- g) Handling and disposal of Hazardous wastes safely.
- h) Complying with statutory & regulatory and other requirements.
- i) Developing skills and motivating employees.

19.2. Occupational Health, safety & Environmental requirements of UCSL shall also include the following.

- a) The contractor (or a sub-contractor performing work on behalf of the contractor) is deemed to comply with the Occupational health, safety and environmental policy of the company and also to all operational controls/standard operating procedures and shall undertake the work in total compliance with the requirements of the established Integrated Management System (IMS) of the company.
- b) The Contractor shall undertake the work in total compliance with all applicable legal/statutory requirements related to occupational health, safety and environment effective in the state of Karnataka.
- c) It is the sole responsibility of the contractor to assure that any sub-contractor/s who shall perform works in company lands/facilities/worksites on behalf of the contractor, is also following all requirements related to the Integrated Management System of the company and the health/safety/environmental Rules effective in the state.
- d) The contractor shall provide/implement and operate/practice all occupational health, safety and environmental management measures/facilities, for their period of contract, in their activities/at their work sites, which shall be required according to the IMS of the company or that required by the health/safety/environmental Rules established and effective in the state, at their own cost.
- e) If any contractor failed to comply with or violated any clauses/requirements of occupational health, safety and environmental Rules effective in the state, in their activities or at work sites and the same shall be exposed to the government or any competent authorities upon inspections, the contractor shall be solely responsible for





Udupi Cochin Shipyard Limited

Tender For Hiring of Design Assistant and Design Engineer on Contract basis.
UCSL/CC/SER/T/DES/214/2026, Dt 05TH MAY 2026

all liabilities caused by his/her action and shall be responsible for paying the penalty and taking stipulated corrective actions insisted by the authorities within the specified time, at their own cost. Any liability to the company in this regard needs to be compensated by the contractor.

- f) Upon completion of the work, contractor shall clear the area and shall not leave any Occupational health/safety/environmental liabilities to the company, from their activities at the worksites.
- g) Any clarification related to IMS requirements of the yard, may be obtained by the contractor from the AGM (HSE) or the authorized representative of the contract, prior to the commencement of work.

20. SAFETY OF PERSONNEL AND FIRST AID

- 20.1. The contractor shall be entirely responsible for the safety of all the personnel employed by him on the work. In this regard, he may adopt all the required safety measures and strictly comply with the safety regulations in force. A copy of UCSL's "Safety Rules for Contractors (Revised)" is available with HSE department for reference.
- 20.2. The Agency may arrange to suitably insure all his workmen/ other personnel in this regard. UCSL will not be responsible for any injury or illness to the Agency's workmen/other personnel during execution of the works due to whatsoever reasons.
- 20.3. In this regard, the Contractor will have to fully indemnify UCSL against any claims made by his workmen/other personnel
- 20.4. The Agency shall provide and maintain so as to be readily accessible during all working hours, a first aid box with prescribed contents at every place where he employs contract labor for executing the works.

21. LABOUR LAWS AND REGULATIONS

- 21.1. The Agency shall undertake and execute the work with contract Labor only after taking license from the appropriate authority under the Contract Labor (Regulation & Abolition) Act 1970.
- 21.2. The Agency shall observe and comply with the provisions of all labour and industrial laws and enactments and shall comply with and implement the provisions of the Factories Act, 1948, Employees Provident Funds & Miscellaneous Provisions Act, 1952, Employees State Insurance Act, Payment of Gratuity Act, minimum Wages Act, Payment of Bonus Act, Contract Labour (Regulation and Abolition) Act and all other enactments as are applicable to him and his workmen employed by him. The Agency shall inform UCSL his license number from the Central Labour Commissioner.
- 21.3. All Persons, except those exempted under the respective Acts, shall necessarily be insured under the ESI scheme and be made members of the EPF Scheme from the day of their engagement as personnel in the Company. In Case 1, All such insured Persons should carry with them their ESI Identity Card for verification by the authorities. No Persons without a valid ESI Identity Card for verification by the authorities will be permitted to work in the company.



Udupi Cochin Shipyard Limited

Tender For Hiring of Design Assistant and Design Engineer on Contract basis.
UCSL/CC/SER/T/DES/214/2026, Dt 05TH MAY 2026

- 21.4. The Agency shall submit the Labour Reports>Returns as required by the Company from time to time in respect of their workmen in standard format to the concerned contracting officer so as to enable the same to reach Contract cell by the 5th of every month. Delayed submission of the same shall attract penal interest /damages at the rate as levied by the respective authorities under the relevant Acts.
- 21.5. The Agency shall maintain the records viz. Muster Roll, Acquittance Roll with full details, Account books etc., in original. These are required for inspection by the concerned authorities under each scheme.
- 21.6. If the Agency fails to pay any contributions, charges or other amounts payable under any of the aforementioned provisions of law, UCSL shall deduct or adjust amounts equivalent to such contribution, charges or amounts from amount payable to him by UCSL, including any deposit or amounts payable against bills and make payments on his account to the appropriate authority. He shall not be entitled to question or challenge such deductions, adjustments or payment made by UCSL.
- 21.7. Any other amount payable under any law or in respect of any person employed by the Agency, if not paid by him, shall be deducted or adjusted by UCSL out of any amount payable to the Agency including any Security Receipt and paid ever or withheld for payment by UCSL.
- 21.8. The Agency shall be fully responsible for the conduct and discipline of the workmen employed by him in the Company premises. If such workmen commit any misconduct or criminal act inside the Company, the Agency shall take appropriate action against such workmen. The Agency shall abide by the instructions/ guidelines issued by the Company for maintenance of discipline and good conduct among the workmen employed by him.
- 21.9. All persons who are engaged for various works in UCSL either directly or through Agency/contractors, should produce the following documents prior to issuing their entry passes:
- 21.10. Passport/Aadhaar attested copy of passport with photo and address particulars.
 OR
 Police clearance certificate with photo and address particulars. (Police clearance certificate to the effect that the concerned person is staying in the area of jurisdiction of the certificate issuing Police Station and that the person is not involved in any criminal offences as per the records available therein.)
- 21.11. Application and Declaration for enrolling under Employees Provident Fund and ESI Scheme- 3 individual passport size photographs and two copies of family photographs of the members.
- 21.12. **Agency shall familiarize themselves with the labour rules & regulations.**

22.OVERWRITING & CORRECTIONS

- 22.1. Tenders shall be free from overwriting or erasures. Corrections and additions, if any, shall be duly attested and a separate list of such corrections shall be attached with the offer.

23.OTHER TERMS & CONDITIONS

