

Curriculum Vitae (CV)

Position.:	Jr. Manager (Social)	
Name of Expert:	Shilpi Pal	
Date of Birth:	05/06/1991	
Country of Citizenship/Residence	Sarai Pipal Thala Adarsh Metro station, Delhi - 110033(India)	

Education:

Educational Institutions College / University	Year of obtainment	Degree(s) / Diploma(s) obtained
B.A. (Sociology, Eng. Lit., Education)	2010	Chhatrapati Shahu Ji Maharaj University, Kanpur Uttar Pradesh
M.A. (Education)	2012-2013	Chhatrapati Shahu Ji Maharaj University, Kanpur Uttar Pradesh
Master of Social Work (MSW)	2024	Indira Gandhi national open university

Employment record relevant to the Assignment:

Period	Employing organization and your title/ position. Contact information for references	Country	Summary of activities performed relevant to the Services
Oct 2024 to till date	<p>Employer: RITES Ltd, GC Office Gurgaon</p> <p>Type of Employment: Full Time</p> <p>Position: Jr. Manager (Social)</p> <p>Name of the Project: Haryana Orbital Rail Project (HORC)</p> <p>Client: Haryana Rail Infrastructure Development Corporation Ltd.</p> <p>Project Position Held: Asst. R&R/Social Gender Expert</p> <p>Country: India</p>	India	<ul style="list-style-type: none"> • Project management and coordination of social and environment team; • Conduct and lead the census and baseline socio-economic surveys, monitoring, social and environmental screening for the projects and Social and environmental Impact Assessments; • Review of national safeguard policies and identify gaps with requirements of International funding agencies; • Carry out policy dialogue on social and environmental safeguard issues with government officials, civil society, development partners and other stakeholders; • Assess social and environmental risks in the design and implementation of infrastructure projects; • Design and review Social Impact Assessment (SIA), Land Acquisition Plan (LAP), Resettlement Policy Framework and Plans, Gender Action Plan, Livelihood Restoration Plans; • Prepare Terms of Reference (ToR) for consultants, NGOs and External Evaluation agencies; • Coordinate the activities related to Stakeholder engagement and public consultation; <p>GAP includes:</p> <ul style="list-style-type: none"> • Developed and implemented Gender Action Plans (GAP) to promote gender equity and inclusion in project activities;

			<ul style="list-style-type: none"> • Implementation of Gender Equality and Social Inclusion (GESI); • Orientation on Gender Based Violence (GBV)/Sexual Harassment (SH)/SEA, HIV/AIDS, Prevention of Sexual Harassment of Women at Workplace (POSH) Act, 2013, • Orientation on Grievance Redressal Mechanism (GRM) and Health and Hygiene • IEC materials (zero tolerance to sexual harassment, code of conduct and women hotline) have been developed and disseminated in project; • Conducted gender-sensitive social assessments to identify differential impacts on women, men, and vulnerable groups; • Ensured women's participation in community consultations, focus group discussions, and decision-making processes; • Integrated Training Need Assessment (TNA) in livelihood support, skill development, and community engagement programs; • Coordinated with local stakeholders, NGOs, and government bodies to strengthen women empowerment initiatives. • Monitored and reported gender-disaggregated data to track progress and compliance with project objectives. • Addressed gender-based risks including workplace safety, harassment prevention, and access to grievance redress mechanisms. • Supported awareness programs on health, education, sanitation, and rights of women and marginalized groups. • Celebration of Worlds AIDS Day • GBV/SH Risk Assessment - A draft GBV/SH risk assessment and mitigation action plan has been developed • Welfare facilities available at Labour Camps
Dec 2022 – Feb 2024	Organization: G.P.V.S. Gram & Poshan Vikas Sanstha N.G.O. Position Held: Project Coordinator (Social Expert) Country: India	India	As a Project Coordinator (Social Expert) of Asha Sangini Induction training, New Asha Induction training, Asha Modules 6-7 (1st, 2nd, 3rd Round)
Jan 2020 - Nov 2022	Organization: Manav Seva Sansthan Position Held: Community Organizer (Social Expert) Country: India	India	As Community Organizer (Social Expert) responsible for basic services like education, health, livelihood, and the government have successfully worked to reach out to the community planning schemes. Like Livelihood support through Swam Sahayata Group, Bank Linkage of Swami Sahayata Group, work of women Empowerment, Personal hygiene and menstrual hygiene management, Efforts in the generation of children and pregnant women, Leadership and capacity development programs Women and Child Nutrition Program.

<p>Dec 2011 – Dec 2019</p>	<p>Organization: Rounak Construction and Consultancy Position Held: Social Development Specialist (R&R Expert) Country: India</p>	<p>India</p>	<p>As Social Development Specialist, responsible for Preliminary social assessment screening and formulation and finalization of formats for data collection, marking existing ROW and revised ROW, list of persons and their properties and facilities affected. Preparation of Social Assessment plan, Reconnaissance survey; Social Impact Assessment (SIA) including R&R framework; Prepare checklists for initial poverty and social assessment; Identify the available options and selection of rehabilitation and resettlement options and documentation for clearance. Prepare estimates for rehabilitation and resettlement cost and assess socio-economic impact. Requirements for social and poverty impacts Carry out Initial Poverty survey. Preparation of Social Assessment plan, Reconnaissance survey; Social Impact Assessment (SIA) including R&R framework; Prepare checklists for initial poverty and social assessment, involuntary resettlement and indigenous peoples. Development or specific actions to address IP issues such as combinable diseases. Prepare Resettlement and IP Development Plan. Environmental parameters, list of oustees, Census Survey, Base Line Socio Economic Survey, Preparation of Micro Plans, rehabilitation & resettlement plans and social impact studies, environmental management plans etc.</p>
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Detailed Tasks Assigned on Consultant's Team of Experts	Reference to Prior Work/Assignments that Best Illustrates Capability to Handle the Assigned Tasks
<p>As a Social Safeguard Specialist, I will be responsible for:</p> <p>Inception Report</p> <ul style="list-style-type: none"> Study, Review of all available reports and information about the Project and best practices adopted worldwide. Preparation of detailed approach and methodology for Social part. <p>Review of Reports/Documents</p> <ul style="list-style-type: none"> Legislation Compliance Reports Relevant information 	<p>1. <u>Haryana Orbital Rail Corridor Project(AIIB funded)</u> Year: March 2021 till Date Location: Gurugram, Sonipat, Palwal, Nuh and Jhajjar of Haryana Sate Client: Haryana Rail Infrastructure Development Corporation(HRIDC) Position: R&R/Social Expert Activities Performed: Ensure documentation of census & socio-economic survey; Review of SIA and RP prepared by ESIA Consultant; Ensure successful implementation of RP,GAP and SEP; Coordination with authorities for transfer of land; Ensure timely disclosure of all safeguards' documents; Provide guidance to site officials for LA and R&R activities; Documentation and monitoring of all LA and R&R activities; Ensure compliance to legal framework and AIIB's requirements; Prepare reports covering physical and financial progress; Organize capacity building training for personnels involved in LA and R&R activities.</p>

02.Name of the Project: Asha Sangini Induction training, New Asha Induction Training, Asha Modules 6-7 (1st, 2nd, 3rd Round)

Year: Dec 2022 – Feb 2024

Location: New Delhi Client: NGO

Main Project Features: Asha Sangini Induction training, New Asha Induction Training, Asha Modules 6-7 (1st, 2nd, 3rd Round)

Position held: Project Coordinator (Social Expert)

Activities Performed: As Project Coordinator (Social Expert) of Asha Sangini Induction training, New Asha Induction training, Asha Modules 6-7 (1st, 2nd, 3rd Round).

03.Name of the Project: Capacity Development programs Women and Child nutrition

Program Year (Start/ Completion): Jan 2020 - Nov 2022

Location: New Delhi

Client: NGO

Main Project Features: Capacity Development programs Women and Child Nutrition Program

Position held: Community Organizer (Social Expert)

Activities Performed: Responsible for basic services like education, health, livelihood, and the government have successfully worked to reach out to the community planning schemes. Like Livelihood support through Swam Sahayata Group, Bank Linkage of Swami Sahayata Group, work of women Empowerment, Personal hygiene and menstrual hygiene management, Efforts in the generation of children and pregnant women, Leadership and capacity development programs Women and Child Nutrition Program.

04. Name of the Project: Uttar Pradesh Rural Water Supply and Fluorosis Mitigation Project, Meerut, Uttar Pradesh

Year (Start/ Completion): Sep 2018 – Dec 2019

Location: Uttar Pradesh

Client: Govt. of Uttar Pradesh

Main Project Features: Uttar Pradesh Rural Water Supply and Fluorosis Mitigation Project, Meerut, Uttar Pradesh

Position held: Social Development Specialist / R&R Expert

Activities Performed: As Social Development Specialist, responsible for Preliminary social assessment screening and formulation and finalization of formats for data collection, marking existing ROW and revised ROW, list of persons and their properties and facilities affected. Identify the available options and selection of rehabilitation and resettlement options and documentation for clearance. Prepare estimates for rehabilitation and resettlement cost and assess socio-economic impact. Requirements for social and poverty impacts Carry out Initial Poverty survey. Preparation of Social Assessment plan, Reconnaissance survey; Social Impact Assessment (SIA) including R&R framework; Prepare checklists for initial poverty and social assessment, involuntary resettlement and indigenous peoples. Development of specific actions to address IP issues such as combinable diseases. Prepare Resettlement and IP Development Plan. Environmental parameters, list of oustees, Census Survey, Base Line Socio Economic Survey, Preparation of Micro Plans, rehabilitation & resettlement plans and social impact studies, environmental management plans etc.

05. Name of the Project: Construction of Examination Hall, Administrative Block Institutional Project in all over Bihar Total area 400 Acre funded by World Bank in the state of Bihar;

Year (Start/ Completion): April 2013 - Sep 2018

Location: Bihar

Client: BSEIDC

Main Project Features: Construction of Examination Hall, Administrative Block Institutional Project in all over Bihar Total area 400 Acre funded by World Bank in the state of Bihar;

Position held: Social Development Specialist (R&R Expert)

Activities Performed: Responsible for Building and maintaining relationships with government agencies, stakeholders, and partners, Developing and implementing institutional strengthening plans, Capacity building and training for government officials, stakeholders, and project staff, Improving institutional frameworks, policies, and procedures, Enhancing coordination and collaboration among stakeholders, Developing and managing partnerships with international organizations, NGOs, and private sector entities, Facilitating knowledge sharing and technology transfer, Supporting the development of policies, regulations, and standards, Ensuring compliance with institutional and regulatory requirements, Managing and supervising institutional development teams. Conducting social impact assessments and stakeholder analyses, Social Impact Assessment (SIA) including R&R framework; Developing and implementing social management plans and policies, Building and maintaining relationships with local communities, NGOs, and stakeholders, Managing and resolving social conflicts and grievances, Developing and implementing community engagement and participation plans, Ensuring compliance with social safeguard policies and regulations, Conducting social monitoring and evaluation activities.

06. Name of the Project: Infrastructure Development Project of Hospital Building & Boys Hostel PIU Katni M.P

Year (Start/ Completion): Dec 2011 – April 2013

Location: Katni M.P

Client: PIU Project Implementing Unit, Katni, MP

Main Project Features: The scope of the project includes Infrastructure Development Project of Hospital Building & Boys Hostel PIU Katni M.P.

Position held: Social Development Specialist (R&R Expert)

Activities Performed: Responsible for Building and maintaining relationships with government agencies, stakeholders, and partners, Developing and implementing institutional strengthening plans, Capacity building and training for government officials, stakeholders, and project staff, Improving institutional frameworks, policies, and procedures, Enhancing coordination and

collaboration among stakeholders, Developing and managing partnerships with international organizations, NGOs, and private sector entities, Facilitating knowledge sharing and technology transfer, Supporting the development of policies, regulations, and standards, Ensuring compliance with institutional and regulatory requirements, Managing and supervising institutional development teams. Conducting social impact assessments and stakeholder analyses, Social Impact Assessment (SIA) including R&R framework; Developing and implementing social management plans and policies, Building and maintaining relationships with local communities, NGOs, and stakeholders, Managing and resolving social conflicts and grievances, Developing and implementing community engagement and participation plans, Ensuring compliance with social safeguard policies and regulations, Conducting social monitoring and evaluation activities.

Contact information :(Email shilpipalhorc@gmail.com

Phone 9625637798)

Certification:

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes myself, my qualifications, and my experience.

Shilpi Pal

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Name

Signature

Date