

# Request for Proposal

Reference No.: **WEE/0007-2019**

“Gender Responsive Budgeting Specialist Consultancy Firm”

“Economic Empowerment of Women Home based Workers and Excluded Groups in Pakistan”

23 August 2019

Dear Sir/Madam,

**Subject:** Request for Proposal (RFP) for **Gender Responsive Budgeting Specialist Consultancy Firm**

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1. The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) plans to take “**Gender Responsive Budgeting Specialist Consultancy Firm**” as described in this Request for Proposal and its related annexes. UN Women now invites sealed proposals from qualified proposers for providing the requirements as defined in these documents.
2. In order to prepare a responsive proposal, you must carefully review, and understand the contents of the following documents:
  - a. This letter (and the included Proposal Instruction Sheet (PIS)
  - b. Instructions to Proposers ([Annex I](#)) available from this link: <http://www.unwomen.org/-/media/headquarters/attachments/sections/about%20us/procurement/un-women-procurement-rfp-instructions-en.pdf?la=en&vs=3939>
  - c. Terms of Reference (TOR) (Annex 2)
  - d. Evaluation Methodology and Criteria (Annex 3)
  - e. Format of Technical Proposal (Annex 4)
  - f. Format of Financial Proposal (Annex 5)
  - g. Proposal Submission Form (Annex 6)
  - h. Voluntary Agreement for to Promote Gender Equality and Women’s Empowerment (Annex 7)
  - i. UN Women Model Forms of Contract and General Conditions of Contract (Annex 8)
  - j. Joint Venture/Consortium/Association Information Form (Annex 9)
  - k. Submission Checklist (Annex 10)
3. The Proposal Instruction Sheet (PIS) -below- provides the requisite information (with cross reference numbers) which is further detailed in the [Instructions to Proposers \(Annex I\)](#)

### **PROPOSAL INSTRUCTION SHEET (PIS)**

4. Detailed Instruction governing below listed summary of the “instructions to proposers” are available in the Annex I (“Instruction to Proposers”) accessible from this link:

<http://www.unwomen.org/-/media/headquarters/attachments/sections/about%20us/procurement/un-women-procurement-rfp-instructions-en.pdf?la=en&vs=3939>

Cross Ref. to Annex I	Instruction to Proposers	Specific Requirements as referenced in Annex I
4.2	<b>Deadline for Submission of Proposals</b>	Date and Time: 5 September 2019 COB – 1700 hours [for local time reference, see <a href="http://www.greenwichmeantime.com">www.greenwichmeantime.com</a> ] City and Country: [ISLAMABAD - PAKISTAN] This is an absolute deadline. Any proposal received after this date and time will be disqualified.
4.1	<b>Manner of Submission</b>	<input checked="" type="checkbox"/> Personal Delivery/ Courier mail/ Registered Mail
4.1	<b>Address for Proposal Submission</b>	<input checked="" type="checkbox"/> Courier mail/ Registered Mail: Proposals to be sent in sealed envelopes by post to the following address (with <b>Gender Responsive Budgeting Specialist Consultancy Firm - Economic Empowerment of Women Home based Workers and Excluded Groups in Pakistan</b> clearly written on the envelope):  <b>Ms. Saima Sadruddin</b> <b>Procurement Unit</b> <b>UN WOMEN Pakistan</b> <b>Plot # 5-11, Diplomatic Enclave #2</b> <b>Quaid-e-Azam University Road</b> <b>Sector G-4, Islamabad.</b>
3.1	<b>Language of the Proposal:</b>	<input checked="" type="checkbox"/> English <input type="checkbox"/> French <input type="checkbox"/> Spanish <input type="checkbox"/> Other (pls. specify) _____
3.4.2	<b>Proposal Currencies</b>	Preferred Currency: <input type="checkbox"/> USD If no, please indicate Currency: <input type="text" value="PKR"/>

3.5	<b>Proposal Validity Period</b> commencing after the deadline for submission of proposals (see 4.2 above)	60 days  If other, please indicate: <input type="text"/> days.
2.4	<b>Clarifications of solicitation documents</b>	Requests for clarification shall be submitted <input type="text" value="4"/> days before the deadline for submission of proposal.  UN Women shall endeavour to provide responses to clarifications in an expeditious manner, but any delay in such response shall not cause an obligation on the part of UN Women to extend the deadline date, unless UN Women deems that such an extension is justified and necessary.
	<b>Contact address for requesting clarifications on the solicitation documents</b>	Requests for clarification should be addressed to the e-mail address: <a href="mailto:registry.pakistan@unwomen.org">registry.pakistan@unwomen.org</a>  Clarification emails should include a subject header in the following format:  "UNW RFP Reference #, Request for Clarification, Company/Contractor Name"  Proposers must not communicate with any other personnel of UN Women regarding this RFP.  <b><u>The e-mail address above is for clarifications ONLY.</u></b>  <b><u>IMPORTANT: Do not send or copy the e-mail address above while submitting a proposal. Doing so will disqualify your proposal.</u></b>
2.5	<b>Pre-Proposal/Bid Meeting</b>	<input checked="" type="checkbox"/> Not applicable  <input type="checkbox"/> Mandatory:  <input type="checkbox"/> Optional:
3.9	<a href="#">Proposal Security</a>	<input type="checkbox"/> Required  <input checked="" type="checkbox"/> Not Required  Proposal Security is not foreseen to be required by UN Women at this stage; however, UN Women reserve the rights

		to request a Performance Security from the successful bidder at any stage.
7.4	<a href="#">Performance Security</a>	<input type="checkbox"/> Required <input checked="" type="checkbox"/> Not Required <p>Performance Security is not foreseen to be required by UN Women at this stage; however, UN Women reserve the rights to request a Performance Security from the successful proposer at any stage.</p>
3.2	<b>Waiver &amp; Release of Indemnity (If there is a site visit/inspection)</b>	<input checked="" type="checkbox"/> Not Required <p>No site inspections/visits are necessary and therefore a waiver/release of indemnity is not required.</p> <input type="checkbox"/> Required <p>Return this Waiver to UN Women in advance of the site inspection, to the contact below;  email to: _____</p>

5. The proposer will be selected based on the Evaluation Methodology and Criteria indicated in Annex III.
6. This letter is not to be construed in any way as an offer to contract with your organization.

Yours sincerely,

Jamshed M. Kazi  
Country Representative  
UN Women Pakistan

## **Instructions to Proposers**

Instructions to Proposers available from this link:

[http://www.unwomen.org/-  
/media/headquarters/attachments/sections/about%20us/procurement/un-women-  
procurement-rfp-instructions-en.pdf?la=en&vs=3939](http://www.unwomen.org/-/media/headquarters/attachments/sections/about%20us/procurement/un-women-procurement-rfp-instructions-en.pdf?la=en&vs=3939)

## TERMS OF REFERENCE (TOR)

### Gender Responsive Budgeting Specialist Consultancy Firm “Economic Empowerment of Women Home based Workers and Excluded Groups in Pakistan”

<b>Title:</b>	<b>Gender Responsive Budgeting Specialist Consultancy Firm “Economic Empowerment of Women Home based Workers and Excluded Groups in Pakistan”</b>
<b>Duration of assignment:</b>	Sep 2019 – Feb 2020 (05Months) (Tentative)
<b>Location:</b>	Islamabad
<b>Type of contract:</b>	Professional Services Agreement
<b>Payment:</b>	Upon submission of approved deliverables
<b>Supervision:</b>	UNWOMEN - Women Economic Empowerment Unit & Sustainable Livelihood (WEE&SL)

### **1. Background:**

The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) strives to promote gender equality and women’s human rights, to strengthen implementation of gender sensitive policy and legislation, and to eliminate all forms of violence against women. The strategy in Pakistan encompasses strengthening the capacity of government, non-governmental organizations and UN system to deliver on Pakistan’s national and international commitments on gender equality and women’s empowerment by ensuring that voices of women and human rights-based approach is integrated fully in the development agenda of the country.

UN Women Pakistan’s **Women’s Economic Empowerment (WEE) Programme** has been supporting the implementation of national commitments and international frameworks around economic opportunities for women since 2007, and in particular supporting the development of provincial homebased workers’ policies and laws to improve the working conditions of the many rural and urban women in Pakistan undertaking informal homebased work.

UN Women’s main objective in the WEE area is to empower women to fully participate in economic life across all sectors and at all levels of economic activity so that they have better chances to earn higher incomes, have increased access and control over resources and have greater security and protection from violence. The WEE programme interventions are aligned with UN Women’s global strategic plan results and focus on economic empowerment of excluded women groups in the country.

Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. Providing women and girls with equal access to education, health care, decent work, and representation in political and economic decision-making processes can fuel sustainable economies and benefit societies and humanity at large.

## **Situational analysis - Pakistan**

Despite the reported economic growth in the past few years, Pakistan is ranked 148 (out of 149 countries) in the World Economic Forum’s Gender Gap Report 2018, and the same report ranks Pakistan 146 out of 148 countries in the index on Economic Participation and Opportunity, and 97 in the index on Political Empowerment. The issue of women’s economic and political rights has been a major concern for the nation, especially for the most marginalized segments of society such as single women, rural women, transgender groups, women with disabilities and HIV/AIDS-affected women.

Pakistan, with a population of 207 million<sup>1</sup>, is the 10<sup>th</sup> largest country in the world according to the size of the labour force. The recent labour force survey in Pakistan has pointed out that the percentage of women in labour force is only around 25%<sup>2</sup> and in urban areas it falls to only 12%<sup>3</sup>. Data reveals that female labour force participation in Pakistan is still well below levels in other countries with similar incomes, despite the growth by more than half over the past 2 decades. Even among women with a high level of education, labour force participation is low—only about 25% of Pakistani women who have a university degree work outside their home<sup>4</sup>. Women’s low labour force participation results in a significant potential loss of productivity. Women are increasingly concentrated in sectors like domestic work, home-based work, agricultural work, garment factories – in all forms of vulnerable work that have least protection. Besides socio-cultural barriers that hinder women’s opportunity for mobility, education and skills to participate in the workforce on an equal footing, research indicates that inadequate data on women’s unpaid work also impact their participation in the labour force<sup>5</sup>.

## **2. Justification**

To advance gender equality in society, budgets are one of the most powerful instruments as they allow to influence the allocation of resources, policy formulation and implementation. Including a gender perspective in the allocation and execution of government budgets is an essential step

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<sup>1</sup> Population Census of Pakistan 2017

<sup>2</sup> Labour Force Survey Pakistan 2016-17

<sup>3</sup> Pakistan Economic Survey 2015-16

<sup>4</sup> Asian Development Bank Briefs, October 2016

<sup>5</sup> Women’s Economic participation and Empowerment in Pakistan, Status Report 2016



to promote women’s equitable access to public resources and to mainstream a gender perspective into national development. Gender mainstreaming in the budgetary process has a transformational potential to reduce inequalities between women and men and remove barriers in equal access to public goods and services.

The first gender budget initiative was implemented in Australia in 1987 when a women’s budget statement was issued for the first time as part of the federal budget papers<sup>6</sup>. In 1989, a group of feminist academics and activists organized a Woman’s Budget Group for lobbying and analysis of UK economic policies on women<sup>7</sup>, which was able to influence the UK treasury over the design of the Child Care Tax (Article, 12). Since then, the notion of Gender-Responsive Budgeting (GRB) has kept gaining influence and has become widespread in 1995 with the Beijing Platform for Action when the United Nations called on governments to assess how public expenditures benefit women and to adjust budgets to contribute to gender equality.

In 2015, through the Sustainable Development Goals (SDGs), the international community committed to promote a better articulation of women’s empowerment programmes and a significant increase in investments to close the gender gap. The importance of gender equality is included in 11 SDGs, in addition to SDG 5 that specifically focuses on gender equality. SDG 5.c targets to “adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels”. Indicators include the percentage of countries with systems to track and make public allocations to gender equality (with 37 fiscal indicators and 25 indicators related to public expenditure). In parallel, the 2015 Addis Ababa Agenda calls for all actors to mobilize maximum resources to implement new and existing gender equality commitments. This includes the necessity of gender responsive budgeting for strengthening transparency and equal participation in the budgeting process.

Gender responsive budgeting is a strategy to achieve equality between women and men by focusing on how public resources are collected and spent. GRB is a ‘gender-based assessment of budgets incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality’<sup>8</sup>. Gender responsive budgeting does not imply creating separate budgets for women and men, nor does it mean setting aside ‘X’ percentage of money for women-related schemes. Rather, the goal of gender responsive budgeting is to incorporate gender awareness into the policies, plans, and programs of government agencies at all stages of the budget cycle including formulation, discussion, scrutiny and debate. GRB ensures that resources are allocated in the budget based on the different needs and interests of gender groups.

<sup>6</sup> Sawyer, Marian. “Australia: The mandarin approach to gender budgets” in Budlender and Hewitt (eds.), pp.43-64, 2002.

<sup>7</sup> Hill, Donna. “The United Kingdom: A focus on taxes and benefits”, in Budlender and Hewitt (eds.) op.cit. pp.171-192, 2002.

<sup>8</sup> (2) Council of Europe (2005), Final report of the Group of Specialists on Gender Budgeting (EG-S-GB), EG-S-GB (2004) RAP FIN; Equality Division, Directorate-General of Human Rights, Council of Europe, Strasbourg, p. 10, available at [http://www.mpsv.cz/files/clanky/12462/Gender Budgeting-report2005\\_En.pdf](http://www.mpsv.cz/files/clanky/12462/Gender%20Budgeting-report2005_En.pdf)

The purpose of gender responsive budgeting is threefold<sup>9</sup>:

1. to promote accountability and transparency in fiscal planning;
2. to increase participation of women and men in the budget process, for example by undertaking steps to involve women and men equally in budget preparation;
3. to advance gender equality and women's rights.

In Pakistan, GRB is a relatively new project. Pakistan started the Gender Responsive Budget Initiative (GRBI) in 2005 in a project with UNDP and its cost sharing donors the Swiss Agency for Development and Cooperation (SDC) and the Royal Norwegian Embassy at the federal level in the province of Punjab. For the first year, GRBI focused on the Punjab and Federal Budgets in three sectors: Education, Health and Population Welfare. The tools used in the process were Gender-Aware Policy Appraisal; Gender-Aware Benefit Incidence Analysis; Gender-Aware Beneficiary Assessments; Gender-Aware Public Expenditure Tracking; Gender-Disaggregated Analysis of the Impact of Budget in Time Use; Gender-Aware Revenue Incidence Analysis; and Gender Budget Statement.

Between 2012 and 2016, UN Women supported the enhancement of capacities of national and provincial governments and related actors for gender-responsive budgeting. The Project provided technical support to the Ministry of Finance to integrate gender-responsive indicators into its plans and programmes. The Project assessed the capacities of the Women Development, Social Welfare, and Labour and Human Resource Departments in Punjab and Sindh, in order to identify gaps in the design and delivery of WEE projects. A total of 150 staff of provincial government departments in Punjab and Sindh gained enhanced understanding of WEE and how to incorporate such guidelines into government planning documents.

UN Women is now intensifying its efforts to promote GRB and is planning to build the capacity of 30 parliamentarians and 50 Government officials in facilitating gender responsive and disaggregated funds allocation and gender-based planning, programming and budgeting at the federal and provincial level.

And, UN Women wishes to intensify its efforts in supporting the Ministry of Finance to generate gender disaggregated data and engender the budget processes including gender budget statements and organization of gender analysis of federal budgets.

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<sup>9</sup> European Institute for Gender Equality (2017), Gender Budgeting, Luxembourg: Publications Office of the European Union, p.7

## **Details of the assignments:**

In this context, UN Women is seeking the services of a consultancy firm specialized in the area of gender-responsive budgeting. Under the overall guidance of the Deputy Representative and direct supervision of the Portfolio Manager WEE & SL, the firm will complete two assignments with the following objectives:

### **Assignment # 1: “Support in building government’s capacity to engender the budgeting frameworks”**

Conduct capacity enhancement of 30 parliamentarians and 50 Government officials from Planning Commission, Provincial Departments of Planning and Development, Finance, Women Development, Social Welfare and Labour to facilitate the gender responsive and disaggregated funds allocation and gender-based planning, programming and budgeting at the federal and provincial level.

#### Tasks and Responsibilities:

- a. Develop detailed work plan including methodology and timeline for achieving desired objectives and share with UN Women for feedback.
- b. Prepare an inception report, covering the background, objectives, methodological approach, work plan and deliverables (within two weeks of signing of the contract);
- c. Undertake a needs-assessment to evaluate the GRB knowledge and training needs of government officials.
- d. Develop training manuals based on the needs assessments.
- e. Deliver training sessions with the aim to:
  1. Raise awareness and understanding of gender issues and the importance of GRB for sustainable development in Pakistan;
  2. Build the capacity of the government to understand budget and associated policies to promote gender equality;
  3. Equip policymakers with tools that can bring gender focus to all financial plans and help support equitable resource distribution;
- f. Conduct a post-training evaluation to evaluate the impact of the trainings.
- g. Prepare a final report including background, objectives, methodology, activities conducted, results achieved, challenges and recommendations for next steps.

## DELIVERABLES

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### Expected final deliverables include:

- A comprehensive report of the work realized to complete assignment, including context, methodology, activities, results, challenges and recommendations for next steps.

The consultant/firm will submit the deliverable in hard and soft copies to UN Women, in print ready version (with designing, editing and formatting professionally completed).

Prior to the finalization and final submission of the deliverable, the consultant/firm will submit the draft deliverable to UN Women for review and incorporate all feedback from UN Women in the final version that will be submitted for approval.

### Expected non-final deliverables include:

- An agreed work plan and inception report within two weeks of signing of contract that includes a proposed schedule of tasks, activities and deliverables, research tools to be developed.
- Training manuals based on the needs assessments within two months of signing the contract for review and feedback by UN Women

### Payment Schedule

Payment No.	Upon submission and approval of the following work	Latest date for Submission (tentative dates)	Amount (PKR)
1	An inception report and workplan within two weeks of signing of contract also including work plan, methodology, framework, research tools, data sources, etc.	within 15 days of signing the contract	20%
2	A draft comprehensive report submitted to UN Women for review and feedback, in line with the tasks listed under the heading "task and responsibilities."	05 January 2020	30%
3	Designing, editing, formatting, revising and printing of finalized report incorporating comments from UN Women	20 January 2020	20%

4	A final comprehensive report and in printed hard and in soft copy submitted to UN Women.	15 February 2020	30%
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## **TIMEFRAME**

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Time frame: September 2019 - February 2020

## **REVIEW ETHICS**

Reviews in the UN will be conducted in accordance with the principles outlined in both UNEG Norms and Standards for Review in the UN System and by the UNEG 'Ethical Guidelines for Review'. These documents will be shared with the selected firm. Reviewers are required to read the Norms and Standards and the guidelines and ensure a strict adherence to it, including establishing protocols to safeguard confidentiality of information obtained during the review.

## **QUALIFICATION, EXPERIENCE AND COMPETENCIES:**

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- At least 10 years of work experience, and significant experience in delivering trainings.
- A master's degree in development studies, gender studies, public policy or other political/social sciences relevant to the position.
- Advanced knowledge and experience of economic and political development
- Advanced knowledge and experience of gender issues
- Proven technical knowledge and evidence of technical support for gender mainstreaming and/or gender-responsive budgeting in public policies.
- Specialized knowledge of the theoretical underpinnings of gender responsive budgeting, but also capacity to translate them into practice, offer clear guidance and provide practical advice to civil servants.
- Solid experience of the Pakistan specific women's economic and political empowerment issues and familiarity with international norms and standards on gender equality in the national and regional context.
- Good understanding of Pakistan's socio-political atmosphere and budgetary technicalities.
- Fully literate on information technology
- Effective communication and writing skills in English
- A verifiable reputation of integrity and competence. Please provide 3 references.
- Work experience with UN agencies or other international development agencies is an advantage.

## **Assignment # 2: “Technical support to Ministry of Finance on GRB”**

Provide technical support to Ministry of Finance in generating gender disaggregated data and engendering the budget processes including gender budget statements and organization of gender analysis of federal budgets.

### Tasks and Responsibilities:

- a. Develop detailed work plan including methodology and timeline for achieving desired objectives and share with UN Women for feedback;
- b. Prepare an inception report, covering the background, objectives, methodological approach, work plan and deliverables (within two weeks of signing of the contract);
- c. Propose methodology to gender disaggregated budget and expenditure line items;
- d. Formulate a gender tagging system and put recommendations to DG (MIS) for its integration into controller General Accounts;
- e. Propose methodology to engender planning and budgeting process in the Federal Government. This will be undertaken through liaison with MoF and a selected number of line Ministries/divisions;
- f. Draft a ‘gender budget statement’ for the budget year 2018-19 and present the analysis to Ministry of Finance, Ministry of Planning, Development & reform and Ministry of Human Rights. In addition, draft a ‘gender budget statement’ for the budget year 2019-20 and propose inclusion in the annual budget books; and
- g. Review KPIs and target presented in the Green Book 2018-21 and work with a selected number of Ministries/Divisions with the view to improve quality.
- h. Support the ministry of finance in organizing a gender analysis of provincial budgets.
- i. Prepare a final report including background, objectives, methodology, activities conducted, results achieved, challenges and recommendations for next steps.

### **DELIVERABLES**

#### **Expected final deliverables include:**

- A comprehensive report of the work realized to complete assignment, including context, methodology, activities, results, challenges and recommendations for next steps.

The consultant will submit the deliverable in hard and soft copies to UN Women, in print ready version (with designing, editing and formatting professionally completed).

Prior to the finalization and final submission of the deliverable, the consultant/firm will submit the draft deliverable to UN Women for review and incorporate all feedback from UN Women in the final version that will be submitted for approval.

**Expected non-final deliverables include:**

- An agreed work plan and inception report within two weeks of signing of contract that includes a proposed schedule of tasks, activities and deliverables, research tools to be developed.

**Payment Schedule**

No.	Upon submission and approval of the following work	Latest date for Submission (tentative dates)	Amount (PKR)
1	An inception report and workplan within two weeks of signing of contract also including work plan, methodology, framework, research tools, data sources, etc.	within 15 days of signing the contract	20%
2	A draft comprehensive report submitted to UN Women for review and feedback, including the tasks listed under the heading “task and responsibilities.”	05 January 2020	30%
3	Designing, editing, formatting, revising and printing of finalized report incorporating comments from UN Women	20 January 2020	20%
4	A final comprehensive report and in printed hard and in soft copy submitted to UN Women.	15 February 2020	30%

**Time frame:**

September 2019 to February 2020 (tentative)

**QUALIFICATION, EXPERIENCE AND COMPETENCIES:**

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- At least 07 years of relevant work experience.
- A master’s degree in development studies, gender studies, public policy or other political/social sciences relevant to the position.
- Advanced knowledge and experience of economic and political development
- Advanced knowledge and experience of gender issues
- Proven technical knowledge and evidence of technical support for gender mainstreaming and/or gender-responsive budgeting in public policies.

- Specialized knowledge of the theoretical underpinnings of gender responsive budgeting, but also capacity to translate them into practice, offer clear guidance and provide practical advice to civil servants.
- Solid experience of the Pakistan specific women’s economic and political empowerment issues and familiarity with international norms and standards on gender equality in the national and regional context.
- Good understanding of Pakistan’s socio-political atmosphere and budgetary technicalities.
- Fully literate on information technology
- Effective communication and writing skills in English
- A verifiable reputation of integrity and competence. Please provide 3 references.
- Work experience with UN agencies or other international development agencies is an advantage.



## EVALUATION METHODOLOGY AND CRITERIA

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### 1. Preliminary Evaluation

The proposals are checked for compliance of the following requirements:

**Legal Capacity:** Bidders may be a private, public or government-owned legal entity or any association with legal capacity to enter into a binding Contract with the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women).

**Conflict of Interest:** Bidders must disclose any actual or potential conflict of interest and they shall be deemed ineligible for this procurement process unless such conflict of interest is resolved in a manner acceptable to UN Women. Conflict of interest is present when:

- A Bidder has a close business or family relationship with a UN Women personnel who: (i) are directly or indirectly involved in the preparation of the bidding documents or specifications of the contract, and/or the bid evaluation process of such contract; or (ii) would be involved in the implementation or supervision of such contract;
- A Bidder is associated, or has been associated in the past, directly or indirectly, with a firm or any of its affiliates which have been engaged by UN Women to provide consulting services for the preparation of the design, specifications, Terms of Reference, and other documents to be used for the procurement of the goods, services or works required in the present procurement process;
- A Bidder has an interest in other bidders, including when they have common ownership and/or management. Bidders shall not submit more than one bid, except for alternative offers, if permitted. This will result in the disqualification of all bids in which the Bidder is involved. This includes situations where a firm is the Bidder in one bid and a sub-contractor on another; however, this does not limit the inclusion of a firm as a sub-contractor in more than one bid.

Failure to disclose any actual or potential conflict of interest may lead to the Bidder being sanctioned further by UN Women.

**Ineligibility Lists:** A Bidder shall not be eligible to submit an offer if and when at the time of quotation submission, the Bidder:

- is included in the Ineligibility List, hosted by [UNGM](#), that aggregates information disclosed by Agencies, Funds or Programs of the UN System;

- is included in the [Consolidated United Nations Security Council Sanctions List](#), including the [UN Security Council Resolution 1267/1989 list](#);
- is included in any other Ineligibility List from a UN Women partner and if so listed in the RFP Instructions;
- is currently suspended from doing business with UN Women and removed from its vendor database(s).

**Code of Conduct:** All Bidders are expected to embrace the principles of the [United Nations Supplier Code of Conduct](#), reflecting the core values of the Charter of the United Nations. UN Women also expects all its suppliers to adhere to the principles of the [United Nations Global Compact](#) and recommends signing up to the [Women’s Empowerment Principles](#).

**Other Formal Requirements:**

- *Offers are signed by an authorized party, including Power of Attorney if stipulated;*
- *Bid security (format, amount and duration) are included, if requested;*
- *The offer is submitted as per the instructions to proposers ref: 4.1 and detailed in the Proposal Instruction Sheet above;*
- *The offer is valid;*
- *The offer is complete and eligible.*

**2. Cumulative Analysis Methodology:** A proposal is selected on the basis of *cumulative analysis*; the total score is obtained by combining technical and financial attributes.

A two-stage procedure will be utilized in evaluating the proposals; the technical proposal will be evaluated with a minimum pass requirement of [70%] of the obtainable [700] points assigned for technical proposal. A proposal shall be rejected at this stage if it fails to achieve the minimum technical threshold of [70%] of the obtainable score of [700] points prior to any price proposal being opened and compared. The financial proposal will be opened only for those entities whose technical proposal achieved the minimum technical threshold of [70%] of the obtainable score of [700] points and are determined to be compliant. Non-compliant proposals will not be eligible for further consideration.

The total number of points (“maximum number of points”) which a firm/institution may obtain for its proposal is as follows:

Technical proposal: 700 points

Financial proposal: 300 points

Total number of points: 1000 points

**Evaluation of financial proposal:**

In this methodology, the maximum number of points assigned to the financial proposal is allocated to the lowest price proposal. All other price proposals receive points in inverse proportion.

A formula is as follows:

$$p = y (\mu/z)$$

Where:

p = points for the financial proposal being evaluated

y = maximum number of points for the financial proposal

μ = price of the lowest priced proposal

z = price of the proposal being evaluated

The contract shall be awarded to the proposal obtaining the overall highest score after adding the score of the technical proposal and the financial proposal.

#### Evaluation of technical proposal:

The technical proposal is evaluated and examined to determine its responsiveness and compliancy with the requirements specified in this solicitation documents. The quality of each technical proposal will be evaluated in accordance with the following technical evaluation criteria and the associated weighting (total possible value of [700] points):

1.0 Expertise and Capability of Proposer		Points obtainable
Expertise of organization submitting proposal		
1.1	Organizational Architecture	40
1.2	Adverse judgments or awards: <ul style="list-style-type: none"> <li>The proposer is in sound financial condition based on the financial documentation and information furnished in their proposal which should not show any financial concerns, such as negative net worth, bankruptcy proceedings, insolvency, receivership, major litigation, liens, judgments or bad credit or payment history.</li> <li>The proposer has not declared bankruptcy, are not involved in bankruptcy or receivership proceedings, and there is no judgment or pending legal action against them that could impair their operations in the foreseeable future.</li> </ul>	30
1.3	General Organizational Capability which is likely to affect performance (i.e. size of the organization, strength of management support)	30
1.4	Extent to which any work would be subcontracted (subcontracting carries additional risks which may affect delivery, but properly done it offers a chance to access specialized skills.)	50

1.5	Quality assurance procedures, warranty	50
1.6	Relevance of: <ul style="list-style-type: none"> <li>- Evidence Specialized Knowledge</li> <li>- In-house capacity (Technical)</li> <li>- Experience on Similar Programme / Projects</li> <li>- Experience on Projects in the Region</li> </ul> Work for another UN agencies/ major multilateral/ or bilateral programmes / government of Federal and Provincial	150
		350
<b>2.0 Proposed Work Plan and Approach</b>		<b>Points obtainable</b>
Proposed methodology		
2.1	Analysis Approach, Methodology- including Proposer’s understanding of UN Women’s work, adherence to procurement principles and TOR.	100
2.2	Management Services – Timeline and deliverables.	50
2.3	Environmental Considerations:  Compliance Certificates, Accreditations, Markings/Labels, and other evidences of the Bidder’s practices which contributes to the ecological sustainability and reduction of adverse environmental impact (e.g. use of non-toxic substances, recycled raw materials, energy-efficient equipment, reduced carbon emission, etc.), either in its business practices or in the goods it manufactures.	50
		200
<b>3.0 Resource Plan, Key Personnel</b>		<b>Points obtainable</b>
Qualification and competencies of proposed personnel		
3.1	Composition of the team proposed to provide, and the work tasks (including supervisory)  Curriculum vitae of the proposed team that will be involved either full or part time	150
		150
<b>[70%] of [700] pts = [490] pts needed to pass technical</b>		

A proposal shall be rejected at this stage if it fails to achieve the minimum technical threshold of **[70%]** of the obtainable score of **[700]** points for the technical proposal.

## FORMAT OF TECHNICAL PROPOSAL

Technical Proposals not submitted in this format may be rejected.

Financial Proposals must be submitted in a separate envelope or attached in a separate e-mail to a different e-mail address where electronic submission is required.

Proposer is requested to include a *[one/half/quarter]* page value statement indicating why they are most suitable to carry out the assignment.

Name of Proposing Organization:	
Country of Registration:	
Type of Legal entity:	
Name of Contact Person for this Proposal:	
Address:	
Phone:	
E-mail:	

### Section 1.0: Expertise and Capability of Proposer

#### 1.1 Organizational Architecture

- Background: Provide a brief description of the organization submitting the proposal, including if relevant the year and country of incorporation, types of activities undertaken, and approximate annual revenue.
- Financial capacity: The Proposer shall demonstrate its financial capacity and reliability with regard to the requirements of the Terms of Reference, which can be established by supporting documentation including for example the most recent Audited Financial Statements duly certified by a public accountant.

*[Request for financial capacity of intuition should depend on the nature/complexity of the work, as defined in the TOR]*

#### 1.2 Adverse judgments or awards

- Include reference to any adverse judgment or award.

**1.3 General Organizational Capability**

- Outline General Organizational Capability which is likely to affect performance (i.e. size of the organization, strength of project management support e.g. project management controls, global networking, financial stability).
- Include a description of past and present experience and relationships that have a direct relationship to the performance of the TOR. Include relevant collaborative efforts the organization may have participated in.
- Explain any partnerships with local or other organizations relevant to the performance of the TOR. Special attention should be given to providing a clear picture of roles, responsibilities, reporting lines and accountability. Letters of commitment from partners and an indication of whether some or all have worked together previously.

**1.4 Subcontracting**

- Explain whether any work would be subcontracted, to whom, how much percentage of the work, the rationale for such, and the roles of the proposed sub-contractors. Special attention should be given to providing a clear picture of the role of roles, responsibilities, reporting lines and accountability.

**1.5 Quality assurance procedures, risk and mitigation measures**

- Describe the potential risks for the performance of the TOR that may impact achievement and timely completion of expected results as well as their quality. Describe measures that will be put in place to mitigate these risks. Provide certificate (s) for accreditation of processes, policy e.g. ISO etc.

**1.6 Relevance of Specialized Knowledge and Experience on Similar Projects**

- Detail any specialized knowledge that may be applied to performance of the TOR. Include experiences in the region.
- Describe the experience of the organization performing similar goods/services/works. Experience with another UN organizations/ major multilateral / or bilateral programmes is highly desirable.
- Provide at least 3 references

Project	Client	Contract Value	Period of performance (from/to)	Role in relation to undertaking the goods/services/works	Reference Contact Detail (Name, Phone Email)
1-					
2-					
3-					

**Section 2.0: Proposed Work Plan and Approach**

**2.1 Analysis approach, methodology**

- Provide a description of the organization’s approach, methodology, and timeline for how the organization will achieve the TOR.
- Explain the organization’s understanding of UN Women’s needs for the goods/services/works.
- Identify any gaps/overlaps in UN Women’s coverage based on the information provided.

- Describe how your organization will adhere to UN Women’s procurement principles in acquiring services on behalf of UN Women. UN Women’s general procurement principles:
  - a) Best Value for money
  - b) Fairness, integrity and transparency
  - c) Effective competition
  - d) The best interests of UN Women

2.2 Management - timeline, deliverables and reporting

- Provide a detailed description of how the management for the requested goods/services/works will be implemented in regard to the TOR

2.3 Environment-related approach to the service/work required

- Please provide a detailed description of the methodology for how the organization/firm will achieve the Terms of Reference of the project, keeping in mind the appropriateness to local conditions and project environment.

**Section 3.0: Resource Plan, Key Personnel**

3.1 Composition of the team proposed to perform TOR, and the work tasks (including supervisory)

Describe the availability of resources in terms of personnel and facilities required for the TOR. Describe the structure of the proposed team/personnel, and the work tasks (including supervisory) which would be assigned to each. An organigram illustrating the office location (city and country), reporting lines, together with a description of such organization of the team structure, should be submitted.

3.2 Profile on Gender Equality

- Proposer is strongly encouraged to include information regarding the percentage of women: (1) employed in the Proposer’s organization, (2) in executive and senior positions, and (3) shareholders. While this will *not* be a factor of evaluation, UN Women is collecting this data for statistical purposes in support of its mandate to promote gender equality and women’s empowerment.
- Proposers are also invited to: (1) become a signatory to the Women Empowerment Principles (if more than 10 employees) <http://weprinciples.org/Site/PrincipleOverview> ; or (2) sign the Voluntary Agreement to Promote Gender Equality and Women’s Empowerment (if less than 10 employees). Good practices of gender-responsive companies can be found here: <http://weprinciples.org/Site/CompaniesLeadingTheWay/>

Provide Curriculum vitae of the proposed personnel that will be involved either full time or part time.

Highlight the relevant academic qualifications, specialized trainings and pertinent work experience.

**Substitution** of key personnel shall only be permitted in accordance with section 2.4 of the General Conditions of Contract.

Please use the format below, with each CV no more than THREE pages in length.

**Sample CV template:** *[Adjust per needs]*

Name:		
Position for this Assignment:		
Nationality:		
Language Skills:		
Educational and other Qualifications		
Employment Record: [Insert details of as many other appropriate records as necessary]		
From [Year]: _____ To [Year]: _____		
Employer: _____		
Positions held: _____		
Relevant Experience (From most recent; Among the assignments in which the staff has been involved, indicate the following information for those assignments that best illustrate staff capability to handle the tasks listed under the TOR) [Insert details of as many other appropriate assignments as necessary]		
Period: From - To	Name of project/organization:	Job Title, main project features, and Activities undertaken
References (minimum 3)	(Name/Title/Organization/Contact Information – Phone; Email)	



## FORMAT OF FINANCIAL PROPOSAL

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The financial proposal must be prepared as a separate PDF file from the rest of the RFP response as indicated in Clause 3.4.1 of the Instruction to Proposers. The components comprising the total price must provide sufficient detail to allow UN Women to determine compliance of proposal with requirements as per TOR of this RFP. The proposer shall include a complete breakdown of the cost elements associated with each line item and those costs associated with any proposed subcontract/sub-awards (separate breakdown) for the duration of the contract. Provide separate figures for each functional grouping or category.

Estimates for cost-reimbursable items, if any, such as travel, and out-of-pocket expenses should be listed separately.

In case of an equipment component to the service provided, the financial proposal should include figures for both purchase and lease/rent options. UN Women reserves the option to either lease/rent or purchase outright the equipment through the contractor.

In addition, the financial proposal must include, but not necessarily be limited to, the following documents:

1. A summary of the price in words and figures

- i. **Price breakdown:** The price must cover all the services to be provided and must itemize the following:
  - a. An all-inclusive fee rate per working day for each expert to be assigned to the team. The fee rate must include remuneration of each expert, all administrative costs of employing the expert and the margin covering the proposer's overhead and backstopping facilities.
  - b. An all-inclusive daily subsistence allowance (DSA) rate (otherwise known as a "per diem rate") for every day in which the experts shall be in the field for purposes of the assignment.
  - c. An all-inclusive amount for necessary international travel and related expenses by the most appropriate means of transport and the most direct economy class practicable route. The breakdown shall indicate the number of round trips per team member.
  - d. An all-inclusive amount for local travel, if applicable.
  - e. If applicable, other costs required for purposes of the assignment not covered in the foregoing or beneath paragraphs such as communication, printing and dispatching of reports to be produced during the assignment, rental and freight of any instruments or

equipment required to be provided by the proposer for the purposes of the services, office accommodation, investigations, surveys, etc.

f. Summary of total cost for the services proposed.

- ii. **Schedule of payments:** Proposed schedule of payment might be expressed by the proposer, and payment will be made by UN Women in the currency of the proposal. The payment schedule must be linked to the delivery of the outputs specified in your technical component.

In case two (2) proposals are evaluated and found to be equal in terms of technical competency and price, UN Women will award contract to the company that is either women-owned or has women in the majority in support of UN Women’s core mandate. In the case that both companies are women-owned or have women in the majority, UN Women will request best and final offer from both proposers and shall make a final comparison of the competing proposers.

**A. Cost Breakdown per Deliverables**

	<b>Deliverables</b>	<b>Percentage of Total Price</b>	<b>Price (Lump Sum, All Inclusive)</b>	<b>Delivery time/time period (if applicable)</b>
1	Comprehensive Reprot			
2	Orientation & Sensitization session			
	<b>Total</b>	100%	PKR .....	

**[OR]**

**B. Cost Breakdown by Resources**

The proposers are requested to provide the cost breakdown for the above given prices for each deliverable based on the following format. UN Women shall use the cost breakdown in order to assess value for money as well as the calculation of price in the event that both parties agreed to add new deliverables to the scope of services.

<b>Description</b>	<b>Quantity</b>	<b>Number of Unit</b>	<b>Unit Cost (PKR)</b>	<b>Total Cost (PKR)</b>
Team Leader	1 person	Day/week/month		
Team Member	XX person	Day/week/month		
Operational cost				

Please detail the following:				
1. Estimated return tickets for travel (if any)	1 lump sum			
2. Accommodation and other expenses away from home (if any)	1 lump sum			
3. Local transportation				
4. Any relevant overhead costs (report preparation, communication, stationary, etc.)	1 lump sum 1 lump sum			
Technical assistance and capability building (training, working group meeting, workshop)	1 lump sum			
Publication (seminar/launching of the report, printing, etc.)				
TOTAL				

*[Note: This spreadsheet should be accompanied by a short narrative summary that explains the figures supplied and that adds any relevant information that has been used to make the calculations.]*

### Signature of Financial Proposal

The Financial Proposal should be authorized and signed as follows:

"Duly authorized to sign the Proposal for and on behalf of

\_\_\_\_\_  
(Name of Organization)

\_\_\_\_\_  
Signature/Stamp of Entity/Date

Name of representative: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Telephone: \_\_\_\_\_

Email: \_\_\_\_\_

## PROPOSAL SUBMISSION FORM

[The proposer shall fill in this form in accordance with the instructions indicated. No alterations to its format shall be permitted and no substitutions shall be accepted.]

To: *[insert UN Women  
Address, City, Country]*

Date: *[insert date of Proposal Submission]*

We, the undersigned, declare that:

- (a) We have examined and have no reservations to the Proposal Solicitation Documents;
- (b) We offer to supply in conformity with the Proposal Solicitation Documents the following *[Title of goods/services/works]* and undertake, if our proposal is accepted, to commence and complete delivery of all services specified in the contract within the time frame stipulated.
- (c) We ensure any due diligence regarding the legal review and ability to be compliant to all contract terms and conditions has been undertaken prior to the submission of our offer. Submission of this offer is confirmation of accepting a UN Women contract included herein.
- (d) We offer to supply for the sum as may be ascertained in accordance with the Financial Proposal submitted in accordance with the instructions under the Proposal Instruction Sheet;
- (e) Our proposal shall be valid for a period of  days from the date fixed for opening of proposals in the Request for Proposal, and it shall remain binding upon us and may be accepted at any time before the expiration of that period;
- (f) If our proposal is accepted, we commit to obtain a performance security with the instructions under the Proposal Instruction Sheet;
- (g) We, including any subcontractors or suppliers for any part of the contract, have nationality from countries  *[insert the nationality of the proposer, including that of all parties that comprise the proposer]*
- (h) We have no conflict of interest in accordance with Clause 1.2 (*Eligible Proposers*) of the RFP Instructions to Proposers;
- (i) Our firm, its affiliates or subsidiaries—including any subcontractors or suppliers for any part of the contract—has not been declared ineligible by UN Women, in accordance with Clause 1.2 (*Eligible Proposers*) of the RFP Instructions to Proposers;
- (j) We understand that you are not bound to accept the lowest evaluated proposal or any other proposal that you may receive.

Signed:  *[insert signature of person whose name and capacity are shown]*

In the capacity of  *[insert legal capacity of person signing this form]*

Name:  *[insert complete name of person signing the Proposal Submission Form]*

Duly authorized to sign the proposal for and on behalf of:  *[insert complete name of proposer]*

Dated on  day of ,  *[insert date of signing]*

## VOLUNTARY AGREEMENT

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### Voluntary Agreement to Promote Gender Equality and Women’s Empowerment

Between

**(Name of the Contractor)**

And

### The United Nations Entity for Gender Equality and the Empowerment of Women

The United Nations Entity for Gender Equality and the Empowerment of Women, a composite entity of the United Nations established by the United Nations General Assembly by its resolution 64/289 of 2 July 2010 (hereinafter referred to as “UN Women”) strongly encourages **(Name of the Contractor)** (hereinafter referred to as the “Contractor”) to partake in achieving the following objectives:

- Acknowledge values & principles of [gender equality](#) and [women’s empowerment](#);
- Provide information and statistical data (that relates to policies and initiatives that promote gender equality and women empowerment), upon request;
- Participate in dialogue with UN Women to promote gender equality and women’s empowerment in their location, industry and organization;
- Establish high-level corporate leadership for gender equality;
- Treat women and men fairly at work and respect and support human rights and non-discrimination;
- Ensure health, safety and wellbeing of all women and men workers;
- Promote education, training and professional development for women;
- Implement enterprise development, supply chain and marketing practices that empower women;
- Promote equality through community initiatives and advocacy;
- Measure and publicly report on progress to achieve gender equality.

On behalf of the contractor:

Name : \_\_\_\_\_, Title : \_\_\_\_\_

Address : \_\_\_\_\_

Signature : \_\_\_\_\_

Date: \_\_\_\_\_

# UN WOMEN MODEL FORM OF CONTRACTS AND GENERAL CONDITIONS OF CONTRACTS

## GENERAL CONDITIONS OF CONTRACT

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The General Conditions of Contracts can be accessed by the proposer by clicking on the below link.

- For Goods and Services, available from this link:  
<http://www.unwomen.org/~media/CommonContent/Procurement/UNwomen-GeneralConditionsOfContract-MixedGoodsServices-en.pdf>

**ANNEX 9**

## JOINT VENTURE/CONSORTIUM/ASSOCIATION INFORMATION FORM

(to be completed and returned with your technical proposal)

JV / Consortium/ Association Information	
<b>Name of leading partner</b> (with authority to bind the JV, Consortium/Association during the Bidding process and, in the event a Contract is awarded, during contract execution)	<i>[insert name, address, telephone/fax or cell number, and the e-mail address]</i>
JV's Party Legal Name:	<i>[insert JV's Party legal name] {Attach original copy of document of incorporation/registration of the JV, in accordance with Clause 3 (Eligible Bidders)}</i>
JV's Party Country of Registration:	<i>[insert JV's Party country of registration]</i>
JV's Party Year of Registration:	<i>[insert JV's Part year of registration]</i>
JV's Party Legal Address in Country of Registration:	<i>[insert JV's Party legal address in country of registration]</i>
<b>Consortium/Association's names of each partner/authorized representative and contact information</b>	
Name of partner: _____ Address : _____ Phone Number(s) : _____ Email Address(es) : _____	Name of partner: _____ Address : _____ Phone Number(s) : _____ Email Address(es) : _____
Name of partner: _____ Address : _____ Phone Number(s) : _____ Email Address(es) : _____	Name of partner: _____ Address : _____ Phone Number(s) : _____ Email Address(es) : _____

<p><b>Consortium/Association Agreement</b></p>	<p>Attached are copies of original documents of:  <i>[check the box(es) of the attached original documents]</i></p> <p><input type="checkbox"/> Articles of Incorporation or Registration of firm named in 2, above, in accordance with Clause 3 (<i>Eligible Bidders</i>).</p> <p><input type="checkbox"/> JV Agreement, or letter of intent to enter into such an Agreement, signed by the legally authorized signatories of all the parties</p>
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Signatures of all partners/authorized representatives:

We hereby confirm that if the contract is awarded, all parties of the Joint Venture, or Consortium/Association shall be jointly and severally liable to UN Women for the fulfilment of the provisions of the Contract.

Name of partner: \_\_\_\_\_

Name of partner: \_\_\_\_\_

Signature: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Name of partner: \_\_\_\_\_

Name of partner: \_\_\_\_\_

Signature: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_



## SUBMISSION CHECKLIST

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For submissions by courier mail/hand delivery:

<b>Outer envelope containing the following forms:</b>	
• Proposal Submission Form	
• Joint Venture Form (if a joint venture)	
• Voluntary Agreement to Promote GE & WE (Voluntary)	
• Proposal Security Form (if required)	
• Performance Security Form (if required)	
<b>First inner envelope containing:</b>	
• Technical Proposal	
<b>Second inner envelope containing:</b>	
• Financial Proposal	

<b>Please check-off to confirm the below:</b>	
MODEL FORM OF CONTRACT HAS BEEN READ AND UNDERSTOOD	
THE GENERAL CONDITIONS OF THE CONTRACT HAVE BEEN READ, UNDERSTOOD, DULY REVIEWED BY A LEGAL ENTITY FOR MY ORGANIZATION'S ABILITY TO COMPLY AND ACCEPT ALL TERMS.	