

Request for Proposal

Reference No.: *[UN Women / 18/0003]*

Consulting Firm for conducting Training need assessment (TNA), Developing Training Plan and Training Curriculum/Module for Law enforcement officials (Police) on Ending Violence against Women (EVAW)]

[24 May 2018]

Dear Sir/Madam,

Subject: Request for Proposal (RFP) for **CONSULTING FIRM FOR CONDUCTING TRAINING NEED ASSESSMENT (TNA), DEVELOPING TRAINING PLAN AND TRAINING CURRICULUM/ MODULE FOR LAW ENFORCEMENT OFFICIALS (POLICE) ON ENDING VIOLENCE AGAINST WOMEN (EVAW)**

1. The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) plans to procure *Services of Consulting firm for conducting Training need assessment (TNA), Developing Training Plan and Training Curriculum/Module for Law enforcement officials (Police) on Ending Violence against Women (EVAW)*. 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 (Annex 8)
 - j. General Conditions of Contract (Annex 9)
 - k. Joint Venture/Consortium/Association Information Form (Annex 10)
 - l. Submission Checklist (Annex 11)
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	Deadline for Submission of Proposals	<p>Date and Time: Monday 04 June 2018 5:00 PM (EDT)</p> <p>[for local time reference, see www.greenwichmeantime.com]</p> <p>City and Country: [ISLAMABAD - PAKISTAN]</p> <p>This is an absolute deadline. Any proposal received after this date and time will be disqualified.</p>
4.1	Manner of Submission	<input checked="" type="checkbox"/> Personal Delivery/ Courier mail/ Registered Mail
4.1	Address for Proposal Submission	<p><input checked="" type="checkbox"/> Personal Delivery/ Courier mail/ Registered Mail:</p> <p>Saima Sadruddin UN Women Plot # 5 – 11, Diplomatic Enclave No 2, Sector G – 4, Islamabad.</p> <p>“NOT TO BE OPENED BY REGISTRY”</p>
3.1	Language of the Proposal:	<p><input checked="" type="checkbox"/> English <input type="checkbox"/> French <input type="checkbox"/> Spanish</p> <p><input type="checkbox"/> Other (pls. specify) _____</p>
3.4.2	Proposal Currencies	<p>Preferred Currency: <input type="checkbox"/> USD</p> <p>If no, please indicate Currency: <input type="text" value="PKR"/></p> <p><i>Proposer may submit proposal in any freely convertible currency</i></p>

3.5	Proposal Validity Period commencing after the deadline for submission of proposals (see 4.2 above)	90 days If other, please indicate: <input type="text"/> days.
2.4	Clarifications of solicitation documents	Requests for clarification shall be submitted <input type="text" value="7"/> 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.
	Contact address for requesting clarifications on the solicitation documents	Requests for clarification should be addressed to the e-mail address: saima.sadrudin@unwomen.org 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. <u>The e-mail address above is for clarifications ONLY.</u> <u>IMPORTANT: Do not send or copy the e-mail address above while submitting a proposal. Doing so will disqualify your proposal.</u>
2.5	Pre-Proposal/Bid Meeting	<input checked="" type="checkbox"/> Not applicable <input type="checkbox"/> Mandatory: <input type="checkbox"/> Optional:
3.9	Proposal Security	<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	Performance Security	<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	Waiver & Release of Indemnity (If there is a site visit/inspection)	<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

ANNEX 1

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)

ANNEX 2

TERMS OF REFERENCE (TOR)

CONSULTING FIRM FOR CONDUCTING TRAINING NEED ASSESSMENT (TNA), DEVELOPING TRAINING PLAN AND TRAINING CURRICULUM/ MODULE FOR LAW ENFORCEMENT OFFICIALS (POLICE) ON ENDING VIOLENCE AGAINST WOMEN (EVAW)

Title:	Consulting Firm for conducting Training Needs Assessment (TNA), developing training plan and comprehensive training curriculum/ module for law enforcement officials (police) on ending violence against women (EVAW) in 5 districts Dadu, Karachi, Khairpur, Quetta and Rawalpindi)
Duration of assignment:	1 July 2018 to 30 May 2019 (11 months)
Location:	Home-based
Type of contract:	Professional Services Agreement
Payment:	Upon submission of approved deliverables
Supervision:	EVAW, Governance, & Human Rights Programme, UN Women, Pakistan

INTRODUCTION & BACKGROUND

United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) strives to promote gender equality and women's human rights, strengthen implementation of gender-sensitive policy and legislation and eliminate all forms of VAW¹. Attention is given to issues of excluded groups and their capacity to lobby so that these become part of mainstream decision-making and planning. UN Women provides technical advisory and services for women's economic empowerment, ending violence against women and girls, women's leadership and participation, including in disaster risk reduction and management and gender integration in planning and budgeting. UN Women works towards ensuring an effective UN response by strengthening the effectiveness, coordination, and quality of outputs on gender equality amongst the various stakeholders.

VAW is one of the most pervasive violations of human rights in the world, one of the least prosecuted crimes, and one of the greatest threats to lasting peace and development. Violence directed towards women can, and does, take many forms and can have fatal consequences. It can be overt or subtle, verbal, psychological or physical, and can be directed towards any member of a community. VAW can take

¹ "The United Nations defines violence against women as "any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life" (General Assembly Resolution 48/104 Declaration on the Elimination of Violence against Women, 1993).

different forms, including sexual, physical, exploitative, economic, emotional or religious/ spiritual abuses. It may involve trafficking, forced marriages, rape as a weapon of terror or ethnic cleansing, or be experienced as harassment. The violence may take place in the home, at work, or in public institutions, and can occur across the lifespan of a woman. It cuts across all ages, cultures, social and faith groups.

Women also face harassment and violence within public institutions that aim to protect and serve them. This may take place in police stations, jails, prisons², border posts, hospitals, health-care centres, shelters or social assistance offices, and may take the form of rape, sexual harassment or some other form of degradation.

VAW not only affects women's personal wellbeing, but it also impacts economic productivity and national development which is less researched and identified at the country level. Every recognizable effect of violence has a cost whether it is direct or indirect. Direct costs come from the use of goods and services for which a monetary exchange is made. Indirect costs stem from effects of violence against women that have an imputed monetary value even though they do not involve an actual monetary exchange, such as lost income or reduced profits. Effects of violence against women also include intangible costs such as, premature death, and pain and suffering for which there is no imputed monetary value in the economy. Costs can also be borne in the short-run or the long-run. Economic studies of VAW have yet to measure these economic multiplier effects in any comprehensive way.

RATIONALE

It is evident that VAW is a global issue of pandemic proportions, which has an impact on all societies. It violates the rights and fundamental freedoms of women and girls. Violent practices that victimize women and girls transcend social, cultural, ethnic and religious boundaries³. Such violence can have a devastating effect on the lives of survivors, their families and communities. However, the criminal justice system is often unresponsive to the topic of gender, especially with regard to using a gender-sensitive approach to women who experience violence.

Amongst numerous factors causing VAW is little capacity of law enforcement officials (police) to understand and address the phenomenon of violence against women, whereas, they need to play a pivotal role in strengthening justice system of any country. Law enforcement agencies are at the frontline of the criminal justice system. They are often called upon to intervene when an act of any kind of violence is in progress or shortly after it has occurred. They work with survivors, offenders, witnesses, and service providers and deal with various forms of evidence. Their attitude, role, and response has a huge impact towards the resolution of the cases which will in turn contribute to the protection of women and girls and further prevention of violent acts.

The justice system governed by law enforcement agencies must provide different forms of protection to women who experience violence through their response and protection mechanisms. Specialized, dedicated, trained and gender responsive teams representing law enforcement agencies are necessary to play their role in criminal justice system. It is possible to enhance the attitude and practices on part of law enforcement agencies by building their capacities and understanding around VAW, its impacts, remedies and response mechanisms which will ultimately ensure greater access to services such as shelters,

² UNODC has recently published a Handbook for Prison Managers and Policymakers on Women and Imprisonment (United Nations publication, Sales No. E.08.IV.4). Available from www.unodc.org/documents/justice-and-prison-reform/women-and-imprisonment.pdf.

³ Effective police responses to violence against women, UNODC, 2010

counselling and legal assistance, improved presentation of evidence at trial and application of effective measures to protect victims and witnesses.

According to the Human Rights Commission of Pakistan's (HRCP) database, 2015: 146 FIRs were filed in domestic violence cases, 747 FIRs were filed in sexual violence cases, 88 of the victims were filmed while being sexually abused and were used by the perpetrators to further harass the victim. As per the official figures released by the Ministry of Human Rights, 8,648 incidents of human rights violation were reported in the country between January 2012 and September 15, 2015. These included 90 incidents of acid burning, 72 of burning, 481 of domestic violence, 860 honour killings, 344 rape/gang rapes, 268 sexual assault/harassment.

In response to the situation, UN Women is implementing a project "Prevention and Protection of Women from Violence Through Access to Justice, Services and Safe Spaces". The overall objective of the project is to enhance access to justice, services and safe spaces for women in five high-risk districts throughout Pakistan (Rawalpindi, Karachi, Khairpur, Dadu and Quetta), and thereby help to end violence against women in the country. One component of the project is regarding capacity building of law enforcement agencies in these 5 districts.

To this end, the planned initiative is to conduct a Training Needs Assessment in 5 project districts (Dadu, Karachi, Khairpur, Quetta and Rawalpindi) and develop a training plan. The TNA will map out and strengthen the ongoing work and review existing training modules in order to avoid duplication and build on any initiatives that have already been implemented. Subsequently, a comprehensive training module will be developed, based on the TNA, for law enforcement officials (police) which will assist in familiarizing them with relevant international, national and provincial laws, norms and standards relating to VAW, as well as some promising practical approaches to effectively respond to acts of VAW.

The training plan and detailed training module developed will be utilized to enhance understanding of law enforcement officials (police) on gender equality and women's empowerment issues by addressing knowledge gaps/ inadequate understanding about VAW and associated implications. Trainings will be conducted in each of the project districts involving law enforcement officials. At least 700 police officers will be trained through this process.

To this end, UN Women seeks to engage a consulting firm to undertake the TNA, prepare a training plan and develop a comprehensive training module/ curriculum (in English and Urdu) for law enforcement officials.

DEVELOPMENT OBJECTIVE

Gender responsive justice system through improved services to women victims of violence guaranteed through the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Universal Declaration of Human Rights (UDHR) and the Constitution of Pakistan.

IMMEDIATE OBJECTIVE

A TNA will be undertaken and a training plan and curriculum will be developed and implemented on the basis of the TNA and based on CEDAW norms and standards for law enforcement officials (police) to equip participants with knowledge and understanding of gender equality, women's empowerment, kinds of

VAW and its prevention, responding to VAW, international best practices for case management, counselling services, and investigative/ forensic activities.

ACTIVITIES

Under the overall guidance and supervision of the Portfolio Lead (Governance, Human Rights and ERAW Portfolio, Country Office, UN Women Pakistan), the consulting firm will work to undertake following activities:

1. Develop and share with UN Women, Pakistan detailed workplan with milestones for approval;
2. Undertake desk research and analyse all the necessary documents, existing training modules and materials (local and international) to fully understand the ground situation, identify existing gaps in the legal framework and learn from promising practices in order to develop materials for training the target group;
3. Conduct meetings with relevant Government Agencies, including National Bureau of Police, Ministry of Human Rights (MoHR), provincial police departments, and provincial Women Development Departments to understand the roles and responsibilities of key players and institutions and identify existing gaps;
4. Conduct TNA in each of the 5 focus districts of the project (Dadu, Karachi, Khairpur, Quetta and Rawalpindi) with a minimum sample size of 15 police, including lady police officers;
5. Produce and share with UN Women, Pakistan for review and approval a well-written and comprehensive TNA report based on the interviews, meetings, desk review, situation report, and gap analysis;
6. Develop and share with UN Women for approval a detailed training plan including recommendations for selection of training venues; schedule for training; key resource persons; potential participants/ trainees; plan for post-training evaluation and impact assessment, as well as a resource directory of the relevant Government Departments/ Ministries/ NGOs/ Academic Institutions with focal points;
7. Develop and share with UN Women for approval a comprehensive training module (in English and Urdu) based on the TNA report for law enforcement officials and with a focus to address VAW;
8. Organize trainings in each of the 5 districts using the curriculum prepared. Coordinate with the district level police institutions such as Police Training Colleges for providing venue, nominating participants, and confirming training dates in order to implement the trainings. Invite other trainers and/ or resource persons to give presentations as needed. Create linkages of the participants with relevant local/ provincial departments and actors such as helplines, Dar ul Amans, WCCs to improve referral and collaboration. At least 700 police officers will be trained through this process.
9. Prepare and share a final report of the trainings with UN Women for review and approval, including media coverage, photos, post training evaluation, feedback from partners and participants, and recommendations for the future.

The consulting firm will be responsible for boarding and lodging arrangements of its staff required to undertake this assignment.

KEY DELIVERABLES

Deliverable	Actions required	Timeline
Detailed work plan	Develop and share a detailed workplan with milestones for approval from UN Women.	9 July 2018
Desk research	Undertake desk research and analyse all the necessary documents, existing training modules and materials	23 July 2018
Conduct meetings to understand the ground situation	Conduct meetings with relevant Government Agencies, to understand the roles and responsibilities of key players and institutions and identify existing gaps	27 August 2018
Conduct TNA and prepare Training Plan	Conduct TNA in each of the 5 focus districts (Dadu, Karachi, Khairpur, Quetta and Rawalpindi) and share for approval a well-written and comprehensive TNA report. Develop and share with UN Women for approval a detailed training plan including recommendations for selection of training sites/venues; schedule for training; key resource persons; potential participants/ trainees; plan for post-training evaluation and impact assessment, as well as a resource directory of all the relevant Government Departments/ Ministries, NGOs/ Academic Institutions with focal points;	8 October 2018
Comprehensive training module	Develop and share with UN Women for approval a comprehensive training module (in English and Urdu) based on the TNA report, for law enforcement officials and with a special focus to end VAW;	19 November 2018
Organize trainings	Organize trainings in each of the 5 districts using the curriculum prepared – invite other trainers and/ or resource persons to give presentations as needed. At least 700 police officers will be trained through this process.	15 May 2019
Final report of trainings	Prepare and share a final comprehensive report of the trainings with UN Women for review and approval	22 May 2019

Revise report	Incorporate feedback from UN Women into the final report	31 May 2019
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LINK TO GSP GOAL AND OUTCOMES

Impact 3:	Women and girls live a life free from violence
Outcome 3.2:	Strategies and initiatives for safe and empowering public spaces for women and girls are drafted, adopted and/ or implemented, reflecting global guidelines (aligned to SP Output 12)
SDG 5.	Achieve Gender Equality and Empower all women and girls.
SDG 5 Target 5.1:	End all forms of discrimination against all women and girls everywhere.
SDG 5 Target 5.c.:	Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all level.

INPUTS

UN Women will provide the background information/ material, feedback and technical inputs to accomplish this assignment.

TIME LINE

1st July 2018 to 31st May 2019 (11 months)

PAYMENT SCHEDULE

Payment will be made as per following four instalments:

20%	upon approval of work plan along with milestones
30%	upon approval of TNA report and training plan
30%	upon approval of training module/ curriculum
20%	upon successful completion of trainings of police and approval of final report by UN Women

COMPETENCY AND EXPERTISE REQUIREMENTS

The firm should meet the following requirements:

- Must have a competent gender balanced team having command over the subject matter. Curriculum Vitae of team members to be submitted with the proposal;
- International organizations/ academic institutions are also eligible to apply if they can show strong partnerships with local organizations;
- The firm must have a specialization in Human Rights/ law / justice, Gender Studies, Anthropology, International Relations or any other related discipline;

- Must have work experience in Balochistan, Sindh and Punjab with Police Departments and other provincial and local government bodies;
- Proven track record of undertaking similar successful assignments including experience in training at the local level;
- Excellent communication and writing skills in English and Urdu;
- Experience with law enforcement agencies will be an asset;
- Readiness to deliver as per the required timeframes – having more than one team of trainers to conduct trainings simultaneously would be an asset.

FORMAT OF THE BID SUBMISSION

The firm is required to submit separate proposals (both financial and technical).

Technical Proposal:

- Letter of application
- Company profile
- CVs of team members
- Track record and experience

Financial Proposal

- A separate financial proposal as per the payment schedule given above.

EVALUATION METHODOLOGY AND CRITERIA

1. Preliminary Evaluation

The preliminary evaluation is done to determine whether the offers meet the administrative requirements and Eligibility Criteria of the RFP. The standard eligibility criteria for suppliers wishing to engage in a contract are laid out below. Further information on doing business with UN Women/ how to become UN Women vendor can be found on [UN Women's website](#).

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"> 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. 	30

	<ul style="list-style-type: none"> 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. 	
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	100
1.6	Relevance of: <ul style="list-style-type: none"> Specialized Knowledge Experience on Similar Programme / Projects Experience on Projects in the Region Work for another UN agencies/ major multilateral/ or bilateral programmes	100
		350
2.0 Proposed Work Plan and Approach		Points obtainable
Proposed methodology		
2.1	Analysis Approach, Methodology- including Proposer's understanding of UN Women's work, adherence to procurement principles and TOR.	150
2.2	Management Services – Timeline and deliverables.	100
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
		300
3.0 Resource Plan, Key Personnel		Points obtainable
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	50
		50
	[70%] of [700] pts = [490] pts needed to pass technical	

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.

ANNEX 4

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		
<p>Employment Record: [Insert details of as many other appropriate records as necessary]</p> <p>From [Year]: _____ To [Year]: _____</p> <p>Employer: _____</p> <p>Positions held: _____</p>		
<p>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]</p>		
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)	

ANNEX 5

FORMAT OF FINANCIAL PROPOSAL

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

	Deliverables	Percentage of Total Price	Price (Lump Sum, All Inclusive)	Delivery time/time period (if applicable)
1	Deliverable 1			
2	Deliverable 2...			
	Total	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.

Description	Quantity	Number of Unit	Unit Cost (PKR)	Total Cost (PKR)
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: _____

ANNEX 6

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

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: _____

ANNEX 8

UN WOMEN MODEL FORM OF CONTRACTS AND GENERAL CONDITIONS OF CONTRACTS

[Note to Proposers]

<http://www.unwomen.org/en/about-us/procurement/contract-templates-and-general-conditions-of-contract>

ANNEX 9

JOINT VENTURE/CONSORTIUM/ASSOCIATION INFORMATION FORM

(to be completed and returned with your technical proposal)

JV / Consortium/ Association Information	
Name of leading partner (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>
Consortium/Association's names of each partner/authorized representative and contact information	
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>Consortium/Association Agreement</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>
--	--

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: _____

ANNEX 10

GENERAL CONDITIONS OF CONTRACT

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 11

SUBMISSION CHECKLIST

For submissions by courier mail/hand delivery:

Outer envelope containing the following forms:	
• 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)	
First inner envelope containing:	
• Technical Proposal	
Second inner envelope containing:	
• Financial Proposal	

Please check-off to confirm the below:	
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.	