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International  
Labour  
Organization

**REQUEST FOR PROPOSAL**

***Hiring an Organization for reviewing project's component on women's skills training in non-traditional occupations, organizing Training on Gender Equality and Gender Planning, publishing Gender Guidelines and organizing seminar on Promoting Gender in TVET/ Skills Development***

***Ref. No. RFP-ILO-BSEP-2018-001***

Responses to be received by 30 June 2018



*[05/2018]*



**Subject:** Procurement of Hiring an Organization for reviewing project's component on women's skills training in non-traditional occupations, organizing Training on Gender Equality and Gender Planning, publishing Gender Guidelines and organizing seminar on Promoting Gender in TVET/ Skills Development.

**Request for Proposal (RFP) N°: RFP-ILO-BSEP-2018-001**

Date: 22/05/2018

Dear Sir/Madam,

The International Labour Office (hereinafter the "ILO") is pleased to invite your company to submit a Proposal for women's skills training in non-traditional occupations, organizing Training on Gender Equality and Gender Planning, publishing Gender Guidelines and organizing seminar on Promoting Gender in TVET/ Skills Development and as further described in Annex III.

To enable you to prepare and submit a Proposal, please find enclosed the following Annexes:

- Annex I: Instructions to Bidders;
- Annex II-A: Acknowledgment of Receipt;
- Annex II-B: Bidder's Declaration Form;
- Annex II-C: Bidder's Information Form;
- Annex II-D: Recent References;
- Annex II-E: Technical Proposal;
- Annex II-F: Financial Offer;
- Annex III: Terms of Reference; and
- Annex IV: Terms and Conditions applicable to ILO Contracts.

Your Proposal must be received by the ILO no later than **02:30 PM and Bangladesh Local Time (BST) on 30/06/2018 02:30 PM**. Late bids shall be rejected.

You may submit a Proposal to the ILO provided that your organization is qualified, able and willing to deliver the goods, works and/or services specified in this RFP. Participation in this RFP indicates acceptance of the Terms and Conditions applicable to ILO Contracts provided in Annex IV. Failure to comply with the requirements of this RFP and its Annexes may render a Proposal ineligible for consideration.

You are kindly requested to acknowledge receipt of this RFP and to indicate whether or not you intend to submit a Proposal by completing and returning the form provided in Annex II-A.

We look forward to receiving your Proposal.

Yours sincerely,

Ziaur Rahman  
Procurement Officer  
Bangladesh Country Office



International Labour Office

**ANNEX I**

## **INSTRUCTIONS TO BIDDERS**

Reference: **RFP N° RFP-ILO-BSEP-2018-001**

**Hiring an Organization for reviewing project's component on women's skills training in non-traditional occupations, organizing Training on Gender Equality and Gender Planning, publishing Gender Guidelines and organizing seminar on Promoting Gender in TVET/ Skills Development.**

### **Abstract**

*This document outlines the requirements for presentation of a Proposal to be considered by the International Labour Office.*



## **INSTRUCTIONS TO BIDDERS**

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**1. INTRODUCTION**

**1.1 General**

These instructions are provided for general information for the preparation of the Proposal for procurement of Hiring an Organization for reviewing project’s component on women’s skills training in non-traditional occupations, organizing Training on Gender Equality and Gender Planning, publishing Gender Guidelines and organizing seminar on Promoting Gender in TVET/ Skills Development. The Bidder is expected to examine all corresponding instructions, forms, terms and specifications contained in the RFP documents. Failure to comply with these documents will be at the Bidder’s risk and may affect the evaluation of the Bid concerned.

**1.2 Eligible Bidders**

Bidders should not be associated, or have been associated in the past, directly or indirectly, with a firm or any of its affiliates or an individual which have been engaged by the ILO to provide consulting services for the preparation of the design specifications, and other documents to be used for the procurement of goods, works or services to be purchased under this Request for Proposal.

**1.3 Cost of Bid**

The Bidder shall bear all costs associated with the preparation and submission of the Bid. ILO will in no case be responsible or liable for those costs, regardless of the conduct or outcome of the solicitation.

**1.4 RFP Schedule Summary**

• RFP release date:	30/05/2018
• Site visit or bidders’ conference (if applicable):	N/A
• Clarification questions, if any, related to this RFP must be submitted to BSEP_BID_DHAKA@ilo.org; by:	15/06/2018, <b>COB</b>
• ILO response to clarification questions by:	20/06/2018
• <b>Proposals Receipt Deadline:</b>	<b>30/06/2018 02:30 PM</b> <b>Bangladesh Local Time (BST)</b>
• Estimated Contract Signature Date:	21/07/2018
• <b>Estimated Contract Start Date:</b>	25/08/2018

**1.5 Site Visit / Bidders’ Conference Not applicable**

The purpose of the mandatory site visit / Bidders’ conference is to familiarize potential Bidders with the requirements and to clarify any aspect of the RFP. The ILO reserves the right to decline to receive without comment any Proposal by a company which does not attend the mandatory site visit / Bidders’ conference.

**1.6 Clarification Questions**

A prospective Bidder requiring any clarification of the RFP documents may notify the ILO in writing. The ILO’s response will be provided in writing to any request for clarification received by the deadline indicated in paragraph 1.4 above. Written copies of the response



(including an explanation of the query but without identifying the source of inquiry) will be sent to all prospective Bidders that received the RFP documents.

## **2. BIDDING CONDITIONS**

### **2.1 Acknowledgment of Receipt**

A prospective Bidder is requested to return promptly the Acknowledgement of Receipt form, provided in Annex II-A, duly completed and signed, even if it is not intending to submit a Proposal.

### **2.2 Number of Copies, Format and Signing of Proposal**

The Bidder shall submit one original and one copies of the Proposal, clearly marking each "Original Proposal" and "Copy of Proposal" as appropriate. In the event of any discrepancy between them, the original shall prevail. The Proposal shall be typed or written in indelible ink and shall be dated and signed by the Bidder i.e. by a person or persons duly authorized to bind the Bidder to the contract. The Proposal shall contain no interlineations, erasures, or overwriting except, as necessary to correct errors made by the Bidder, in which case such corrections shall be initialled by the person or persons signing the Proposal.

### **2.3 Submission and Receipt of Proposals**

It is the responsibility of Bidder to ensure that a Proposal is submitted to the ILO strictly in accordance with the stipulations in the solicitation documents.

Proposals **must be received on or before 30/06/2018 02:30 PM Bangladesh Local Time**. Proposals and modifications to Proposals received after the proposal receipt deadline will be rejected. Proposals must include all the documents requested in these Instructions to Bidders and shall be submitted by:

- **Registered Mail** (official postal service) to:  
International Labour Office  
***ILO Skills Programme Office***  
***Ground Floor, IDB Bhaban, E/8-A, Begum Rokeya Sharani***  
***1207 Dhaka***  
***Bangladesh***

Or

- **Hand delivered** (including by courier services) directly to the above ILO address in return for a signed and dated receipt.

**Proposals submitted by any other means will be rejected.**

Proposals must be submitted using the double envelope system, i.e., the outer parcel containing two separate, sealed envelopes, one bearing the words "**Envelope A - Technical Proposal**" and the other "**Envelope B - Financial offer**".

**Where there is any infringement of these instructions (e.g., envelopes are unsealed or references to prices are included in the Technical offer) the Proposal will be rejected.**

The outer parcel should bear the following information:

- a) the address for submission of proposals indicated above;
- b) the reference to the RFP to which the Bidder is responding;



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- c) the name and address of the Bidder to enable the Proposal to be returned unopened if it is declared to have been received "late".

The pages of each of the Technical and Financial Proposal must be numbered. The inner package shall be sealed and shall bear the name of the Bidder and be marked as follows:

**RFP N° RFP-ILO-BSEP-2018-001**  
**Hiring an Organization for reviewing project's component on women's skills training in non-traditional occupations, organizing Training on Gender Equality and Gender Planning, publishing Gender Guidelines and organizing seminar on Promoting Gender in TVET/ Skills Development**  
**CONFIDENTIAL**  
**DO NOT OPEN BEFORE**  
**30/06/2018 02:30 PM Bangladesh Local Time**

In addition, the information below should appear on both sides of the inner envelope:

**CONFIDENTIAL**  
**To be opened by the Evaluation Panel ONLY**

**2.4 Official Language**

The Proposal and all correspondence and documents related to the Proposal shall be written in the English language.

**2.5 Correspondence**

Any communication in connection with this RFP should be addressed in writing to the E-mail address mentioned in paragraph 1.4 above. All correspondence should quote the reference number of the RFP. Bidders are requested **not** to contact the ILO after the closing time, i.e. during the RFP assessment period.

**2.6 No Consultation**

A Bidder shall not:

- consult, communicate or agree with any other Bidder or competitor, with regard to price or any other matter related to the RFP for the purpose of restricting competition;
- disclose its price, directly or indirectly, to any other Bidder or competitor, except in the case of provision of standard public price lists;
- make any attempt to induce any other person or organization to submit or not to submit a Proposal for the purpose of restricting competition.

If a Bidder is found to be in breach of any of these instructions, the ILO reserves the right to exclude the Bidder from the procedure and reject its proposal.

Nothing in this paragraph shall restrict the right of a Bidder to form a joint venture, a consortium, a partnership or an association for the purpose of submitting a joint Tender.

**2.7 Contract Conditions**

Bidders are expected to examine carefully and comply with all instructions, forms, contract provisions and specifications contained in these RFP documents.





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By submitting a Proposal, the Bidder accepts in full and without restriction these instructions. It also accepts the Terms and Conditions of ILO Contracts (Annex IV) being relied on for this bidding procedure and resulting contract, irrespective of the provisions of the Bidder's own conditions of sale, which it hereby waives.

The ILO reserves the right to decline to consider without further comment any Proposal which does not accept the Terms and Conditions of ILO Contracts set out in Annex IV.

### **2.8 Work on ILO Premises**

If the Bidder's personnel are required to work on ILO premises, they shall comply with the security and safety and health arrangements established by the ILO, including applicable provisions of local laws. Where applicable, the Bidder shall be responsible for obtaining valid entry visas and work permits for its employees or sub-contractors and contract commencement may be made subject to complying with these obligations. Failure to comply with such obligations may lead to suspension of payments under and cancellation of the contract.

### **2.9 Bid Currency**

All prices shall be quoted in BDT. If the Bid is submitted in a currency other than the Bid Currency, to facilitate evaluation and comparison, the ILO will convert all such prices in BDT at the official UN exchange rate applying on the last day for submission of Bids.

### **2.10 Incomplete Proposals**

ILO may reject a Proposal that does not provide all the information requested which is necessary for assessment of the Proposal by the ILO.

### **2.11 Changes to Proposals**

Changes or amendments to Proposals will only be accepted if they are received before the deadline for receipt of Proposals and shall be submitted in accordance with the instructions given above. The envelope shall be clearly marked as "Change(s) to Proposal".

### **2.12 No Material Change(s) in Circumstances**

The Bidder shall inform the ILO of any change(s) of circumstances arising during the RFP process including, but not limited to:

- a change affecting any declaration, accreditation, license or approval;
- major re-organizational changes, company re-structuring, a take-over, buy-out or similar event(s) affecting the operation and/or financing of the Bidder or its major sub-contractors;
- a change to any information on which the ILO may rely in assessing Proposals.

### **2.13 RFP Document, Specifications, Drawings**

The RFP Documents and any specifications, plans, drawings, patterns, samples or information issued or furnished by the ILO, are issued solely for the purpose of enabling a Proposal to be completed and may not be used for any other purpose. The RFP documents and any additional information provided to Bidders shall remain the property of the ILO.

### **2.14 Sub-Contracting**

Sub-contracting of work to be undertaken as a result of this ITB is permitted, ILO reserves the right to approve any sub-contractor that was not included in the RFP Submission Form



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and request a copy of the sub-contracting agreement between the Bidder and its sub-contractor(s).

### 2.15 Proposal Validity

The validity of a Proposal shall be six (6) months commencing from the time and date of the closure of Proposals stated in paragraph 2.3 above. The ILO reserves the right to request an extension of the period of validity of Proposals, and to modify or exclude any of the terms of this RFP, at its sole discretion.

### 2.16 Notification of Proposal Evaluation

The ILO will evaluate the Proposals based on the Bidders' responses to the requirements set out in the RFP documents. Each Bidder will be informed of the decision reached concerning the award of the contract.

### 2.17 Publicity

During the RFP process, a Bidder is not permitted to create any publicity in connection with the RFP.

## 3. CONTENT OF THE PROPOSAL

Each Proposal shall comprise the following documents:

### 3.1 Envelope A-Technical Proposal (Annex II-B, C, D, and E)

Bidders are requested to submit in **Envelope A-Technical Proposal** the following Forms, Annexes II-B to E.

All information must be provided as requested and all Forms must be completed for a Proposal to constitute a valid offer, which is a prerequisite for subsequent evaluation.

#### 3.1.1 Administrative Requirements

##### a) Bidder's Declaration Form (Annex II-B) (also to be completed by any Bidding partners and/or associates)

The ILO expects all participants in its procurement process to adhere to the very highest standards of moral and ethical conduct and transparency, to prevent any conflict of interest and not to engage in any form of coercive, collusive, corrupt, or fraudulent practices. The key terms used in the Declaration at Annex II-B are defined as:

*"Coercive practice"* is impairing or harming, or threatening to impair or harm, directly or indirectly, another or the property of another to influence improperly the actions of another;

*"Collusive practice"* is any conduct or arrangement between two or more bidders or contractors, designed to achieve an improper purpose, including to influence improperly the actions of another or to set prices at an artificial level or in a non-competitive manner;

*"Conflict of interest"* is a situation that gives rise to an actual, potential or perceived conflict between the interests of one party and another;

*"Corrupt practice"* is the offering, giving, receiving or soliciting, directly or indirectly, of any advantage, in order to influence improperly the actions of another;

*"Fraudulent practice"* is any act or omission, including a misrepresentation, that knowingly or recklessly misleads, or attempts to mislead, another to obtain a



financial or other benefit or to avoid an obligation;

**b) Bidder's Information Form (Annex II-C)**

The Bidder's Information Form explicitly indicates that the Bidder accepts in full and without restriction the Terms and Conditions applicable to ILO Contracts.

Each Bidder shall attach to this Annex the following mandatory documents:

- 1) Certificate(s) confirming that obligations relating to the payment of social security contributions and/or the payment of taxes in accordance with the legal provisions of the country in which the Bidder is established have been fulfilled;
- 2) The proof of declaration and payment of taxes, fees and social security contributions by the Bidder should indicate the state of affairs at the end of the previous fiscal year, bearing the statement "certified true copy", the date and the signature of a person authorized to represent the company;
- 3) A copy of the last three financial statements of the Bidder, certified by independent auditors.

**c) Recent References (Annex II-D)**

Each Bidder must provide details of three contracts entered into during the past five years which are similar in nature to that which will arise from this RFP. The information in Annex II-D must include as a minimum:

- Client name, location and date of project;
- Description of goods provided and works or services performed;
- Contract value;
- Contact details for references.

**d) Technical Proposal (Annex II-E)**

- 1) The Bidder shall use Annex II-E to describe how it intends to meet the requirements described in the RFP documents and in particular the Terms of Reference provided in Annex III;
- 2) In preparing its Proposal, the Bidder shall review all RFP requirements, including any document referred to in the RFP documents, and will reflect its understanding of and approach to meeting these requirements in the Proposal.
- 3) In preparing the Technical Proposal, the Bidder shall provide details of the proposed project methodology and implementation and management plan as well as CVs of key personnel which will deliver the goods, services or the works specified in this RFP.
- 4) The Bidder may also add any other document and information to demonstrate its technical and professional capacities and competencies to fulfill the requirements as specified in the Terms of Reference.

**3.2 Envelope B-Financial Offer (Annex II-F)**

Bidders are requested to submit their Financial Offer in a separate envelope (**Envelope B-Financial Offer**). The Financial Offer should be presented in the format provided in Annex II-F. The Bidder must also provide price breakdown information to support its Financial Offer.

All Financial Offers must be established and submitted net of any direct taxes or customs duties. As an international organisation, the ILO is exempt from all taxes and duties.



The ILO is not bound to accept the lowest priced offer from any Bidder, nor give any reason for rejecting a proposal.

**4. EVALUATION OF PROPOSALS AND CONTRACT AWARD**

**4.1 Preliminary Evaluation**

Prior to the detailed evaluation of each Proposal, the ILO will undertake a preliminary examination. Proposals will not be considered for further evaluation in cases where:

- a) They are incomplete (i.e. do not include all required documents as specified in Annex I, Instructions to Bidders, paragraph 3: Content of the Proposal);
- b) The Original Proposal is not signed by the duly authorized individual of the organization/company, as specified in Annex I, Instructions to Bidders, paragraph 2.2: Number of Copies, Format and Signing of Proposal;
- c) Technical and financial documents have not been submitted in separate sealed envelopes and/or pricing information is included in the Technical Proposal envelope, as specified in Annex I, Instructions to Bidders, paragraph 2.3: Submission and Receipt of Proposals;
- d) The validity period of the Proposal is not in accordance with the requirements of the RFP as specified in Annex I, Instructions to Bidders, paragraph 2.15: Proposal Validity.

**4.2 Evaluation Process and Criteria**

Proposals will be reviewed and evaluated by an Evaluation Panel, to determine compliance with the requirements specified in the RFP.

A two-stage procedure will be utilized in evaluating the Proposals, with evaluation of each Technical Proposal being completed prior to any Financial Offer being opened and compared. Financial Offers will be opened only for Bidder submissions that meet or exceed the minimum technical score of 49 (70 percent) of the obtainable score during the evaluation of Technical Proposals. Where the assessment of a Technical Proposal results in the minimum specified score not being achieved, the corresponding Financial Offer will not be eligible for further consideration.

Each Technical Proposal is evaluated on the basis of its responsiveness to the Terms of Reference (TOR).

During the second stage of the evaluation, the Financial Offers of all Bidders which have attained at least the minimum [00] (30%) score during the technical evaluation will be compared.

The proposals will be evaluated according to the criteria described below:

- (a) Depth and quality of response to the RFP;
- (b) Technical compliance with the Terms of Reference;
- (c) The qualifications and experience of proposed key personnel;
- (d) The proposed implementation and management plan;
- (e) The overall cost.

The process of evaluating the proposals will be based on the following percentage combination of Technical and Financial elements:

	Percentage
<b>Technical Proposal</b>	70%
<b>Financial Offer</b>	30%
<b>Total</b>	100%



#### **4.3 Award of the Contract**

The ILO will award the contract to the Proposal (Technical and Financial) which represents best value for money, i.e. achieving the highest overall score.

The ILO reserves the right to accept or reject any Proposal in whole or in part, to annul the solicitation process and reject all Proposals at any time prior to the issue of the purchase order, without thereby incurring any liability to the affected Bidder(s) or any obligation to provide information on the grounds for the ILO's decision(s).

The award of the contract arising from this RFP will be made at the absolute discretion of the ILO. The ILO's decision to award the contract to a preferred Bidder is final and shall not be questioned by any Bidder.

The Contract or the benefit of the Contract shall not be assigned, sub-contracted or otherwise transferred by the successful Bidder in whole or in part, without ILO's prior written consent, to be given at its sole discretion.

#### **4.4 Debriefing / Bid Protest Mechanism**

The ILO is committed to ensure that all its bidding processes are conducted in a fair and transparent manner. A Bidder who participated in a formal ILO solicitation process and believes that he/she has been treated unjustly or unfairly, or who would simply like to receive clarifications on his/her unsuccessful proposal ("debriefing"), must submit a request by email to [pcrt@ilo.org](mailto:pcrt@ilo.org), within ten (10) business days after receiving the ILO notification of regret. PROCUREMENT will contact the Bidder upon receipt of his/her request and will invite him/her to a debriefing session.

##### **Debriefing process**

The purpose of the debriefing is to discuss the strengths and weaknesses of his/her proposal. If the Bidder believes he/she has been treated unjustly or unfairly this debriefing will hopefully shade lights on the rationale of the ILO decision. The ILO will not disclose any technical or financial information related to offers received by other Bidders who participated to the solicitation, nor the evaluation scores or other details from the tender process.

Debriefing will normally be conducted via teleconference by the Procurement Officer in charge of the relevant solicitation at an agreed time with the Bidder.

Should the Bidder not be satisfied with the clarifications provided during the debriefing, he/she may file a protest to the Chief, PROCUREMENT in the way described below.

##### **Bid Protest**

A Bidder who is not satisfied with the debriefing outcome, may lodge a protest to the ILO Chief, PROCUREMENT, by sending an email to [bidprotest@ilo.org](mailto:bidprotest@ilo.org)

The protest must be sent within ten (10) business days after the debriefing has taken place. The ILO will acknowledge receipt of the protest.

In his/her protest, the Bidder must provide the following information:

- 1) Its name, address, telephone number, fax number and email;
- 2) The solicitation number and title, the contracting office and the name of the officer who has been leading the tender process;
- 3) The date of debriefing; and
- 4) The reasons for the protest together with copy of any documentation in support of the allegations.



The Chief, PROCUREMENT will perform a receivability review of the protest to determine if it was timely and correctly submitted and complies with the requirements set out above. The Bidder will be notified whether the protest is receivable in writing within ten (10) business days after receipt of the protest. A decision rejecting the receivability of the protest is final and not subject to further appeal or recourse.

If the protest is deemed receivable, the ILO will conduct an inquiry to determine its merits. The Bidder will be notified of the ILO decision as soon as it is available. The decision on the merits of the protest is final and not subject to further appeal or recourse.

#### **Allegations of Misconduct or Fraud**

Allegations of misconduct or fraud must be addressed by the Bidder to the ILO Treasurer and Financial Comptroller TR/CF (email: [TRCF@ilo.org](mailto:TRCF@ilo.org)) and to the ILO Chief, Internal Auditor Office (email: [IAO@ilo.org](mailto:IAO@ilo.org)). The allegations will be investigated in accordance with ILO's investigating procedures.



**FORMS TO BE COMPLETED  
AND  
TO BE SUBMITTED BY THE BIDDER**

- **ANNEX II-A:**           **Acknowledgement of Receipt**
- **ANNEX II-B:**           **Bidder's Declaration Form**
- **ANNEX II-C:**           **Bidder's Information Form**
- **ANNEX II-D:**           **Recent References**
- **ANNEX II-E:**           **Technical Proposal**
- **ANNEX II-F:**           **Financial Offer**



**ACKNOWLEDGEMENT OF RECEIPT**

To be returned to:

**BSEP Project,  
ILO Skills Programme Office,  
Ground Floor, IDB Bhaban, E/8-A, Begum  
Rokeya Sharani, Sher-e-Bangla Nagar.  
1207 Dhaka  
Bangladesh**

Fax:

E-mail: BSEP\_BID\_DHAKA@ilo.org

Reference: **RFP N° RFP-ILO-BSEP-2018-001**

**Hiring an Organization for reviewing project's component on women's skills training in non-traditional occupations, organizing Training on Gender Equality and Gender Planning, publishing Gender Guidelines and organizing seminar on Promoting Gender in TVET/ Skills Development**

WE ACKNOWLEDGE RECEIPT OF ALL TENDER DOCUMENTS FOR THE ABOVEMENTIONED RFP  
(Note: In event of missing elements, contact the ILO Officer in Charge)

WE INTEND TO SUBMIT A PROPOSAL

WE WILL NOT BID FOR THE FOLLOWING REASONS:

.....  
.....

**COMPANY STAMP**

Signature:

Name: .....

Position: .....

Tel/Fax: .....

E-mail: .....

Date: .....





## BIDDER'S DECLARATION FORM

### Certification to be submitted by a bidder in an ILO competitive bidding procedure

**RFP N° RFP-ILO-BSEP-2018-001 - Hiring an Organization for reviewing project's component on women's skills training in non-traditional occupations, organizing Training on Gender Equality and Gender Planning, publishing Gender Guidelines and organizing seminar on Promoting Gender in TVET/ Skills Development.**

Date: 30/06/2018

The ILO expects all participants in its procurement process to adhere to the very highest standards of moral and ethical conduct and transparency, to prevent any conflict of interest and not to engage in any form of coercive, collusive, corrupt, or fraudulent practices.

With respect to its proposal submitted in response to the ILO's Invitation to Bid/Request for Proposal mentioned above, the Bidder hereby certifies that:

1. The prices in its proposal have been arrived at independently without consultation, communication or agreement with any other interested companies, competitor or potential competitor with a view to restricting competition.
2. No attempt has been made or will be made by the Bidder to influence any other Bidder, organization, partnership or corporation to either submit or not submit a proposal.
3. The Bidder will not offer, solicit or accept, directly or indirectly, any gratuity, gift, favour, entertainment, promises of future employment or other benefits to or from anyone in the ILO.
4. The Bidder (parent company and/or any subsidiaries) is not identified on, or associated with any individual, groups, undertakings and entities identified on, the list established pursuant to UN Security Council Resolution 1267 (Consolidated List).<sup>1</sup>
5. The Bidder (parent company and/or any subsidiaries) will not use the funds received under any contract with the ILO to provide support to individuals, groups, undertakings or entities associated with terrorism.
6. The Bidder (parent company and/or any subsidiaries) is not the subject of any form of sanction imposed by an organization or body within the United Nations System, including the World Bank.

The ILO reserves the right to cancel or terminate with immediate effect and without compensation any offer of or contract arising from this bidding procedure in the event of any misrepresentation in relation to the above certifications.

#### Definitions of terms used in this declaration:

*"coercive practice"* is impairing or harming, or threatening to impair or harm, directly or indirectly, another or the property of another to influence improperly the actions of another.

*"collusive practice"* is any conduct or arrangement between two or more bidders or contractors, designed to achieve an improper purpose, including to influence improperly the actions of another or to set prices at an artificial level or in a non-competitive manner;

*"conflict of interest"* is a situation that gives rise to an actual, potential or perceived conflict between the interests of one party and another;

*"corrupt practice"* is the offering, giving, receiving or soliciting, directly or indirectly, of any advantage, in order to influence improperly the actions of another;

*"fraudulent practice"* is any act or omission, including a misrepresentation, that knowingly or recklessly misleads, or attempts to mislead, another to obtain a financial or other benefit or to avoid an obligation;

The undersigned certifies/y to be duly authorized to sign this Certification on behalf of the Bidder.

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<sup>1</sup> The Consolidated List can be found at the website: [www.un.org/sc/committees/1267/consolist.shtml](http://www.un.org/sc/committees/1267/consolist.shtml).



International Labour Office

**ANNEX II-B**

Name and Position

Signature

Date

**BIDDER'S INFORMATION FORM**

I, the undersigned, by submitting this Proposal, hereby confirm that these instructions are accepted in full and without restriction, including the proposed ILO Contract being used for this bidding procedure and resulting contract.

1. SUBJECT	
Request for Proposal:	RFP-ILO-BSEP-2018-001
Requirements:	Hiring an Organization for reviewing project's component on women's skills training in non-traditional occupations, organizing Training on Gender Equality and Gender Planning, publishing Gender Guidelines and organizing seminar on Promoting Gender in TVET/ Skills Development

2. BID SUBMITTED BY A SINGLE ECONOMIC OPERATOR	
Bidder:	[Insert Full Name of the entity submitting a bid  ]

3. BIDDER INFORMATION <sup>1</sup>	
Corporate Name:	
Legal Status:	
Authorised Capital:	
Headquarters Address:	
Place of Business Address:	
Telephone:	
Fax:	
Trade Registered N°:	
VAT N°:	
Date established:	
Permanent Workforce:	
Number of Secondary Offices:	
Names of Main Managerial Staff:	1) 2) 3)
Names and Job Positions of Person Authorized to represent the Company:	1) 2) 3)
Certification (if any):	
Accreditation (if any):	[Type and Validity]

Turnover, Net Income for the past Three Financial Years:				
[Currency]	Year 1 [i.e. 2015]	Year 2 [i.e. 2016]	Year 1 [i.e. 2017]	Average
Turnover				
Net Income (+/-)				
Comments				

<sup>1</sup> This information shall be provided by **each** member of the consortium and any subcontractor(s).



**ANNEX II-C**

<b>4. SUMMARY OF WORK DISTRIBUTION</b>			
	<b>Name</b>	<b>Scope of Work/Tasks/Sub-Tasks</b>	<b>% of the Proposal Price</b>
<b>[Bidder]</b>			
[if applicable]			
<b>[Sub-contractor]</b>			
<b>[Sub-contractor]</b>			
<b>[Sub-contractor]</b>			

**5. MANDATORY DOCUMENTS**

As requested in Annex I, Instructions to Bidders, paragraph 3.1.1 b): Bidder's Information Form, the following documents are attached to this form:

- a) Certificate(s) conforming that obligations relating to the payment of social security contributions and/or the payment of taxes in accordance with the legal provisions of the country in which the Bidder is established have been fulfilled;
- b) The proof of declaration and payment of taxes, fees and social security contributions by the Bidder should indicate the state of affairs at the end of the previous fiscal year, bearing the statement "certified true copy", the date and the signature of a person authorized to represent the company;
- c) A copy of the last three financial statements by the Bidder, certified by independent auditors.

**COMPANY STAMP**

Signature: .....

Name: .....

Position: .....

Tel/Fax: .....

E-mail: .....

Date: .....



**RECENT REFERENCES  
RELEVANT EXPERIENCE WITHIN THE PAST FIVE YEARS**

Each Bidder will provide, in the sample table below, the reference information of up to three (3) projects carried out by it which are of a similar nature to that which will arise from this RFP. The information must include as a minimum:

- Client name, location, and date of execution;
- Description of project and specifically the work done by the Bidder in the project;
- The Contract value;
- Contact details for checking references.

	<b>Client Name, Location, and Date of Execution</b>	<b>Description of the Project and the Work performed</b>	<b>Contract Value (Currency)</b>	<b>Contact Details for Reference Check</b>
<b>1</b>				
<b>2</b>				
<b>3</b>				



## TECHNICAL PROPOSAL

### *TO BE RETURNED ON BIDDER'S LETTERHEAD*

- i. The Bidder shall use Annex II-E to describe how it intends to meet the requirements described in the RFP documents and in particular the Terms of Reference provided in Annex III.
- ii. In preparing its Proposal the Bidder shall review all RFP requirements, including any document referred to in the RFP, and will reflect its understanding of and approach to meeting these requirements in the Proposal.
- iii. In preparing the Technical Proposal, the Bidder shall provide details of the proposed project methodology and implementation and management plan as well as the CVs of key personnel which will contribute to the project.
- iv. The Bidder may also include in this Annex other documents and information to demonstrate its technical and professional capacities and competencies to fulfil the requirements of the Terms of Reference.



**FINANCIAL OFFER**

***TO BE RETURNED ON BIDDER'S LETTERHEAD***

Having examined this Request for Proposal including its Annexes, and having examined all conditions and factors which might in any way affect the cost or time of performance thereof, we, the undersigned, offer to execute and complete the Works or the Services, in accordance with the Terms and Conditions applicable to ILO Contracts for the following Total Contract Price, net of any direct taxes or customs duties and other import taxes:

<b>Task</b>	<b>Description</b>	<b>Lump Sum in [Currency] (Excluding VAT)</b>
1		
2		
3		
<b>TOTAL</b>		

Attached to this Annex is the proposed cost breakdown for each of the above tasks.

**Additional Services**

Compensation for any additional services to this RFP shall be calculated on the basis of the rates below:

<b>Position</b>	<b>Rate per day in [Currency]</b>		
	<b>Based at Contractor's Office</b>	<b>Based at ILO</b>	<b>Visiting ILO (&lt;6 consecutive days)</b>
[Insert Title]			
[Insert Title]			
[Insert Title]			
Comments			

**COMPANY STAMP**

Signature: .....

Name: .....

Position: .....

Tel/Fax: .....

E-mail: .....

Date: .....



International Labour Office

**ANNEX III**

**TERMS OF REFERENCE**

[Annex III shall consist of the Terms of Reference, Scope of Works, Drawings, etc.]





## **TERMS AND CONDITIONS APPLICABLE TO ILO CONTRACTS FOR SERVICES**

### **1. THE PARTIES**

- 1.1. LEGAL STATUS OF THE PARTIES:** The International Labour Organization, represented by the International Labour Office (ILO), and the Contractor (referred to individually as a “Party” and together as the “Parties”) have the following legal status:
- 1.1.1. The International Labour Organization has full juridical personality, including the ability to contract and enjoys such privileges and immunities as are necessary for the independent fulfilment of its purposes pursuant to the *Constitution of the International Labour Organisation*. Nothing in or related to the Contract will be deemed a waiver of any of the privileges and immunities of the International Labour Organization recognized in the Convention on the Privileges and Immunities of the Specialized Agencies (1947), and relevant national and international law.
- 1.1.2. The Contractor is an independent contractor. Nothing contained in or relating to the Contract will be construed as establishing or creating between the Parties the relationship of employer and employee or of principal and agent.

### **2. CONTRACT DOCUMENTS AND VALIDITY**

- 2.1. NATURE OF THE CONTRACT:**
- 2.1.1. The Contract constitutes the complete and exclusive agreement between the Parties. It supersedes all proposals, verbal or written arrangements or agreements, and any other communications by one of the Parties or between the Parties relating to the Contract.
- 2.1.2. The Contract is composed of the following documents listed in their order of precedence:
- 2.1.2.1. **Purchase Order/Contract Document**, including any specific conditions;
- 2.1.2.2. Terms and Conditions applicable to ILO Contracts for Services (**Annex 1**); and
- 2.1.2.3. Any other document explicitly listed in the Purchase Order/Contract Document and attached to it (i.e., **Annex 2, 3**, etc).
- 2.1.3. Unless otherwise included in any of the documents listed in paragraph **2.1.2.**, the terms of business, conditions of contract, general reservations published or issued by the Contractor or written in any correspondence or documents emanating from the Contractor will not form part of the Contract.
- 2.2. VALIDITY:** The Contract will expire upon fulfilment by the Parties of their respective obligations or otherwise in accordance with its provisions.
- 2.3. NON-EXCLUSIVITY:** The ILO may contract for works or services (referred together to as “Services”) of the same or similar kind and quality described in the Contract from any other source at any time.
- 2.4. COMMUNICATIONS:** Communications (e.g., notices, documents) will be addressed to:

**INTERNATIONAL LABOUR OFFICE**  
Procurement Bureau (PROCUREMENT)  
4 Route des Morillons  
CH 1211 Geneva 22  
Switzerland  
Facsimile: + (41)(22) 798 85 29  
Phone: + (41)(22) 799 76 02  
e-mail: [procurement@ilo.org](mailto:procurement@ilo.org)

### **3. PRICE AND PAYMENT**

- 3.1. PRICE AND CURRENCY:** The price and currency specified in the Contractor’s offer are firm and not subject to revision. The ILO’s financial liability under the Contract is restricted to the price and currency indicated in the Purchase Order/Contract Document.



#### **ANNEX IV**

- 3.2. **PAYMENT:** Upon receipt of the Contractor's written invoice and any related supporting documentation, the ILO will effect payment, normally within thirty (30) days, by bank transfer (the ILO will not pay through letters of credit or bank draft). The written invoice will be sent to the addressee specified in the Purchase Order/Contract Document and will contain the:
- 3.2.1. number of the Purchase Order/Contract Document that it relates to;
  - 3.2.2. invoiced amount (without the rounding of currency decimals and exclusive of VAT, duties or charges); and
  - 3.2.3. date of the completion of Services.
- In no event will complete or partial payment by the ILO, in and of itself, constitute acceptance of the Services.
- 3.3. **TAX EXEMPTION:** The International Labour Organization, as a United Nations Specialized Agency, enjoys a special tax status in Switzerland and in other member States. Except with the prior written authorization of the ILO, invoices will be submitted exclusive of any amount representing taxes (including value added tax), duties or charges. Where such authorization has been provided, the Contractor will provide the ILO with written evidence that payment of such taxes, duties or charges has been made. In the event any government authority refuses to recognize the ILO's exemption from such taxes, duties or charges, the Contractor will immediately consult with the ILO to determine a mutually acceptable procedure.

### **4. PERFORMANCE**

- 4.1. **ITEMS FURNISHED BY THE CONTRACTOR:** The Contractor is solely responsible for the arrangement, provision and operation of all equipment, supplies, related support services and personnel (including any related costs so incurred) necessary for the performance of the Contractor's obligations under the Contract.
- 4.2. **ITEMS FURNISHED BY THE ILO TO THE CONTRACTOR:** Where goods and equipment (referred together as "Goods") are funded or provided by the ILO to the Contractor to support the performance of the Contractor's obligations under the Contract, the following terms apply:
- 4.2.1. The Contractor acknowledges and agrees that the ILO hereby disclaims any and all warranties regarding the functionality or installation of such Goods. The Contractor is solely responsible for the installation (including any personnel, tools, materials or other Goods necessary for installation), maintenance and functioning of all the Goods funded or provided by the ILO under the Contract.
  - 4.2.2. The Contractor will promptly report to the ILO each loss, damage or theft of such Goods.
  - 4.2.3. Title to the Goods that may be funded or provided by the ILO to the Contractor will be retained by the ILO. The Contractor will not cause or permit any lien, claim or other encumbrance to be attached to any or all such Goods, or to any other item that is the subject matter of the Contract.
  - 4.2.4. Upon the termination or expiration of the Contract, all such Goods will be returned to the ILO in the same condition as when delivered to the Contractor, excluding normal wear and tear. The return of such Goods, or other disposal as the ILO may direct, will be at the Contractor's expense. Upon termination or expiration of the Contract, the Contractor will take all reasonable measures to avoid any loss of or deterioration to such Goods. The Contractor will compensate the ILO for actual costs of any loss of, damage to or deterioration of such Goods that is beyond normal wear and tear.
- 4.3. **INSTALLATION, MAINTENANCE, TRAINING:** Where installation, maintenance (ongoing or as specified in the Purchase Order/Contract Document) or training is required, the following terms apply:
- 4.3.1. The Contractor, in a timely manner, will arrange for and provide all equipment, supplies, related support services and personnel necessary to complete the installation, maintenance or training.
  - 4.3.2. All costs related to the installation, maintenance or training will be borne by the Contractor.
  - 4.3.3. The ILO and the Consignee will be permitted to monitor the installation or maintenance work, as well as to oversee the training.



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- 4.3.4. In addition, where training is required the Contractor will train any persons identified by ILO or the Consignee in the installation, operation, maintenance, etc. of the Services described in the Contract.
- 4.4. **ACCESS:** If some or all of the contractual obligations will be performed on ILO premises, the ILO will facilitate access to its premises in line with requirements for such performance. The Contractor will comply with ILO security requirements and any other relevant ILO rules, regulations and guidelines while on ILO premises, as well as with the instructions given by designated ILO officials.
- 4.5. **RESPONSIBILITY FOR PERSONNEL:**
- 4.5.1. The employees, officials, representatives, staff or subcontractors (**Personnel**) of either of the Parties will not be considered in any respect as being the employees or agents of the other Party.
- 4.5.2. Each Party is solely responsible for the professional and technical competence of its respective Personnel, which will permit that Party to effectively perform its obligations under the Contract.
- 4.5.3. Without prejudice to any other right or remedy available under the Contract, the ILO reserves the right to request at any time, in writing, the withdrawal or replacement of any of the Contractor's Personnel and such request will not be unreasonably refused by the Contractor.
- 4.5.4. Each Party is solely responsible for all claims arising out of or relating to the engagement of its respective Personnel.
- 4.5.5. All expenditures related to the assignment of the Contractor's Personnel, including allowances, insurance, cost of travel arrangements and local transport will be borne by the Contractor. All expenditures related to the assignment of the ILO's Personnel, including allowances, insurance, cost of travel arrangements and local transport will be borne by the ILO.
- 4.6. **INSURANCE:**
- 4.6.1. The Contractor, for the duration of the Contract, any extension thereof or any period following any termination of the Contract and reasonably adequate to deal with losses, will insure its Personnel against the consequences of the following risks:
- 4.6.1.1. illness, injury and death; and
- 4.6.1.2. incapacity to work due to accident and sickness either during normal working hours or outside working hours.
- 4.6.2. Time lost as a result of the occurrence of the risks identified in subparagraphs **4.6.1.1** or **4.6.1.2** will not be chargeable to the ILO.
- 4.6.3. The Contractor for the duration of the Contract, any extension thereof or any period following any termination of the Contract and reasonably adequate to deal with losses, warrants that it is insured with a coverage for a sufficient amount for the use of any vehicles, boats, airplanes or other transportation vehicles and equipment, whether or not owned by the Contractor, as well as that it carries comprehensive civil liability insurance with regard to third-parties, including the ILO and its Personnel, in respect of physical injury, damage to property or theft, as well as the direct or indirect effects thereof, including the unavailability of premises and loss of production.
- 4.6.4. Where required by the ILO and as specified in the Purchase Order/Contract Document (except for the workers' compensation insurance or any self-insurance program maintained by the Contractor and approved by the ILO), the Contractor's insurance policies will:
- 4.6.4.1. name the ILO as an additional insured under the liability policy/policies, including, if required, as a separate endorsement under the Contractor's policy/policies;
- 4.6.4.2. include a waiver of subrogation of the Contractor's insurance carrier's rights against the ILO; and
- 4.6.4.3. provide that the ILO will receive written notice from the Contractor's insurance carrier not less than thirty (**30**) days prior to any cancellation or material change of coverage.
- 4.6.5. The Contractor will take out any other insurance required by the ILO and as specified in the Purchase Order/Contract Document.



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4.6.6. Upon written request by the ILO, the Contractor will provide the ILO with a copy of the general and specific conditions of the insurance policy/policies required under the Contract.

### **4.7. INDEMNIFICATION:**

4.7.1. The Contractor is solely responsible for any claim or damage resulting from the negligence, acts, or omissions of its Personnel.

4.7.2. The Contractor will indemnify and hold the ILO harmless from and against any direct or indirect responsibilities, complaints, claims (including intellectual property rights infringement), suits, judgments, damages and losses, including costs, fees and related expenses, in respect of any physical injury, damage to property, theft, or economic or other prejudice suffered by the ILO, its Personnel or third-parties which may result from the performance of the Contractor's obligations under the Contract or the Contractor's acts or omissions or those of the Contractor's Personnel.

4.7.3. The Contractor will immediately notify the ILO upon becoming aware of any direct or indirect responsibilities, complaints, claims (including intellectual property rights infringement), suits, judgments, damages and losses, including costs, fees and related expenses, in respect of any physical injury, damage to property, theft, or economic or other prejudice suffered by the ILO or which could adversely affect the ILO.

## **5. ASSIGNMENT AND SUBCONTRACTING**

5.1. **ASSIGNMENT:** The Contractor may not assign, transfer, pledge or make any other disposition of the Contract, of any part of the Contract, or of any of the rights, claims or obligations under the Contract except with the prior written authorization of the ILO. Any such unauthorized assignment, transfer, pledge or other disposition, or any attempt to do so, will not be binding on the ILO.

5.2. **SUBCONTRACTING:** In the event that the Contractor requires the services of any subcontractor, the Contractor will obtain the prior written authorization to subcontract and the approval of the ILO of the subcontractor selected. The authorization and approval by the ILO of such a subcontractor does not relieve the Contractor of any of its obligations under the Contract and the Contractor is solely responsible for the Services provided by a subcontractor in the framework of the Contract, including their quality. The Contractor, to the same extent as for its own Personnel, will be liable for a subcontractor and its Personnel who are performing any part of the Contractor's obligations under the Contract. The terms of any subcontract will be subject to and be in conformity with the provisions of the Contract. Except with the prior written authorization to subcontract and the approval of the ILO of the subcontractor selected, the Contractor will ensure that its subcontractor(s) do not subcontract, assign, transfer, pledge or make any other disposition of the Contract, of any part of the Contract, or of any of the rights, claims or obligations under the Contract. The provisions of this paragraph apply to any subcontractor who, in turn, requires the services of a subcontractor.

## **6. INTELLECTUAL PROPERTY RIGHTS AND CONFIDENTIALITY**

### **6.1. PROPRIETARY ITEMS AND INTELLECTUAL PROPERTY RIGHTS:**

6.1.1. All documents (including drawings, estimates, manuscripts, maps, plans, records, reports, recommendations) and other proprietary items (including data, devices, gauges, jigs, mosaics, parts, patterns, photographs, samples, and software) (jointly referred to as **Proprietary Items**), either developed by the Contractor or its Personnel in connection with the Contract or furnished to the Contractor by or on behalf of the ILO to support the performance of the Contractor's obligations under the Contract, are the exclusive property of the International Labour Organization; and, will be used by the Contractor and its Personnel solely for the purposes of the Contract.

6.1.2. All intellectual property rights and all other proprietary rights (including copyrights, patents, trademarks, source codes, products, processes, inventions, ideas, know-how) with regard to any materials (jointly referred to as **Intellectual Property**), either developed by the Contractor or its Personnel in connection with the Contract or furnished to the Contractor by or on behalf of the ILO to support the performance of the Contractor's



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obligations under the Contract, are the exclusive property of the International Labour Organization; and, will be used by the Contractor and its Personnel solely for the purposes of the Contract.

- 6.1.3. During the course of development, Proprietary Items and Intellectual Property developed or utilized by or furnished to the Contractor will be made available for use and inspection by the ILO, upon request at reasonable times and in reasonable places.
- 6.1.4. Such Proprietary Items and Intellectual Property will be delivered only to ILO authorized officials on completion of the Contract.
- 6.1.5. The Contractor will disclose, throughout its performance, to the ILO's authorized officials full particulars of all source codes, products, processes, inventions, ideas, know-how, documents and any other materials developed or conceived by the Contractor, alone or jointly, in connection with the Contract.
- 6.1.6. At the request of the ILO, the Contractor will take all necessary steps to execute all necessary documents and generally assist the ILO in securing intellectual property rights and all other proprietary rights in compliance with the requirements of applicable law.
- 6.1.7. To the extent that any Intellectual Property due to the ILO under paragraph 6.1.2 includes any intellectual property:
  - 6.1.7.1. of the Contractor that: (i) pre-existed the performance by the Contractor of its obligations under the Contract; or (ii) it may develop or acquire, or that may have been developed or acquired, independently of the performance of the Contractor's obligations under the Contract; or
  - 6.1.7.2. of a third-party;  
the Contractor grants to the International Labour Organization a perpetual, royalty-free license to make unrestricted use of such intellectual property. The International Labour Organization will not claim any ownership interest in the intellectual property described in subparagraphs 6.1.7.1 or 6.1.7.2.
- 6.1.8. The Contractor undertakes to obtain, at its own expense, permission to use any third-party protected rights that are necessary for the performance of the Contract and, if requested, provide the ILO with evidence of such permission.
- 6.1.9. In the event that any Proprietary Items or Intellectual Property provided to the ILO by the Contractor are for some reason enjoined or found to infringe any rights of a third-party, or in the event of a settlement, are enjoined, limited or otherwise interfered with, then the Contractor, at its sole cost and expense, will promptly:
  - 6.1.9.1. procure for the ILO the unrestricted right to continue using such Proprietary Items and Intellectual Property provided to the ILO;
  - 6.1.9.2. replace or modify the Proprietary Items and Intellectual Property provided to the ILO, or part thereof, with the equivalent or better Proprietary Items and Intellectual Property, or part thereof, that are non-infringing; or,
  - 6.1.9.3. refund to the ILO the full price paid by the ILO for the right to have or use such Proprietary Items and Intellectual Property or part thereof.
- 6.2. **CONFIDENTIAL NATURE OF AND RESPONSIBILITY FOR PROPRIETARY ITEMS, INTELLECTUAL PROPERTY AND OTHER INFORMATION:**
  - 6.2.1. Unless otherwise made public with the authorization of the ILO, Proprietary Items, Intellectual Property and other information, irrespective of what form they are, developed, collected, known, marked or received by the Contractor, will be treated by the Contractor as confidential and be used only for the purposes of the Contract.
  - 6.2.2. The Contractor will not communicate at any time to any other person, government or entity external to the ILO, any Proprietary Items, Intellectual Property or other information known by reason of its association with the ILO, which has not been made public, except with the authorization of the ILO; nor will the Contractor at any time use such information for private advantage or in any manner prejudicial to or incompatible with the interests of the ILO. Where the Contractor is required by law to disclose such Proprietary Items, Intellectual Property or other information, it will give the ILO sufficient prior notice of the request to disclose in order to allow the ILO to have a reasonable opportunity to take protective measures or such other action as may be appropriate.



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- 6.2.3. The Contractor will be responsible for such Proprietary Items, Intellectual Property and other information. In case of loss of or damage to any Proprietary Items, Intellectual Property or other information the Contractor may be required to:
- 6.2.3.1. replace or repair the lost or damaged Proprietary Items, Intellectual Property or other information; or
  - 6.2.3.2. provide compensation to the ILO for the cost of replacing or repairing the lost or damaged Proprietary Items, Intellectual Property or other information.
- 6.3. **PUBLICITY AND USE OF THE NAME, EMBLEM OR OFFICIAL SEAL:**
- 6.3.1. The Contractor may neither disclose the terms and conditions of the Contract nor advertise or otherwise make public the fact that it is a Contractor to the ILO.
  - 6.3.2. The Contractor may not use or reproduce the name, emblem or the official seal of the International Labour Organization or of the International Labour Office, including their abbreviations, in connection with the Contractor's business or otherwise.
  - 6.3.3. In reporting its procurement activities, the ILO may publish (e.g., on the internet) the Contractor's name and amount of the Contract.

## 7. ETHICAL CONDUCT

- 7.1. **LABOUR CLAUSES:** The Contractor undertakes to respect, at all times and in all circumstances relevant to the performance of the Contract and in relation to all its Personnel, and to ensure that its subcontractors respect:
- 7.1.1. The following principles concerning international labour standards of the International Labour Organization:
- 7.1.1.1. the freely-exercised right of workers, without distinction, to organize, further and defend their interests and to bargain collectively, as well as the protection of those workers from any action or other form of discrimination related to the exercise of their right to organize, to carry out trade union activities and to bargain collectively;
  - 7.1.1.2. the prohibition of forced or compulsory labour in all its forms;
  - 7.1.1.3. equal remuneration for men and women for work of equal value;
  - 7.1.1.4. equality of opportunity and treatment in respect of employment and occupation without discrimination on grounds of race, colour, sex, religion, political opinion, national extraction or social origin and such other ground as may be recognized under the national law of the country or countries where the performance, in whole or in part, of the Contract takes place;
  - 7.1.1.5. the prohibition of the employment of children below fourteen (14) years of age or, if higher than fourteen (14), the minimum age of employment permitted by the law of the country or countries where the performance, in whole or in part, of the Contract takes place, or the age of the end of compulsory schooling in that country or countries, whichever is higher;
  - 7.1.1.6. the prohibition of the employment of persons under the age of eighteen (18) for work that, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of such persons;
  - 7.1.1.7. the payment of wages in legal tender, at regular intervals no longer than one month, in full and directly to the workers concerned. The Contractor shall keep an appropriate record of such payments. Deductions from wages are permitted only under conditions and to the extent prescribed by the applicable law, regulations or collective agreement, and the workers concerned must be informed of such deductions at the time of each payment.
  - 7.1.1.8. the provision of wages, hours of work and other conditions of work not less favourable than the best conditions prevailing locally (i.e., as contained in: (i) collective agreements covering a substantial proportion of employers and workers; (ii) arbitration awards; or, (iii) applicable laws or regulations, whichever offers the best working conditions), for work of the same character performed in the trade or industry concerned in the area where work is carried out;
  - 7.1.1.9. the need to ensure, so far as is reasonably practicable, that the workplaces, machinery, equipment and processes under their control are safe and without risk to health, and that the chemical, physical and biological substances and agents



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under their control are without risk to health when the appropriate measures of protection are taken; and provide, where necessary, adequate protective clothing and protective equipment to prevent, so far as is reasonably practicable, risk of accidents or of adverse effects to health; and

- 7.1.2. All applicable laws or regulations concerning terms of employment and conditions of work, any collective agreements to which it is party, or any other related measure with which it must comply.

### **7.2. PERSONNEL NOT TO BENEFIT:**

- 7.2.1. The ILO requires bidders and contractors to observe the highest ethical standards during the procurement process and the execution of contracts. In order to ensure the respect of these obligations, the ILO provides the following definitions:

- 7.2.1.1. “fraudulent practice” is any act or omission, including a misrepresentation, that knowingly or recklessly misleads, or attempts to mislead, another to obtain a financial or other benefit or to avoid an obligation;

- 7.2.1.2. “corrupt practice” is the offering, giving, receiving or soliciting, directly or indirectly, of any advantage, in order to influence improperly the actions of another;

- 7.2.1.3. “conflict of interest” is a situation that gives rise to an actual, potential or perceived conflict between the interests of one party and another;

- 7.2.1.4. “collusive practice” is any conduct or arrangement between two or more bidders or contractors, designed to achieve an improper purpose, including to influence improperly the actions of another or to set prices at an artificial level or in a non-competitive manner;

- 7.2.1.5. “coercive practice” is impairing or harming, or threatening to impair or harm, directly or indirectly, another or the property of another to influence improperly the actions of another.

- 7.2.2. The Contractor will not (and will ensure that its Personnel do not) place itself in a position that may, or does, give rise to a conflict between its interests and the ILO’s interests during the procurement process or the execution of the Contract.

- 7.2.3. If during any stage of the procurement process a conflict of interest arose or during contract execution a conflict of interest arises, or appears likely to arise, the Contractor will immediately notify the ILO in writing, setting out all relevant details, including any situation in which the interests of the Contractor conflict with the interests of the ILO, or in any situation in which any ILO official, employee or person under contract with the ILO may have, or appears to have, an interest of any kind in the Contractor’s business or any kind of economic or personal ties with the Contractor. The Contractor will take such steps as the ILO may reasonably require to resolve or otherwise deal with the conflict to the satisfaction of the ILO.

- 7.2.4. Without prejudice to any other right or remedy available under the Contract, the ILO reserves the right to disqualify the Contractor for a specified or indefinite period from participating in the procurement process of the ILO or contracting with the ILO, if it is shown that the Contractor has, directly or indirectly, employed fraudulent, corrupt, collusive or coercive practices or failed to disclose a conflict of interest.

## **8. FULL DISCLOSURE**

- 8.1. **FULL DISCLOSURE:** The Contractor warrants that it has made and will make full and proper disclosure to the ILO of all relevant information relating to its business activities, financial condition and ownership, prior to entering into this Contract and for its duration, including that it is not identified on or associated with<sup>3</sup> any individual, groups, undertakings and entities identified on the list established by the United Nations Security Council Resolution 1267 (**1267 Consolidated List**)<sup>4</sup>; and that it is not, nor has been, subject to any sanction or temporary

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<sup>3</sup> United Nations Security Council Resolution 1617 defines “associated with” and it is available at <http://www.un.org/sc/committees/1267/resolutions.shtml>.

<sup>4</sup> The 1267 Consolidated List is available at [www.un.org/sc/committees/1267/consolist.shtml](http://www.un.org/sc/committees/1267/consolist.shtml).



suspension imposed by any organization within the United Nations System including the World Bank.

## **9. DELAY, FORCE MAJEURE AND LIQUIDATED DAMAGES**

### **9.1. DELAY:**

- 9.1.1. Should the Contractor encounter conditions that do not constitute *Force majeure* and which impede or are likely to impede timely performance of the Contract (**Delay**), the Contractor will immediately notify the ILO in writing with full particulars of the Delay, including its likely duration, and its cause. At the ILO's request, the Contractor and the ILO will consult as soon as practicable after receipt of such notice, to evaluate any available means of mitigation or appropriate remedies provided under the Contract.
- 9.1.2. In addition to any other right or remedy available under the Contract, upon receiving notice of Contractor's Delay (or likely Delay) in performance, the ILO will have the right to:
  - 9.1.2.1. suspend the Contract, in whole or in part, and notify the Contractor not to proceed further with its performance which has been subject to (or will be subject to) Delay;
  - 9.1.2.2. withhold and/or deduct payment to the Contractor for the portion of the Contract subject to Delay; and
  - 9.1.2.3. procure all or part of the Services which the Contractor fails to provide in a timely manner.
- 9.1.3. Without prejudice to any other right or remedy available under the Contract, the Contractor will be liable for any increase in the price payable by the ILO resulting from the procurement of the Services from other sources and the ILO may apply such additional costs incurred, by deduction or otherwise, against future amounts owed by the ILO to the Contractor.
- 9.1.4. Upon receipt of notice of any decision by the ILO to suspend the Contract under subparagraph **9.1.2.1** and with respect to the suspended portion of the Contract, the Contractor will take immediate steps to reduce expenses to a minimum and will not undertake any further obligations; provided, however, that the ILO and the Contractor will continue performance of the Contract to the extent that it is not suspended or cancelled.

### **9.2. FORCE MAJEURE:**

- 9.2.1. Neither Party will be liable to the other Party for failure to perform its respective obligations, if such failure is as a result of an unforeseeable and irresistible event, act of nature (including fire, flood, earthquake, storm, hurricane, epidemic or other natural disaster), any act of war (whether declared or not), invasion, revolution, insurrection, terrorism, or any other acts of a similar nature or force, (**Force Majeure**) provided that such acts arise from causes beyond the control and without the fault or negligence of the invoking Party.
  - 9.2.2. The defaulting Party will notify, as soon as possible after the occurrence of the *Force Majeure* event, the other Party in writing with full particulars of the *Force Majeure* event, including its likely duration, the estimated expenditures that will likely be incurred for the duration of the *Force Majeure* event, and any other conditions which threaten to interfere with the defaulting Party's performance of the Contract.
  - 9.2.3. Without prejudice to any other right or remedy available under the Contract, if either Party is rendered unable, in whole or in part, by reason of *Force Majeure* to perform its obligations and meet its responsibilities under the Contract and where the *Force Majeure* event exists beyond sixty (**60**) days then that Party will have the right to suspend or terminate the Contract with a period of written notice of seven (**7**) days.
- 9.3. NOTICE OF DELAY AND FORCE MAJEURE:** If notice is not received by a Party in accordance with paragraphs **9.1.1** or **9.2.2**, the Party who fails to notify of the Delay or *Force Majeure* event will be liable for damages resulting from such non-receipt, except where the Delay or *Force Majeure* event also prevents transmission of the notice.
- 9.4. LIQUIDATED DAMAGES:** Without prejudice to any other right or remedy available under the Contract, the Parties agree that if the Contractor breaches the Contract, including a Delay in performance of the Contractor's obligations under the Contract, it will be impractical or difficult to quantify the damages suffered by the ILO. The Parties, therefore, agree that in the event of





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such a breach by the Contractor, the Contractor will pay to the ILO, as liquidated damages, a sum equal to three-tenths of one (**0.3**) per cent of the Contract price for each day of delay until actual delivery or performance, up to a maximum of ten (**10**) per cent of the Contract price. Each Party acknowledges and agrees that the liquidated damages amount specified herein are intended to reasonably compensate the ILO and not intended to punish the Contractor. Without prejudice to any other right or remedy available under the Contract, the ILO reserves the right to recover such liquidated damages by deduction or otherwise, against future amounts owed by the ILO to the Contractor.

## **10. TERMINATION**

### **10.1. TERMINATION BY THE ILO:**

10.1.1. Without prejudice to any other right or remedy available under the Contract and without the authorisation of a court or any other authorisation, the ILO may terminate the Contract immediately by written notice in the event that the Contractor:

10.1.1.1. is found to have made any material or fraudulent misrepresentation in the making of or performance of the Contract regardless of when the misrepresentation is discovered;

10.1.1.2. becomes bankrupt, otherwise insolvent, or the ILO reasonably determines that the Contractor has become subject to a materially adverse change in its financial condition that threatens to substantially affect the ability of the Contractor to perform any of its obligations under the Contract;

10.1.1.3. fails to perform contractual obligations or to satisfy any guarantees or warranties it has made under the Contract and does not rectify such failure within sixty (**60**) days following receipt of a written notice by the ILO;

10.1.1.4. is declared undesirable by the government where the Contractor is to perform any of its obligations under the Contract;

10.1.1.5. is the subject of any sanction or temporary suspension imposed by any organization within the United Nations System including the World Bank; or

10.1.1.6. the ILO's activities are curtailed or terminated.

10.1.2. Upon receipt of notice of termination by the ILO, the Contractor will take immediate steps to bring any Services to a close in a prompt and orderly manner, will reduce expenses to a minimum and will not undertake any further obligations from the date of receipt of notice of termination.

10.1.3. If the Contract should be terminated by the ILO, the ILO will make all payments which may be due up to the effective date of termination for any Services satisfactorily delivered or performed and accepted by the ILO.

### **10.2. TERMINATION BY THE CONTRACTOR:**

10.2.1. Without prejudice to any other right or remedy available under the Contract and without the authorisation of a court or any other authorisation, the Contractor may terminate the Contract immediately by written notice in the event that the ILO:

10.2.1.1. fails to make payments which are due under the Contract and the ILO does not rectify such failure within a period of sixty (**60**) days after receipt of the Contractor's written notice of default; or

10.2.1.2. fails in its contractual obligations so as to make it unreasonable for the Contractor to proceed with the performance of its obligations under the Contract and the ILO does not rectify such failure within a period of sixty (**60**) days after receipt of the Contractor's written notice of default.

## **11. WARRANTY**

### **11.1. WARRANTY OF SERVICES:**

11.1.1. The Contractor warrants that any Services provided in accordance with the Contract will meet the specifications, timeframes and related requirements set forth in the Contract. All materials and workmanship utilized in performing the Services under the Contract will be of the respective kind(s) described in the Contract and free from defects. Materials not



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conforming to the specifications in the Contract will not be used in performance of the Services without prior written approval of the ILO.

- 11.1.2. If the Services do not meet the requirements referred to above, the Contractor will, at its sole expense, either by repair or replacement, correct, promptly modify or change any faulty workmanship materials, parts and equipment supplied by it to the extent necessary to satisfy the above warranty.
- 11.1.3. If any defect or failure in the Services cannot be rectified by remedial measures within the period agreed by the ILO and the Contractor, the Contractor will be considered to be in default and in addition to exercising any suspension or termination rights set forth in the Contract, the ILO has the right to independently replace or repair the Services and the Contractor will be obligated to reimburse the ILO for all the additional costs so incurred, including by deduction or otherwise, against future amounts owed by the ILO to the Contractor.

## **12. MISCELLANEOUS**

- 12.1. **CHANGE ORDERS:** The ILO may, by written notification, increase or decrease the scope of Services of the Contract provided the stage reached in the performance of the Contract so allows. If any such changes increase or decrease the cost of and/or the time required for the performance of any part of the Contract, an equitable adjustment will be made in the Contract's price or time schedule, or both, and the Contract will accordingly be amended. Any request for consultation or claim for adjustment under this paragraph will be asserted by the Contractor within thirty (30) working days from the date of receipt of ILO's change order.
- 12.2. **AMENDMENTS:** The Parties may by mutual agreement amend the Contract. Amendments will be effective only if in writing and when executed and delivered on behalf of the ILO and the Contractor by persons duly authorized to do so.
- 12.3. **NON-WAIVER OF RIGHTS:** Termination of the Contract in whole or in part by a Party or the failure by either Party to exercise any rights available to it, will not affect the accrued rights or claims and liabilities of either Party to the Contract.
- 12.4. **SURVIVAL:** The obligations contained in paragraphs 4.6 (Insurance); 4.7 (Indemnification); 6.1 (Proprietary Items and Intellectual Property Rights); 6.2 (Confidential Nature of and Responsibility for Proprietary Items, Intellectual Property and Other Information); 6.3 (Publicity and Use of the Name, Emblem or Official Seal); and 11.1 (Warranty of Services) survive the termination or expiration of the Contract.
- 12.5. **LIMITATION ON ACTIONS:** Irrespective of their nature, any dispute, controversy, or claim arising out of the Contract or the breach, termination, or invalidity thereof (other than obligations enumerated in paragraph 12.4) must be asserted within six (6) months after the termination or expiration of the Contract.

## **13. SETTLEMENT OF DISPUTES**

- 13.1. **AMICABLE SETTLEMENT:** The Parties will use their best efforts to amicably settle any dispute, controversy, or claim arising out of the Contract or the breach, termination, or invalidity thereof by direct informal negotiations, including, where agreed, by referral, to an executive level of authority within the Parties. Where the Parties wish to seek such an amicable settlement through conciliation, the conciliation will take place in accordance with the Conciliation Rules then prevailing of the United Nations Commission on International Trade Law (**UNCITRAL**) or according to such other procedure as may be agreed between the Parties in writing.
- 13.2. **ARBITRATION:** Unless settled amicably under paragraph 13.1, within sixty (60) days, after receipt by one Party of the other Party's written request, any dispute, controversy or claim arising out of the Contract, or the breach, termination or invalidity thereof, will be settled by arbitration in accordance with the UNCITRAL Arbitration Rules then prevailing. In addition:
  - 13.2.1. the place of arbitration will be Geneva;
  - 13.2.2. the decisions of the arbitral tribunal will be based on general principles of international commercial law;
  - 13.2.3. the arbitral tribunal will have no authority to award punitive damages; and



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13.2.4. the Parties will be bound by any arbitration award rendered as a result of such arbitration as the final adjudication of any such dispute, controversy, or claim arising out of the Contract, or the breach, termination or invalidity thereof.

**LANGUAGE:** The conciliation and the arbitration proceedings will be conducted in the language in which the Contract is signed provided that it is one of the three working languages of the ILO (English, French and Spanish). In the event the Contract is in a language other than English, French or Spanish, the conciliation or the arbitration proceedings will be conducted in English, French or Sp

**Bangladesh Skills for Employment and Productivity (B-SEP) Project**  
**ILO Country Office for Bangladesh**  
**Terms of Reference (ToR)**

Assignment:	Hiring an Organization for reviewing project's component on women's skills training in non-traditional occupations, organizing Training on Gender Equality and Gender Planning, publishing Gender Guidelines and organizing seminar on Promoting Gender in TVET/ Skills Development
Location:	Bangladesh
Duration:	Four and half (4½) months tentatively from July to November 2018

## **1. Introduction**

The International Labour Organization (ILO) is committed to promoting social justice and internationally recognized human and labour rights. It supports its member States to promote Decent Work. Globally, its main focus is on four inter-related areas: to promote rights at work, to encourage decent employment opportunities, to enhance social protection, and to strengthen social dialogue at workplace. ILO also emphasizes gender and diversity across all its programmatic interventions.

Currently ILO, within its Decent Work Country Program (DWCP) framework, is engaged with the several government and private sector agencies in delivering a major programme on Technical and Vocational Education and Training (TVET) through technical cooperation projects.

One of the projects is Bangladesh Skills for Employment and Productivity (B-SEP) Project funded by the Government of Canada and implemented by the ILO. Four project components include: (1) Skills Funding, Planning and Support Services; (2) Competency Based Training and Assessment (CBT&A) Quality and Relevance; (3) Industry Skills Development; and (4) Improved Access to Skills.

The B-SEP Project implementation period is from January 2014 to December 2018. Key project partners include several government ministries and departments namely Ministry of Education, Directorate of Technical Education (DTE), Bureau of Manpower Employment and Training (BMET), Bangladesh Technical Education Board (BTEB), National Skills Development Council (NSDC), association of employers, trade unions, employers in the selected sectors, and NGOs involved in skills training. Direct project beneficiaries are: staff of partner organizations; instructors, trainers & master crafts-persons; and workers & market entrants.

## **2. Background**

Component 4 of B-SEP Project is promoting 'Improved Access to Skills', which aims to ensure that various poor, vulnerable and disadvantaged populations (including women, men and persons with disabilities) have increased and improved equitable access to formal and informal skills training and employment opportunities in the target sectors (Agro Food Processing, Ceramics, Furniture, Pharmaceuticals and Tourism & Hospitality) and other growing sectors.

One of the key areas of work in component 4 includes "Design & delivery of non-traditional courses for women". A total of 1,150 disadvantaged persons have been trained (against the target of 1,000) in the 'non-traditional occupations for women' where 85% are women. So far, 971 persons have been placed in employment, which is 84% of the trained graduates of 1,150.

The Project has developed an outline of a gender guide entitled "Gender Equality in TVET in Bangladesh: A Guide for Administrators and Instructors of TVET Institutes" aiming at providing clear

understanding of key barriers to female participation in the TVET institutes and its implications in labour market. This guide provides basic and practical tools and guidance on how to mainstream gender effectively in the TVET institutes in order to help make the TVET institutes gender-responsive.

The Project supported DTE to organize gender training for the Vice Principals and Chief / Senior Instructors of its TVET institutes to improve knowledge and capacity of the participants through orientation on gender, diversity and rights. This training aimed at imparting knowledge on gender and diversity promoted steps to increase gender sensitivity in the respective institutes, provided guidance on how to assess present gaps for making the TVET institutes gender-friendly and how to mainstream gender in TVET / skills development programs.

The Project is now planning to (a) review the results of skills training for women in non-traditional occupations, document lessons and suggest way forward, (b) organize four one-day refreshers training on gender equality and four one-day workshops on TVET institute based gender planning, (c) edit and publish gender guide for TVET administrators, (d) organize a seminar on promoting gender in TVET / skills development with the development partners, civil societies, relevant ministries / departments, skills projects and concerned stakeholders to contribute to making a gender-responsive skills system and gender-friendly TVET institutes.

The Project (Component 4) is therefore intending to engage an Organization to perform the above mentioned tasks.

### **3. Objectives**

The objectives of this assignment are to:

- (i) Review the results of skills training for women in non-traditional occupations, document lessons and suggest way forward;
- (ii) Organize refreshers training on promoting gender equality in skills system and TVET institute based gender planning with the vice principals and chief / senior instructors of TVET institutes of Directorate of Technical Education (DTE) who have attended gender training programmes in 2017;
- (iii) Edit, print and publish a gender guide entitled 'Gender Equality in TVET in Bangladesh: A Guide for Administrators and Instructors of TVET Institutes'; and
- (iv) Organize a seminar on 'Promoting Gender in TVET / Skills Development' based on findings of review of the project component on skills development of women in non-traditional occupations.

### **4. Responsibilities of the Organization**

The Service provider's responsibilities include:

#### **4.1 Review of results of skills training for women in non-traditional occupations, documentation of lessons and way forward**

- (a) Undertake desk review of relevant internal project documents/ reports.
- (b) Find-out the following:
  - i. Challenges faced by the girls at family and society levels to join B-SEP supported skills training, particularly non-traditional occupations, and what motivated their parents to allow enrolment in this program;
  - ii. Identify challenges that TVET institutes faced in mobilizing girls for enrolment in non-traditional occupations;
  - iii. Document experiences of girls trained in non-traditional occupations and challenges they faced during the course work;

- iv. The drop-out rate in this program and reasons thereof;
- v. Challenges in getting jobs after graduation from TVET institutes;
- vi. What % of them got jobs; occupation- and sector-wise analysis to assess in which occupations/ sectors acceptance of girls is higher and in which employers express reservations and the reason for their reservations;
- vii. No. of months it took to get jobs in different occupations and sectors;
- viii. Employers' view on employment of skilled women;
- ix. Trace 10% of girls who are reported to be employed to know their experiences in the work place, their satisfaction level, discriminations they face if any, and the change in their image within the family and neighbourhood after being employed;
- x. Provide recommendation for promoting girls in non-traditional occupations in TVET;
- xi. Prepare a draft brief report on the findings of the above for feedback and finalize submission;
- xii. Prepare a presentation with the review findings and present at the seminar on Gender Equality in Skills System.

#### **4.2 Organizing refresher training course on gender equality and workshop on gender planning**

- (a) Develop customized training modules, both in Bangla and English, for four refresher training courses on gender equality in the TVET institutes after reviewing the training modules used at the ToT organized by ILO.
- (b) Develop a concept note, in consultation with the B-SEP Project, on organizing four gender planning workshops.
- (c) Provide Bangla and English training modules to the participants.
- (d) Conduct four one-day refresher training courses on gender equality for 118 participants of TVET institutes of DTE to improve their capacity to train their instructors/ staff. This would be followed by four one-day workshops for the same participants on gender planning. The training and workshop will be organized in the venues to be determined by DTE and the B-SEP Project.
- (e) Undertake post-training assessment against the pre-training assessment of the participants.
- (f) Seek feedback from participants to evaluate the effectiveness and impact of the training.
- (g) Facilitate to prepare TVET institute based Gender Action Plan for gender mainstreaming in the respective TVET institutes along with timeline, and develop a user friendly monitoring and review format.
- (h) Submit a report on the conducted refresher training courses and a report on the gender planning workshop, along with printed and soft copies of training modules in Bangla and English, participants' feedback and pre- and post- test assessment results.

#### **4.3 Publishing gender guide**

- (a) Edit the content of a gender guide developed by ILO.
- (b) Prepare design of the gender guide for printing.
- (c) Print the gender guide.

#### **4.4 Organizing a seminar on promoting gender in TVET/ skills development**

- (a) Finalize theme/ concept note of the seminar based on the final review report on results of skills training for women in non-traditional occupations.
- (b) Meet concerned officials of other non-ILO skills projects to know their gender-related initiatives with the TVET institutes and identify the skills program willing to present their initiatives at the workshop.
- (c) Select a suitable venue to organize the seminar. The selected Organization will pay for the venue and food costs of the seminar.
- (d) Organize and facilitate the seminar.
- (e) Submit a report on the seminar (printed and soft copies).

## 5 Responsibilities of ILO

The ILO will:

- i. Monitor and supervise the works of the selected Organization and review the progress of the works;
- ii. Provide inputs on questionnaire for pre-test and post-test assessments as well as on training modules;
- iii. Provide technical assistance / feedback as necessary;
- iv. Provide support for engaging stakeholders, organizing training programmes, workshops and seminar, and for conducting the brief study;
- v. Ensure payment of agreed amount in three tranches. Payment will be linked to successful delivery of outputs as per ILO rules and regulations;
- vi. Liaise with DTE and the selected Organization regarding confirmation of participants, venues and other details of the training programmes, workshops and seminar;
- vii. Perform any other tasks as described in the contract document.

## 6 Key deliverables / outputs

The Service provider will deliver the following outputs:

### 6.1 Review of results of skills training for women in non-traditional occupations, documentation of lessons and way forward

SI	Output	Time-line
(a)	A detailed work plan on carrying out the full assignment along with programme schedules of refreshers training, workshops, review of results of women's skills training and the seminar	July 2018
(b)	A draft brief report on review of results of skills training for women in non-traditional occupations, documentation of lessons and way forward	Mid-September 2018
(c)	The report finalized and submitted (printed and soft copies)	September 2018

### 6.2 Organizing refresher training course on gender equality and workshop on gender planning

SI	Outputs	Time-line
(a)	Customized training modules (Bangla and English) on the refresher training courses on gender equality developed; A concept note on gender planning workshop developed and submitted	Mid-August 2018
(b)	Pre- and post- test questionnaires developed, tests executed and test reports submitted	October 2018
(c)	Four refresher training courses delivered to 118 participants in four batches; Four gender planning workshops conducted to make a gender equality action plan in the respective TVET institutes	September-October 2018
(d)	Training report submitted, along with printed and soft copies of detailed training modules in Bangla and English, participants' feedback and pre- and post- test assessment results; Report on the workshops on gender planning submitted (printed and soft copies)	Mid-November 2018

### 6.3 Publishing gender guide

SI	Output	Time-line
(a)	The gender guide on 'Gender Equality in TVET in Bangladesh: A Guide for Administrators and Instructors of TVET Institutes' edited and printed.	October 2018

#### **6.4 Organizing the seminar on promoting gender in TVET / skills development**

<b>SI</b>	<b>Output</b>	<b>Time-line</b>
(a)	The theme/ concept note of the seminar finalized based on the brief study report	September 2018
(b)	The seminar organized and facilitated	Mid-October 2018
(c)	The seminar report prepared and submitted (printed and soft copies)	October 2018

#### **7. Schedule and Reporting**

The service provider will implement all the activities under this ToR in four and half (4½) months spread over the period from 15 July 2018 to 30 November 2018.

The Service provider will report to the Chief Technical Adviser (CTA) and Programme Officer (Component 4) of ILO B-SEP Project and submit final report to them. The CTA and Programme Officer will provide oversight and quality assurance, and will also carry out a performance evaluation at the end of the assignment.

#### **8. Contract Modality**

The type of contract modality and its Term & Conditions to be applied, if the selected competent party is of which category; (i) NGOs – Implementation Agreement (IA) and the related T & C, (ii) Commercial Companies – Purchases Order (PO) for Contract for Services and the related T & C.

#### **9. Special Terms and Conditions**

##### **(a) Confidentiality Statement and Intellectual Property of Data**

All data and information received from the ILO and the stakeholders for the purpose of this assignment are to be treated confidentially and are only to be used in connection with the execution of this ToR. All intellectual property rights arising from the execution of this ToR is assigned to ILO according to the grant agreement. The contents of written materials obtained and used in this contract may not be disclosed to any third parties without the express advance written authorization of the ILO.

##### **(b) Unsatisfactory or Incomplete Work**

For the assignment, the ILO's Standard Rules and Procedure for Implementation Agreement shall be applicable. In event that the service delivered is unsatisfactory or fails to conform to the conditions set out above, the ILO reserves the right, as appropriate to interrupt it, to request that it be corrected or modified, or to refuse to accept the service.

#### **10. Qualifications, Experience and Eligibility of the Organization**

The Organization must have professional experience for conducting training, workshop/seminar and research on gender issues particularly in education/ TVET/ skills development. They should have:

- at least a five (5)–member team comprising of a team leader, a gender expert, a trainer and a field coordinator,
- the members of the team/ consultants / trainers with at least Master's degree, preferably in gender studies or social sciences,
- minimum seven (7) years of experience on Training, workshop/ seminar and study on gender and minimum three years of working experience (or three to four assignments) with development partners and INGOs,
- two (2) years of experience in working with TVET institutes or other educational institutions in Bangladesh,



- three (3) years of extensive experience in preparing gender training modules and gender related workshop/ seminar materials and study reports,
- a minimum of five (5) years' experience in undertaking both quantitative and qualitative research/ analysis,
- working experience with ILO/ UN agency/ international organizations

**Note:** Proposers must submit necessary documents to substantiate above eligibility criteria. Proposals which shall not meet above mentioned eligibility criteria will not be considered for further evaluation.

#### 11. Evaluation Criteria:

The proposals will be evaluated according to the criteria described below:

- Depth and quality of response to the RFP;
- Technical compliance with the Terms of Reference;
- The qualifications and experience of proposed key personnel;
- The proposed implementation and management plan;
- The overall cost.

The process of evaluating the proposals will be based on the following percentage combination of Technical and Financial elements:

	Percentage
<b>Technical Proposal</b>	70%
<b>Financial Offer</b>	30%
Total	100%

#### 12. Submission of Proposal

The ILO invites **Technical** (Please see **Annex-A** for the format of technical proposal) **and Financial Proposals** (in separate folders / envelopes) with work plan indicating timeline from qualified organizations to implement the assignment. The financial proposal should include all the expenses to be incurred on organizing workshops and seminar as well as on field visits. A cover letter / motivation letter explaining why they are the most suitable for the work, organizational profile along with CVs of the lead and other consultants proposed to be engaged in this work and detailed methodology in the technical proposal and a detailed budget in the financial proposal are required to be sent. The qualified organization will be awarded contract as per ILO procurement and financial rules and regulations. Payment will be made in Bangladesh Taka (BDT) as per ILO financial rules and payment conditions as stipulated in the agreement and ToR.

The interested organizations are requested to submit their proposals electronically to [BSEP\\_BID\\_DHAKA@ilo.org](mailto:BSEP_BID_DHAKA@ilo.org) and addressed to Mr. Kishore Kumar Singh, Chief Technical Advisor, B-SEP Project, or submit in hard copy to: Mr. Kishore Kumar Singh, Chief Technical Advisor, B-SEP Project, IDB Bhaban (Ground Floor), E/8-A, Begum Rokeya Sharani, Agargaon, Sher-e-Bangla Nagar, Dhaka.

**Last date of submission technical & financial proposal: 30 June 2018 by 14:30 (BST).**

Please mention **“Reviewing women’s skills training in non-traditional occupations, organizing Training on Gender Equality and Gender Planning, publishing Gender Guideline and organizing seminar on Promoting Gender in TVET”** as the subject of e-mail or on top of the sealed envelope.

**FORMAT**  
**Technical Proposal Submission**

- A.** Assignment Title
- B.** Summary of the Assignment (maximum ½ page)
- C.** Technical Approach and Methodology (maximum 5 pages)  
(Please explain your understanding of the objectives of the assignment, approach to the services, methodology for carrying out the activities and attaining the expected outputs)
- D.** Justification for proposed Methodology (maximum 1 page)
- E.** Detailed Description of Activities (maximum 3 pages)  
(Provide detailed descriptions of key activities, which are critical for the methodology and approach to be successful)
- F.** Work Plan (maximum 2 pages)  
(Please propose the main activities of the assignment, their content and duration and delivery dates of the reports. The proposed work plan should be consistent with the technical approach and methodology, showing clear understanding of the ToR. The work plan should be consistent with the program schedule)
- G.** Organization and Staffing (maximum 3 pages)  
(In this section please propose the structure and composition of the team. You should list the key expert responsible, and proposed technical and support staff. The roles and responsibilities of professional staff should be summarized. The organization and staffing will be reflected in the team composition and task assignments)

**(NB: Proposers are requested to abide by page limits and formats described above.)**