

**REQUEST FOR PROPOSAL (RFP)
Hiring Consultant/Firm For**

Design and Develop guideline on Child Friendly Local Government (CFLG)

Date: 13 May 2019

Dear Sir/Madam:

We kindly request you to submit a proposal for **“Design and Develop guideline on Child Friendly Local Government (CFLG)”**.

Please be guided by the information attached below with annexures:

General RFP Guidelines and Instructions:

RFP Name:	Design and Develop guideline on CFLG
RFP Reference:	WVB-SCM-RFP-0023-08/19
Submission of Proposal:	<p>Separate Technical and Financial proposals shall be sent directly through email in PDF format to: wvb_scm@wvi.org</p> <p>Maximum file size: 9MB. If mail returned due to over file size, please split the file and send in separate email.</p> <p>“Design and Develop guideline on CFLG” Shall be mentioned in subject line.</p>
Deadline for the submission of proposals:	Deadline for proposal submission is: <u>On or before 26th May, 2019 within 1.00 P.M</u>
Procurement Focal Point:	Md. Ziaul Islam, Sourcing Coordinator, World Vision Bangladesh. Email: Ziaul_Islam@wvi.org
WVB Contact regarding Technical Specification:	Name: Sonjoy Mondol National Campaign Coordinator, World Vision Bangladesh. Abedin Tower (2nd Floor), 35, Kemal Ataturk Avenue, Banani, Dhaka- 1213. Cell +88- 01755621644, e-mail: sonjoy_mondol@wvi.org
List of Annexures:	<p>Annexure-1: Instructions to Offeror</p> <p>Annexure-2: General and Particular Terms and Conditions</p> <p>Annexure-3: Terms of Reference (ToR)</p> <p>Annexure-4: Vendor’s Primary Information Collection Sheet</p> <p>Annexure-5: CP Behavioral And Security Policy Protocol</p> <p>Annexure-6: Declaration of Conflict of Interest</p>

INSTRUCTIONS TO OFFEROR

<p>Cost of proposal:</p>	<p>The Offeror shall bear all costs associated with the preparation and submission of the Proposal, the World Vision Bangladesh (WVB) will in no case be responsible or liable for those costs, regardless of the conduct or outcome of the solicitation.</p>
<p>Contents of solicitation documents:</p>	<p>Proposals must offer services for the total requirement. Proposals offering only part of the requirement will be rejected. The Offeror is expected to examine all corresponding instructions, forms, terms and specifications contained in the Solicitation Documents. Failure to comply with these documents will be at the Offeror's risk and may affect the evaluation of the Proposal.</p>
<p>Clarification of solicitation documents:</p>	<p>A prospective Offeror requiring any clarification of the Solicitation Documents may notify the procuring WVB entity in writing at the organization's mailing address or fax number indicated in the RFP. The procuring WVB entity will respond in writing to any request for clarification of the Solicitation Documents that it receives earlier than one week prior to the deadline for the submission of Proposals. Written copies of the organization's response (including an explanation of the query but without identifying the source of inquiry) will be sent to all prospective Offerors that has received the Solicitation Documents.</p>
<p>Amendments of solicitation documents:</p>	<p>At any time prior to the deadline for submission of Proposals, the procuring WVB entity may, for any reason, whether at its own initiative or in response to a clarification requested by a prospective Offeror, modify the Solicitation Documents by amendment.</p> <p>All prospective Offerors that have received the Solicitation Documents will be notified in writing of all amendments to the Solicitation Documents.</p> <p>In order to afford prospective Offerors reasonable time in which to take the amendments into account in preparing their offers, the procuring WVB entity may, at its discretion, extend the deadline for the submission of Proposals.</p>
<p>Language of the proposal:</p>	<p>The Proposals prepared by the Offeror and all correspondence and documents relating to the Proposal exchanged by the Offeror and the procuring WVB entity shall be written in the English language. Any printed literature furnished by the Offeror may be written in another language so long as accompanied by an English translation of its pertinent passages in which case, for purposes of interpretation of the Proposal, the English translation shall govern.</p>
<p>Proposal currency</p>	<p>All prices shall be quoted in BDT.</p>

Proposal prices	The Offeror shall indicate on an appropriate Price Schedule, an example of which is contained in these Solicitation Documents, the prices of services it proposes to supply under the contract.
Submission of proposals	<p>Separate Technical and Financial proposals shall be sent directly through email in PDF format to: wvb_scm@wvi.org</p> <p>Maximum file size: 9MB. If mail returned due to over file size, please split the file and send in separate email.</p> <p>RFP reference “WVB-SCM-RFP-0023-08/19: “Design and Develop guideline on CFLG””. Shall be mentioned in subject line.</p> <p>A Proposal shall contain no interlineations, erasures, or overwriting except, as necessary to correct errors made by the Offeror, in which case such corrections shall be initialed by the person or persons signing the Proposal.</p>
Late Proposals	Any Proposal received by the WVB after the deadline for submission of proposals, pursuant to clause Deadline for the submission of proposals, will be rejected.
Modification and withdrawal of Proposals	The Offeror may withdraw its Proposal after the Proposal’s submission, provided that written notice of the withdrawal is received by WVB prior to the deadline prescribed for submission of Proposals. No Proposal may be modified subsequent to the deadline for submission of proposals. No Proposal may be withdrawn in the interval between the deadline for submission of proposals and the expiration of the period of proposal validity specified by the Offeror on the Proposal Submission Form.
Documents comprising the proposal	<p>The Proposal shall comprise the following components:</p> <ol style="list-style-type: none"> 1) Operational and technical part of the Proposal, including documentation to demonstrate that the Offeror meets all requirements; 2) Declaration of Conflict of Interest as per Annexure-6; 3) Declaration on Child Protection and Behavioral and Security Policy Protocol as per Annexure-5; 4) Vendor Information Sheet Annexure-4.
Clarification of proposal	To assist in the examination, evaluation and comparison of Proposals, the Purchaser may at its discretion, ask the Offeror for clarification of its Proposal. The request for clarification and the response shall be in writing and no change in price or substance of the Proposal shall be sought, offered or permitted.
Preliminary examination	<p>The Purchaser will examine the Proposals to determine whether they are complete, whether any computational errors have been made, whether the documents have been properly signed, and whether the Proposals are generally in order.</p> <p>Arithmetical errors will be rectified on the following basis: If there is a discrepancy between the unit price and the total price that is</p>

	<p>obtained by multiplying the unit price and quantity, the unit price shall prevail and the total price shall be corrected. If the Offeror does not accept the correction of errors, its Proposal will be rejected. If there is a discrepancy between words and figures the amount in words will prevail.</p> <p>Prior to the detailed evaluation, the Purchaser will determine the substantial responsiveness of each Proposal to the Request for Proposals (RFP). For purposes of these Clauses, a substantially responsive Proposal is one which conforms to all the terms and conditions of the RFP without material deviations. The Purchaser's determination of a Proposal's responsiveness is based on the contents of the Proposal itself without recourse to extrinsic evidence. A Proposal determined as not substantially responsive will be rejected by the Purchaser and may not subsequently be made responsive by the Offeror by correction of the non-conformity.</p>
<p>Evaluation and comparison of proposals</p>	<p>A two-stage procedure is utilized in evaluating the proposals, with evaluation of the technical proposal being completed prior to any price proposal being opened and compared. The financial proposals will be opened only after the respective bidder has passed the minimum technical score of 70% of the obtainable score of 100 points in the evaluation of the technical proposals. The technical proposal is evaluated on the basis of its responsiveness to the Term of Reference (TOR).</p> <p>In the Second Stage, the financial proposal of all contractors, who have attained minimum 70% score in the technical evaluation, will be compared.</p> <p>The final evaluation shall be done applying quality and cost based selection (QCBS) procedure. Setting the total score of 100, 70% weight is given in Technical Proposal and 30% weight is given in Financial Proposal. In the case of QCBS, the lowest evaluated (Technical proposal obtained score 70% and higher) Financial Proposal will be given the maximum Financial Points of 100. The Financial Points of the other Financial Proposals will be computed accordingly.</p> <p>The point of financial proposal shall be computed using formula:</p> $F_p = \frac{100 \times F_m}{F}$ <p>Here: <i>F_p</i> = Financial Score of Offeror being evaluated <i>F_m</i> = Lowest Financial proposal among technically qualified Offerors <i>F</i> = Financial Proposal of Offeror being evaluated</p> <p>Combined score shall be calculated using formula mentioned below:</p>

	$CS = [TS * 0.7 + F_p * 0.3]$ <p>Here: <i>CS = Combined Score</i> <i>TS = Score obtained from Technical Proposal</i></p> <p>Contract shall be awarded to the highest combined (Technical and Financial) score obtained Offeror.</p>
Technical Evaluation Criteria	<p>The technical part of the proposals will be evaluated on the basis as detailed below:</p> <ul style="list-style-type: none"> • Understanding the survey work i.e. (a) understanding the objectives, (b) quality of methodology, (c) innovativeness, (d) work programme, (e) comments on TOR and (f) presentation of proposal. • Experience of Consultants and human resources i.e. (a) experience of team leader about different types of studies conducted for national and international agencies, (b) experience of the Evaluation Consultant, (c) Technical supporting staffs (d) experiences of the consultant with World Vision Bangladesh. • Organizational profile and experience, experience in providing service to International NGOs, UN and Bilateral Organizations, Reference information of former clients. • Documents of legal entity (i.e. Trade License, TIN certificate, VAT Registration etc.)
Demonstration of Proposal	As a part of evaluation process, Offeror(s) may be asked for presentation of submitted proposal before Proposal Evaluation Committee.
Payment Terms	WVB shall effect payments to the Contractor after acceptance by WVB of the invoices submitted by the contractor, upon achievement of the corresponding milestones. Milestones period will be decided during the signing of the contract.

WVB reserves the right to accept or reject any or all the proposals in full or part with or without assigning any reason whatsoever.

GENERAL AND PARTICULAR TERMS AND CONDITIONS

A. General Terms and Conditions

1. Offerors have to submit technical and financial proposals separately through email wvb_scm@wvi.org.
 2. The offer shall remain valid for 90 days from the closing date of receiving of Proposal by WVB.
 3. Payment shall be made through Straight to Bank (S2B).
 4. All the columns/requirements in this form/ToR must be properly completed. Quote for each item separately, and in units as specified. Incomplete offers or offers which do not comply with any of our tender conditions/ToR will not be considered.
 5. WVB reserves the right to accept the partial or whole or part of your offer. WVB authority reserves the right to impose penalty or cancel the entire or partial purchase order if vendor fails to maintain the quality, specification, and delivery date.
 6. WVB authority reserves the right to accept or reject any or all the Proposals in part or full or alter any of the provisions as deemed necessary, without showing any reason whatsoever at any time and acceptance of any liability. WVB reserves the right to accept the whole or part of your offer.
 7. Making a payment to any employee as an inducement or any canvassing to enable you win this bid will result in automatic disqualification participating in this tender or any other tenders. Any solicitation/influence/non-compliance of the Terms & Conditions of this Tender, will lead to disqualification of the submitted Tender/Bid and will be treated informal/rejected.
 8. The Proposal must be placed through email not later than 01:00 P.M. on the closing date.
 9. Descriptive literature or samples of the items offered has to be forwarded with Proposal. All descriptive literature must be in English language.
 10. **Your financial offer should indicate final price, which includes all costs for delivery of final product at WVB, discount, Income Tax and VAT. All kind of charges including applicable Taxes/VAT will be deducted at source from the total bill as per Govt. Rules & Regulations.**
 11. Proprietor or an authorized representative of the Offeror must sign this form, and all the documents accompanying this bid must be properly rubber-stamped and signed.
 12. If you do not wish to quote, please endorse the reason on this form and return it, otherwise your name will be deleted from WV list of items listed here on.
 13. Inspection (at buyer's expense or unless negotiated as seller's expense) may be applicable and will be advised at time of purchase order and arranged by WVB or the supplier.
 14. After submitting the proposal result will be informed to successful Offeror(s) within thirty working days after the closing date of receiving proposal.
 15. The work shall be completed in all respects within the completion date mentioned in the purchase order.
 16. Any late submission of Proposal after the schedule date and time will be rejected.
 17. Environmental policy: WVB's policy is to purchase products and services, which have the least negative impact on the environment. Environmental considerations covering manufacture, transport, packing, use and disposal of goods form part of WVB evaluation and selection criteria.
-

18. Terrorists: WVB will not do any business with any known terrorist group or company involved in any way with terrorists. WVB shall therefore not knowingly purchase goods or services from companies that are involved with terrorist groups in any form. If you submit a bid based on this request, it shall constitute a guarantee that neither your company nor any affiliate or any subsidiaries controlled by your company are not involved with any known terrorist group. A contract clause confirming this will be included in an eventual purchase order based on this request.
19. In all cases, the decision of the World Vision Management will be final.
20. The Offeror has to submit duly filled up Vendor's Primary Information Collection Sheet (Annexure-6).
21. The Offeror has to agree to comply with WV Child protection policy and will have to complete CPP Form (Annexure-7).
22. The Offeror has to make a declaration whether the Business Entity has relative or business partner in World Vision Bangladesh (WVB) who can influence the purchase decision or not (Annexure-8).

I/We hereby agree to execute the work specified in the above memorandum strictly and fully in accordance with all the terms and conditions of the contract (if awarded) described above and in the annexure hereafter and will abide by and fulfill all such Terms & Conditions.

Name & Signature of the Offeror: _____

Name of the Company: _____

Date with Seal of the Company: _____

ToR for Design and Develop guideline on Child Friendly Local Government (CFLG)

Department: *Advocacy*

Goal of the Research

The overall goal of the study is to Design and Develop a comprehensive Guideline on Child Friendly Local Government (CFLG) to ensure better services and improved accountability of the Local Government towards the social development and rights of children.

Context:

World Vision Bangladesh do advocacy works for Child well-being and Child Rights Governance to fulfill especially one of the ministry objectives “Increase in Girls and Boys Protected from Violence”. WVB addressed Sustainable Development Goals to make a significant contribution towards achieving the SDG target 16.2 “end abuse, exploitation, trafficking and all forms of violence and torture against children” by changing social norms and attitudes; ensuring effective policy implementation and promoting multi-sector collaboration across the country. WVB focuses on the governance framework that is necessary for a country to deliver all rights for all children.

Child Friendly Governance:

The local governance framework is very important because this level of government is most closely in contact with children. Strengthening this framework has the potential to benefit all children in Bangladesh but will particularly benefit the most disadvantaged through better planning and increased investment targeting to those groups. While a number of organizations have provided support to strengthen the capacity of local government, no agency has systematically addressed the relationship between local government and children. At the local level, inefficiency and ineffectiveness affect delivery and access to essential health, education, sanitation and social services. This severely hampers the development opportunities of children of all age groups. The most disadvantaged children, particularly differently able children, do not get access to services including social protection programs, school stipends and other interventions. There is an urgent need for more equitable access to these services to ensure the child rights and child protection issues. Child friendly governance is not about only planning, social audit or participatory budgeting or child clubs. A child friendly community involves many more elements. Ie; secure environment, Promotion of rights of the children, development and livelihood of children, and meaningful participation on the decision making procedures on delivery of fundamental services and planning for the children.

Therefore, child centered governance can be seen as a platform for a more integrated approach that brings together different sector areas.

The overall objective of Child Friendly Local Governance is to ensure better services and improved accountability of the Local Government towards the child well-being and protecting children from violence.

Child Friendly Local Government Institutions will be institutionalized in all UPs across the country by amending UP operational manual, issuing circulars to City Corporation, or to Municipalities to expressly mandate that “Child Friendly Governance”

It will help in bringing uniformity in the program implementation strategy, policy and working policy and the final achievement and outcomes; analyzing children’s situation and ensuring policy, institutional and procedural system to establish and promote CFLG.

Outcome of Child Friendly Local Governance

Availability and quality of services for the children shall have been remarkably improved by promoting child friendly local governance through the attainment of child rights.

Key Objectives of Child Friendly Local Governance

The objective of this study is to produce a comprehensive guideline for Child Friendly Local Government

SCOPE OF WORK:

Project milestones	Date milestones to be completed
Proposal submit by Consultants	20 May 2019
Proposal review by all relevant sectors of WV and short listed consultants	25 May 2019
Short listed consultants will present their proposal to conduct the research	25 May 2019
Finalization the proposal and confirm consultant and agreed work plan	30 May 2019
Conduct FGD, KII, workshop with the children, parents, social leaders, local government representatives and officers, service provider and the relevant stakeholders of the Government agencies and Institutions, Gather and review the secondary data, relevant policies(Local Government Act 2009) acts, rules, orders, operational procedures from the sectoral department / agencies and conduct consultations with relevant stakeholders for policy review (all relevant policies of the concern ministries)	05 June 2019
Completion of draft full Guideline by consultant for comments by World Vision and Consolidated feedback given to consultant	10 June 2019

Final drafts of report produced with gap identify & solution based on literature review, consultation with policy makers, community & children, Teachers, Guardians, religious Leaders	15 June 2019
CFLG guideline Share at National level	20 June 2019

Deliverables:

1. **Comprehensive guideline on CFLG**
2. **PowerPoint presentation on CFLG**
3. **Raw data and information of the study as base evident (Paper work, photographs, audio/video clips)**
4. **CFLG guideline Share plan at National level**

Qualifications for Consultants

• **ACADEMIC QUALIFICATIONS AND EXPERIENCES:**

- i. Master of Laws (LLM Degrees), development studies or Social Sciences
- ii. He/she must have practical experience to work with Law Institutes or other government departments
- iii. Speaking and writing skills in Bangla and English;
- iv. Computing skills (word processing, spreadsheets, and presentations) with ability to design the Guideline for ready to print

(b) EXPERIENCE:

- i. At least 10 years of relevant experience, of which a minimum of two years with sectoral policy formulation and program development;
- ii. Good understanding on Child Rights and Protection, Just, System and Structure/mechanism.
- iii. Sound understanding of country existing all forms of violence against children especially prevalence of physical violence against children at Home, School and Work place.
- iv. Experience and expertise on have done research/study on child protection; policy analysis will be given priority;
- v. Sound skills in writing report and documentation.
- vi. Proven working experience with Local Government agencies and institutions

DOCUMENTS TO BE INCLUDED WHEN SUBMITTING THE PROPOSALS

Interested individual consultants or firm must submit the following documents/information to demonstrate their qualifications:

(a) Technical Proposal (Separate Technical Proposal shall be sent through email to wvb_scm@wvi.org)

- (i) Explaining why the candidate as the most suitable for the work
- (ii) Provide a brief methodology on how he/she will approach and conduct the mentioned task
- (iii) Attach past experience in similar projects and at least 3 references

(b) Financial proposal (Separate Financial Proposal shall be sent through email to wvb_scm@wvi.org)

Payment will be made after deduction of Tax, VAT & all other service charges. Price must be quoted including VAT, Tax and all other service charges.

Ethics:

- Sign on WVB Child Protection Security and Behavioral policy protocol and SWORN statement
- Parental and child informed consent must be taken before engaging any children to any activities. Informed consent means that people have explicitly agreed to participate in the process after being informed in ways that they can understand about each of the following:
 - The purpose and expected benefits or outcomes of the child participation activity
 - The potential risks and consequences of being involved in the process
 - The time commitment and other expectations of participants
 - The ability to refuse to participate or to withdraw from the activity at any time
 - For research with children, informed consent includes being informed about all of the points above, plus:
 - The methods or ways in which the data is being collected
 - The topics of information that are being collected and discussed
 - The intended use of the information, and if any information is held in confidentiality
- Child Participation Risk Assessment needs to be done before involving children in any tasks

Contact Person for Technical Queries:

Name: Sonjoy Mondol

National Campaign Coordinator, World Vision Bangladesh Cell +88- 01755621644, e-mail: sonjoy_mondol@wvi.org

Annexure-4

VENDOR'S PRIMARY INFORMATION COLLECTION SHEET

Vendor's Name :

SL#	Description of Requirements	Information to be Provided here
1	Category of Vendor	Consultancy
2	Trade License Number	
3	Tax Identification Number (TIN)	
4	VAT Registration Number	
5	Address of Business Center	
6	Contact Telephone Number	
7	Contact Mobile Number	
8	FAX Number (Optional)	
9	Email Address:	
10	Webpage Address (Optional)	
11	Contact Person's Name	
12	Vendor's Bank Name	
13	Name of Bank Branch	
14	Bank Sorting Code (Optional)	
15	Bank Account Name	
16	Bank Account Number	
17	Bank Routing Number/Swift Code	

Information Submitted by _____
Date: _____

Annexure-5

Child Protection Behavioral and Security Policy Protocol FY-2019

To be signed by all staff, interns, volunteers, suppliers, board members, consultants, visitors that are not WV staff, formal partners, and any other affiliates of WV Bangladesh who gains access to children or their personal information through their affiliation with WVB

Child Protection Behavioral and Security Policy Protocol

All WV staffs, volunteers, interns, donors, visitors who are not World Vision staff, formal partners, consultants, suppliers, and any other affiliate who gains access to children or their personal information through his or her affiliation with WV acknowledge in writing the receipt and understanding of WV Bangladesh behavior protocols and commit to abide by them. Any violations of the provisions outlined in this document may be ground for action by WVB, including disciplinary or legal action, and/or severance of cooperation agreements and relevant contracts, as deemed appropriate by WVB.

My Commitment: I have received and understood World Vision Bangladesh Child Protection Policy, procedures and protocols and I commit to the following

1. I will always behave with children in ways that are respectful of their rights, and I will be careful about perception and appearance in my language, actions, and relationships with them. I will be intentional in caring for the needs and in protecting the rights of the children during my tenure of service with World Vision.
2. I will always be appropriate and culturally sensitive during all interactions with children.
3. I will not spend excessive or unnecessary time alone with a child, whether in the child's house, in WV's program premises, or elsewhere, away from others or behind closed doors or in a secluded area.
4. In case of deemed necessity of providing specific support for example medical assistance or counseling to the children I will always take initiative with consent from appropriate line management within WVB.
5. I will always comply with "two adult rule" (where possible and practical) when conducting WVB work wherein two or more adults supervise all activities that involve children and are visible and present at all times.
6. I will only photograph or take videos of children when they are appropriately dressed, and I will respect their dignity and right to privacy at all times. I will never take pictures or videos of children in moments of trauma or grief.
7. I will ensure that informed consent always is taken from parents/legal guardians and children themselves before taking any photographs, videos, and any other communication materials and will submit the consent document to the responsible person for recording in the files at the concerned ADP office or NO or at both level where appropriate. I am aware of the provisions regulating the cases in which the informed consent should be provided in writing by guardians and children, as outlined in WVB CP policy.
8. I will never use verbal conduct such as derogatory comments, or use language, make suggestions or offer advice which is inappropriate or abusive, including language that may cause shame or humiliation, or is belittling or degrading.
9. I will never expose, facilitate or condone the exposure of children to pornography, sexual advances, unwanted invitations, or use of power and authority to persuade a child to do something. I will always ensure that all physical contact with children is culturally appropriate. I will not hold, fondle, hug, kiss, or touch the children in any inappropriate or culturally offensive way.
10. I realize that, for any instance of abuse, neglect, exploitation, violence, or any other inappropriate behavior towards children, I will be subject to action by WVB and LEA members of Bangladesh, and/or relevant

national authorities, and that I expose myself to any consequent decision that such instances may result in. Should any I have a contractual relation with WV, and should I be found guilty by WVB of breaching WVB CP policy, I authorize WVB to disclose such information to any prospective employer who asks references about me to WVB.

11. I will comply with any child protection related investigation (external and internal), and commit to make available of information or any document necessary for the completion of the investigation.
12. I will not hire children below 18 years of age, in any form of child labor, including (but not limited to) as house help. Should I require to hire a child in legal work, I will seek the advice and follow the instructions of the National Office CP specialist on the best interest of the child and the alignment of such hiring with national and international law, prior to engaging in this matter.
13. I will not behave in an inappropriate physical manner, and I will never develop sexual relationships with a child (under 18 years old) regardless of legal age of consent in the country. I realize that I will always be accountable for my response to a child's behavior, including if a child behaves in a sexually inappropriate manner. I will avoid being placed in a vulnerable or compromising position with children.
14. I highly discourage child marriage and also I will not perform, conduct or direct any child marriage.
15. I will not condone or participate in behavior which is illegal, unsafe or abusive towards children, harmful traditional practices, including early marriage, dowry, spiritual or ritualistic abuse.
16. I will always use positive and non-violent methods to manage children's behavior. I will never hit, mentally torture or use any other corporal punishment against a child while the child is in care of WVB or under any project of WVB.
17. I will behave positively with disable children, and will not humiliate them at any cause.
18. Unless it is absolutely necessary and with parental and management consent, I will not take a child alone in a vehicle for any of WVB work.
19. I am aware of WV's policy on Kidnapping and Hostage situation where no ransom will be paid or gain will accrue to those who employ such methods. I confirm that my understanding that WV Bangladesh will not be responsible in the event of a kidnap or hostage situation.
20. I am aware of the country's political and security situation and will follow WVB's security advice. I will not hold WVB responsible if anything goes wrong with regard to my personal security during my tenure of service with World Vision Bangladesh.

Consequences of Breach

Corrective Action: Failure to follow Behavior Protocols, or other inappropriate behavior toward children stated in the Policy is grounds for taking disciplinary action by World Vision Bangladesh up to and including dismissal from employment, volunteer/internship or Board/Advisory Council membership.

Breach of the Behavior Protocol and the policy is ground for termination of contracts with suppliers, vendors.

WVB authority can also take legal action if the incumbent found guilty of violation of the policy, to local Law Enforcing Agency authorities of Bangladesh Government based on legal obligations and the best interests of the child.

I have read, understood and I agree to adhere to the Behavior Protocols of World Vision Bangladesh.

(Signature & Date)

Full Name:

Name of the Organization/Consulting Firm/Supplier/Vendor:

Annexure-6

DECLARATION OF CONFLICT OF INTEREST

Having examined my relationships with other organizations and employees of World Vision Bangladesh to the best of my knowledge, and nothing that if in doubt a relationship should be disclosed for further discussion, I have carefully reviewed each of the four statements below and marked either “yes” or “no” for each with additional information where necessary.

Circle the appropriate

Answer for each

1. YES NO I/My Business Entity have/has a financial interest in or otherwise involved with, an organization or person with which World Vision Bangladesh or any of its office has business or ministry dealings.

Sl.	Name of Organization	Office or Interest in Organization

2. YES NO I/My Business Entity am/is involved in any dispute with, World Vision Bangladesh or any of its office has business or ministry dealings.

If Yes, explain: _____

3. YES NO The following staff employed by World Vision Bangladesh or, other World Vision entities are related to me/my Business Entity. This is a complete list of individuals related to me/my Business Entity who are employed by World Vision Bangladesh/ other World Vision entities.

Sl.	Name of WVB Employee	Position held in WVB	Relation

4. YES NO I have no relationships, business affiliations, involvements, associations, positions, financial interests, gifts, loans or other transactions to disclose.

I hereby certify that my answers to statements 1-4 above are accurate and that all the information I have declared above is true and is fully updated to the best of my knowledge.