REQUEST FOR PROPOSAL – RFP
Services

Ref: [FO/RFP/03/2020-163]
(Please quote this UNESCO reference in all correspondence)

Date: 06 March 2020

Dear Sir/Madam,

You are invited to submit an offer for undertaking activities related to teachers’ training in selected government primary schools in Gilgit Baltistan in accordance with the present solicitation document and terms of reference enclosed.

The Request for Proposal (RFP) consists of this cover page and the following Annexes:

- Annex I: Instructions to Offerors
- Annex II: General Conditions of Contract
- Annex III: Terms of Reference (TOR)
- Annex IV: Proposal Submission Form
- Annex V: Price Schedule Form
- Annex VI: Vendor Information Form
- Annex VII: Details of Technical Evaluation

Your offer comprising of technical proposal and financial proposal, in separate sealed envelopes, should reach the following address through courier no later than 24 March 2020, 1645 hrs. PST.

Administrative Officer, UNESCO Islamabad
Level 7, Serena Business Complex, Sector G-5/1, Islamabad

SEALED PROPOSAL - DO NOT OPEN
Ref: FO/RFP/03/2020-163
Closing Date and Time: 24 March 2020, 1645 hrs. PST

This letter is not to be construed in any way as an offer to contract with your firm/institution. Your proposal could, however, form the basis for a contract between your company and UNESCO.

You are requested to acknowledge the receipt of this letter and to indicate whether or not you will be submitting a proposal. For this purpose, and for any requests for clarification, please contact Ms. Dung Doan Thi dt.dung@unesco.org

For and on behalf of UNESCO

Ms. Dung Doan Thi
Administrative Officer/ a.i.
ANNEX I – Instructions to Offerors

These instructions contain general guidelines and instructions on the preparation, clarification, and submission of Proposals.

A. INTRODUCTION

1. General

The purpose of this Request for Proposal (RFP) is to invite Sealed Proposals for professional services to be provided to the United Nations Educational, Scientific and Cultural Organization - UNESCO.

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 which have been engaged by UNESCO to provide consulting services for the preparation of the Terms of Reference, and other documents to be used for the procurement of services to be purchased under this Request for Proposal.

This bid is open to all national and international suppliers who are legally constituted, can provide the requested services. Bidders are ineligible if at the time of submission of the offer:

(a) The bidder is on the exclusion list published on the global portal for suppliers of the United Nations Organization, (http://www.ungm.org) due to fraudulent activities.
(b) The name of the bidder appears on the Consolidated United Nations Security Council Sanctions List which includes all individuals and entities subject to sanctions measures imposed by the Security Council.
(c) The bidder is excluded by the World Bank Group.

3. Fraud and corruption

UNESCO requires that bidders, contractors and their subcontractors adhere to the highest standard of moral and ethical conduct during the procurement and execution of UNESCO contracts and do not engage in corrupt, fraudulent, collusive, coercive or obstructive practices.

For the purpose of this provision such practices are collectively referred to as “fraud and corruption”:

- “Corrupt practice” is the offering, giving, receiving or soliciting, directly or indirectly, an undue advantage, in order that the person receiving the advantage, or a third person, act or refrain from acting in the exercise of their official duties, or abuse their real or supposed influence;
- “Fraudulent practice” is a knowing misrepresentation of the truth or concealment of a material fact aiming at misleading another party in view of obtaining a financial or other benefit or avoiding an obligation, or in view of having another party act to their detriment;
- “Collusive practice” means an arrangement between two or more parties designed to achieve an improper purpose, including influencing improperly the actions of another party;
- “Coercive practice” means impairing or harming, or threatening to impair or harm, directly or indirectly, any party or the property of the party to influence improperly the actions of a party.
- “Obstructive practice” means acts intended to materially impede the exercise of UNESCO’s contractual rights of audit, investigation and access to information, including destruction, falsification, alteration or concealment of evidence material to a UNESCO investigation into allegations of fraud and corruption.
“Unethical practice” means conduct or behaviour that is contrary to Staff or Supplier codes of conduct, such as those relating to conflict of interest, gifts, hospitality, postemployment provisions, abuse of authority and harassment.

UNESCO expects that all suppliers who wish to do business with UNESCO will embrace the [United Nations Supplier Code of Conduct](#).

UN Agencies have adopted a zero tolerance policy on gifts and therefore, it is of overriding importance that UNESCO staff should not be placed in a position where their actions may constitute or could be reasonably perceived as reflecting favourable treatment of an individual or entity by accepting offers of gifts, hospitality or other similar favours. Vendors are therefore requested not to send or offer gifts or hospitality to UNESCO personnel.

UNESCO will:

- Reject a proposal to award a contract if it determines that a vendor recommended for award has engaged in fraud and corruption in competing for the contract in question.
- Cancel or terminate a contract if it determines that a vendor has engaged in fraud and corruption in competing for or in executing a UNESCO contract.
- Declare a vendor ineligible, either indefinitely or for a stated period of time, to become a UN registered vendor if it at any time determines that the vendor has engaged in fraud and corruption in competing for or in executing a UNESCO contract.

Any concern or evidence that corruption or fraud may have occurred or is occurring related to a UNESCO contract shall be forwarded to the Office of Internal Oversight. Please refer to [how-to-report-fraud-corruption-or-abuse](#).

4. Cost of Proposal

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

B. SOLICITATION DOCUMENTS

5. Contents of Solicitation Documents

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.

6. Clarification of Solicitation Documents

A prospective Offeror requiring any clarification of the Solicitation Documents may notify UNESCO in writing at the organisation’s mailing address or fax or email number indicated in the RFP. UNESCO will respond in writing to any request for clarification of the Solicitation Documents that it receives earlier than two weeks prior to the deadline for the submission of Proposals. Written copies of the organisation’s response (including an explanation of the query but without identifying the source of inquiry) may be sent to all prospective Offerors that have received the Solicitation Documents.

7. Amendments of Solicitation Documents

At any time prior to the deadline for submission of Proposals, UNESCO 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.

All prospective Offerors that have received the Solicitation Documents will be notified in writing of all amendments to the Solicitation Documents.

In order to afford prospective Offerors reasonable time in which to take the amendments into account in preparing their offers, UNESCO may, at its discretion, extend the deadline for the submission of Proposals.
C. PREPARATION OF PROPOSALS

The offers received must include information in sufficient scope and detail to allow UNESCO to consider whether the company has the necessary capability, experience, expertise, financial strength and the required capacity to perform the services satisfactorily.

8. Language of the Proposal

The Proposals prepared by the Offeror and all correspondence and documents relating to the Proposal exchanged by the Offeror and UNESCO shall be written in English. Any printed literature furnished by the Offeror may be written in another language so long as accompanied by a translation of its pertinent passages in which case, for purposes of interpretation of the Proposal, the language as stated in the Solicitation Documents applies.

9. Documents Comprising the Proposal

The Proposal shall comprise the following components:

a) Proposal submission form;
b) Operational and technical part of the Proposal, including documentation to demonstrate that the Offeror meets all requirements;
c) Price schedule, completed in accordance with clauses 10 & 11;

10. Proposal Form - Presentation of the technical proposal

The Offeror shall structure the technical part of its Proposal as follows:

10.1. Description of the firm/institution and its qualifications

(a) Management Structure

This Section should provide corporate orientation to include company’s profile (year and country of incorporation – copy of certificate of incorporation), a brief description of present activities focusing on services related to the Proposal as well as an outline of recent experience on similar projects, including experience in the country.

The firm/institution should describe the organizational unit(s) that will become responsible for the contract, and the general management approach towards a project of this kind. The Offeror should identify the person(s) representing the Offeror in any future dealing with UNESCO.

Offeror to provide supporting information as to firm’s technical reliability, financial and managerial capacity to perform the services.

(b) Resource Plan

This Section should fully explain the Offeror’s resources in terms of personnel and facilities necessary for the performance of the requirements, and any plans for their expansion. It should describe Offeror’s current capabilities/facilities and any plans for their expansion.

10.2. Proposed Approach, Methodology, Timing and Outputs

This section should demonstrate the Offeror’s responsiveness to the TOR and include detailed description of the manner in which the firm/institution would respond to the TOR, addressing the requirements, as specified, point by point. You should include the number of person-working days in each specialization that you consider necessary to carry out all work required.

For assessment of your understanding of the requirements please include any assumptions as well as comments on the data, support services and facilities to be provided by the beneficiary as indicated in the Statement of Requirements/TOR, or as you may otherwise believe to be necessary.

10.3. Proposed Personnel

In this section, the offeror should reflect the project staffing including the work tasks to be assigned to each staff member as well as their qualifications with reference to practical experience relating to specialization area of the project for each proposed staff. The complete CV's of proposed staff is to be submitted.

If applicable, this staffing proposal should be supported by an organigram illustrating the reporting lines, together with a description of such organization structure.

The technical part of the Proposal should not contain any pricing information whatsoever on the services offered. Pricing information shall be separated and only contained in the appropriate Price Schedule.
It is mandatory that the Offeror’s Proposal numbering system corresponds with the numbering system as provided in the TOR. All references to descriptive material and brochures should be included in the respective paragraph, though material/documents themselves may be provided as annexes to the Proposal/response.

**11. Price Proposal**

The Offeror shall indicate on an appropriate Price Schedule, an example of which is contained in the Price Schedule sheet, the prices of services it proposes to supply under the contract, if selected.

**12. Proposal currencies**

Your separate price envelop must contain an overall quotation in a single currency. **All prices shall be quoted in PKR.**

**13. Period of validity of proposals**

Proposals shall remain valid for ninety (90) days after the date of Proposal submission prescribed by UNESCO, pursuant to the deadline clause. A Proposal valid for a shorter period may be rejected by UNESCO on the grounds that it is non-responsive.

**14. Format and signing of proposals**

The Offeror shall prepare two copies of the Proposal, clearly marking each “Original” and “Copy” as appropriate. In the event of any discrepancy between them, the original shall govern. The two copies of the Proposal shall be typed and shall be signed by the Offeror or a person or persons duly authorised. 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 initialled by the person or persons signing the Proposal.

**15. Payment**

In full consideration for the complete and satisfactory performance of the services of the contract, UNESCO shall effect payments to the Contractor within 30 days after receipt and acceptance of the invoices submitted by the contractor for services provided.

**D. SUBMISSION OF PROPOSALS**

**16. Sealing and marking of proposals**

The Offeror shall seal the Proposal in one outer and two inner envelopes, as detailed below.

The inner and outer envelopes shall:

(a) Be addressed to UNESCO at the address given in the cover page of these Solicitation documents; and make reference to the “subject” indicated, and a statement: “PROPOSAL FOR SERVICES - DO NOT OPEN”, to be completed with the time and the date specified pursuant to clause 17 of Instructions to Bidders.

(b) Both inner envelopes shall indicate the name and address of the Offeror. The first inner envelope shall be marked **Technical Proposal** and contain the information specified in Clause 10 above, with the copies duly marked “Original” and “Copy”. The second inner envelope shall be marked **Financial Proposal** include the **Price Proposal** duly identified as such.

Note: If the inner envelopes are not sealed and marked as per the instructions in this clause, UNESCO will not assume responsibility for the Proposal’s misplacement or premature opening.

**17. Deadline for submission of proposals**

Proposals must be received on or before the date and time specified on the cover page of these Solicitation Documents.

UNESCO may, at its own discretion extend this deadline for the submission of Proposals by amending the solicitation documents in accordance with clause Amendments of Solicitation Documents.
18. Late Proposals
Any Proposal received by UNESCO after the deadline for submission of proposals, pursuant to clause Deadline for the submission of proposals, will be rejected.

19. 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 UNESCO prior to the deadline specified in the RFP. Proposals may not be modified or withdrawn after that time.

E. OPENING AND EVALUATION OF PROPOSALS

20. Opening of proposals
UNESCO representatives will open all Proposals after the deadline for submissions and in accordance with the rules and regulations of the organization.

21. Clarification of proposals
To assist in the examination, evaluation and comparison of Proposals, UNESCO 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.

22. Preliminary examination
UNESCO 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.

Prior to the detailed evaluation, UNESCO 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 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 UNESCO.

23. Evaluation and comparison of proposals
A two-stage procedure will be used in evaluating the proposals, with evaluation of the technical component being completed prior to any price component being opened and compared. The Price Component will be opened only for submissions that passed the minimum score of 70 % of the total points obtainable for the technical evaluation.

The technical proposal is evaluated on the basis of its responsiveness to the Terms of Reference (TOR).
HIGHEST TOTAL SCORE OF WEIGHTED TECHNICAL AND FINANCIAL CRITERIA

The price proposal of all offerors, who have attained minimum 70% score in the technical evaluation, will be compared. The contract will be awarded to the offeror that receives the highest score out of a pre-determined set of weighted technical and financial criteria as specified below.

**Technical Proposal Evaluation Form**

<table>
<thead>
<tr>
<th>Sample: Summary of Technical Proposal Evaluation Forms</th>
<th>Points Obtainable</th>
<th>Name of Firm / Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Expertise of Firm / Institution submitting Proposal</td>
<td>200</td>
<td>A</td>
</tr>
<tr>
<td>2. Proposed Work Plan and Approach</td>
<td>400</td>
<td>A</td>
</tr>
<tr>
<td>3. Personnel</td>
<td>100</td>
<td>A</td>
</tr>
<tr>
<td><strong>Sub-total for Technical Evaluation</strong></td>
<td><strong>700</strong></td>
<td>A</td>
</tr>
</tbody>
</table>

**Financial Proposal Evaluation Form**

<table>
<thead>
<tr>
<th>Sample: Summary of Financial Proposal</th>
<th>Points Obtainable</th>
<th>Name of Firm / Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial Proposal</td>
<td>300</td>
<td>A</td>
</tr>
<tr>
<td><strong>Sub-total for Financial Evaluation</strong></td>
<td><strong>300</strong></td>
<td>A</td>
</tr>
</tbody>
</table>

Evaluation of the price proposals (of all Offerors who have attained minimum 70% score in the technical evaluation) will be based on the weight scoring method as follows:

- Financial proposals are opened and list of prices is prepared, where the lowest price is ranked as the first one (receiving highest amount of points) and the most expensive as the last one (receiving the least amount of points).
- Lowest price is given maximum points (e.g. 300), for other prices the points are assigned based on the following formula: \([\text{Amount of points} = \frac{\text{lowest price}}{\text{other price}} \times \text{total points obtainable for financial proposal}]\)

An example:

- Offeror A – lowest price ranked as 1\textsuperscript{st} in the amount of USD 10,000 = a
- Offeror B – second lowest price ranked as 2\textsuperscript{nd} in the amount of USD 15,000 = b
  Points assigned to A = 300 & Points assigned to B = 200 (following formula: \(a/b \times 300\) i.e. \(10,000/15,000 \times 300 = 200\) points)

**Option 2: Combined Technical and Financial Evaluation Form**

<table>
<thead>
<tr>
<th>Sample: Summary of Financial Proposal Evaluation Forms</th>
<th>Points Obtainable</th>
<th>Name of Firm / Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sub-total Technical Proposal</td>
<td>700</td>
<td>A</td>
</tr>
<tr>
<td>Sub-total Financial Proposal</td>
<td>300</td>
<td>A</td>
</tr>
<tr>
<td><strong>Total 1000</strong></td>
<td></td>
<td>A</td>
</tr>
</tbody>
</table>

**F. AWARD OF CONTRACT**

24. Award criteria, award of contract

UNESCO reserves the right to accept or reject any Proposal, and to annul the solicitation process and reject all Proposals at any time prior to award of contract, without thereby incurring any liability to the affected Offeror or any obligation to inform the affected Offeror or Offerors of the grounds for such action.

Prior to expiration of the period of proposal validity, UNESCO will award the contract to the qualified Offeror whose Proposal after being evaluated is considered to be the most responsive to the needs of the organisation and activity concerned.
25. Purchaser’s right to vary requirements at time of award and to negotiate

UNESCO reserves the right at the time of award of contract to increase or decrease by up to 20% the quantity of services and goods specified in the RFP without any change in hourly/daily or any other rates or prices proposed by the Bidders or other terms and conditions.

UNESCO reserves the right to undertake further negotiations on the proposed offer.
1. LEGAL STATUS
The Contractor shall be considered as having the legal status of an independent contractor vis-à-vis UNESCO. The Contractor’s personnel and sub-contractors shall not be considered in any respect as being the employees or agents of UNESCO.

2. SOURCE OF INSTRUCTIONS
The Contractor shall neither seek nor accept instructions from any authority external to UNESCO in connection with the performance of its services under this Contract. The Contractor shall refrain from any action, which may adversely affect UNESCO or the United Nations and shall fulfill its commitments with the fullest regard to the interests of UNESCO.

3. CONTRACTOR’S RESPONSIBILITY FOR EMPLOYEES
The Contractor shall be responsible for the professional and technical competence of its employees and will select, for work under this Contract, reliable individuals who will perform effectively in the implementation of this Contract, respect the local customs, and conform to a high standard of moral and ethical conduct.

4. ASSIGNMENT
The Contractor shall not assign, transfer, pledge or make other disposition of this Contract or any part thereof, or any of the Contractor’s rights, claims or obligations under this Contract except with the prior written consent of UNESCO.

5. SUB-CONTRACTING
In the event the Contractor requires the services of sub-contractors, the Contractor shall obtain the prior written approval and clearance of UNESCO for all sub-contractors. The approval of UNESCO of a sub-contractor shall not relieve the Contractor of any of its obligations under this Contract. The terms of any sub-contract shall be subject to and conform with the provisions of this Contract.

6. OFFICIALS NOT TO BENEFIT
The Contractor warrants that no official of UNESCO has received or will receive any direct benefit arising from this Contract or the award thereof. The Contractor agrees that breach of this provision is a breach of an essential term of this Contract.

7. INDEMNIFICATION
The Contractor shall indemnify, hold and save harmless, and defend, at its own expense, UNESCO, its officials, agents, and employees from and against all suits, claims, demands, and liability of any nature or kind, including their costs and expenses, arising out of acts or omissions of the Contractor, or the Contractor’s employees, officers, agents or sub-contractors, in the performance of this Contract. This provision shall exclude only to claims and liability arising out of the use of patented inventions or devices, copyrighted material or other intellectual property by the Contractor, its employees, officers, agents, servants or sub-contractors. The obligations under this Article do not lapse upon termination of this Contract.

8. INSURANCE AND LIABILITIES TO THIRD PARTIES
The Contractor shall provide and thereafter maintain insurance against all risks in respect of its property and any equipment used for the execution of this Contract. The Contractor shall provide and thereafter maintain all appropriate workmen’s compensation insurance, or its equivalent, with respect to its employees to cover claims for personal injury or death in connection with this Contract. The Contractor shall also provide and thereafter maintain liability insurance in an adequate amount to cover third party claims for death or bodily injury, or loss or damage to property, arising from or in connection with the provision of services under this Contract or the operation of any vehicles. The Contractor shall provide and thereafter maintain all appropriate workmen’s compensation insurance, or its equivalent, with respect to its employees to cover claims for personal injury or death in connection with this Contract or the operation of any vehicles, boats, airplanes or other equipment owned or leased by the Contractor or its agents, servants, employees or sub-contractors performing work or services in connection with this Contract. Except for the workmen’s compensation insurance, the insurance policies under this Article shall:

8.1 Name UNESCO as additional insured;
8.2 Include a waiver of subrogation of the Contractor’s rights to the insurance carrier against UNESCO;
8.3 Provide that UNESCO shall receive thirty (30) days written notice from the insurers prior to any cancellation or change of coverage.

4. The Contractor shall, upon request, provide UNESCO with satisfactory evidence of the insurance required under this Article.

9. ENCUMBRANCES/ LIENS
The Contractor shall not cause or permit any lien, attachment or other encumbrance by any person to be placed on file or to remain on file in any public office or on file with UNESCO against any monies due or to become due for any work done or materials furnished under this Contract, or by reason of any other claim or demand against the Contractor.

10. TITLE TO EQUIPMENT
Title to any equipment and supplies that may be furnished by UNESCO shall rest with UNESCO and any such equipment shall be returned to UNESCO in the condition as when delivered to the Contractor, subject to normal wear and tear. The Contractor shall be responsible for compensating UNESCO for equipment determined to be damaged or degraded beyond normal wear and tear.

11. COPYRIGHT, PATENTS AND OTHER PROPRIETARY RIGHTS
UNESCO shall be entitled to all intellectual property and other proprietary rights including but not limited to patents, copyrights, and trademarks, with regard to products, or documents and other materials which bear a direct relation to or are produced or prepared or collected in consequence of or in the course of the execution of this Contract. At UNESCO’s request, the Contractor shall take all necessary steps, execute all necessary documents and generally assist in securing such proprietary rights and transferring them to UNESCO in compliance with the requirements of the applicable law.

12. USE OF NAME, EMBLEM OR OFFICIAL SEAL OF UNESCO OR THE UN
The Contractor shall not advertise or otherwise make public the fact that it is a Contractor with UNESCO, nor shall the Contractor, in any manner whatsoever use the name, emblem or official seal of UNESCO, or any abbreviation of the name of UNESCO in connection with its business or otherwise.

13. CONFIDENTIAL NATURE OF DOCUMENTS AND INFORMATION
Drawings, photographs, plans, reports, recommendations, estimates, documents and all other data compiled by or received by the Contractor under this Contract shall be the property of UNESCO, shall be treated as confidential and shall be delivered only to UNESCO authorized officials on completion of work under this Contract. The Contractor may not communicate any claims to any other person, Government or authority external to UNESCO, any information known to it by reason of its association with UNESCO, which has not been made public except with the authorization of UNESCO; nor shall the Contractor at any time use such information to private advantage. These obligations do not lapse upon termination of this Contract.

14. FORCE MAJEURE; OTHER CHANGES IN CONDITIONS
Force majeure, as used in this Article, means acts of God, war (whether declared or not), invasion, revolution, insurrection, or other acts of a similar nature or force, which are beyond the control of the Parties. In the event of and as soon as possible after the occurrence of any cause constituting force majeure, the Contractor shall give notice and full particulars in writing to UNESCO, of such occurrence or change if the Contractor is thereby rendered unable, wholly or in part, to perform its obligations and meet its responsibilities under this Contract. The Contractor shall also notify UNESCO of any other changes in conditions or the occurrence of any event, which interferes or threatens to interfere with its performance of this Contract. The notice shall include steps proposed by the Contractor to be taken including any reasonable alternative means for performance that is not prevented by force majeure. On receipt of the notice required under this Article, UNESCO shall take such action as, in its sole discretion, it considers to be appropriate or necessary in the circumstances, including the granting to the Contractor of a reasonable extension of time in which to perform its obligations under this Contract. If the Contractor is rendered permanently unable, wholly, or in part, by reason of force majeure to perform its obligations and meet its responsibilities under this Contract, UNESCO shall have the right to suspend or terminate this Contract on the same terms and conditions as are provided for in Article 15, “Termination”, except that the period of notice shall be seven (7) days instead of thirty (30) days.

ANNEX II – General Terms and Conditions for Professional Services

Form AM 10-10 (June 2017)
15. TERMINATION

Either party may terminate this Contract for cause, in whole or in part, upon thirty days notice, in writing, to the other party. The initiation of arbitral proceedings in accordance with Article 16 “Settlement of Disputes” below shall not be deemed a termination of this Contract. UNESCO reserves the right to terminate without cause this Contract at any time upon 15 days prior written notice to the Contractor, in which case UNESCO shall reimburse the Contractor for all reasonable costs incurred by the Contractor prior to receipt of the notice of termination. In the event of any termination by UNESCO under this Article, no payment shall be due from UNESCO to the Contractor except for work and services satisfactorily performed in conformity with the express terms of this Contract. The Contractor shall take immediate steps to terminate the work and services in a prompt and orderly manner and to minimize losses and further expenditures. Should the Contractor be adjudged bankrupt, or be liquidated or become insolvent, or should the Contractor make an assignment for the benefit of its creditors, or should a Receiver be appointed on account of the insolvency of the Contractor, UNESCO may, without prejudice to any other right or remedy it may have, terminate this Contract forthwith. The Contractor shall immediately inform UNESCO of the occurrence of any of the above events.

16. SETTLEMENT OF DISPUTES

16.1 Amicable Settlement

The Parties shall use their best efforts to settle amicably any dispute, controversy or claim arising out of, or relating to this Contract or the breach, termination or invalidity thereof. Where the parties wish to seek such an amicable settlement through conciliation, the conciliation shall take place in accordance with the UNCITRAL Conciliation Rules then obtaining, or according to such other procedure as may be agreed between the parties.

16.2 Arbitration

Unless, any such dispute, controversy or claim between the Parties arising out of or relating to this Contract or the breach, termination or invalidity thereof is settled amicably under the preceding paragraph of this Article within sixty (60) days after receipt by one Party of the other Party’s request for such amicable settlement, such dispute, controversy or claim shall be referred by either Party to arbitration in accordance with the UNCITRAL Arbitration Rules then obtaining, including its provisions on applicable law. The arbitral tribunal shall have no authority to award punitive damages. The Parties shall be bound by any arbitration award rendered as a result of such arbitration as the final adjudication of any such controversy, claim or dispute.

17. PRIVILEGES AND IMMUNITIES

Nothing in or relating to this Contract shall be deemed a waiver, express or implied, of any of the privileges and immunities of UNESCO.

18. TAX EXEMPTION

18.1 Section 7 of the Convention on the Privileges and Immunities of the United Nations provides, inter alia, that UNESCO, is exempt from all direct taxes, except charges for public utility services, and is exempt from customs duties and charges of a similar nature in respect of articles imported or exported for its official use. In the event any governmental authority refuses to recognize the UNESCO exemption from such taxes, duties or charges, the Contractor shall immediately consult with UNESCO to determine a mutually acceptable procedure.

18.2 Accordingly, the Contractor authorizes UNESCO to deduct from the Contractor’s invoice any amount representing such taxes, duties or charges, unless the Contractor has consulted with UNESCO before the payment thereof and UNESCO has, in each instance, specifically authorized the Contractor to pay such taxes, duties or charges under protest. In that event, the Contractor shall provide UNESCO with written evidence that payment of such taxes, duties or charges has been made and appropriately authorized.

19. CHILD LABOUR

19.1 The Contractor represents and warrants that neither it, nor any of its suppliers is engaged in any practice inconsistent with the rights set forth in the Convention on the Rights of the Child, including Article 32 thereof, which, inter alia, requires that a child shall be protected from performing any work that is likely to be hazardous or to interfere with the child’s education, or to be harmful to the child’s health or physical mental, spiritual, moral or social development.

19.2 Any breach of this representation and warranty shall entitle UNESCO to terminate this Contract immediately upon notice to the Contractor, at no cost to UNESCO.

20. MINES

20.1 The Contractor represents and warrants that neither it nor any of its suppliers is actively and directly engaged in patent activities, development, assembly, production, trade or manufacture of mines or in such activities in respect of components primarily utilized in the manufacture of Mines. The term “Mines” means those devices defined in Article 2, Paragraphs 1, 4 and 5 of Protocol II annexed to the Convention on Prohibitions and Restrictions on the Use of Certain Conventional Weapons Which May Be Deemed to Be Excessively Injurious or to Have Indiscriminate Effects of 1980.

20.2 Any breach of this representation and warranty shall entitle UNESCO to terminate this Contract immediately upon notice to the Contractor, without any liability for termination charges or any other liability of any kind of UNESCO.

21. OBSERVANCE OF THE LAW

The Contractor shall comply with all laws, ordinances, rules, and regulations bearing upon the performance of its obligations under the terms of this Contract.

22. AUTHORITY TO MODIFY

No modification or change in this Contract, nor waiver of any of its provisions or any additional contractual relationship of any kind with the Contractor shall be valid and enforceable against UNESCO unless provided by an amendment to this Contract signed by the authorized official of UNESCO.

23. SECURITY

The responsibility for the safety and security of the Contractor and its personnel and property, and of UNESCO property in the Contractor’s custody, rests with the Contractor. The Contractor shall:

(a) put in place an appropriate security plan and maintain the security plan, taking into account the security situation in the country where the services are being provided;
(b) assume all risks and liabilities related to the Contractor’s security, and the full implementation of the security plan.

UNESCO reserves the right to verify whether such a plan is in place, and to suggest modifications to the plan when necessary. Failure to maintain and implement an appropriate security plan as required hereunder shall be deemed a breach of this contract. Notwithstanding the foregoing, the Contractor shall remain solely responsible for the security of its personnel and for UNESCO property in its custody.

24. ANTI-TERRORISM

The Contractor agrees to undertake all reasonable efforts to ensure that none of the UNESCO funds received under this Contract are used to provide support to individuals or entities subject to sanctions measures imposed by the Security Council and that the recipients of any amounts provided by UNESCO hereunder do not appear on the Consolidated United Nations Security Council Sanctions List, including the UN Security Council Resolution 1267 (1999). The list can be accessed via: https://www.un.org/sc/suborg/en/sanctions/un-sc-consolidated-list.

This provision must be included in all sub-contracts or sub-agreements entered into under this Contract.
ANNEX III – Terms of Reference (TOR)

Background

Pakistan has 22.8 million Out of School Children (OOSC) including 5.6 million children out of primary school. The Government has formalized its commitment to achieve universal basic education through inclusion of Article 25-A1 in the Constitution of Pakistan. However, access to education remains a big challenge. Poor physical environment, teachers’ absenteeism, physical location of schools, missing facilities, multi-grade setting in rural schools, and lack of community involvement are some of the systemic issues that limit students’ access to education. Quality of education is another major issue in majority of public schools especially in rural parts of the country that hinders students’ motivation and interest for learning.

Most of the public school children in Pakistan have limited access to reading materials other than textbooks. Due to unavailability of reading materials in schools, teachers mostly focus on syllabus and do not provide opportunities to develop students’ creativity and imaginative skills. Many believe that alongside other reasons, the internet revolution and new media have affected the book reading culture. Majority of students instead of reading books spent time on online games and other social media activities. Limited number of book shops and public libraries is yet another factor of students’ lack of interest in reading.

Rationale of the Programme

In collaboration with government of Pakistan, UNESCO Islamabad office is implementing a flagship programme “Girls’ Right to Education Programme” (GREP) in selected districts across the four provinces and areas in the country. The purpose of the programme is to support the government’s efforts in increasing access, retention and improving the quality of primary education through capacity building and targeted interventions at both the institutional and community level. The programme has three integrated components: (a) community mobilization and advocacy, and (b) improvement in school physical and learning environment through working with Parent Teacher Committees (PTCs) and School Management Committees (SMCs), providing missing facilities in schools (such as boundary walls, washrooms, drinking water and minor repairs), teacher training on Activity Based Learning (ABL) and Multi-Grade Teaching (MGT), and (c) capacity building of provincial and district education officers to create an enabling school environment for quality girls’ education.

The programme is being implemented in 19 marginalized districts of the following geographical areas, finalized in consultation with provincial and district government, communities, civil society organizations and other local development partners:

<table>
<thead>
<tr>
<th>#</th>
<th>Province/ Area</th>
<th>Districts / Sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Balochistan</td>
<td>Jaffarabad and Ziarat</td>
</tr>
<tr>
<td>2</td>
<td>Khyber Pakhtunkhwa</td>
<td>Kohistan, Swat, and district Mohmand</td>
</tr>
<tr>
<td>3</td>
<td>Punjab</td>
<td>Muzaffargarh and Bahawalpur</td>
</tr>
<tr>
<td>4</td>
<td>Sindh</td>
<td>Tharparkar</td>
</tr>
<tr>
<td>5</td>
<td>Pakistan Administered Kashmir</td>
<td>Hattian, Muzaffarabad and Neelum</td>
</tr>
<tr>
<td>6</td>
<td>Islamabad Capital Territory</td>
<td>Neelor, Tarmol and Sihala Education Sector</td>
</tr>
<tr>
<td>7</td>
<td>Gilgit-Baltistan</td>
<td>Gilgit, Hunza, Nagar, Skardu, Shigar, Astore and Ganchae</td>
</tr>
</tbody>
</table>

For improving the quality aspects of education, the programme has a well-designed teachers’ training programme on activity based learning and multi-grade teaching which is being carried out by the local

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1 “The state shall provide free and compulsory education to all children of the age of five to sixteen years in such as a manner as may be determined by law” (The constitution of the Islamic Republic of Pakistan, pg.15: modified up to the 28th February, 2012).
implementing partners in the target districts. In order to support effective implementation of the teaching process and facilitate students’ access to interactive reading materials, UNESCO provides teaching and reading materials including story books to project schools.

In this context, UNESCO Islamabad has initiated a project called providing primary school students with inspiring and motivational reading materials in selected schools of district Gilgit, Hunza and Nagar in Gilgit Baltistan. This project aims at improving the quality of education, students’ retention and learning outcomes in project schools in Gilgit-Baltistan through capacity building of teachers and provision of inspiring and motivational reading materials at school.

More specifically the programme aims to achieve the following objectives;

- Improve retention of primary school students through enhancing the reading culture and providing support to students and teachers in three selected districts of Gilgit-Baltistan
- Improve learning opportunities for the students through a focused approach to teacher training and classroom strategies

The project will be implemented through a local implementation partner (Civil Society Organization) having strong local presence and expertise in teachers’ training and in close consultation with the area and district education departments of GB.

Objectives of the Request For Proposal:

The purpose of this RFP is to hire services of Civil Society Organization(s) to undertake activities as outlined in the following section to improve students’ retention through provision of supplementary reading materials (story books) and teachers’ training on classroom strategies in selected 40 public primary schools of district Gilgit, Hunza and Nagar in Gilgit Baltistan.

Activities:

The selected organization will undertake the following activities in consultation with education team of UNESCO;

- Conduct baseline assessment study to establish benchmarks for project achievement and to analyse pre and post project situation;
- Based on the findings of the study, develop a customized training programme for teachers on story telling, improving students’ reading and communication skills;
- Organize and coordinate three days training for teachers on teaching methodologies;
- Conduct story telling sessions in schools and organize story writing competition among project schools;
- Organize story based curricular and co-curricular activities to enhance students’ creativity, imagination and critical thinking; and
- Document project progress, achievements and lessons learnt for sharing with stakeholders.

Outputs:

The selected organization is expected to deliver the following products/outputs:

- Inception report including implementation strategy along with work plan and monitoring framework;
- Report of baseline assessment study conducted;
- Teachers’ training manual incorporating the findings of baseline assessment;
- Report on teachers’ training;
- Report on school based follow-up support;
- Report on students’ activities conducted in project schools; and
- Terminal report highlighting project achievements, challenges and lessons learnt.
Input of UNESCO and the Offeror

UNESCO and the selected Civil Society Organization will work closely to complete the assigned tasks as per following guidelines.

UNESCO will:

- Introduce the selected organization with main stakeholders including Provincial/Area education officials;
- Facilitate a working relationship with the relevant education colleagues and local stakeholders in the field where necessary for activities implementation;
- Review training manual, training materials produced and activities planned for project; and
- Monitor project progress, review reports and provide timely support for implementation of activities.

The organization will:

- Implement the project activities as per agreed work plan in consultation with designated staff;
- Seek guidance from concerned UNESCO staff for effective implementation of the assigned tasks;
- Ensure successful and timely completion of all activities outlined in the previous section;
- Prepare quality reports and documents; and
- Maintain professional standards and ensure compliance to the policy measures shared by UNESCO.

Timeframe:

Duration for this assignment is 08 months effective from the signing date of the contract. However, UNESCO reserves the rights to amend the duration as per agreement with the donor.

Reporting:

The selected CSO is required to submit following reports during the project implementation period.

- Inception report including (a) implementation strategy (b) work plan, and (c) monitoring framework;
- Report of the the baseline assessment study;
- Report on teachers’ training conducted;
- Report on school based follow-up support for teachers;
- Report on students’ activities conducted; and
- Project completion report.

Minimum Content of the Proposal:

The proposal should include as a minimum the following:

- Description of the organization and its qualification, including examples and references of previous work pertaining to education specially teachers’ training on contemporary teaching methodologies including story telling for young children and reading strategies;
- Summary of the past experiences that are directly relevant to the required tasks under the RFP;
- List of references of clients for whom similar work was carried out;
- Description of your understanding of the project’s requirements;
- Detailed description of your proposed approach, methodology, and timing (implementation plan and timeline) for achieving the specified deliverables, demonstrating your understanding of the requirements of the TORs;
- Details of the team that will work on the project and a description of its structure;
- Oversight and coordination mechanism (including CVs for all proposed staff members);
- Financial and human resource management policies and procedures; and
Detailed itemized budget breakdown for services provided, including personnel and mission costs.

Eligibility/qualification/experience requirement:

Civil Society Organizations working in the development sector specially working in education sector with sound understanding and expertise in teachers’ training can apply for the assignment. The organization should have the following credentials to qualify for the assignment.

Qualification of the organization:

- At least five years experience in programme/project implementation, and management;
- Have prior experience of working in education sector with particular focus on teachers’ training;
- Multi years of experience in conducting trainings on story telling and reading strategies;
- Demonstrated organizational/professional capacity of implementing similar projects in the target areas; and
- Adequate physical and human resources to undertake the assignment.

Qualification and experience of the personnel

Senior team member should have

- Advanced university degree in social science and/or related areas;
- At least five years of working experience in managing education sector programmes and projects;
- Sound experience of conducting teachers’ training and story telling; and
- Good analytical and report writing skills.

Proposed team members should have:

- Strong analytical skills with sound written and oral communication in English;
- Proven multicultural experience, supported by at least one similar reference project.
ANNEX IV – Proposal Submission Form

TO: UNESCO
To form an integral part of your technical proposal

Dear Sir / Madam,

Having examined the Solicitation Documents, the receipt of which is hereby duly acknowledged, we, the undersigned, offer to provide Professional Services for the sum as may be ascertained in accordance with the Price Schedule attached herewith and made part of this Proposal.

We undertake, if our Proposal is accepted, to commence and complete delivery of all services specified in the contract within the time frame stipulated.

We agree to abide by this Proposal for a period of 90 days from the Proposal Closing Date as stipulated in the Solicitation Documents, and it shall remain binding upon us and may be accepted at any time before the expiration of that period.

We understand that you are not bound to accept any Proposal you may receive.

Name of Bidder:
Address of Bidder:

Authorised Signature:

Name & title of Authorised Signature:
Date:
ANNEX V – Price Schedule Form

GENERAL INSTRUCTIONS

1. The Bidder is asked to prepare the Price Schedule as a separate envelope from the rest of the RFP response as indicated in paragraph 16 (b) of the Instructions to Offerors.

2. All prices/rates quoted must be exclusive of all taxes, since the UNESCO is exempt from taxes as detailed in Annex II, Clause 18.

3. The Price Schedule must provide a detailed cost breakdown. Provide separate figures for each functional grouping or category. If the contractor is required to travel in order to perform the work described in the TOR, a lump sum must be included in the total amount or to be listed separately. No travel shall be reimbursed.

4. It is the policy of UNESCO not to grant advance payments except in unusual situations where the potential contractor whether a private firm, NGO or a government or other entity, specifies in the proposal that there are special circumstances warranting an advance payment. UNESCO, at its discretion, may however determine that such payment is not warranted or determine the conditions under which such payment would be made.

Any request for an advance payment is to be justified and documented and must be submitted with the financial proposal. This justification shall explain the need for the advance payment, itemise the amount requested and provide a time-schedule for utilisation of said amount.

<table>
<thead>
<tr>
<th>Description of Activity/Item</th>
<th>No of Consultants</th>
<th>Rate per Day [currency/ amount]</th>
<th>No of man-days</th>
<th>Total [currency/amount]</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Remuneration</td>
<td></td>
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<tr>
<td>1.1 Services at Home Office (if applicable)</td>
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<td>1.2 Services on site (if applicable)</td>
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<td>2. Other Expenses</td>
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<tr>
<td>2.1 Travel</td>
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<td>2.2 Per Diem Allowances</td>
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<td>2.3 Communications</td>
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<td>2.4 Reproduction and Reports</td>
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<td>2.5 Equipment and other items</td>
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<td>2.6 Others (please specify)</td>
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</tbody>
</table>
ANNEX VI – Vendor Information Form

### General Information

| Company Name: |  |
| City, Country |  |
| Web Site URL: |  |
| Contact Person: |  |
| Title: |  |
| Phone: |  |
| Email Address: |  |

### Expertise of the Bidder

| Line of Business, area of expertise: |  |
| Type of business (manufacturer, distributor, etc): |  |
| Years of company experience: |  |
| Main export countries/area: |  |
| Past Contracts with other UN organizations: |  |

### References: Please provide at least three references including contact details for contracts for similar services to the one requested under this consultancy:

<table>
<thead>
<tr>
<th>Organization Name/Country:</th>
<th>Contact person:</th>
<th>Telephone:</th>
<th>Email:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
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<td>2.</td>
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</tr>
</tbody>
</table>
## Technical Proposal Evaluation Form 1

<table>
<thead>
<tr>
<th>General Criteria</th>
<th>Notes/Issues to Consider (Case Specific - As per TOR)</th>
<th>Measurable Criteria / Scoring Scale (Case Specific - example)</th>
<th>Points obtainable (Case Specific)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1 Capability to implement the activity: experience in programme / project</td>
<td>It is mandatory for organization to have min 5 years of experience in programme / project implementation and management</td>
<td>40 points for required 5 years of experience, 5 points for any additional year up to maximum 60 points</td>
<td>60</td>
</tr>
<tr>
<td>implementation and management [max 60 points]</td>
<td>Firm/entity with less than 3 years of experience will be disqualified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.2 Experience and knowledge in the field of education, and teachers' training at</td>
<td>It is desirable for organization to have successfully implemented min 3 national projects in the field of education and teachers' training</td>
<td>More than 5 projects (100 %) 4-5 projects (90 % of points) 3 projects (70 % of points) 1-2 projects (40% of points) No projects (0%)</td>
<td>60</td>
</tr>
<tr>
<td>regional and national level [max 60 points]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.3 Demonstrated experience in story telling and reading strategies [max 40</td>
<td>It is desirable for organization to have past experience for min 2 reference teachers' training projects on story telling and reading strategies</td>
<td>More than 5 references (100 %) 3-4 references (90% of points) 2 references (70 % of points) 1- references (50% Points)</td>
<td>40</td>
</tr>
<tr>
<td>points]</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>1.4 Knowledge and understanding of the context of UNESCO and/or the United Nations</td>
<td>It is desirable for an organization to have worked in the past with the UNESCO and/or the UN System including World Bank Group [min 2 good references considered an asset]</td>
<td>More than 5 reference (100%) 3-4 references (90 % of points) 2 references (70 % of points) 1 reference (40% of points) No experience (0 %)</td>
<td>20</td>
</tr>
<tr>
<td>system including World Bank Group [max 20 points]</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>1.5 Knowledge and understanding of local context</td>
<td>It is desirable for an organization to have physical presence in the local context</td>
<td>Office in the region</td>
<td>20</td>
</tr>
</tbody>
</table>

Total Expertise of the Firm

200
<table>
<thead>
<tr>
<th>General Criteria</th>
<th>Notes (Case Specific)</th>
<th>Scoring Scale (Case Specific)</th>
<th>Points obtainable (Case Specific)</th>
</tr>
</thead>
</table>
| 2.1              | A sound methodological approach demonstrating in-depth theoretical understanding of the field (max 150 points)                                                                                                        | To what extent does the proposal describe how each of the illustrative questions in the TOR could be addressed and / or elaborated?  
[The proposal should be elaborated considering the key activities as per TOR based on Offeror own interpretation (i.e. assumption that impact the proposal) as well as strategies in achieving the expected outcomes and stakeholders to be involved in the different activities]. | Excellent evidence of ability to support & exceed requirements (100%)  
Good evidence of ability to support & exceed requirements (90%)  
Satisfactory evidence of ability to support requirements (70%)  
Marginally acceptable/weak evidence to support requirements (40%)  
No evidence to demonstrate ability to comply with requirements (10%)  
No information submitted or unacceptable with requirement (0%) | 150 |
| 2.2              | Demonstrated understanding of project management techniques, including monitoring, documentation and reporting procedures [max 100 points]                                                                               | To what extent does the proposal reflect a feasible and sound methodology, considering the limitations and risks of each tool?  
[The proposal should be elaborated considering the key activities as per TOR based on Offeror own interpretation (i.e. assumption that influence the proposal) as well as strategies in achieving the expected outcomes]. | Excellent evidence of ability to support & exceed requirements (100%)  
Good evidence of ability to support & exceed requirements (90%)  
Satisfactory evidence of ability to support requirements (70%)  
Marginally acceptable/weak evidence to support requirements (40%)  
No evidence to demonstrate ability to comply with requirements (10%)  
No information submitted or unacceptable with requirement (0%) | 100 |
| 2.3 | Clear presentation and sequence of activities and the planning logical. Realistic and promise efficient / on time submission of deliverables?  
[max 100 points] | The proposal should include realistic workplan with specific treatment of key deliverables and priorities and also clear repartition of taks amongst team member | Excellent evidence of ability to support & exceed requirements (100%)  
Good evidence of ability to support & exceed requirements (90%)  
Satisfactory evidence of ability to support requirements (70%)  
Marginally acceptable/weak evidence to support requirements (40%)  
No evidence to demonstrate ability to comply with requirements (10%)  
No information submitted or unacceptable with requirement (0%)  
100 |
| 2.4 | Quality of samples of previous teachers' training project relating to the subject of current project in line with methodology requirements as set in TOR?  
[max 50 points] | The samples provided should reflect the set methodology requirements | Excellent evidence of ability to support & exceed requirements (100%)  
Good evidence of ability to support & exceed requirements (90%)  
Satisfactory evidence of ability to support requirements (70%)  
Marginally acceptable/weak evidence to support requirements (40%)  
No evidence to demonstrate ability to comply with requirements (10%)  
No information submitted or unacceptable with requirement (0%)  
50 |

<p>| Total Proposed Work plan and Approach | 400 |</p>
<table>
<thead>
<tr>
<th>General Criteria</th>
<th>Notes (Case Specific)</th>
<th>Scoring Scale (Case Specific)</th>
<th>Points obtainable (Case Specific)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Team Leader</strong></td>
<td><strong>to possess:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Master degree</strong></td>
<td><em>in a specialized field, Excellent oral communication and report writing skills in English</em></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professional experience in specialization field</td>
<td>It is mandatory for the proposed coordinator to have master degree in social science or related field</td>
<td>15 points for required for master degree years of experience, 5 points for any additional degree</td>
<td>20</td>
</tr>
<tr>
<td></td>
<td>It is desirable for firm to propose coordinator with 3 to 4 references in the field of education and teachers’ training at national level</td>
<td>5 or more references (100%) 3-4 references (90%) 2-3 references (70%) 1-2 references (40%) No experience (0%)</td>
<td>20</td>
</tr>
<tr>
<td></td>
<td>It is desirable that the coordinator has at least 3 references relating to training on storytelling and reading comprehension strategies</td>
<td>5 or more references (100%) 4 references (90%) 3 references (70%) 1-2 references (40%) No experience (0%)</td>
<td>10</td>
</tr>
<tr>
<td><strong>Total Team Leader</strong></td>
<td></td>
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<td>50</td>
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<tr>
<td><strong>Team members</strong></td>
<td><strong>specially project coordinator to possess:</strong></td>
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</tr>
<tr>
<td><strong>Advanced university degree, Excellent oral communication and report writing skills in English and French</strong></td>
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<tr>
<td>Professional experience in specialization field</td>
<td>It is mandatory for the proposed senior team member to have min 3 years of programme and project implementation and management</td>
<td>15 points for required 3 years of experience, 5 points for any additional year</td>
<td>20</td>
</tr>
<tr>
<td></td>
<td>It is desirable for firm to proposed senior team member with 2 to 3 references in the field of education</td>
<td>6 or more references (100%) 4-5 references (90%) 2-3 references (70%) 1 references (40%) No experience (0%)</td>
<td>20</td>
</tr>
<tr>
<td></td>
<td>It is desirable that the senior team member has at least 2 references relating to teachers training on story telling and reading strategies</td>
<td>3 or above references (100%) 3 references (90%) 2 references (70%) 1 reference (40) No experience (0 %)</td>
<td>10</td>
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<tr>
<td>Total Sr team member</td>
<td>50</td>
<td></td>
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<tr>
<td>TOTAL PERSONNEL</td>
<td>100</td>
<td></td>
<td></td>
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<tr>
<td>Total Technical Proposal</td>
<td>700</td>
<td></td>
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</tbody>
</table>