



Ministry of Climate Change, Environment and Energy
Republic of Maldives

TERMS OF REFERENCE

IULAN NO: (IUL)1139-CCD/1139/2026/152

**CONSULTANCY SERVICE FOR GENDER EQUALITY AND SOCIAL INCLUSION
(GESI) AND SOCIAL SAFEGUARDS EXPERT FOR TRACT PROJECT**

Request for proposal (RFP) – Single Envelope

Issued on: 06 October 2026

Issued By: TRACT Project, Climate Change Department

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Section 1

Tender Sheet

Reference No:	Tender Reference		
1	<u>Tender Name:</u> Consultancy Service for Gender Equality and Social Inclusion (GESI) And Social Safeguards Expert for TRACT Project		
2	<u>Bid queries submission timeline and Address:</u> Location: Ministry of Climate Change, Environment and Energy Date: 12/10/2026 (Monday) Time: 12:00pm Email: tract@environment.gov.mv CC: climate@environment.gov.mv Telephone No: 3018300		
3	<u>Bid Clarification Deadline and Address:</u> Location: Ministry of Climate Change, Environment and Energy	Date: 13/10/2026 (Tuesday)	Time: -
4	<u>Proposal submission deadline:</u> Location: Ministry of Climate Change, Environment and Energy - Reception	Date: 18/10/2026 (Sunday)	Time: 10:00am
5	<u>Submission instruction</u> Proposals must be delivered in sealed envelopes titled “Do not Open Before 1005 hours on 18 October 2026 – Consultancy Service for Gender Equality and Social Inclusion (GESI) And Social Safeguards Expert for TRACT Project - (IUL)1139-CCD/1139/2026/152” and the submitting party’s name and address Late proposals will be rejected.		
6	<u>Submission address</u> Climate Change Department Ministry of Climate Change, Environment and Energy Faashanaa Maalam, Dharubaaruge, Ameenee Magu, Henveiru Male’, 20344, Republic of Maldives		

	Email: tract@environment.gov.mv Website: www.environment.gov.mv Project name: Toward Risk-Aware and Climate-resilient communities (TRACT) project		
7	<u>Bid Opening:</u> Proposals will be opened in the presence of the proponents' representatives who choose to be present at the address below at the time of proposal opening.	Date: 18/10/2026 (Thursday)	Time: 10:05am
8	<u>Evaluation Criteria on Annex 10</u>		
<u>Note:</u> • If the tender requires bid registration, only bidders registered within the specified deadline will be eligible to submit bids.			

Section 2

Instruction for Bidders

A. General Information

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|-----------------------------|-----|--|
| 1. Introduction | 1.1 | This bid is opened to parties who can provide the goods/services mentioned in the tender sheet. The requirements of the goods/services have been detailed in the information sheet. |
| 2. Eligible Bidders | 2.1 | This bid is opened to all the individuals. |
| | 2.2 | If any other parties, except those mentioned in 2.1, are eligible to propose the bid, it shall be stated in the tender sheet. |
| 3. Bid Document and signing | 3.1 | The bid must comply with Annex 1 and the materials included on the bidder's checklist as one document. |
| | 3.2 | Bids must be typed in English or Dhivehi in an easy-to-read font. Or if written by hand, it should be legible. All pages of the tender shall bear the signature of the tenderer. Each page of the tender shall also be numbered to indicate the number of pages. |
| 4. Number of Bids submitted | 4.1 | Each bidder may submit 1 (one) bid. If any bidder submits more than one bid, all bids submitted by that bidder will be cancelled. |
| 5. Cost of preparing Bid | 5.1 | All expenses incurred in preparing and submitting the bid shall be borne by the bidder. The ministry shall not be responsible for any expenses incurred in this regard. |
| 6. Other principles | 6.1 | If the bidder is a close relative of an employee who works in the Ministry or any affiliated office under the Ministry the bidder must disclose it. |

B. Documents relating to the bid

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| 7. Sections of the tender book | 7.1 | Documents related to bid are included in the list below and in amendments. |
| | 7.1.1 | Bid Sheet (Section-1) |
| | 7.1.2 | Instructions to Bidders (Section-2) |
| | 7.1.3 | General and Special Provisions of the Agreement (Section-3) |
| | 7.1.4 | Annex (Section 4) |
| | 7.1.5 | Works Related Information (Section-5) |
| 8. Clarification of information regarding the bid | 8.1 | It is the responsibility of the Bidder to obtain any further information regarding the information contained in this Bid Book or in connection with this Bid. |
| | 8.2 | Amendments issued in accordance with Section 9.1 shall form part of the Bid. |
| 9. Changes to the tender | 9.1 | If it is deemed necessary to make a change to the bid before the expiry of the bid opening period, an amendment (deduction/addition) can may be made. |
| 10. Language used in the tender | 10.1 | The bidder shall prepare the bid in Dhivehi or English in accordance with the templet given with the TOR. |

C. Preparation of bids

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|---------------------------|------|---|
| 11. Money used in the bid | 11.1 | The bidder shall submit the bid price in a Currency stated in the TOR. |
| 12. Proposing the price | 12.1 | The Consultant shall be responsible for all applicable taxes, including Income Tax and GST, arising from the provision of the consultancy services. |

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| 13. Duration | 13.1 Unless otherwise agreed upon the deadline for work should be submitted in days including all the holidays. |
| | 13.2 The period offered for the work shall be reasonable for the performance of the work. |
| | 13.3 The expiry date of the bid shall be at least 120 (one twenty) days from the date of submission of the bid. |
| | 13.4 If the duration stated by the highest-ranking bidder exceeds the duration stated in the TOR, the ministry reserves the right to negotiate with the bidder in accordance with relevant laws and regulations. |

D. Submission of bids

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|-------------------------------------|---|
| 14. How to close the bid | 14.1 The name, address and telephone number of the bidder shall be written on the outside of the envelope. |
| | 14.2 Bids should be submitted in a closed envelope addressed as per the bid sheet. |
| | 14.3 Bids submitted without the bidder's signature on the Bid Submission Form shall be disqualified. |
| 15. Deadline for submission of bids | 15.1 The Bid sheet shall state the deadline for bid submission (work or Services) |
| 16. Procedure for late bids | 16.1 Bids submitted after the deadline will not be accepted. |
| | 16.2 Except otherwise, any law or regulation specified, any bid submitted electronically shall not be accepted. |

E. Bid opening and evaluation

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| 17. Bid opening | 17.1 If the scheduled date for the opening of bids is declared a public holiday by the Government for any reason, the bids shall be opened on the next official working day, as specified in the Bid Sheet. |
|-----------------|---|

- 17.2 Any problem with the calculation of qualifying tenders will be corrected as follows.
- (i) If the amount in the bid differs from the amount stated in words, the correct amount shall be deemed to be the amount in words.
 - (ii) If the amount in the bid differs from the amount stated in in proposal submission form the correct amount shall be deemed as the amount in the bid submission form.
 - (iii) Arithmetic errors in the bid can be corrected in the evaluation process.
18. Bid Evaluation 18.1 The Ministry may reject the bids in accordance with public Finance Regulation as follows;
- (i) if the required information and documents are not submitted as stated in the TOR; or
 - (ii) if the prices offered are inadequate; or
- any other reason specified by the Ministry.
19. Determination of the bidder 19.1 The successful and unsuccessful bidders will be notified in writing. Following this notice, unsuccessful bidders shall be given 3 (three) days to submit a complaint relating to the bid. The reason for the unsuccessful bid shall be stated upon request by the complainant within this period.
- 19.2 The contract with the successful bidder shall be signed after considering the submissions and answering the questions raised by the unsuccessful bidders within the period specified in 19.1.

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| 20. Selection and notification of the successful bidder | 20.1 The agreement shall be signed after addressing the complaints and the questions raised by the unsuccessful bidders that have been submitted within the period specified in Article 19.1. |
| 21. Signing the agreement | <p>21.1 If the work is abandoned after signing the agreement or if the work is not completed after signing the agreement, action will be taken as per Chapter 11 of the Public Finance Regulation.</p> <p>21.2 If the agreement is not signed within the stipulated time frame as stipulated in Chapter 11 of the Public Finance Regulation, the decision to award this work will be canceled and action will be taken as mentioned in Chapter 11 of the Public Finance Regulation.</p> <p>21.3 The amount stated in the bid sheet shall be submitted as performance guarantee.</p> |

F. securities to be Submitted

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| 22. Bid Security
(Excluding consultancy services) | <p>22.1 The bid security of the unsuccessful bidders will be returned to them within 7 (seven) days from the date of notification to the successful bidder.</p> <p>22.2 If a bidder withdraws from the bid after the opening of the bid or if the successful bidder cancels the bid after receiving the certificate of success, the bid security submitted by the bidder will be forfeited to the State.</p> |
| 23. Advance and Advance payment guarantee | <p>23.1 If an advance is requested, the advance may be issued in accordance with the Public Finance Regulation.</p> <p>23.2 Advance will be issued if the total value of the procurement exceeds MVR 250,000 (Two Hundred and Fifty Thousand Rufiyaa)</p> |

- 23.3 The party shall request for advance payment within 45 (forty-five) days of signing the contract.
- 23.4 If the advance is requested for, a security or guarantee issued by a government recognized bank or financial institution established in Maldives shall be submitted as advance payment guarantee.
- 23.5 The advance shall not exceed 15% (fifteen percent) of the total contract price. The advance payment will be retained from the bills submitted during work or service performance in proportion to the total value of the contract.
24. Performance guarantee
(Excluding consultancy services)
- 24.1 If the bid price is exceeding MVR.500,000/-, the successful bidder shall submit as performance guarantee a security or guarantee issued by a Government recognized bank or financial institution established in Maldives, excluding consultancy service.
- 24.2 If the successful bidder fails to submit the performance guarantee within the timeframe specified, the decision to award the work will be reversed and the bid security submitted by the bidder will be forfeited to the State.
25. Case filing and case investigation
- 25.1 Pursuant to Public Finance Regulation 11.02 filing and investigating of complaints against irregularities in a tender shall be submitted under the finance regulation circular number 13-K/CIR/2018/01 annex 17 through form PR-14.
- 25.2 As mentioned in Rule 11.02 of the Public Finance Regulation, irregularities in a tender shall be submitted in PR-14 form "Bidder Complaint Form-First Stage" in annex 18 of Finance Circular No. 13-K/CIR/2018/01.
- 25.3 Upon submission of irregularities in a tender as per Rule 11.02 of the Public Finance Regulation, within 14 (fourteen)

days from the date of filing of the complaint, the matter shall be decided and the decision shall be sent to the complainant in writing under circular number 13-K/CIR/2018/01 annex 19 reply shall be prepared and notified in the PR-14 form (Response of Procurement Officer to the Tender Issue).

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| 26. Submitting for Independent Review Committee for reconsideration | 26.1 In submitting to the Independent Review Committee for administrative review of a tender as mentioned in Chapter 11.02 of the Public Finance Regulation, the tender issue shall be referred to in annex 21 of Public Finance Circular No. 13-K/CIR/2018/01 The complaint may be submitted to the Independent Review Committee through Form PR-16 (Appeal stage). |
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Section 3

General and special provisions of the agreement

27. Definitions

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| 27.1 | "Owner of the Work" means a place within the jurisdiction of the Ministry required to carry out the Work. |
| 27.2 | "Contractor" means the person submitting the tender for the performance of the work. |
| 27.3 | "Work" means the service or works described in the tender sheet. |
| 27.4 | "Work Price" means the amount paid to the Contractor upon completion of the Work in accordance with the Agreement. |
| 27.5 | "Agreement" means the agreement between the Employer and the Contractor regarding the work. |

28. Exchange of documents

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| 28.1 | The parties to this Agreement shall give all notices to each other in connection with this Agreement, the notification shall be in writing and in the Dhivehi or English language. |
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- 28.2 Upon request by either party, documents sent from one party to the other party shall be submitted physically to a specified address or person or by registered post, or to the designated email address specified in the bid.
- 28.3 If the parties to the agreement wish to change the address in this Agreement, either party must notify the other party in writing.
- 29. Assignment of work to a third party** 29.1 No assignment under this Agreement may be assigned to another party.
- 30. Taking over of goods and services** 30.1 The date and time of delivery of the materials to the Ministry shall be notified to the Contractor before the materials are delivered to the Ministry.
- 30.2 Once the materials are brought to the Ministry, the contractor will take over the quantity of the materials.
- 30.3 The owner of the work will check that the goods/services have been received as per the agreement after the Ministry takes over. If the work is completed in accordance with the specification after checking the quality, the goods/services will be deemed to have been received in accordance with the agreement. The service/goods provided in violation of the agreement will be returned.
- 31.Contract Duration** 31.1 The goods/services shall be delivered within the period specified in the agreement.
- 31.2 In the event of force majeure or manufacturing related matter or any other reason, either party shall notify in writing the other party the delays and the reason for the delay. The notification shall be initiated within contract period.
- 31.3 Any request for the contract extension shall be awarded in accordance with the public Finance Regulation.

- 32. Penalty and cancellation of agreement**
- 32.1 If the work or services (excluding consultancy) are not completed within the agreed period, liquidated damages will be deducted in accordance with Article 10.65 of the Financial Rules.
- 32.2 If the total value of the bid is below MVR.5,000,000/-, the deduction shall be equal to the total value multiplied by 0.005 multiplied by the number of days exceeding the period.
Liquidated Damages = $CP \times 0.005 \times LD$
If the total value of the tender exceeds MVR. 5,000,000/-, the deduction shall be equal to the total value multiplied by 0.0025 multiplied by the number of days overdue.
Liquidated Damages = $CP \times 0.0025 \times LD$
CP (Contact Price): Total contract value
LD (Late Duration): days beyond the term of the contract
- 32.3 If the Contractor is required to pay for the period of delay, the bill submitted by the Contractor shall be paid for the remaining amount after deducting the amount specified in the bill.
- 32.4 The Ministry reserves the right to terminate the contract if the liquidated damages exceed 15% of the total cost of the work.
- 33. Termination of the Agreement**
- 33.1 The Ministry reserves the right to cancel the contract in whole or in part if it is found that the work is not being carried out as specified in the contract.
- 33.2 If the agreement terminates for whatever reason within 3 (three) working days, both parties must sign a statement detailing the completed and unfinished work. A list of all the contractor's items on the work site must be taken within 3 (three) days. The Ministry will not be held liable for any issues with any of these matters after this period.

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| 34. Other things | 34.1 If, after signing the Agreement, the parties become aware that any law or regulation of the Government conflicts with this Agreement or if such law or regulation is enacted, such a provision becomes incorporated into this Agreement, both parties agree to maintain this Agreement without termination, albeit by amending such provision. |
| 35. Taxes and other fees | 35.1 Taxes, customs duties, import license fees and any other fees payable in connection with this work shall be paid by the contractor. |
| 36. Modification of the agreement (Amendments) | 36.1 Any provision of this Agreement may be modified only by agreement signed between the parties. |
| 37. The law applicable to the agreement | 37.1 This Agreement shall be governed by, and enforced in accordance with, the laws and regulations of the Republic of Maldives. |
| 38. Dispute | <p>38.1 If any dispute arising out of this Agreement cannot be resolved by negotiation between the parties, the matter shall be submitted to a court of law in Maldives.</p> <p>38.2 Any deficiencies in this Agreement shall be resolved by negotiation between the parties. If not resolved, the case shall be referred to a court of law in Maldives.</p> <p>38.3 In case of dispute between TOR and PFR (Public Finance Regulation) the PFR will prevail.</p> |

Section 4

Annex 1

Documents and checklist to be submitted by the bidder

The following related documents shall be submitted for the bids to be considered sufficiently responsive.

Applicants should submit their proposals containing the following documents and applicable Technical Proposal – Standard Forms and Financial Proposal – Standard Forms under ANNEX 1.

#	Documents to be submitted	✓/ ×	Page No:
Technical Proposal			
1	Proposal submission form - (Annex 2 - Tech Form 1) (signed by the Applicant)		
2	Approach, Methodology and Work Plan – (Annex 3 - Tech Form 2)		
3	A summary of the work plan must be presented in the format in Work Schedule (Annex 4 - Tech Form 3) showing in the form of a bar chart the timing proposed for each activity.		
4	Curriculum Vitae (CV) of the Consultant – (Annex 5 - Tech Form 4 or CV in own format, as long as the CV includes all the information in Tech Form 4)		
5	Completed Letter of Commitment (signed by the Specialist / Expert) – (Annex 6 - Tech Form 5)		
6	Copy of National ID Card		
8	Experience Letters		
Financial Proposal			
9	Financial Breakdown Form – (Annex 7 - Form FIN – 1)		
10	Bidders are required to submit the bank statement of the Bidder's bank account. (Bank statements covering a minimum period of three (3) months prior to the bid announcement date (06 th October 2026) shall be submitted)		
11	Documentation of conflict or non-conflict of interest – (Annex 8)		
12	Current Work Commitments / Work in Progress – (Annex 9 - FIN FORM 2)		

Note:

- **Copy of National ID Card and Conflict of interest document may be obtained during the evaluation process if not submitted with the bid.**
- **In case of price conflict in Proposal submission form - Annex 2 - Tech Form 1 and Financial Breakdown Form – Annex 7 - Form FIN – 1, the correct price shall be deemed to be the price in the Proposal submission form - Annex 2.**
- **Copies of academic certificates and reference letters demonstrating the experience specified in this TOR must be submitted. The required experience, as well as any other experience relevant to the TOR, must be clearly identified or highlighted in the submitted documents.**
- **If the Bidder has no current contract commitments, Annex 9 (Form FIN-2) may be omitted from the bid submission. The omission of Form FIN-3 will not result in the rejection of the bid. The Form may be requested and obtained during the evaluation process, if required.**

Annex 2
TECH FORM 1

Proposal Submission Form		
1. Bidder Information		
1.1	Name:	
1.2	Address:	
2. Project Information		
2.1	Project Name:	
2.1	Tender No:	
3. Minimum quantity, price and duration of the goods/services offered		
Detail		Price
Consultancy Service for Gender Equality and Social Inclusion (GESI) and Social Safeguards expert for TRACT project		Total
Duration:		
4. Declaration:		
4.1	After due consideration of the information given for the provision of the above-mentioned works/services and the provisions of the Agreement, I / We hereby tender for the provision of these works or services at the above-mentioned price.	
4.2	I / We agree to accept and comply with this tender for 120 days from the date of submission. If the owner requests to sign the agreement within this period, I agree to sign the agreement and work in accordance with the agreement.	
5. On Behalf		
Name:		Signature:
Designation:		
Date:		

Annex 3
TECH FORM 2

Approach, Methodology and Work Plan

[Technical approach, methodology and work plan are key components of this Proposal. the Consultant is suggested to submit Proposal with the following areas clearly described:

- a) Methodology for each activity,*
- b) Work Plan*

a) Technical Approach and Methodology

[In this chapter the Consultant should explain your understanding of the objectives of the assignment, approach to the services, methodology for carrying out the activities and obtaining the expected output, and the degree of detail of such output. You should highlight the problems being addressed and their importance, and explain the technical approach you would adopt to address them. You should also explain the methodologies you propose to adopt and highlight the compatibility of those methodologies with the proposed approach.]

b) Work Plan

[In this chapter the Consultant should highlight the main activities and sub-activities of the assignment, their content and duration, phasing and interrelations, milestones (including interim approvals by the Client), and delivery dates of the reports. The proposed work plan should be consistent with the technical approach and methodology, showing understanding of the TOR and ability to translate them into a feasible working plan.]

Annex 4
TECH FORM 3

Work Schedule

Gender Equality and Social Inclusion (GESI) and Social Safeguards Expert for TRACT Project														
	2027				2028				2029				2030	
Deliverables	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2

Annex 5
SAMPLE CV TEMPLATE
TECH FORM 4

Curriculum Vitae Sample		
1.	Name of Consultant:	
2.	Education:	<i>[Indicate college/university and other specialized education of staff member, giving names of institutions, degrees obtained, and dates of obtainment]:</i>
3.	Membership of professional associations	
4.	Other Training	
5	Countries of work experience	<i>[List countries where the Consultant has worked in the last ten years]:</i>
6	Languages	<i>[For each language indicate proficiency: good, fair, or poor in speaking, reading, and writing]:</i>
7	Experience/ employment record	<i>[Starting with present position, list in reverse order every employment held the Consultant since graduation, giving for each employment (see format here below): dates of employment, name of employing organization, positions held.]</i> From [Month/Year] – To [Month/Year]: Employer: Positions held: Job description:
8	Summary of projects / assignments undertaken / role	Name of project/ assignment: Experience classification: General / specific Scope of project/ assignment: From [Month/Year] – To [Month/Year]: Positions held:

9	Past commitments in projects with the Ministry of Climate Change, Environment and Energy	Name of the Contract/Project: From [Month/Year] – To [Month/Year]: Positions held: Summary of role
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Note: Bidder can submit Tech Form 4 or CV in an alternative format, provided that the CV includes all the information required in Tech Form 4.

Annex 6
TECH FORM 5

Letter of Commitment

(Specialist / Expert)

[Location, Date]

To: [Name and address of Client]

Ref no: _____

Dear Sir/Madam,

I am writing to confirm my availability to provide services as the **Expert** to “**Consultancy services for GESI and Social Safeguards Expert for TRACT Project**”- for the Ministry of Climate Change, Environment and Energy.

I undertake, if this proposal is accepted, to complete and deliver the whole of the services assigned to me in the scope of services.

I undertake, if this proposal is accepted upon receipt of the Ministry of Climate Change, Environment and Energy’s notice, to commence performance of the services with due expedition and without delay.

Yours sincerely,

Name:

ID card No:

Date:

Signatory:

Note: CV should be submitted along with the supporting documents.

Annex 7
FIN FORM 1

Financial Breakdown Form

Date:

Reference No: (generated by the proponent)

No.	Description	Price/Unit (MVR)	Total
1	Deliverable 1: Inception Report and Workplan		
2	Deliverable 2: Validated with GESI aspects incorporated National Protection, Gender and Inclusion (PGI) Guidelines for Disaster Management		
3	Deliverable 3: PGI Response SOPs & GBV Protocol: Final SOPs for disaster response integration and emergency GBV mitigation		
4	Deliverable 4: GESI Capacity Building and Grievance Redress Mechanism Implementation		
5	Deliverable 5: Inclusive Communication & Community Tools: Inputs into MHEWS last-mile communication strategy, EVCA gender-responsive tools, and training materials and report		

5	Deliverable 5: Final Safeguards & GESI Implementation Report: Monitoring synthesis, GAP indicators achievement report, and transition/sustainability manual.		
Total:			

The quotation is valid for 120 days from the date of bid opening.

Indicate the total cost with detail cost to be paid in **Maldivian Rufiyaa (MVR)**.

Signature of the Applicant

Annex 8

FIN FORM 2

Current Work Commitments/Works in Progress

Tenderer should provide information on their current commitments on all contracts that have been awarded, or for which a letter of intent or acceptance has been received, or for contracts approaching completion, but for which an unqualified, full completion certificate has yet to be issued.

No	Name of contract	Employer, contact address/tel/fax	Value of outstanding work (current MVR equiv)	Estimated completion date	Average monthly invoicing over last six months (MVR/month)
1.					
2.					
3.					
4.					
5.					
6.					
7.					
8.					
9.					

Annex 9
DISCLAIMER FOR CONFLICT OF INTEREST
Each Applicant must fill in this form

Tender Name:	Click here to enter text.
Advertisement No:	Click here to enter text.
Advertisement Date:	Click here to enter text.

I/We, the undersigned as the bidder, submitting the tender in respect of call for captioned tender, confirm:

- *that should I/We have any “close relative” or “close associate” working at Ministry of Climate Change, Environment and Energy, I/We will disclose that information with this form. In this instance “close relative” and “close associate” represents the meaning stated in Section 19 of Regulation Number: 2023/R-158 (Public Finance Regulation);*
- *that I/We will disclose any conflict of interest in connection to the contract with this form. A conflict of interest may arise in particular as a result of economic interests, political or national affinities, or any other relevant connection or shared interest;*
- *that I/We will inform the at Ministry of Climate Change, Environment and Energy, without delay, of any situation constituting a conflict of interest or could give rise to a conflict of interest;*
- *that I/We have not made, and will not make, any offer of any type whatsoever from which an advantage can be derived under the contract;*
- *that I/We have not granted, sought, attempted to obtain or accepted and will not grant, seek, attempt to obtain, or accept any advantage, financial or in kind, to or from any party whatsoever, constituting an illegal or corrupt practice, either directly or indirectly, as an incentive or reward relating to the award of the contract;*
- *that I/We understand that the at Ministry of Climate Change, Environment and Energy reserves the right to verify this information and that I am/We are aware of the consequences which may derive from any false declaration in respect of the information required by the awarding body as a condition of participation in the contract procedure.*

☐ **YES**, I/We have “close relative” or “close associate” please find the Details below.

Name of the Staff(s):

NID Card No.:

Relationship with the Staff:

☐ **NO**, I/We do not have “close relative” or “close associate”

Details of the Bidder

Name of the Bidder:		Signature of the Bidder:	
Date:			

Annex 10

Criteria to be used for evaluation of bids

Technical Score	
The following criteria will be applied during the evaluation of the proposals and attention should be paid while preparing the proposals. Points will be awarded only for assignments with supporting documents.	
(A) GESI and Social Safeguards Expert	
GESI and Social Safeguards Expert <i>Minimum Qualifications</i> Minimum Master's degree in Gender Studies, Sociology, Development Studies, Social Sciences, Human Rights, or a related field – 50 points <i>Experience (50 marks)</i> Minimum 7 years of professional experience in gender mainstreaming, social inclusion, protection, or social safeguards in development projects (experience with GCF, UN, or multilateral climate adaptation initiatives in SIDS contexts preferred) – 30 points Proven track record in developing PGI guidelines, community-based vulnerability assessments (VCA/EVCA), and disaster risk management inclusion frameworks will be an added advantage – 10 points Excellent analytical, drafting, and facilitation skills in English; proficiency in Dhivehi is an added advantage – 10 points	100
Total A=	100
(B) Approach, methodology and work plan	
Approach and methodology <i>a) Demonstration of an understanding of the objective of the assignment in the context of the project - 30 points</i> <i>b) Proposal on methodology on carrying out the activities - 30 points</i>	60

Work Plan. <i>a) Proposed main activities of the assignment, their content and duration, phasing and interrelations, milestones (including interim approvals by the Client and delivery dates of the reports - 10 points</i> <i>b) Work plan being consistent with proposed Technical Approach and Methodology – 20 points</i> <i>c) Work schedule – 10 points</i> {Please outline the plan for the implementation of the main activities/tasks of the assignment, their content and duration, phasing and interrelations, milestones (including interim approvals by the Client), and tentative delivery dates of the reports. The proposed work plan should be consistent with the technical approach and methodology, showing your understanding of the TOR and ability to translate them into a feasible working plan. A list of the final documents (including reports) to be delivered as final output(s) should be included here. The work plan should be consistent with the Work Schedule Form.}	40
Total B=	100
Technical Score: The number of points to be assigned to each of the above positions or disciplines shall be determined considering the following three sub criteria and relevant percentage weights for each position. Only Specialists who meet the minimum qualification requirements will be qualified for technical evaluation. Technical score (St) = $A/100*[W1] + B/100*[W2]$	
Note: Only the proposals that will obtain a minimum of 60% out of 100 obtainable points will be qualified for the financial evaluation.	
Financial Score:	
The formula for determining the financial scores is the following: $S_f = 100 * F_m / F$, in which S_f is the financial score, F_m is the <u>lowest price</u> and F is the price of the proposal under consideration. The weights given to the Technical and Financial Proposals are: $T = [0.6]$, and $F = [0.4]$	

FINANCIAL SITUATION EVALUATION

Bank statement of the bidder's bank account. To be eligible the bidder's bank statement (Bank statements covering a minimum period of three (3) months prior to the bid announcement date shall be submitted) must show a credit balance of minimum **MVR 35,000.00**

ADDITIONAL INFORMATION

Ministry of Climate Change, Environment and Energy has overall responsibility for the management of the contract and contractual reporting obligations.

Documents and data provided by the government for the purpose of this assessment, which is not of public nature shall be considered confidential and should not be disclosed to any other party.

All outputs and materials produced as part of this TOR shall be handed over to the project at the end of the contract and will become the sole property of Ministry of Climate Change, Environment and Energy.

Obtaining any necessary visa and documents are the responsibility of the proponent. MoCCEE will only provide a visa facilitation letter if necessary.

For the workshop and trainings: invitations, catering and venue will be financed directly by the project. This cost should NOT be included in the price quotation.

For domestic travel: land and sea travel (as per the schedule provided and agreed upon) will be directly financed by the project. This includes the DSA.

Section 5

Details of services/materials/work required

Introduction and Background

The Government of the Republic of Maldives through the Ministry of Climate Change, Environment and Energy has received funding from the Green Climate Fund (GCF) towards the implementation of “Towards Risk Aware and Climate Resilient Communities (TRACT) project and intends to apply part of the proceeds for the recruitment of a Gender Equality and Social Inclusion (GESI) and Social Safeguards Expert for the project.

TRACT project is implemented by Ministry of Climate Change, Environment and Energy (MCCEE) with assistance from the United Nations Environment Programme (UN Environment). The main objective of the project is to increase climate resilience and reduce the vulnerability of climate-sensitive sectors and communities in the Maldives by enabling a paradigm shift toward risk-informed, evidence-based decision-making and disaster preparedness.

The TRACT project aims to

- Establish User-Driven Services & Systems: Deliver reliable, user-driven climate information services and an end-to-end, people-centred, impact-based multi-hazard early warning system (MHEWS) covering the entire country.
- Strengthen Capacity for Anticipatory Action: Enhance the capacity of national institutions, sectors, and local island communities—especially vulnerable groups like women, youth, and children—to implement timely preparedness and anticipatory actions to avert or minimize climate-related losses and damages.
- Address Full-Value-Chain Barriers: Overcome the institutional, technical, financial, and gender barriers across all four interconnected pillars of early warning systems (Risk Knowledge, Observations & Forecasting, Dissemination & Communication, and Preparedness & Response) to ensure warnings reach and are acted upon at the last mile.

The project consists of 4 main outputs

- Output 1 – Strengthened delivery model and risk knowledge for climate services and a multi-hazard early warning system.
- Output 2 – Strengthened observations, monitoring, modelling and impact-based forecasting
- Output 3 – Improved dissemination and communication of risk information and early warnings to the last mile.

- Output 4 – Enhanced climate risk management capacity using climate information and early warnings.

The GESI and Social Safeguards Expert will provide cross-cutting technical and operational support to the Project Management Unit (PMU) and relevant project partners to help ensure that all interventions under Outputs 1–4 are socially inclusive, gender-responsive, protective, and fully aligned with the project's Gender Action Plan (GAP), Environmental and Social Action Plan (ESAP), and GCF/UNEP safeguard standards.

Objective

The primary objective of this consultancy is to provide technical, strategic, and operational expertise to support the PMU and relevant project partners in ensuring that all policy, framework, early warning, and community-level interventions under the TRACT project systematically integrate Gender Equality and Social Inclusion (GESI) and Protection, Gender and Inclusion (PGI) principles, and that the project's GAP, ESAP and Grievance Redress Mechanism (GRM) are effectively implemented and monitored in accordance with applicable project, GCF and UNEP requirements.

Scope of Assignment

The scope of work involves the following tasks to achieve the above objective:

- PGI & GESI Guidelines & SOPs: Provide inputs for the development of National Guidelines for Integrating Protection, Gender, and Inclusion (PGI) into Disaster Management (Sub-Activity 1.1.7) and SOPs for PGI integration into disaster response, including specific protocols for Gender-Based Violence (GBV) prevention and safe and confidential referral pathways (Sub-Activity 4.1.7).
- Inclusive Risk Communication & Assessments: Collaborate and provide inputs on the formulation of a socially inclusive and gender-responsive risk communication strategy (Sub-Activity 3.1.2). Provide GESI/PGI and accessibility requirements and technical inputs to help ensure early warning products, mobile apps, and dissemination channels accommodate diverse needs (e.g., persons with disabilities, migrants, low literacy, audio-enabled alerts, multiple languages) (Sub-Activities 2.2.5, 3.1.2, 3.1.6, 3.1.7).
- Vulnerability & Community Mainstreaming: Provide GESI/PGI technical inputs to the design and implementation of Enhanced Vulnerability and Capacity Assessments (EVCAs) (Sub-Activity 1.2.5) and gender-responsive Community-Based Disaster Risk Management (CBDRM) trainings for Community Emergency Response Teams (CERTs) (Sub-Activity 4.1.6).

• Safeguards, GAP & ESAP Compliance: Support the PMU in implementation, monitoring and reporting on the GAP, Stakeholder Engagement Plan (SEP), and ESAP. Support the operationalization and on-going implementation of a functional and accessible GRM. Identify emerging social safeguard risks and implementation issues and advise the PMU on appropriate follow-up and corrective measures consistent with the approved project safeguard instruments. • Capacity Building & Advisory: Deliver targeted PGI and gender mainstreaming trainings to the PMU, Maldives Meteorological Services (MMS), National Disaster Management Authority (NDMA), Maldives Red Crescent (MRC), Local Island Councils, and sectoral partners, and provide on-going technical advise on practical applications of GESI, PGI and social safeguards requirements across relevant project activities.
Requirements for Experience and Qualifications
Minimum Qualifications: Minimum Master’s degree in Gender Studies, Sociology, Development Studies, Social Sciences, Human Rights, or a related field. Experience Minimum 7 years of professional experience in gender mainstreaming, social inclusion, protection, or social safeguards in development projects, including demonstrated practical experience in implementing and monitoring gender and/or social safeguards instruments, stakeholder engagement or grievance redress mechanisms (experience with GCF, UN, or multilateral climate adaptation initiatives in SIDS contexts preferred). Proven track record in developing PGI guidelines, community-based vulnerability assessments (VCA/EVCA), and disaster risk management inclusion frameworks will be an added advantage. Experience applying GESI or social inclusion approaches to climate information services, disaster risk reduction and/or early warning systems is desirable. Excellent analytical, drafting, and facilitation skills in English; proficiency in Dhivehi is an added advantage.
Indicative Tasks
The following are indicative tasks to achieve the objectives of the consultancy: 1. Coordinate the development of National Guidelines for Integrating Protection, Gender, and Inclusion (PGI) into Disaster Management (Sub-Activity 1.1.7) and SOPs for PGI

integration into disaster response, including specific protocols for Gender-Based Violence (GBV) prevention and safe and confidential referral pathways (Sub-Activity 4.1.7) with Gender Expert hired by the project

2. Advise on the formulation of a socially inclusive and gender-responsive risk communication strategy (Sub-Activity 3.1.2). Provide GESI/PGI and accessibility requirements and technical inputs to help ensure early warning products, mobile apps, and dissemination channels accommodate diverse needs (e.g., persons with disabilities, migrants, low literacy, audio-enabled alerts, multiple languages) (Sub-Activities 2.2.5, 3.1.2, 3.1.6, 3.1.7).
3. Support implementation, monitoring and reporting of the project's GAP, SEP and ESAP, including tracking agreed actions and indicators, identifying emerging social safeguard risks or implementation gaps, and recommending appropriate follow-up on measures to the PMU.
4. Provide GESI/PGI technical inputs to the design and implementation of Enhanced Vulnerability and Capacity Assessments (EVCAs) (Sub-Activity 1.2.5) and gender-responsive Community-Based Disaster Risk Management (CBDRM) trainings for Community Emergency Response Teams (CERTs) (Sub-Activity 4.1.6).
5. Develop measures to facilitate full, equal and meaningful participation of women and other vulnerable and/or marginalized groups in project activities; identify gender and social inclusion barriers affecting access to, understanding of, and ability to act on climate information and early warnings, and recommend practical measures to strengthen equitable access and meaningful participation in EWS-related decision-making.
6. Conduct a series of gender mainstreaming workshops tailored to EWS based on Gender Assessment and KAPB survey (includes design, execution and reporting; to be delivered through a combination of face-to-face and online training).
7. Roll out implementation of the GRM including sensitization and training of PMU personnel, relevant technical staff and local stakeholders on gender as well as gender-sensitive communications, and support accessible, confidential and gender-responsive grievance handling and appropriate referral of sensitive complaints.
8. Provide on-going technical support to the PMU for implementation and monitoring of the GAP, SEP, and ESAP. Support the maintenance of a functional and accessible GRM.
9. Deliver targeted PGI and gender mainstreaming trainings to the PMU, MMS, NDMA, MRC, Local Island Councils, and sectoral partners.
10. Prepare GESI and social safeguards reports required by Green Climate Fund (GCF) and UNEP.

Duration of the Consultancy					
Duration of the assignment is 42 calendar months upon signing the contract. The assignment is expected to provide continuous technical and operational support over the implementation period, with payment made monthly upon satisfactory performance and acceptance of the deliverables outlined below.					
Deliverables & Payment Schedule					
No.	Deliverables	Details	Payment Schedule	Timing	Output
1	Inception Report, GESI and Social Safeguards Operational Workplan	Detailed approach, GAP/ESAP compliance matrix, and stakeholder consultation roadmap, including implementation and monitoring arrangements for the GAP, SEP, ESAP and GRM; coordination arrangements with relevant technical workstreams and an indicative schedule for major GESI/social safeguards outputs.	10%	Within one month of contract signature	Inception Report and Workplan
2	National PGI Guidelines for Disaster Management	Validated guidelines incorporating gender, age, disability, and migrant inclusivity (Sub-Activity 1.1.7)	15%	In accordance with the approved project workplan and sequencing of Sub-Activity 1.1.7	Validated national PGI guidelines for Disaster Management incorporating relevant gender and social

					inclusion considerations.
3	PGI Response SOPs & GBV Protocol	Final SOPs for PGI integration into disaster response, including GBV prevention and safe and confidential referral arrangements (Sub-Activity 4.1.7).	15%	In accordance with the approved workplan and sequencing of Sub-Activity 4.1.7	PGI Response SOPs with Gender and Social Safeguards aspects incorporated
4	GESI Capacity Building and GRM Implementation	Gender mainstreaming workshops focused on the practical integration of gender and social inclusion considerations across the EWS value chain. Operationalization, implementation and monitoring support for the project GRM, including stakeholder sensitization and relevant guidance/materials	15%	Workshops shall be sequenced with completion of the Gender Assessment and KAPB survey. GRM support shall be on-going throughout the assignment	GESI capacity-building outputs and operational GRM support
5	Inclusive Communication & Community Tools:	Inputs into MHEWS last-mile communication strategy, EVCA gender-responsive tools, and training materials (Outputs 3 & 4). Inputs shall focus on GESI/PGI, accessibility and social inclusion requirements	15%	As required and in accordance with the implementation schedule for the relevant outputs and activities.	Documented GESI/PGI and accessibility inputs to relevant communication, EVCA, CBDRM and training products.

6	Monthly progress / technical report	Concise report summarizing activities undertaken; technical advice and inputs provided; progress on GAP, SEP and ESAP actions and indicators; GRM status; stakeholder engagement and capacity-building activities; relevant GESI/social safeguard risks or implementation issues and follow-up actions; major outputs or milestones completed and priorities for the following month	15%	Monthly, from Month 2 to 41	Monthly progress / technical report and applicable annexes on outputs
7	Final Safeguard & GESI Implementation Report	Monitoring synthesis, GAP indicators achievement report, and transition/sustainability manual, including final status of GAP, SEP, ESAP and GRM implementation; achievement against relevant indicators; key issues and actions; lessons learned; and recommendations for sustainability and transition	15%	At completion of the 42-month assignment.	Final Safeguards & GESI Implementation Report
Total			100%		