



سندھ حکومت

محکمہ سائنس و ٹیکنالوجی، سندھ: سندھ حکومت، سندھ، پاکستان
کراچی، سندھ، پاکستان

PC-23/NCB/2026/107: سندھ حکومت

ایڈمنسٹریشن (IUL)23-PD(PMS)/23/2026/347: سندھ حکومت

ایڈمنسٹریشن: 08 جولائی 2026

مَدْرَسَةُ

سَمْعًا مَسْمُوعًا 1: سَمْعًا مَسْمُوعًا

سَمِيعٌ مَعْمُورٌ : حَرْوُ حَرْوٍ

عَبْدُكَ وَابْنُكَ: ١: (عَبْدُكَ وَابْنُكَ) (عَبْدُكَ وَابْنُكَ)

تَعْرِفُوهُ 2: (مَنْزِلُهُ مَنْزِلُ الْوَيْلِ)

تَحْرُوقُ 3 (حَسْرَتُكَ حَسْرَتُكَ)

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٥: دُرُ مَسْرُوسَا دُرُ ٤ دُرُ مَسْرُوسَا دُرُ

تَعْتَرِضُ 6: (تَجْزِئُ شَيْئًا تَجْزِئُهُ جُزْأً وَجُزْأَتٌ)

حَتُّوْهُ ٧ : (٥٠ ٤٩ ٤٨ ٤٧ ٤٦ ٤٥ ٤٤ ٤٣ ٤٢ ٤١ ٤٠ ٣٩ ٣٨ ٣٧ ٣٦ ٣٥ ٣٤ ٣٣ ٣٢ ٣١ ٣٠ ٢٩ ٢٨ ٢٧ ٢٦ ٢٥ ٢٤ ٢٣ ٢٢ ٢١ ٢٠ ١٩ ١٨ ١٧ ١٦ ١٥ ١٤ ١٣ ١٢ ١١ ١٠ ٩ ٨ ٧ ٦ ٥ ٤ ٣ ٢ ١)

ج ٨ : (ج ٨ ج ٨ - ج ٨ ج ٨)

حَدَّثَنَا مُحَمَّدُ بْنُ عَبْدِ اللَّهِ بْنِ أَبِي بَرْزَةَ عَنْ أَبِي بَرْزَةَ قَالَ قَالَ رَسُولُ اللَّهِ ﷺ (أَرْبَعُ شَيْئَاتٍ يَنْفَعُنَا فِي الدُّنْيَا وَالْآخِرَةِ) (٩)

መደብ ወይም ደንብ አድርጎ ለሕግ ማስፈጸም

1- መግቢያ

መግቢያ ደንብ አድርጎ ለሕግ ማስፈጸም

መግቢያ	ደንብ ወይም ደንብ
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وَمِنْهُمْ مَّنْ يَّسْتَفِيزُ بَيْنَ يَدَيْهِمْ رُكُوعًا ۚ وَمِنْهُمْ مَّنْ يَّسْتَفِيزُ بَيْنَ يَدَيْهِمْ رُكُوعًا ۚ وَمِنْهُمْ مَّنْ يَّسْتَفِيزُ بَيْنَ يَدَيْهِمْ رُكُوعًا ۚ (١)

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2.1	የጥገና ሪፖርት	የጥገና ሪፖርት ስራው በጥንቃቄ ይኖርበት ይገባል፡፡ የጥገናው ዓላማና ዓላማዊ ዓላማዎች ይገልጻል፡፡
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Background

This program integrates life enhancement skills, employability training, on-the-job exposure, parental engagement, and psychosocial support to ensure participants are adequately prepared to transition into employment and sustain participation in the workplace and community. The program will be delivered with reasonable accommodations and individualized progression plans tailored to each participant's needs.

The primary objective of this program is to prepare at least 10 individuals with disabilities for employment by developing their employability and life enhancement skills. This training will:

- ## Program Requirements

The selected implementing partner will be responsible for the design, implementation, and management of a holistic and inclusive job readiness program comprising the components outlined below:

1. Core Program Modules

1.1 Employability Skills:

- 1.1.1 Workplace communication and professional conduct
- 1.1.2 Teamwork and interpersonal skills

- 1.1.3 Time management, punctuality, and task completion
- 1.1.4 Problem-solving and adaptability in work settings
- 1.1.5 Understanding professional behavior, boundaries, and workplace norms
- 1.1.6 Understanding workplace safety and reporting concerns

1.2 Essential Life Skills for Employment:

- 1.2.1 Personal hygiene and presentation for the workplace
- 1.2.2 Money management and understanding wages
- 1.2.3 Daily routines, attendance, and reliability
- 1.2.4 Independent travel and navigation to and from work
- 1.2.5 Self-advocacy and requesting reasonable support

1.3 Job Preparation and Career Development:

- 1.3.1 CV development and job applications
- 1.3.2 Interview preparation and mock interviews
- 1.3.3 Understanding workplace rights, responsibilities, and expectations

1.4 Basic Psychosocial Skills

- 1.4.1 Emotional awareness and regulation
- 1.4.2 Stress management and coping strategies
- 1.4.3 Confidence-building and self-esteem enhancement
- 1.4.4 Workplace adjustment and help seeking behaviors
- 1.4.5 Social skills development for positive workplace relationships

1.5 Digital and Technology Skills

- 1.5.1 Use of workplace general applications
- 1.5.2 Online safety
- 1.5.3 Assistive/adaptive technologies

The service provider should define clear learning outcomes for each module and establish measurable indicators. Participant-specific benchmarks shall be set within the first eight (8) sessions and used to guide individualized progression and support throughout the program.

2. Workplace Exposure: Job Training and Job Shadowing

- 2.1** The service provider shall secure suitable internship or job training placements by the end of the second month of the program.
- 2.2** Placements shall align as closely as possible with participant interests; where this is not feasible, the next most suitable option shall be identified and arranged.
- 2.3** Structured on-the-job training shall be provided, with a recommended duration of up to two (2) months or more, depending on participant readiness and progress.
- 2.4** Participants may be rotated across different job roles to enhance exposure and learning.
- 2.5** Employer feedback reports, together with the service provider's report and recommendation, shall be submitted to the Ministry within one week of completion of each placement.
- 2.6** The intensity and frequency of job shadowing may be increased or individualized based on participant needs.
- 2.7** Job shadowing support levels can be gradually reduced based on participant progress.
- 2.8** Participant readiness for workplace exposure shall be determined based on competency ratings and participant benchmarks.

3. Parental and Caregiver Engagement:

- 3.1** A formal orientation shall be conducted for parents and caregivers at the commencement of the program.
- 3.2** Structured engagement sessions shall be conducted at the beginning, mid-point, and end of the program.
- 3.3** Through the sessions, parents and caregivers shall be guided on reinforcing skill development at home and in community settings.
- 3.4** Regular updates and feedback shall be shared with the Ministry.

4. Reporting and Assessment

Participant progress shall be assessed using a competency-based rating system.

Each participant shall be assessed across key competency domains, including:

- 1. Employability skills
- 2. Essential life skills related to work
- 3. Workplace behavior and reliability
- 4. Psychosocial adjustment and engagement

5. Digital and technology skills

Ratings shall be assigned on a five-point scale, as follows

Rating	Description
1	Requires intensive support, limited demonstration of competency
2	Demonstrates emerging skills with significant support
3	Demonstrates basic competency with moderate support
4	Demonstrates consistent competency with minimal support
5	Demonstrates independent and reliable competency

Each rating shall be accompanied by a brief qualitative justification, outlining strengths, challenges, and recommended next steps.

Assessment tools and criteria shall be shared with the Ministry at program commencement.

Progress against module outcome indicators and participant-specific benchmarks shall be monitored and reflected in monthly reporting.

Participants will receive a progress record or transcript summarizing their achievements at the end of the program.

5. Certification

Certificates will only be issued to participants who complete the program successfully. The selected service provider shall communicate detailed certification requirements to participants and parents/caregivers at program commencement.

6. Deliverables

The implementing partner shall be responsible for the following deliverables:

Deliverable 1: Program Plan and Curriculum

1.1 Provide detailed structure, methodology, duration, and training content (the proposal should outline this part).

1.2 Provide module outcome indicators

Deliverable 2: Benchmark Assessments

2.1 Baseline assessments conducted prior to program commencement.

2.2 Provide benchmarks against module outcomes and indicators for each participant at the end of the first 8 sessions

Deliverable 3: Reporting

3.1 Monthly Attendance and Progress Reports: reports should be submitted to the Ministry aligned with individual participant benchmarks

3.2 Psychosocial Support Summary: Non-clinical summary of psychosocial guidance and referrals if provided.

Deliverable 4: Final Outputs

4.1 Final Report: Comprehensive summary of outcomes, individual progress, challenges, and recommendations.

4.2 Parent and Caregiver Engagement Records: Documentation of sessions conducted, attendances, and materials shared.

Deliverable 5: Implementation Requirements

5.1 Implementation Venue: Accessible and inclusive facilities at the service provider's premises (excluding on-the-job components). The proposal should outline the facilities available and how they will accommodate the participants' needs, ensuring accessibility and an inclusive environment.

Participant Profile

The program shall accommodate diverse support needs through individualized adjustments and inclusive practices and prepare individuals for employment.

Duration

- Total program duration is six (6) months.
- Workplace exposure, including on-the-job training and job shadowing, shall be prioritised in the latter part of the program, with timing and duration determined based on participant readiness and progress.
- Participants not yet ready for workplace exposure shall continue structured training during this period.
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Participant Exit and Replacement

The Ministry shall be informed immediately of any participant withdrawal or termination. Participant replacement shall be permitted only if withdrawal occurs within the first two (2) months. Replacement participants shall undergo accelerated orientation and baseline assessment, and benchmarks will be adjusted accordingly.

Persistent non-attendance or disengagement for more than one month may be treated as withdrawal, with exceptions for documented medical reasons.

Initial and mid-program assessments shall be conducted to confirm suitability and monitor progress.

Participants who demonstrate achievement of defined competency benchmarks prior to completion of the full program duration may be recommended for early transition to employment, internship, or alternative pathways, subject to Ministry approval. Where a participant is not progressing against agreed benchmarks, the Ministry shall be informed and alternative pathways recommended.

Evaluation Criteria for Service Provider Selection

Proposals shall be evaluated out of a total of 100 marks, based on the criteria and weightings set out below.

1. Technical Expertise and Experience (40%)

a) Educational Qualifications of Key Personnel (10 marks)

Marks shall be awarded based on verified qualifications of proposed experts relevant to disability services, employment, psychology, social work, education, or related fields.

- Diploma in a relevant field: 2 marks per qualification
- Bachelor's degree in a relevant field: 3 marks per qualification
- Master's degree or higher in a relevant field: 5 marks per qualification

b) Experience in Conducting Similar Programs (15 marks)

Marks shall be awarded based on documented experience in implementing comparable programs.

- 7 months–1 year of experience: 5 marks per program
- More than 1 year of experience: 10 marks per program
- Previous experience specifically delivering job-readiness programs for persons with disabilities: additional 5 marks per program

(Maximum: 15 marks)

c) Experience in Delivering Life Skills and Employability Training (10 marks)

Marks shall be awarded based on evidence of prior training delivery.

- Evidence of relevant training programs conducted: 5 marks per program
- Programs with more than 10 participants trained: additional 5 marks

d) Designing Accessible and Inclusive Training Materials (5 marks)

- Submission of sample training materials demonstrating accessibility and adaptations for persons with disabilities: 5 marks

2. Program Design and Methodology (20%)

a) Alignment with Program Objectives (10 marks)

- Clear and coherent program framework aligned with the objectives of this ToR: 10 marks

b) Structured Training Plan for Diverse Support Needs (5 marks)

- Defined modules addressing diverse disability-related support needs: 3 marks
- Inclusion of participant benchmarks and outcome-based monitoring framework: 2 marks

c) Implementation Methodology (5 marks)

- Detailed course content with timelines and sequencing: 3 marks
- Submission of session plans with defined learning outcomes: 2 marks

3. Capacity and Resources (20%)

a) Qualified Trainers and Facilitators (10 marks)

Number of trainers proposed:

- 3 or more trainers: 5 marks
- Demonstrated expertise in disability-inclusive service delivery: 5 marks

b) Adequacy of Training Facilities (5 marks)

- Accessibility features of the training venue: 3 marks
- Availability of assistive technology and training resources: 2 marks

c) Ability to Facilitate Workplace Exposure (5 marks)

- Partnerships with employers for job training or job shadowing: 3 marks
- Submission of commitment letters or MoUs from partner organizations: 2 marks

4. Monitoring and Evaluation Approach (10%)

a) Participant Progress Tracking (8 marks)

- Pre- and post-program assessment mechanisms: 4 marks
- Monthly progress monitoring and reporting system: 4 marks

b) Defined Success Indicators (2 marks)

- Clear and measurable indicators for skill development and employment readiness: 2 marks

5. Cost-effectiveness and Sustainability (10%)

a) Budget Feasibility and Resource Utilization (5 marks)

- Clear, justified, and reasonable cost breakdown aligned with the ToR: 5 marks

b) Sustainability and Scalability (5 marks)

- Demonstrated potential for replication or scaling for future program batches: 5 marks

Criteria	Weightage (%)
Technical Expertise and Experience	40
Program Design and Methodology	20
Capacity and Resources	20
Monitoring and Evaluation Approach	10
Cost-effectiveness and Sustainability	10
Total	100

Timeline

- September 2026: Finalize selection of implementing partner
- October 2026: Program launch
- April 2027: Program evaluation, final reporting, and recommendations for future iterations.

تذکرہ نمبر 04: قریبی 3 (میں) رشتہ کی عورتیں یا شریک زندگی کے ساتھ

پتہ، رشتہ، شریک زندگی یا شریک زندگی کے ساتھ				
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تذکرہ نمبر 5- دعا کی عورت کی عورت

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(✓) جُتْرُو-2 زِ، وَاثَرُ نَرْجُو، وَنَرْجُو دُرْجُو، دُرْجُو دُرْجُو

(ر) نَافِعٌ شَمِيرٌ (مُؤَلِّمٌ رِجَالٌ، مُتَرْجِمٌ سَعْدٌ، دَوَّابٌ قَبِيحٌ، نَحْمُوسٌ شَرِيفٌ).

(س) نَسْتَوِي سِرًّا / فَهِيَ سَمْعُهَا / وَفِي كَفِّهَا / اِدْوَانًا / وَمِنْ قَبْلِهَا / مِيزَانًا / تَرْجُو عَذَابَهَا / تَجْزِي

(ع) اِسْمُ الرَّسُولِ مُحَمَّدٌ وَكَاتِبُهُ اَبُو بَكْرٍ

(٥) $\frac{d}{dt} \left(\frac{1}{2} m v^2 + U(r) \right) = -\frac{\partial U}{\partial t}$

سَمْعٌ ۖ فَكَيْفَ يُحَدِّثُكَ بِهِ خَبْرًا ۚ قَدْ جَاءَكَ مِنْ قِبَلِهِ فَاحْشُرْ ۚ

(ع) ﴿قَدْ جَاءَكُمْ مِنَ اللَّهِ نُورٌ وَكِتَابٌ مُبِينٌ﴾

(٧) اَللّٰهُمَّ صَلِّ وَسَلِّمْ عَلٰى سَيِّدِنَا مُحَمَّدٍ وَآلِ سَيِّدِنَا مُحَمَّدٍ (13:1)

100	تعمیراتی منصوبوں کی تفصیل
10	تعمیراتی منصوبوں کی تفصیل
10	تعمیراتی منصوبوں کی تفصیل
20	تعمیراتی منصوبوں کی تفصیل
20	تعمیراتی منصوبوں کی تفصیل
40	تعمیراتی منصوبوں کی تفصیل
	تعمیراتی منصوبوں کی تفصیل

1. $\frac{x}{x^2 + 1} + \frac{2x}{x^2 + 4} + \frac{3}{x^2 + 9}$ (تَحْرُوقُ 3) $\frac{1}{x^2 + 1}$

عَمْرُوهُ ۖ (۱۰۰ سُلَيْمَانُ - سُلَيْمَانُ عَمْرُوهُ)

ۋەزىرەتلىك بىد سىرتى Form of Bid Security
WHEREAS, ...[<i>name of Bidder</i>] (hereinafter called “the Bidder”) has submitted his Bid for the Tender no.....issued by the Ministry of Education on for Supplying/Purchasing of[<i>name of Contract</i>] (hereinafter called “the Bid”).

KNOW ALL PEOPLE by these presents that We *[name of Bank]* of
[name of country] having our registered office at
(hereinafter called "the Bank") are bound unto*[name of Purchaser]* (hereinafter called
"the Purchaser") in the sum of * for which payment well and truly to be made
to the said Purchaser, the Bank binds itself, its successors, and assigns by these presents.

SEALED with the Common Seal of the said Bank this day of 20.....

THE CONDITIONS of this obligation are:

- (1) If, after Bid opening, the Bidder withdraws his Bid during the period of Bid validity specified in the Form of Bid;
or
- (2) If the Bidder having been notified of the acceptance of his Bid by the Purchaser during the period of Bid validity:
 - (a) fails or refuses to execute the Form of Agreement in accordance with the Instructions to Bidders, if required; or
 - (b) fails or refuses to furnish the Performance Security, in accordance with the Instruction to Bidders; or
 - (c) does not accept the correction of the Bid Price pursuant to Clause 27,

* The Bidder should insert the amount of the Guarantee in words and figures denominated in Maldivian Rufiyaa. This figure should be the same as shown in Clause 16.1 of the Instructions to Bidders.

we undertake to pay to the Purchaser up to the above amount upon receipt of his first written demand, without the Purchaser's having to substantiate his demand, provided that in his demand the Purchaser will note that the amount claimed by him is due to him owing to the occurrence of one or any of the three conditions, specifying the occurred condition or conditions.

This Guarantee will remain in force up to and including the date days after the deadline for submission of bids as such deadline is stated in the Instructions to Bidders or as it may be extended by the Purchaser, notice of which extension(s) to the Bank is hereby waived. Any demand in respect of this Guarantee should reach the Bank not later than the above date.

DATE..... SIGNATURE OF THE BANK

WITNESS SEAL

[signature, name, and address]

ދިވެހިރާއްޖޭގެ ޖުމްހޫރިއްޔާގެ ސަރުކާރުގެ ނަމުން (ދިވެހިރާއްޖޭގެ ސަރުކާރުގެ ނަމުން)

ދިވެހިރާއްޖޭގެ ޖުމްހޫރިއްޔާގެ ސަރުކާރުގެ ނަމުން

Form of Performance Guarantee

To:
[name & address of Purchaser]
.....
.....

WHEREAS [name and address of Supplier] (hereinafter called "the Supplier") has undertaken, in pursuance of Contract No. dated to execute [name of Contract and brief description of Works] (hereinafter called "the Contract");

AND WHEREAS it has been stipulated by you in the said Contract that the Supplier shall furnish you with a Bank Guarantee by a recognized bank for the sum specified therein as security for compliance with his obligations in accordance with the Contract;

AND WHEREAS we have agreed to give the Supplier such a Bank Guarantee;

NOW THEREFORE we hereby affirm that we are the Guarantor and responsible to you, on behalf of the Supplier, up to a total of *..... [amount of Guarantee] [amount in words], such sum being payable in the types and proportions of currencies in which the Contract Price is payable, and we undertake to pay you, upon your first written demand and without cavil or argument, any sum or sums within the limits of [amount of Guarantee] as aforesaid without your needing to prove or to show grounds or reasons for your demand for the sum specified therein.

*An amount is to be inserted by the Guarantor, representing the percentage of the Contract Price specified in the Contract, in Maldivian Rufiyaa.

We hereby waive the necessity of your demanding the said debt from the Supplier before presenting us with the demand.

We further agree that no change or addition to or other modification of the terms of the Contract or of the Works to be performed there under or of any of the Contract documents which may be made between you and the Supplier shall in any way release us from any liability under this Guarantee, and we hereby waive notice of any such change, addition, or modification.

This Guarantee shall be valid until the date of issue of the Defects Correction Certificate.

SIGNATURE AND SEAL OF THE GUARANTOR

Name of Bank

Address
.....
.....

Date

ދަދަނު 9- (އަދަނުކުރާ ފަރާތް އަދި ބޭނުންކުރާ ފަރާތް ދެމެހެއްޓޭގައި)

އަދަނުކުރާ ފަރާތް އަދި ބޭނުންކުރާ ފަރާތް ދެމެހެއްޓޭގައި

Form of Bank Guarantee for Advance Payment

To:
[name & address of Purchaser]
.....
.....

[name of Contract]

Gentlemen:

In accordance with the provisions of the Conditions of Contract, of the above-mentioned Contract, ...
.....[name and address of Supplier] (hereinafter called "the Supplier") shall deposit with [name of Purchaser] a Bank Guarantee to guarantee his proper and faithful performance under the said Clause of the Contract in an amount of[amount of Guarantee][amount in words].

We, the
[Bank or Financial Institution], as instructed by the Supplier, agree unconditionally and irrevocably to guarantee as primary obligator and not as Surety merely, the payment to
[name of Purchaser] on his first demand without whatsoever right of objection on our part and without his first claim to the Supplier, in the amount not exceeding * [amount of Guarantee]..... [amount in words].

We further agree that no change or addition to or other modification of the terms of the Contract or of Works to be performed there under or of any of the Contract documents which may be made between[name of Purchaser] and the Supplier, shall in any way release us from any liability under this Guarantee, and we hereby waive notice of any such change, addition, or modification.

* An amount is to be inserted by the Bank or Financial Institution representing the amount of the Advance Payment, in Maldivian Rufiyaa.

This Guarantee shall remain valid and in full effect from the date of the advance payment under the Contract until[name of Purchaser] receives full repayment of the same amount from the Supplier.

Yours truly,

SIGNATURE AND SEAL:

NAME & ADDRESS OF BANK/INSTITUTION

