

REQUEST FOR EXPRESSION OF INTEREST
(CONSULTING SERVICES-INDIVIDUAL CONSULTANT SELECTION)

Name of Country: India
Loan No: 8877-IN
Project No.: P-154525
Name of Project: Uttarakhand Workforce Development Project (UKWDP)
Assignment Title: Hiring of Individual Consultant for Conducting Needs Assessment Study for Training and Employment of Women.
Period of Consultancy: 50 days
Reference No: UKWDP/IC/WNA/01 dated 08/11/2020

Expression of Interest:

1. The Government of Uttarakhand, has received a loan from the International Bank for Reconstruction and Development (IBRD) toward the cost of the Uttarakhand Workforce Development Project (UKWDP), and intends to apply part of the loan proceeds for the Consulting Services.
2. The Uttarakhand Workforce Development Project (UKWDP) aims to improve the comprehensive quality and relevance of Govt. ITIs in 13 districts and industry cluster areas of the State; and to conduct professional development trainings for the staff in all functional govt. ITIs in the state. The duration of the project is approximately 5 years i.e. from Dec'2018 to June'2023.
3. The Project Director, UKWDP invites Individual Consultants (IC) to express their interest in the consulting services regarding the need assessment study of female candidates in Uttarakhand and suggesting appropriate instruments of incentives to increase their participation in skill development training programs.
4. The Consultant shall commence the work immediately after signing of the contract agreement or on the date specified by Project Director in the agreement.
5. The total duration of consultancy assignment is **Fifty (50) days**.
6. The Evaluation Criteria for selecting the Consultant is attached as **Annexure-1**.
7. The Terms of Reference (TOR) is attached as **Annexure-2**.
8. The General Terms and conditions of the contract is attached as **Annexure- 6**.
9. The attention of interested Consultants is drawn to paragraph 1.9 of the World Bank's *Guidelines: Selection and Employment of Consultants under IBRD Loans and IDA Credits & Grants by World Bank Borrowers* (January 2011, revised July 2014) ("Consultant Guidelines"), setting forth the World Bank's policy on conflict of interest. In addition, please refer to the following specific information on conflict of interest related to this assignment: conflict between consulting activities and procurement of goods, works or non-consulting services; conflict among consulting assignments; and relationship with borrower's staff.

10. Consortium or Joint venture or Subletting of work by the consultant is “**Not Allowed**”.
11. A Consultant will be selected in accordance with the method set out in the Consultant Guidelines for Individual consultants.
12. Further information can be obtained at the address below during office hours from 10.00 to 17.00 hours or by attending a pre-consultation meeting which shall be held on **20th Nov 2020 at 11:00 AM at SPIU Conference Hall, Govt. ITI (Women), 26 EC Road, Dehradun**. The Consultants may participate in this meeting on their own expenses. Attending the pre-consultation meeting is not mandatory. The minutes of this meeting can be viewed on the website- www.uksdm.org.
13. Expressions of interest (EOI) must be delivered in hardcopy and should include consultant’s demonstrated capacity to provide the required expertise. Expressions of interest must be delivered to the address below through registered post/speed post/ courier/ by-Hand by **27th Nov 2020 till 1700 hrs.**

**Project Director,
Uttarakhand Workforce Development Project
The Project Director,
State Project Implementation Unit (Govt. Girls ITI Campus),
26 EC Road, Near Survey Chowk, Dehradun, 248001, Uttarakhand
E-mail: spiuuttarakhand@gmail.com**

(Annexure – 1)

EVALUATION CRITERIA FOR SELECTION OF INDIVIDUAL CONSULTANT

Evaluation Criteria: Expression of Interest (EOI)

1. The Individual consultants shall submit their expression of Interest in response to the REOI. The Consultant will be selected in accordance with the Selection of Individual Consultant (Section V) method set out in the Procurement Consultant Hiring Guidelines, World Bank.
2. The Individual consultant shall quote an all-inclusive fees for this consultancy work. The term “all-inclusive” implies that all costs (professional fees, communications, consumables, insurances etc.) that could be incurred by the IC in completing the assignment. The breakup of the all-inclusive cost shall be submitted as mentioned in **Annexure-5**. The travel, lodging and boarding entitlements (if any work is to be done outside the IC’s duty station) shall be paid by UKWDP as per the rules framed from time to time. Prior to any site visit, the consultant shall submit a detailed tour program with complete itinerary to the Project Director. No payments regarding travel, lodging and boarding will be made to the consultant without the approval of the Tour program by the Project Director.
3. The contract will be negotiated with the Individual consultant who is best suitable for the consultancy assignment and obtains highest marks based on evaluation criteria (Table-A) mentioned below.

Table-A

S. No.	Required Competency	Points Allocated	Documents to be submitted
Technical Qualification			
1	Advanced degree (PhD or Masters) in Economics, Sociology, Gender Studies or equivalent • PhD is preferred	Masters-15 points PhD - 20 points	PhD/Master’s Degree
2	Total Years of relevant experience including analytical research, need assessment study. (Minimum 8 Yrs.) (8 yrs-20 points, 9 yrs.-25 points, >= 10 yrs.-30 points)	(30 points)	CV and Work Completion certificates
3	At least 5 research or evaluation projects (minimum duration >= 50 days) at state/national level should be completed on needs assessment related tasks focusing on economic development or improving livelihoods by 30/06/2020. The researches should have been done with a focus towards gender. (5 assignments –30 points,6 assignments-35 points,7 or more assignments– 40 points)	(40 points)	Work Orders/ Work Completion Certificate and information on Annexure -3 (attached)
4	Assessment of the quality and composition of the reports submitted.	(10 points)	Final assessments reports (02 No) for any of the assignments mentioned pursuant to criteria 3 needs to be submitted in Softcopy .

4. A Proposal shall be rejected if it fails to achieve the minimum technical score i.e. **75 marks** as per the above evaluation criteria.
5. The decision regarding eligibility/ adequacy of work experience/capacity, qualification etc. will solely be at the discretion of Project Director.
6. The Total budget assigned to this particular assignment is **INR 7, 45, 617**. Financial Proposals to be submitted by the consultant should be within the Budget specified. The Budget is all inclusive of the taxes or levies payable in India. Proposals that exceed the indicated budget shall be rejected.

Documents to be enclosed in EOI

7. The Expression of Interest must include the following :-
 - a) A Letter of Interest (cover letter) indicating consultant's ability and availability for the assignment.
 - b) An updated Curriculum Vitae (CV) indicating all the credentials and self-attested copy of all relevant Educational, Experience certificates or any other document contributing to the capacity of the consultant.
 - c) List of similar consultancy assignments regarding need assessment related task of minimum duration equal to or greater than 50 days in a role of Individual consultant/ expert. The details should be attached as mentioned in **Annexure-3**.
 - d) The financial proposal or price proposal to undertake the tasks mentioned in the ToR should be submitted in a **separate envelope** with the EOI. If any financial information is included in the EOI, the EOI's will be rejected.
 - e) The proposal should include all costs (professional fees, communications, consumables, etc.) that could be incurred by the consultant in executing the assignment.
 - f) The consultant should not have been involved in major litigation that may affect the services of the organization. The applicant shall have to submit an undertaking in this regard.

(Annexure – 2)

**Terms of Reference (ToR)
For**

Hiring of Individual Consultant for Conducting Needs Assessment Study for Training and Employment of Women

I. Background

India has made impressive progress in economic growth and poverty reduction over the past few decades. With the Gross National Income (GNI) per capita of US\$1,570 in 2014, India is a lower middle-income country. The country's 54 percent of the 1.295 billion people is below 25 years old, making it an opportune context for a rapid and higher GNI growth from an on-going demographic dividend. Yet, India faces dual challenge of paucity of highly trained workforce and non-employability of the large share of youth, who come out of education and training systems. To take on these challenges, India launched the National Policy for Skill Development and Entrepreneurship in 2015 and in the 12th Five Year Plan, the Government of India (GOI) has set a goal to train 400 million workers by 2022.

Within the framework of the national policy, the Government of Uttarakhand (GoUK) is preparing the Uttarakhand Workforce Development Project (UKWDP), with support from the World Bank, which aims to improve the quality and relevance of skills training and increase the number of skilled workers in Uttarakhand. The proposed Project will have a special emphasis to help reduce gender gaps in skills development and increase the employability and labour market participation of female candidates. With this objective, it will include measures to incentivize female candidates for which a needs assessment study will be undertaken to determine the instruments of incentives.

II. Purpose and Objectives

The overall objective of the consultancy assignment is to carry out the need assessment study of female candidates in Uttarakhand and suggest appropriate instruments of incentives to increase their participation in skill training and labor force participation.

III. Tasks and Deliverables

The study will be focused on qualitative information and would involve field visits to ITIs and private short-term training institutions under Uttarakhand State Skill Development Mission (UKSDM).

The study design will be finalized in consultation with GoUK and WB teams. The consultant will be expected to discuss the materials/questionnaires before starting actual field work. The study will involve the following tasks & deliverables:

Table-1

Sr. No	Task & Deliverables	Description	Timeline(in Days)
1.	Review of Existing Literature	<ul style="list-style-type: none"> ▪ Review the existing literature and available administrative data that focuses on female candidates in skill training ▪ Some of the documents are listed in this ToR attached as (Annexure-4). 	T + 5
2.	Assessment of current situation	<ul style="list-style-type: none"> ▪ Collect relevant policy and strategy documents ▪ Collect gender specific statistics of all ITIs and short-term training conducted by UKSDM. ▪ Data should include information on enrolment, dropouts, certification, placement, Courses offered, number of instructors, available facilities etc. 	T + 10

3.	Identifying the level of satisfaction of female beneficiaries from the current system of training	<ul style="list-style-type: none"> ▪ Obtain feedback from beneficiaries by conducting interviews of current students, past students and employed students. ▪ Assess the original expectations of female students and whether the existing training institutes meet these expectations. 	T + 20
4.	Identifying Constraints of female candidates	<ul style="list-style-type: none"> ▪ Conduct interviews to understand the constraints of students who registered for skill training but did not join or complete their course. ▪ Conduct interviews to understand the constraints faced by the graduates of ITIs and short term training in joining the labour market. 	T + 30
5.	Suggest incentives to increase female participation in skill training	<ul style="list-style-type: none"> ▪ Based on the analysis conducted, suggest different potential instruments that can be introduced to incentivize female participants in skill training and promote labour force participation after completion of the training. ▪ Present the feasibility of the incentives in terms of implementation and final outcome. 	T + 40
6.	Assessment Report	<ul style="list-style-type: none"> ▪ Based on the activities A-E, a report is formulated in English. The draft will be discussed with the GoUK/WB team and the final draft is presented by incorporating comments and feedback from GoUK/WB team. ▪ The report should broadly contain the following elements: <ul style="list-style-type: none"> a) Profile of the current situation of skill training system (ITIs and short term training): region wise and rural-urban wise. b) Strength and weakness of the current system to encourage female participation. c) Instruments of incentives to increase female participation in skill training d) Others elements as identified during the course of the study. 	T + 50
7.	Any related task towards the objective of the assignment	<ul style="list-style-type: none"> ▪ As directed by the Project Director 	As and when required

T = Date of commencement

IV. Timeline, estimated efforts and reporting arrangements

- The total duration of the consultancy assignment is 50 days.
- The selected consultant will report to the Project Director, UKWDP.

V. Qualification Required

- Advanced degree (PhD or Master’s Degree) in Economics/ Sociology.
- Proven ability of relevant field work and research experience
- Strong analytical (qualitative) and writing skills in English
- Motivated, proactive, and committed personality
- Knowledge of the system of ITIs and vocational training in India would be an advantage

VI. Experience Required

- At least eight (8) years’ experience preferably in need assessment studies for participation of women in vocational training/ higher education/labor workforce. The consultant should have performed qualitative research focused on understanding the needs of women in education, training and employment as a consultant (Individual or Consultancy Firm).
- Relevant experience of national, sub-national, and school-level education sector issues, including regional perspective and assessment of factors relating to involvement of Women in the training and development policy of the state.
- Experience of coordination and planning (developing work plans, methodology and framework) with multi-lateral donor organizations/State/Central government.

VII. Methodology

- The consultant will strictly follow the work plan and the time schedule agreed with Project Director/SPIU in executing the consultancy assignment.
- An appropriate methodology will be proposed by the consultant through the Inception Report, which will include the materials for data collection and interview. The proposed methodology needs to be agreed/approved by the Project Director.
- The consultant will coordinate regularly with the SPIU team and should strictly adhere to the instructions provided by the Project Director.
- The consultant will carry out collection of all the required data/information from various institution such as Government ITI’s, Private Training Partners and other relevant sources;
- The SPIU shall assist the consultant in collection of the data/information from Government organizations if required. The SPIU shall issue necessary letters for facilitation of the activity.
- The consultant will undertake review, assessment and judgment of the data/information in consultation with the SPIU and as per the methodology approved by the Project Director.
- The consultant shall coordinate and facilitate the SPIU in organizing workshops/consultations as and when required during the execution of the contract.
- The consultant is expected to work closely with the SPIU Project Team and share the progress of activities as per the Work Schedule/TOR.
- The consultant is expected to attend regular meeting at SPIU or as directed by the Project Director.
- The consultant shall make necessary site visits required in execution of the contract. The consultant should share the site visit plan to the SPIU in advance.
- The consultant is expected to use own laptops and other equipment such as printers required for the assignment.

VIII. Reporting Requirements

Table-A

Sr.No	Type of Report	Description	Days (After Commencement)
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1.	Inception Report	The report should include methodology, work plan, site visit plan and all information pursuant to tasks mentioned in Sr.No 1 & 2 of Table-1.	20 Days
2.	Consultation Report	The report should site visit report and all information pursuant to tasks mentioned in Sr.No 3 & 4 of Table-1.	20 Days
3.	Final Assessment Report Draft	The detailed report should include all the information pursuant to tasks mentioned in Sr.No 5 & 6 of Table-1	50 days

Note: The Individual Consultant shall submit a draft report (as per Table-A), at least 3 days before the date of report submission for the necessary review and comments by the SPIU. The revised report shall be submitted by the Individual consultant to the employer. All the report should be formulated in English language and shall be submitted in soft copy.

IX. Payment Schedule

The payments shall be made as per below table with the satisfaction of the employer and pursuant to outputs/deliverables specified in the ToR.

Table-B

Sr.No	Payment Condition (Submission of the reports)	Percentage Payable
1	Submission and Approval of the Inception Report .	5 %
2	Submission and Approval of the Consultation Report .	20 %
3	Submission and Approval of the Final Assessment Report Draft .	60 %
4	Submission of the Final Assessment Report	15 %

Note: - The part payments mentioned as per Table-B is calculated as a proportion of the Total Contract amount excluding taxes.

X. Languages

Both fluency Hindi and English language is required.

XI. References

- ✓ Common Norms for Skill Development Schemes, Ministry of Skill Development and Entrepreneurship, Government of India
- ✓ Skill Gap report of Uttarakhand conducted by the National Skill Development Corporation (NSDC)
- ✓ Gender Equality and Social Inclusion (GESI) guidelines, World Bank.
- ✓ Social Assessment report of UKWDP

(Annexure – 3)

(Consultant's Similar Work Experience)

Table-1 (List of completed or ongoing assignments)

	Period	Name of the Assignment with Details thereof	Name of the client	Contract Value (in Rs.) and Duration in Month	Date of Award / Commencement of assignment	Date of Completion of Assignment	Remarks if any
A	B	C	D	E	F	G	H
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							

Authorized Signatory [*In full and initials*]: _____

Name and Designation with Date and Seal: _____

Note: Consultants are requested to furnish the list of the similar assignments undertaken/completed as per the above prescribed format only. Information not conforming to the above format will be treated as non-responsive. Copies of the Work order/ Contract Document/ Completion Certificate from the previous Clients need to be furnished along with the above information.

(Annexure-4)

List of documents to be provided to the Individual Consultant by SPIU.

- 1- Admission Brochure of ITIs in which details of ITIs along with courses.

- 2- List of job roles/ training providers and number of female candidates in short term training to be provided by UKSDM.
- 3- List of female candidate's trade wise in it is.
- 4- Reservation policy of state govt. for female trainees.
- 5- List of enrolled students, dropouts, certification and placement as available with SPIU.

(Annexure – 5)

BREAKDOWN OF COSTS SUPPORTING THE ALL-INCLUSIVE FINANCIAL PROPOSAL

Breakdown of Cost by Components:

Cost Components	Unit Cost	Quantity	Total Rate for the Contract Duration
I. Personnel Costs			
Professional Fees			
Life Insurance			
Medical Insurance			
Communications			
Land Transportation			
Others (pls. specify)			

(Annexure – 6)

General Terms and Conditions of the Contract

Responsibility of the Consultant

The Consultant will be solely responsible for:

- a. the payment of all applicable taxes, and for filing the necessary tax returns with the relevant tax authorities;
- b. providing [his/her] own laptop and computer supplies; and
- c. [his/her] own insurance arrangements, including cover for any injury, illness, death or disability of the Consultant while performing the service

1. Modification and Variations

Any modification or variation of the terms and conditions of this Contract, including any modification or variation of the scope of the Services, may only be made by written agreement between the Parties. However, each Party shall give due consideration to any proposals for modification or variation made by the other Party.

2. Confidentiality

Except with the prior written consent of the Client, the Consultant shall not at any time communicate to any person or entity any confidential information acquired in the course of the Services, nor shall the Consultant make public the recommendations formulated in the course of, or as a result of, the Services. The documents produced during the period of this consultancy will be treated strictly confidential and the rights of distribution and/or publication solely reside with Project Director.

3. Penalties for Underperformance

Payment of fees to the individual consultant under this contract, including each instalment or periodic payment (if any), is subject to the individual consultant's full and complete performance of his or her obligations under this contract with regard to such payment to Project Director's satisfaction, and certification to that effect.

4. Contract management

The Consultant must:

- 5.1 keep full and accurate records of the services provided during the execution of contract;
- 5.2 report to the Project Director in accordance with TOR;
- 5.3 when reasonably required, provide any other written and verbal reports in a form required by the Project Director on any matter associated with the services; and
- 5.4 make available to the Project Director, or anyone appointed by him, any records or other information he may reasonably request in relation to the provision of the services or the Consultant's performance under this Contract.
- 5.5 If the Consultant fails, in UKWDP's reasonable opinion, to perform the contract obligations, UKWDP may:
 - 5.5.1 require the Consultant to remedy the deficiency or perform additional work, at [his/her] own expense and within a time specified by the Project Director;
 - 5.5.2 withhold payment of an invoice until the deficiency has been remedied or additional work has been performed;
 - 5.5.3 reduce the amount of a payment or require the Consultant to refund an amount already paid;or
 - 5.5.4 Terminate this Contract under clause 11.

5.6 The Employer must:

- 5.6.1 inform the Consultant promptly of any concern it has about the standard of the services or [his/her] performance;

- 5.6.2 give the Consultant written notice of any intended action under clause 5.2, and allow [him/her] at least 5 working days to respond to the notice; and
- 5.6.3 Give the Consultant written reasons for any decision to withhold, reduce, or seek refund of any payment.

5. Obligations of the Employer

- 6.1 UKWDP will give the Consultant sufficient information and support to enable [him/her] to provide the services, to the required standards.
- 6.2 UKWDP will not be legally responsible for the Consultant's health and safety in relation to [his/her] working environment in [his/her] home office location.

6. Fees, expenses and travel

- 7.1 Prior to any site visit, the consultant shall submit a detailed tour program with complete itinerary to the Project Director. No payments regarding travel, lodging and boarding will be made to the consultant without the approval of the Tour program by the Project Director. UKWDP will pay the fees, and any applicable expenses or per diem payments, on a monthly basis, as follows:
 - 7.1.1 The Consultant will send a monthly invoice addressing to Project Director within 5 working days of the end of each month, in a specified format established by UKWDP.
 - 7.1.2 The Consultant will provide information regarding direct deposits to [his/her] bank account.
 - 7.1.3 The Consultant will travel by the most direct and economical means available.

8. Unforeseen events

- 8.1 Neither party will be liable for any act, omission, or failure to fulfil its obligations under this Contract if the act, omission or failure arises from any cause reasonably beyond its control. The party concerned must immediately notify the other in writing of the nature and effect of the unforeseen event.
- 8.2 The parties may, after considering any damage, loss or other effect of an unforeseen event, vary this Contract in accordance with variation clause.

9. Conflicts of Interest

- 9.1 The Consultant warrants that [s/he] has no direct or indirect interest, whether financial or otherwise, that will affect [his/her] ability to perform the services impartially and in the interests of UKWDP.
- 9.2 The Consultant must inform the Project Director immediately [s/he] becomes aware of any actual or potential conflict of interest which could affect [his/her] ongoing compliance with clause 9.1.
- 9.3 On receipt of a notice under clause 9.2, UKWDP must assess the interest and decide if, in its sole opinion, the interest conflicts with the Consultant's obligation to perform the services impartially and in the interests of project.
- 9.4 If UKWDP considers a conflict of interest is capable of being managed without needing to terminate this Contract under clause 11, the Consultant must co-operate fully in UKWDP's management of the conflict.

10. Disputes

- 10.1 Any dispute between the Parties arising under or related to this Contract that cannot be settled amicably may be referred to by either Party to the adjudication/arbitration in accordance with the provisions specified as under:

10.2 Selection of Arbitrators. Each dispute submitted by a Party to arbitration shall be heard by a sole arbitrator or an arbitration panel composed of three (3) arbitrators, in accordance with the following provisions:

- (a) Where the Parties agree that the dispute concerns a technical matter, they may agree to appoint a sole arbitrator or, failing agreement on the identity of such sole arbitrator within thirty (30) days after receipt by the other Party of the proposal of a name for such an appointment by the Party who initiated the proceedings, either Party may apply to *The Indian Council of Arbitration, New Delhi* for a list of not fewer than five (5) nominees and, on receipt of such list, the Parties shall alternately strike names therefrom, and the last remaining nominee on the list shall be the sole arbitrator for the matter in dispute. If the last remaining nominee has not been determined in this manner within sixty (60) days of the date of the list, *The Indian Council of Arbitration, New Delhi* shall appoint, upon the request of either Party and from such list or otherwise, a sole arbitrator for the matter in dispute.
- (b) Where the Parties do not agree that the dispute concerns a technical matter, the Client and the Consultant shall each appoint one (1) arbitrator, and these two arbitrators shall jointly appoint a third arbitrator, who shall chair the arbitration panel. If the arbitrators named by the Parties do not succeed in appointing a third arbitrator within thirty (30) days after the latter of the two (2) arbitrators named by the Parties has been appointed, the third arbitrator shall, at the request of either Party, be appointed by *The Indian Council of Arbitration, New Delhi*.
- (c) If, in a dispute subject to paragraph (b) above, one Party fails to appoint its

Arbitrator within thirty (30) days after the other Party has appointed its arbitrator, the Party which has named an arbitrator may apply to *The Indian Council of Arbitration, New Delhi* to appoint a sole arbitrator for the matter in dispute, and the arbitrator appointed pursuant to such application shall be the sole arbitrator for that dispute.

10.3 Rules of Procedure. Except as otherwise stated herein, arbitration proceedings shall be conducted in accordance with the rules of procedure for arbitration of the United Nations Commission on International Trade Law (UNCITRAL) as in force on the date of this Contract.

10.4 Substitute Arbitrators. If for any reason an arbitrator is unable to perform his/her function, a substitute shall be appointed in the same manner as the original arbitrator.

10.5 Nationality and Qualifications of Arbitrators. The sole arbitrator or the third arbitrator appointed pursuant to paragraphs 1(a) through 1(c) above shall be an internationally recognized legal or technical expert with extensive experience in relation to the matter in dispute and shall not be a national of the Consultant's home country [*If the Consultant consists of more than one entity, add: or of the home country of any of their members or Parties*]/or of the Government's country. For the purposes of this Clause, "home country" means any of:

- (a) the country of incorporation of the Consultant [*If the Consultant consists of more than one entity, add: or of any of their members or Parties*]; or
- (b) the country in which the Consultant's [or any of their members' or Parties'] principal place of business is located; or
- (c) the country of nationality of a majority of the Consultant's [or of any members' or Parties'] shareholders; or
- (d) the country of nationality of the Sub-consultants concerned, where the dispute involves a subcontract.

10.6 Miscellaneous. In any arbitration proceeding hereunder:

- (a) proceedings shall, unless otherwise agreed by the Parties, be held in *India*;
- (b) the *English* language shall be the official language for all purposes; and
- (c) the decision of the sole arbitrator or of a majority of the arbitrators (or of the third arbitrator if there is no such majority) shall be final and binding and shall be enforceable in any court of competent jurisdiction, and the Parties hereby waive any objections to or claims of immunity in respect of such enforcement.

11 Termination : This Contract may be terminated by either Party as per provisions set up below:

By the Client:-

11.1 The Client may terminate this Contract in case of the occurrence of any of the events specified in paragraphs (a) through (f) of this Clause. In such an occurrence the Client shall give at least fifteen (15) calendar days' written notice of termination to the Consultant in case of the events referred to in (a) through (e);

- (a) If the Consultant fails to remedy a failure in the performance of its obligations hereunder, as specified in a notice of suspension pursuant to as mentioned in ToR;
- (b) If the Consultant becomes (or, if the Consultant consists of more than one entity, if any of its members becomes) insolvent or bankrupt or enter into any agreements with their creditors for relief of debt or take advantage of any law for the benefit of debtors or go into liquidation or receivership whether compulsory or voluntary;
- (c) If the Consultant fails to comply with any final decision reached as a result of arbitration proceedings pursuant to Clause 10;
- (d) If, as the result of Force Majeure, the Consultant is unable to perform a material portion of the Services for a period of not less than twenty (20) calendar days;
- (e) If the Client, in its sole discretion and for any reason whatsoever, decides to terminate this Contract;

11.2 Furthermore, if the Client determines that the Consultant has engaged in Fraud and Corruption in competing for or in executing the Contract, then the Client may, after giving fourteen (14) calendar days written notice to the Consultant, terminate the Consultant's employment under the Contract.

By the Consultant

11.3 The Consultant may terminate this Contract, by not less than thirty (30) calendar days' written notice to the Client, in case of the occurrence of any of the events specified in paragraphs (a) through (d) of this Clause.

- (a) If the Client fails to pay any money due to the Consultant pursuant to this Contract within forty-five (45) calendar days after receiving written notice from the Consultant that such payment is overdue.
- (b) If, as the result of Force Majeure, the Consultant is unable to perform a material portion of the Services for a period of not less than twenty (20) calendar days.
- (c) If the Client fails to comply with any final decision reached as a result of arbitration pursuant to Clause 10.
- (d) If the Client is in material breach of its obligations pursuant to this Contract and has not remedied the same within twenty (20) days following the receipt by the Client of the Consultant's notice specifying such breach.

Attachment- 1 - Bank Policy – Corrupt and Fraudulent Practices

Guidelines for Selection and Employment of Consultants under IBRD Loans and IDA Credits & Grants by World Bank Borrowers, dated January 2011:

“Fraud and Corruption

1.23 It is the Bank’s policy to require that Borrowers (including beneficiaries of Bank loans), consultants, and their agents (whether declared or not), sub-contractors, sub-consultants, service providers, or suppliers, and any personnel thereof, observe the highest standard of ethics during the selection and execution of Bank-financed contracts [footnote: In this context, any action taken by a consultant or any of its personnel, or its agents, or its sub-consultants, sub-contractors, services providers, suppliers, and/or their employees, to influence the selection process or contract execution for undue advantage is improper.]. In pursuance of this policy, the Bank:

(a) defines, for the purposes of this provision, the terms set forth below as follows:

- (i) “corrupt practice” is the offering, giving, receiving, or soliciting, directly or indirectly, of anything of value to influence improperly the actions of another party¹;
- (ii) “fraudulent practice” is any act or omission, including misrepresentation, that knowingly or recklessly misleads, or attempts to mislead, a party to obtain financial or other benefit or to avoid an obligation²;
- (iii) “collusive practices” is an arrangement between two or more parties designed to achieve an improper purpose, including to influence improperly the actions of another party³;
- (iv) “coercive practices” is 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 party⁴;
- (v) “obstructive practice” is
 - (aa) deliberately destroying, falsifying, altering, or concealing of evidence material to the investigation or making false statements to investigators in order to materially impede a Bank investigation into allegations of a corrupt, fraudulent, coercive, or collusive practice; and/or threatening, harassing, or intimidating any party to prevent it from disclosing its knowledge of matters relevant to the investigation or from pursuing the investigation, or

(bb) acts intended to materially impede the exercise of the Bank’s inspection and audit rights;

(b) will reject a proposal for award if it determines that the consultant recommended for award or any of its personnel, or its agents, or its sub-consultants, sub-contractors, services providers, suppliers, and/or their employees, has, directly or indirectly, engaged in corrupt, fraudulent, collusive, coercive, or obstructive practices in competing for the contract in question;

(c) will declare misprocurement and cancel the portion of the Loan allocated to a contract if it determines at any time that representatives of the Borrower or of a recipient of any part of the proceeds of the Loan were engaged in corrupt, fraudulent, collusive, coercive, or obstructive practices during the selection process or the implementation of the contract in question, without the Borrower having taken timely and

¹ For the purpose of this sub-paragraph, “another party” refers to a public official acting in relation to the selection process or contract execution. In this context “public official” includes World Bank staff and employees of other organizations taking or reviewing selection decisions.

² For the purpose of this sub-paragraph, “party” refers to a public official; the terms “benefit” and “obligation” relate to the selection process or contract execution; and the “act or omission” is intended to influence the selection process or contract execution.

³ For the purpose of this sub-paragraph, “parties” refers to participants in the procurement or selection process (including public officials) attempting either themselves, or through another person or entity not participating in the procurement or selection process, to simulate competition or to establish prices at artificial, non-competitive levels, or are privy to each other’s bid prices or other conditions.

⁴For the purpose of this sub-paragraph, “party” refers to a participant in the selection process or contract execution.

appropriate action satisfactory to the Bank to address such practices when they occur, including by failing to inform the Bank in a timely manner they knew of the practices;

- (d) will sanction a firm or an individual at any time, in accordance with prevailing Bank's sanctions procedures⁵, including by publicly declaring such firm or an ineligible, either indefinitely or for a stated period of time: (i) to be awarded a Bank-financed contract, and (ii) to be a nominated⁶ sub-consultant, supplier, or service provider of an otherwise eligible firm being awarded a Bank-financed contract.

⁵ A firm or an individual may be declared ineligible to be awarded a Bank-financed contract upon (i) completion of the Bank's sanctions proceedings as per its sanctions procedures, including inter alia: cross-debarment as agreed with other International Financial Institutions, including Multilateral Development Banks, and through the application of the World Bank Group corporate administrative procurement sanctions procedures for fraud and corruption; and (ii) as a result of temporary suspension or early temporary suspension in connection with an ongoing sanctions proceedings. See footnote 12 and paragraph 8 of Appendix 1 of these Guidelines.

⁶ A nominated sub-consultant, supplier, or service provider is one which has been either (i) included by the consultant in its proposal because it brings specific and critical experience and know-how that are accounted for in the technical evaluation of the consultant's proposal for the particular services; or (ii) appointed by the Borrower.