

**REQUEST FOR EXPRESSION OF INTEREST**



**SELECTION OF INDIVIDUAL CONSULTANT: FOR THE ASSESSMENT OF THE  
PROGRESS AND CHALLENGES IN IMPLEMENTING THE SADC REGIONAL  
STRATEGY ON WOMEN, PEACE AND SECURITY AT REGIONAL AND NA-  
TIONAL LEVEL**

**REFERENCE NUMBER: SADC/3/5/2/76**

29<sup>th</sup> January 2019

1. **The SADC Secretariat** is inviting Individual Consultants to submit their CV and Financial Proposal for the following services:

**“INDIVIDUAL CONSULTANT: FOR THE ASSESSMENT OF THE PROGRESS AND CHALLENGES IN IMPLEMENTING THE SADC REGIONAL STRATEGY ON WOMEN, PEACE AND SECURITY AT REGIONAL AND NATIONAL LEVEL**

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The Terms of Reference defining the minimum technical requirements for these services are attached as Annex 1 to this Request for Expression of Interest.

2. **Only Individual Consultants are eligible for this assignment provided that they fulfil the following eligibility criteria:**
  - a) *they are not bankrupt or being wound up, are having their affairs administered by the courts, have entered into arrangements with creditors, have suspended business activities, are being subject of proceedings concerning those matters, or are being in any similar situations arising from similar procedures provided for in the national legislation or regulations of the SADC member states;*
  - b) *they have not been convicted of offences concerning their professional conduct by a judgment which has the force of res judicata; (i.e. against which no appeal is possible);*
  - c) *they have not been declared guilty of grave professional misconduct proven by any means which SADC Secretariat can justify;*
  - d) *they have fulfilled obligations related to the payments of social security contributions or the payment of taxes in accordance with the legal provisions of the country in which they are established or with those countries where the contract is to be performed;*
  - e) *they have not been the subject of a judgment which has the force of res judicata for fraud, corruption, involvement in a criminal organization or any other illegal activity detrimental to the SADC Secretariat' financial interests; or*
  - f) *they are not being currently subject to an administrative penalty.*
3. The maximum budget for this contract is **US\$14,850.00 inclusive of professional fees and reimbursable expenses**. Proposals exceeding this budget will not be accepted.
4. Your Expression of Interest must be presented as per Standard Expression of Interest Forms attached as Annex 2 to this REOI, in the English language and

be accompanied by copies of all the indicated supporting documents. If the supporting documents are not in English, these shall be accompanied by a certified translation into English.

5. Your proposal in a sealed envelope clearly marked “**INDIVIDUAL CONSULTANT: FOR THE ASSESSMENT OF THE PROGRESS AND CHALLENGES IN IMPLEMENTING THE SADC REGIONAL STRATEGY ON WOMEN, PEACE AND SECURITY AT REGIONAL AND NATIONAL LEVEL**”

”

should be submitted in our tender box located at the following address:

*Secretary to the Tender Committee  
SADC Secretariat  
Plot 54385 CBD  
Private Bag 0095  
Gaborone  
Botswana*

6. The deadline for submission of your proposal, to the address indicated in Paragraph 5 above, is: **Tuesday ,18<sup>th</sup> February 2020 at 14:30hrs local time.**
7. Proposals submitted by E-mail **are** acceptable and should be submitted to [wps@sadc.int](mailto:wps@sadc.int) by the deadline in Para 6 above
8. Your CV will be evaluated against the following criteria.

Category	Maximum Score
Qualifications and Skills	20
General Professional Experience	40
Specific Professional Experience	40
<b>Total</b>	<b>100</b>

9. Your proposal should be submitted as per the following instructions and in accordance with the Terms and Conditions of the Standard Contract attached as Annex 3 to this REOI:
- (i) **PRICES:**  
The financial proposal shall be inclusive of all expenses deemed necessary by the Individual Consultant for the performance of the contract.
- (ii) **EVALUATION AND AWARD OF THE CONTRACT:**  
Expressions of Interest determined to be formally compliant to the requirements will be further evaluated technically.

An Expression of Interest is considered compliant to the requirements if:

- It fulfils the formal requirements (see Paragraphs 2,3,4,5,6 and 7 above),

- The financial proposal (professional fees) does not exceed the maximum available budget for the contract as indicated under Para 3.

The award will be made to the applicant who obtained the highest technical score and with the financial offer (professional fees) within the budget as indicated under Para 3. Expressions of Interest not obtaining a minimum technical score of 70% will be rejected.

(iii) **VALIDITY OF THE EXPRESSION OF INTEREST:**

Your Expression of Interest should be valid for a period of 90 days from the date of deadline for submission indicated in Paragraph 6 above.

10. The assignment is expected to commence within two (2) weeks from the signature of the contract.
11. Additional requests for information and clarifications can be made until 7 calendar days prior to deadline indicated in the paragraph 6 above, from:

The Procuring entity: **SADC Secretariat**

Contact person: Mr. Kitenge Tunda

Telephone: **+267395 1265**

Fax: **+2673972848**

E-mail: [ktunda@sadc.int](mailto:ktunda@sadc.int) **Copy to** [gqwaza@sadc.int](mailto:gqwaza@sadc.int)

**All responses to requests for clarifications made will be posted** on the SADC Secretariat's website at the latest 3 calendar days before the deadline for submission of the proposals.

**ANNEXES:**

ANNEX 1: **Terms of Reference**

ANNEX 2: **Expression of Interest Forms**

ANNEX 3: **Standard Contract for Individual Consultants**

**Sincerely,**

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**Title:** *Head of Procurement Unit*



**INDIVIDUAL CONSULTANT: FOR THE ASSESSMENT OF THE PROGRESS AND CHALLENGES IN IMPLEMENTING THE SADC REGIONAL STRATEGY ON WOMEN, PEACE AND SECURITY AT REGIONAL AND NATIONAL LEVEL**

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## BACKGROUND INFORMATION

### Partner country and Procuring Entity

Southern African Development Community (SADC) region

### Contracting authority

SADC Secretariat

### Regional background

SADC is a regional inter-governmental organisation comprising 16 Southern African countries, headquartered in Gaborone, Botswana. SADC's mission is to promote sustainable and equitable economic growth and socio-economic development through efficient, productive systems, deeper co-operation and integration, good governance, and durable peace and security; so that the region emerges as a competitive and effective player in international relations and the world economy. The SADC Programme of Action is outlined in the Organisation's long-term strategic plan; i.e., the Regional Indicative Strategic Development Plan (RISDP) and the Strategic Indicative Plan for the Organ on Politics, Defence and Security Cooperation (SIPO).

In line with the United Nations Security Council Resolution (UNSCR) 1325, SADC Secretariat developed the Regional Strategy on Women, Peace and Security (WPS) [2018 – 2022] which serves as an overall guide for SADC to mainstream gender into its peace and security mechanisms and processes in order to address the specific challenges experienced by women and children. Gender equality, women's participation in peace and security processes, the prevention of sexual and gender-based violence and the protection of women during conflict and post-conflict situations are essential to meet the objectives of the SADC Protocol on Gender and Development which was adopted in 2008 and revised in 2016.

The SADC Regional Strategy on WPS calls on the operationalisation and implementation of UNSCR 1325 and the SADC Gender Protocol provisions on WPS. The SADC Regional Strategy on WPS calls upon Member States to put in place measures to ensure equal representation and participation of both men and women in key decision-making positions in conflict resolution, peace building, and peace-keeping in accordance with UNSCR 1325.

### Current situation in the sector

The United Nations Security Council (UNSC) adopted the first Resolution (S/RES/1325) on Women, Peace and Security (WPS) on 31 October 2000. Hence, it has been 19 years since the UNSC reaffirmed the important role of women in the prevention and resolution of conflicts, peace negotiations and peacebuilding as women are hardest hit by the effects of gender inequality and socio-economic threats such as inequality, unemployment and poverty.

In 2009, the SADC Council of Ministers directed the SADC Secretariat to initiate dialogue and to develop a regional programme on gender mainstreaming in conflict resolution, post-conflict reconstruc-

tion and rehabilitation processes and projects in response to the United Nations Security Council Resolution (UNSCR) 1325. In July 2016, the SADC Secretariat initiated the process of developing the Draft Regional Strategy on Women, Peace and Security.

For an effective implementation of UNSCR 1325 and its related resolutions, all United Nations and African Union Member States and Regional Economic Communities (RECs) are urged to develop Regional and National Action Plans (RAPs/NAPs). Regional and National Action Plans and Strategies are tools to guide and localise the implementation of the women's peace and security agenda. They articulate the ways in which Member States and RECs will address the key pillars of UNSCR 1325, namely, Participation, Prevention, Protection and Relief and Recovery.

Plans should contain concrete recommendations on how women should be included in all peace and conflict related decisions and processes, and how to prevent sexual and gender-based violence and protect women. Plans should contain clear goals, actions and responsibilities and mechanisms for monitoring and evaluation.

Despite some challenges to implement the UNSCR 1325 in SADC region, there has been substantial progress in the region in women representation and participation in politics and decision-making positions at different levels. SADC Member States have increasingly appointed women in non-traditional ministerial roles such as defence, police and home affairs. There has also been a growing percentage of women in the security sector institutions (Defence, Police...).

## OBJECTIVE, PURPOSE & EXPECTED RESULTS

### Overall objective

The overall objective of the project of which this contract will be a part is as follows: Under the overall authority of the Programme Coordinator and the SADC Politics and Diplomacy Sector, the individual consultant will undertake an assessment on the progress and challenges in implementing the SADC Regional Strategy on WPS at regional and national levels.

### Purpose

The purpose of this contract is:

To conduct an assessment of Member States' progress on women's participation in SADC's peace and security structures and processes.

### Results to be achieved by the contractor

- **Result 1:** Identify specific challenges experienced by women and children and address the issues to ensure that women fully participate in peace and security decision-making.
- **Result 2:** Assess the progress of SADC Member States' implementation of the UNSCR 1325 at regional and national levels.

- **Result 3:** Submit a strategy (both soft and hard copy) with recommendations on how to address issues and challenges SADC Member States' implementation of the UNSCR 1325. The strategy should also provide details of progress, representation and gender-mainstreaming in the SADC's Member States.

## ASSUMPTIONS & RISKS

### Assumptions underlying the project

- The effective participation of women and girls in peace and security is a well-researched thematic area and has become a priority for Member States; and
- SADC Member States will support and provide the consultant with the necessary inputs to complete the assignment.

### Risks

- Few SADC Member States have established National Action Plans to implement the UNSCR 1325; and
- National Challenges affect Member States to domesticate effectively the UNSCR 1325.

## SCOPE OF THE WORK

### General

#### Description of the assignment

- Conduct an analysis of gender mainstreaming into SADC's peace and security mechanisms and processes;
- Provide effective and meaningful recommendations to SADC Member States to develop and implement Regional and National Action Plans;
- Consult with four (4) SADC Member States and SADC Secretariat staff from relevant directorates and units to secure their inputs; and
- Present the draft studies at technical meetings for validation.

#### Geographical area to be covered

SADC is a regional inter-governmental organisation comprising 16 Southern African countries, headquartered in Gaborone, Botswana. The Community's sixteen-member countries are Angola, Botswana, Democratic Republic of Congo (DRC), Eswatini, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Tanzania, Union of Comoros, Zambia and Zimbabwe. Specific focus will be on Angola, Namibia, the DRC and Mozambique as they have adopted NAPs on 1325.

## Target groups

The primary target groups for this assignment will be the SADC Secretariat, SADC Member States and women/gender regional organisations.

## Specific work

- (a) Submit a Draft Inception Report on the progress and challenges in implementing the SADC Regional Strategy on WPS at regional and national levels (2 weeks from signing the contract);
- (b) Travel to selected Member States to collect inputs and data (3 weeks after the end of the above assignment);
- (c) Consult with SADC Secretariat to provide their inputs and produce a draft final report (1 week after missions to Member States); and
- (d) Submit a strategy (both soft and hard copy) with recommendations on how to address issues and challenges SADC Member States' implementation of the UNSCR 1325. The strategy should also provide details of progress, representation and gender-mainstreaming in the SADC's Member States (2 weeks).

## Project management

### Responsible body

The Politics and Diplomacy Sector within the Organ Directorate will be responsible for managing the consultancy.

### Management structure

The individual consultants shall report to, and perform the assigned tasks under the guidance and direct supervision of the PAGODA Programme Coordinator and the Senior Officer of the Politics and Diplomacy Sector.

### Facilities to be provided by the contracting authority and/or other parties

The SADC Secretariat will not provide any facilities or equipment to and/or for the use by the Consultant.

## LOGISTICS AND TIMING

### Location

The consultant will operate remotely through contacts at the SADC Secretariat in Gaborone, Botswana.

### Start date & period of implementation of tasks

The intended start date is February 2020 and the period of implementation of the contract will be 60 days to complete. Please see Articles 2.1, 2.3 and 2.4 of the special conditions for the actual start date and period of implementation.

## REQUIREMENTS

### Staff

Note that civil servants and other staff of the public administration of the partner country, or of international/regional organisations based in the country, shall only be approved to work as experts if well justified. The justification should be submitted with the tender and shall include information on the added value the expert will bring as well as proof that the expert is seconded or on personal leave.

#### Key experts

The assignment will require services of an expert with an advanced degree in peace studies, politics & diplomacy, mediation, Social Sciences, Gender or any related field.

#### **Required experience**

- (i) A minimum of a higher degree in peace studies, politics & diplomacy, mediation, Social Science, Gender or any related field;
- (ii) At least 7 years of professional experience in the specific areas (peace & security, politics & diplomacy, mediation, political science and international relations) or a minimum of 10 years of general professional experience;
- (iii) The individual consultants must be a citizen of a SADC Member State;
- (iv) Related research experience in Women, Peace and Security;
- (v) Good analytical skills and practical exposure in applying gender analysis; and
- (vi) Excellent Communication and presentation skills. The individual consultants must speak fluently one of the SADC official languages.

#### Other experts, support staff & backstopping

None required.

### Office accommodation

No office space will be provided since the assignment will be done remotely. As appropriate.

### Facilities to be provided by the contractor

The contractor shall ensure that experts are adequately supported and equipped. In particular it must ensure that there is sufficient administrative, secretarial and interpreting provision to enable experts to concentrate on their primary responsibilities. It must also transfer funds as necessary to support their work under the contract and to ensure that its employees are paid regularly and in a timely fashion.

SADC Secretariat will provide information and contact details of the competent focal persons within the Member States.

## Equipment

No equipment is to be purchased on behalf of the contracting authority / partner country as part of this service contract or transferred to the contracting authority / partner country at the end of this contract. Any equipment related to this contract which is to be acquired by the partner country must be purchased by means of a separate supply tender procedure.

## REPORTS

### Reporting requirements

The contractor will submit the following reports in English in one (1) original and one (1) copy:

- **Inception Report** of maximum 12 pages to be produced after 2 weeks from the start of implementation. In the report the contractor shall describe e.g. initial findings, progress in collecting data, any difficulties encountered. The contractor should proceed with his/her work unless the contracting authority sends comments on the inception report.
- **Draft final report** of maximum 20 pages (main text, excluding annexes) document case studies on the challenges and progress of Women, Peace and Security in the SADC region based on the Member State Visits. The case studies should be documented in a form of policy briefs that provides the following: Overview of the programme, baseline data and impact/results observed as a result of the interventions, stakeholders involved, and key lessons learned. Four (4) Member State Policy briefs and one regional Policy brief. This report shall be submitted six (6) weeks into the assignment.
- **Final report** with the same specifications as the draft final report, incorporating any comments received from the parties on the draft report. The deadline for sending the final report is 2 weeks after receipt of comments on the draft final report. The report shall contain a sufficiently detailed description of the different options to support an informed decision on progress on Women, Peace and Security including policy briefs that document case studies on progress and challenges on Women, Peace and Security in the SADC region on the Member State visits. The detailed analyses underpinning the recommendations will be presented in annexes to the main report. The final report must be provided along with the corresponding invoice.

### Submission and approval of reports

The report referred to above must be submitted to the project manager identified in the contract. The project manager is responsible for approving the reports.

The assignment is expected to run over a period of two (2) months.

### **BUDGET FOR THE ASSIGNMENT AND PAYMENT TERMS**

The Consultant's travel costs to Member States will be funded by the SADC Secretariat.

The application should include a detailed budget. The payment schedule will be as follows:

- 30% of the contract value upon submission of the draft assessment report; and
- 70% of the contract value upon submission of final assessment report.

## MONITORING AND EVALUATION

### Definition of indicators

The Consultant will be required to ensure that reporting is done against measurable indicators. These indicators should reflect the Consultant's commitment to delivering quality outputs in a timely manner, and they should be aligned with the Organisation and Methodology proposed by the contractor. The final set of indicators should be provided in the inception report along with progress to be monitored. The Consultant will have to develop quantitative and qualitative parameters to assess achievement of the expected results over the period of the contract. Regular monitoring of progress of the results will be conducted to evaluate progress on each parameter.

### Special requirements

The Consultant must declare any potential conflict of interest between the provision of the requested services, and other activities in which they, a member of their consortium or group (s), or any expert proposed in their offer is engaged. Conflicts of interest will be examined on a case by case basis.

### **Annex 2: Maximum Budget**

The maximum budget for this consultancy is **U\$14,850.00**

## ANNEX 2: Expression of Interest Forms

The budget set for the consultancy is as follows:.....**Error! Bookmark not defined.**

i) Consultancy Fee for ..... = USD14,850.00

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**A. COVER LETTER FOR THE EXPRESSION OF INTEREST FOR THE PROJECT**

**REFERENCE NUMBER: NUMBER: SADC/3/5/2/76**

**“INDIVIDUAL CONSULTANT: FOR THE ASSESSMENT OF THE PROGRESS AND CHALLENGES IN IMPLEMENTING THE SADC REGIONAL STRATEGY ON WOMEN, PEACE AND SECURITY AT REGIONAL AND NATIONAL LEVEL**

”

Gaborone, 29<sup>th</sup> January 2020

To: SADC Secretariat

Dear Sirs:

I, the undersigned, offer to provide the consulting services for the **“INDIVIDUAL CONSULTANT: FOR THE ASSESSMENT OF THE PROGRESS AND CHALLENGES IN IMPLEMENTING THE SADC REGIONAL STRATEGY ON WOMEN, PEACE AND SECURITY AT REGIONAL AND NATIONAL LEVEL**

“accordance with your Request for Expression of Interests number SADC/3/5/2/74, dated [22<sup>nd</sup> August 2019] for the sum of [Insert amount(s) in words and figures<sup>1</sup>]. This amount is inclusive of all expenses deemed necessary for the performance of the contract in accordance with the Terms of Reference requirements, and [“does” or “does not” delete as applicable] include any of the following taxes in Procuring Entity’s country: value added tax and social charges or/and income taxes on fees and benefits.

I hereby declare that all the information and statements made in my CV are true and accept that any misinterpretation contained in it may lead to my disqualification.

I take note that under the provisions of the SADC Procurement Policy applicable to this Request For Expression of Interest, a contract cannot be awarded to applicants who are in any of the following situations:

- a) *they are being bankrupt or wound up, are having their affairs administered by the courts, have entered into arrangements with creditors, have suspended business activities, are being subject of proceedings concerning those matters, or are being in any similar situations arising from a similar procedures provided for in the national legislation or regulations of the SADC member states;*
- b) *they have been convicted of offences concerning their professional conduct by a judgment which has the force of res judicata; (i.e. against which no appeal is possible);*

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<sup>1</sup> Amounts must coincide with the ones indicated under Total Cost of Financial proposal in Form FIN-2.

- c) *they have been declared guilty of grave professional misconduct proven by any means which SADC Secretariat can justify;*
- d) *they have not fulfilled obligations related to the payments of social security contributions or the payment of taxes in accordance with the legal provisions of the country in which they are established or with those countries where the contract is to be performed;*
- e) *they have been the subject of a judgment which has the force of res judicata for fraud, corruption, involvement in a criminal organization or any other illegal activity detrimental to the SADC Secretariat's financial interests; or*
- f) *they are being currently subject to an administrative penalty.*

I confirm that I am not in any of the situations described above, and I hereby declare that at any point in time, at the SADC Secretariat's request, I will provide certified copies of documents to prove so.

I am aware that the penalties set out in the Procurement Policy may be applied in the case of a false declaration, should the contract be awarded to me.

My proposal is binding upon me for the period indicated in Paragraph 9(iii) of this Request for Expression of Interest.

I undertake, if my Proposal is accepted, to initiate the consulting services related to the assignment not later than the date indicated in Paragraph 10 of the Request for Expression of Interest, and to be available for the entire duration of the contract as specified in the Terms of Reference.

I understand you are not bound to accept any Proposal you receive.

Yours sincerely,

Signature [*In full and initials*]: \_\_\_\_\_

Name and Title of Signatory: \_\_\_\_\_

**B. CURRICULUM VITAE**  
*[Insert full name]*

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1. **Family name:** *[insert the name]*
2. **First names:** *[insert the names in full]*
3. **Date of birth:** *[insert the date]*
4. **Nationality:** *[insert the country or countries of citizenship]*
5. **Physical address:** *[insert the physical address]*
6. **Postal address** *[Insert Postal Address]*
7. **Phone:** *[insert the phone and mobile no.]*
8. **E-mail:** *[Insert E-mail address(es)]*
9. **Education:**

<b>Institution: [Date from – Date to]</b>	<b>Degree(s) or Diploma(s) obtained:</b>
<i>[indicate the month and the year]</i>	<i>[insert the name of the diploma and the specialty/major]</i>
<i>[indicate the month and the year]</i>	<i>[insert the name of the diploma and the specialty/major]</i>

**10. Language skills:** (Indicate competence on a scale of 1 to 5) (1 – excellent; 5 – basic)

<b>Language</b>	<b>Reading</b>	<b>Speaking</b>	<b>Writing</b>
<i>[insert the language]</i>	<i>[insert the no.]</i>	<i>[insert the no.]</i>	<i>[insert the no.]</i>
<i>[insert the no.]</i>	<i>[insert the no.]</i>	<i>[insert the no.]</i>	<i>[insert the no.]</i>

11. **Membership of professional bodies:** *[indicate the name of the professional body]*

- 12. Other skills:** *[insert the skills]*
- 13. Present position:** *[insert the name]*
- 14. Years of experience:** *[insert the no]*
- 15. Key qualifications:** (Relevant to the assignment)  
*[insert the key qualifications]*

**16. Specific experience in the region:**

<b>Country</b>	<b>Date from - Date to</b>
<i>[insert the country]</i>	<i>[indicate the month and the year]</i>
.....	.....
<i>[insert the country]</i>	<i>[indicate the month and the year]</i>

17. Professional experience:

Date from – Date to	Location of the assignment	Company & reference person (name & contact details)	Position	Description
<i>[indicate the month and the year]</i>	<i>[indicate the country and the city]</i>	<b>Name of the Company:</b> <b>Address of the company:</b> <b>Phone:</b> <b>Fax:</b> <b>Email:</b> <b>Name and title of the reference person from the company:</b>	<i>[indicate the exact name and title and if it was a short term or a long term position]</i>	<b>Name of the Assignment:</b> <b>Beneficiary of the Assignment:</b> <b>Brief description of the Assignment:</b> <b>Responsibilities:</b>

Date from – Date to	Location of the assignment	Company & reference person (name & contact details)	Position	Description
<i>[indicate the month and the year]</i>	<i>[indicate the country and the city]</i>	<b>Name of the Company:</b> <b>Address of the company:</b> <b>Phone:</b> <b>Fax:</b> <b>Email:</b> <b>Name and title of the reference person from the company:</b>	<i>[indicate the exact name and title and if it was a short term or a long term position]</i>	<b>Name of the Assignment:</b> <b>Beneficiary of the Assignment:</b> <b>Brief description of the Assignment:</b>  <b>Responsibilities:</b>

Date from – Date to	Location of the assignment	Company & reference person (name & contact details)	Position	Description
<i>[indicate the month and the year]</i>	<i>[indicate the country and the city]</i>	<b>Name of the Company:</b> <b>Address of the company:</b> <b>Phone:</b> <b>Fax:</b> <b>Email:</b> <b>Name and title of the reference person from the company:</b>	<i>[indicate the exact name and title and if it was a short term or a long term position]</i>	<b>Name of the Assignment:</b> <b>Beneficiary of the Assignment:</b> <b>Brief description of the Assignment:</b> <b>Responsibilities:</b>
.....	.....	.....	.....	.....

Date from – Date to	Location of the assignment	Company & reference person (name & contact details)	Position	Description
<i>[indicate the month and the year]</i>	<i>[indicate the country and the city]</i>	<b>Name of the Company:</b> <b>Address of the company:</b> <b>Phone:</b> <b>Fax:</b> <b>Email:</b> <b>Name and title of the reference person from the company:</b>	<i>[indicate the exact name and title and if it was a short term or a long term position]</i>	<b>Name of the Assignment:</b> <b>Beneficiary of the Assignment:</b> <b>Brief description of the Assignment:</b> <b>Responsibilities:</b>

18.

**Other relevant information:** (e.g. Publications)

*[insert the details]*

**19. Statement:**

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes myself, my qualifications, and my experience. I understand that any willful misstatement described herein may lead to my disqualification or dismissal, if engaged.

I hereby declare that at any point in time, at the SADC Secretariat's request, I will provide certified copies of all documents to prove that I have the qualifications and the professional experience as indicated in points 8 and 14 above<sup>2</sup>, documents which are attached to this CV as photocopies.

By signing this statement, I also authorize the SADC Secretariat to contact my previous or current employers indicated at point 14 above, to obtain directly reference about my professional conduct and achievements.

Date: \_\_\_\_\_

**ATTACHMENTS:** 1) *Proof of qualifications indicated at point 9*  
2) *Proof of working experience indicated at point 15*

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<sup>2</sup> *The proof of stated qualifications shall be in the form of the copies of the degrees and diploma obtained, while for the professional experience the proof shall be either acknowledgement letters from the previous employers or copies of the Purchase Order/ Contract signed with them.*

**C. FINANCIAL PROPOSAL**

**“ INDIVIDUAL CONSULTANT: FOR THE ASSESSMENT OF THE PROGRESS AND CHALLENGES IN IMPLEMENTING THE SADC REGIONAL STRATEGY ON WOMEN, PEACE AND SECURITY AT REGIONAL AND NATIONAL LEVEL**

”

**REFERENCE NUMBER: SADC/3/5/2/76**

<b>N°</b>	<b>Description</b>	<b>Unit</b>	<b>No. of Units</b>	<b>Unit Cost (in US\$)</b>		<b>Total (in US\$)</b>
<b>Fees</b>		Day				
<b>Reimbursable expenses, out of</b>		<b>Total</b>				
1	Per diem allowances	Day	N/A			
2	Flights	Trip	N/A			
3	Miscellaneous travel ex-	Trip				
4	Insurances cost, out of which:	Lump sum				
	i) Life insurance (including	Lump sum	N/A			
	ii) Health insurance	Lump sum	N/A			
	iii) Third party liability insur-	Lump sum				

	iv)	Professional liability in-	Lump sum	N/A			
5		Drafting, reproduction of re-	Lump sum				
6		Office rent	Per month	N/A			
7		Others <sup>4</sup>	TBD				
<b>TOTAL FINANCIAL OFFER (Fees + Reimbursable expenses)</b>							

Signature [*In full and initials*]: \_\_\_\_\_

Name and Title of Signatory: \_\_\_\_\_

**ANNEX 3: STANDARD CONTRACT FOR INDIVIDUAL CONSULTANTS**

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## STANDARD TERMS OF CONTRACT

(Individual Consultant)

REFERENCE NUMBER: SADC /3/5/2/76

‘ INDIVIDUAL CONSULTANT: FOR THE ASSESSMENT OF THE PROGRESS AND CHALLENGES IN IMPLEMENTING THE SADC REGIONAL STRATEGY ON WOMEN, PEACE AND SECURITY AT REGIONAL AND NATIONAL LEVEL

”

”

THIS Contract (“Contract”) is made on *[day]* day of the month of *[month]*, *[year]*, between, **on the one hand,**

**The SADC Secretariat** (hereinafter called the “Procuring Entity”) with the registered business in: *Plot 54385 CBD, Private Bag 0095, Gaborone, Botswana*

**and, on the other hand,**

***[Insert the full name of the individual]*** (Hereinafter called the “Individual Consultant”), with residence in ***[insert the Individual Consultant’ address, phone, fax, email]***, citizen of ***[insert the Individual Consultant’s citizenship]*** owner of the ID/Passport Number ***[insert the number]*** issued on ***[insert the date]*** by ***[insert the name of the issuance authority]***,

WHEREAS, the Procuring Entity wishes to have the Individual Consultant perform the services hereinafter referred to, and  
WHEREAS, the Individual Consultant is willing to perform these services,

NOW THEREFORE THE PARTIES hereby agree as follows:

### 1. Définitions

For the purpose of this contract the following definitions shall be used:

- 1.1. **Procuring Entity** means the legally entity, namely *the SADC Secretariat* who purchase the Services described in Annex 1 to this contract.
- 1.2. **Contract** means the agreement covered by these Terms including the Annexes and documents incorporated and/or referred to therein, and attachments thereto.

**Contract value** means the total price of the Financial Proposal included in the Individual Consultant’s Expression of Interests dated *[insert the date]* for the project –‘ **INDIVIDUAL CONSULTANT: FOR THE ASSESSMENT OF THE PROGRESS AND CHALLENGES IN IMPLEMENTING THE SADC REGIONAL STRATERGY ON WOMEN, PEACE AND SERCURITY AT REGIONAL AND NATIONAL LEVEL**

””

and reflected as such in the Annex 2 of this contract.

**Individual Consultant** means the individual to whom the Procuring Entity has awarded this contract following the Request for Expression of Interest -“”

- 1.3. **Services** means the Services to be performed by the Individual Consultant as more particularly described in Annex 1; for the avoidance of doubt, the Services to be performed include all obligations referred to in this Contract (as defined above).

## 2. The Services

The Individual Consultant will undertake the performance of the Services in accordance with the provisions of the Annex 1 of this Contract and shall, in the performance of the Services, exercise all the reasonable skill, care and diligence to be expected of an Individual Consultant carrying out such services.

## 3. Payment

- 3.1. The Individual Consultant shall be paid for the Services at the rates and upon the terms set out in Annex 2.

- 3.2. Payment shall be made to the Individual Consultant in US \$ unless otherwise provided by this contract and where applicable, VAT shall be payable on such sums at the applicable rate. The Individual Consultant must, in all cases, provide their VAT registration number on all invoices.
- 3.3. Unless otherwise provided in this Contract, invoices shall be delivered to and made out to Procuring Entity and shall be paid within 30 days of receipt by the Project Director, subject to the Individual Consultant having complied with his/her obligations hereunder in full as stated in the Annex II to this Contract. The Procuring Entity reserves the right to delay and/or withhold, fully or partially, payments that have not been supported by full and appropriate supporting evidence that the services provided were delivered and accepted by the Procuring Entity.

#### **4. Status of the Individual Consultant**

- 4.1. For the duration of the Contract, the Individual Consultant will have a status similar to the Procuring Entity's contractor with regards to their legal obligations, privileges and indemnities in the Procuring Entity's country.
- 4.2. The Procuring Entity will be responsible for ensuring all visas, work permits and other legal requirements to enable The Individual Consultant to live and work in the countries of the assignment as per the duties under the contract.
- 4.3. The Individual Consultant shall be responsible for paying any tax and social security contributions in his/her country of residence, for any activity deriving from this contract. Such costs shall be assumed included in the Individual Consultant's fees.
- 4.4. The Procuring Entity shall be responsible for paying any taxes resulting from the activities performed under this contract imposed to the Individual in the country(ies) of the assignment with the exception of the ones set out in paragraph 4.3 above.

#### **5. Supervision of the Services**

The Individual Consultant undertakes to deliver the Services in compliance with a system of quality assurance acceptable to the Procuring Entity which shall include any steps to comply with the standards operated by the Procuring Entity. The Individual Consultant shall be informed of the specific requirements in relation to this, and at the request of the Procuring Entity (s)he shall allow access to information, records and other materials during normal office working hours as the Procuring Entity may require in order to confirm that the work in progress is in accordance with these quality procedures.

#### **6. Compliance with this contract**

The Procuring Entity will be entitled to seek confirmation from the Individual Consultant, at any time during the delivery of this contract, and for a period of 1 year after its completion, that the Individual Consultant has complied with the terms of this contract. It may also request the provision of reasonable documentary evidence to support this. As stated in article 2.3 of this Contract, the Procuring Entity may delay or withhold payments in the event of non-compliance.

## **7. Assignment and Subcontracting**

- 7.1.** The Individual Consultant shall under no circumstances sub-contract, sublet, assign or transfer the Contract or any part share or interest in it. Where the Individual Consultant considers it necessary to use the services of a third party, (s)he shall inform the Procuring Entity's Project Director in writing, and only once written approval is provided can the Consultant proceed to use a third party.
- 7.2.** When the Project Director agrees that the activities under the contract can be performed by a third party, the third party involved in the delivery of services in this contract, will be under the direct control of the Individual Consultant. The Procuring Entity will not be responsible for the third party's performance of duties or Services assigned to it, and neither for ensuring that conditions of employment are met nor for any other employment obligations relating to that person including, but not restricted to, taxation and insurance including professional indemnity insurance, employer's liability insurance and public liability insurance.

## **8. Breach of the Terms**

In the event of a breach of any Terms of the Contract, the party not in breach may serve a notice on the party in breach requiring the breach to be remedied within a period specified in the notice, not normally being longer than 30 days. If the breach has not been remedied before the expiry of the specified period, the party not in breach may then terminate the Contract in writing and may take appropriate steps to remedy the breach.

## **9. Liability of the Individual Consultant**

- 9.1.** The Procuring Entity will be relying on the Individual Consultant's skills, expertise and experience in relation to the performance of the Services in accordance with this contract and also upon the accuracy of all representations and statements made and the advice given in connection with the provision of the Services.
- 9.2.** In view of the reliance by the Procuring Entity set out in 9.1 above, the Individual Consultant agrees to indemnify at its own expense, protect and defend the Procuring Entity, its agents and employees, from and against all actions, claims, losses or damages arising out of the Individual Consultant's performance of this contract provided that:

- a) the Individual Consultant is notified of such actions, claims, losses or damages not later than 30 days after the Procuring Entity becomes aware of them;
  - b) the ceiling on the Individual Consultant's liability to the Procuring Entity shall be limited to an amount equal to the contract value but such ceiling shall not apply to any losses or damages caused to third parties by the Individual Consultant's willful misconduct; and
  - c) the Individual Consultant's liability shall be limited to actions, claims, losses or damages directly caused by such failure to perform its obligations under the contract and shall not include liability arising from unforeseeable occurrences incidental or indirectly consequential to such failure.
- 9.3.** At its own expense, the Individual Consultant shall, upon request of the Procuring Entity, remedy any defect in the performance of the services in the event of the Individual Consultant's failure to perform its obligations under the contract.
- 9.4.** The Individual Consultant shall have no liability whatsoever for actions, claims, losses or damages occasioned by the Procuring Entity omitting to act on any recommendation, or overriding any act or decision of the Individual Consultant, or requiring the Individual Consultant to implement a decision or recommendation with which the Individual Consultant disagrees or on which (s)he expresses a serious reservation.

## **10. Insurance**

- 10.1.** The Individual Consultant must ensure that full and appropriate professional indemnity insurance and third party liability insurance, is in place for all Services provided.
- 10.2.** The cost of such insurances will be covered from reimbursable expenses of the contract.
- 10.3.** Where national requirements or practices provide for different regulations/practices concerning insurance, the Individual Consultant may provide written confirmation of all insurances held and a signed declaration that these are in line with regulations/practices in their country of operation. Only if such confirmation has been provided, and written confirmation of its acceptance provided to the Individual Consultant by the Procuring Entity, will this remove the obligation to meet the requirements of clause 11.1 of this Contract in full.
- 10.4.** All insurances effected by the Individual Consultant shall be effected with an insurer of good repute and the Individual Consultant agrees to maintain such insurances for a period of 1 year from the completion of the Services under this Contract so long as such insurance continues to be available upon reasonable terms at reasonable commercial rates failing which Procuring Entity shall be entitled to take out insurance itself to cover any potential liability to its own Procuring Entity in relation to the

performance of the Services under this contract. The cost of such insurance shall be a debt immediately due from the Individual Consultant.

**10.5.** The provisions of this clause shall remain in full force and effect notwithstanding the completion of the performance of the Services hereunder and the satisfaction of all other provisions of this contract.

## **11. Copyright**

**11.1.** Unless otherwise specified in the Contract, the title of the copyright and any other intellectual property rights arising out of the performance of this Contract shall be vested in the Procuring Entity which shall have the unfettered right to assign and grant sub-licences in respect of the same. Except as permitted by the Terms of this Contract, the said materials shall not be reproduced or disseminated without proper consultation with, and written permission from, the Procuring Entity. This provision shall apply to the title to rights arising from the performance under this contract but shall not apply to the internal systems or rights in relation to the Individual Consultant's own systems not created specifically for this purpose and where the same are an important part of the Services. The Individual Consultant shall grant a free and irrevocable licence to the Procuring Entity and its assigns for the use of the same in that connection.

The Individual Consultant warrants that it is free of any duties or obligations to third parties which may conflict with this contract and, without prejudice to the generality of Term 9 above, agrees to indemnify the Procuring Entity against any and all actions, costs damages, direct, indirect or consequential, and other expenses of any nature whatsoever which the Procuring Entity may incur or suffer as a result of the breach by the Individual Consultant of this warranty.

## **12. Non Disclosure & Confidentiality**

**12.1.** The Individual Consultant will treat all information and results obtained in discharging the Services under this Contract as confidential and will not disclose by any means whatsoever such results or material to any third party without the prior written consent of the Procuring Entity and will only use such information for the purposes of this Contract. In addition, the Individual Consultant shall not make any communication to the press or any broadcast (including, but not limited to, inclusion of information on a website) about the Services without the prior written agreement of the Project Director.

**12.2.** If the Individual Consultant violates clause 12.1, then (s)he will automatically and legally be held to pay the amount estimated as the minimum reasonable damages resulting from a breach of confidentiality. This is without prejudice to the right of the Procuring Entity to demonstrate that a higher amount of loss has or may be incurred as a result of liabilities held by the Consultant in relation to the Procuring Entity.

### **13. Suspension or Termination**

- 13.1.** In response to any factors out of the control of Procuring Entity and/or to breaches of contract by the Consultant, the Procuring Entity may at any time, by giving 30 days' notice in writing, terminate in whole or in part or suspend the Individual Consultant's performance of the Services. In such event, the Individual Consultant shall be entitled to payment pursuant to sub-clause 13.4 below. If such suspension continues for a period in excess of twelve months, then either party may terminate this contract forthwith by written notice to the other.
- 13.2.** The Individual Consultant may also terminate the contract unilaterally, without providing any reasons for such decision, if (s)he gives a 30 days prior written notice to the Project Director.
- 13.3.** In the event of early termination of the Contract under sub-clauses 13.1, 13.2 and 13.3 of this clause, the Individual Consultant shall be entitled to a fair and reasonable proportion of the fees payable for that part of the Services carried out up to the date of such termination or suspension but this shall not include any loss of profit or contracts or any other expenses, losses or claims arising out of such termination or suspension or consequential thereupon.

### **14. No Waiver**

No forbearance shown or granted to the Individual Consultant, unless in writing by an authorized officer of the Procuring Entity, shall in any way affect or prejudice the rights of the Procuring Entity or be taken as a waiver of any of these Terms.

### **15. Variations**

Any variation to these terms or the provisions of the Annexes shall be subject to a written Addendum and be signed by duly authorized signatories on behalf of the Individual Consultant and the Procuring Entity respectively.

### **16. Jurisdiction**

This contract shall be governed by, and shall be construed in accordance with Botswana law and each party agrees to submit to the exclusive jurisdiction of the Botswana courts in regard to any claim or matter arising under this contract.

**The following Annexes are integral part of this Contract:**

***Annex 1: Terms of Reference***

***Annex 2: Payment Schedule and Requirements***

Signed today ***[insert the date]*** in four (4) originals in the English language by:

<b>For the Procuring Entity</b>		<b>For the Individual Consultant</b>	
<b>Name :</b>		<b>Name :</b>	
<b>Position :</b>			
<b>Place :</b>		<b>Place :</b>	
<b>Date:</b>		<b>Date :</b>	
<b>Signature:</b>		<b>Signature:</b>	

***Annex 1: Terms of Reference***

*[insert the Terms of Reference]*

## **Annex 2: Payment Schedule and Requirements**

1. For Services rendered pursuant to Annex 1, the Procuring Entity shall pay the Individual Consultant an amount not to exceed the ceiling of US Dollars **[insert ceiling amount]**, which shall be considered the contract value. This amount has been established based on the understanding that it includes all of the Consultant's costs and profits as well as any tax obligation that may be imposed on the Individual Consultant in his/her country of residence.

2. The breakdown of prices is:

N°	Description	Unit	No. of Units	Unit Cost (in US\$)	Total (in US\$)
<b>Fees</b>		Day			
<b>Reimbursable expenses, out of</b>		<b>Total</b>			
1	Per diem allowances	Day			
2	Flights	Trip			
3	Miscellaneous travel ex-	Trip			
4	Insurances cost, out of which:	Lump sum			
	i) Life insurance (including	Lump sum			
	ii) Health insurance	Lump sum			

	iii)	Third party liability insur-	Lump sum			
	iv)	Professional liability in-	Lump sum			
5		Drafting, reproduction of re-	Lump sum			
6		Office rent	Per month			
7		Others <sup>4</sup>	TBD			
<b>TOTAL FINANCIAL OFFER (Fees + Reimbursable expenses)</b>						

3. The payment shall be made in accordance with the agreed schedule in line with the deliverables

4. **Payment Conditions:** Payment shall be made in US Dollars not later than 30 days following submission of original invoice by the Individual Consultant, in duplicate, accompanied by the requested supporting documents. All payments under the contract shall be made by bank transfer into the bank account indicated by the Individual Consultant in her/his invoices.