

REQUEST FOR TENDERS

RFT: 2025/002
File: AP_3/42
Date: 11 February, 2025
To: Interested consultants
From: Filomena Nelson, Climate Change Adaptation Advisor

Subject: Request for tenders (RFT): Gender, Equality, Disability and Social Inclusion Consultant for the Loss and Damage Capacity and Capability Project

1. Background

- 1.1. The Secretariat of the Pacific Regional Environment Programme (SPREP) is an intergovernmental organisation charged with promoting cooperation among Pacific islands countries and territories to protect and improve their environment and ensure sustainable development.
- 1.2. SPREP approaches the environmental challenges faced by the Pacific guided by four simple Values. These values guide all aspects of our work:
 - We value the Environment
 - We value our People
 - We value high quality and targeted Service Delivery
 - We value Integrity
- 1.3. For more information, see: www.sprep.org.

2. Specifications: statement of requirement

- 2.1. SPREP wishes to call for tenders from qualified and experienced consultants who can offer their services to undertake gender equality, disability and social inclusion (GEDSI) assessment focusing on climate change loss and damage, development of GEDSI for Loss and Damage Strategy and Action Plan and development and delivery of training module on GEDSI for loss and damage.
- 2.2. The Terms of Reference of the consultancy are set out in Annex A.
- 2.3. The successful consultant must supply the services to the extent applicable, in compliance with SPREP's Values and Code of Conduct: <https://library.sprep.org/sites/default/files/sprep-organisational-values-code-of-conduct.pdf>. Including SPREP's policy on Child Protection, Environmental Social Safeguards, Fraud Prevention & Whistleblower Protection and Gender and Social Inclusion.
- 2.4. SPREP Standard Contract Terms and Conditions are non-negotiable

3. Conditions: information for applicants

- 3.1. To be considered for this tender, interested consultants must meet the following conditions:
 - i. Submit a detailed Curriculum vitae detailing qualification and previous relevant experience for each proposed personnel;
 - ii. Provide three referees relevant to this tender submission, including the most recent work completed;

- iii. Complete the **tender application form** provided (*Please note you are required to complete in full all areas requested in the Form, particularly the Statements to demonstrate you meet the selection criteria – DO NOT refer us to your CV. Failure to do this will mean your application will **not** be considered*).
Provide examples of past related work outputs
For the Technical and Financial proposals you may attach these separately.
 - iv. Must meet local registration requirements
- 3.2 Tenderers must declare any areas that may constitute conflict of interest related to this tender and sign the **conflict of interest form** provided.
- 3.3 **Tenderer is deemed ineligible due to association with exclusion criteria, including** bankruptcy, insolvency or winding up procedures, breach of obligations relating to the payment of taxes or social security contributions, fraudulent or negligent practice, violation of intellectual property rights, under a judgment by the court, grave professional misconduct including misrepresentation, corruption, participation in a criminal organisation, money laundering or terrorist financing, child labour and other trafficking in human beings, deficiency in capability in complying main obligations, creating a shell company, and being a shell company.
- 3.4 Tenderer must sign a declaration of **honour form** together with their application, certifying that they do not fall **into** any of the exclusion situations cited in 3.3 above and where applicable, that they have taken adequate measures to remedy the situation.

4. Submission guidelines

- 4.1. Tender documentation should demonstrate that the interested consultant satisfies the conditions stated above and in the Terms of Reference and is capable of meeting the specifications and timeframes. Documentation must also include supporting examples to address the evaluation criteria.
- 4.2. Tender documentation should be submitted in English and outline the interested consultant's complete proposal:
- a) **SPREP Tender Application form and conflict of interest form.** (*Please note you are required to complete in full all areas requested in the Form, particularly the Statements to demonstrate you meet the selection criteria – DO NOT refer us to your CV. Failure to do this will mean your application will **not** be considered*).
Provide examples of past related work outputs
For the Technical and Financial proposals you may attach these separately.
 - b) **Honour form**
 - c) **Curriculum Vitae** of the proposed personnel to demonstrate that they have the requisite skills and experience to carry out this contract successfully.
 - d) **Technical Proposal** which contains the details to achieve the tasks outlined in the Terms of Reference.
 - e) **Financial Proposal** – provide a detailed outline of the costs involved in successfully delivering this project submitted in United States Dollars (USD) and inclusive of all associated taxes.
 - f) Where relevant provide:
 - i. Business registration/license (For Entities/ Individual consultant's as per relevant national legislations)
 - ii. Tax Identification Number (TIN) Letter (If applicable for Individual consultant's as per relevant national legislations)

- 4.3. Provide three referees relevant to this tender submission, including the most recent work completed.
- 4.4. Tenderers/bidders shall bear all costs associated with preparing and submitting a proposal, including cost relating to contract award; SPREP will, in no case, be responsible or liable for those costs, regardless of the conduct or outcome of the bidding process.
- 4.5. The tenderer/bidder might be requested to provide additional information relating to their submitted proposal, if the Tender Evaluation Committee requests further information for the purposes of tender evaluation. SPREP may shortlist one or more Tenderers and seek further information from them.
- 4.6. The submitted tender proposal must be for the entirety of the Terms of Reference and not divided into portions which a potential tenderer/bidder can provide services for.
- 4.7. The Proposal must remain valid for 90 days from date of submission.
- 4.8. Tenderers must insist on an acknowledgement of receipt of tender.

5. Tender Clarification

- 5.1. a. Any clarification questions from applicants must be submitted by email to procurement@sprep.org before 26 February 2025. A summary of all questions received complete with an associated response posted on the SPREP website www.sprep.org/tender by 28 February 2025.
- b. The only point of contact for all matters relating to the RFT and the RFT process is the SPREP Procurement Officer.
- c. SPREP will determine what, if any, response should be given to a Tenderer question. SPREP will circulate Tenderer questions and SPREP's response to those questions to all other Tenderers using the SPREP Tenders page (<https://www.sprep.org/tenders>) without disclosing the source of the questions or revealing any confidential information of a Tenderer.
- d. Tenderers should identify in their question what, if any, information in the question the Tenderer considers is confidential.
- e. If a Tenderer believes they have found a discrepancy, error, ambiguity, inconsistency or omission in this RFT or any other information given or made available by SPREP, the Tenderer should promptly notify the Procurement Officer setting out the error in sufficient detail so that SPREP may take the corrective action, if any, it considers appropriate.

6. Evaluation criteria

- 6.1. SPREP will select a preferred consultant on the basis of SPREP's evaluation of the extent to which the documentation demonstrates that the tenderer offers the best value for money, and that the tender satisfies the following criteria:
- 6.2. A proposal will be rejected if it fails to achieve 70% or more in the technical criteria and its accompanying financial proposal shall not be evaluated.

I. Technical Score – 80%

Criteria	Detail	Weighting
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Experience	Master's degree with expertise in the areas of gender studies, social science, environmental studies, political science, Pacific studies, geography, anthropology or another relevant field with at least 7 years of professional experience in gender related work.	
	And/or	20%
	Bachelor's degree with expertise in the areas of gender studies, social science, environmental studies, political science, Pacific studies, geography, anthropology or another relevant field with at least 10 years professional experience in gender related work.	
	a) Demonstrated experience in designing / developing a gender assessment and strategy; b) Demonstrated experience providing gender training to various target groups; c) Demonstrated experience in undertaking similar assignments in the Pacific; d) Familiarity with GEDSI analysis tools and methodologies; e) Knowledgeable about environmental issues, climate change impact and challenges, resilience building opportunities particular to Pacific Small Islands Developing States.	20%
	a) Culturally sensitive, friendly, and effective inter-personal and communication skills that are conducive to effective presentations and networking, and building trust required to complete tasks; b) Strong data collection and analytical skills; c) Strong skills in report writing and delivery of training; d) Proactive in updating work progress and raising any challenges and proposing practical solutions when delays and / or change of plans occur.	10%
	Fluency in English (oral and written) is a requirement with sound written and presentation skills using plain English.	10%
Technical Proposal / Methodology	Technical proposed on the approach and methodology to undertake the activities outlined in the terms of reference, including timelines to complete the deliverables.	20%

II. Financial Score – 20%

The following formula shall be used to calculate the financial score for ONLY the proposals which score 70% or more in the technical criteria:

$$\text{Financial Score} = a \times \frac{b}{c}$$

Where:

a = maximum number of points allocated for the Financial Score

b = Lowest bid amount

c = Total bidding amount of the proposal

7. Variation or Termination of the Request for Tender

7.1 a. SPREP may amend, suspend or terminate the RFT process at any time.

- b. In the event that SPREP amends the RFT or the conditions of tender, it will inform potential Tenderers using the SPREP Tenders page (<https://www.sprep.org/tenders>).
- c. Tenderers are responsible to regularly check the SPREP website Tenders page for any updates and downloading the relevant RFT documentation and addendum for the RFT if it is interested in providing a Tender Response.
- d. If SPREP determines that none of the Tenders submitted represents value for money, that it is otherwise in the public interest or SPREP's interest to do so, SPREP may terminate this RFT process at any time. In such cases SPREP will cancel the tender, issue a cancellation notice and inform unsuccessful bidders accordingly.

8. Deadline

- 8.1. **The due date for submission of the tender is: 12 March 2025, midnight (Apia, Samoa local time).**
- 8.2. Late submissions will be returned unopened to the sender.
- 8.3. Please send all tenders clearly marked 'RFT 2025/002: Gender, Equality, Disability and Social Inclusion Consultant for the Loss and Damage Capacity and Capability Project'

Mail: SPREP
Attention: Procurement Officer
PO Box 240
Apia, SAMOA
Email: tenders@sprep.org (MOST PREFERRED OPTION)
Fax: 685 20231
Person: Submit by hand in the tenders' box at SPREP reception,
Vailima, Samoa.

Note: Submissions made to the incorrect portal will not be considered by SPREP. If SPREP is made aware of the error in submission prior to the deadline, the applicant will be advised to resubmit their application to the correct portal. However, if SPREP is not made aware of the error in submission until after the deadline, then the application is considered late and will be returned unopened to the sender.

SPREP reserves the right to reject any or all tenders and the lowest or any tender will not necessarily be accepted.

SPREP reserves the right to enter into negotiation with respect to one or more proposals prior to the award of a contract, split an award/awards and to consider localised award/awards between any proposers in any combination, as it may deem appropriate without prior written acceptance of the proposers.

A binding contract is in effect, once signed by both SPREP and the successful tenderer. Any contractual discussion/work carried out/goods supplied prior to a contract being signed does not constitute a binding contract.

For any complaints regarding the Secretariat's tenders please refer to the Complaints section on the SPREP website <http://www.sprep.org/accountability/complaints>

Annex A: Terms of Reference

Gender Equality, Disability and Social Inclusion (GEDSI) Specialist

for the

Loss and Damage Capacity and Capability (LDCC) Project

1. Introduction

Climate change impacts such as tropical cyclones, sea level rise, and ocean acidification are resulting in substantial economic and non-economic loss and damage across Pacific Island countries (PICs). Loss and Damage are the harms caused by climate change that have not been prevented by mitigation measures and are past the limits to adaptation. In the Pacific it is evident that these losses are already being experienced and are projected to escalate in severity over time.

The Loss and Damage Capacity and Capability Project (LDCC) aims to enhance countries' readiness to address the loss and damage and access climate finance. Through activities designed to identify and respond to gaps in capacity and capability, LDCC will support both the wider region and specific participating countries (and territory) by:

- Enhancing understanding of economic loss and damage and Non-Economic Loss and Damage (NELD) through improved access to data and information.
- Improving information on, and awareness of, the disproportionate impacts of loss and damage on vulnerable groups.
- Improving regional information and knowledge sharing on Loss and Damage (L&D).
- Communicating Pacific experiences of loss and damage within and beyond the region.
- Improving opportunities to access L&D relevant climate finance (including the global Loss and Damage Fund (LDF)).

Significant gaps exist in technology, technical capacity, and data availability to effectively tackle L&D challenges. There is a lack of both qualitative and quantitative data, and where data is available it is often not easily accessible or organised in terms of L&D. There is also limited published research specific to the Pacific on L&D. This gap hinders our understanding of past, current, and future losses and damages under different climate scenarios. Recognising the urgency, the project aims to bolster the region's capacity to collect, analyse, and disseminate loss and damage data effectively, thereby informing future investment decisions.

While there is recognition of the importance of dialogue on L&D, there is currently insufficient consultation and awareness-raising at both the national and community levels. This hampers the development of relevant policies and institutional arrangements to address loss and damage effectively. Also, collaborative efforts among countries are needed to share experiences and ensure a regional perspective in discussions on funding are crucial for addressing

evolving L&D needs. Thus, this project presents an opportunity for countries to conduct national dialogues, while a regional organisation facilitates regional dialogues, fostering collaboration and knowledge exchange across the region.

Another theme that emerged during the 2023 Pacific Loss and Damage Dialogue (held 17-19 July 2023 in Samoa) was the importance of Non-Governmental Organizations (NGOs) and Civil Society Organizations (CSOs) in addressing L&D. Since they are operating at the front lines following extreme events, they possess valuable insights into community experiences and can support capacity-constrained administrations. As part of this project, capacity-building support will be provided to local NGOs and CSOs, enhancing their ability to contribute effectively to L&D initiatives.

The media can play a key role in communicating the current and future impacts of climate change and the potential responses which are being developed to respond to these impacts. They also play a critical role in communicating internationally, with stories initially developed for a domestic audience also being picked up by the international press. While the Pacific media is well informed regarding climate change more broadly, there is a limited understanding of L&D. If not addressed, this may lead to inconsistent messaging and will act as a barrier to deeper discussion on the topic within communities. To avoid this, capacity building for media professionals under this project will enable accurate and effective reporting on L&D issues, fostering informed discussions and driving meaningful action within communities. This initiative will ensure consistent messaging and facilitate deeper engagement with the topic on both domestic and international platforms.

Additionally, while research on L&D exists in the Pacific, it is not being fully utilised to inform policy or decision-making processes. There is a need to identify and support Pacific researchers in developing region-specific research on loss and damage, thereby enhancing our understanding and ability to address these critical issues. By identifying and supporting Pacific researchers in developing region-specific research on L&D, the project can enhance understanding and inform policy formulation. This initiative will bridge the gap between research and policy, facilitating evidence-based decision-making and strengthening resilience to L&D in the region.

The LDCC project will operate at two levels regional and national. Regional activities include - a regional dialogue, youth dialogue, technical support to the PSIDS Ad-Hoc Loss and Damage working group, communications training and deepening GEDSI considerations for L&D.

The LDCC will work on a national level with the countries of the Cook Islands, the Federated States of Micronesia (FSM), Niue, Tonga and the Solomon Islands as well as the territory of Tokelau.

The Secretariat of the Pacific Regional Environment Programme (SPREP) is the delivery partner for the LDCC project.

2. Objectives

To support the delivery of the Loss and Damage Capacity and Capability (LDCC) Project through the implementation of specific activities outlined in the scope of work.

3 Scope of Work

SPREP is seeking a GEDSI specialist consultant to support the implementation of specific activities set out below.

3.1 Development of GEDSI Assessment and Strategy

The activity entails developing a strategy to integrate considerations for GEDSI into the LDCC project implementation. This assessment and strategy will require the implementation of the following activities:

- 3.1.1 Desk review of the project documentation and currently available literature relevant to the assignment.
- 3.1.2 Online virtual consultation to undertake research and to consult with stakeholders including climate change focal points and gender focal points
- 3.1.3 Analysis of data collected from desk review and consultations.
- 3.1.4 Development of Assessment Report and Strategy and Action Plan

3.2 GEDSI Training for National LDCC Coordinators

This activity entails development of an online GEDSI for L&D training module for the national project coordinators from the 5 countries and territory participating in the LDCC Project to ensure GEDSI considerations are integrated in the project. Tuvalu, RMI and Vanuatu (recipients of funds under the broader MFAT Programme) will also be invited to take part.

- 3.2.1 Develop an online GEDSI for L&D training module (a series of short modules) for the project coordinators. Modules to include:
 - Clear explanation on the complexity of the differentiated impacts of climate change on GEDSI groups including youth
 - Training on how to ensure consultation is participatory and engages with GEDSI groups in an empowering and sensitive manner
 - The need for gender sensitive and gender transformative approaches to loss and damage/climate change projects such as the LDCC projects.
 - a Pacific contextualisation of all topic areas
- 3.2.2 Conduct and record online modules

The consultant will work closely with SPREP's Adaptation Advisor and the Climate Change Loss and Damage Officer. As well as working alongside the National Project Coordinators from the Cook Islands, FSM, Niue, Tonga, Solomon Islands and Tokelau.

4 Outputs/ Deliverables

Key deliverables are:

1. Final GEDSI assessment and strategy and action plan to implement the findings from the assessment
2. A final GEDSI L&D module, and plan for implementation.

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A resilient Pacific environment sustaining our livelihoods and natural heritage in harmony with our cultures.

3. Final assignment report outlining steps and tasks undertaken to implement this assignment, including lessons learnt and best practices.

5 Institutional and Reporting Arrangement

The consultant will be under the supervision of the Secretariat of the Pacific Regional Environment Programme (SPREP).

The consultant is required to submit all deliverables to the SPREP Task Manager for this project - Climate Change Adaptation Advisor for comments and approval for payments. The SPREP Climate Change Loss and Damage Officer will work closely with the National Climate Change focal points of the countries to provide integrated inputs and comments to the deliverables.

6 Duty Station

Remote work

7 Schedule of the Assignment

Assignment is for 70 days from contract effective date

8 Qualifications & Competencies

	Requirement
Education:	<p>Master's degree with expertise in the areas of gender studies, social science, environmental studies, political science, Pacific studies, geography, anthropology or another relevant field with at least 7 years of professional experience in gender related work.</p> <p>And/or</p> <p>Bachelor's degree with expertise in the areas of gender studies, social science, environmental studies, political science, Pacific studies, geography, anthropology or another relevant field with at least 10 years professional experience in gender related work.</p>
Experience:	<ol style="list-style-type: none"> a) Demonstrated experience in designing / developing a gender assessment and strategy. b) Demonstrated experience in providing gender training to various target groups. c) Demonstrated experience in undertaking similar assignments in the Pacific.

	d) Familiarity with GEDSI analysis tools and methodologies e) Knowledgeable about environmental issues, climate change impacts and challenges, resilience building opportunities particular to Pacific Small Island Developing States.
Competencies:	a) Culturally sensitive, friendly, and effective inter-personal and communication skills that are conducive to effective presentations and networking, and building trust required to complete tasks. b) Strong data collection and analytical skills. c) Strong skills in report writing and delivery of training. d) Proactive in updating work progress and raising any challenges and proposing practical solutions when delays and/or change of plans occur.
Language Requirements:	Fluency in English (oral and written) is a requirement, with sound written and presentation skills using plain English.

9 Payment Schedule

The firm / consortium of consultants shall be paid upon completion of deliverables which will be outlined and agreed to within the Services Agreement. The following table provides the proposed schedule of payments, these will be agreed to and finalised in the Service Agreement.

Deliverables	Description	Payment (%)
Inception Report to articulate final methodology/approach and workplan to implement the scope of service	The inception report for this assignment should clearly articulate the consultant's approach and final methodology to implement the assignment and the final work plan for the whole assignment.	20% of total cost
Final GEDSI assessment and strategy	Assessment and the development of strategy and action plan will detail: <ul style="list-style-type: none"> • Review of gender policies in countries and region • Consultation with countries including relevant women's groups, PWDs groups and other NGOs/CSOs • Adjustment and finalisation of assessment and strategy address comments made on draft assessment and strategy 	30% of total cost
A final GEDSI L&D module plan and timeline	Training module include: <ul style="list-style-type: none"> • Topic areas • Outline of content to be covered. 	20% of total cost

	<ul style="list-style-type: none"> • Cover the differentiated impacts of L&D on GEDSI groups. • Youth component. The impact on youth and • Clear linkages to Pacific specific experiences • Workplan for the delivery of trainings using approved module • Adjustment and finalisation of module plan complying to comments made on draft module. 	
Conducting the modules online, engaging in discussion and feedback	<ul style="list-style-type: none"> • Completion on schedule and covering agreed topics. • Questions and feedback from countries addressed. • Summary of recordings of modules which should be clear and concise and easily accessible and must include the links/providing documents of important resources 	20% of total cost
Final assignment report outlining steps and tasks undertaken to implement this assignment.	<ul style="list-style-type: none"> • Summary of the process including any complications • Lessons learnt and best practices from the assignment. • Analysis of future GEDSI needs and opportunities for improvement/ areas with little understandings or data. 	10% of total cost