



GOVERNMENT OF THE PEOPLE’S REPUBLIC OF BANGLADESH

**Office of the National Program Director
Strengthening Public Financial Management Program to Enable Service
Delivery (SPFMS)**

- Scheme on Improving Pension Management System and Quality
and Timeliness of Financial Reporting
Finance Division, Ministry of Finance
UCEP Cheney Tower (2nd Floor) 25. Segunbagicha. Dhaka-1000**

**Request for Application (RFA)
Selection of Individual Consultant (National)
For
Team Leader-Universal Pension
Package no-FDP-S49**

(Time Based)

Guidance Notes on the Use of the Standard Request for Application for Selection of Individual Consultants (National)

These guidance notes have been prepared by the CPTU to assist a Client in the preparation, using the Standard Request for Application (SRFA), for procurement of Individual Consultants (National). The Client should also refer to the Public Procurement Act 2006 (Act No 24 of 2006), and the Public Procurement Rules 2008, issued to supplement the Act available on CPTU's website: www.cptu.gov.bd/. All concerned are advised to refer to the aforementioned Act and Rules while participating in any selection process of Consultants.

Individual Consultants shall be employed in accordance with Section 38 of the Public Procurement Act 2006 and Rule 112 & Rule 104(d) of the Public Procurement Rule 2008 for assignments for which the qualifications and experience of the individual are the overriding requirements and no team of staff and no additional professional support are required.

This document shall be used when a Procuring Entity (the Client) wishes to select an Individual Consultant (National) for **assignments for which the qualifications and experience of the individual are the overriding requirement**, for which remuneration is being determined on the basis of the time actually spent by the Consultant in carrying out the services.

Time-based Contracts are recommended when the Scope of the Services cannot be established with sufficient precision, or the duration and quantity of Services depends on variables that are beyond the control of the Consultant, or the output required of the consultants is difficult to assess.

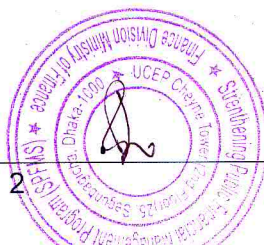
Consultant's remuneration is based on (i) agreed unit rates for the Consultant multiplied by the actual time spent by him/her in executing the assignment, and (ii) reimbursable expenses using actual expenses and/or agreed unit prices. This type of Contract requires the Client to closely supervise consultants and to be involved in the daily execution of the assignment.

SRFA (PS4) has been designed to suit the particular needs of procurement within Bangladesh, and has four (4) Sections, of which **Section 1: Information to the Applicants and the Contract Agreement in Section 4 must not be altered or modified under any circumstances.**

The Client addresses its specific needs through the **Section 2: Terms of Reference (TOR)**. The way in which an Applicant expresses his/her interest is by completion and submission of the Application Forms in **Section 3**.

Guidance notes in brackets and italics are provided for both the Client and the Applicants and as such the Client should carefully decide what notes need to remain and what other guidance notes might be required to assist the Applicant in preparing its Application submission; so as to minimize the inept Selection process.

SRFA (PS4), when properly completed will provide all the information that an Individual Consultant (National) needs in order to prepare and submit an Application. This should provide a sound basis on which the Client can fairly, transparently and accurately carry out an evaluation process on the application submitted by the Individual Consultant.



SRFA (PS4) duly tailored may also be used for the purpose of Single Source Selection Method. The following briefly describes the Section of SRFA (PS4) and how a Client should use these when preparing a particular request for Applications.

Section 1: Information to the Applicants

This Section provides relevant information to help Consultants prepare their Applications. Information is also provided for submission, opening, and evaluation of Applications and on the award of Contract.

This Section also contains the criteria for selection of suitable Applicant
The text of the clauses in this section shall not be modified.

Section 2. Terms of Reference

This section defines clearly the Objectives, Goals, and Scope of the assignment, and provides background information (including a list of existing relevant studies and basic data) to enable the individual Consultant to clearly understand the assignment. This section lists the Services and surveys that may be necessary to carry out the assignment and the expected outputs (for example, reports, data, maps, surveys); it also clearly defines the Client's and Consultants' respective responsibilities.

Section 3. Application Forms

This section provides the standard format that permits the requested information to be presented in a clear, precise and readily available manner and allows the Client to readily understand and evaluate Applications in accordance with the pre-disclosed criteria. The completed forms will indicate details of the Applicant's qualifications and experience best suited to the specific assignment.

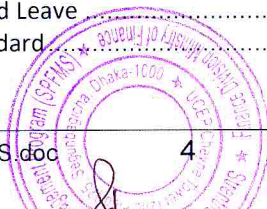
Section 4. Contract Agreement Forms

The Form of Contract Agreement which, once completed and signed by the Client and the Consultant clearly defines the Client's and Consultants' respective responsibilities. The Annexes to the formal Contract include a Description of the Services, the Reporting Schedule and **Cost estimates** of Services.



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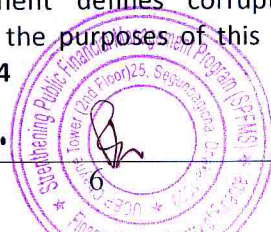


Section 1. Information to the Applicants

A. General

1. Scope of assignment
 - 1.1 The Client has been allocated Public fund for Strengthening Public Financial Management Program to Enable Service Delivery (SPFMS)) and intends to select an Individual Consultant for the specific assignment as specified in the Terms of Reference in Section 2.
2. Qualifications of the Applicant
 - 2.1 Prospective Individuals shall demonstrate in their Applications that they meet the required qualifications and experiences and are fully capable of carrying out the assignment.
 - 2.2 The capability of Individuals shall be judged on the basis of academic background, experience in the field of assignment, and as appropriate, knowledge of the local conditions, as well as language and culture.

[Minimum educational qualifications, required experience have been mentioned in Terms of reference in Section 2]
3. Eligible Applicants
 - 3.1 Any Bangladeshi national including persons in the service of the Republic or the local authority / Corporations is eligible to apply for the positions
 - 3.2 Government officials and civil servants including individuals from autonomous bodies or corporations while on leave of absence without pay are not being hired by the agency they were working for immediately before going on leave and, their employment will not give rise to Conflict of Interest, pursuant to Rule 112 (9) of the Public Procurement rules, 2008
 - 3.3 Persons who are already in employment in the services of the Republic or the local authorities/ Corporation etc must have written certification from their employer confirming that they are on leave without pay from their official position and allowed to work full-time outside of their previous official position. Such certification shall be provided to the Client by the Consultant as part of his/her Applications
 - 3.4 No person who has been convicted by any Court of Law or dismissed from Services for misconduct shall be eligible for consideration for appointment to a post.
 - 3.5 The Applicant has the legal capacity to enter into the Contract
 - 3.6 The Applicant has fulfilled its obligations to pay taxes and social security contributions under the relevant national laws.
 - 3.7 The Applicant shall not be under a declaration of ineligibility for corrupt, fraudulent, collusive or coercive practices in accordance with Sub-Clause 4.2.
 - 3.8 The Applicant shall not have conflict of interest pursuant to the Clause 5
4. Corrupt, Fraudulent, Collusive or Coercive Practices
 - 4.1 The Government requires that Client, as well as Applicants, shall observe the highest standard of ethics during the implementation of procurement proceedings and the execution of Contracts under public funds.
 - 4.2 The Government defines corrupt, fraudulent, collusive or coercive practices, for the purposes of this provision, in the **Contract Agreement Sub-Clause 3.4**



- 4.3 Should any corrupt, fraudulent, collusive or coercive practice of any kind come to the knowledge of the Client, it shall, in the first place, allow the Applicant to provide an explanation and shall, take actions only when a satisfactory explanation is not received.
- 4.4 If the Client at any time determines that the Applicant has, directly or through an agent, engaged in corrupt, fraudulent, collusive or coercive practices in competing for, or in executing, a Contract under public funds., the Client shall:
 - (a) exclude the Applicant from participation in the procurement proceedings concerned or reject an Application for award; and
 - (b) declare the Applicant ineligible, either indefinitely or for a stated period of time, from participation in procurement proceedings under public funds.

5. Conflict of Interest

- 5.1 Government policy requires that the Applicant provide professional, objective, and impartial advice, and at all times hold the Executing Agency's (Client's) interests paramount, without any consideration for future work, and strictly avoid conflicts with other assignments or their own corporate interests.
- 5.2 The Applicant shall not be hired for any assignment that would be in conflict with their prior or current obligations or that may place them in a position of not being able to carry out the assignment in the best interest of the Client.
- 5.3 Pursuant to Rule 55 of the Public Procurement Rule 2008, the Applicant has an obligation to disclose any situation of actual or potential conflict of interest that impacts on his capacity to serve the best interest of his Client, or that may reasonably be perceived as having this effect. Failure to disclose said situations may lead to the disqualification of the Applicant or the termination of its Contract.
- 5.4 The Applicant that has a business or family relationship with a member of the Client's staff may not be awarded a Contract, unless the conflict stemming from this relationship has been addressed adequately throughout the selection process and the execution of the Contract.

B. Preparation, Submission & Modification or Substitution of Applications

6. Preparation of Application

- 6.1 Applications shall be typed or written in indelible ink in **English language** and shall be signed by the Applicant. Applicants are required to complete the following Forms:
 - (a) Form 3A: Application Submission Form;
 - (b) Form 3B: CV of the Applicant; and
 - (c) Form 3C: Remuneration and Reimbursable
- 6.2 The Remuneration and reimbursable are **purely indicative** and are subject to negotiations and agreement with the Client prior to finalisation of the Contract.

7. Submission of Application

- 7.1 Pursuant to Rule-113(5) of the Public Procurement Rules, prospective Applicants can deliver their Application by hand, mail, courier service to the address mentioned in the request for Application advertisement.
- 7.2 Application shall be properly sealed in envelopes addressed to the Client as



mentioned in the request for Application advertisement and bear the name & address of the Applicant as well as the name of the assignment.

- 7.3 In case of hand delivery, the Client, on request, shall provide the Applicant with a receipt.
- 7.4 The closing date for submission of Application is 20/11/2019 up to 2.00pm Applications must be submitted within this deadline. Any Application received after the deadline for submission of Applications shall be declared late, and returned unopened to the Applicant.
- 7.5 Applications may be modified or substituted before the deadline for submission of Applications.
- 7.6 The Client may at its sole discretion, extend the deadline for submission of Applications.
- 7.7 At any time prior to the deadline for submission of Applications the client for any reason on its own initiative may revise the Request for Application Document by issuing an Addendum which shall form an integral part of the Document.

C. Evaluation of Applications

8. Evaluation of applications

- 8.1 Suitability of the Applicants shall be rated by evaluation on the basis of their academic background, relevant Working Experience and its adequacy for the assignment, knowledge of local conditions as well as language.
- 8.2 The points to be given under each of the evaluation Criteria are:

Criteria	Points
• Educational Qualification	20
• Experience in PFM	20
• Experienced in working in a project/ team/ office in a result-oriented environment	20
• Adequacy for the assignment	25
• Service length	5
• Computer and communication skills	5
Total points:	95 points

- 8.3 Applicants thus given points as stated under Clause 8.2, not securing the minimum qualifying points [*insert points; not less than 70*] shall be considered disqualified.
- 8.4 Applications shall be evaluated by the PEC, who shall prepare a short-list of maximum seven (7) Applicants
- 8.5 The qualified short-listed Applicants as stated under Clause 8.4 shall be invited for an interview to test their aptitude and presentation by the PEC and shall be rated with five (5) points.
- 8.6 Points already secured by the Applicants in the evaluation as stated under Clause 8.5, shall be combined with the points obtained in the interview and a list of maximum three (3) most suitable Applicants ranked in order of merit (1-2-3) shall be prepared.
- 8.7 In pursuant to Rule 114 of the Public Procurement Rules 2008, there shall be no public opening of Applications.

- 8.8 The Client shall immediately after the deadline for submission of Application convene a meeting of the Proposal Opening Committee(POC)
- 8.9 The POC, having completed the record of opening, shall send the Applications received and the opening record to the PEC.
- 8.10 Following the opening of the Applications, and until the Contract is signed, no Applicant shall make any unsolicited communication to the Client. Such an attempt to influence the Client in its decisions on the examination, evaluation, and comparison of either the Applications or Contract award may result in the rejection of the Application.

9. Application Negotiations

- 9.1 The first-ranked Applicant stated under Clause 8.5 shall then be invited for negotiations, pursuant to Rule 122 of the Public Procurement Rule, 2008 at the address of the client.
- 9.2 If this fails, negotiate with the second-ranked Applicant, and if this fails negotiate with the third-ranked Applicant, with the hope that successful negotiations are concluded
- 9.3 During negotiations, the Client and the Applicant shall finalise the “Terms of Reference”, work schedule, logistics and reporting schedule etc. These documents shall then be incorporated into the Contract as Description of Services”
- 9.4 The Financial negotiations will involve the remuneration and other reimbursable cost to be paid to the Applicant.
- 9.5 Negotiations will conclude with a review of the draft Contract. To complete negotiations the Client and the Applicant will initial the agreed Contract

D. Award of Contract

10. Award of Contract

- 10.1 After completing negotiations and having received the approval to award the contract, the Client shall sign the Contract with the selected Applicant.

11. Debriefing

- 11.1 After signature of the Contract, the Client shall promptly notify other Applicants that they were unsuccessful.
- 11.2 The Client shall promptly respond in writing to any unsuccessful Applicant who request the client in writing to explain on which grounds its application was not selected.

12. Commencement of Services

- 12.1 The applicant is expected to commence the assignment on December, 2019 at the location Dhaka. The duration of the contract shall be up to June, 2023 from the date of commencement.



Section 2. Terms of Reference

Name of the Position	Team Leader, Universal Pension		
Contract Package:	FDP-S49		
Number of Position	01		
Duty Station:	Dhaka, Bangladesh		
Expected Start Date of Assignment:	December 2019	Duration: Initially 12 months , it may extended up to project period upon satisfactory performance of the Consultant	
Source	National	Category	Individual Consultant (Time Based)
Reports to	NPD		

Background :

The Government of Republic of Bangladesh has requested the World Bank to provide technical support in developing a **'Strategy'** and a detailed concept note on **'Feasibility Study'** on the likely design of a proposed Universal Pension System (UPS) in Bangladesh.

The **Strategy** should be a brief note that would provide for the backdrop, need, existing situation and probable options for a Universal Pension System in Bangladesh that would essentially cater to the low-income informal sector workers and employees of the formal sector to build a pension for themselves and achieve a dignified retirement through thrift and self-help using with the support of the Government.

The **report on feasibility study** would be a more detailed and comprehensive document that would essentially provide for a draft on the likely 'Institutional Design', 'assessment of existing situation and gap analysis', 'existing long term savings products' 'institutional and capacity development' for a robust design of the UPS that would lead to develop the likely strategic contours facilitating a situation of 'ready to develop' the UPS by building consensus amongst the stakeholders.

The Para 202 of the Hon. Finance Minister Budget Speech for 2019 – 20 has already announced an **'Introduction of Universal Pension Scheme'** with the rationale to provide wider coverage. According to the speech, since the Government pensioners are only a small fraction of the total population, a wider coverage is envisaged by the Government. The para also suggested formation of an Authority for gradual introduction of the universal pension for everyone including all employed in formal and informal sectors of the economy.

Objective:

There are two linked objectives of the assignment that would be achieved one after the other.

1. The first objective of the assignment is ***"To develop a Strategy on the need and necessity for a Universal (Contributory) Pension System in Bangladesh in view of the Demographic Changes and Existing Coverage and based on experiences of similar countries, identify various options that may be suitable under local context to introduce the UPS by providing necessary pre-requisite and potential to introduce a funded pension scheme for the workers in the Private and Informal Sector"***.
2. The second objective of the assignment is ***"To perform a feasibility study leading to development of broad strategic contours on the likely Universal Pension System that may include, but not limited to the likely designing of possible 'Institutional Design', 'assessment of existing situation and gap analysis', 'existing long term savings products' 'possible channels of contribution collections', 'institutional and capacity development', 'administrative and governance structures' etc."***

Scope of Work:

The Consultant should adopt a comprehensive understanding of feasibility that should address the question to what degree the objective of old-age provision coverage for the informal sector is likely to be attainable in Bangladesh in the near to medium future. To answer this question, the consultant should be looking at technical, administrative, and organizational capacities, just as much as to the financial implications both, for potential scheme participants and the Government of Bangladesh. The consultant should also take into account the wider policy context for National Social Security Strategy (NSSS) and Social Protection as well as Public Financial Management (PFM) Reform Strategy for Bangladesh.

Legislation and Pension Bill: The Government of Bangladesh may consider to legislate the UPS after the system is developed and the Interim Regulatory Authority established. This would mean preparing the Pension Bill (Act after being passed by the Parliament) and other rules and regulations and getting the same approved by the Cabinet and presented to the Parliament.

In this context the Project shall hire a team of Consultants for developing the necessary Legal documents that may include, but not limited to the Regulatory Bill for establishing the Authority, Rules and Regulations for the UPS etc. In such case, and purely based on the contingent requirement the Consultants including the Pension Policy Expert (International) and others, under the supervision of the Team Leader (National) shall provide necessary Inputs to the Legal Team on the following aspects:

- Providing Inputs for preparing draft laws for the introduction of fully funded contributory pension scheme for all citizens in Bangla and English.
- Providing inputs for preparing draft regulation of fully funded contributory pension scheme in line with the draft law provisions to come into force after the enactment of Pension Law both in Bangla and English.
- Providing Support to the Legal Team in preparing draft guidelines with regard to implementation issues in the areas of investment policy, benefit payments, information systems and other as needed.

Specifically, the scope of work shall involve two sets of tasks as mentioned below:

A. Strategy Paper

1. Review the existing coverage of pensions in Bangladesh from the perspective of Demographic challenges and the extent of coverage for informal sector.
2. Identify the need to take action and the necessity for reforms in the pension space with special reference to its sustainability and regulations.
3. Identify the Options, Alternatives and Probable Solutions to fight against old age poverty aligning it with the National Social Security Strategy of Bangladesh and as part of the PFM reform process

B. Feasibility Study Leading to Broad Contours

1. Identify and Analyze the necessary prerequisite for designing and developing the Universal Pension System in terms of existing and potential structures and institutions.
2. Identify Gaps that may be necessary to be filled for a fully developed UPS and suggest alternatives to fulfil them.
3. Multiple Stakeholders Consultation for consensus building and assessment of capacities of the concerned players in the likely institutional arrangements for the UPS
4. Identify best practices on Pension System from other countries of similar nature in terms of ageing, longevity, savings capacities, culture etc. and suggest what could be the model that could be adopted with / without modifications for Bangladesh.
5. Suggest an exposure visit for the officials of the Government and other relevant agencies to study the pension system elsewhere and develop the ToR for the visit including arranging sessions on debriefing



before and after the visit.

6. Develop the Broad Contours of the possible Universal Pension System that may possess features of a Scheme such as

- a scheme established in the spirit of co-ownership by the people and the Government of Bangladesh,
- a scheme having different options for its Institutional Architecture (IA) that may define the flow of funds from the contributor beneficiary to the end user of funds namely, fund manager,
- a scheme that must possess economic, efficient and effective means of low-cost, high-volume transaction as micro contributions, even from a remote location using the existing payment infrastructure,
- a funded defined contribution scheme with / without the co- contributions from the Government,
- a scheme possibly supported through various incentives provided by government, especially to have an early coverage success,
- a voluntary scheme with flexibility in contribution levels and timing allowing for irregularly timed, fluctuating payments, and even for some pre-retirement withdrawals,
- a scheme in close and constant contact with its participants who should guide its design and continuously influence its operations,
- a scheme with a package of benefits that suits the situation and needs of its members,
- a scheme bringing out different pension outcomes with defined variables such as age of joining and retirement, rate of return from funds, cost of investing and transactions etc.,
- as scheme that provides for various options for investment through a well-diversified portfolio and manages the risk and return profile of the various groups of participants based on their age and poverty status,
- a scheme closely working with NGOs, Unions, Workers Association, Co-operatives, and other organizations that are close to its members,
- a scheme dealing with and promoting financial and pension literacy including the sensitization of low-income informal sector workers and potential savers such as housewives etc. for gender mainstreaming and promoting women empowerment,
- a scheme making full use of technological advancement to minimize administrative cost.

7. Suggest a possible Road Map for Policy Level Systemic Pension Reforms in Bangladesh that may lead to creation of fully funded pension fund for formal and informal sector.

Separate Task 1. Capital Market Assessment (as part of Feasibility Study)

Assessment of the existing Capital and Money Markets including its various structures and Recommendations to identify and develop a Management of Pension Savings. (This task can be assigned to the Short Term Capital Market Expert)

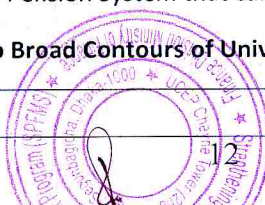
Deliverables

There shall be basically Two Major Deliverables. The first would pertain to the strategy and the second to the Feasibility Study. Following deliverables are expected from the consulting assignment:

A. Strategy Paper

1. An executive summary
2. A strategy on Universal Pension System that can be circulated to the high-level officials for review

C. Feasibility Study Leading to Broad Contours of Universal Pension System



1. An Analytical Report on the Existing Systems such as Products, Structures, Institutions, Outreach, Payment Architecture, Administrative and Governance Institutions etc. This shall act as the 'As Is' structures for the UPS
2. A document on broad contours of proposal and recommendations on the basis of the 'As Is' report clearly identifying the pre-requisite for the UPS. This shall serve as the 'Should Be' report. The report should have the flexibility of making adjustments depending on the factors and circumstances that may be identified during the development and implementation of the UPS.
3. Report on assessment and recommendations on designing and developing fund management practices for pension savings.
4. Report on assessment and recommendations on the IT/ MIS structures and Capacities to suit the UPS.
5. A Road Map in the form of a Strategy for Way Forward and Initial Action Plan.

Time Line

The study shall require different timelines for both the assignments. While the strategy paper can be developed in approximately by December, 2019, the inputs by the consultants may be spread across 50 days.

However, the second assignment is more comprehensive and shall require both, long term and short term experts. This should be performed in approximately within 150 days.

Educational Qualifications

Masters in Economics, Accounting, Finance, Public Administration, Statistics, International Relations, Business Administration or any other relevant discipline.

Experience

- Masters in Economics, Accounting, Finance, Public Administration, Statistics, International Relations, Business Administration or any other relevant discipline.
- Minimum 15 years' experience in civil service with an experience in working with universal pension system



Section 3. Application Forms

Form 3A : Application Submission Form

Form 3B : CV of the Applicant

Form 3C: Remuneration and Reimbursable



Form 3A.Application Submission

[Location: dd/mm/yy]

To:

National Program Director (Additional Secretary)
Strengthening Public Financial Management Program to Enable Service Delivery
Finance Division, Ministry of Finance

Dear Sir:

I am hereby submitting my Application to provide the consulting Services for [Insert title of assignment] in strict accordance with your Request for Application dated [dd/mm/yy].

I declare that I was not associated, nor have been associated in the past, directly or indirectly, with a Consultant or any other entity that has prepared the design, specifications and others documents in accordance with Clause 5.

I further declare that I have not been declared ineligible by the Government of Bangladesh on charges of engaging in corrupt, fraudulent, collusive or coercive practices in accordance with Clause 4.

I undertake, if I am selected, to commence the consulting Services for the assignment not later than the date indicated in Clause 12.1.

I understand that you are not bound to accept any Application that you may receive.

I remain,

Yours sincerely,

Signature

Print name

Address:

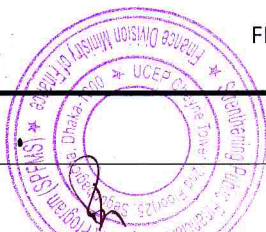
Tel:

Attachment:



Form 3B. Curriculum Vitae (CV) of the Applicant

1	PROPOSED POSITION FOR THIS PROJECT :	<i>[From the Terms of Reference, state the position for which the Consultant will be engaged.]</i>			
2	NAME OF PERSON :	<i>[state full name]</i>			
3	DATE OF BIRTH :	<i>[dd/mm/yy]</i>			
4	NATIONALITY :				
5	MEMBERSHIP IN PROFESSIONAL SOCIETIES	<i>[state rank and name of society and year of attaining that rank].</i>			
6	EDUCATION	<i>[list all the colleges/universities which the Applicant attended, stating degrees obtained, and dates, and list any other specialised education of the Applicant].</i>			
7	OTHER TRAINING	<i>[indicate significant training since degrees under EDUCATION were obtained, which is pertinent to the proposed tasks of the Consultant].</i>			
8	LANGUAGES & DEGREE OF PROFICIENCY	<u>Language</u>	<u>Speaking</u>	<u>Reading</u>	<u>Writing</u>
		<i>e.g. English</i>	<i>Fluent</i>	<i>Excellent</i>	<i>Excellent</i>
9	COUNTRIES OF WORK EXPERIENCE				
10	EMPLOYMENT RECORD	<i>[The Applicant should clearly distinguish whether as an "employee" of the firm or as a "Consultant" or "Advisor" of the firm].</i>			
	<i>[starting with present position list in reverse order [every employment held and state the start and end dates of each employment]</i>	<i>[The Applicant should clearly indicate the Position held and give a brief description of the duties in which the Applicant was involved].</i>			
	EMPLOYER 1	FROM: <i>[e.g. January 1999]</i>	TO: <i>[e.g. December 2001]</i>		
	EMPLOYER 2	FROM:	TO:		
	EMPLOYER 3	FROM:	TO:		
	EMPLOYER 4 (etc)	FROM:	TO:		



11 WORK UNDERTAKEN THAT BEST ILLUSTRATES THE CAPABILITY TO HANDLE THIS ASSIGNMENT

[give an outline of experience and training most pertinent to tasks on this assignment, with degree of responsibility held. Use about half of a page A4].

12 COMPUTER SKILL

CERTIFICATION

[Do not amend this Certification].

I, the undersigned, certify that (i) I was not a former employee of the Client immediately before the submission of this proposal, and (ii) to the best of my knowledge and belief, this CV correctly describes myself, my qualifications, and my experience. I understand that any wilful misstatement described herein may lead to my disqualification or dismissal, if engaged.

Signature			
Print name			
Date of Signing			
dd / mm / yyyy			



Form 3C. Indicative Remuneration & Expenses

The Consultant should provide an indication of the remuneration as per the format shown below. This will not be used for evaluation of the Consultant's Application but solely for the purposes of Application Negotiations to be held as stated in **Clause 9.1**.

(1) Remuneration

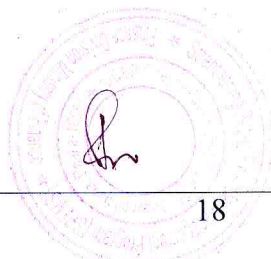
Rate (per month / day / hour in Tk)	Staff Time (No. month / day / hour)	Total (Tk)

Note: A month consists of 30 calendar days.

(2) Reimbursable (as applicable)

	Rate per unit	Total unit	Total Amount (Tk)
(a) Per Diem Allowance			
(b) Air Travel Costs			
(c) Other Travel Costs (state mode of travel)			
(d) Communication charges			
(e) Reproduction of Reports			
(f) Other Expenses (<i>to be listed</i>)			
		Sub-total	

CONTRACT CEILING (1) + (2)	
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Section 4. Contract Forms

The ***Contract Agreement***, which once completed and signed by the Client and the Consultant, clearly defines the Client's and Consultants' respective responsibilities.



4.1 Contract Agreement (Time-based)

THIS CONTRACT ("the Contract") is entered into this day of [dd/mm/yy], by and between [insert name of Client] ("the Procuring Entity") having its office at [insert address of Client], and [insert name of Consultant] ("the Consultant") having his/her address at [insert address of Consultant].

WHEREAS, the Client wishes to have the Consultant performing the Services hereinafter referred to, and

WHEREAS, the Consultant is willing to perform these Services,

NOW THEREFORE THE PARTIES hereby agree as follows:

General

1. Services
1.1 The Consultant shall perform the Services specified in Annex A (*Description of Services*), which are made an integral part of the Contract.
2. Duration
2.1 The Consultant shall perform the Services during the period commencing from [dd/mm/yy] and continuing until [dd/mm/yy], or any other period as may be subsequently agreed by the parties in writing.
3. Corrupt, Fraudulent, Collusive or Coercive Practices
3.1 The Government requires that Client, as well as Applicants, shall observe the highest standard of ethics during the implementation of procurement proceedings and the execution of Contracts under public funds.
3.2 The Government defines corrupt, fraudulent, collusive or coercive practices, for the purposes of this provision, in the **Sub-Clause 3.5**
3.3 Should any corrupt, fraudulent, collusive or coercive practice of any kind come to the knowledge of the Client, it shall, in the first place, allow the Applicant to provide an explanation and shall, take actions only when a satisfactory explanation is not received.
3.4 If the Client at any time determines that the Applicant has, directly or through an agent, engaged in corrupt, fraudulent, collusive or coercive practices in competing for, or in executing, a Contract under public funds., the Client shall:
 - (a) exclude the Applicant from participation in the procurement proceedings concerned or reject an Application for award; and
 - (b) declare the Applicant ineligible, either indefinitely or for a stated period of time, from participation in procurement proceedings under public funds.



3.5 The Government defines, for the purposes of this provision, the terms set forth below as follows:

“corrupt practice” means offering, giving or promising to give, receiving, or soliciting either directly or indirectly, to any officer or employee of a Client or other public or private authority or individual, a gratuity in any form; employment or any other thing or service of value as an inducement with respect to an act or decision or method followed by a Client in connection with a Procurement proceeding or Contract execution;

“fraudulent practice” means the misrepresentation or omission of facts in order to influence a decision to be taken in a Procurement proceeding or Contract execution;

“collusive practice” means a scheme or arrangement between two (2) or more Persons, with or without the knowledge of the Client, that is designed to arbitrarily reduce the number of Tenders submitted or fix Tender prices at artificial, non-competitive levels, thereby denying a Client the benefits of competitive price arising from genuine and open competition; or

“coercive practice” means harming or threatening to harm, directly or indirectly, Persons or their property to influence a decision to be taken in the Procurement proceeding or the execution of a Contract, and this will include creating obstructions in the normal submission process used for Tenders, Applications, Proposals or Quotations.

- | | | | |
|----|------------------------------|-----|--|
| 4. | Applicable Law | 4.1 | The Contract shall be governed by and interpreted in accordance with the laws of the People’s Republic of Bangladesh |
| 5. | Governing Language | 5.1 | The language governing the Contract shall be English, however for day to day communications in writing both Bangla and English may be used. |
| 6. | Modification of Contract | 6.1 | The Contract shall only be modified by agreement in writing between the Client and the Consultant. |
| 7. | Ownership of Material | 7.1 | Any studies, reports or other material, graphic, software or otherwise, prepared by the Consultant for the Client under the Contract shall belong to and remain the property of the Client. |
| | | 7.2 | The Consultant may, with the prior written approval of the Client, retain a copy of such documents and software, but shall not use them for purposes unrelated to the Contract. |
| 8. | Relation between the Parties | 8.1 | Nothing contained in the Contract shall be construed as establishing or creating any relationship other than that of independent Consultant between the Client and the Consultant. |
| 9. | Contractual Ethics | 9.1 | No fees, gratuities, rebates, gifts, commissions or other payments, other than those shown in the Contract, shall have been given or received in connection with the selection process or in the contract execution. |

Payments to the Consultant

- | | | | |
|-----|----------------|------|--|
| 10. | Ceiling Amount | 10.1 | The Client shall pay the Consultant for the Services rendered pursuant to ‘Description of Services’ ‘a ceiling amount not to exceed Tk [insert amount], which includes remuneration and reimbursable expenses as set forth in Clauses 10.2. These amounts have been established based on the understanding that it includes all of the Consultant’s costs as well as any tax obligation that may be imposed on the Consultant. |
| | | 10.2 | The composition of the Remuneration and Reimbursable which make up the ceiling amount are detailed in Annex B |

11. Remuneration
- 11.1 The Client shall pay the Consultant for Services rendered with the rates agreed and specified in **ANNEX B** "Cost estimates for Services and Schedule of Rates". Remuneration rates shall be on monthly/daily/hourly [delete those inappropriate]
- 11.2 **Monthly Rate:** The time spent in performing the Services shall include travel time, weekends and public holidays, and to the extent specified in Clause 15.2 shall also include periods of casual leave and sick leave. In cases where only part of a month is worked then remuneration shall be computed by dividing the monthly rate by 30 and multiplying by the number of days worked i.e. time spent (as described above) during that month;

or

Daily rate: The time spent in performing the Services shall be determined solely on the basis of the number of days actually worked by the Consultant, and shall include travel time, but not weekends, public holidays, casual or sick leave

or

Hourly rate: The time spent in performing the Services shall be determined solely on the basis of the number of hours actually worked by the Consultant, and shall include travel time, but not weekends, public holidays, casual or sick leave.

12. Reimbursables
- 12.1 **Per Diem Allowance:** The Consultant shall, when performing the Services away from the duty station, be entitled to per diem allowance in accordance with the agreed per diem rates.
- 12.2 **Travel Costs:** The Consultant shall, when performing the Services away from the duty station, be entitled to travel costs in accordance with the agreed travel costs.
- 12.3 **Other Expenses:** The Consultant shall, when performing the Services, be entitled to reimbursement of any other expenses as detailed in **Annex B**.
- 12.4 For other reasonable reimbursable expenses not falling within the above three categories, but which may arise during performance of the Services, such expenses will only be reimbursed by the Client as it may at its sole discretion approve, subject to available of budget.

13. Payment Conditions
- 13.1 **Currency:** Payments shall be made in Bangladesh Taka by the end of each calendar month or within fifteen (15) calendar days of receipt of the Invoice as the case may be.
- 13.2 **Advance Payment:** The Consultant shall, if he/she so requests, be entitled to a total advance payment, as specified in Annex B, to cover his/her out-of-pocket expenses which are to be recovered in equal installments from monthly amounts due to him/her.

[For aid funded procurement Advance Payments may be applicable. However, for 100% GoB funded procurement Advance payments shall not be applicable unless otherwise specifically decided by The Government.]

- 13.3 **Monthly Payments:** The Consultant shall submit an Invoice for Remuneration and Reimbursable at the end of every month and payments shall be made by the Client within fifteen (15) calendar days of receipt of the invoice.

- 13.4 **Final Payment:** The final payment shall be made only after the final report shall have been submitted by the Consultant and approved as satisfactory to the Client. If the Client notifies any deficiencies in the Services or the final report, the Consultant shall promptly make any necessary corrections, to the satisfaction of the Client.
- 13.5 **Suspension:** The Client may, by written notice of suspension to the Consultant, suspend all payments to the Consultant hereunder if the Consultant fails to perform his/her obligations under this Contract.
- 13.6 **Refund of Excess Payment:** Any amount if paid to the Consultant in excess of the amount actually payable under the provisions of the Contract shall be reimbursed by the Consultant within thirty (30) days of receipt of the claim from the Client, provided that such claim is lodged within three(3) months after the acceptance of the final report.

Obligations of the Consultant

- | | |
|--|--|
| 14. Medical Arrangements | 14.1 The Consultant shall, before commencement of the Services furnish the Client with a medical report providing evidence satisfactory to the Client that the Consultant is in good health and is not subject to any physical or mental disability which may interfere with his/her performance of the Services. |
| 15. Working Hours and Leave | 15.1 The Consultant shall, when engaged directly with the Client, follow the normal Working Hours and Holidays of the Client, and entitlement to leave as per the Client's Rules.

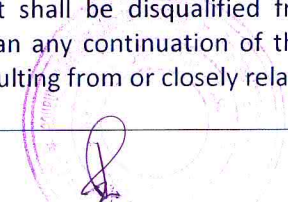
15.2 The Consultant's remuneration shall be deemed to cover leave except otherwise specified in the Contract. |
| 16. Performance Standard | 16.1 The Consultant undertakes to perform the Services with the highest standards of professional and ethical competence and integrity. |
| 17. Contract Administration | 17.1 Client's Representative

The Client's representative, as indicated in Annex A, shall be responsible for the coordination of all activities under the Contract.

17.2 Timesheets

The Consultant providing Services may be required to complete standard timesheets or any other document to identify the time spent, as requested by the Client's Representative. |
| 18. Confidentiality | 18.1 The Consultant shall not, during the term of the Contract or within two years after its expiration, disclose any proprietary or confidential information relating to the Services, the Contract or the Client's business operations without the prior written consent of the Client. |
| 19. Consultant's Liabilities | 19.1 The Consultant shall continue to cooperate with the Client after the termination of the Contract, to such reasonable extent as may be necessary to clarify or explain any reports or recommendations made by the Consultant.

19.2 The Consultant shall report immediately to the Client any circumstances or events which might reasonably be expected to hinder or prejudice the performance of the Services. |
| 20. Consultant not to be Engaged in Certain Activities | 20.1 The Consultant agrees that, during the term of the Contract and after its termination, the Consultant shall be disqualified from providing goods, works or services (other than any continuation of the Services under the Contract) for any project resulting from or closely related to the Services. |



Obligations of the Client

21. Services, Facilities and Property 21.1 The Client shall, free of any charge to the Consultant, make available for the purpose of carrying out the assignment data, local services, personnel, and facilities indicated in Annex A.

Termination and Settlement of Disputes

22. Termination 22.1 **By the Client**
The Client may terminate the Contract by not less than twenty-eight (28) days written notice to the Consultant, Such notice to be given after the occurrence of any event necessitating such termination.
- 22.2 **By the Consultant**
The Consultant may terminate the Contract, by not less than twenty eight (28) days written notice to the Client, if the Client fails to pay any monies due to the Consultant pursuant to the Contract.
23. Dispute Resolution 23.1 **Amicable Settlement**
The Client and the Consultant shall use their best efforts to settle amicably all disputes arising out of or in connection with this Contract or its interpretation.
- 23.2 **Arbitration**
If the dispute cannot be settled the same may be settled through arbitration in accordance with the Arbitration Act 2001 of Bangladesh as at present in force. The place of Arbitration shall be in Dhaka.

IN WITNESS WHEREOF the parties hereto have signed this agreement the day and year first above written.

FOR THE CLIENT

FOR THE CONSULTANT

Signature

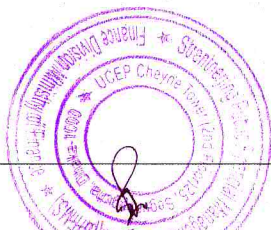
Signature

Print Name & Position:

Print Name:

The following documents forming the integral part of this contract shall be interpreted in the following order of priority:

- (a) The Form of contract
- Annex A: Description of Services
- Annex B: Cost Estimates of Services and Schedule of Rates
- Annex C: Consultant's Reporting Obligations



ANNEX A: Description of the Services

Background :

The Government of Republic of Bangladesh has requested the World Bank to provide technical support in developing a 'Strategy' and a detailed concept note on 'Feasibility Study' on the likely design of a proposed Universal Pension System (UPS) in Bangladesh.

The **Strategy** should be a brief note that would provide for the backdrop, need, existing situation and probable options for a Universal Pension System in Bangladesh that would essentially cater to the low-income informal sector workers and employees of the formal sector to build a pension for themselves and achieve a dignified retirement through thrift and self-help using with the support of the Government.

The **report on feasibility study** would be a more detailed and comprehensive document that would essentially provide for a draft on the likely 'Institutional Design', 'assessment of existing situation and gap analysis', 'existing long term savings products' 'institutional and capacity development' for a robust design of the UPS that would lead to develop the likely strategic contours facilitating a situation of 'ready to develop' the UPS by building consensus amongst the stakeholders.

The Para 202 of the Hon. Finance Minister Budget Speech for 2019 – 20 has already announced an '**Introduction of Universal Pension Scheme**' with the rationale to provide wider coverage. According to the speech, since the Government pensioners are only a small fraction of the total population, a wider coverage is envisaged by the Government. The para also suggested formation of an Authority for gradual introduction of the universal pension for everyone including all employed in formal and informal sectors of the economy.

Objective:

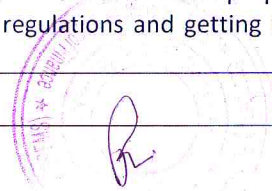
There are two linked objectives of the assignment that would be achieved one after the other.

3. The first objective of the assignment is *"To develop a Strategy on the need and necessity for a Universal (Contributory) Pension System in Bangladesh in view of the Demographic Changes and Existing Coverage and based on experiences of similar countries, identify various options that may be suitable under local context to introduce the UPS by providing necessary pre-requisite and potential to introduce a funded pension scheme for the workers in the Private and Informal Sector"*.
4. The second objective of the assignment is *"To perform a feasibility study leading to development of broad strategic contours on the likely Universal Pension System that may include, but not limited to the likely designing of possible 'Institutional Design', 'assessment of existing situation and gap analysis', 'existing long term savings products' 'possible channels of contribution collections', 'institutional and capacity development', 'administrative and governance structures' etc."*

Scope of Work:

The Consultant should adopt a comprehensive understanding of feasibility that should address the question to what degree the objective of old-age provision coverage for the informal sector is likely to be attainable in Bangladesh in the near to medium future. To answer this question, the consultant should be looking at technical, administrative, and organizational capacities, just as much as to the financial implications both, for potential scheme participants and the Government of Bangladesh. The consultant should also take into account the wider policy context for National Social Security Strategy (NSSS) and Social Protection as well as Public Financial Management (PFM) Reform Strategy for Bangladesh.

Legislation and Pension Bill: The Government of Bangladesh may consider to legislate the UPS after the system is developed and the Interim Regulatory Authority established. This would mean preparing the Pension Bill (Act after being passed by the Parliament) and other rules and regulations and getting the same approved by the Cabinet and presented to the Parliament.



In this context the Project shall hire a team of Consultants for developing the necessary Legal documents that may include, but not limited to the Regulatory Bill for establishing the Authority, Rules and Regulations for the UPS etc. In such case, and purely based on the contingent requirement the Consultants including the Pension Policy Expert (International) and others, under the supervision of the Team Leader (National) shall provide necessary Inputs to the Legal Team on the following aspects:

- Proving Inputs for preparing draft laws for the introduction of fully funded contributory pension scheme for all citizens in Bangla and English.
- Providing inputs for preparing draft regulation of fully funded contributory pension scheme in line with the draft law provisions to come into force after the enactment of Pension Law both in Bangla and English.
- Providing Support to the Legal Team in preparing draft guidelines with regard to implementation issues in the areas of investment policy, benefit payments, information systems and other as needed.

Specifically, the scope of work shall involve two sets of tasks as mentioned below:

D. Strategy Paper

4. Review the existing coverage of pensions in Bangladesh from the perspective of Demographic challenges and the extent of coverage for informal sector.
5. Identify the need to take action and the necessity for reforms in the pension space with special reference to its sustainability and regulations.
6. Identify the Options, Alternatives and Probable Solutions to fight against old age poverty aligning it with the National Social Security Strategy of Bangladesh and as part of the PFM reform process

E. Feasibility Study Leading to Broad Contours

8. Identify and Analyze the necessary prerequisite for designing and developing the Universal Pension System in terms of existing and potential structures and institutions.
9. Identify Gaps that may be necessary to be filled for a fully developed UPS and suggest alternatives to fulfil them.
10. Multiple Stakeholders Consultation for consensus building and assessment of capacities of the concerned players in the likely institutional arrangements for the UPS
11. Identify best practices on Pension System from other countries of similar nature in terms of ageing, longevity, savings capacities, culture etc. and suggest what could be the model that could be adopted with / without modifications for Bangladesh.
12. Suggest an exposure visit for the officials of the Government and other relevant agencies to study the pension system elsewhere and develop the ToR for the visit including arranging sessions on debriefing before and after the visit.
13. Develop the Broad Contours of the possible Universal Pension System that may possess features of a Scheme such as
 - a scheme established in the spirit of co-ownership by the people and the Government of Bangladesh,
 - a scheme having different options for its Institutional Architecture (IA) that may define the flow of funds from the contributor beneficiary to the end user of funds namely, fund manager,
 - a scheme that must possess economic, efficient and effective means of low-cost, high-volume transaction as micro contributions, even from a remote location using the existing payment infrastructure,
 - a funded defined contribution scheme with / without the co- contributions from the Government,



- a scheme possibly supported through various incentives provided by government, especially to have an early coverage success,
- a voluntary scheme with flexibility in contribution levels and timing allowing for irregularly timed, fluctuating payments, and even for some pre-retirement withdrawals,
- a scheme in close and constant contact with its participants who should guide its design and continuously influence its operations,
- a scheme with a package of benefits that suits the situation and needs of its members,
- a scheme bringing out different pension outcomes with defined variables such as age of joining and retirement, rate of return from funds, cost of investing and transactions etc.,
- as scheme that provides for various options for investment through a well-diversified portfolio and manages the risk and return profile of the various groups of participants based on their age and poverty status,
- a scheme closely working with NGOs, Unions, Workers Association, Co-operatives, and other organizations that are close to its members,
- a scheme dealing with and promoting financial and pension literacy including the sensitization of low-income informal sector workers and potential savers such as housewives etc. for gender mainstreaming and promoting women empowerment,
- a scheme making full use of technological advancement to minimize administrative cost.

14. Suggest a possible Road Map for Policy Level Systemic Pension Reforms in Bangladesh that may lead to creation of fully funded pension fund for formal and informal sector.

Separate Task 1. Capital Market Assessment (as part of Feasibility Study)

Assessment of the existing Capital and Money Markets including its various structures and Recommendations to identify and develop a Management of Pension Savings. (This task can be assigned to the Short Term Capital Market Expert)

Deliverables

There shall be basically Two Major Deliverables. The first would pertain to the strategy and the second to the Feasibility Study. Following deliverables are expected from the consulting assignment:

B. Strategy Paper

6. An executive summary
7. A strategy on Universal Pension System that can be circulated to the high-level officials for review

F. Feasibility Study Leading to Broad Contours of Universal Pension System

3. An Analytical Report on the Existing Systems such as Products, Structures, Institutions, Outreach, Payment Architecture, Administrative and Governance Institutions etc. This shall act as the 'As Is' structures for the UPS
4. A document on broad contours of proposal and recommendations on the basis of the 'As Is' report clearly identifying the pre-requisite for the UPS. This shall serve as the 'Should Be' report. The report should have the flexibility of making adjustments depending on the factors and circumstances that may be identified during the development and implementation of the UPS.
8. Report on assessment and recommendations on designing and developing fund management practices for pension savings.
9. Report on assessment and recommendations on the IT/ MIS structures and Capacities to suit the UPS.



10. A Road Map in the form of a Strategy for Way Forward and Initial Action Plan.

Time Line

The study shall require different timelines for both the assignments. While the strategy paper can be developed in approximately by December, 2019, the inputs by the consultants may be spread across 50 days. However, the second assignment is more comprehensive and shall require both, long term and short term experts. This should be performed in approximately within 150 days.

Logistics and facilities to be provided to the Consultant by the Client are listed below

- *Office space with furniture including file cabinet and electric connection;*
- *Office Assistant(s)/Support staff;*
- *Office equipment like computer, printer etc;*
- *Facilities for production and binding of reports etc. shall be the responsibility of the Client in case of Time based contract.*
- *Any other facilities agreed by both Client& the Consultant*



ANNEX B: Cost estimates of Services and Schedule of Rates

(A) Remuneration

Name of Consultant	Rate, Taka	Quantity	Total Taka
(a)	(b)	(c)	(d) = (b) x (c)
Remuneration is made on a [<i>state monthly, daily or hourly</i>] rate		Sub-Total (A)	

(B) Reimbursable

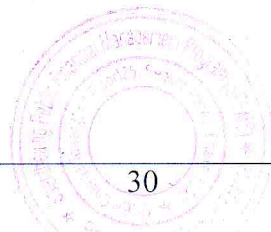
Items of reimbursable	Unit	Qty	Rate(Taka)	Total (Taka)
(a)	(b)	(c)	(d)	(e) = (c) x (d)
(a) Per Diem Allowance				
(b) Air Travel Costs				
(c) Other Travel cost				
(d) Communication charges				
(e) Reproduction of reports				
(f) Other Expenses (to be listed)				
<i>Supporting documents and vouchers must be attached with the invoice</i>		Sub-total (B) =		

CONTRACT CEILING (A) +(B)=	Total =
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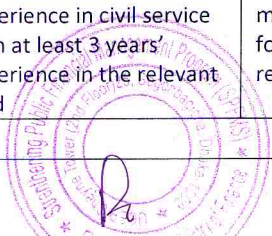
ANNEX C: Consultant's Reporting Obligations
(Sample Format)

Sl. No.	Reports	Contents of Reports	Persons to Receive them	Date of Submission
1	Inception Report			
2	Interim Progress Report (a) First Status Report (b) Second Status Report			
3	Draft Report			
4	Final Report			



Government of the People's Republic of Bangladesh
Office of the National Program Director
Strengthening Public Financial Management Program to Enable Service Delivery (SPFMS)
Finance Division, Ministry of Finance
UCEP Cheney Tower (2nd Floor), 25, Segunbagicha, Dhaka

Ministry/Division	:	Ministry of Finance	
Agency	:	Finance Division	
Procuring Entity Name	:	National Program Director Strengthening Public Financial Management Program to Enable Service Delivery, Finance Division, Ministry of Finance	
Procuring Entity Code	:	Not used at present	
Procuring Entity District	:	Dhaka	
Expression of Interest for Selection of	:	Individual Consultant (National) (Time-Based)	
Title Of Service	:	i) Team Leader-Universal Pension (FDP-S49) ii) Sr. Consultant-Pension Management (FDP-S1) iii) Sr. Consultant-Fund Management (FDP-S2) iv) Sr. Consultant-Financial Reporting (FDP-S3) v) Sr. Consultant-IT Support (FDP-S4) vi) Sr. Consultant-IPSAS (FDP-S5)	
EOI Ref. No.	:	07.00.0000.000.11.003.19-08	
Date	:	03/11/2019	
KEY INFORMATION			
Procurement Sub-Method	:	Selection of Individual Consultants (SIC)	
FUNDING INFORMATION			
Budget and Source of Funds	:	GoB	
PARTICULAR INFORMATION			
Program Name	:	Strengthening Public Financial Management Program to Enable Service Delivery (SPFMS)	
Scheme Name	:	Scheme on improving Pension Management system and quality and timeliness of Financial Reporting	
EOI Closing Date and Time	:	EOI shall be submitted on or before 20/11/2019 at 2:00 pm in sealed envelope delivered to the undersigned and be clearly marked "Request for Expressions of Interest for Selection of [Name of the position]. Necessary documents in support of educational qualifications and experience & skills shall have to be submitted.	
INFORMATION FOR APPLICANT			
Position	Minimum Qualification	Minimum General Experience	Brief Description of Assignment
Team Leader-Universal Pension (FDP-S49)	Masters in Economics, Accounting, Finance, Public Administration, Statistics, International Relations, Business Administration or any other relevant discipline.	Minimum 15 years' experience in civil service with an experience in working with universal pension system	<ul style="list-style-type: none"> To develop a Strategy on the need and necessity for a Universal (Contributory) Pension System in Bangladesh To perform a feasibility study leading to development of broad strategic contours on the likely Universal Pension System
Sr. Consultant-Pension Management (FDP-S1)	Masters in Economics, Accounting, Finance, Public Administration, Statistics, International Relations, Business Administration or any other	Minimum 15 years' experience in civil service with at least 3 years' experience in the relevant field	Ensure Pension fund management activities are done following approved rules and regulations.



	relevant discipline.		
Sr. Consultant-Fund Management (FDP-S2)	Masters in Economics, Accounting, Finance, Public Administration, Statistics, International Relations, Business Administration or any other relevant discipline.	Minimum 15 years' experience in civil service with at least 3 years' experience in the relevant field	Ensure fund management activities are done following approved rules and regulations.
Sr. Consultant-Financial Reporting (FDP-S3)	Masters in Economics, Accounting, Finance, Public Administration, Statistics, International Relations, Investment Analysis & Portfolio Management, Business Administration or any other relevant discipline.	Minimum 15 years' experience in civil service with at least 3 years' experience in the relevant field	Ensure timeliness and accuracy of the Annual financial statements of the Govt.
Sr. Consultant-IT Support (FDP-S4)	Graduation in Computer Science, Information and Communication Technology, Engineering or any other relevant discipline.	<ul style="list-style-type: none"> • Minimum 15 years' experience in relevant field • Experience in developing and implementing IT systems for government organization, preferably in financial management sector 	System design and front end (dot net)/backend programming of iBAS++ modules related to GPF, pension and Financial reporting
Sr. Consultant-IPSAS (FDP-S5)	Masters in Economics, Accounting, Finance, Public Administration, Statistics, International Relations, Business Administration or any other relevant discipline.	Minimum 15 years' experience in civil service with at least 3 years' experience in the relevant field	Ensure General financial statements of the government has been prepared following IPSAS guideline and submitted in due course.

Other Details (if applicable) : A copy of the terms of reference (TOR) and necessary forms of the assignment may be obtained from the address below during 09:00 to 17:00 hours and the website of Finance Division (www.mof.gov.bd)

Association with foreign firms is : Not Applicable

Eoi Detail Information

Ref No	Phasing Of Services	Location	Start Date	Completion Date
01	Single: Time Based	Dhaka	December, 2019	June, 2023

PROCURING ENTITY DETAILS

Name of Official Inviting EOI	:	Md. Habibur Rahman
Designation of Official Inviting EOI	:	National Program Director (Additional Secretary)
Address of Official Inviting EOI	:	UCEP (2 nd Floor), 25, Segunbagicha, Dhaka-1000.
Contact details of Official Inviting EOI	:	Phone : 8391131-32 Email : habibrdhaka@gmail.com

The procuring entity reserves all the right to accept or reject all Eoi

(Md. Habibur Rahman)
 National Program Director (Additional Secretary)
 Strengthening Public Financial Management Program
 to Enable Service Delivery
 Finance Division, Ministry of Finance
 Phone: 028391131-32

