Invitation for Proposals

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| UNFPA, United Nations Population Fund, an international development agency, invites interested organizations to submit proposals for **Deepening multi-sectoral engagement to address son preference and daughter unwantedness**  The purpose of the Invitation for Proposals is to identify eligible organizations and coalitions for prospective partnership with UNFPA India Country office to support achievement of results outlined in the 2023-2027 DP/FPA/CPD/IND/10 or section 1.3 below.  Organizations that wish to participate in this Invitation for Proposals are requested to send their submission through email clearly marked “NGO Invitation for Proposals” at the following address UNFPA India Country Office  bids.india@unfpa.org  [bids.india@unfpa.org](mailto:bids.india@unfpa.org)  **By 25 June 2023, 23:59 hours IST**.  Proposals received after the date and time may not be accepted for consideration.  Proposals must be submitted in English.  Any requests for additional information must be addressed in writing by **14 June** **2023** hours IST at the latest, addressed to Operations Manager, *bids.india@unfpa.org.* UNFPA will post responses to queries or clarification requests by any applicants through emails to the concerned parties before the deadline for submission of proposals.  UNFPA shall notify applying organizations whether it is considered for further action.  Please see [Working with UNFPA: Key information for UNFPA Implementing Partners on completing the Protection from Sexual Exploitation and Abuse (PSEA) Assessment](https://www.unfpa.org/sites/default/files/admin-resource/Working_with_UNFPA_Key_information_for_IP_on_PSEA_Assessment_Nov2020.pdf). |
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| **Section 1: Background** | |
| 1.1 UNFPA mandate (250 Words) | UNFPA is the United Nations sexual and reproductive health agency. Our mission is to deliver a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled. |
| 1.2 UNFPA Programme of Assistance in India Country office (250 Words) | In the India Country Office, UNFPA works with the government and other partners to achieve the overall goal of the 2023-2027 DP/FPA/CPD/IND/10.  Further information on the programme can be found on http://unfpa.org/India] |

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| 1.3 Terms of reference | 1. **Background and Rationale**   According to the most recent data from the Sample Registration System (2018-20) India records a sex ratio at birth of 907 girls born for every 1000 boys born. Skewed sex ratios at birth in favour of boys in contexts of deeply entrenched son preference are an indication of the practice of Gender Biased Sex Selection (GBSS). Estimates indicate that approximately 4.6 lakh girls were missing annually at birth in India, between 2013 and 2017.GBSS is a result of a complex web of social, economic and cultural factors. As per experts, there are three major pre-conditions that lead to GBSS and skewed SRBs: son preference, rapid decline in fertility, and misuse of technology.  UNFPA’s tenth Country Programme Cycle in India (2023 – 2027) focuses on strengthening national and sub national policies, systems, and institutional capacities to address discriminatory norms and harmful practices and promote gender responsive and rights-based laws, policies and programmes that enhance equality and women’s empowerment. The key strategies under the tenth Country Programme focus on:   * Strengthening community-based mechanisms and structures to implement strategies that transform regressive gender norms that justify and perpetuate GBV and harmful practices; * Strengthening systems and capacities of service providers and stakeholders to prevent and respond to GBV and harmful practices such as Early, Child and Forced Marriages (ECFM) and GBSS; * Ensuring effective implementation of existing laws, policies and programmes related to Gender Based Violence (GBV), GBSS, ECFM and women's reproductive rights.   In alignment with the increased focus in UNFPA’s Global [Strategic Plan](https://www.unfpa.org/sites/default/files/board-documents/main-document/DP.FPA_.2021.8_-_UNFPA_strategic_plan_2022-2025_-_FINAL_-_14Jul21_-_Corrected_19Jul21.pdf) (2022-25) to strengthen partnerships with civil society organizations, UNFPA proposes to engage with civil society coalitions for addressing discriminatory norms and enhancing the value of women and girls.   1. **Objectives**   The overall aim of the partnership will be to enhance the value of women and girls by generating public awareness and support against the practice of GBSS. The partnership will also seek to foster solidarity among diverse stakeholders to support effective implementation of the law against GBSS and promote policies and programmes that promote gender equality and women’s empowerment.  Some of the strategies that will be supported through the partnership include:   * Dialogues convened with CSO partners including women and youth led organizations for joint efforts to address son preference and daughter unwantedness and for effective implementation of the PCPNDT Act. * Discriminatory social norms that promote son preference and daughter unwantedness identified across different regions and campaigns designed to address these at the local level * Multi stakeholder sensitization workshops organized in select districts having low sex ratios for multi sectoral action to address declining sex ratio. * Evidence generation undertaken, on implementation of the Act and on addressing discriminatory social norms that promote son preference. * Advocacy undertaken with parliamentarians to prioritize action on GBSS and to address adverse sex ratios at birth in their constituency  1. **Scope of work**   **Convene regional dialogues with CSO partners for joint efforts to address son preference and daughter unwantedness**  The partnership will support regional dialogues with CSO partners. The dialogues should have a participation of at least 25-30 local CSOs/NGOs. The dialogues should be designed to enable engagement among CSOs for exchange of ideas, sharing of good practices and devising campaigns for jointly addressing the local drivers of son preference and discriminatory gender norms in their areas. The dialogues will also provide opportunity for sharing nuanced communication materials on GBSS, so that communication does not jeopardize women’s sexual and reproductive rights, especially women’s right to safe and legal abortion; does not promote the instrumental value of women and girls, by reinforcing norms about gender division of roles, etc. The dialogues are to be conducted as two-day workshops.  As a follow up of the dialogues and in order to made to keep the engagement with CSOs ongoing, the coalition secretariat will be required to organise online capacity building sessions on select themes.  As part of the regional dialogues, the partner should identify discriminatory social norms that promote son preference and daughter unwantedness across different regions and design campaigns/ plan dialogues with key stakeholders to address discriminatory norms at the local level  **Organization of multistakeholder consultations and capacity building programs in select districts having low sex ratios**  The partner should undertake to organize consultations with a range of stakeholders in districts having low sex ratios. The consultations can be organized in UNFPA focus states or other states with low sex ratios that show an interest. The consultations would serve the purpose of developing a comprehensive plan of action to address the issue of son preference and daughter unwantedness using a multi sectoral approach. This would be followed by capacity building programs of multiple stakeholders on the issue. The key stakeholders would include: Department of Health, who are responsible for implementation of the PCPNDT Act; Department of Women and Child Development responsible for roll out of Government’s flagship program Beti Bachao Beti Padhao for enhancing the value of women and girls, Department of Law and Judiciary, local NGOs, academicians, etc. The medical community in these districts would also be involved to ensure that all radiologists and gynaecologists make their centres PCPNDT compliant. Relevant reading/learning material would be developed/adapted for the workshops.  **Evidence generated on implementation of PCPNDT Act and addressing discriminatory norms that promote son preference**  The partner will be required to undertake atleast two pieces of evidence generation one, on implementation of the PCPNDT Act and one on addressing discriminatory norms that promote son preference and daughter unwantedness.  **Advocacy with parliamentarians**  The coalition should find opportunities to engage with parliamentarians representing different political parties with an objective of mobilising them to prioritize action on addressing adverse sex ratios at birth in their constituency  **Undertake public campaigns on important days and events.**  The partnership will be supported to undertake organization of large scale campaigns around important days and events like the International Women’s Day, International Day of the Girl Child and 16 days of activism on Gender Based Violence. Campaigns should be innovatively planned and in addition to on ground activities, make use of radio, community radio, performance arts to promote introspection and challenge gender stereotypes and discriminatory norms. The campaigns should be undertaken through the coalition partners across different States and regions.   1. **Some of the expected deliverables**  * Regional dialogues convened with atleast 150 CSO partners over a two-year period; of this atleast 50% CSOs should be women-led organizations and 25% CSOs should represent young people. * Campaigns with outreach ensured for atleast 100,000 people in each of the four regions * Reports/ Position paper on evidence generated * Annual report of Project activities * A final report summarizing the full project * Mechanism for maintaining and updating database on coalition partners, ensuring regular engagement and a mechanism for capturing/reflecting partners’ work on addressing GBSS  1. **Indicators [Indicative]**   **Outcome indicators:**   * Percentage of Coalition partners who integrate GBSS as part of their regular work and/or are members of Statutory bodies at the State/District level * Number of districts that develop a multi sectoral action plan to address adverse sex ratio at birth   **Process indicators:**   * Number of CSOs who participate in the regional consultations * Number of online capacity building sessions organised with coalition partners * Number of campaigns/ stakeholder dialogues/discussion forums organised in collaboration with CSO partners to address discriminatory norms that promote son preference * Number of multi stakeholder consultations organised in districts with low sex ratio. * Number of parliamentarians and political parties met by coalition partners to advocate on addressing GBSS * Number of public campaigns organised around important days and events * Availability of report/position paper on evidence generated around effective implementation of the PCPNDT Act.  1. **Geographic Coverage:**   A dual strategy will be adopted, with some activities being undertaken in UNFPA focus States and some Pan India.  For e.g., evidence generation activities will be undertaken in UNFPA focus States.  Campaigns to address discriminatory social norms and campaigns around important days and events will be undertaken pan India. Similarly, regional Consultations will cover majority States of the Country   1. **Duration:**   2.5 Years (01 July 2023 – 31 Dec 2025)   1. **Qualifications**  * The coalition should be supported by a secretariat hosted by a CSO with atleast two full-time employees * The coalition should be guided by an advisory group of CSOs that reflects more than 50 percent membership of women led CSOs. Preference will be given to coalitions that also reflect membership in the advisory group of CSOs representing young people * The coalition should be able to demonstrate sizeable membership of CSOs (numbering atleast 100) with membership spread across the country. The coalition should be able to demonstrate more than 50 percent membership of women led CSOs. Preference will be given to coalitions that also reflect membership of CSOs representing young people * The coalition should be able to demonstrate an active mechanism of engagement with regional CSO focal points, to support and contribute to national processes and regional dialogues * The coalition should be able to demonstrate experience in undertaking evidence generation and policy advocacy on addressing son preference and gender biased sex selection |

Format to be used by the agency to submit the proposal

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| **Section A. NGO Identification** | | |
| A.1 Organization information | Organization name |  |
| Address |  |
| Website |  |
| Type of Organization ( NGO or Academic Institution) |  |
| Date of establishment of organization |  |
| Place of registration of the organization |  |
| HQ Location |  |
| A.2 Contact information  (Authorized Representative) | Name |  |
| Designation |  |
| Telephone & Mobile |  |
| Email |  |
| Contact details of the nodal officer for the project | Name |  |
| Designation |  |
| Telephone & Mobile |  |
| Email |  |
| A.3 United Nations Partner Portal | Are you registered in the [United Nations Partner Portal](http://www.unpartnerportal.org)? |  |
| If yes, provide the UNPP Partner ID |  |

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| Section B. Overview of the organization |

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| B.1 Annual budget (250 words) | Annual budget (previous year, INR /USD) |  |
| Main funding partners/ donors |  |

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| B.2 Credibility (Include specific examples of working with State / National Govt.) (600 words) | *To what extent is the NGO or academic institution recognized as credible by the government, and/or other key stakeholders/partners?* |

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| Section C. Proposed interventions and activities to achieve intended results | |
| C.1 Project Title (25 Words) | Please provide the project title along with any brand name to be used for the project. |
| C.2 Background  (300 Words) | This section should provide background and rationale for the proposed project |
| C.3 Goal and Objectives  (300 words) | *This section should clearly spell out 3 to 5 objectives for the project and broader goal.* |
| C.4 Geographic coverage  (150 words) | *The section should indicate the project implementation geographies* |
| C.5 Duration of the project (50 words) | *Proposed Start Date: DD/MM/YYYY*  *Proposed End Date: DD/MM/YYYY* |
| C.6 Description of strategies, activities and GANTT Chart (4500 words) | *This section should spell out broad strategies and suggested activities under each strategy clearly linked to achieving the proposed objectives.* |
| C.7 Human Resource /Team composition for the proposed project (1200 Words) | Organogram with brief role and responsibility table for all position to be hired for the project |
| C.8 Monitoring systems with key monitoring indicators (500 words) | The section should briefly explain the monitoring systems to be put in place for the project with 3 to 5 key indicators which organization proposes to be used for monitoring the project implementation |
| C.9 Budget | *This organization is expected to indicate tentative budget as per the attached template.* [*Click here to download the budget template*](https://docs.google.com/spreadsheets/d/1HF8Hl25ITdHclLiELN0CpXOW_Tl_lGnZc48RtvFJA7g/edit?usp=sharing)*.* |
| C.10 Any other additional information to be submitted ( 600 Words) | *The organization can use the section to provide any additional detail they would like to submit as part of the proposal and not being captured in above heads for the proposal.* |

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| Section D. References | |
| Please provide 3 references to support your proposal. Include name, title, contact information and brief summary of relationship. | |
| Reference 1: |  |
| Reference 2: |  |
| Reference 3: |  |

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| Section E. Preventing Sexual Exploitation and Abuse (PSEA) Capacity Assessment  Please note, the results of this assessment may be shared with other United Nations entities | |
| E.0 Preliminary Screening | Does the organization have direct contact with beneficiaries?  Yes ☐ No ☐  If your response is no, stop here and do not complete this section. However, please note if your organization begins working with beneficiaries at a later date, UNFPA will require your organization to fill out a self-assessment.  If yes, please continue. |
| Has the organization’s PSEA capacity been assessed by a UN entity in the last 5 years?  Yes  ☐    *If yes, share the assessment rating and supporting documentation with UNFPA and do not complete this section.*  No ☐  *If no, complete G.1 through G.8* |
| E.1 Policy Requirement | *Please provide supporting documentation for any fields marked “Yes”.*  Your organization has a policy document on PSEA. At a minimum, this document should include a written undertaking that the partner accepts the standards of conduct listed in section 3 of the ST/SGB/2003/13.  Yes ☐ No ☐  Supporting documentation may include:   * Code of Conduct (internal or interagency) * PSEA policy * Documentation of standard procedures for all personnel to receive/sign PSEA policy * Other (please specify): |
| E.2 Subcontracting | Your organization’s contracts and partnership agreements include a standard clause requiring sub-contractors to adopt policies that prohibit SEA and to take measures to prevent and respond to SEA.    Yes ☐ No ☐ \*N/A ☐  Supporting documentation may include:   * Contracts/partnership agreements for sub-contractors * Other (please specify):   *\* Please Note: If the partner notes that it does not have subcontractors in the self-assessment this core standard is not applicable and UNFPA will assess this core standard as N/A. However, if this situation changes and the same partner subsequently subcontracts activities to another entity, this would warrant a re-assessment.* |
| E.3 Recruitment | Your organization has a systematic vetting procedure in place for job candidates through proper screening. This must include, at minimum, reference checks for sexual misconduct and a self-declaration by the job candidate, confirming that they have never been subject to sanctions (disciplinary, administrative or criminal) arising from an investigation in relation to SEA, or left employment pending investigation and refused to cooperate in such an investigation.  Yes ☐ No ☐  Supporting documentation may include:   * Reference check template including check for sexual misconduct (including reference from previous employers and self-declaration) * Recruitment procedures * Other (please specify): |
| E.4 Training | Your organization holds mandatory trainings (online or in-person) for all IP employees and associated personnel[[1]](#footnote-1) (herein “personnel”) on PSEA and relevant procedures. The training should, at a minimum include:   1. a definition of SEA (that is aligned with the [UN's definition](https://undocs.org/ST/SGB/2003/13)); 2. an explanation on prohibition of SEA; and 3. actions that personnel are required to take (i.e. prompt reporting of allegations and referral of victims).   Yes ☐ No ☐  Supporting documentation may include:   * Training package * Attendance sheets * Training certificates * Other (please specify): |
| E.5 Reporting | Your organization has mechanisms and procedures for personnel, recipients of assistance and communities, including children, to report SEA allegations that comply with core standards for reporting (i.e. safety, confidentiality, transparency, accessibility).  Yes ☐ No ☐  Supporting documentation may include:   * Internal Complaints and Feedback Mechanism * Participation in joint reporting mechanisms * Communication materials * PSEA awareness-raising plan * Description of reporting mechanism * Whistle-blower policy * Other (please specify): |
| E.6 Assistance | Your organization has a system to refer SEA victims to locally available support services, based on their needs and consent. This can include actively contributing to in-country PSEA networks and/or GBV systems (where applicable) and/or referral pathways at an inter-agency level.  Yes ☐ No ☐  Supporting documentation may include:   * Internal or Interagency referral pathway * List of Available service providers * Description of referral or Standard Operation Procedure (SOP) * Referral form for survivors of GBV/SEA * Guidelines on victim assistance and/or training on GBV and GBV case management principles * Other (please specify): |
| E.7 Investigations | Your organization has a process for investigation of allegations of SEA and can provide evidence. This may include a referral system for investigations where in-house capacity does not exist.  Yes ☐ No ☐  Supporting documentation may include:   * Written process for review of SEA allegations * Dedicated resources for investigation(s) and/or commitment of partner for support * PSEA investigation policy/procedures * Contract with professional investigative service * Other (please specify): |
| E.8 Corrective Measures | Your organization has taken appropriate corrective action in response to SEA allegations, if any.  Yes ☐ No ☐ N/A ☐  Supporting documentation may include:   * Evidence of implementation of corrective measures identified by the UN partner entity, including capacity strengthening of staff. * Specific measures to identify and reduce risks of SEA in programme delivery. * Other ((please specify): |

1. Associated personnel include sub-contractors, consultants, interns or volunteers and others associated with or working on behalf of the Partner. [↑](#footnote-ref-1)