

REQUEST FOR PROPOSAL (RFP)

To All Interested and Qualified Firms	DATE: June 21, 2021				
	REFERENCE: RFP/UNDPKEN/009/2021				

Dear Sir / Madam:

We kindly request you to submit your Proposal to undertake a **Broad analysis of the Potential Legal, Environmental and Human Rights Impacts of the LAPSSET Projects in selected Counties.**

Please be guided by the form attached hereto as Annex 2, in preparing your Proposal.

In the course of preparing and submitting your proposal, it shall remain your responsibility to ensure that it is submitted into the system before the deadline. The system will automatically block and not accept any bid after the deadline. Kindly ensure that supporting documents required are signed and in the .pdf format, and free from any virus or corrupted files.

It shall remain your responsibility to ensure that your quotation is submitted on or before the deadline indicated by UNDP in the eTendering system. Bids must be submitted in the online eTendering system in the following link: https://etendering.partneragencies.org using your username and password. If you have not registered in the system before, you can register now by logging in using

username: event.guest password: why2change

and follow the registration steps as specified in the system user guide.

https://www.undp.org/content/undp/en/home/procurement/business/resources-for-bidders.html

Your proposal must be expressed in English, and valid for a minimum period of 120 days from the bid closing date. You are kindly requested to indicate whether your company intends to submit a Proposal by clicking on "Accept Invitation".

Services proposed shall be reviewed and evaluated based on completeness and compliance of the Proposal and responsiveness with the requirements of the RFP and all other annexes providing details of UNDP requirements.

The Proposal that complies with all of the requirements, meets all the evaluation criteria and offers the best value for money shall be selected and awarded the contract. Any offer that does not meet the requirements shall be rejected.

Queries about this Request for Proposal can be directed to:

undp.kenya.procurement@undp.org

Any discrepancy between the unit price and the total price shall be re-computed by UNDP, and the unit price shall prevail and the total price shall be corrected. If the Service Provider does not accept the final price based on UNDP's re-computation and correction of errors, its Proposal will be rejected.

No price variation due to escalation, inflation, fluctuation in exchange rates, or any other market factors shall be accepted by UNDP after it has received the Proposal. At the time of Award of Contract or Purchase Order, UNDP reserves the right to vary (increase or decrease) the quantity of services and/or goods, by up to a maximum twenty-five per cent (25%) of the total offer, without any change in the unit price or other terms and conditions.

Any Contract or Purchase Order that will be issued as a result of this RFP shall be subject to the General Terms and Conditions indicated herein. The mere act of submission of a Proposal implies that the Service Provider accepts without question the General Terms and Conditions of UNDP in this link: http://www.undp.org/content/undp/en/home/procurement/business/how-webuy.html

Please be advised that UNDP is not bound to accept any Proposal, nor award a contract or Purchase Order, nor be responsible for any costs associated with a Service Providers preparation and submission of a Proposal, regardless of the outcome or the manner of conducting the selection process.

UNDP's vendor protest procedure is intended to afford an opportunity to appeal for persons or firms not awarded a Purchase Order or Contract in a competitive procurement process. In the event that you believe you have not been fairly treated, you can find detailed information about vendor protest procedures in the following link:

http://www.undp.org/content/undp/en/home/operations/procurement/protestandsanctions/

UNDP encourages every prospective Service Provider to prevent and avoid conflicts of interest, by disclosing to UNDP if you, or any of your affiliates or personnel, were involved in the preparation of the requirements, design, cost estimates, and other information used in this RFP. UNDP implements a zero tolerance on fraud and other proscribed practices, and is committed to preventing, identifying and addressing all such acts and practices against UNDP, as well as third parties involved in UNDP activities. UNDP expects its Service Providers to adhere to the UN Supplier Code of Conduct found in this link: http://www.un.org/depts/ptd/pdf/conduct_english.pdf Thank you and we look forward to receiving your Proposal.

Sincerely yours,

Taye Amssalu
Deputy Resident Representative/ Operations
6/21/2021

Annex 1

Description of Requirements

Context of the	Broad Analysis of the Potential Legal, Environmental and Human Rights			
Requirement	Impacts of the LAPSSET Projects in selected Counties.			
Implementing Partner of UNDP	N/A			
Brief Description of the Required Services ¹	The Office of the High Commissioner for Human Rights (OHCHR) is the leading UN entity on human rights with a unique mandate to promote and protect all human rights for all people. The United Nations human rights programme aims to ensure that the protection and enjoyment of human rights is a reality in the lives of all people. OHCHR also plays a crucial role in safeguarding the integrity of the three interconnected pillars of the United Nations – peace and security, human rights and development. The OHCHR project seeks to undertake a broad analysis of the potential legal, environmental and human rights impacts of the LAPSSET project in selected counties, with an aim of identifying and promoting human rights-based solutions to assessed challenges, and supporting/empowering affected communities and environmental human rights defenders to participate in the identification and implementation of solutions, including through environmental laws, policies and actions. Detailed TOR is attached to this RFP.			
List and Description of Expected Outputs to be Delivered	 a) An inception report outlining the methodology and work plan for the consultancy. b) Developed TORs for the research institution supporting the project. c) Report from the research institution on the environmental legal and policy analysis with respect to the right to a clean and healthy environment in Kenya including in connection to the LAPSSET project. d) Synthesized analysis of the data and information collected from the field research by CSOs and EHRDs that will inform the report on the findings and the recommendations to the findings. e) Final report presenting the legal and policy analysis, outcomes of the field research, and recommendations, incorporating comments from stakeholders including the Kenya National Commission for Human Rights, targeted CSOs and NGOs working on land rights, conservation and on business and human rights. f) With the support of OHCHR, production of IEC, materials, tools and stories from the findings of the project. 			

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¹ A detailed TOR may be attached if the information listed in this Annex is not sufficient to fully describe the nature of the work and other details of the requirements.

Person to Supervise the Work/Performance of the Service Provider	The team will report to the OHCHR Senior Human Rights Adviser and work with and support the Human Rights Specialist and other implementing partners in undertaking the activities.
Frequency of Reporting	As needed
Progress Reporting Requirements	Regularly (frequency and format to be agreed upon at the start of services)
Location of work	 □ Exact Address/es [pls. specify] ☑ At the Contractors Location with scheduled meetings and travel as per the terms of reference.
Expected duration of work	Four (4) Months.
Target start date	15 July 2021
Targeted completion date	15 November 2021
Travels Expected	Nairobi, Lamu, Tana-River, Garissa, Isiolo, Marsabit, Baringo, Laikipia, West Pokot and Turkana.
Special Security Requirements	 ✓ Security Clearance from UN prior to travelling ✓ Completion of UN's Basic and Advanced Security Training ✓ Comprehensive Travel Insurance ☐ Others [pls. specify]
Facilities to be Provided by UNDP (i.e., must be excluded from Price Proposal)	☐ Office space and facilities ☐ Land Transportation ☐ Others [pls. specify] None under this assignment. All costs for this assignment should be included in the financial proposal
Implementation Schedule indicating breakdown and timing of activities/sub- activities	☑ Required ☐ Not Required
Names and curriculum vitae of individuals who will be involved in completing the services	☑ Required ☐ Not Required
Currency of Proposal	☐ United States Dollars ☐ Euro
Value Added Tax on Price Proposal ²	 ☑ Local Currency (Kenya Shillings) ☑ must be exclusive of VAT and other applicable indirect taxes. A breakdown of all costs should be provided

 2 VAT exemption status varies from one country to another. Pls. check whatever is applicable to the UNDP CO/BU requiring the service.

Validity Period of	□ 60 days						
Proposals (Counting	□ 90 days						
for the last day of	☑ 120 days						
submission of quotes)	In exceptional circumstances, UNDP may request	the Proposer to extend the					
	validity of the Proposal beyond what has been init	-					
	The Proposal shall then confirm the extension in writing, without an						
	modification whatsoever on the Proposal.	S, J					
Partial Quotes	☑ Not permitted						
_	□ Permitted						
Payment Terms ³	Deliverables	Percentage of Total Price					
	1 An inception report outlining the	20%					
	methodology and work plan for the						
	consultancy.						
	2 Report from the research institution on the	30%					
	environmental legal and policy analysis with	3070					
	respect to the right to a clean and healthy						
	environment in Kenya including in						
	connection to the LAPSSET project.						
	3 Final report presenting the legal and policy						
	analysis, outcomes of the field research, and	50%					
	recommendations, incorporating comments						
	from stakeholders including the Kenya						
	National Commission for Human Rights,						
	targeted CSOs and NGOs working on land						
	rights, conservation and on business and						
	human rights.						
	With the support of OHCHR, production of						
	IEC, materials, tools and stories from the						
	findings of the project.						
Person(s) to							
review/inspect/	OHCHR Senior Human Rights Adviser						
approve							
outputs/completed							
services and							
authorize the							
disbursement of							
Type of Contract to	N Dl Ol						
Type of Contract to be Signed	☑ Purchase Order						
oc signed	☐ Institutional Contract						
	☒ Contract for Professional Services						

³ UNDP preference is not to pay any amount in advance upon signing of contract. If the Service Provider strictly requires payment in advance, it will be limited only up to 20% of the total price quoted. For any higher percentage, or any amount advanced exceeding \$30,000, UNDP shall require the Service Provider to submit a bank guarantee or bank cheque payable to UNDP, in the same amount as the payment advanced by UNDP to the Service Provider.

	☐ Long-Term Agreement ⁴
	☐ Other Type of Contract
Criteria for Contract	☐ Lowest Price Quote among technically responsive offers
Award	☑ Highest Combined Score (based on the 70% technical offer and 30%
	price weight distribution)
	⊠ Full acceptance of the UNDP Contract General Terms and Conditions (GTC). This is a mandatory criterion and cannot be deleted regardless of the nature of services required. Non-acceptance of the GTC may be grounds for the rejection of the Proposal.
Criteria for the	Technical Proposal (70%)
Assessment of	⊠ Expertise of the Firm 20%
Proposal	☑ Methodology, Its Appropriateness to the Condition and Timeliness of the Implementation Plan 40%
	☐ Management Structure and Qualification of Key Personnel 40%
	Financial Proposal (30%)
	To be computed as a ratio of the Proposal's offer to the lowest price among the
	proposals received by UNDP.
UNDP will award the	☑ One and only one Service Provider
contract to:	☐ One or more Service Providers, depending on the following factors:
Contract General	☐ General Terms and Conditions for contracts (goods and/or services)
Terms and Conditions ⁵	☐ General Terms and Conditions for de minimis contracts
	Applicable Terms and Conditions are available at:
	http://www.undp.org/content/undp/en/home/procurement/business/how-
	we-buy.html
Annexes to this RFP ⁶	☒ Form for Submission of Proposal (Annex 2)
	☑ Detailed TOR
	\square Others ⁷ [pls. specify]
Contact Person for	undp.kenya.procurement@undp.org
Inquiries	Cogangah@ohchr.org
(Written inquiries	Any delay in UNDP's response shall be not used as a reason for extending the
only) ⁸	deadline for submission, unless UNDP determines that such an extension is
	necessary and communicates a new deadline to the Proposers.
Allowable Manner of	☑ Electronic submission of Bid
Submitting Proposals	

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⁴ Minimum of one (1) year period and may be extended up to a maximum of three (3) years subject to satisfactory performance evaluation. This RFP may be used for LTAs if the annual purchases will not exceed \$150,000.00.

⁵ Service Providers are alerted that non-acceptance of the terms of the General Terms and Conditions (GTC) may be grounds for disqualification from this procurement process.

⁶ Where the information is available in the web, a URL for the information may simply be provided.

⁷ A more detailed Terms of Reference in addition to the contents of this RFP may be attached hereto.

⁸ This contact person and address is officially designated by UNDP. If inquiries are sent to other person/s or address/es, even if they are UNDP staff, UNDP shall have no obligation to respond nor can UNDP confirm that the query was received.

Conditions and Procedures for electronic submission and opening	 ☑ Free from virus and corrupted files ☑ Format: PDF files only Technical and Financial proposals should be separated. Password protected for the FINANCIAL PROPOSALS ONLY. Technical proposals should NOT be password protected. Password for the financial proposals must not be provided to UNDP until the date and time requested. This request will be to firms that meet the 70% score in the technical evaluation. ☑ Digital Certification/Signature: Required
Deadline of Submission	Friday, 02 July 2021 at 5.00 P.M Kenyan Time (GMT +3.00)

Annex 2

FORM FOR SUBMITTING SERVICE PROVIDER'S PROPOSAL9

(This Form must be submitted only using the Service Provider's Official Letterhead/Stationery¹⁰)

Nairobi June 21, 2021

To: The Deputy Resident Representative (Operations) UNDP Kenya UN Complex Gigiri, Block N, Level 3 P.O. Box 30218-00100, Nairobi, Kenya:

Dear Sir/Madam:

We, the undersigned, hereby offer to render the following services to OHCHR (**Broad analysis of the Potential Legal, Environmental and Human Rights Impacts of the LAPSSET Projects in selected Counties**) in conformity with the requirements defined in the RFP dated 6/21/2021, and all of its attachments, as well as the provisions of the UNDP General Contract Terms and Conditions:

A. Qualifications of the Service Provider

The Service Provider must describe and explain how and why they are the best entity that can deliver the requirements of UNDP by indicating the following:

⁹ This serves as a guide to the Service Provider in preparing the Proposal.

¹⁰ Official Letterhead/Stationery must indicate contact details – addresses, email, phone and fax numbers – for verification purposes

- *a)* Profile describing the nature of business, field of expertise, licenses, certifications, accreditations;
- b) Business Licenses Registration Papers, Tax Payment Certification, etc.
- c) Latest Audited Financial Statement income statement and balance sheet to indicate Its financial stability, liquidity, credit standing, and market reputation, etc.;
- d) Track Record list of clients for similar services as those required by UNDP, indicating description of contract scope, contract duration, contract value, contact references;
- e) Certificates and Accreditation including Quality Certificates, Patent Registrations, Environmental Sustainability Certificates, etc.
- f) Written Self-Declaration that the company is not in the UN Security Council 1267/1989 List, UN Procurement Division List or Other UN Ineligibility List.

B. Proposed Methodology for the Completion of Services

The Service Provider must describe how it will address/deliver the demands of the RFP; providing a detailed description of the essential performance characteristics, reporting conditions and quality assurance mechanisms that will be put in place, while demonstrating that the proposed methodology will be appropriate to the local conditions and context of the work.

C. Qualifications of Key Personnel

If required by the RFP, the Service Provider must provide:

- a) Names and qualifications of the key personnel that will perform the services indicating who is Team Leader, who are supporting, etc.;
- b) CVs demonstrating qualifications must be submitted if required by the RFP; and
- c) Written confirmation from each personnel that they are available for the entire duration of the contract.

D. Cost Breakdown per Deliverable*

	Deliverables	Percentage of Total Price
1	An inception report outlining the methodology and work	20%
	plan for the consultancy.	
2	Report from the research institution on the environmental	30%
	legal and policy analysis with respect to the right to a clean	
	and healthy environment in Kenya including in connection	
	to the LAPSSET project.	

3	Final report presenting the legal and policy analysis,	
	outcomes of the field research, and recommendations,	50%
	incorporating comments from stakeholders including the	
	Kenya National Commission for Human Rights, targeted	
	CSOs and NGOs working on land rights, conservation and	
	on business and human rights.	
	With the support of OHCHR, production of IEC,	
	materials, tools and stories from the findings of the project.	

^{*}This shall be the basis of the payment tranches

E. Cost Breakdown by Cost Component [This is only an Example]:

Description of Activity	Remuneration per Unit of Time	Total Period of Engagement	No. of Personnel	Total Rate
I. Personnel Services	Time	Engagement		
1. Services from Home Office				
a. Expertise 1				
b. Expertise 2				
2. Services from Field Offices				
a . Expertise 1				
b. Expertise 2				
3. Services from Overseas				
a. Expertise 1				
b. Expertise 2				
II. Out of Pocket Expenses				
1. Travel Costs				
2. Daily Allowance				
3. Communications				
4. Reproduction				
5. Equipment Lease		·		
6. Others		·		
III. Other Related Costs				

[Name and Signature of the Service Provider's Authorized Person]
[Designation]
[Date]

TERMS OF REFERENCE

CONSULTANCY TO UNDERTAKE A BROAD ANALYSIS OF THE POTENTIAL LEGAL, ENVIRONMENTAL AND HUMAN RIGHTS IMPACTS OF THE LAPSSET PROJECT IN SELECTED COUNTIES.

Location: Home Based with travel to Nairobi, Lamu, Tana-River,

Garissa, Isiolo, Marsabit, Baringo, Laikipia, West Pokot and

Turkana.

Type of Contract: Contract for Professional Services

Languages Required: English

Expected Duration of Assignment: 4 months

Reference: RFP/OHCHR/009/2021

Reporting to: Senior Human Rights Adviser - OHCHR

Application Deadline: 5.00 P.M (GMT+3.00) on Friday, 02 July 2021.

This information pack should assist potential applicants to understand the work of OHCHR Kenya, what is involved in the role, how to apply, and the recruitment process.

A. Background

The Office of the High Commissioner for Human Rights (OHCHR) is the leading UN entity on human rights with a unique mandate to promote and protect all human rights for all people. The United Nations human rights programme aims to ensure that the protection and enjoyment of human rights is a reality in the lives of all people. OHCHR also plays a crucial role in safeguarding the integrity of the three interconnected pillars of the United Nations – peace and security, human rights and development.

The OHCHR project seeks to undertake a broad analysis of the potential legal, environmental and human rights impacts of the LAPSSET project in selected counties, with an aim of identifying and promoting human rights-based solutions to assessed challenges, and supporting/empowering affected communities and environmental human rights defenders to participate in the identification and implementation of solutions, including through environmental laws, policies and actions.

B. Objective of the Consultancy

Under the guidance and direct supervision of the OHCHR Senior Human Rights Adviser and working closely with the OHCHR Human Rights Specialist the consultancy aims to:-

- 1. Review of the legal and policy framework for human rights and the environment in Kenya, and their application to the LAPSSET project.
- 2. Interpretation of data on key environmental and human rights challenges (and opportunities) from the LAPSSET program and the impact of the project on the identified communities in focus counties.

- 3. Identification of various human rights linked to environmental governance likely to be affected by the LAPSSET project if implemented as it is (e.g. land rights, impact on land and resource tensions/conflict, health, livelihoods especially of pastoralist communities, cultural rights, information and public participation).
- 4. Recommendations to address identified challenges and opportunities, and linkages to the SDG commitments by Kenya and recommendations from human rights mechanisms (including from the UPR process) as they relate to the environment and human rights.

C. Scope of the Consultancy's Work

Under the direct supervision of the Senior Human Rights Adviser, the Consultancy firm will be required to:

- 1. Undertake a constitutional, human rights and environmental analysis of the LAPSSET project.
- 2. Identify a research/academic institution/university with expertise on environmental laws and ideally with knowledge of the LAPSSET project, to assist in the analysis of the environmental and socio-economic impacts.
- 3. Develop the TORs for the research institution.
- 4. Coordinate the analysis and research to be undertaken by the research institution, and by CSOs.
- 5. Work closely with CSOs and EHRDs working on the project, to undertake field research and document information necessary for the project.

D. Key Deliverables

- 1) An inception report outlining the methodology and work plan for the consultancy.
- 2) Developed TORs for the research institution supporting the project.
- 3) Report from the research institution on the environmental legal and policy analysis with respect to the right to a clean and healthy environment in Kenya including in connection to the LAPSSET project.
- 4) Synthesized analysis of the data and information collected from the field research by CSOs and EHRDs that will inform the report on the findings and the recommendations to the findings.
- 5) Final report presenting the legal and policy analysis, outcomes of the field research, and recommendations, incorporating comments from stakeholders including the Kenya National Commission for Human Rights, targeted CSOs and NGOs working on land rights, conservation and on business and human rights.
- 6) With the support of OHCHR, production of IEC, materials, tools and stories from the findings of the project.

E. Firm Requirements

The Consultancy firm will be required to have:

I. Over 10 years of experience working in the field of human rights and the environment, or a similar field.

- II. Extensive experience in the area of human rights law, with a focus on environmental law, including litigation experience.
- III. Ability to coordinate multidisciplinary team delivering on the project.
- IV. Ability to produce quality analysis and reports.
- V. Experience in working with UN agencies and other international organizations.
- VI. Prior engagement/work on the LAPSSET program is desirable.

In addition to the above the firm must have a team leader with the below minimum qualifications.

- 1. Holder of higher education in Law, Political Scientist, Environment and or, economics.
- 2. 15 years-experience in research and extensive knowledge of human rights research on various matters including on law and human rights.
- 3. Demonstrated experience in human rights research, preferably on land, environment or on climate change.
- 4. Litigation experience is desirable.
- 5. Experience in working with CSOs or grassroots organization in undertaking field research.

F. Language and Other Key Requirements:

- Demonstrable experience in working on the following areas- human rights, business and human rights, environment, land rights and on issues of climate change
- Demonstrable understanding of human rights approach; and committed to human rights and gender equality.
- Ability to adhere to timelines and work with minimum supervision.

G. Payments

	Deliverables	Percentage of Total Price
1	An inception report outlining the methodology and work plan for the consultancy.	20%
2	Report from the research institution on the environmental	30%
	legal and policy analysis with respect to the right to a clean and healthy environment in Kenya including in connection	
3	to the LAPSSET project. Final report presenting the legal and policy analysis,	
	outcomes of the field research, and recommendations,	50%
	incorporating comments from stakeholders including the Kenya National Commission for Human Rights, targeted	
	CSOs and NGOs working on land rights, conservation and	
	on business and human rights. With the support of OHCHR, production of IEC,	
	materials, tools and stories from the findings of the project.	

H. Payment

The Consultant is expected to complete the assignment in 4 months and will be paid upon timely certification and acceptance of deliverables above.

I. Institutional Arrangements

The team will report to the OHCHR Senior Human Rights Adviser. The consultancy firm will work with and support the Human Rights Specialist and other implementing partners in undertaking the activities.

J. Duty Station

There is no restriction on where the consultant firm/organization will be based however the consultancy will involve travel to field locations as required. All costs associated to this assignment should be included in the financial proposal. OHCHR will not make any payments on behalf of the selected firm.

K. Technical Evaluation Criteria

Award will be to the Highest Combined Score (based on the 70% technical offer and 30% price weight distribution)

Summary of Technical Proposal Evaluation Forms		Score Points	Company / Other Entity					
		Weight	Veight Obtainable	A	В	С	D	Е
1.	Expertise of Firm / Individual submitting Proposal	20%	200					
2.	Proposed Work Plan and Approach	40%	400					
3.	Personnel/Firm Experience	40%	400					
	Total		1000					

Technical Proposal Evaluation Form 1		Points obtainable	Company / Other Entity					
			A	В	С	D	Е	
Expe	rtise of firm / organization submitting proposal							
1.1	Reputation of Organisation and Staff (Competence / Reliability)	30						
1.2	Previous work experience in conducting and coordinating human rights research.	20						
1.3	General Organizational Capability which is likely to affect implementation (i.e. loose consortium, holding company or one firm, size of the firm / organization, strength of project management support e.g. project financing capacity and project management controls)	20						
1.4	Extent to which any work would be subcontracted (subcontracting carries additional risks which may affect project implementation, but properly done it offers a chance to access specialized skills.	10						
1.5	Quality assurance procedures, warranty	20						
1.6	Relevance of: - Specialized Knowledge on the subject matter of the consultancy Experience on the subject matter of the consultancy.	100						
Total		200						

Technical Proposal Evaluation Form 2		Points Obtainable		Company / Other Entity					
				A	В	С	D	Е	
Proposed	Proposed Work Plan and Approach								
2.1	To what degree does the Offeror understand the task?	100							
2.2	Have the important aspects of the task been addressed in sufficient detail?	100							
2.3	Are the different components of the project adequately weighted relative to one another?	50							
2.4	Is the scope of task well defined and does it correspond to the TOR?	100							
2.5	Is the presentation clear and is the sequence of activities and the planning logical, realistic and promise efficient implementation to the project?	50							
	Total Part 2	400							

Technical Proposal Evaluation Form 3				Points	Company / Other Entity					
				Obtainable	A	В	C	D	E	
3.1	Team Leader									
			Sub- Score							
	General Qualification									
	Suitability for the Project									
	- General Qualifications	100								
	- Adequacy for the assignment in the area of specialization	100								
	- Specific Qualifications	60								
	Total			260						
3.2	2 Team Members (two experts)									
			Sub- Score							
	General Qualification									
	Suitability for the Project									
	- General Qualifications	50								
	- Adequacy for the assignment in the area of specialization	50								
	- Specific Qualifications	40								
	Total			140						
	Total Part 3			400						

N.B. United Nations has zero tolerance for sexual exploitation and abuse. A background check will be done to ensure candidates are in conformity with UNDP policy on sexual exploitation and abuse. Applicants are encouraged to familiarise themselves with UNDP's SEA policy found at https://www.undp.org/content/undp/en/home/accountability/prevention-and-response-to-sexual-misconduct.html