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| **RFP Queries** | **Responses** |
| 1. **Requirements of consultancy firm (clause 3.8)** mentions that the consultant should have experience with employers in the destination countries - are there any requirements on the sectors for these employers? | No, there are no preferred sectors. |
| 1. **Deliverables of assignment (clause 3.6)** is focused on identifying potential employers in the destination countries and designing and implementing a training-based program. There is no mention of any engagement with recruitment agencies in Nepal, can you please clarify whether this would be out of scope? If the employers already work with their own existing agencies, would the role of the consultancy firm be to ensure these agents are recruiting ethically? | RA must be based in Nepal in accordance with the clause 3.5 last para.  Consultant must ensure the ethical recruitment practice with existing agencies with them. |
| 1. **Objective of the assignment (clause 3.4)** mentions conducting an ethical recruitment audit to assess employer's adherence to fair recruitment and post-recruitment working environment. Would the audits take place at the recruitment agency level? or just at the employer level? | Yes, audit will take place at the recruitment agency level in Nepal as well. |
| 1. **Payment modality (clause 3.9)** mentions the consultancy will be paid proportionately at the rate of placement of workers. Can you clarify how this KPI will be measured? For example, what happens if workers are ready to migrate, but they are not deployed within the timeline of the project? | Relevant KPIs for each payment installment have been mentioned with corresponding deliverables and payment will be made accordingly. |