



Request for Proposal (RFP)

RFP for Conduction of Research on Demand
Aggregation of Manpower in Mega Food Parks

For
Food Industry Capacity & Skill Initiative

Reference # FICSI/NOS/RFP/05/2018

Proprietary & Confidential
Issued by:
Food Industry Capacity & Skill Initiative

1. ADMINISTRATIVE DETAILS

1.1. Confidentiality

All information included in this RFP is confidential and only for the use and knowledge of the recipient. No information included in this document or in discussions connected to it, may be disclosed.

1.2. RFP procedure

1.2.1. Contact Details

For query regarding this RFP, please contact
CEO
Food Industry Capacity & Skill Initiative- Sector Skill Council of Food Processing
New Delhi 110 001
T: +91-11-9711260230 Email: ceo@ficsi.in
Website: www.ficsi.in

1.2.2. Critical Information

This Request for Proposal (RFP) contains the details regarding scope, eligibility for participation, evaluation methodology, project timelines, terms & conditions and other relevant details. Bidding organizations are advised to study the RFP document carefully before submitting their proposals. Submission of a proposal shall be deemed to have been done after careful study and examination of this document with full understanding of its terms, conditions and implications.

1.2.3. Contents of solicitation documents

Proposals must offer services for the total requirement as stated in the RFP. Proposals offering only part of the requirement will be rejected. The Bidder is expected to examine all corresponding instructions, forms, terms and specifications contained in the Solicitation Documents. Failure to comply with these documents will be at the Bidder's risk and may affect the evaluation of the Proposal

1.3 Schedule of Events

The following table provides a schedule of events relating to this request.

Event	Target Date
RFP issued to the Vendors / Published on the FICSI website	December 15 2018
Last date of receipt of Queries and Clarifications on RFP	December 22, 2018
Pre bid Meeting	December 26,2018
Last date of Submission of proposal	December 31, 2018
Presentation for Technical Bid	January 3, 2019
Financial Bid Opening	January 4 , 2019
Award and Signing of SLA	January 6, 2019

2. INTRODUCTION

2.1. Introduction about Issuer

Food Industry Capacity & Skill Initiative (FICSI) is a Not-for-Profit Organization, registered under the Societies Registration Act, 1860. The Council has been promoted by the Federation of Indian Chambers of Commerce and Industry (FICCI) with financial support by National Skill Development Corporation (NSDC).

The key objective of the FICSI is to create a robust and vibrant eco-system for quality education and skill development in the Food Processing Sector in the country.

The mandate for the FICSI is:

- Carry out a Functional and Occupational Mapping and develop a Catalogue of Industry Occupations / Job Roles in the Food Processing Sector.
- Develop & Set National Occupational Standards for select Job Roles in the Sector.
- Develop & Put in place an Assessment & Certification mechanism for the Trainers, Assessors and Trainees.
- Develop and put out an Affiliation/Accreditation system for Training Institutes to deliver competency based training as per content and curriculum developed based on the NOS.
- Promote academies of Excellence.
- Put in Place an Effective Labour Market Information System(LMIS).

The purpose of establishing FICSI is to ensure that the Food Processing industry is able to grow with skilled manpower, increase productivity and profitability. The FICSI will encourage the industry to employ skilled and certified manpower. In its endeavor to build capacity through Private Sector participation, FICSI is expected to create a dynamic LMIS to keep track of the labor market skill gaps, frame Occupational Standards, facilitate development of practical and high quality training content, ensure adequate availability of faculty through Train The Trainer initiatives, build accreditation and certification mechanisms and encourage capacity building through private sector participation.

2.2 Background and Rationale for RFP

As it is evident, Food Processing sector is extremely crucial for the development of the country's economy as it is considered to be a strategic sector having a multiplier effect and bearing on the growth of primary sector as well. The sector in India presents unique opportunities and challenges with deficit of skilled manpower because of which the productivities and efficiencies in the sector are low. This has serious economic and strategic implications for the country. Out of the few key sectors identified by MSDE, Food Processing is one of the key sectors where planned skill development with consistent standards of performance is required to increase production, improve productivity as well as quality of jobs and products.

With this context, FICSI invites leading consultancy firms to submit proposal to conduct study on **Demand Aggregation of Manpower in Mega Food Parks**. Ministry of Food processing Industry has implemented 42 Mega Food Parks across India. Currently, 15 Mega Food Parks are now operational. It is envisioned that these Mega Food Park will require huge number of human resources in the near future. In this regard

FICSI wants to conduct the study and the outcome will be shared with Ministry of Food Processing Industries and other relevant stakeholders.

2.3 Objective of the Project

The objective of this project is to analyze the Demand Aggregation of human resources in the operational Mega Food Parks.

2.4 Request for Proposal

FICSI requests for proposal from reputed consulting firms/consortium to undertake the study of Demand Aggregation of manpower in the mega food parks.

FICSI through this Request for Proposal (RFP) seeks to select a competent consulting firm with relevant experience and capabilities in various subsectors of Food Processing Sector.

2.5 Scope of Work

Scope of Work:

1. Company wise details in the Mega Food Park (Companies Operational as well as which are likely to operational within 12-24 months)(List of Food Parks where study would be done-Annexure 1)
2. In which subsectors, companies are working (refer Annexure 2 for list of subsector)
3. Details of manufactured Products in the Mega Food Parks
4. Present employment scenario (Job role wise details in the Mega Food Park from level 1 to 10/Number of shifts)
5. Forecast of requirement of human resources in those Mega Food Parks for next 5 years

2.6 Schedule of Activities

S. No.	Activity	Timeline
1	Presentation of detailed work plan	3 days
2	Field Visit and survey	4 weeks
3	Mid term review	5 weeks
4	Submission of draft report	5 weeks
5	Final submission of report	6 weeks

3. PROJECT METHODOLOGY AND REVIEW

3.1 Project Management and Methodology

The methodologies to be used must follow formal management practice to ensure adherence to schedule, scope and costs. The bidder should also include a methodology to ensure that the FICSI is informed on an ongoing basis regarding project progress/ performance reporting, change requests, project slippage, risks and issues, and a record of all industry stakeholders contacted or consulted.

3.2 Project Review and Reporting

- Review to be as per the activity charts.
- In addition, mid-term review will be organized as per the requirement basis.
- The expenses for attending the meeting would be borne by the bidder and should be included in the quoted amount.

4. GUIDELINES AND INSTRUCTIONS FOR BIDDERS

4.1 Required Qualifications, Competencies and Eligibility of the Bidder

- I. The consultancy firm hired should have demonstrated project management capacity with team members who possess relevant and excellent qualification and experience.
- II. The team should have minimum 5 members with following qualification

Designation	Minimum Qualification/Minimum Experience
Project leader	MBA in Marketing/ Food & Agribusiness Management and Min. 7 Years of Experience in Food Processing Industry and Project management
Team member	MBA in HR/ Min 5 years Experience in Food Processing Industry
Team Member	MBA with Min 3 years of relevant experience in field visit and data collection and report writing
Team Member	MBA with Min 3 years of relevant experience in field visit and data collection and report writing
Team Member	MBA with Min 3 years of relevant experience in field visit and data collection and report writing

- III. Ability to communicate effectively to a wide range of audiences, interact and facilitate communication between partners and industry members and understand causal relationships between enablers and results.

- IV. The bidder would be required to work in a participatory mode with SSC team to make the project successful. This may require extensive travel within India.
- V. Permanent Account Number (PAN) of Proposer/each Consortium Member should be available from Income Tax authorities.
- VI. Any legal entity duly incorporated in India or abroad can participate in the bidding process.
- VII. Understanding and exposure to SSCs in India.
- VIII. FICSI reserves the right to carry out the technical and financial assessment of the bidders and the decision of the FICSI shall be final in this regard.
- IX. The bid would be cancelled at any point of time, if the information furnished by the bidder is found to be incorrect. The amount paid till that date should be returned within 15 days of the cancellation of the project contract.

4.2. Completeness of Response

- I. Bidders are advised to study all instructions, forms, terms, requirements and other information in the RFP documents carefully. Submission of the bid shall be deemed to have been done after careful study and examination of the RFP document with full understanding of its implications.
- II. The response to this RFP should be full and complete in all respects. Failure to furnish all information required by the RFP documents or submission of a proposal not substantially responsive to the RFP documents in every respect will be at the Bidder's risk and may result in rejection of its Proposal.

4.3. Proposal Preparation Costs

- I. The bidder is responsible for all cost and expenditures incurred in connection with participation in this process, including, but not limited to, costs incurred in conduct of informative and other diligence activities, participation in meetings / discussions / presentations, preparation of proposal, in providing any additional information required by FICSI to facilitate the evaluation process, and in negotiating a definitive Contract or all such activities related to the bid process.
- II. FICSI will in no case be responsible or liable for those costs, regardless of the conduct or outcome of the bidding process.
- III. This RFP does not commit FICSI to award a contract or to engage in negotiations. Further, no reimbursable cost may be incurred in anticipation of award or for preparing this bid.
- IV. All materials submitted by the bidder become the property of FICSI and may be returned completely at its sole discretion.

4.4. Bidders' inquiries and FICSI responses

- I. All enquiries / clarifications from the bidders related to this RFP must be directed in writing exclusively to the contact person notified in this RFP document.
- II. The preferred mode of delivering written questions to the aforementioned contact person would be through registered post or email. Telephone calls will not be accepted. In no event will the FICSI be responsible for ensuring that bidders' inquiries have been received by FICSI.
- III. After distribution of the RFP, the contact person notified by FICSI will begin accepting written questions from the bidders. FICSI will endeavor to provide a full, complete, accurate, and

timely response to the questions. The responses to the queries from all bidders will be distributed to the interested bidders.

4.5. Submission of Responses to FICSI

- I. The bidders should submit responses as per details given in RFP in 2 printed copies of each duly initiated on each page and on a non-rewritable CD as a single file in PDF format in a separate sealed envelope.
- II. The bids should be in two parts:
 - i. Technical Proposal
 - ii. Financial Bid
- III. The CD/ DVD must be duly signed using a permanent Pen/Marker and should bear the name of the bidder organization and the reference id of the RFP.
- IV. The original proposal shall be prepared/ printed in indelible ink. It shall contain no inter-lineation or overwriting, except as necessary to correct errors made by the bidder itself.
- V. Any such corrections must be initialed by the person (or persons) who sign(s) the proposals.
- VI. All pages of the proposal must be sequentially numbered and shall be initialed by the Authorized Representative of the bidder.
- VII. The technical part of the proposal should not contain any pricing information whatsoever on the services offered. Pricing information shall be separated and only contained in the Financial Bid.
- VIII. All references to descriptive material and brochures should be included in the appropriate response paragraph, though material/documents themselves may be provided as annexure to the Proposal.
- IX. Information which the Bidder considers proprietary, if any, should be clearly marked "proprietary" next to the relevant part of the text and it will then be treated as such accordingly.

4.6 Signing and Proposal Submission Format

- I. The entire proposal shall be strictly as per the format specified of this RFP and any deviation from the formats shall be rejected.
- II. All the communication to FICSI including the proposal and the bid documents shall be initialed on each page by the authorized representative of the bidder and authority letter/power of attorney should be attached with the bid.

4.7 Venue and Deadline for submission

- I. Proposals must be received at the address specified below by 1730 hours on December 31, 2018 by the authorized representative mentioned in the document.

Contact details for Submission of bids:

CEO
Food Industry Capacity & Skill Initiative-Sector Skill Council for Food Processing
601, 6TH Floor, Mercantile House
Kasturba Gandhi Marg, Connaught Place
New Delhi – 110001
T: +91-11-9711260230

- II. Any proposal received by the FICSI post deadline mentioned above shall be rejected and returned unopened to the Bidder.
- III. The bids submitted by telex/telegram/fax/e-mail etc. shall not be considered. No correspondence will be entertained on this matter.
- IV. FICSI shall not be responsible for any postal delay/non-receipt/ non-delivery of the documents. No further correspondence on the subject will be entertained.
- V. FICSI reserves the right to modify and amend any of the above-stipulated condition/criterion depending upon project priorities vis-à-vis urgent commitments.

5. GENERAL INSTRUCTIONS FOR PROPOSAL SUBMISSION

5.1. Preparation of Proposals

All proposals submitted must meet the following mandatory requirements in order to be considered and suitable for further evaluation

- I. Duly Signed and Completed Forms and Letters (Ref. Annexure)
- II. Permanent Account Number (PAN) of proposer/each consortium member from Income Tax authorities in India alongwith GST number of the organization
- III. The bidder's legal name and any other name under which it carries on business as well as its business number, and whether the bidder is an individual or incorporated entity
- IV. Bidders Profile including date of establishment
- V. Turnover and Audited account statement of last three years. Details of each consortium partner for the project should necessarily be included, if applicable.
- VI. The bidder's contact information including name of the contact person, address, telephone and fax numbers, and email address
- VII. In case of a joint submission a copy of the letter of association highlighting the name of lead partner and the Sub-contracting partner/copy of the contract and other details should be attached and clearly elaborated.
- VIII. Details of consortium partner/s should clearly be defined with roles, strengths and other relevant details.

5.2. Proposal Content Guidelines

In order to facilitate evaluation by FICSI evaluation committee and to ensure each proposal receives full consideration, proposals should be accompanied by the documents as listed below. The proposals may be organized in a format at the discretion of the Proposer:

1. Proposal Submission Letter along with the following

- I. Bidders Profile including date of establishment
- II. Undertaking to the said effect as per the attached format.
- III. Turnover and Audited account statement of last three years

2. Technical Proposal

Technical Proposal should be prepared keeping in view but not limited to the details mentioned below

- I. Curriculum Vitae of the project management and execution team should be enclosed.
- II. Profile of the senior people managing the project and details and experience of the team working on the project (include the consortium partner's team detail, if applicable).
- III. Details of the Technical Person/s with experience of working in the Food Processing Sector and direct involvement in the project
- IV. Activity wise man-hours proposed
- V. Descriptive note on the project
- VI. Detailed approach paper on methodology to accomplish objectives
- VII. Plan and process for accomplishing the task including verification, validation and checkpoints supported by the verifiable documents/evidences.
- VIII. Interim and Final Deliverable
- IX. Prior Experience regarding Preparation of conducting relevant study

3. Financial Bid

The details of amount quoted in the Financial Bid should be presented and mentioned as per FORM III. for details for preparing Financial Bid.

5.3 Methodology Brief

This section should demonstrate the Bidder's responsiveness to the specification by identifying the specific components proposed and addressing the requirements, to meet or exceed the specifications.

- I. Understanding of major deliverables and control systems to be used to efficiently manage the project and the needs and requirements of the Food Processing Sector
- II. Detailed work breakdown structure
- III. Discussions with Industry stakeholders and referring to HR records/job descriptions to carry out Occupational Analysis and develop Occupational Maps.
- IV. Approach to research, consultation, and development process
- V. Carry out functional analysis to identify all purposeful activities required to perform the functions.

5.4 Financial Bid

- I. The Bidder shall indicate the prices of services it proposes to supply under the contract.
- II. All costs shall be inclusive of all taxes, duties, charges and levies of State or Central Governments, as applicable, at the date of signing the Agreement and subject to deduction of all statutory deductions applicable, if any. The benefits realized by Bidder due to lower rates of taxes, duties, charges and levies shall be passed on by Bidder to FICSI. In case of upward revision to duties and taxes the Bidder will be responsible to incur the additional cost.
- III. The Bidder has to include all costs like Travel, Lodging & Boarding, Local Travel expenses, etc. incurred during the implementation. FICSI will not bear any additional costs.
- IV. All/ selected bidder would be called for detailed presentation and consultation of the Financial Bids. The bidders would be required to share their presentation with FICSI.

- V. Terms of payment indicated in the RFP shall be final and binding on the Bidder and no alternate terms and conditions proposed in the Proposal shall be considered. The Bidder must also furnish separately in the financial bid the recurring / revenue expenditure, if any.
- VI. All prices shall be quoted in Indian Rupees (INR)

5.5 Language of the proposal

The Proposals prepared by the bidder as well as all correspondence and documents relating to the proposal exchanged by the Bidder shall be written in English.

5.6 Period of validity of proposals

Proposals shall remain valid for 120 days after the date of Proposal submission prescribed by the FICSI, pursuant to the deadline clause. A Proposal valid for a shorter period may be rejected by the FICSI on the grounds that it is non-responsive. In exceptional circumstances, FICSI may solicit the Bidder's consent to an extension of the period of validity. The request and the responses thereto shall be made in writing. A Bidder granting the request will not be required nor permitted to modify its Proposal.

5.7 Format, signing and submission of proposals

The Bidder shall prepare the proposal as defined under various clauses of the RFP. Each page of proposal must be initialed by the person authorized to sign the document and the proposal must be submitted strictly as per the timeline defined.

5.8 Sealing and marking of proposals

The bidder shall seal the proposal in one outer and two inner envelopes clearly marking "RFP for Conduction of Research on Demand Aggregation of Manpower in Mega Food Parks"-Ref# FICSI/NOS/RFP/05/2018" on top of each envelope.

- I. The Technical proposal and Financial Bid should be in separate sealed inner envelopes as per the requirement, clearly marked Technical proposal or Financial Bid – as the case maybe.
- II. The outer envelope shall be addressed to –
CEO
Food Industry Capacity & Skill Initiative
601, 6TH Floor, Mercantile House
Kasturba Gandhi Marg, Connaught Place
New Delhi – 110001
- III. The outer envelope shall indicate the name and address of the bidder at the back of the proposal to enable the proposal to be returned unopened, in case it is declared "late."
- IV. Both inner envelopes should clearly indicate the name and address of the Bidder on the bottom left side.

6. PAYMENT TERMS AND CONDITIONS

- I. The contract(s) signed with the successful consultant(s) will be a fixed price contract. Any expenses by consultants must be included within this contract limit and not separated out for budgeting or invoicing.
- II. In consideration of the contractor satisfactorily completing all of its obligations under this contract, the contractor shall be paid a firm price based on deliverables. No increase in the total price would be considered unless it is resulting from any design changes, modifications or interpretations of the specifications at the behest of written request by Authorised Person of FICSI.
- III. Payments shall be made within 45 working days by FICSI after submission of invoice, as per payment terms. FICSI representative or its nominated committee shall certify corresponding milestones agreed and achieved.
- IV. Payments shall be made in Indian Rupees/ INR.
- V. Amount payable to the Service Provider as stated in the Contract shall remain non-negotiable and fixed.

It is proposed to enter into a deliverables based payment with the Bidding Agency selected to conduct this exercise details of which are as under:

S. No	Payment terms	% of Total Amount
1	Signing of the contract between FICSI & Proposer	10% (Equivalent amount of Performance bank guarantee will be Provided by firm)
2	Submission of Project Report & PPT	90% (Payment will be made within 45 days of complete Submission of project reports)

7. RIGHTS OF FICSI AND RESPONSIBILITIES OF THE CONSULTANT

7.1 Amendment or Supplement information to RFP

- I. At any time prior to the last date for receipt of bids, FICSI may, for any reason, whether at its own initiative or in response to a clarification requested by a prospective Bidder, modify the RFP Document by an amendment.
- II. If FICSI deems it appropriate to revise any part of this RFP or to issue additional data to clarify an interpretation of provisions of this RFP, it may issue supplements to this RFP. Any such corrigendum shall be deemed to be incorporated by this reference into this RFP.
- III. The amendment will be intimated to all proposers who confirm their intention to participate, by email.
- IV. In order to afford prospective Bidders reasonable time in which to take the amendment into

account in preparing their bids, FICSI may, at its discretion, extend the last date for the receipt of Bids.

- V. FICSI may, in exceptional circumstances and at its discretion, extend the deadline for submission of proposals by issuing a corrigendum through email to all confirmed proposers, in which case all rights and obligations of the project and the bidders previously subject to the original deadline will thereafter be subject to the deadline as extended.
- VI. The bidders are allowed to resubmit their bid- if required, after such amendments.

7.2 FICSI rights to terminate the process

- I. FICSI may terminate the RFP process at any time and without assigning any reason. FICSI makes no commitments, express or implied, that this process will result in a business transaction with anyone.
- II. This RFP does not constitute an offer by FICSI. The bidder's participation in this process may result in FICSI short listing the bidder and awarding the contract.

7.3 Short listing Criteria

- I. The Evaluation Committee of FICSI consisting of experts would evaluate and select the successful bidder.
- II. Any attempt by a Bidder to influence its bid evaluation process may result in the rejection of the Bidder's Bid.

7.4 Modification and withdrawal of Proposals

- I. The Bidder may withdraw its Proposal after the Proposal's submission, provided that written notice of the withdrawal is received by the FICSI prior to the deadline prescribed for submission of Proposals.
- II. The Bidder's withdrawal notice shall be prepared, sealed, marked, and dispatched in accordance with the provisions of clause Deadline for Submission of Proposals. The withdrawal notice may also be sent by mail but followed by a signed confirmation copy.
- III. No Proposal may be modified subsequent to the deadline for submission of proposals.
- IV. No Proposal may be withdrawn in the Interval between the deadline for submission of proposals and the expiration of the period of proposal validity specified by the Bidder on the Proposal Submission Form.

7.5 Responsibilities of the Consultant

- I. Carrying out activities as indicated in this document and submission of all project deliverables to FICSI, within the stipulated time frame;
- II. Adhere to the timelines mentioned/agreed as per the terms of this RFP;
- III. Ensure that the quality of deliverables meet the expectations of FICSI and are as per NSDC requirement;
- IV. For any workshop / group discussion / presentation to be made during the project duration, the consultant will conduct the workshop, prepare presentations and resource material (to be approved by FICSI) and document the proceedings of the workshop. Consultant will be expected to submit the presentation before the workshop /group discussion /presentation.
- V. The consultant will share with FICSI all intermediate documents, drafts, reports, surveys and

any other item related to this assignment. No work products, methodology or any other methods used by the consultant should be deemed as proprietary and non-shareable with FICSI by the consultant.

- VI. Bidder will work in close coordination with the FICSI team for this project.
- VII. The selected bidder will be fully and completely responsible to the FICSI for all the deliverables
- VIII. The Consultant would be responsible to provide FICSI, a professional, objective and impartial advice and at all times hold the FICSI's interests paramount, strictly avoid conflicts with other assignments/jobs or their own corporate interests and act without any consideration for future work.

8. AWARD OF CONTRACT AND SETTLEMENT OF DISPUTES

- I. In case of tie between the two or more organizations, decision of FICSI should be considered final and acceptable to the bidders.
- II. FICSI reserves the right to accept or reject any Proposal, and to annul the solicitation process and reject all proposals at any time prior to award of contract, without thereby incurring any liability to the affected Bidder or any obligation to inform the affected Bidder(s) of the grounds for the FICSI's action prior to expiration of the period of proposal validity
- III. FICSI will award the contract to the qualified Bidder whose Proposal after being evaluated is considered to be the most responsive to the needs of the organization and activity concerned. FICSI reserves the right at the time of award of contract to vary the quantity of services and goods specified in the RFP without any change in price or other terms and conditions.
- IV. The FICSI reserves the right to:
 - Reject any or all proposals received
 - Enter into negotiations with one or more applicant on any aspects of the proposal
 - Accept any proposal in whole or in part
 - Award or negotiate one or more consultancy agreements
 - Verify any or all information provided in the proposal
- V. The selected bidder would be notified in writing by FICSI. As noted earlier in this document, this date is subject to change at the sole discretion of the FICSI. The signing of the agreement between FICSI and the bidder is subject to the approval of the FICSI Funding Partners.
- VI. The contract to be entered into between the selected bidder and FICSI will be finalized and would contain FICSI standard terms and conditions. If, in the opinion of the FICSI, it appears that a contract will not be finalized with the selected vendor, negotiations with other vendors submitting responsive proposals may be undertaken.
- VII. FICSI may assign an employee to interface with the project management team to monitor and seek information to document details of
 - a. Project Management
 - b. Fund Utilization
 - c. Process of new learning resource development
 - d. Recording and Maintenance of Evidences
 - e. Ad-hoc querying

9. BID EVALUATION PROCESS

FICSI has constituted an expert Committee to open and evaluate the responses of the bidders to the RFP. Select bidders would be required to make a presentation to the FICSI NOS Committee.

9.1. Presentation by bidders and opening of bid

Each bidder could be required to make a presentation to the Proposal Evaluation Committee (as per the Evaluation criteria)

9.2. Evaluation process

The Proposal Evaluation Committee constituted by FICSI shall evaluate the responses to the RFP and all supporting documents / documentary evidence. Inability to submit requisite supporting documents /documentary evidence shall be rejected.

1. The decision of the Proposal Evaluation Committee in the evaluation of responses to the Expression of Interest shall be final. No correspondence will be entertained outside the process of negotiation/ discussion with the Committee.
2. Each of the bidders need to comply with the short listing / pre-qualification criteria as defined in the RFP to qualify for subsequent submission of proposal to the RFP for selection of the Bidding Agency.
3. Each of the responses shall be evaluated to validate compliance of the bidders according to the following criteria as per format and supporting documents mentioned against each clause.

9.3. Clarification of proposals

1. To assist in the examination, evaluation and comparison of Proposals, FICSI may at its discretion, ask the Bidder for clarification of its Proposal.
2. FICSI will examine the Proposals to determine whether they are complete, whether any computational errors have been made, whether the documents have been properly signed, and whether the Proposals are generally in order.
3. Arithmetical errors will be rectified on the following basis: If there is a discrepancy between the unit price and the total price that is obtained by multiplying the unit price and quantity, the unit price shall prevail and the total price shall be corrected. If the Bidder does not accept the correction of errors, its Proposal will be rejected.
4. Prior to the detailed evaluation, FICSI will determine the substantial responsiveness of each Proposal to the Request for Proposals (RFP). For purposes of these Clauses, a substantially responsive Proposal is one which conforms to all the terms and conditions of the RFP without material deviations. FICSI's determination of a Proposal's responsiveness is based on the contents of the Proposal itself without recourse to extrinsic evidence.
5. A Proposal determined as not substantially responsive will be rejected by FICSI and may not subsequently be made responsive by the Bidder by correction of the non-conformity.

10. Evaluation and comparison of proposals

10.1 Evaluation of bid

A two-stage procedure will be utilized in evaluating the bids, with evaluation of the Technical proposal being completed prior to any commercial bid being opened and compared. The commercial bid of the Proposers will be opened only for submissions that passed the minimum technical score of 80% of the obtainable score of 100 points in the evaluation of the technical proposal. The Technical proposal will be evaluated on the basis of its meeting the Evaluation parameters in the Table given below in "Evaluation Criteria for Technical Proposal"

In the Second Stage, the commercial bid of all contractors, who have attained 80 % of the Technical Proposal evaluation criteria will be opened and compared.

The contract will be awarded to the Proposer who scores highest marks aggregated for technical and financial bid (80% weightage to Technical proposal and 20% to financial bid).

The commercial bids will be opened and evaluated of only those bidders/consortia/consulting firms which fulfill the following conditions:

- Prior Experience with regard to Demand Aggregation of manpower for Sector Skills Council or any Govt. Department/Ministry in India or Abroad, & secure at least minimum technical score of 80% of the obtainable score of 100 points.
- **Financial Bid:** The Bidder shall indicate the prices of services it proposes to supply under the contract. All costs shall be inclusive of all taxes, duties, charges and levies of State or Central Governments, as applicable, at the date of signing the Agreement and subject to deduction of all statutory deductions applicable, if any. In case of upward revision to duties and taxes the Bidder will be responsible to incur the additional cost. The Bidder has to include all costs like Travel, Lodging and Boarding, Local Travel expenses etc. incurred during the implementation and FICSI will not bear any additional costs on these.

Clarification: The financial bids should cover all the deliverables as given in the scope of work (Refer Form III, Annexure- C).

Combined Techno-commercial evaluation: In respect of all the qualified Bidders, in whose case, the commercial Bid has been opened a combined techno-commercial evaluation will be done by the FICSI as per the following procedure:

A combined "Score (S)" will be arrived at after considering the nominal commercial quote and the marks obtained in technical evaluation with relative weights of 20% for commercials and 80% for technical. The combined evaluation shall be made by applying weightage of 80 and 20 for the technical and commercial scores.

$$\left(\text{Combined score of 'A'} = 80 * \left[\frac{\text{Tech Score of A}}{\text{Highest Tech Score}} \right] + 20 * \left[\frac{\text{Lowest Financial Bid}}{\text{Financial Bid of 'A'}} \right] \right)$$

On the basis of the above combined weighted score, the bidders shall be ranked in terms of the total combined score obtained. The Bidder with the highest combined score (H-1) will be declared successful and shall be recommended for award of the contract. After the identification of the successful Bidder, FICSI will follow the internal procedure for necessary approvals and there after proceed with notification of award of contract.

Technical Bid

Bidders/Consortia/Consulting Firms must

- a. Have Prior Experience with regard to Preparation of NOS, Curriculum, and Syllabus, Courses for Sector Skills Council/Govt. Department/Ministry either in India or Abroad.
- b. Secure minimum technical score of 80% of the obtainable score of 100 points

10.2 Evaluation criteria and points

S. No.	Evaluation Criteria/Definition	Point Score	
1	Profile of the Firm/lead Bidder/Consultants Executing the Project	30	
	a. Members executing the project having experience in the above mentioned qualification criteria		15
	b. Members having got experience and activities in food processing sector or allied sectors and related activities		15
2	Understanding of quality in relation to conducting consulting for demand gap analysis and previous experience of or any other SSC	10	
3	Experience of the bidder in similar projects in India. (Any project in addition to experience of understand the depth and knowledge base available with the Bidder in relevant sector, necessary for successful execution of the project. Every relevant project to get 5 marks, Maximum 3 Citations with proof of the letter of appointment by the clients)	10	
4	Overall Understanding of the Project (Overall Understanding of the project and deliverables to meet the project objectives.	25	
5	Approach & Methodology of Execution and Timelines	25	
	a. Description of the methodology to be adopted to execute the project. This includes approach, processes, research, access to data primary and secondary, key activities, work plan with timelines, reporting and control mechanism to be used to efficiently manage the project.		15
	b. Capacity to achieve milestones and complete the project timelines as defined in the RFP		10
	Total	100	

AWARD OF CONTRACT

11.1. Criteria for award of contract

FICSI reserves the right to accept or reject any proposal, and to annul the solicitation process and reject all proposals at any time prior to award of contract, without thereby incurring any liability to the affected bidder or any obligation to inform the affected bidder(s) of the grounds for FICSI's action prior to expiration of the period of proposal validity, FICSI will award the contract to the qualified bidder whose proposal after being evaluated is considered to be the most responsive to the needs of the organization and activity concerned.

11.2. FICSI rights to vary requirements at the time of awarding contract

FICSI reserves the right at the time of award of contract to vary the quantity of services and goods specified in the RFP without any change in price or other terms and conditions.

11.3. Service level agreements

The contract would clearly mention the 'SLA' for all milestones with defined tasks and timelines.

11.3.1 Service level default

The Bidders performance to Service Levels will be assessed as per agreed Service Level Agreements (SLAs). Default will occur if Bidder fails to meet the target service levels, as measured on a monthly basis, for a particular service level.

11.3.2 Penalty Computation

All delays, failures to adhere to the SLAs will attract a financial penalty. This will be mutually decided by the selected bidder and FICSI while signing the contract

11.3.3 Signing of the Contract

Within 3 days of receipt of the contract the successful Bidder shall sign and date the contract and return it to the purchaser. A Letter needs to be provided authorizing the person signing the offer on behalf of the company on the company letterhead.

FICSI reserves the right to:

- Reject any or all proposals received
- Enter into negotiations with one or more applicant on any aspects of the proposal
- Accept any proposal in whole or in part
- Award or negotiate one or more consultancy agreements
- Verify any or all information provided in the proposal

The selected vendor will be notified in writing by FICSI. As noted earlier in this document, this date is subject to change at the sole discretion of the FICSI.

11.4 Contract Finalization

The contract to be entered into between the selected vendor and FICSI will be finalized with the vendor by FICSI and will contain FICSI standard terms and conditions. If, in the opinion of FICSI, it appears that a contract will not be finalized with the selected vendor within three (3) days, negotiations with other vendors submitting responsive proposals may be undertaken.

11. FORCE MAJEURE

1. Force majeure, as used in this Article, means acts of Nature, war (whether declared or not), invasion, revolution, insurrection, or other acts of a similar nature or force which are beyond the control of the Parties.
2. In the event of and as soon as possible after the occurrence of any cause constituting force majeure, the Contractor shall give notice and full particulars in writing to FICSI, of such occurrence or change if the Contractor is thereby rendered unable, wholly or in part, to perform its obligations and meet its responsibilities under this Contract. The Contractor shall also notify FICSI of any other changes in conditions or the occurrence of any event which interferes or threatens to interfere with its performance of this Contract. The notice shall include steps proposed by the Contractor to be taken including any reasonable alternative means for performance that is not prevented by force majeure. On receipt of the notice required under this Article, FICSI shall take such action as, in its sole discretion; it considers to be appropriate or necessary in the circumstances, including the granting to the Contractor of a reasonable extension of time in which to perform its obligations under this Contract.
3. If the Contractor is rendered permanently unable, wholly, or in part, by reason of force majeure to perform its obligations and meet its responsibilities under this Contract, FICSI shall have the right to suspend or terminate this Contract as mentioned below.

12.1. Termination

FICSI may terminate this Contract for cause, in whole or in part, upon 15 days' notice, in writing. The initiation of arbitral proceedings in accordance with para given below on "Settlement of Disputes" below shall be deemed a termination of this contract.

1. FICSI reserves the right to terminate without cause this contract at any time upon 15 days prior written notice to the contractor, in which case FICSI shall reimburse the contractor for all reasonable costs incurred by the contractor prior to receipt of the notice of termination. In such a case, the contractor will have to pay the entire amount dispersed by FICSI within 15 days of receiving the notice.
2. Should the contractor be adjudged bankrupt, or be liquidated or become insolvent, or should the contractor make an assignment for the benefit of its creditors, or should a receiver be appointed on account of the insolvency of the Contractor, FICSI may, without prejudice to any other right or remedy it may have, terminate this contract forthwith. The contractor shall immediately inform FICSI of the occurrence of any of the above events.

12.2. Settlement of Disputes

12.2.1 Amicable Settlement

The parties shall use their best efforts to settle amicably any dispute, controversy or claim arising out of, or relating to this contract or the breach, termination or invalidity thereof. Where the parties wish to seek such an amicable settlement through conciliation, the conciliation shall take place in accordance with the FICSI's conciliation rules then obtaining, or according to such other procedure as may be agreed between the parties within the jurisdiction of Delhi.

12.2.2 Arbitration

Unless, any such dispute, controversy or claim between the parties arising out of or relating to this Contract or the breach, termination or invalidity thereof is settled amicably under the preceding paragraph of this article within sixty (60) days after receipt by one party of the other party's request for such amicable settlement, such dispute, controversy or claim shall be referred by either party to arbitration in accordance with the FICSI's Arbitration Rules then obtaining, including its provisions on applicable law. The arbitral tribunal shall have no authority to award punitive damages. The parties shall be bound by any arbitration award rendered as a result of such arbitration as the final adjudication of any such controversy, claim or dispute.

12.3. Observance of Law

The contractor shall comply with all laws, ordinances, rules and regulations bearing upon the performance of its obligations under the terms of this contract.

12.4. Authority to Modify

No modification or change in this contract, no waiver of any of its provisions or any additional contractual relationship of any kind with the contractor shall be valid and enforceable against FICSI unless provided by an amendment to this contract signed by the authorized official of FICSI.

12.5. Reporting

The consultants shall operate from own offices and based at the focus district for the purposes of the related field works this task. However, he/she will attend briefing meetings at FICSI.

12. ANNEXURES

ANNEXURE I

List of Mega Food Parks where Study will be conducted

SI No	Name of Mega Food Parks
1	Srini Food Park Pvt Ltd,Chittoor
2	North East Mega Food Park, Nalbari
3	Jharkhand Mega Food park Pvt Ltd, Ranchi
4	Integrated Food Park Pvt Ltd, Tumkur
5	Indus Mega Food Park Pvt. Ltd, Khargaon
6	Satara Mega Food Park Pvt Ltd, Satara
7	MITS Mega Food Park Ltd , Rayagada
8	International Mega Food Park Ltd, Fazilka
9	Greentech Mega Food Park Pvt Ltd, Ajmer
10	Patanjali Food & Herbal Park Pvt Ltd, Haridwar
11	Himalayan Food Park Pvt Ltd, Udham Singh Nagar
12	Jangipur Mega Food Park Ltd, Murshidabad
13	Paithan Mega Food Park Ltd, Aurangabad
14	Zoram Mega Food Park Pvt Ltd, Alzwal
15	Sikaria Mega Food Park Pvt Ltd, West Tripura

Annexure II

NSQF Aligned Job Roles				
S No	QP Name	QP Code	NSQF Level	Recommended Notional Hours
Sub Sector: Bread and Bakery				
1	Plant Baker	FIC/Q5001	5	240 Hours
2	Craft Baker	FIC/Q5002	4	240 Hours
3	Plant Biscuit Production Specialist	FIC/Q5003	4	240 Hours
4	Mixing Technician	FIC/Q5004	4	240 Hours
5	Baking Technician/Operative	FIC/Q5005	4	240 Hours
Sub Sector: Dairy Products				
6	Dairy Products Processor	FIC/Q2001	5	240 Hours
7	Dairy Processing Equipment Operator	FIC/Q2002	4	240 Hours
8	Butter and Ghee Processing Operator	FIC/Q2003	4	240 Hours
9	Ice Cream Processing Technician	FIC/Q2004	4	240 Hours
10	Cottage Cheese Maker	FIC/Q2005	4	240 Hours
11	Milk Powder Manufacturing Technician	FIC/Q2006	4	240 Hours
12	Supervisor- Dairy Products Processing	FIC/Q2007	5	240 Hours
Sub Sector: Fruits and Vegetables				
13	Squash and Juice Processing Technician	FIC/Q0101	4	240 Hours
14	Pickle Making Technician	FIC/Q0102	4	240 Hours
15	Jam, Jelly and Ketchup Processing Technician	FIC/Q0103	4	240 Hours
16	Fruit Ripening Technician	FIC/Q0104	4	240 Hours
17	Fruits and Vegetables Drying/Dehydration Technician	FIC/Q0105	4	240 Hours
18	Fruit Pulp Processing Technician	FIC/Q0106	4	240 Hours
19	Fruits and Vegetables Canning Technician	FIC/Q0107	4	240 Hours
20	Fruits and Vegetables Selection In-Charge	FIC/Q0108	3	240 Hours
Sub Sector: Food Grain Milling				
21	Chief Miller	FIC/Q1001	6	240 Hours
22	Milling Technician	FIC/Q1002	5	240 Hours
23	Grain Mill Operator	FIC/Q1003	4	240 Hours

24	Pulse Processing Technician	FIC/Q1004	4	240 Hours
Sub Sector: Meat and Poultry				
25	Offal Collector and Utilizer	FIC/Q3005	4	240 Hours
26	Supervisor-Meat and Poultry	FIC/Q3007	5	240 Hours
Sub Sector: Fish and Sea Food				
27	Fish and Sea Food Processing Technician	FIC/Q4001	4	240 Hours
Sub Sector: Soya Food				
28	Soya Beverage Making Technician	FIC/Q8003	4	240 Hours
Sub Sector: Multi Sectorial				
29	Food Products Packaging Technician	FIC/Q7001	5	240 Hours
30	Packing Machine Worker-Food Processing	FIC/Q7002	3	240 Hours
31	Modified Atmosphere Storage Technician	FIC/Q7003	4	240 Hours
32	Cold Storage Technician	FIC/Q7004	4	240 Hours
33	Purchase Assistant – Food and Agricultural Commodities	FIC/Q7005	4	240 Hours
34	Assistant Lab Technician - Food and Agricultural Commodities	FIC/Q7601	4	240 Hours
35	Quality Assurance Manager	FIC/Q7602	6	240 Hours
36	Food Microbiologist	FIC/Q7603	6	240 Hours
37	Processed Food Entrepreneur	FIC/Q9001	5	240 Hours
38	Food Regulatory Affairs Manager	FIC/Q9002	6	240 Hours
39	Production Manager	FIC/Q9003	7	240 Hours
40	Plant Manager	FIC/Q9004	9	240 Hours
41	Industrial Production Worker-Food Processing	FIC/Q9005	3	240 Hours
Sub Sector: Packaged Food				
42	Traditional Snack and Savoury Maker	FIC/Q8501	4	240 Hours
43	Spice Processing Technician	FIC/Q8502	4	240 Hours
44	Convenience Food Maker	FIC/Q8503	4	240 Hours
Sub Sector: Miscellaneous				
45	Multiskill Technician	FIC/Q9007	4	600 Hours

FORM - I

PROPOSER'S UNDERTAKING LETTER (To be on Proposer's letterhead)

To
CEO
Food Industry Capacity & Skill Initiative
601, 6TH Floor, Mercantile House
Kasturba Gandhi Marg, Connaught Place
New Delhi – 110001

Dear Sir,

**Sub: “RFP for Conduction of Research on Demand Aggregation of Manpower in Mega Food Parks
” - Reference # FICSI/NOS/RFP/05/2018**

We, the undersigned, as Proposer, having examined the complete RFP document (along with its annexure, forms etc.), do hereby offer **Conduction of Research on Demand Aggregation of Manpower in Mega Food Parks** in full conformity of your requirements as elaborated in above said RFP for the amounts mentioned by us in the Financial bid or such other sums as may be agreed between us.

We hereby agree to all the terms and conditions stipulated in the RFP and submit herewith our proposal for the said Project. The proposal submitted by us will be valid for 120 days from the last date for submission of proposals at FICSI.

Yours faithfully,

(Authorised Signatory)

In the capacity of _____

Duly authorized to sign the proposal for and on behalf of Principal Proposer.

FORM –II
Letter for Submission of Technical Bid (To be on Proposer’s letterhead)

To:
CEO
Food Industry Capacity & Skill Initiative
601, 6TH Floor, Mercantile House
Kasturba Gandhi Marg, Connaught Place
New Delhi – 110001

Dear Sir,

Sub: **“Conduction of Research on Demand Aggregation of Manpower in Mega Food Parks” - Reference # FICSI/NOS/RFP/05/2018**

With reference to the above RFP, having examined and understood the instructions, terms and conditions forming part of the RFP, we hereby enclose our offer. We also hereunder submit the required information:

- Bidders Profile including date of establishment
- Turnover and Audited account statement of last three years
- Undertaking to the said effect as per the attached format.
- Profile of the Project Team
- Descriptive note, detailed approach paper and methodology of the project

We certify that all statements stated in the proposal and with regard to the education and the experience of individuals proposed for completing the subject work are accurate and factual, and we are aware that the FICSI reserves the right to verify any information provided in this regard and that untrue statements may result in the proposal being declared non-responsive or in other action which the FICSI may consider appropriate.

We understand that FICSI is not bound to accept the offer and that FICSI has the right to reject the offer without assigning any reasons whatsoever.

Yours faithfully,

Authorised Signatory of Proposer
(Name & Designation, seal of the firm)

FORM –III
Letter for Submission of Financial Bid (To be on Proposer’s letterhead)

To:
CEO
Food Industry Capacity & Skill Initiative
601, 6TH Floor, Mercantile House
Kasturba Gandhi Marg, Connaught Place
New Delhi – 110001

Dear Sir,

Sub: “Conduction of Research on Demand Aggregation of Manpower in Mega Food Parks” - Reference # FICSI/NOS/RFP/05/2018

Having examined the proposal Documents, the receipt of which is hereby duly acknowledged, we, the undersigned, offer to take up the job, as mentioned in the **Conduction of Research on Demand Aggregation of Manpower in Mega Food Parks** inconformity with the said proposal documents for the following amounts: (Please provide Component wise cost breakup)

We undertake, if our proposal is accepted, to deliver in accordance with the delivery schedule specified in the RFP. Until a formal contract is prepared and executed, this proposal, together with your written acceptance thereof and your notification of award, shall constitute a binding Contract between us.

We understand that you are not bound to accept the lowest or any proposal you may receive.

Dated: this..... Day of.....2018

(Signature)

(Name) (in the capacity of)

Duly authorized to sign proposal for and on behalf of the Proposer.

Schedule of prices (Financial Bid)

(Format at discretion of Proposer)

Form-IV: Resource Profiles

Using the format provided below, please provide summary information on the team you propose for the project.

Part 1: Resource Summary

S. No	Proposed Role	Number of Resources	Area of Expertise	Key Responsibilities	Experience of working Food Processing or Occupational Standards
1					
2					
3					
4					
5					

(Please add more rows, if required)

Part 2: Format for the Curriculum Vitae

(The CV should not exceed 3 pages)

S. No	Item	Description
1	Name	
2	Designation	
3	Role proposed for	
4	Current responsibilities in the responding firm	
5	Total years of relevant experience	
6	Years of experience with the responding firm	

7	<p>Educational qualifications:</p> <ul style="list-style-type: none"> • Degree • Academic institution graduated from • Year of graduation • Specialization (if any) <p>Professional certifications (if any)</p>	
8	<p>Professional Experience details (project-wise):</p> <ul style="list-style-type: none"> • Project name • Location of the project • Client • Duration of the project • Role • Responsibilities and activities • Key project features in brief 	
9	<p>Summary of the individual's experience which has direct relevance to the project</p>	

Form V: Relevant Project Experience

Part 1: Project Experience Summary of the Bidder

S No	Name of the Project/Engagement	Client Name	Duration(Period)	Value
1				
2				
3				

(Please add more row if required)

Part 2: Project Profile Template

For each of the projects cited above, provide a brief project profile using the format given below. The profile for each project must be provided in less than 1 page.

S. No	Item	Details
1	Project title	
2	Name of the Client	
3	Name of the contact person from the client organization who can act as a reference with contact details <ul style="list-style-type: none"> • Name • Designation • Address • Phone Number • Mobile Number • Email ID 	
4	Duration (Start Date and End Date)	
5	Current Status	
6	Number of personnel deployed (Peak team size)	
7	Value of the engagement	
8	Narrative description of project: (Highlight the components / services involved in the project that are of similar nature to the project for which this RFP is floated.	
9	Description of the key areas where significant contributions are made for the success of the project.	

DISCLAIMER:

The information provided herein belongs solely to (Food Industry Capacity & Skill Initiative). National Skill Development Corporation (NSDC) is no way related to this RFP and/or corrigendum (if any) and has agreed to make this available on its website only for easy retrieval by the stakeholders as a goodwill gesture, on the insistence of the (Food Industry Capacity & Skill Initiative). NSDC in no manner is responsible for any errors or omissions, or for the results obtained from the use of this information. All information in this RFP and/or corrigendum (if any) is provided "as is", with no guarantee of completeness, accuracy, timeliness or of the results obtained from the use of this information, and without warranty of any kind, express or implied, including, but not limited to warranties of performance, merchantability and fitness for a particular purpose. In no event will NSDC or its directors, employees or agents, be liable for any decision made or action taken in reliance on the information in this RFP and/or corrigendum (if any) or for any consequential, special or similar damages.