

**Request for Proposal (RFP)
Final Evaluation : Promoting and Advancing International Labor Rights in Pakistan**

GRC/RFP/P26-038

<https://globalrightscpliance.org/>

Stichting "Global Rights Compliance Foundation", Prinses Margrietplantsoen 33, 2595 AM Gravenhage Nederland
Kvk number 70 048436, RSIN number 85811884.

Procuring Entity	Global Rights Compliance Foundation (https://globalrightscpliance.org/)
Type of the Contract	RFP for Final Evaluation: Promoting and Advancing International Labor Rights in Pakistan
Language (s) required	English (mandatory), Urdu (strongly preferred)
Duration	August-October 2026
RFP/RFQ Issue Date	26 June 2026
RFP/RFQ Closing Date & Time	10 July 2026, 18:00 CET

The successful bidder will be formally notified by GRC via e-mail..

Enclosed is a Request for Proposal (RFP) for Promoting and Advancing International Labor Rights in Pakistan. Global Rights Compliance Foundation, acting as the Procuring Entity, invites qualified Evaluator(s) - whether legally registered firms or individual consultants - to submit their best-value proposal for the specified services

The award of any subcontract is contingent upon the availability of donor funds, successful negotiation of the budget and contractual terms, and donor/client approval where required.

Offerors are advised that, following the submission of proposals, payment schedules and implementation timelines may be subject to revision prior to the signing of the final contractual agreement with the selected Service Provider(s).

Background

Global Rights Compliance is an international human rights legal practice based in the UK and the Netherlands, specialising in international human rights, criminal, and humanitarian law. We have a dedicated Business and Human Rights Unit focused on providing advice to businesses, public sector institutions, civil society organisations, and investors on both the legal and practical aspects of human rights due diligence, responsible business conduct, as well as heightened human rights due diligence in conflict-affected and high-risk areas.

The project "Promoting and Advancing International Labor Rights in Pakistan" aims to advance labor rights in Pakistan's garment and textile sector through community-based legal aid, paralegal support, worker organization, evidence collection through the MyVox monitoring system, and advocacy with national and international stakeholders.

Implemented by GRC, in partnership with Pakistani labor and worker organizations (Pakistan Institute of Labour Education and Research, Labour Education Foundation, National Trade Union Federation, Home

Based Women Workers Federation) and Labour Behind the Label (LBL), the intervention focuses particularly on:

- Strengthening access to remedy for garment workers;
- Increasing worker awareness on labor rights and organizing;
- Supporting women and informal/home-based workers;
- Enhancing data-driven advocacy through community-based monitoring;
- Strengthening engagement with local labor authorities and international brands.

The mid-term evaluation of the project, conducted internally in 2024, identified important early outcomes, including:

- Increased trust among workers toward local legal aid mechanisms;
- Expansion of women workers' cafes and legal aid centers;
- Strong uptake of paralegal-led support systems;
- Increased evidence-based advocacy capacity through MyVox;
- Improved relationships between local partners and Labor Departments;
- Emerging collective worker organizing and confidence-building outcomes.

Based on the project's objectives and building on the findings and recommendations emerging from the mid-term evaluation of the project "Promoting and Advancing International Labor Rights in Pakistan," the following Scope of Work (SoW) is proposed for the final evaluation of the program.

The final evaluation will be conducted through external consultant(s). It should assess the project's overall achievements, effectiveness, sustainability, contribution to systemic change, and lessons learned across the full implementation period (October 2022 - September 2026), with particular attention to the extension phase and the evolution of the project's strategies following the mid-term evaluation recommendations. The final evaluation should build upon these findings and assess the extent to which these early outcomes are translated into sustainable and systemic change by the conclusion of the project.

Purpose and Objective of the Service

The selected Evaluator (s) is expected to:

- Assess the overall performance and achievements of the project;
- Evaluate the effectiveness, relevance, coherence, sustainability, and potential long-term impact of the intervention;
- Examine how the project adapted and evolved during the extension phase;
- Assess the contribution of the project to strengthening access to labor rights mechanisms and worker empowerment in Pakistan's garment sector;
- Capture lessons learned, good practices, and recommendations to inform future programming and potential scaling of successful approaches.

Specific objectives include:

- Assess achievement of intended outcomes and objectives by evaluating progress against the project's Theory of Change, logframe indicators, and intended outcomes.
- Assess the effectiveness of implementation strategies, in particular legal aid centers and women workers' cafes; paralegal and field mobilizer systems; worker awareness and organizing strategies; data collection and monitoring systems (MyVox); advocacy and engagement strategies with local authorities and international brands.
- Assess sustainability and scalability, with a focus on local capacities and outreach; worker organization and networks; community-based remediation mechanisms; monitoring systems and data

infrastructure; partnerships and advocacy mechanisms. The evaluation should also assess the scalability and replication potential of the intervention model.

- Assess responsiveness to different communities of workers, with particular focus on the extent to which the project successfully included measures to increase access and engagement of women workers, home-based and informal workers, in consideration of local context and social and cultural constraints.
- Identify lessons learned and actionable recommendations for future labor, business and human rights programming, including possible continuation, replication, or scaling of the approach

Scope of Evaluation

The scope of the evaluation defines the period, geographic coverage, stakeholders, and intended users of the findings. It ensures clarity on the boundaries of the assignment and the constituencies to be engaged:

- Timeframe: October 2022 - September 2026
- Geographic scope: Pakistan (Karachi, Lahore, Faisalabad)
- Stakeholders: The evaluation should engage project staff and consortium partners; paralegals and field mobilizers; workers benefiting from legal aid and workers' cafes, including women and home-based workers; Pakistani Labor Department representatives and international advocacy stakeholders and brands where feasible.
- Users: GRC and project partners; DRL.

Suggested Methodology

Offerors are expected to propose a rigorous mixed-methods approach. The following methodology is suggested to ensure participatory, worker-centered evaluation:

- Desk review of project documentation;
- Review of monitoring and MyVox data;
- Key Informant Interviews (KIIs);
- Focus Group Discussions (FGDs);
- Worker testimonies and case studies;
- Surveys (where relevant/feasible);
- Observation visits to legal aid centers and women workers' cafes.

Additionally, the methodology should ensure:

- Trauma-informed and do no harm approach approaches;
- Ethical and confidential handling of worker testimonies;
- Inclusion of Urdu-language tools and facilitation;
- Triangulation of qualitative and quantitative findings.

Case studies should be used to showcase the changes observed, with a clear analysis of the significance of changes within the scope of the project, the project's contribution to these changes, and their sustainability and scalability.

The evaluation should include a clear limitations section and discussion of security and ethical considerations.

Deliverables

The following deliverables are required under this assignment. Offerors must confirm their capacity to produce all deliverables within the timelines set out below. Each deliverable must meet professional standards and be subject to GRC's review and validation:

- Inception report, including evaluation matrix and data collection tools
- Debrief/initial findings presentation with GRC for factual accuracy, filling information gaps and quality assurance
- Validation workshop with GRC and project partners
- Draft final evaluation report to be reviewed by GRC and DRL (two rounds of reviews are expected)
- Final evaluation report
- Presentation of findings to stakeholders (to confirm with donor).

The final report should include:

- Findings by evaluation criteria;
- Analysis of outcomes and contribution;
- Lessons learned and actionable recommendations;
- Case studies.

Suggested timeline

The following indicative timeline governs the assignment. Offerors must confirm their ability to comply with these timelines in their Technical Proposal.

The evaluation should be designed to ensure that all fieldwork and data collection activities are completed by 20 September 2026, while allowing additional time for robust analysis, drafting, and validation.

Phase	Timeline
Procurement and evaluator(s) selection	July 2026
Inception phase and tools development	August-September 2026
Fieldwork and data collection	September 2026
Data analysis and review process	September– October 2026
Debrief and validation	October 2026
Review of deliverables and feedback integration (two rounds of review)	
Final report submission	

Evaluator(s) Profile

Offerors must demonstrate that the proposed Evaluator(s) meet the following minimum qualifications. Proposals that do not evidence compliance with the required qualifications will be considered non-responsive.

Given the sensitivity and complexity of the project context, preference should be given to evaluators or evaluation teams with strong local expertise and contextual understanding. The submission of 2-3 recent evaluation reports (or executive summaries) on similar topics, preferably on garment/textile sector, will be required as part of the application.

Eligibility is open to both firms and individual consultants, provided they meet the minimum qualifications outlined herein.

Required qualifications:

- At least 7 years of experience in monitoring, evaluation, research, or assessment of international development, human rights, labor rights, or related programs;
- Proven experience leading at least three complex evaluations in labor rights, human rights, or development programming;
- Strong mixed-methods evaluation experience;
- Demonstrated understanding of Business and Human Rights (BHR) frameworks;
- Experience evaluating worker rights, supply chains, or garment sector interventions;
- Excellent analytical and report-writing skills in English;
- Experience conducting gender-sensitive evaluations.

Strong preference should be given to:

- Pakistan-based evaluators or researchers;
- Urdu-speaking evaluators/facilitators;
- Individuals with established understanding of labor dynamics in Pakistan;
- Experience working with garment workers, unions, or informal workers;
- Familiarity with security and ethical considerations in worker rights programming.

A mixed international-local evaluation team could also be considered, but local leadership and participation are strongly encouraged.

Proposal Submission

To be considered, Offerors must submit a complete proposal, as per the attachments below, by the closing date and time indicated in this solicitation. Proposals must be prepared in English (unless otherwise required), clearly written, easy to review, and strictly follow the instructions provided, containing only the requested information.

All requests for clarification must be submitted in writing and addressed via e-mail to the designated Procurement Contact: procurement@grcompliance.org , with a copy (cc) to zinebreffass@globalrightscompliance.co.uk no later than **7 days** from the issue date of this RFP. The solicitation number should be stated in the subject line.

Proposals (Technical Proposal and Financial Proposal) must be submitted in two separate parts. All submissions must be sent electronically, with the e-mail subject line clearly stating **GRC/RFP/P26-038 for Final Evaluation : Promoting and Advancing International Labor Rights in Pakistan**. Proposals should be addressed to the designated Procurement Contact at : procurement@grcompliance.org , with a copy (cc) to zinebreffass@globalrightscompliance.co.uk

Offerors are reminded to treat all information contained in this solicitation with strict professional confidentiality. The successful firm will be required to sign a Non-Disclosure Agreement (NDA) or Confidentiality Agreement prior to commencing the assignment.

Sincerely,
GRC Procurement Department

Attachments:

- Attachment I :Instructions to Offerors
- Attachment II :Evaluation Criteria
- Attachment III :Cover Letter

Attachment I
INSTRUCTIONS TO OFFERORS

A. General Instructions

These Instructions to Offerors do not form part of the offer or the contract; they are intended solely to guide Offerors in preparing their proposals. Please read and follow these instructions carefully.

1. **Language and Format:** Proposals and all related documents must be written in English unless otherwise explicitly requested by GRC. Proposals should be single-spaced, with clear section headings, and presented in the order specified in Attachment III – Evaluation Criteria.
2. **Original Work Requirement:** Proposals must reflect the Offeror’s own work. Any external sources must be properly cited. Plagiarized content will result in automatic disqualification.
3. **Currency and Pricing:** All cost and price figures must be presented in USD (gross of tax, net of customs duties). The resulting agreement will be issued as a firm fixed-price purchase order in USD.
4. **Validity Period:** The Offeror must state in their proposal the validity period of their offer. The minimum acceptance period is **90 days** after the closing date of the RFP. If an Offeror provides a shorter validity period, they will be asked to revise it. Failure to extend validity will result in rejection
5. **Separation of Technical and Financial Proposals:** The **Technical and Financial Proposals** must be submitted separately. Technical Proposals must not contain any cost or pricing information, ensuring that technical evaluation is based strictly on merit
6. **Legal Registration:** Offerors must be licensed entities, evidenced by submission of a valid **Business License** or official registration. The license must clearly show a license number, authentication stamp, and dates of issue and expiry. For individual offerors, the requirement for a business licence or official entity registration shall apply only where such registration exists or is legally required. Individual consultants who do not hold a business licence may submit alternative proof of identity and professional/tax registration, such as a valid CNIC/passport and NTN or other applicable tax documentation, or signed self-declaration confirming their status as an individual consultant
7. **Costs of Proposal Preparation:** No costs incurred in preparing and submitting proposals are reimbursable by GRC. All such costs remain the responsibility of the Offeror.
8. **Responsibility Determination** Awards shall only be made to “responsive” companies. To enable GRC to make this determination, Offerors must provide a **cover letter** as outlined in *Attachment IV*.
9. **Late Offers:** Offerors are wholly responsible for ensuring their proposals are received by the deadline. Late offers will be recommended for rejection, even if delays were beyond the Offeror’s control. Acceptance of late offers is at the sole discretion of the Procurement Department.
10. **Modification or Withdrawal of Offers:** Offerors may withdraw, modify, or correct their proposals after submission, provided the request is made before the RFP closing date.
11. **Disposition of Proposals:** Proposals submitted in response to this RFP will not be returned. Reasonable effort will be made to ensure confidentiality. If proprietary information is included, Offerors must clearly mark it as “**Confidential and Proprietary**” so it can be treated appropriately.
12. **Clarifications and Amendments:** Any questions regarding this solicitation must be submitted in **writing via e-mail** to, procurement@grcompliance.org , with a copy (cc) to zinebreffass@globalrightscompliance.co.uk. No questions/clarifications will be entertained if they are received by another means. The solicitation number should be stated in the subject. Responses will be shared with all participating Offerors to ensure fairness and transparency.
13. **Discussions and Award:** GRC anticipates that discussions with Offerors may be conducted; however, it reserves the right to make an award without discussions. Offerors are strongly advised to submit their best and final offer at the outset.

Failure to comply with these instructions will render the Offeror “unresponsive,” and the proposal may be rejected.

B. Submission of Proposal:

The Technical and Financial proposal must be submitted in **two separate sections**.

Proposals must be delivered electronically no later than the specified closing date and time to the designated e-mail address (s).

Proposals must be delivered electronically no later than the specified closing date and time to the designated e-mail address (s).

Offerors who fail to submit their Technical and Financial Proposals as separate documents will be automatically disqualified.

C. Content of Proposal:

The complete proposal shall consist of the following four sections:

- i. The Cover Letter (Attachment III)
- ii. Copy of the Offeror's Valid Business license (Firms) or Proof of professional registration (Individuals)
- iii. The Technical Proposal
- iv. The Financial Proposal

1) Cover Letter: should be on the Offeror's letterhead and **MUST** contain the information requested in Attachment III.

2) Business License: A valid copy of the Offeror's Business License or official registration must be submitted. The license must clearly show the license number, dates of issue and expiry. For individual offerors, the requirement for a business licence or official entity registration shall apply only where such registration exists or is legally required. Individual consultants who do not hold a business licence may submit alternative proof of identity and professional/tax registration, such as a valid CNIC/passport and NTN or other applicable tax documentation, or signed self-declaration confirming their status as an individual consultant.

3) Technical Proposal:

- a. Must clearly and precisely address both theoretical and practical aspects that the Offeror will employ to carry out the Work.
- b. Should demonstrate that the Offeror is technically capable of implementing the activity, showing a clear understanding of the requirements and the ability to address the specific criteria and elements described in the Evaluation Criteria (Attachment III)
- c. Must be divided into clearly separate sections, following the same order as the Evaluation Criteria in Attachment III. Proposals that are not organized in accordance with the Evaluation Criteria, and that make information difficult to locate, will be considered less responsive and will receive lower evaluation scores.
- d. **Proposals that fail to respond to the majority of the information requested in this RFP, as outlined in the Statement and Evaluation Criteria, will be automatically disqualified.**

4) Financial Proposal: must be in a separate section from the technical proposal and will primarily indicate the cost for performing the work specified in this **RFP**. The Financial proposal should include the following information:

- a. A detailed budget providing a breakdown of all costs.
- b. Detailed and comprehensive cost notes explaining each line item in the budget and justifying why these items are necessary for implementation of the activity.

Failure to comply with any of the above requirements will result in the Offeror being considered "unresponsive," and the proposal may be rejected.

If an Offeror provides insufficient information in either the Technical or Financial Proposal, GRC reserves the right to request additional information or to request a revised proposal from the Offeror.

**Attachment II
EVALUATION CRITERIA**

Basis of Award:

The award will be made to the Offeror (s) whose proposal represents the **Best Value for Money** to GRC: the optimal combination of technical merit and cost reasonableness. Proposals will be evaluated first on technical criteria, followed by a review of financial proposals.

EVALUATION CRITERIA

1. Technical Competence – Technical Proposal (70% of total score)

A. Technical Approach

Offerors must provide a clear, specific, and comprehensive Technical Proposal that demonstrates both the conceptual framework and practical methodology for achieving the objectives of the assignment. The proposal must address the following items:

Criteria	Requirement	Points Available
Willingness to Implement	<ul style="list-style-type: none"> Offerors must explicitly confirm their willingness to implement the Scope of Work as detailed in the solicitation. A positive statement is required. Failure to provide this statement will result in automatic disqualification. 	Pass/Fail
Evaluator Qualifications and Language Capacity	<ul style="list-style-type: none"> The lead evaluator must have a minimum of 7 years of professional experience in monitoring, evaluation, research, or assessment of international development, human rights, or labor rights programmes. Proficiency in English is mandatory; proficiency in Urdu is strongly preferred. Proposals must include CVs evidencing the above 	10
Relevance and Adaptive Coherence	<p>Examines the extent to which the project remained relevant to worker needs and adapted effectively to contextual changes:</p> <ul style="list-style-type: none"> To what extent did the project remain relevant to the needs of garment workers throughout implementation? To what extent did the project adapt effectively to contextual changes during implementation? 	10
Effectiveness of Implementation Strategies	<p>Evaluates the success of legal aid centers, women workers' cafes, paralegal systems, MyVox monitoring, and advocacy strategies:</p> <ul style="list-style-type: none"> How effective were legal aid centers and women workers' cafes in improving workers' access to remedy and labor rights awareness? How effective was the MyVox monitoring system in supporting evidence collection, advocacy, and engagement? To what extent did the project contribute to worker confidence, organizing, and collective action? How effective were engagement and advocacy efforts with Labor Departments, brands, and international stakeholders? 	15
Impact and Contribution to Systemic Change	<p>Measures the project's contribution to improved access to justice, policy influence, and corporate practice change:</p> <ul style="list-style-type: none"> To what extent did the project contribute to improved access to justice and remediation for workers facing labor rights violations? To what extent did the project contribute to informed policy decisions and improved corporate practices for labor rights protection? What factors have contributed to or hindered the achievement of the project objectives? Did the project generate any unintended positive or negative outcomes? 	15
Inclusivity and Responsiveness	<p>Assesses how effectively the project engaged women, home-based, and informal workers, and addressed barriers to participation:</p> <ul style="list-style-type: none"> To what extent did the project successfully engage and benefit women workers and home-based/informal workers? 	10

s to the Community	<ul style="list-style-type: none"> What barriers to participation remain, and which project strategies proved most effective in addressing them? 	
Sustainability and Replication Potential	<p>Evaluates the likelihood of outcomes continuing beyond project completion and the potential for replication or scale-up:</p> <ul style="list-style-type: none"> To what extent are project outcomes likely to continue beyond project completion? Which components of the project demonstrate the strongest potential for replication or scale-up? To what extent did the project contribute to strengthening local labor rights ecosystems and community-based remedy mechanisms? 	10

Proposals that fail to respond to the majority of the information requested in the Statement of Work and Evaluation Criteria will be considered non-responsive and automatically disqualified

B. Supporting Documentation (Not Scored)

Offerors may submit recommendation letters, certificates, or other supporting documentation. These should be attached separately from the Technical Proposal. While not scored, they may be considered as supplementary evidence of capacity.

2. Cost Reasonableness and Financial Capability – presented in the Financial Proposal. (30% of total score)

- a) Please submit a detailed budget to carry out this work. GRC’s review of the Cost Proposal shall determine if the overall costs proposed are realistic for the work to be performed, reflect a correct understanding of the project requirements, and are consistent with the Offeror’s Technical Proposal. GRC will also review individual line items and determine if they are allowable, allocable, and reasonable.
- b) Offerors must also submit a comprehensive **budget narrative** explaining each line item and justifying its necessity for implementation.

Failure to provide a detailed budget and narrative, or submission of unrealistic, unallowable, or unreasonable costs, will render the proposal non-responsive and subject to disqualification.

Best value determination:

GRC will evaluate proposals on a **best value for money basis**, consistent with its procurement principles. Both technical capacity and cost will be considered. The Technical Proposal will represent **70% of the final score**, and the Financial Proposal will represent **30% of the final score**.

In exceptional cases, GRC may award to an Offeror other than the highest technically rated or lowest-priced, if this represents the best overall value. GRC reserves the right to request additional supporting documentation or a revised proposal if insufficient information has been provided. Failure to provide requested information will result in disqualification

**ATTACHMENT III
FORMAT FOR PROPOSAL COVER LETTER – TO BE PRINTED ON ORGANIZATIONAL LETTERHEAD**

City, Country
<Date>

To: GRC Procurement Team

Dear Sir / Madam:

We, the undersigned, hereby submit our proposal to undertake **[Insert RFP No.] – [Insert Project Title]**, in accordance with your Request for Proposal/Quotation dated **[Insert MM/DD/YYYY]** and our Technical and Financial Proposal submitted herein.

Our organization's details are as follows:

- i. Company's Name
- ii. Company's Address
- iii. Name of Company's authorized representative:
- iv. Telephone #/Cellular Phone #, Email address:
- v. Validity Period of Proposal
- vi. Copy of a valid Business License

Our proposal shall remain binding upon us, subject to any modifications resulting from negotiation, until the expiration of the validity period stated herein. We understand that Global Rights Compliance is not bound to accept this or any other proposal received.

We further certify that our organization:

- (a) possesses adequate financial resources, including appropriate insurance coverage, to perform the work stated herein, or has the ability to obtain them without delay.
- (b) Is able to comply with the required delivery and performance schedule, taking into account all existing commitments and constraints;
- (c) has a satisfactory record of past performance;
- (d) maintains a satisfactory record of integrity and business ethics;
- (e) has the necessary technical capacity, equipment, and facilities, or the ability to obtain them; and
- (f) is otherwise qualified and eligible to receive an award under applicable laws, regulations, and donor requirements

Sincerely,

Authorized Signature:
Name and Title of Signatory:
Date: