

Invitation for Proposals

UNFPA, United Nations Population Fund, an international development agency, invites interested organizations to submit proposals **Strengthening systems for multi-sectoral response to Gender-Based Violence (GBV), through model one-stop centres and women’s shelter homes**

The purpose of the Invitation for Proposals is to identify eligible non-governmental organizations and academic institutions for prospective partnership with UNFPA India Country office to support achievement of results outlined in the 2023-2027 DP/FPA/CPD/IND/10 or section 1.3 below.

Organizations that wish to participate in this Invitation for Proposals are requested to send their submission through email clearly marked “NGO Invitation for Proposals” at the following address UNFPA India Country Office: **bids.india@unfpa.org**

By 17 April 2026, 23:59 hours IST.

Proposals received after the date and time may not be accepted for consideration.

Proposals must be submitted in English.

Any requests for additional information must be addressed in writing by **26 March 2026, 23:59 hours IST** at the latest addressed to Operations Manager, **bids.india@unfpa.org**. UNFPA will post responses to queries or clarification requests by any applicants through emails to the concerned parties before the deadline for submission of proposals.

UNFPA shall notify applying organizations whether it is considered for further action.

Please see [Working with UNFPA: Key information for UNFPA Implementing Partners on completing the Protection from Sexual Exploitation and Abuse \(PSEA\) Assessment](#).

Section 1: Background

1.1 UNFPA mandate (250 Words)	UNFPA is the United Nations sexual and reproductive health agency. Our mission is to accelerate progress on ending preventable maternal deaths, ending unmet need for family planning and ending all forms of Gender Based Violence and Harmful Practices.
1.2 UNFPA Programme of Assistance in India Country office (250 Words)	In the India Country Office, UNFPA works with the government and other partners to achieve the overall goal of the 2023-2027 DP/FPA/CPD/IND/10. Further information on the programme can be found on https://india.unfpa.org/en

Background

India has established a nationwide ecosystem of One Stop Centres (OSCs) and shelter homes under Mission Shakti. The next leap is **quality, consistency, and coordination** so that every survivor receives timely, dignified, and effective care aligned with Ministry standards.

UNFPA's multi-sectoral technical role—including coordination with police, health, legal aid, social welfare and civil society—positions it to support demonstration sites and generate learning for wider scale-up.

This IFP is aligned with the intent to develop **model demonstration sites** and a **transparent cost model** that can inform replication.

Purpose of the IFP

UNFPA India invites proposals from qualified agencies/consortia to design and implement an 8-month technical assistance package to strengthen multi-sectoral GBV response systems through:

1. **Model One Stop Centres (OSCs), and**
2. **Women's shelter homes-Shakti Sadans,**

with emphasis on:

- survivor-centred, rights-based, disability-inclusive quality of care;
- coordinated referral and information-sharing protocols;
- robust monitoring–evaluation–learning (MEL) including costing for a model site; and
- economic empowerment pathways for residents of Shakti Sadans

Objectives

The selected agency/consortium will support UNFPA to achieve the following results:

1. **Improved service quality & survivor experience** at the model OSC and shelter home, including disability-inclusive infrastructure and safer, confidential spaces.
2. **Strengthened multi-sectoral coordination** and referral pathways across police, health (including MHPSS), legal aid and social protection systems.
3. **Institutionalised capacity** for survivor-centred GBV case management (including standardized tools/documentation) via ToT and facility-level training/mentoring.
4. **MEL and costing** that produce actionable learning, including a **transparent cost envelope** for a model site to inform scale-up.
5. **Demonstration of functional economic empowerment pathways** for Shakti Sadan residents—contextualised to women's needs/capacities and local market opportunities—linking skills, livelihoods, and exit pathways.

Scope of Work

Applicants should propose a coherent package across **five workstreams**, reflecting a “systems strengthening” approach (including business process improvements where relevant).

Workstream A: Inception, Baseline & Co-design

1. Conduct inception meetings with relevant government departments and district stakeholders.
2. Map the district GBV response ecosystem (police, health, DLSA/legal aid, child protection, helplines, shelter homes, mental health services, social protection and livelihood services).
3. Finalise a co-designed implementation plan, risk matrix, and safeguarding plan (including PSEA, confidentiality, survivor safety).

Deliverables (A):

- Inception report, workplan and Gantt chart (8 months)
- District service mapping and referral directory (draft)

Workstream B: Capacity Building, Tools & Materials

Applicants must include a blended learning approach: facility-level training, mentoring/coaching.

Training package design and delivery

- Deliver training modules developed by UNFPA on GBV case-management that are aligned with survivor-centred case management and MHPSS; include medico-legal referral pathways, trauma-informed care, documentation/data management, and coordination protocols.
- Training participants will include OSC and shelter home staff (including administrators, case workers, counsellors, shelter home superintendent).
- Extend capacity building/sensitization to key allied stakeholders (police, health, legal aid) to strengthen multi-agency coordination.
- Provide hand-holding support for staff to use the GBV case management tools and job aids developed by UNFPA.

Deliverables (B):

- Training completion report with pre/post assessment

Workstream C: Rollout of IEC, Signage, Outreach & Media Plan Developed by UNFPA

Applicants must support the rollout of a unified communications and outreach package that improves awareness and access (also from a disability-inclusion perspective).

Key activities

- Ensure that IEC content developed by UNFPA is displayed at the identified sites.
- Rollout the outreach and media plan developed by UNFPA adapted to the local context.
- Support rollout (content calendar, coordination with government IEC units, monitoring of reach).

Deliverables (C):

- Standardized IEC and signages displayed at the identified sites.
- Report on reach/engagement indicators.

Workstream D: Infrastructure Upgradation for Disability Inclusion & Quality of Care

Applicants must coordinate local level planning and rollout of a practical, standards-led upgrade plan focussed on quality of care.

Key activities

- Develop an upgradation plan with cost estimates, and prioritisation.
- Support implementation coordination with relevant authorities/vendors (as applicable), and verify completion against agreed standards.

Deliverables (D):

- Upgradation plan + completion verification checklist
- Before/after documentation

Workstream E: Economic Empowerment Pathways for Shakti Sadans

Applicants must demonstrate a functional pathway package tailored to women's needs/capacities and local market demand, including:

- profiling/assessment of interests and readiness;
- linkage with government skill missions and credible training providers;
- rollout/link to life skills and financial literacy courses;
- job placement/enterprise options and safe work principles;
- exit planning and post-shelter follow-up/referrals.

Deliverables (E):

- Empowerment pathway design (tried and tested partnerships map)
- Pilot implementation report with participant tracking and safeguards

Workstream F: Monitoring–Evaluation–Learning (MEL) and Costing

Applicants must include an MEL system that tracks service quality and systems performance, and generates cost learning for scale-up.

Key activities

- Design MEL framework (outputs + outcome proxies), including:
 - supportive supervision action plans;
 - survivor feedback mechanism.
- Conduct baseline and endline assessments (using tools developed by UNFPA) for the model site and document learning.
- Prepare a **costing model** for the model site:
- Produce a short “scale-up note” summarising what it takes (technical package, governance arrangements, cost envelope, risks and mitigation).

Deliverables (F):

- MEL framework + indicator matrix + data collection tools
- Baseline + endline assessment reports
- Costed model + scale-up note
- Learning brief and presentation for dissemination

Indicative Results and Indicators

- Inception report, district GBV service mapping and referral directory completed and validated with government stakeholders. (Target : Yes)
- Staff training on survivor-centred GBV case management using UNFPA training modules completed (Target : Yes)
- Standardized IEC materials and survivor-friendly signages developed by UNFPA are installed and outreach/media plan implemented. (Target : Yes)
- Upgradation plan for Disability Inclusion & Quality of Care developed (Target : Yes)
- Pilot of Economic Empowerment Pathways for Shakti Sadans implemented (Target : Yes)
- Learning brief and presentation of the project developed (Target : Yes)

Geographic Coverage

The intervention will be implemented at twelve sites (6 OSCs and 6 Shakti Sadans) spread across Madhya Pradesh, Odisha, Rajasthan, Karnataka, Punjab, Andhra Pradesh. Necessary approvals on site selection will be managed by UNFPA in consultation with the Government.

* Based on implementation effectiveness, efficiency and availability of funds, the number of sites may be expanded in agreement with the selected implementation partners.

Project Duration

The project will be implemented in a phased manner (co-design/baseline → setup/train → coach/improve → consolidate/scale). Applicants should adapt it to an **8 month** timeline:

- **Month 1:** Inception, baseline, service mapping, infrastructure audit
- **Months 2–3:** Trainings; infrastructural upgrades; IEC design
- **Months 4–6:** Mentoring/coaching; referral protocol operationalisation; empowerment pathway rollout; IEC/media rollout; QA visits and action plans
- **Months 7–8:** Endline + costing; documentation; dissemination and scale-up note

Coordination & Reporting

- The selected agency will report to UNFPA India
- Monthly progress updates; and ad-hoc coordination with state/district authorities, as and when required

Eligibility & Partnership / Consortium Proposals

UNFPA welcomes proposals from:

- registered non-profit organisations, academic institutions, think tanks, or social enterprises with demonstrated systems and service-delivery strengthening experience on GBV response; and/or
- consortiums/partnerships (lead agency + co-applicants).

Collaboration is explicitly encouraged: interested agencies **may collaborate with like-minded institutions** (e.g., disability rights orgs, MHPSS/clinical partners, livelihoods/skills institutions, communications agencies) to submit a comprehensive proposal. The lead agency must assume overall contractual responsibility.

Minimum Experience Requirements (indicative)

Applicants should demonstrate:

- a. Proven experience in GBV case management capacity building and multi-sectoral coordination
- b. Experience in developing practical tools/materials and facility-level training/mentoring
- c. Demonstrated capability in disability inclusion/accessibility audits and service quality improvements
- d. MEL expertise and costing work
- e. Experience designing or operationalising women's economic empowerment pathways in institutional settings

Proposal Content

The proposal should include detailed methodologies for each workstream (A-F), with corresponding timelines. It should also be accompanied by a detailed budget, including cost assumptions.

PLEASE NOTE: Applicants are not required to build in budgets for Workstream D (Infrastructure upgrades) at this stage. The budgets for this workstream will be determined based on actual costs, after the agency selection process has been completed and the partnership has been finalized.

Format to be used by the agency to submit the proposal

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

Section B. Overview of the organization

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

B.2 Credibility (Include specific examples of working with State / National Govt.) (600 words)	<i>To what extent is the NGO or academic institution recognized as credible by the government, and/or other key stakeholders/partners?</i>
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Section C. Proposed interventions and activities to achieve intended results	
C.1 Project Title (25 Words)	Please provide the project title along with any brand name to be used for the project. indicators
C.2 Background (300 Words)	This section should provide background and rationale for the proposed project
C.3 Goal and Objectives (300 words)	<i>This section should clearly spell out 3 to 5 objectives for the project and broader goal.</i>
C.4 Geographic coverage (150 words)	<i>The section should indicate the project implementation geographies</i>
C.5 Duration of the project (50 words)	<i>Proposed Start Date: DD/MM/YYYY</i> <i>Proposed End Date: DD/MM/YYYY</i>
C.6 Description of strategies, activities and GANTT Chart (4500 words)	<i>This section should spell out broad strategies and suggested activities under each strategy clearly linked to achieving the proposed objectives.</i>
C.7 Human Resource /Team composition for the proposed project (1200 Words)	Organogram with brief role and responsibility table for all position to be hired for the project
C.8 Monitoring systems with key monitoring indicators (500 words)	The section should briefly explain the monitoring systems to be put in place for the project with 3 to 5 key indicators which organization proposes to be used for monitoring the project implementation
C.9 Budget	<i>This organization is expected to indicate tentative budget as per the attached template. Click here to download the budget template.</i>
C.10 Any other additional information to be submitted (600 Words)	<i>The organization can use the section to provide any additional detail they would like to submit as part of the proposal and not being captured in above heads for the proposal.</i>

Section D. References

Please provide 3 references to support your proposal. Include name, title, contact information and brief summary of relationship.

Reference 1:

Reference 2:

Reference 3:

Section E. Preventing Sexual Exploitation and Abuse (PSEA) Capacity Assessment

Please note, the results of this assessment may be shared with other United Nations entities

E.0 Preliminary Screening

Does the organization have direct contact with beneficiaries?

Yes No

If your response is no, stop here and do not complete this section. However, please note if your organization begins working with beneficiaries at a later date, UNFPA will require your organization to fill out a self-assessment.

If yes, please continue.

Has the organization's PSEA capacity been assessed by a UN entity in the last 5 years?

Yes *If yes, share the assessment rating and supporting documentation with UNFPA and do not complete this section.*

No *If no, complete G.1 through G.8*

E.1 Policy Requirement

Please provide supporting documentation for any fields marked "Yes".

Your organization has a policy document on PSEA. At a minimum, this document should include a written undertaking that the partner accepts the standards of conduct listed in section 3 of the ST/SGB/2003/13.

Yes No

Supporting documentation may include:

- Code of Conduct (internal or interagency)
- PSEA policy
- Documentation of standard procedures for all personnel to receive/sign PSEA policy
- Other (please specify):

E.2 Subcontracting

Your organization's contracts and partnership agreements include a standard clause requiring sub-contractors to adopt policies that prohibit SEA and to take measures to prevent and respond to SEA.

Yes No *N/A

	<p>Supporting documentation may include:</p> <ul style="list-style-type: none"> • Contracts/partnership agreements for sub-contractors • Other (please specify): <p><i>* Please Note: If the partner notes that it does not have subcontractors in the self-assessment this core standard is not applicable and UNFPA will assess this core standard as N/A. However, if this situation changes and the same partner subsequently subcontracts activities to another entity, this would warrant a re-assessment.</i></p>
E.3 Recruitment	<p>Your organization has a systematic vetting procedure in place for job candidates through proper screening. This must include, at minimum, reference checks for sexual misconduct and a self-declaration by the job candidate, confirming that they have never been subject to sanctions (disciplinary, administrative or criminal) arising from an investigation in relation to SEA, or left employment pending investigation and refused to cooperate in such an investigation.</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>Supporting documentation may include:</p> <ul style="list-style-type: none"> • Reference check template including check for sexual misconduct (including reference from previous employers and self-declaration) • Recruitment procedures • Other (please specify):
E.4 Training	<p>Your organization holds mandatory trainings (online or in-person) for all IP employees and associated personnel¹ (herein “personnel”) on PSEA and relevant procedures. The training should, at a minimum include:</p> <ol style="list-style-type: none"> 1) a definition of SEA (that is aligned with the UN's definition); 2) an explanation on prohibition of SEA; and 3) actions that personnel are required to take (i.e. prompt reporting of allegations and referral of victims). <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>Supporting documentation may include:</p> <ul style="list-style-type: none"> • Training package • Attendance sheets • Training certificates • Other (please specify):
E.5 Reporting	<p>Your organization has mechanisms and procedures for personnel, recipients of assistance and communities, including children, to report SEA allegations that comply with core standards for reporting (i.e. safety, confidentiality, transparency, accessibility).</p>

¹ Associated personnel include sub-contractors, consultants, interns or volunteers and others associated with or working on behalf of the Partner.

	<p>Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>Supporting documentation may include:</p> <ul style="list-style-type: none"> • Internal Complaints and Feedback Mechanism • Participation in joint reporting mechanisms • Communication materials • PSEA awareness-raising plan • Description of reporting mechanism • Whistle-blower policy • Other (please specify):
E.6 Assistance	<p>Your organization has a system to refer SEA victims to locally available support services, based on their needs and consent. This can include actively contributing to in-country PSEA networks and/or GBV systems (where applicable) and/or referral pathways at an inter-agency level.</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>Supporting documentation may include:</p> <ul style="list-style-type: none"> • Internal or Interagency referral pathway • List of Available service providers • Description of referral or Standard Operation Procedure (SOP) • Referral form for survivors of GBV/SEA • Guidelines on victim assistance and/or training on GBV and GBV case management principles • Other (please specify):
E.7 Investigations	<p>Your organization has a process for investigation of allegations of SEA and can provide evidence. This may include a referral system for investigations where in-house capacity does not exist.</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>Supporting documentation may include:</p> <ul style="list-style-type: none"> • Written process for review of SEA allegations • Dedicated resources for investigation(s) and/or commitment of partner for support • PSEA investigation policy/procedures • Contract with professional investigative service • Other (please specify):
E.8 Corrective Measures	<p>Your organization has taken appropriate corrective action in response to SEA allegations, if any.</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/></p>

Supporting documentation may include:

- Evidence of implementation of corrective measures identified by the UN partner entity, including capacity strengthening of staff.
- Specific measures to identify and reduce risks of SEA in programme delivery.
- Other ((please specify):