

REQUEST FOR QUOTATION (RFQ)

Janakpurdham Sub Metropolitan City

Type of Procurement: Non-Consulting Services

Title of Services: Hiring a Firm for Skills Development Training in Janakpurdham Sub Metropolitan City

Reference ID: Janakpur/PMEP/YETI/01/2081/082

Date of Issue of Request: B.S. 2081/10/09 (A.D. 2025/01/22)




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A. Request for Quotation

Janakpurdham Sub Metropolitan City Request for Quotation

for
HIRING A FIRM FOR SKILLS DEVELOPMENT TRAINING
(Date of First Publication: B.S. 2081/10/09 (A.D. 2025/01/22))

The Ministry of Labor, Employment and Social Security (MoLESS), Prime Minister Employment Program (PMEP) has received financing from the International Development Association (IDA) toward the cost of the Youth Employment Transformation Initiative (YETI) Project Janakpurdham Sub Metropolitan City

1. Dhanusha District has received funds on conditional grant through fiscal transfer from the YETI Project and intends to apply part of the proceeds toward payments under the contract for *Hiring a Firm for Skills Development Training in Janakpurdham Sub Metropolitan City*
2. A firm will be selected through an open competitive process under the procedures "as specified in the Project Operations Manual of YETI Project from Request for Quotation (RFQ)
3. Janakpurdham Sub Metropolitan City, DHANUSHA DISTRICT INVITES SEALED QUOTATION FROM THE QUALIFIED FIRMS. THE BRIEF DESCRIPTION OF THE PROCUREMENT IS AS FOLLOWS.

S.N.	Description	RFQ Document fee (non-refundable)	Deadline of RFQ-document purchase	RFQ submission deadline (Date & Time)	RFQ-Opening Date & Time
1	Hiring a Firm for Skills Development Training in Janakpurdham Sub Metropolitan City (Janakpur/PMEP/YETI/01/2081/082)	Rs. 1000	2081/10/23 12:00 Noon	2081/10/24 12:00 Noon	2081/10/24 2:00 PM

4. Bidder Should deposit the cost of bidding document in the office revenue account.
Account Holder's Name: GA.1.1 Janakpurdham Sub Metropolitan City .Aantarik Rajaswa Khata
Account No.: 1220100301010007, (Revenue Code No.: 14229)
Bank Name:- Rastriya Banijya Bank.
Branch:- Janakpurdham, Bhanu Chowk
5. The details of the service requirements, eligibility and qualifications required are found in terms of reference (Annex-1).
6. Qualified service providers experience and registered in the same district will get advantage.
7. In case of the last date for purchasing, submission and opening of RFQs falls on a Government Holiday, the next working day shall be considered the last day. In such a case, the RFQ validity shall be recognized from the original RFQ submission deadline.
8. The Municipality reserves the right to accept or reject any RFQ and to annul the procurement process and reject all RFQs at any time prior to the Contract Award, without thereby incurring any liability to Bidders/Applicants.
9. For the Quotation Document and other information please visit www.janakpurmun.gov.np or contact the Janakpurdham Sub Metropolitan City, Janakpurdham, Dhanusha.
Contact No.: 9854021310

B. Instructions to the Bidders

1. To assist you in the preparation of your price quotation, the necessary technical specifications, Service requirements and price schedule with required quantity are enclosed herewith.
2. You shall submit one original of the Price Quotation with the Form of Quotation and clearly marked "Original". Your quotation in the attached format should be signed, sealed in an envelope and addressed to and delivered to the following address:

Municipality Address: Janakpurdham, Dhanusha
Municipality Name: Janakpurdham Sub Metropolitan City
Telephone: 9854-21310
Email: info@janakpurdham.gov.np
3. Your quotation must be accompanied by adequate technical documentation and catalogue(s) and other printed material or pertinent information (in English language) including names and addresses of firms providing service facilities.
4. You shall submit only one set of quotations for the above items. Your quotation must be typed or written in indelible ink and shall be signed by you or your authorized representative. Without a signature in your Form of Quotation, your quotation will not be considered further.
5. Your quotation(s) should be submitted as per the following instructions and in accordance with the attached form of Contract. The attached Terms and Conditions/Terms of Reference of goods and services is an integral part of the Contract.

(i) **PRICES:** The prices should be quoted for goods and *services required* and delivery to the Janakpurdham Sub Metropolitan City, Dhanusha District (place of destination). Prices shall be quoted in Nepalese Rupees (NRs).

(ii) **EVALUATION OF QUOTATIONS:** Offers determined to be substantially responsive to the technical specifications/*Services* will be evaluated by comparison of their technical capabilities and prices as indicated below. An offer is not substantially responsive if it contains material deviations or reservations to the terms, conditions, and specifications in this Request for Quotation, and it will not be considered further. The Municipality will evaluate and compare only the quotations determined to be substantially responsive. In evaluating the quotations, the Sub Metropolitan City will adjust for any arithmetical errors as follows:

- (a) Where there is a discrepancy between amounts in figures and in words, the amount in words will govern.
- (b) Where there is a discrepancy between the unit rate and the line-item total resulting from multiplying the unit rate by quantity, the unit rate as quoted will govern; and
- (c) If a Service Provider refuses to accept the correction, his quotation will be rejected.

In addition, the quoted price shall include Value Added Tax (VAT).

The selection of service providers will be based on the Project Operations Manual accepted by The World Bank and Ministry of Labour, Employment and Social Security. The brief process is described below.

A firm which meets eligibility, qualification and minimum technical competence will be scored. The highest scoring firm will be selected and awarded the contract. The firm will be evaluated by applying the following *rated and weighted evaluation criteria*.

1	Number of years of experience of Firm in any vocational skills training	10
2	Experience in relevant trades	25
3	Experience and Registration in the same district if yes gets full marks, if no gets no marks	5
4	Approach, Methodology, work plan and responding to Terms of Reference	20
5	Cost of the Proposal/Financial Proposal	40
	Total	100

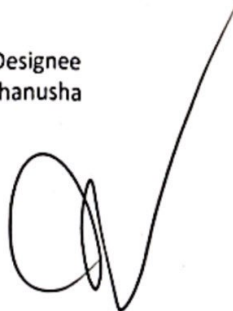
At least 3 qualified firms are required to have a competitive proposal. If three qualified quotations are not received in the first call, Sub Metropolitan City shall re-advertise a second time. A single quotation shall be

accepted if it meets eligibility and qualification criteria after the second call of quotation. Sub Metropolitan City can approach the market directly in the absence of a single qualified proposal or no proposal after a second call.

6. Further information can be obtained from:
Municipality Address: Janakpurdham, Dhanusha
Municipality Name and District:- Janakpurdham Sub Metropolitan City, Dhanusha
Telephone: 9854021310
Email: info@janakpurdhammun.gov.np
7. The bidder whose quotation has been accepted will be notified of the award of contract through the Letter of Acceptance issued by the Janakpurdham Sub Metropolitan City, Dhanusha
8. Bidders should submit their quotations with the following documents.
 - I. A completed Form of Quotations (Attached) with details of cost.
 - II. Approach, Methodology, work plan and response to terms of reference.
 - III. Information of experience; General and specific of the firm in vocational and skills development training with supporting documents-Annex-2
 - IV. Best 3-year turnover of the firm over the period of the last 7 years- Annex-3(C)
 - V. Information of trainers/co-trainers (with name and Brief CVs-Maximum 2 pages) with the years of experience, education and qualifications - Annex-3(D)
 - VI. Registration certificate of firm in any government entity such as company registrar or Cottage and Small Industry Office or in Local Level.
 - VII. PAN and VAT Registration with Latest Tax Clearance of FY 2080/81 or Date extension for tax clearance if it is under clearance process.
 - VIII. Documents showing affiliated and renewed with CTEVT as a short-term training provider.
9. Under the World Bank's Anticorruption Policy, bidders shall observe the highest standard of ethics during the procurement and execution of such contracts. Municipality/Rural Municipality will reject a proposal for award, and will recommend imposing sanctions on parties involved, if it determines that the bidder recommended for award or any other party, has engaged in corrupt, fraudulent, collusive, or coercive practices in competing for, or in executing, the Contract.

Sincerely,

Chief Administrative Officer or His/Her Designee
Janakpurdham Sub Metropolitan City, Dhanusha



C. FORM OF QUOTATION

To: Chief Administrative Officer,
Janakpurdham Sub Metropolitan City, Dhanusha

We offer to execute the RFQ dated BS 2081/10/09 (AD 2025/01/22) for Purchase *of Services* for "HIRING A FIRM FOR SKILLS DEVELOPMENT TRAINING" in accordance with the Conditions of Contract accompanying this Quotation for the Contract Price of NRs.8,97,292.32\ (Amount in words: Eight Lakh ninety seven Thousand two Hundred ninety two rupees thirty two paisa only). We propose to complete the delivery of goods and *services* described in the Contract within the Delivery Time from the Date of Signing of the Contract.

This Quotation and your written acceptance will constitute a binding Contract between us. We understand that you are not bound to accept the lowest or any Quotation you receive.

We hereby confirm that this Quotation complies with the Validity of the Offer and Warranty conditions imposed by the Request for Quotation document and the Terms and Conditions of Supply, respectively.

Authorized Signature: _____

Name and Title of Signatory:

Name of Service Provider:

Address :

Phone Number:

Fax Number, if any:

Email address:

D. PRICE SCHEDULE

Name of Service Provider: _____

Summary of Total Cost

<i>Item</i>	
Cost of the Financial Proposal	Total Price in NPR
(1) Remuneration	
(2) Reimbursable	
Total Cost of the Financial Proposal:	
VAT @ 13%	
Total Training Cost for an Event Training	

1. Remuneration:

No.	Name	Number/Quantity (Nos)	Person-month Remuneration Rate	Time Input in Person/Month	Total in NPR
Total cost of Remuneration					

Note: Please rate only key experts and non-key experts such as Main Trainers/Co-Trainers/Life skills trainer and other support staff as needed who are assigned during the training

2. Reimbursable Expenses

SN*	Type of Reimbursable Expenses	Unit	Unit Cost	Quantity	Total Cost in NPR
Total Costs for an Event					

Note: Reimbursable Cost may include Training materials cost, equipment cost, DSA for trainers, food and snacks, rental of hall, utilities and travel etc.

Total Price for the training services (In words)- Inclusive of VAT.

Signature of Service Provider _____

Note: In case of discrepancy between unit price and total, the unit price shall prevail



E. FORM OF CONTRACT

THIS AGREEMENT number made on,, 2024, between Paroha Municipality (hereinafter called "the Municipality") on the one part and (hereinafter called "the Service Provider") on the other part.

WHEREAS the Municipality/Rural Municipality has requested for quotation for "Hiring a Firm for Skills Development Training in Paroha Municipality", (hereinafter called "Contract") and has accepted the Quotation by the service provider for the services under Contract at the sum of NPR (.....) hereinafter called "the Contract Price".

NOW THIS AGREEMENT WITNESSETH AS FOLLOWS:

1. The following documents shall be deemed to form and be read and construed as part of this agreement, viz:
 - a) Form of Quotation, Terms and Conditions of Service, Terms of Reference - Annex 1, Price Schedule and Proposed HR/key trainers.
 - b) Addendum (if applicable);
2. Taking into account payments to be made by the Municipality to the service provider as hereinafter mentioned, the Service Provider hereby concludes an Agreement with the Municipality to execute and complete the supply of goods and *services* under the Contract and remedy any defects therein in conformity with the provisions of the Contract.
3. The Municipality hereby covenants to pay, in consideration of the acceptance of Contract, delivery of the services and supports therein, the Contract Price in accordance with Payment Conditions prescribed by the Contract.

IN WITNESS whereof the parties hereto have executed the Contract under the laws of Nepal on the date indicated above.

Signature and seal of the Municipality:
For and on behalf of

Signature and seal of the Service provider:
For and on behalf of

.....
(Chief Administrative Officer)
Janakpurdham Sub Metropolitan City, Dhanusha

.....
Name of Authorized Representative

F. TERMS AND CONDITIONS OF SERVICE

1. Schedules for Activities

Activities Description	Tentative Timeline
Commencement of the service (please mention date)
Inception Report	Within 10 days from the contract signing
Mid Term Report	Within 45 days from the contract signing
Final Training completion Report	Within 2.5 months from the contract signing

All the services in price Schedule and Performance Specifications/Requirements as per TOR shall be completed within 2.5 months of contract signing.

2. **Fixed Price:** The prices indicated in the Form of Quotation are firm and fixed and not subject to any adjustment during contract performance.
3. **Activity Schedule:** The services should be completed as per the above schedule.
4. **Insurance:** The **services** supplied under the Contract shall be fully insured in a freely convertible currency against loss or damage incidental to manufacture or acquisition, transportation, storage and delivery. The insurance shall be in an amount equal to 110 percent of the value of the Goods on "All risks" basis.
5. **Applicable Law:** The Contract shall be interpreted in accordance with the laws of Nepal.
6. **Resolution of Disputes:** The Municipality and the Service Provider shall make every effort to resolve amicably by direct informal negotiation any disagreement or dispute between them under or in connection with the Contract. In the case of a dispute between the Municipality and the Service Provider, the dispute shall be settled in accordance with the provisions of the relevant Nepal's arbitration law as defined by Nepal Council of Arbitration.
7. **Delivery and Documents:** Upon service delivery, the Service Provider shall provide the following documents to the Municipality:
Copies of the Service Provider's invoice with,
 - a. **Inception Report:** Covering final work plan and training approach, trade wise training plan, no of participants, venues and logistics support required within 10 days of contract effective date.
 - b. **Mid-Term Report:** Training progress report of Municipality with the information on Participants, trades participated, within 45 days of contract effective date.
 - c. **Final Report:** Within One weeks of completion of all training, the service provider shall submit the Training completion report with,
 - Consolidated Report covering the number of participants trained in each trade, learning from the training program, Training Analytic Report covering number of beneficiaries, age group, gender, cast and ethnicity, trade areas covered by beneficiaries,
 - Recommendation on the potential areas of improvement,
 - A Final Report in Nepali or English Language.
8. **Payment:** Payment of the contract price shall be made in the following manner:

Payment shall be given to the service provider after successful delivery of the items of services.

Payment Modality shall be as follows.



- An advance payment equivalent to 10 % of the contract price will be made against the bank guarantee.
- 1st installment: 10 % Payment against the inception report comprising the service provider's work plan, information on enrolled trainees, confirmation of training locations and venues after **Inception Report**.
- 2nd installment: 30% Payment upon 50% completion of training and submission and approval of mid-term report after, **Mid-Term Report**
- 3rd installment: Final 60% Payment upon successful completion of training and submission and approval of final report by Municipality after **Final Report**.

9. Warranty: Not Applicable

10. Defects: All defects **related to training quality** will be corrected by the Service provider without any cost to the Municipality within 7 days of the date of notice by Municipality.

11. Force Majeure: The Service Provider shall not be liable for penalties or termination for default if and to the extent that it's delay in performance or other failure to perform its obligations under the Contract is the result of an event of Force Majeure.

For purposes of this clause, "Force Majeure" means an event beyond the control of the Service Provider and not involving the Service Provider's fault or negligence and not foreseeable. Such events may include, but not restricted to, act of Municipality in its sovereign capacity, wars or revolutions, fires, floods, epidemics, quarantine restrictions, and freight embargoes.

If a Force Majeure situation arises, the Service Provider shall promptly notify the Municipality in writing of such condition and the cause thereof. Unless otherwise directed by the Municipality in writing, the Service Provider shall continue to perform its obligations under the Contract as far as is reasonably practical and shall seek all reasonable alternative means for performance not prevented by Force Majeure event.

12. Required Technical Specifications and Description of Services: (with attachments as necessary)

- (i) Specific details and technical standards, description of services and service requirements, Approach and Methodology as indicated in TOR Annex-1 (attached herewith)

The Service Provider confirms compliance with the above specifications.

13. Failure to Perform: The Municipality may cancel the Agreement if the Service Provider fails to deliver the **Goods and Services**, in accordance with the above terms and conditions, despite a 15-day notice given by the Municipality, without incurring any liability to the Service Provider.

NAME OF SERVICE PROVIDER:

Authorized Signature: _____

Place:

Date:



Annex-1: Terms of Reference

Training Provider for the Vocational and Life Skills training at LLS

Name of Local Level: Janakpurdham Sub Metropolitan City, Dhanusha

Number of Trades: 2

Name of the Trades: Meson and Plumbing

I. Background

Prime Minister's Employment Program (PMEP) is Government of Nepal's flagship program which envisions guaranteeing minimum employment of 100 days of work to the registered unemployed in labor-intensive public works programs (PWPs) or provide a subsistence wage in the absence of work, to eligible households. Youth Employment Transformation Initiative (YETI) project supports PMEP to improve the employment support services and labor market outcomes of the youth.

The YETI project will aim to address gaps in the labor supply-side interventions and complement ongoing initiatives on the labor demand side. On the supply side, the project aims to address the lack of a systematic approach to the provision and management of employment promotion services and systems to support job seekers. On the demand side, the project will aim to generate short-term temporary employment opportunities for the most vulnerable, which can improve their short- and medium-term productivity. The focus on youth will address risks of fragility and conflict.

The Project Development Objective (PDO) is to improve employment services and labor market outcomes, especially for youth. Improved labor market outcomes for youth refer to increased earnings/improved livelihoods for the individual beneficiaries of the project.

YETI aims to supplement temporary employment through cash for work with up to 40 days of on-the-job training and up to 10 days of life-skills training to introduce elements of productive inclusion in PMEP. The training is expected to increase the skills and employability of the beneficiaries, to help them to become less vulnerable to shocks and reduce their reliance on public works.

The skills training is intended to help temporary employment beneficiaries acquire skills that are relevant to the work they are doing. The target group is largely unskilled beneficiaries of PMEP. The sessions will be delivered at the local level, by locally procured firm(s). Trainees will continue to receive wages from the PMEP during the duration of training.

Various agencies across the government, projects and programs have been delivering skills training in Nepal for a long time. In the government two agencies, Council for Technical Education and Vocational Training (CTEVT) under Ministry of Education, Science and Technology and Vocational and Skill Development Training Center under Ministry of Labor, Employment and Social Security, have curriculums for training provision. Typically, short-term skills training modules are three months long (390 hours) and combine theoretical and practical aspects. For YETI, MOLESS has prepared shorter training modules and curriculum in five identified trades as mentioned below:

1. Mason
2. Plumbing

One additional module of Life Skills Training has been envisioned to enhance entrepreneurship and self-employment initiatives of the ministry to support the trained cash for work beneficiaries who want to find employable opportunities. The life skills sessions will cover a range of topics and are expected to promote goal setting, decision making, self-esteem among beneficiaries and financial literacy to promote some behavioral changes and help them engage in more productive and sustainable activities.

Training Service Provider is a professional firm with knowledge and experience in the areas of skill-based



vocational training and life skills training.

II. Objectives of the assignment

The main objective of the assignment is to deliver vocational skills in five trades and life skills training using the approved curriculum for the YETI cash for work beneficiaries alongside cash for work to improve their skills.

III. Scope of Work

1. Prepare the training schedule and plan with appropriate approach and methodology in collaboration with the relevant Municipality. The plan should define a training event by trade, location, number of trainees in each group not exceeding 20 trainees per training event.
2. Provide 40 days of vocational training and 10 days of Life Skills training in the trades selected for the Municipality to 40 YETI beneficiaries of the LL as per the curriculum provided below.

S. N.	Trade	link for curriculum
1	Masonry	https://pmep.gov.np/uploads/syllabus/1672996299-house.pdf
2	Plumbing	https://pmep.gov.np/uploads/syllabus/1672996208-plumber.pdf

3. Provide relevant hard copies of learning materials, including training materials, as defined in the curriculum,
4. Monitor participants attendance during training,
5. Provide training completion certification in the related trades for participants,
6. Consult and coordinate with the employment service center (ESC) at the local level for implementation support,
7. Prepare training completion report with acknowledgement of completion by the relevant LLs,

a. Training Approach

The training to YETI beneficiaries from Paroha Municipality will be delivered through a total of estimated 2 events, in groups of 20 (Maximum) trainees.

Each training session will be for a total of 50 days (40 days of each trade and 10 days of life-skills).

Details on numbers of trainings session and group of trainers

1	Number of trainees	40
2	Number of trainees per training event	20
3	Number of training events	2

The training shall be delivered using a method that includes slides, illustrative materials and engineering instruments to demonstrate the use of appropriate tools. The illustrative materials used for training should be relevant to the training purposes. The training should also comply with the social and environmental safeguard provisions of the project.

IV. Assignment Duration

The assignment must be completed within 2.5 months from the effective date.

V. Major Outputs and Deliverables of the Assignments:

1. **Inception Report:** Covering final work plan and training approach, trade wise training plan, no of participants, venues and logistics support required within 10 days of contract effective date.
2. **Mid-Term Report:** Training progress report of Municipality with the information on Participants, trades participated, within 45 days of contract effective date.
3. **Final Report:** Within one weeks of completion of all training, the service provider shall submit the Training completion report with
 - a. Consolidated Report covering the number of participants trained in each trade, learning from the training program, Training Analytic Report covering number of beneficiaries, age group, gender, cast and ethnicity, trade areas covered by beneficiaries,
 - b. Recommendation on the potential areas of improvement,

- and ethnicity, trade areas covered by beneficiaries,
- b. Recommendation on the potential areas of improvement,
- c. A Final Report in Nepali or English Language.

VI. Support to be provided by Municipality

- a. List of trainees and coordination, Service provider must coordinate with Municipality and facilitate to ensure trainees participation.
- b. Municipality shall provide 50 days of wages during the training period for all beneficiaries.
- c. Training curriculum for all trades.

VII. Eligibility, Qualifications and Technical Qualifying Criteria and Selection of Service Provider:

A. The targeted service providers are the firms that have demonstrated experience in conducting, managing, supervising and implementing short-term market-oriented skills training with the following eligibility and qualification requirements,

1. The service providers should have registered in the office of the company registrar or Small or Cottage Office or in Local Level.
2. PAN and VAT Registration with Latest Tax Clearance of FY 2080/81 or Date Extension for tax clearance if it is under clearance process.
3. The service provider should be affiliated and renewed with CTEVT as a short-term training provider.
4. We should have at least 3 years of proven track record of experience of conducting vocational training program of minimum 390 hours of duration in relevant at least in One trade proposed.
5. Should have at least NPR 2 million annual turnover in the best 3 of the last 7 fiscal years.

B. HR Requirement and Qualification:

The following are the tables for key experts and support staff necessary to conduct a training event.

S. N.	Key Experts	Minimum Qualification
1.	Main Trainer	Short Term Training Level-II/TSLC with ToT (General/Instructor/Occupation from TITI in the relevant occupation/subject. 1. In the trades/occupations like Road Repair and Maintenance, Carpentry, Masonry (brick and stone masonry), Plumbing and Electrical Repairs, if r Level-II is available in academic program, Level-I with ToT (General/Instructor/Occupational) from TITI and one year experience w taken as minimum qualification).
2.	Co-trainer	Short Term Training Level-I or TSLC in the relevant occupation/subject.
3.	Main Trainer or life skills (unless either of the above are qualified to deliver life skills as well)	+2 or equivalent, at least 5 years of general work experience, has receive for life skills and conducted at least two life skills sessions.
Support Staff (Non-Key Human Resource)		
3.	Training Coordinator	+2 or equivalent
4.	Monitoring Officer	+2 or equivalent

C. Selection of Service Providers:

The selection of service providers will be based on the Project Operations Manual accepted by MoLESS and the World Bank.

A firm which meets eligibility, qualification and minimum technical competence will be scored. The highest scoring firm will be selected and awarded the contract. The firm will be chosen according to the following criteria.

S.N.	Criteria	Score
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Sample Templates for Proposal

(A). General Work Experience

(B). Specific Experience

(C). Financial Capacity

(D). Key Trainers

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Annex-2: General and Specific Work Experience

(A). General Work Experience

(Details of assignments undertaken by firm or member of a JV)

S. N.	Name of assignment	Location	Value of Contract	Year Completed	Client	Description of work carried out
1.						
2.						
3.						
4.						
5.						

(Note: Supporting documents for General Experience should be submitted for the above)

(B). Specific Experience

Details of similar assignments taken in the previous seven years

(In case of joint venture of two or more firms to be filled separately for each constituent member)

Firm's Name: _____

S. N.	Name of assignment	Location	Value of Contract	Year Completed	Client	Description of work carried out
1.						
2.						
3.						
4.						
5.						

(Note: Supporting documents for Specific Experience should be submitted against the above information.)



Annex-3: Financial and HR Capacity of Firm

2

(C) Financial Capacity

(In case of joint venture of two or more firms to be filled separately for each constituent member)

Annual Turnover	
Year	Turnover
FY	
FY	
FY	

- Average Annual Turnover of Best of 3 Fiscal Year Of Last 7 Fiscal Years

(Note: Supporting documents for Average Turnover should be submitted against the above information such as Tax Clearance Certificates of the previous 3 Fiscal years)

(D) Key Trainers (Include details of Key Trainers only)

(In case of joint venture of two or more firms to be filled separately for each constituent member)

SN	Name	Position	Highest Qualification	Work Experience (In year)	Specific Work Experience (In year)	Nationality
1						
2						
3						
4						
5						

(Please insert more rows as necessary)