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Analysis, Design, and Amplification of PWD Livelihoods in Karnataka

Title	Consultancy for Diagnostic Assessment and Strategic Design for PWD Champions
Timeline	02 Months
Expected area of expertise	<p>Subject matter knowledge of PWD Enterprise Development and Assistive Technology (AT) integration in livelihood settings.</p> <p>Field-level research & documentation, action-based analysis, analytical and report-writing & communication skills.</p> <p>Combination of both (technical expertise in technology/AT/solutions and social sector/livelihoods experience) will be given preference.</p>
Email and website	<p>https://forms.gle/HEp278CefszYyevE7</p> <p>(Contact Procurement for Form Link)</p>
Last Date of Apply	19th December, 2025

About SELCO Foundation:

SELCO Foundation is an open-source, not-for-profit organization that engages in field-based R&D and ecosystem building for the deployment of clean energy solutions that alleviate poverty by improving access to sustainable energy to underserved communities in tribal, rural, and urban poor areas. The organization works in collaboration with practitioners in the social sector, energy entrepreneurs, NGOs from various developmental sectors, and educational institutions to link the benefits of sustainable energy to poverty eradication. The organization works across verticals such as energy access, health, and livelihoods with practitioners in the social sector, energy entrepreneurs, and partners from various developmental sectors. You can find more information about the SELCO Foundation on our organization's website. (Read more about SELCO here: <http://www.selcofoundation.org/>)

1. Summary of the project:

The **PWD Champions Program** is a strategic initiative by the SELCO Foundation to advance economic inclusion and entrepreneurial success among **Persons with Disabilities (PWDs)** in Karnataka. The program is specifically designed to move beyond traditional livelihood support by focusing on **high-potential PWD end-users** who are leading innovative enterprises (for example, an end-user running a roti-rolling business and selling rotis in North Karnataka).

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To support this effort, SELCO Foundation intends to engage an individual consultant or consultancy firm capable of integrating **futuristic, need-based solutions** (which will remain relevant until 2030). These solutions must holistically bring **ease of business** for the PWD entrepreneur across three dimensions: **assistive technology, energy-efficient machinery, and the built environment**. The consultancy will focus on identifying, analyzing, and documenting technology interventions and practices that demonstrate local innovation, economic viability, and resilience for PWD end-users.

The objective of the project is to conduct foundational research and design a **Detailed Project Report (DPR)** by visiting a pre-identified set of **10 PWD Champion sites**, with the goal of developing a data-driven framework and DPR for subsequent program implementation and scale.

2. Goals and Objectives

The primary goal of the PWD Champions Program consultancy is to conduct **foundational research** and design a **Detailed Project Report (DPR)** by visiting 10 PWD Champion sites, to develop a data-driven framework and recommendations for subsequent program implementation and scale.

This research is focused on integrating **futuristic, need-based solutions** (assistive tech, energy-efficient machinery, and built environment modifications) that bring **ease of mobility & business** for high-potential PWD end users in Karnataka.

3. Scope of Work

The scope of work for the Consultant is focused on a severe **2-month intervention scoping and design phase** at the sites of **10 pre-selected PWD Champions**.

Locations are Covered in Karnataka: **Vijayapura, Haveri, Chitradurga, Bagalkot**

The Consultant shall conduct the following activities:

- **Needs and Gaps Analysis (Site Visits and Analysis):** Conduct in-depth field visits to all 10 PWD Champion enterprise sites to observe and document current operations, processes, and technology use. Systematically identify the critical operational and technological **needs and gaps** that, if addressed, would significantly enhance the end user's efficiency and resilience.
- **Primary Data Collection:** Engage directly with the end user and stakeholders to understand their specific challenges and aspirations regarding productivity, market access, and long-term sustainability.
- **Benchmark Identification:** Identify and document successful technological and business **benchmarks** from comparable PWD end users or inclusive models, both nationally and internationally, that could be adapted for the Champions.

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- **Solution Identification:** Conduct focused **secondary research** to identify context-appropriate and sustainable technological solutions. This includes a deep dive into applicable **Assistive Technologies for PWD** that can be integrated into the specific livelihood activities of the 10 Champions.
- **Program Scoping and Recommendations:** Define the final **scope of interventions** for the pilot program for each of the sites, including:
 - Technologies or modifications suitable for their livelihoods
 - Workplace Structure for ease of mobility
 - Budget
 - Names of Vendors who supply/ design/ manufacture such solutions (global, national, local)

Develop a methodology for the cohort of **10 PWD Champions**. Subsequently, **propose recommendations** for a 6-month program structure and implementation plan.

4. Deliverables

The Project Consultant is expected to produce the following, based on the scope of work:

Deliverables	Required Number
Inception Report <ul style="list-style-type: none">▪ Detailed work plan, methodology, and assessment tool kit to be used for the 10 Champion sites.	1 unit
Site Assessment Reports <ul style="list-style-type: none">▪ Individual reports for each Champion enterprise detailing current operations, identified needs and gaps, and potential for technology integration.	10 units
Comprehensive Detailed Project Report (DPR) <p>The final report consolidating all research and analysis, including:</p> <ul style="list-style-type: none">• Summary of finding benchmarks.• A list of vetted Assistive Technologies and other technology interventions (identification of solutions)• Final prioritized recommendations for each of the 10 Champion sites.<ul style="list-style-type: none">▪ Technologies or modifications suitable for their livelihoods▪ Workplace Structure for ease of mobility▪ Budget▪ Names of Vendors who supply/ design/ manufacture such solutions (global, national, local)• A detailed implementation plan for the subsequent phases.	1 unit

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5. Requirements

Consultant Profile and Expertise

The individual consultant or consultancy firm is required to demonstrate the following expertise:

- Proven experience in livelihood program design, social end usership, or disability inclusion programs in India.
- Strong research and documentation skills, particularly in translating qualitative and quantitative findings into actionable insights and strategic recommendations for program design.
- Strong capacity for fieldwork, conducting interviews, and synthesizing findings from **secondary research**.
- Ability to structure and deliver comprehensive project documents, including a **Detailed Project Report (DPR)**, within the stipulated timeline.
- **Preference will be given to teams that include at least one resource person proficient in the local (Kannada) language.**

6. Project Timeline and Phasing

The consultancy is structured to align with the **6-month timeline** for the overall program launch, commencing on the **1st of December**.

Duration	Scope of Work
2 Months	Document to be made on scope of interventions: Research, Diagnostics, Benchmarking, and DPR development for the 10 Champions.

7. Selection Criteria

The technical proposal will be evaluated based on the following general areas:

A. Expertise and Experience

Demonstrated expertise in **PWD enterprise development, inclusive livelihoods**. The Consultant is required to have subject matter knowledge of micro-enterprise technology application, action-based analysis, analytical, and report-writing & communication skills. A combination of technical expertise (e.g., in AT or engineering) and social sector/livelihoods expertise will be given preference.

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B. Methodology and Approach

The clarity and effectiveness of the proposed approach for **site-specific intervention scoping** for the 10 PWD Champions, demonstrating the ability to cover technical, economic, and social feasibility. The methodology should explicitly include plans for:

- **Field-based research** (conducting site visits and **talking to end users**).
- **Secondary research** for **identification of technology interventions and solutions**. (This can also include assistive technologies)
- Effective stakeholder engagement.

C. Analytical Capability

Demonstrated ability to analyze contextual factors (e.g., labor reduction, **drudgery reduction**, **accessibility**, economic viability, and scaling potential) and synthesize research findings into a structured, actionable framework and the **Detailed Project Report (DPR)**.

D. Financial and Technical Feasibility Expertise

Clarity on the approach for conducting **Cost-Benefit Analysis** for proposed technology and AT interventions. Demonstration of the ability to assess the **technical feasibility** and long-term sustainability of all recommended solutions.

E. Clarity about the Deliverables

Clarity about the structure and quality of the key deliverables, including the **Detailed Project Report (DPR)**, the individual site assessment reports, and specific technology recommendation profiles.

F. For this program, individuals based in Karnataka will be given preference.

8. Payment Terms

Number of Installments	Details
1st Installment	40% of overall project cost will be released on signing of agreement <ul style="list-style-type: none">• Inception Report: Detailed work plan, methodology, and assessment tool kit to be used for the 10 Champion sites.
2nd Installment	30% of the overall project cost will be released after the submission of: <ul style="list-style-type: none">• Site Assessment Reports (10 units) Individual reports for each Champion enterprise detailing current operations, identified needs and gaps, and potential for technology integration.

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3rd Installment	<p>30% of the overall project cost will be released after the submission of the Detailed Project Report (DPR):</p> <ul style="list-style-type: none">• The final report consolidating all research and analysis, including summary of finding benchmarks.• A list of vetted technology interventions (identification of solutions) including AT.• Final prioritized recommendations for each of the 10 Champion sites.<ul style="list-style-type: none">○ Technologies or modifications suitable for their livelihoods○ Workplace Structure for ease of mobility○ Budget○ Names of Vendors who supply/ design/ manufacture such solutions (global, national, local)• A detailed implementation plan for the subsequent phases

9. To Apply

Interested consultants / organizations, with relevant experience (**please include samples and/or references of the previous similar work as proof of experience**) and based out of India are requested to reach out with a **detailed proposal** giving a brief on the methodology and the process they will uptake for this project, including **budgets (with break-ups and explanation), timelines and milestones** and submit the same to google form <https://forms.gle/DJKwNTEfYpLoyTh68> on before **19th December, 2025**. (Rolling Basis Evaluation)

Any further queries please write to procurement@selcofoundation.org with a subject line: **“Consultancy for Diagnostic Assessment and Strategic Design for PWD Champions”**

Refer Terms and Conditions:

1. **Sub-contracting:** In the event that the Consultant requires the services of subcontractors to perform any obligations under the Contract, the Consultant shall obtain the prior written approval of the Foundation. Any rejection or non-performance of the subcontractor shall not, in and of itself, entitle the Consultant to claim any delays in the performance, or to assert any excuses for the non- performance, of any of its obligations under the Contract, and the Consultant shall be solely responsible for all services, obligations and deliverables performed by its subcontractors
2. **Quality Assurance**
The data submitted to Selco Foundation should be accurate, complete, reliable and relevant. Consulting agency shall establish additional layers for data cleaning and submission.

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3. Financials & Reporting

TDS will be deducted on the fixed amount as per Income Tax Act and Rate of Percentage. In accordance with the Central Board of Direct Taxes circular No. 7 of 2022 dated 30th March, 2022 in relation to the clarifications with respect to Section 114AAA of the Income-tax Rules, 1962, failure to link Aadhar number to the PAN card and/or failure by any person, who falls within the income tax bracket or otherwise, to file tax returns in relation to payment of TDS for any service (in accordance with Section 206AB and 206AA) and/or an inoperative PAN card will result in a 20% tax deduction.

4. Indemnification

Both parties shall indemnify and hold its Trustees, Directors and representative officers, employees, agents harmless from and against any and all claims, demands, actions, losses, liabilities, charges, damages, costs and expenses (including but not limited to reasonable attorney's fees) arising out of or resulting from (1) any claims arising in connection with activities undertaken by both parties in connection with the project or (2) Consultant's gross negligence or willful misconduct or breach of any undertaking, covenant, representation or warranty contained in this agreement and/ or the actual infringement of any patent, trademark, copyrights, trade secret or any other intellectual property right of the third party.

5. Patent, Copyright and other Proprietary Rights

- (i) Except as is otherwise expressly provided in writing in the Contract, the Foundation shall be entitled to all intellectual property and other proprietary rights including, but not limited to, patents, copyrights, and trademarks, with regard to products, processes, inventions, ideas, know-how, or documents and other materials which the Consultant has developed for the Foundation under the Contract and which bear a direct relation to or are produced or prepared or collected in consequence of, or during the course of, the performance of the Contract. The Contractor acknowledges and agrees that such products, documents and other materials constitute works made for hire for the Foundation.
- (ii) Subject to the foregoing provisions, all documents, reports, recommendations, documents, and all other data compiled by or received by the Consultant under the Contract shall be the property of the Foundation, shall be made available for use or inspection by the Foundation at reasonable times and in reasonable places, shall be treated as confidential, and shall be delivered only to the Foundation's authorized officials on completion of work under the Contract
- (iii) The Consultant will treat all information given to him/her as information with proprietary value and will not disclose the same to competitors or any outsiders. The Consultant will not at any time, except under legal process, divulge any trade or business secret relating to the Foundation or any customer or agent of the Foundation, which may become known to him by virtue of his position as consultant, save in so far as such disclosure shall be necessary in the interest and for the benefit of the said Foundation and will be true and faithful to the Foundation in all dealings and transactions whatsoever relating to the said Foundation.
- (iv) Reports or other data that are developed specifically for the performance of this Contract shall be the property of the Foundation and the Consultant shall deliver reports and data to the Foundation as per the milestones. Dissemination of the reports

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and any information from the said contracts shall be done with written approval from the Foundation.

6. **Publicity, use of name & Logo of the Foundation:** The Consultant shall not advertise or otherwise make public for purposes of commercial advantage or goodwill that it has a contractual relationship with the Foundation, nor shall the Consultant, in any manner whatsoever use the name, emblem, logo or official seal of the Foundation or that of SELCO in connection with its business or otherwise without the written permission of the Foundation.

7. **Observance of Law:**

The Consultant shall comply with all laws, ordinances, rules, and regulations bearing upon the performance of its obligations under the Contract.

The Consultant represents and warrants that neither it, its parent entities, partners or subcontractors nor any of its subsidiary or affiliated entities (if any) is engaged in any practice inconsistent with the rights set forth in the *Child Labour (Prohibition and Regulation) Act of 1986*, which, *inter alia*, requires that a child shall be protected from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral, or social development.

The Consultant represents and warrants that it shall adhere to the mandates prescribed under the *Sexual Harassment of Women (Prevention, Prohibition & Redressal) Act, 2013*, which requires all workplaces to have a Policy and Internal Committee to address complaints of sexual harassment that women may face at the workplace

8. **Termination:**

Either party may terminate this contract by giving a notice in writing to the other party stating their intention to terminate the same on the expiration of Seven (7) days from the date of such notice. In addition, the Foundation may also terminate this contract forthwith in the event of any fraud, misconduct or neglect of duties on the part of the Consultant. Any notice to be given hereunder shall be sufficiently given to the Consultant if forwarded by registered post or by Courier Service to the last known postal address of the Consultant and shall be sufficiently given to the Foundation if similarly forwarded to the registered office. Upon the termination of this contract and payment of the said fees due up to such termination, and payment of all disbursements and out-of-pocket expenses incurred up to the date thereof (provided the same have been incurred after obtaining prior approval), the Consultant shall deliver all deeds, documents and paper in his possession relating to the business of the Foundation or as the Foundation shall direct, and shall continue to afford him all reasonable assistance for concluding pending matters at the date of such termination without making any charge thereof.

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9. Force Majeure:

Force majeure as used herein means any unforeseeable and irresistible act of nature, any act of war (whether declared or not), invasion, revolution, insurrection, terrorism, or any other acts of a similar nature or force, *provided that* such acts arise from causes beyond the control and without the fault or negligence of the Consultant

In the event of and as soon as possible after the occurrence of any cause constituting *force majeure*, the affected Party shall give notice and full particulars in writing to the other Party, of such occurrence or cause if the affected Party is thereby rendered unable, wholly or in part, to perform its obligations and meet its responsibilities under the Contract. The affected Party shall also notify the other Party of any other changes in condition or the occurrence of any event which interferes or threatens to interfere with its performance of the Contract. Not more than fifteen (15) days following the provision of such notice of *force majeure* or other changes in condition or occurrence, the affected Party shall also submit a statement to the other Party of estimated expenditures that will likely be incurred for the duration of the change in condition or the event of *force majeure*.

On receipt of the notice or notices required hereunder, the Party not affected by the occurrence of a cause constituting *force majeure* shall take such action as it reasonably considers to be appropriate or necessary in the circumstances, including the granting to the affected Party of a reasonable extension of time in which to perform any obligations under the Contract.

If the Consultant is rendered unable, wholly or in part, by reason of *force majeure* to perform its obligations and meet its responsibilities under the Contract, the Foundation shall have the right to suspend or terminate the Contract on the same terms and conditions as are provided for in this Contract.

Both the Foundation and the Consultant fully and freely intend to create an independent Contractor relationship under this Contract. Nothing herein shall be deemed to establish a partnership, joint venture, association, or employment relationship between the parties. Both parties agree that the consultant has the right to sole and exclusive control over the manner and means employed in performing their activities under this Contract.

10. Settlement of disputes:

The Parties shall use their best efforts to amicably settle any dispute, controversy, or claim arising out of the Contract or the breach, termination, or invalidity thereof.

Any dispute, controversy, or claim between the Parties arising out of the Contract or the breach, termination, or invalidity thereof, unless settled amicably, within sixty (60) days after receipt by one Party of the other Party's written request for such amicable settlement, the matter shall be referred by either Party to arbitration in accordance with the Arbitration and Conciliation Act, 1996. The venue of the arbitration shall be at Bangalore. Likewise, the jurisdiction will vest with courts in Bangalore.