

**Invitation to tender
Assessment of working conditions and labour practices in Taiwanese factories
(Case no 26/73)**

1 Background

The Norwegian Government Pension Fund Global (GPFG) is a sovereign wealth fund, with assets under management of approximately USD 1.3 trillion. The GPFG holds equities and fixed-income instruments issued by around 8 000 companies operating globally. It is owned by the Norwegian Ministry of Finance and managed by Norges Bank (the Central Bank of Norway). The Norwegian Ministry of Finance is the Contracting authority for this procurement.

The Council on Ethics for the Government Pension Fund Global, appointed by the Ministry of Finance, is an independent body which, under the interim ethical guidelines adopted on 7 November 2025, shall inform Norges Bank about companies whose activities fall within specified criteria, including human rights violations.¹ The purpose of the guidelines is to identify companies for potential exercise of ownership.

2 About the procurement, value and contract terms

The Council on Ethics seeks to enter into an agreement with a consultant to assess working conditions and labour practices at up to four manufacturing facilities owned by companies in which the Fund has holdings. The choice of companies and facilities will be determined by the Council. The investigations will form the basis for assessing whether the companies' conduct may fall under the criteria for serious or systematic human rights violations in the interim guidelines.

The contract has a maximum value of EUR 107 000 excluding VAT during the entire contract length of maximum two years. The Client will enter into an agreement with one tenderer.

Tenderers may be invited to negotiations provided the Client, following an initial evaluation of the tenders, considers this appropriate.

The Council on Ethics' standard contract will be used for this agreement.

As part of the tender, the tenderers may submit contract terms they deem necessary in order to enter into the contract with the Council.

3 Purpose and scope of the procurement

The Consultant shall assist the Council in assessing the labour practices of the companies concerned.

The assignment will include, but is not limited to, the compilation and analysis of information with a particular focus on issues such as recruitment fees, bonded labour, contract deception,

¹ [Interim ethical guidelines for the Government Pension Fund Global - regjeringen.no](https://www.regjeringen.no)

excessive working hours, and other labour rights violations. All findings shall be assessed against Taiwanese laws, ILO conventions, and applicable international standards.

The investigations will be based on interviews with workers and relevant stakeholders, as well as available information and relevant documents. The assignment does **not** include factory audits and must be carried out in compliance with local laws.

The Consultant is also expected to assess company responses if the Council chooses to engage with a specific company.

4 Use of subcontractors

Use of subcontractors is permitted. If subcontractors are used, the the following documentation must be included in the tender:

- Name, address and registration number of the subcontractors.
- Specification of the part(s) of the assignment that will be carried out by the subcontractors.

Declaration of commitment or other documentation that clearly states that the service provider has at its disposal the necessary resources from each of the subcontractors on which the service provider relies (self-declaration).

5 Deliverables

The deliverables will be a written report for each facility which includes the findings and the consultant's assessment of the findings. The report must summarise the evidence gathered, provide an analysis of the findings, and state the service provider's assessment of the labour rights violations (if any) and labour practices at the facility. The draft report and final version of the report must be in English and submitted in electronic format.

6 Conflict of interest

There must be no conflict of interest which the Council on Ethics may consider impossible to manage. Applicants must describe any potential conflict of interest, and measures they will take to manage such conflicts should they arise during the contract period.

7 Conditions for participation

The Consultant must demonstrate the capacity and competence necessary to conduct investigations of working conditions and labour practices in factories in Taiwan.

7.1 Professional ability

- Knowledge of labour rights and working conditions in Taiwan
- A solid understanding of the Council on Ethics' requirements for assessments and reporting.
- Working methods, approach work plan for conducting the investigations, including ability to conduct off site interviews.
- Ability to conduct interviews in workers' own languages.

- Excellent report-writing skills, demonstrated through previous work.
- At least five years of work experience conducting assessments of labour practices in production facilities in Asia, similar in nature, complexity and scope as this assignment.

7.2 Personnel's competence

- The experience and professional competence for key personnel allocated to this assignment, including knowledge of human rights, labour rights and working conditions in Taiwan.

8 Award criteria and evaluation

Tenders will be evaluated based on the criteria below.

The contracting authority considers the climate and environmental impact of this procurement to be insignificant. As the purpose is to compile or obtain knowledge resulting in an assessment report, the authority is not required to set climate or environmental criteria, cf. FOA § 7-9 (5) (The Norwegian Regulation on Public Procurement).

8.1 The proposed service (weight 40%)

The following will be emphasized in the evaluation:

- The understanding of the Council's requirements
- The proposed methods and plan for conducting the investigations in the relevant countries.
- How the service provider will manage a conflict of interest

The evaluation will be based on

- The Consultants response to the requirements in section 7.1
- Example reports (max 2) from the Consultant's previous similar assignments which show how the consultant has carried out an investigation and reported on the findings

8.2 Personnel's competence (weight 40%)

The following will be emphasized in the evaluation

- The experience and professional competence for key personnel allocated to this assignment
- Experience from similar investigations.
- Knowledge of human rights, labour rights and working conditions in Taiwan and other relevant countries

The evaluation will be based on the following documentation:

- CV for the relevant personnel.
- The personnel listed in the tender must be the same personnel who will conduct the investigations.

8.3 Price (weight 20%)

- Prices (excluding VAT) per investigation must be provided in EUR for hourly rate and daily rate.

Tenders must be submitted by 18:00 Oslo time on 2 March 2026, by email to postmottak@etikkradet.no. Tenders submitted after the deadline will not be accepted. The Council aims at awarding the contract before 15 March 2026.

Should you have any question, please do not hesitate to contact us at postmottak@etikkradet.no.