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ETHIOPIA

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## TERM OF REFERENCE (ToR) FOR THE RECRUITMENT OF TWO INDIVIDUAL CONSULTANTS (IC)

### GENERAL INFORMATION

<b>Services/Work Description:</b>	Recruitment of individual consultant (National Consultant) for undertaking final evaluation of the joint UNDP – FAO project
<b>Project/Program Title:</b>	Support to Livelihoods of drought affected households and resilience building of vulnerable groups in Warder and Kebredahar Woredas of Ethiopia Somali Region
<b>Project timeframe</b>	December 2017 – March 2021
<b>Project budget</b>	USD 3,884,320 (USD 3,484,320 funded by ADA, USD 400,000 contributions from UNDP & FAO)
<b>Post Title:</b>	National consultant)
<b>Consultant Level:</b>	Level D (Senior Specialist)
<b>Duty Station:</b>	Addis Ababa with expected travel to regions.
<b>Expected Places of Travel:</b>	Project sites in Somali region
<b>Duration:</b>	30 working days spread across Two Months
<b>Expected Start Date:</b>	10 January 2021

### I. BACKGROUND / PROJECT DESCRIPTION

Ethiopia has a long-recorded history of disasters of both natural and anthropogenic origin. The common hazards causing disasters include drought, floods, epidemics, earthquakes, civil war, and mass displacement. Of all the natural hazards, drought and flood are the commonest disasters causing 48.8 and 38.9 percent of nationally reported mortalities between the years 1990-2014. The frequency of nationwide droughts that cause mortalities, food shortages, displacements and economic losses increased from once in 10 years (in 1970s and 1980s) to once in about two to three years by 2017.

As of August 2017, the total number of people requiring emergency food assistance in Ethiopia add up to 8.5 million, of which 1.7 million reside in Somali Region. This widespread food insecurity was

triggered by the protracted drought. In the pastoral areas of southern and south-eastern lowlands of the country, including Somali Region, conditions continued to deteriorate until March/April 2018, when the main Gu rain set in. The 2016/17 drought resulted in a critical shortage of water for livestock watering and human consumption as well as pasture resulting into food insecurity among the pastoral and agro-pastoral population.

This vulnerability of the local population to the climate-induced natural disasters was further exacerbated by pervasive natural resource degradation, limited economic and livelihood opportunities, poor access to basic services and markets, and weakening of the government and traditional institutions. The magnitude of this vulnerability was found to be much higher for pastoral women and those households with limited livelihood assets.

In view of addressing the above mentioned challenges, and to rebuild the disrupted livelihoods of pastoral, and agro-pastoral communities affected by recurrent drought, UNDP and FAO partnered with the Somali Regional government to jointly implement a project titled ***“Support to Livelihoods of drought affected households and resilience building of vulnerable groups in Warder and Kebredahar Woredas of Ethiopia Somali Region”***. The joint UNDP/ FAO project which started in 2018 incorporated both emergency and resilience building interventions bridging humanitarian response with development assistance. The project aims to improve the livelihoods and food security of pastoral and agro-pastoral communities within the most severely drought affected zones in the southern part of Somali Region and is still implemented in Warder and Kebredahar Woredas (districts) located in Dollo and Korahe Zones, respectively. The project incorporates interconnected and complementary interventions to enhance the resilience of pastoral and agro-pastoral communities, with special emphasis on women, youth and other vulnerable groups of the community, to similar future crises.

Overall, the project aims at addressing gaps in drought-preparedness, service delivery, natural resource management, and sustainable livelihood and income diversification. The ultimate principle objective of the project is to help communities to be resilient, have diversified sources of income and be able to better prepare, respond to and recover from emergencies and disaster shocks and increase institutional capacity of regional government and local authorities.

The project is being implemented in two woredas – Warder and Kebredahar in Dollo and Korahe zones respectively in Somali region situated in south-eastern Ethiopia. Like many parts of Somali region, these woredas experience an arid and semi-arid climate characterized by high temperatures and low and erratic rainfall. Livestock production is the principal livelihood for most of the resident population, while a small proportion of households practice crop farming during favourable seasons. The livestock (camel, cattle and small ruminants) reared in these areas have adapted to climate extremes and periodic feed, water and disease stresses and are highly preferred by local and export markets. As in many parts of Somali Region, Dollo and Korahe Zones have been repeatedly hit by climate-induced shocks, most notably recurrent droughts. Over the years, the drought cycles have become shorter with a corresponding increase in severity. In the protracted drought, which spanned three consecutive years (2015, 2016 and parts of 2017), Dollo and Korahe zones were severely affected and designated top priority hotspot areas for humanitarian response.

The two targeted woredas were selected for several reasons. Firstly, these woredas are among the most severely affected by the current drought, while also being frequently affected by recurrent drought over recent years. Secondly, the population concentration in these two districts is comparatively high, increasing the potential impact of the interventions. Thirdly, FAO, UNDP and UNICEF all had experience implementing projects in these woredas.

Specifically, the program was designed to deliver on the following five inter-related and complementary outputs:

- 1) Food security and capacity of 1 500 livestock-dependent households to withstand current drought-induced livestock feed shortages are enhanced
- 2) Capacity for improved animal health service delivery system for the target woredas, zones and the region enhanced
- 3) Improved natural resources management and agricultural productivity on 5,965 ha through introduction of climate smart technologies
- 4) Increased food security and income of 1,500 Women and Youth Groups through diversification of improved livelihoods:
- 5) The capacity of regional and woreda institutions for climate and disaster risk reduction, adaptation, preparedness and response is enhanced

The implementation of the project that commenced in July 2017 included a four-month inception phase (between December 2017 and March 2018) as per project document. The purpose of the inception phase was to enable the project team to contextualize the theory of change (ToC) and revise the project to respond to the realities on the ground in the woredas. The inception phase generated the baseline information against which progress would be tracked and monitored. The inception phase also included undertaking of baseline assessments and community consultations that enabled refining the longer-term project interventions, revision of project indicators and facilitated further elaboration of work plans as well as defining the mechanism/modalities to implement the planned interventions and clarified the roles and responsibilities of key actors.

However, project implementation faced significant delays in 2018 due to insecurity and instability in the project area. The delays cost the project most of the months of 2018. The situation improved in October 2018 when the project implementation resumed. Because of the delays encountered in much of 2018, the Project Steering Committee (PSC) approved a no cost extension (NCE) that was granted by the donor to extend the project until March 2021 (with project activities implementation expected to end December 2020 and period Jan-March 2021 to allow for reporting, monitoring and project close down.

## **II. PURPOSE, OBJECTIVES AND SCOPE OF THE EVALUATION**

As the project implementation nears the end, the project partners (through UNDP) plan to recruit two independent consultants [international and a national consultant) to undertake an end of project final evaluation. The two consultants will coordinate, and work together based on an agreed division of labor where the International Consultant will be the Team Lead with the national consultant as the counterpart consultant. The focus of the final evaluation is to analyse project outcomes, their sustainability and actual or potential impacts as well as to determine the relevance, effectiveness and efficiency of the project in achieving its intended results (outputs and outcomes). The final evaluation will also serve the purpose of indicating future actions needed to assure continuity of the process developed through the joint project.

UNDP and FAO in consultation with project stakeholders, will organize and facilitate the final evaluation including backstopping the evaluation team to ensure quality assurance of the final report. The evaluation process will also ensure adequate involvement and engagement of all key government implementing entities, including government counterparts at Regional, zonal and woreda levels namely BOFED, BOW, DRMB, BoLP, BOA, BWoA as well as their corresponding departments at Woreda levels. Other stakeholders include Jijiga/Kebreddehar Universities and various NGOs [INGOs and local NGOs] operating in the project area. Specifically, the evaluation will consult with ADA implemented Bridging the Gap (BTG) programme on disability inclusion in the project planning and implementation process. The evaluation team will also consult with the members of the project steering committee.

This final evaluation will cover the implementation period of the programme extending from December 2017 to December 2020 and will cover activities in the two project sites [Kebreddehar and Warder woredas]. The consultants will undertake field visits for data collection and engage /consult with direct project beneficiaries. However, the consultants will adhere to the COVID- 19 SOPs such as social distances as well as other measures in order to avoid potential safety/health risks for the beneficiaries

Assessment on all the five outputs on the achievements, including potential challenges and risks and how these have been addressed will be in the scope of the final evaluation. The evaluation will use existing monitoring and reporting data collected and reported on by the project team during project implementation. This evaluation will give emphasis on the operational/implementation mechanisms and arrangements practiced in the respective Implementing Partners (IPs) and their effectiveness & efficiency, perceptions towards the programme, the ownership/commitment level by the IPs and direct beneficiaries, etc. The analysis in the evaluation needs will be gender focused/sensitive with sex disaggregation of results to clearly reflect on different factors affecting or affected by gender dynamics. Furthermore, the evaluation will also address social inclusion of vulnerable people (e.g. people with disabilities, IDPs etc.) as well as to provide for socially disaggregation, wherever feasible

The evaluation will have the specific objectives of:

- Review the theory of change of the programme to map the results pathways and also assess cause - effect relationships.
- Assess the relevance, effectiveness, efficiency, potential impact as well as sustainability of the programme interventions;

- Identify implementation challenges/bottlenecks and risks which might have constrained programme and financial delivery;
- Generate evidence whether the programme implementation achieved the results and benefits as per the results, indicators and target framework
- Identify lessons learned and recommendations (including partnership arrangements), based on evidence, to improve relevance, effectiveness, efficiency and sustainability of programme results, and also document knowledge to inform similar programme design and implementation in future;
- Identify strengths and weaknesses of the partnership arrangements programme in the application of human right-based approach, social inclusion vulnerable groups interests and gender mainstreaming and possible recommendations to apply in the remaining period of the programme;
- Identify the strengths and weakness of the model of project implementation and delivery in terms of Humanitarian - Development – peace nexus approach

### III. EVALUATION CRITERIA AND QUESTIONS

The evaluation is expected to apply the internationally accepted evaluation criteria of relevance, effectiveness, efficiency, and sustainability. It will also look into adaptability, responsiveness, coherence and gender, women equality, gender mainstreaming and disability inclusion. Aligning to the evaluation criteria, the evaluation will address the following key evaluation questions, among others:

#### Relevance:

- To what extent was, the project design informed by the context of the target area and beneficiaries?
- To what extent the operations and objectives of the joint programme remained consistent current country needs (federal level, regional and woreda levels, and donors' policies and expectations?
- Were the approaches and strategies used relevant to achieve intended outputs and outcomes of the programme/intervention?
- To what extent did the interventions respond to the needs of beneficiaries including the vulnerable groups such as women, youth, PWDs and IDPs?

#### Effectiveness:

- To what extent has this programme achieved its planned outputs, immediate outcomes, and objectives?
- To what extent did the project enhance the capacity of livestock-dependent households to withstand drought-induced livestock feed shortages
- To what extent did the project improve the animal health service delivery
- What is the knowledge attitude and practices of beneficiaries around the climate smart technologies introduced?
- To what extent did the project the diversify the livelihoods of beneficiary households
- To what extent did the project improve the food security of beneficiary households

- To what extent did project improve the capacity of regional and woreda institutions for climate and disaster risk reduction, adaptation, preparedness and response is enhanced;
- What are the main expected and unexpected results of the programme—the unintended results?
- Did the assumptions and the Theory of Change hold true? If not, why?
- What were the major factors influencing implementation and operations of the programme for achievement or non-achievement of results?
- What were the major challenges and risks and how efficiently were these addressed by the project?
- What are lessons learned and good practices to take into account future effective and efficient designing and implementation of similar programmes?

#### **Efficiency:**

- Did the Project's implementation mechanisms, including institutional arrangements, partnerships, support services, etc., permit utilization of resources in efficient way, and also delivery of services and achievement of results in timely manner?
- Did the project implementation modalities take into consideration gender issues?
- To what extent did the project implementation take into consideration the views of the affected population

#### **Sustainability:**

- To what extent are the results and positive changes likely to continue after programme implementation?
- What factors may promote or hinder the continuation of positive changes realised during project implementation
- To what extent did the shift in the politico-economy context of the country and Somali region affect continuity of programme's implementation and likely to affect sustainability of results and outcomes achieved?
- Do the local partners have sufficient capacities and resources for continued support of project activities...
- To what extent did the programme establish and maintain effective partnerships with development partners, government, Civil Society Organizations (CSOs), NGOs, Universities etc.?
- To what extent are national and local institutions been prepared to carry out the activities after the project?

#### **Potential impacts**

The evaluation process will also focus on potential impacts as part of the evaluation criteria. Some of the questions to evaluate the impacts of the project on project target beneficiary groups include

- how have women/men, girls/boys as well as vulnerable groups such as people with disabilities benefitted from the project activities
- how has the project improved the livelihoods and wellbeing of the beneficiary groups?
- in what ways has the project intervention affected the communities socially (social impacts)
- how did the project interventions impact the environmental status of the landscape in which the beneficiary groups live and survive?

- how did the project improve the coping capacity of the beneficiary groups against climate change impacts;
- To what extent have gender considerations mainstreamed had been addressed in the design, implementation and monitoring of the project?
- Is the gender marker data assigned to this project representative of reality?
- To what extent has the project benefited women, enhanced participation? Were there any unintended effects?
- To what extent have poor, indigenous and physically challenged women and other disadvantaged and marginalized groups benefited from the project

#### **IV. METHODOLOGY**

The methodology will include but not limited to the following:

- Participatory mixed methods (quantitative and qualitative) of data collection and analysis.
- The Evaluation Team will also need to triangulate information from different sources and methods to ensure reliability and validity of data and findings.

The methodology should ensure that women, youth, PWDs, IDPs and other stakeholders participate, adequately and that their different voices and ideas considered. The methodology and tools will consider social inclusion of vulnerable groups in general with specific reference to people with disabilities

The identified evaluation team also needs to expand clearly and in detail the criteria and approach to be used to select representative samples of the interviewees from among the direct beneficiaries, Implementing Partners and stakeholders that will be consulted for data collection. During the field visits, the teams will adhere to the COVID-19 prevention SoPs as will guided by the authorities on the appropriate measures to be taken in the light of the COVID-19 pandemic. This is especially very important during field visits and meetings with the beneficiaries

Generally, the quantitative and qualitative data to be used for this evaluation will be collected from both secondary and primary sources. The desk level review of available relevant documents at different levels will be main source of secondary data and information for the evaluation.

The primary data from representative sample institutions and individuals will be collected through qualitative and quantitative interviews. The data generated through qualitative and quantitative interviews with the help of customized qualitative interview tools and structured quantitative survey questionnaires will be the sources of primary data. The focus group discussions (FGDs) and key informant interviews/individual in-depth interviews that will be conducted with knowledgeable informants from the selected beneficiary groups, Implementing Institutions, UNDP, FAO, and other stakeholders will be the prime qualitative methods to be employed for primary qualitative data collection.

#### **V. Expected Tasks and Deliverables**

The consultant will be expected to achieve the following main deliverables of the assignment are:

- i) Evaluation inception report Including data collection and analysis tools, methodology etc.



- ii) Preliminary findings and Draft evaluation report,
- iii) Validation workshop report and
- iv) Final evaluation report

The whole assignment is expected to be completed within 30 days spread over two months.

The main tasks and tentative milestones are as detailed below:

- Desk review of available documents in preparation for inception meeting
- Inception Phase (inception meetings; designing evaluation (methodology, evaluation matrix, data collection tools / instruments); preparation of inception report; and also review and endorsement of inception report/package). Will also including review / discussion / negotiation of evaluation criteria and questions
- Conducting the evaluation (data collection, analysis, draft report preparation)
- Submission of draft Evaluation Report for review and feedback from project team in preparation for the stakeholders' validation workshop
- Validation workshop and incorporation of feedback from the workshop
- Producing final Evaluation Report
- Review and endorse final draft report (making sure that the final draft report meets required evaluation quality criteria);

#### Evaluation matrix

Relevant evaluation criteria	Key questions	Specific sub questions	Data sources	Data-collection methods/tools	Indicators/success standard	Methods for data analysis

The table below summarize the key deliverables and estimated number of days for delivery.

No.	Deliverables / Outputs	Estimated Duration to Complete	Review and Approvals Required
1	Inception Report	2 days	Evaluation Manager/Focal Person, UNDP HoU IGSD, Programme Management Support Unit (PMSU) M+E,
2	Data collection, preliminary findings and Draft evaluation report	20 days	
3	Revised Draft Evaluation Report & Validation Workshop	3 days	
4	Final Evaluation Report	5 days	



			Senior Management (DRR-P), FAO and UNDP
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## VI. INSTITUTIONAL ARRANGEMENT / REPORTING RELATIONSHIPS

In addition to the specific tasks and outputs that the International Consultant is responsible for, he/she will be the team leader of the evaluation with the additional responsibility to coordinating and providing guidance to the national consultant as well as liaising the evaluation team with the client/UNDP and FAO throughout the evaluation process. The International Consultant will routinely report to the Programme Co-ordinator in liaison with FAO Programme Manager to track progress and get any technical and administrative assistances throughout the evaluation process. The Programme Co-ordinator will also facilitate to get approval of outputs/deliverables, and payments as per the appraisal of the deliverables & payment schedules as will be indicated in the contract. The organization and management structure/arrangement for the evaluation and lines of authority of all parties involved in the evaluation process are as outlined below:

### 6.1 UNDP Ethiopia in consultation with FAO Ethiopia

The **Management of UNDP Ethiopia, IGSD Unit** will take responsibility to:

- Assign an Evaluation Manager/Evaluation Focal Person who coordinates the evaluation, safeguards independence, provides routine support throughout the evaluation process, and so on;
- In consultation with FAO in Ethiopia, the donor, the PSC and MPTFO approve the final ToRs, inception and evaluation reports;
- Ensure the independence and impartiality of the evaluation at all stages;
- Participate in discussions with the evaluation team on the evaluation design and the evaluation subject, its performance and results with the Evaluation Manager and the evaluation team;
- Organise and participate in debriefings;
- Oversee dissemination and follow-up processes - including the preparation of management response to the evaluation recommendations;

### 6.2 Evaluation Focal Persons at UNDP and FAO

The Evaluation Focal Persons to coordinate and lead quality assurance process of the evaluation will be responsible to:

- Manage the evaluation process through all phases including drafting this TOR;
- Ensure quality assurance mechanisms are operational;
- Consolidate and share comments on draft TOR, Inception and Evaluation Reports with the Evaluation Team;
- Ensure the expected use of quality assurance mechanisms (checklists, quality support, etc.);
- Ensure that the team has access to all documentation and information necessary to the evaluation;

- Facilitate the team's contacts with Implementing Partners and other stakeholders;
- Set-up meetings, and field visits;
- Provide logistic support during the fieldwork;
- Organise security briefings for the evaluation team and provide any materials as required;

### 6.3 Evaluation Team

The Evaluation Team will have responsibilities to:

- Carry out desk review and field data collection and triangulation and analysis of data collected through desk review and field visit;
- Draft inception report (containing the methodology and detail action-plan for the evaluation) and share it with UNDP and FAO for comments;
- Finalize inception report with incorporation of relevant comments from UNDP, FAO and the donor with input from UNDP Independent Quality Assurance Support Service;
- Conduct field visit/research (interviews, observation, etc.);
- Ensure that all aspects of the TOR are fulfilled;
- After approval from Evaluation Manager to submit/present preliminary findings to UNDP and FAO who will in turn share with the donor, PSC and MPTFO for comments
- Draft evaluation reports (using template for reporting, typographic styles and UN spelling);
- Finalize evaluation report on the basis of comments received from different levels;

### 6.4 Implementing Partners and other Stakeholders

The Implementing Partners and other stakeholders will avail themselves to meet with the evaluation team and provide data and information that are required and relevant to achieve the purpose and objectives of this final evaluation.

## VII. LOGISTICS AND ADMINISTRATIVE SUPPORT TO PROSPECT IC

UNDP Ethiopia and FAO Ethiopia will jointly facilitate the organization of the meetings and discussion sessions during data collection and validation. UNDP and FAO (as may be appropriate) will provide office space, internet access and basic equipment for the duration of the consultancy. UNDP / FAO will also avail vehicles and drivers for travels for mission in the field.

## VIII. DURATION OF THE ASSIGNMENT/WORK

This assignment is planned for a maximum of **30 working days**. It is tentatively set to be conducted, **between 10 January and 28 February 2021**. **Two consultants** (one national), with strong recommendation that one of them should be a female candidate and with expertise in expertise in intersectional gender analysis and social inclusion, will be commissioned to undertake the assignment.

## IX. QUALIFICATIONS OF THE SUCCESSFUL INDIVIDUAL CONTRACTOR (IC)

The below indicated educational qualifications, experiences and language skills, and other competencies are required to be met by the potential Consultants.

### **9.1. Education:**

The candidates should have: a minimum of Master's Degree in Disaster Risk Governance, environment, economics, social policy analysis, development studies, organizational design/development, or related social science field; with preferably a combination of academic and technical experience in evaluation, gender analysis, social and economic, livelihoods and resilience fields.

### **9.2. Experience:**

The candidates for this position require to meet the following professional experience and expertise.

- A minimum of 10 years of professional experience and proven expertise in conducting programme's/project's/policies' evaluations/reviews (particularly in the livelihoods and resilience contexts); and development and strategic planning & analysis.
- The candidates should have experience in working in/with similar contexts in developing countries and in cross-cultural settings.
- Successful candidates are also expected to have deeper understanding of the Ethiopian context of Disaster Risk governance, resilience building and rural livelihoods enhancement landscape in particular.
- Strong knowledge or familiarity with current politico-economy context and Humanitarian-development -peace nexus contexts and IDP / durable solution initiative issues in Ethiopia.

### **9.3. Language:**

Excellent knowledge of English, including the ability to set out a coherent argument in presentations and group interactions is required.

### **9.4. Required core competencies:**

- Ability to translate strategic thinking and innovative ideas into practical/operational recommendations and actions;
- Solid analytical and presentation skills;
- Excellent interpersonal, communication and negotiating skills, and teamwork;
- Able to demonstrate integrity by modelling the UN's values and ethical considerations;
- Fulfils all obligations to gender sensitivity and zero tolerance for sexual harassment and abuse.

### **Important Note:**

The consultant is required to have the above-mentioned professional and technical qualifications. **Only the applicants who hold these qualifications** will be short-listed and contacted.

## **X. CRITERIA FOR SELECTING THE BEST OFFER**

Upon the advertisement of the Procurement Notice, qualified Individual Consultant is expected to submit both the Technical and Financial Proposals. Accordingly; Individual Consultants will be evaluated based on Cumulative Analysis as per the following scenario:

- Responsive/compliant/acceptable, and
- Having received the highest score out of a pre-determined set of weighted technical and financial criteria specific to the solicitation. In this regard, the respective weights of the proposals are:
  - a. Technical Criteria weight is **70%**
  - b. Financial Criteria weight is **30%**

Criteria	Weight	Max. Point
<b>Technical Competence (based on CV, Proposal and interview (if required))</b>	<b>70%</b>	100
▪ Academic qualifications		10 pts
▪ Relevant work experience		20 pts
▪ Understanding the Scope of Work (SoW); comprehensiveness of the methodology/approach; and organization & completeness of the proposal		40 pts
<b>Financial (Lower Offer/Offer*100)</b>	<b>30%</b>	30
<b>Total Score</b>	<b>Technical Score * 70% + Financial Score * 30%</b>	

## **XI. PAYMENT MILESTONES AND AUTHORITY**

The qualified and successful consultant shall receive his/her payments/lumpsum service fees upon certification of the completed tasks and delivery of products satisfactorily, as per the following schedule:

Payment tranche	Deliverables or Documents to be Delivered	Approval	Percentage of payment/Portion
1 <sup>st</sup> tranche	Upon submission and endorsement of Inception Report	UNDP in consultation with FAO	15%
2 <sup>nd</sup> tranche	Upon presentation of preliminary findings following completion of data collection and analysis	UNDP in consultation with FAO	25%
3 <sup>rd</sup> tranche	Upon submission of draft evaluation report, and presentation to stakeholders in a validation workshop	UNDP in consultation with FAO	20%

Payment tranche	Deliverables or Documents to be Delivered	Approval	Percentage of payment/Portion
4 <sup>th</sup> tranche	Upon submission of final draft assessment report and its endorsement, as well as Evaluation Brief & other knowledge products	UNDP in consultation with FAO	40%

## XII. RECOMMENDED PRESENTATION OF TECHNICAL AND FINANCIAL PROPOSALS

For purposes of generating quotations whose contents are uniformly presented and to facilitate their comparative review, a prospect Individual Contractor (IC) will present the report in an agreed Table **of Contents**. Therefore, prospective Consultant Proposal Submission must have at least the proposed table of contents outlined in the IC Proposal Submission Form that will be incorporated will be provided. The quotation will also include a financial proposal based on template to be supplied by UNDP alongside the call for proposal.

## XIII. CONFIDENTIALITY AND PROPRIETARY INTERESTS

The Individual Consultant shall not either during the term or after termination of the assignment, disclose any proprietary or confidential information related to the consultancy service without prior written consent. Proprietary interests on all materials and documents prepared by the consultants under the assignment shall become and remain properties of UNDP and FAO.

**This TOR is approved by:**

**Name:**

**Designation:**

**Signature:** \_\_\_\_\_

**Date Signed:**