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October 04, 2019

INDIVIDUAL CONSULTANT PROCUREMENT NOTICE

Country:	Tajikistan
Description of Assignment:	International Consultant for conduction of Final evaluation of the UNDP Project “Promotion of social and economic opportunities for women and youth in Zerafshan Valley of Tajikistan”.
Period of assignment/services:	20 working days within October - December 2019 (13 working days for home/desk work and 7 working days of in-country mission (3 days in Dushanbe and 4 days in the target districts))
Duty station:	Dushanbe, Tajikistan
Type of Contract:	Individual Consultant (IC)
Application Deadline:	October 14, 2019

Application procedures

Interested candidates are strongly encouraged to apply online via website www.jobs.undp.org:

- In order to be considered in the long list of applicants please go to the Registration link, register your account and upload Personal CV or Resume. (If you already have a registered account, please use your login and password for further applying).
- Further, in the list of announced vacancies click on apply link beside the Vacancy post. You will be receiving a confirmation e-mail in short period to the address indicated in your account.
- Additional documents should be sent to e-mail address ic.tj@undp.org, for proper evaluation:
 - Proposal:
 - stating your interest and qualifications for the advertised position
 - provide a brief methodology on how the consultant will approach and conduct the work
 - Financial proposal
 - Personal CV including past experience in similar projects and at least 3 references

Please note that incomplete applications will not be further considered. Please make sure you have provided all requested materials

Candidates should submit the above-mentioned documents by **October 14, 2019** via e-mail to ic.tj@undp.org Title of assignment should be written in the subject line of the email.

Any request for clarification must be sent in writing, or by standard electronic communication to the address or email indicated above. UNDP Tajikistan will respond in writing or by standard electronic mail and will send written copies of the response, including an explanation of the query without identifying the source of inquiry, to all consultants.

INTRODUCTION

In July 2017, UNDP has started implementation of 2,5-year project “Promotion of social and economic opportunities for women and youth in Zerafshan Valley of Tajikistan” funded by the Government of Russian Federation. The project aims to promote socio-economic opportunities for women and youth in Ayni and Kuhistoni Mastchoh districts of Sugd region of the Republic of Tajikistan.

The “Promotion of social and economic opportunities for women and youth in Zerafshan Valley of Tajikistan” project is financed through the UNDP-Russian Trust Fund for Development and implemented by UNDP in the Republic of Tajikistan within the period of July 2017 – December 2019. The overall objective of the project is to address socio-economic issues, through increased income and job opportunities, enhanced access to education, healthcare, social services and reinforced capacities to effectively address migration issues, which in turn contributes to improvement of livelihood of population, according to priorities at national and local levels. The “Promotion of social and economic opportunities for women and youth in Zerafshan Valley of Tajikistan” envisages to address economic and social disparities of the most vulnerable population in two districts of Zerafshan Valley (Ayni and Kuhistoni Mastchoh) through demonstration and promotion of efficient integrated local development solutions to improve livelihoods and social opportunities for women and youth through strengthened business skills and vocational education, better access to education and health services, and effective addressing of labor migration issues including mitigation of its social consequences. It assists local communities, women and youth especially, with economic empowerment, improving quality of social services and support for creation of jobs at local level.

The project helps to improve the efficiency of producers and processor of agricultural goods and will help to increase employment and development of business practice in target districts, taking into consideration their social and economic needs. The focus is given also to the issues related to enabling business environment for women and youth by conducting tailored business trainings, financial literacy courses, institutional capacity-building of knowledge organizations (VTLs, Adult Education Centers), and businesses on local economic development. Development of entrepreneurship and investment promotion are relevant to rural areas of Tajikistan.

The main long-term outcome (impact) of the project is livelihood improvement of rural population in target districts of the Republic of Tajikistan. To achieve this result, in the medium term (Project outcome), project will directly contribute to increasing employment and business development in view of their existing needs and economic capacity. Indirectly, the project will help to reduce social and economic vulnerabilities of target communities, especially of women and youth, and the flow of unskilled labor migrants from Tajikistan to other CIS countries, including the Russian Federation.

The above goal achieved through following Outputs:

1. Increased income and job opportunities for rural women and youth through business skills development, vocational trainings and access to finance.

Under this component the Project creates an enabling environment for business development skills for women and youth through conducting tailored training courses based on actual needs, provision of technical assistance to knowledge institutions such as Vocational Training Lyceum, Adult Education Center, provision of micro-capital grants for women and youth-headed small and medium-size businesses and to enable supportive environment and local income generating initiatives resulting in creation of decent jobs for local women and youth.

2. Improved access to social services for rural women and youth through enhanced capacities of local health and education facilities and increased community engagement for promotion of healthy lifestyles and education for all.

Under this component the Project supports improved access to social services for local communities through construction and or rehabilitation of secondary schools including strengthening energy efficiency and safety conditions of rural schools, through supply of energy efficient technologies

(e.g. windows), improvement of heating, water supply and sanitation systems and installation of solar panels. Improvement of access to healthcare facilities through construction and or rehabilitation of medical houses in remote and rural areas, provision of technical assistance, and procurement of ambulance vehicles.

3. ***Improved awareness of rural women and youth on employment issues.***

Under this component the Project aims to strengthen partnership with local public organizations and community groups to discuss, plan and implement activities aimed at addressing challenges and social consequences of unorganized and low-qualified migration in target districts; conducting awareness raising campaigns among rural women, migrants' wives and young people, schoolchildren attending 09-11 grades on various social issues, including an unorganized migration and its social consequences. Provision of legal aid through mobile consultations for women and youth in rural and remote areas on negative consequences of labor migration resulting in divorce, discrimination, domestic violence, abandonment, non-registration of marriages and divorces, settlement of alimony disputes, etc.

These three components altogether contribute to promote social and economic opportunities for people living in rural and remote areas.

PURPOSE

The International Consultant is required to work in close consultation with and under the guidance of the UNDP Senior Economic Development Officer and project staff of Field Project Office in Ayni district. The purpose of this assignment is to conduct final evaluation and assess the progress of the "Promotion of social and economic opportunities for women and youth in Zerafshan Valley of Tajikistan" Project.

DUTIES AND RESPONSIBILITIES

The International Consultant will assess the progress of the Project "Promotion of social and economic opportunities for women and youth in Zerafshan Valley of Tajikistan" against stated outputs, as well as identify issues and recommend course corrections. Evaluation will also highlight issues and challenges affecting effective and efficient implementation of outputs and their contribution to project outcomes and impact.

One additional independent National Consultant will be recruited to support the mission of International Consultant.

The detailed ToR is presented in Annex 2.

REQUIREMENTS FOR EXPERIENCE AND QUALIFICATIONS

Corporate Competencies

- Demonstrates integrity by modeling the UN's values and ethical standards;
- Promotes the vision, mission, and strategic goals of UNDP;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability;
- Treats all people fairly without favoritism;
- Fulfills all obligations to gender sensitivity and zero tolerance for sexual harassment.

Functional Competencies

- Maintains and establishes network of contacts with national counterparts and development partners for information sharing and responding to capacity development request;
- Analyzes and selects materials for strengthening strategic alliances with partners and stakeholders;
- Technical expertise in area-based development process;

- Demonstrates good knowledge of Integrated Rural Development strategies, and good understanding on Local Development issues;
- Relevant international experience and cross-cultural communication skills;
- Proven interpersonal skills;
- Attitude and ability to motivate people;
- Flexibility and resourcefulness;
- Computer skills (common software programmes).

Academic Qualifications:

Advanced university degree (at Master level or equivalent) in social sciences, economic development, management, sustainable development or related field is required.

Professional experience.

- More than 10 years of technical background in poverty reduction, economic development, good governance, public administration, local development issues, pro-poor economics, private sector in development;
- Experience and expertise in project design, management, implementation and monitoring and evaluation, policy analysis, development aid and technical cooperation, as well as development management /organizational capacity building programming;
- Knowledge of UN procedures and UN evaluation strategies will be additional asset;
- Good report writing skills and advanced computer literacy;
- Ability to make recommendations focused on results and impact, with a strong understanding of value for money concepts;
- Familiarity with the political, economic, social and gender situation in Central Asia (preferably Tajikistan)

Knowledge of languages:

- Fluency in English, knowledge of Russian is an asset.

DOCUMENTS TO BE INCLUDED WHEN SUBMITTING THE PROPOSALS.

Interested individual consultants must submit the following documents/information to demonstrate their qualifications:

- Technical Proposal: a brief methodology on how the consultant will approach and conduct the work; The Methodology is a subject for evaluation.
- Financial proposal;
- Personal CV including past experience in similar projects.

FINANCIAL PROPOSAL

- **Lump sum contracts**

The financial proposal shall specify a total lump sum amount with the breakdown of:

- 1) daily consultancy fee
- 2) travel* (air tickets/visa/transportation expenses)
- 3) living allowances*

** Regardless of purpose of travel, the prevailing price for an economy class tickets serving the most direct routes to be travelled shall apply for all ICs. In general, UNDP should not accept travel costs exceeding those of a full-fare economy class ticket. Individual Contractors wishing to upgrade their travel to business, or first class shall do so at their own expense.*

** ICs may allocate living allowances for them when an assignment requires travel and include such allowances in their financial proposals. Such living allowances may be lower or equal to UN DSA rates,*

but under no circumstance should they be higher than UN DSA rates. (UN DSA rate for Dushanbe - 170 USD, for Regional Centers – 90 USD and elsewhere - 51 USD)

Travel

All envisaged travel costs must be included in the financial proposal. This includes all travel to join duty station/repatriation travel. In general, UNDP should not accept travel costs exceeding those of an economy class ticket. Should the IC wish to travel on a higher class he/she should do so using their own resources. In the case of unforeseeable travel, payment of travel costs including tickets, lodging and terminal expenses should be agreed upon, between the respective business unit and Individual Consultant, prior to travel and will be reimbursed.

EVALUATION

Individual consultants will be evaluated based on the cumulative analysis methodology, by Desk review Process. The award of the Contract shall be made to the individual consultant whose offer has been evaluated as responsive/compliant/acceptable and having received the highest score out of the below set weighted technical and financial criteria:

* Evaluation of Technical Proposal: Criteria weight – 70%;

* Evaluation of Financial Proposal: Criteria weight – 30%

Technical Proposal Evaluation		Points (weights)
1	Advanced university degree (at Master level or equivalent) in social sciences, economic development, management, sustainable development or related field is required.	Max 10
2	More than 10 years of professional experience in poverty reduction, economic development, good governance, public administration, local development issues, pro-poor economic development, private sector in development; Knowledge of CIS context, preferably Central Asia region (desirable) and ability to make recommendations focused on results and impact, with a strong understanding of value for money concepts	Max 20
3	Proven experience in evaluating and programmes/projects; Experience and expertise in project design, management, and monitoring and evaluation; Experience with development management /organizational capacity building programming.	Max 20
4	Technical proposal outlining the methodology and approaches to the assignment as per expected deliverables.	Max 20
Total Technical		Max 70 points Min 49 points

Only candidates obtaining a minimum of 49 points for Technical Proposal would be considered for the Financial Evaluation.

ANNEXES:

ANNEX 1. FINANCIAL PROPOSAL SUBMISSION FORM

ANNEX 2. TERMS OF REFERENCES (TOR)

ANNEX 3. INDIVIDUAL CONSULTANT GENERAL TERMS AND CONDITIONS

ANNEX 4. SAMPLE INDIVIDUAL CONTRACT

Since UNDP Tajikistan currently has a majority of male employees, we strongly encourage qualified female applicants for this position. UNDP seeks to ensure that male and female employees are given

equal career opportunities and that staff members are able to keep an appropriate balance between work and private life.

ANNEX 1

**BREAKDOWN OF COSTS
SUPPORTING THE ALL-INCLUSIVE FINANCIAL PROPOSAL**

Having examined the Solicitation Documents, I, the undersigned, offer to provide all the services in the TOR for the sum of _____
This is a lump sum offer covering all associated costs for the required service (fee, meal, accommodation, travel, etc.).

a) Breakdown of Cost by Components in (pls. indicate the currency): _____

<i>Cost components</i>	<i>Unit cost</i>	<i>Quantity</i>	<i>Total rate for the Contract Duration</i>
I. Personnel Cost			
Professional fee			
Life/medical insurance			
Communications			
Other (pls. specify)			
TOTAL			
II. Duty Travel			
Travel to duty station			
Travel to project sites (Ayni and Kuhistoni Mastchoh districts)			
Living allowance			
Travel Insurance			
Others (pls. specify)			
TOTAL			

b) Breakdown of Cost by Deliverables*

<i>Deliverables [list them as referred to in the TOR]</i>	<i>Indicative time-frame (subject to revision)</i>	<i>Percentage of Total Price (Weight for payment)</i>	<i>Amount</i>
Deliverable 1			
Deliverable 2			
....			
Total		100%	

*Basis for payment tranches

Proposed by:

Name:	Signature:	Date:
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TERMS OF REFERENCE

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Duty station:	Dushanbe, Tajikistan
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Application Deadline:	October 14, 2019

BACKGROUND:

In July 2017, UNDP has started implementation of 2,5-year project “Promotion of social and economic opportunities for women and youth in Zerafshan Valley of Tajikistan” funded through the UNDP-Russia Trust Fund for Development. The project aims to promote socio-economic opportunities for women and youth in Ayni and Kuhistoni Mastchoh districts of Sugd region of the Republic of Tajikistan.

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The project helps to improve the efficiency of producers and processor of agricultural goods and will help to increase employment and development of business practice in target districts, taking into consideration their social and economic needs. The focus is given also to the issues related to enabling business environment for women and youth by conducting tailored business trainings, financial literacy courses, institutional capacity-building of knowledge organizations (VTLs, Adult Education Centers), and businesses on local economic development. Development of entrepreneurship and investment promotion are relevant to rural areas of Tajikistan.

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target communities, especially of women and youth, and the flow of unskilled labor migrants from Tajikistan to other CIS countries, including the Russian Federation.

The above goal achieved through following Outputs:

1. *Increased income and job opportunities for rural women and youth through business skills development, vocational trainings and access to finance.*

Under this component the Project creates an enabling environment for business development skills for women and youth through conducting tailored training courses based on actual needs, provision of technical assistance to knowledge institutions such as Vocational Training Lyceum, Adult Education Center, provision of micro-capital grants for women and youth-headed small and medium-size businesses and to enable supportive environment and local income generating initiatives resulting in creation of decent jobs for local women and youth.

2. *Improved access to social services for rural women and youth through enhanced capacities of local health and education facilities and increased community engagement for promotion of healthy lifestyles and education for all.*

Under this component the Project supports improved access to social services for local communities through construction and or rehabilitation of secondary schools including strengthening energy efficiency and safety conditions of rural schools, through supply of energy efficient technologies (e.g. windows), improvement of heating, water supply and sanitation systems and installation of solar panels. Improvement of access to healthcare facilities through construction and or rehabilitation of medical houses in remote and rural areas, provision of technical assistance, and procurement of ambulance vehicles.

3. *Improved awareness of rural women and youth on employment issues.*

Under this component the Project aims to strengthen partnership with local public organizations and community groups to discuss, plan and implement activities aimed at addressing challenges and social consequences of unorganized and low-qualified migration in target districts. Conducting of awareness raising campaigns among rural women, migrants' wives and young people, schoolchildren attending 09-11 grades on various social issues, including an unorganized migration and its social consequences, advanced diagnosis of HIV/AIDS and other infectious, sexually transmitted diseases. Provision of legal aid through conducting of mobile consultations for women and youth in rural and remote areas on negative consequences of labor migration resulting in divorce, discrimination, domestic violence, abandonment, non-registration of marriages and divorces, settlement of alimony disputes, etc.

These three components altogether contribute to promote social and economic opportunities for people living in rural and remote areas.

PURPOSE AND OBJECTIVES

The International Consultant is required to work in close consultation with and under the guidance of the UNDP Senior Economic Development Officer based at the UNDP Tajikistan and project staff of Field Project Office in Ayni district. The purpose of this assignment is to assess the achievement of project results, and to draw lessons that can both improve the sustainability of benefits from this project, and aid in the overall enhancement of UNDP programming.

Main objectives of the Final Project Evaluation include:

- To assess whether the project achieved or did not achieve outcomes and outputs stipulated in the Project Document and Results Framework;
- Identify factors that have contributed to achieving or not achieving project results;

- Analyse the effectiveness of the existing partnerships established/maintained with the Government, civil society, UN Agencies, donors and other key stakeholders. Identify lessons learnt, effectiveness of project partnerships, and provide recommendations as necessary
- Assesses to what extent the project has addressed gender considerations and promoted gender equality throughout its implementation.

In particular, the following key evaluation questions should be answered according to the OECD-DAC evaluation criteria:

Relevance

- I. Assess to what extent was the project in line with the national development priorities, the country programme's outputs and outcomes, the UNDP Strategic Plan, UNDAF and SDGs?
- II. Assess to what extent the project's overall interventions address the needs and demands of the beneficiaries in gender disaggregated manner (i.e. for men and women, girls and boys).
- III. Assess the relevance and effect of technical assistance of project given to all the beneficiaries.

Effectiveness

- I. Review and analyze the achievement of Projects' results against set targets. Were the projects objectives and outputs clear, practical and feasible?
- II. Assess the performance of the Project with particular reference to qualitative and quantitative achievements of outputs and targets as defined in the Project documents and work-plans and with reference to the Project baseline.
- III. Assess the areas in which the project has the fewest and the greatest achievements?
- IV. Analyze the underlying factors within and beyond implementing agency's (UNDP) control that affect the Project (including analysis of the strength, weaknesses, opportunities and threats affecting the achievement of the Project).
- V. Assess the extent to which the project partners been involved in project implementation? What has been the contribution of partners and other organizations to the outcome, and how effective have UNDP partnerships been in contributing to achieving the outcome?
- VI. Asses to what extent capacities of local and regional authorities and service providers have been enhanced.
- VII. Asses to what extend the Project contributed to economic empowerment of the target group, especially vulnerable women, young people, migrant families, etc.

Efficiency

- I. Assess whether the Project has utilized Project funding as per the agreed work plan to achieve the projected targets.
- II. Analyze the role of the Project Steering Committee (PSC) and whether this forum has been optimally used for decision making.
- III. Assess the timeline and quality of the reporting followed by the Project.
- IV. Analyze the performance of the M&E mechanism of the Project and the use of various M&E tools (any socio-economic data available to the project etc.).
- V. Assess the qualitative and quantitative aspects of management and other inputs (such as equipment, monitoring and review and other technical assistance and budgetary inputs) provided by the project vis-à-vis achievement of outputs and targets.
- VI. Identify factors and constraints, which have affected Project implementation including technical, managerial, organizational, institutional and socio-economic policy issues in addition to other external factors unforeseen during the Project design.

Sustainability and Impact

- I. Assess preliminary indications of the degree to which the Project results are likely to be sustainable beyond the Project's lifetime (both at the community and government level) and provide recommendations for strengthening sustainability.
- II. Assess the sustainability of the Project interventions in terms of their effect on environment.
- III. Analyze the emerging impact on the communities for both men and women in terms of food security, income and asset enhancement.

Network /linkages

- I. Evaluate the level, degree and representation by the beneficiaries and stakeholders, (government and donor partners etc.) in the implementation of the Project (with particular attention to the development, testing of community-based approaches towards assets creation and income diversification, especially for poor, youth and women and accessing technical assistance inputs outside the project).
- II. Assess the Project's knowledge management strategy and outreach and communications to all stakeholders.

Lessons learnt/ Conclusions

- I. Analyze areas for improved programme planning, especially with respect to setting targets, relevance and capacity of institutions for project decision making and delivery.
- II. Identify significant lessons or conclusions which can be drawn from the Project in terms of effectiveness, efficiency, sustainability and networking. Special attention may be given to the security situation and the coping strategies developed by the project to maintain work momentum.

METHODOLOGY AND THE SUGGESTED EVALUATION APPROACH

The evaluation will be based on the methodology described below, which will be further discussed with the key Project partners and validated by the UNDP. The proposed methodology employs results-oriented approach and integrates cross-cutting issues (human rights, gender equality, environment etc.) into the evaluation.

The key elements of the methodology to be used by the evaluation team will consist (but not limited to) of the following:

- Documentation review (desk study);
- Interviews with key partners and stakeholders;
- Focus groups;
- Field visits;
- Questionnaires;
- Participatory techniques, SWOT analysis and other approaches for gathering and analysis of data.

Documents to be reviewed

Some of the background documents to be reviewed as part of the outcome evaluation are as follows¹:

- Country Programme Document (CPD) 2016-2020;
- United Nations Development Assistance Framework (2016-2021);
- Project Document "Promotion of social and economic opportunities for women and youth in Zerafshan Valley of Tajikistan;

¹ Final list of references and sources for desk review will be agreed and stipulated in inception report.

- Annual Progress Reports for the 1st and 2nd years Project implementation (and semi-annual report for the 3rd year);
- Monitoring and Evaluation tools (Quarterly Progress reports, minutes of the Project Steering Committee meetings etc.).
- Other contextual materials on women economic empowerment;
- Publications and social networking resources

EXPECTED OUTPUTS AND DELIVERABLES

The consultant is expected to provide the following key deliverables within the period of his/her assignment:

- evaluation inception report including a workplan and evaluation schedule;
- draft evaluation report for comment;
- audit trail detailing how comments, questions and clarifications have been addressed (optional);
- final report (addressing comments, questions and clarifications); and
- presentations and other knowledge products.

It is expected that draft report will be submitted to the UNDP in two working weeks after the in-country mission, and the final report with all comments and recommendations incorporated submitted to UNDP for final endorsement not later that in two working weeks after receipt of consolidated formal feedback with comments to a draft from the UNDP (in the form of audit trail if required).

The draft Report and Final Reports: The Report should be logically structured, contain evidence-based findings, conclusions, lessons and reasonable number of recommendations, and should be free of information that is not relevant to the overall analysis. The Report should respond in detail to the key focus areas described above.

Presentation: For presenting and discussing the draft final report interactively, the consultants will facilitate a concluding workshop for the Project stakeholders.

This is the expected timeframe for the above deliverables:

ACTIVITIES	RESPONSIBILITY	TIME-FRAME (tentative)
The Project evaluation is expected to be implemented in the period from October-December 2019		
a. Desk review of the contextual and project-related documentation	International Consultant	by 10 November 2019
b. Submission of the Inception report including a workplan, evaluation schedule and tentative mission agenda		
c. 7-day in-country mission and presentation of findings at the end of the mission	International and National Consultants	by 30 November 2019
d. First draft of the Project Evaluation report submitted within 2 weeks after the mission.	International and National Consultants	by 15 December 2019
e. Final Project Evaluation report with the strategic and feasible recommendations in a form and substance satisfactory to UNDP, submitted within 2 weeks after the receipt of final comments from UNDP	International and National Consultant	By 30 December 2019

The exact delivery and sequence of the products will be determined in discussion with the Senior Economic Development Officer of UNDP, Communities Programme.

EVALUATION TEAM COMPOSITION

The Evaluation team will be comprised of the International Consultant (team leader) and independent National Consultant to support the mission of the International Consultant.

REQUIREMENTS FOR EXPERIENCE AND QUALIFICATIONS

Corporate Competencies

- Demonstrates integrity by modeling the UN's values and ethical standards;
- Promotes the vision, mission, and strategic goals of UNDP;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability;
- Treats all people fairly without favoritism;
- Fulfills all obligations to gender sensitivity and zero tolerance for sexual harassment.

Functional Competencies

- Maintains and establishes network of contacts with national counterparts and development partners for information sharing and responding to capacity development request;
- Analyzes and selects materials for strengthening strategic alliances with partners and stakeholders;
- Technical expertise in area-based development process;
- Demonstrates good knowledge of Integrated Rural Development strategies, and good understanding on Local Development issues;
- Relevant international experience and cross-cultural communication skills;
- Proven interpersonal skills;
- Attitude and ability to motivate people;
- Flexibility and resourcefulness;
- Computer skills (common software programmes).

Education

- Advanced university degree (at Master level or equivalent) in social sciences, economic development, management, sustainable development or related field is required.

Professional experience

- More than 10 years of professional experience in poverty reduction, economic development, good governance, public administration, local development issues, pro-poor economic development, private sector in development;
- Experience and expertise in project design, management, monitoring and evaluation, policy analysis;
- Knowledge of UN procedures and evaluation strategies will be additional asset;
- Good report writing skills, proven by evidence;
- Ability to make recommendations focused on results and impact;
- Familiarity with the political, economic, social and gender situation in Central Asia (preferably Tajikistan)

Knowledge of languages:

- Fluency in English, knowledge of Russian is an asset.

PAYMENT

Payments will be done upon completion of the deliverables/outputs and as per below percentages:

- Deliverable 1 [Inception Report]: 20% of total contract amount.
- Deliverable 2 [Country mission and presentation of findings]: 40% of total contract amount.
- Deliverable 3 [Comprehensive Evaluation Report]: 40% of total contract amount.

In the event of unforeseeable travel not anticipated in this TOR, payment of travel costs including tickets, lodging and terminal expenses should be agreed upon, between the respective business unit and the Individual Consultant, prior to travel and will be reimbursed.

INDIVIDUAL CONSULTANT GENERAL TERMS AND CONDITIONS**GENERAL CONDITIONS OF CONTRACT
FOR THE SERVICES OF INDIVIDUAL CONTRACTORS**

1.LEGAL STATUS: The Individual contractor shall have the legal status of an independent contractor vis-à-vis the United Nations Development Programme (UNDP), and shall not be regarded, for any purposes, as being either a “staff member” of UNDP, under the UN’ Staff Regulations and Rules, or an “official” of UNDP, for purposes of the Convention on the Privileges and Immunities of the United Nations, adopted by the General Assembly of the United Nations on 13 February 1946. Accordingly, nothing within or relating to the Contract shall establish the relationship of employer and employee, or of principal and agent, between UNDP and the Individual contractor. The officials, representatives, employees or subcontractors of UNDP and of the Individual contractor, if any, shall not be considered in any respect as being the employees or agents of the other, and UNDP and the Individual contractor shall be solely responsible for all claims arising out of or relating to its engagement of such persons or entities.

2.STANDARDS OF CONDUCT: In General: The Individual contractor shall neither seek nor accept instructions from any authority external to UNDP in connection with the performance of its obligations under the Contract. Should any authority external to UNDP seek to impose any instructions on the Contract regarding the Individual contractor’s performance under the Contract, the Individual contractor shall promptly notify UNDP and shall provide all reasonable assistance required by UNDP. The Individual contractor shall not take any action in respect of its performance of the Contract or otherwise related to its obligations under the Contract that may adversely affect the interests of UNDP, and the Individual contractor shall perform its obligations under the Contract with the fullest regard to the interests of UNDP. The Individual contractor warrants that it has not and shall not offer any direct or indirect benefit arising from or related to the performance of the Contract or the award thereof to any representative, official, employee or other agent of UNDP. The Individual contractor shall comply with all laws, ordinances, rules and regulations bearing upon the performance of its obligations under the Contract. In the performance of the Contract the Individual contractor shall comply with the standards of conduct set in the Secretary General’s Bulletin ST/SGB/2002/9 of 18 June 2002, entitled “Regulations Governing the Status, Basic Rights and Duties of Officials other than Secretariat Officials, and Expert on Mission”. The individual contractor must comply with all Security Directives issued by UNDP. Failure to comply with such security directives is grounds for termination of the Contract for cause.

Prohibition of Sexual Exploitation and Abuse: In the performance of the Contract, the Individual contractor shall comply with the standards of conduct set forth in the Secretary-General’s bulletin ST/SGB/2003/13 of 9 October 2003, concerning “Special measures for protection from sexual exploitation and sexual abuse”. In particular, the Individual contractor shall not engage in any conduct that would constitute sexual exploitation or sexual abuse, as defined in that bulletin.

The Individual contractor acknowledges and agrees that any breach of any of the provisions hereof shall constitute a breach of an essential term of the Contract, and, in addition to any other legal rights or remedies available to any person, shall give rise to grounds for termination of the Contract. In addition, nothing herein shall limit the right of UNDP to refer any alleged breach of the foregoing standards of conduct to the relevant national authorities for appropriate legal action.

3.TITLE RIGHTS, COPYRIGHTS, PATENTS AND OTHER PROPRIETARY RIGHTS: Title to any equipment and supplies that may be furnished by UNDP to the Individual contractor for the performance of any obligations under the Contract shall rest with UNDP, and any such equipment shall be returned to UNDP at the conclusion of the Contract or when no longer needed by the Individual contractor. Such equipment, when returned to UNDP, shall be in the same condition as when delivered to the Individual contractor, subject to normal wear and tear, and the Individual contractor shall be liable to compensate UNDP for any damage or degradation of the equipment that is beyond normal wear and tear.

UNDP 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 Individual contractor has developed for UNDP 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, and the Individual contractor acknowledges and agrees that such products, documents and other materials constitute works made for hire for UNDP. However, to the extent that any such intellectual property or other proprietary rights consist of any intellectual property or other proprietary rights of the Individual contractor: (a) that pre-existed the performance by the Individual contractor of its obligations under the Contract, or (b) that the Individual contractor may develop or acquire, or may have developed or acquired, independently of the performance of its obligations under the Contract, UNDP does not and shall not claim any ownership interest thereto, and the Individual contractor grants to UNDP a perpetual licence to use such intellectual property or other proprietary right solely for the purposes of and in accordance with the requirements of the Contract. At the request of UNDP, the Individual contractor shall take all necessary steps, execute all necessary documents and generally assist in securing such proprietary rights and transferring or licensing them to UNDP in compliance with the requirements of the applicable law and of the Contract. Subject to the foregoing provisions, all maps, drawings, photographs, mosaics, plans, reports, estimates, recommendations, documents and all other data compiled by or received by the Individual contractor under the Contract shall be the property of UNDP, shall be made available for use or inspection by UNDP at reasonable times and in reasonable places, shall be treated as confidential and shall be delivered only to UNDP authorized officials on completion of work under the Contract

4. CONFIDENTIAL NATURE OF DOCUMENTS AND INFORMATION: Information and data that are considered proprietary by either UNDP or the Individual contractor or that are delivered or disclosed by one of them (“Discloser”) to the other (“Recipient”) during the course of performance of the Contract, and that are designated as confidential (“Information”), shall be held in confidence and shall be handled as follows. The Recipient of such Information shall use the same care and discretion to avoid disclosure, publication or dissemination of the Discloser’s Information as it uses with its own similar information that it does not wish to disclose, publish or disseminate, and the Recipient may otherwise use the Discloser’s Information solely for the purpose for which it was disclosed. The Recipient may disclose confidential Information to any other party with the Discloser’s prior written consent, as well as to the Recipient’s employees, officials, representatives and agents who have a need to know such confidential Information solely for purposes of performing obligations under the Contract. Subject to and without any waiver of the privileges and immunities of UNDP, the Individual contractor may disclose Information to the extent required by law, *provided that* the Individual contractor will give UNDP sufficient prior notice of a request for the disclosure of Information in order to allow UNDP to have a reasonable opportunity to take protective measures or such other action as may be appropriate before any such disclosure is made. UNDP may disclose Information to the extent as required pursuant to the Charter of the United Nations, resolutions or regulations of the General Assembly or its other governing bodies, or rules promulgated by the Secretary-General. The Recipient shall not be precluded from disclosing Information that is obtained by the Recipient from a third party without restriction, is disclosed by the Discloser to a third party without any obligation of confidentiality, is previously known by the Recipient, or at any time is developed by the Recipient completely independently of any disclosures hereunder. These obligations and restrictions of confidentiality shall be effective during the term of the Contract, including any extension thereof, and, unless otherwise provided in the Contract, shall remain effective following any termination of the Contract.

5. TRAVEL, MEDICAL CLEARANCE AND SERVICE INCURRED DEATH, INJURY OR ILLNESS: If the Individual contractor is required by UNDP to travel beyond commuting distance from the Individual contractor’s usual place of residence, and upon prior written agreement, such travel shall be at the expense of UNDP . Such travel shall be at economy care when by air.

UNDP may require the Individual contractor to submit a Statement of Good Health from a recognized physician prior to commencement of work in any offices or premises of UNDP or before engaging in any travel required by UNDP or connected with the performance of the Contract. The Individual contractor shall provide such a Statement of Good Health as soon as practicable following such request, and prior to engaging in any such travel, and the Individual contractor warrants the accuracy of any such Statement, including, but not limited to, confirmation that the Individual contractor has been fully informed regarding the requirements for inoculations for the country or countries to which travel may be authorized.

In the event of the death, injury or illness of the Individual contractor which is attributable to the performance of services on behalf of UNDP under the terms of the Contract while the Individual contractor is traveling at UNDP expense or is performing any services under the Contract in any offices or premises of UNDP, the Individual contractor

or the Individual contractor's dependants, as appropriate, shall be entitled to compensation equivalent to that provided under the UNDP insurance policy, available upon request.

6. PROHIBITION ON ASSIGNMENT; MODIFICATIONS: The Individual contractor may not assign, delegate, transfer, pledge or make any other disposition of the Contract, of any part thereof, or of any of the rights, claims or obligations under the Contract except with the prior written authorization of UNDP, and any attempt to do so shall be null and void. The terms or conditions of any supplemental undertakings, licences or other forms of Contract concerning any goods or services to be provided under the Contract shall not be valid and enforceable against UNDP nor in any way shall constitute an Contract by UNDP thereto, unless any such undertakings, licences or other forms of Contract are the subject of a valid written undertaking by UNDP. No modification or change in the Contract shall be valid and enforceable against UNDP unless provided by means of a valid written amendment to the Contract signed by the Individual contractor and an authorized official or appropriate contracting authority of UNDP.

7. SUBCONTRACTORS: In the event that the Individual contractor requires the services of subcontractors to perform any obligations under the Contract, the Individual contractor shall obtain the prior written approval of UNDP for any such subcontractors. UNDP may, in its sole discretion, reject any proposed subcontractor or require such subcontractor's removal without having to give any justification therefore, and such rejection shall not entitle the Individual contractor to claim any delays in the performance, or to assert any excuses for the non-performance, of any of its obligations under the Contract. The Individual contractor shall be solely responsible for all services and obligations performed by its subcontractors. The terms of any subcontract shall be subject to, and shall be construed in a manner that is fully in accordance with, all of the terms and conditions of the Contract.

8. USE OF NAME, EMBLEM OR OFFICIAL SEAL OF THE UNITED NATIONS: The Individual contractor shall not advertise or otherwise make public for purposes of commercial advantage or goodwill that it has a contractual relationship with UNDP, nor shall the Individual contractor, in any manner whatsoever, use the name, emblem or official seal of UNDP, or any abbreviation of the name of UNDP, in connection with its business or otherwise without the written permission of UNDP.

9. INDEMNIFICATION: The Individual contractor shall indemnify, defend, and hold and save harmless UNDP, and its officials, agents and employees, from and against all suits, proceedings, claims, demands, losses and liability of any kind or nature, including, but not limited to, all litigation costs and expenses, attorney's fees, settlement payments and damages, based on, arising from, or relating to: (a) allegations or claims that the use by UNDP of any patented device, any copyrighted material or any other goods or services provided to UNDP for its use under the terms of the Contract, in whole or in part, separately or in combination, constitutes an infringement of any patent, copyright, trademark or other intellectual property right of any third party; or (b) any acts or omissions of the Individual contractor, or of any subcontractor or anyone directly or indirectly employed by them in the performance of the Contract, which give rise to legal liability to anyone not a party to the Contract, including, without limitation, claims and liability in the nature of a claim for workers' compensation.

10. INSURANCE: The Individual contractor shall pay UNDP promptly for all loss, destruction or damage to the property of UNDP caused by the Individual contractor, or of any subcontractor, or anyone directly or indirectly employed by them in the performance of the Contract. The Individual contractor shall be solely responsible for taking out and for maintaining adequate insurance required to meet any of its obligations under the Contract, as well as for arranging, at the Individual contractor's sole expense, such life, health and other forms of insurance as the Individual contractor may consider to be appropriate to cover the period during which the Individual contractor provides services under the Contract. The Individual contractor acknowledges and agrees that none of the insurance arrangements the Individual contractor may make shall, in any way, be construed to limit the Individual contractor's liability arising under or relating to the Contract.

11. ENCUMBRANCES AND LIENS: The Individual contractor shall not cause or permit any lien, attachment or other encumbrance by any person to be placed on file or to remain on file in any public office or on file with UNDP against any monies due to the Individual contractor or to become due for any work done or against any goods supplied or materials furnished under the Contract, or by reason of any other claim or demand against the Individual contractor.

12. FORCE MAJEURE; OTHER CHANGES IN CONDITIONS: In the event of and as soon as possible after the occurrence of any cause constituting *force majeure*, the Individual contractor shall give notice and full particulars in writing to UNDP of such occurrence or cause if the Individual contractor is thereby rendered unable, wholly or in part, to perform its obligations and meet its responsibilities under the Contract. The Individual contractor shall also

notify UNDP of any other changes in conditions 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 conditions or occurrence, the Individual contractor shall also submit a statement to UNDP of estimated expenditures that will likely be incurred for the duration of the change in conditions or the event. On receipt of the notice or notices required hereunder, UNDP shall take such action as it considers, in its sole discretion, to be appropriate or necessary in the circumstances, including the granting to the Individual contractor of a reasonable extension of time in which to perform any obligations under the Contract.

In the event of and as soon as possible after the occurrence of any cause constituting *force majeure*, the Individual contractor shall give notice and full particulars in writing to UNDP of such occurrence or cause if the Individual contractor is thereby rendered unable, wholly or in part, to perform its obligations and meet its responsibilities under the Contract. The Individual contractor shall also notify UNDP of any other changes in conditions 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 conditions or occurrence, the Individual contractor shall also submit a statement to UNDP of estimated expenditures that will likely be incurred for the duration of the change in conditions or the event. On receipt of the notice or notices required hereunder, UNDP shall take such action as it considers, in its sole discretion, to be appropriate or necessary in the circumstances, including the granting to the Individual contractor of a reasonable extension of time in which to perform any obligations under the Contract.

Force majeure as used herein means any unforeseeable and irresistible act of nature, any act of war (whether declared or not), invasion, revolution, insurrection, 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 Individual contractor. The Individual contractor acknowledges and agrees that, with respect to any obligations under the Contract that the Individual contractor must perform in or for any areas in which UNDP is engaged in, preparing to engage in, or disengaging from any peacekeeping, humanitarian or similar operations, any delay or failure to perform such obligations arising from or relating to harsh conditions within such areas or to any incidents of civil unrest occurring in such areas shall not, in and of itself, constitute *force majeure* under the Contract

13. TERMINATION: Either party may terminate the Contract, in whole or in part, upon giving written notice to the other party. The period of notice shall be five (5) days in the case of Contracts for a total period of less than two (2) months and fourteen (14) days in the case of contracts for a longer period. The initiation of conciliation or arbitral proceedings, as provided below, shall not be deemed to be a “cause” for or otherwise to be in itself a termination of the Contract. UNDP may, without prejudice to any other right or remedy available to it, terminate the Contract forthwith in the event that: (a) the Individual contractor is adjudged bankrupt, or is liquidated, or becomes insolvent, applies for moratorium or stay on any payment or repayment obligations, or applies to be declared insolvent; (b) the Individual contractor is granted a moratorium or a stay or is declared insolvent; the Individual contractor makes an assignment for the benefit of one or more of its creditors; (c) a Receiver is appointed on account of the insolvency of the Individual contractor ; (d) the Individual contractor offers a settlement in lieu of bankruptcy or receivership; or (e) UNDP reasonably determines that the Individual contractor has become subject to a materially adverse change in its financial condition that threatens to endanger or otherwise substantially affect the ability of the Individual contractor to perform any of its obligations under the Contract.

In the event of any termination of the Contract, upon receipt of notice of termination by UNDP, the Individual contractor shall, except as may be directed by UNDP in the notice of termination or otherwise in writing: (a) take immediate steps to bring the performance of any obligations under the Contract to a close in a prompt and orderly manner, and in doing so, reduce expenses to a minimum; (b) refrain from undertaking any further or additional commitments under the Contract as of and following the date of receipt of such notice; (c) deliver all completed or partially completed plans, drawings, information and other property that, if the Contract had been completed, would be required to be furnished to UNDP thereunder; (d) complete performance of the work not terminated; and (e) take any other action that may be necessary, or that UNDP may direct in writing, for the protection and preservation of any property, whether tangible or intangible, related to the Contract that is in the possession of the Individual contractor and in which UNDP has or may be reasonably expected to acquire an interest.

In the event of any termination of the Contract, UNDP shall only be liable to pay the Individual contractor compensation on a pro rata basis for no more than the actual amount of work performed to the satisfaction of UNDP in accordance with the requirements of the Contract. Additional costs incurred by UNDP resulting from the termination of the Contract by the Individual contractor may be withheld from any amount otherwise due to the Individual contractor from UNDP..

14.NON-EXCLUSIVITY: UNDP shall have no obligation respecting, and no limitations on, its right to obtain goods of the same kind, quality and quantity, or to obtain any services of the kind described in the Contract, from any other source at any time.

15.TAXATION: Article II, section 7, of the Convention on the Privileges and Immunities of the United Nations provides, *inter alia*, that the United Nations, including its subsidiary organs, is exempt from all direct taxes, except charges for public utility services, and is exempt from customs restrictions, duties and charges of a similar nature in respect of articles imported or exported for its official use. In the event any governmental authority refuses to recognize the exemptions of the United Nations from such taxes, restrictions, duties or charges, the Individual contractor shall immediately consult with UNDP to determine a mutually acceptable procedure. UNDP shall have no liability for taxes, duties or other similar charges payable by the Individual contractor in respect of any amounts paid to the Individual contractor under this Contract, and the Individual contractor acknowledges that UNDP will not issue any statements of earnings to the Individual contractor in respect of any such payments.

16.AUDITS AND INVESTIGATIONS:

Each invoice paid by UNDP shall be subject to a post-payment audit by auditors, whether internal or external, of UNDP or by other authorized and qualified agents of UNDP at any time during the term of the Contract and for a period of two (2) years following the expiration or prior termination of the Contract. UNDP shall be entitled to a refund from the Individual contractor for any amounts shown by such audits to have been paid by UNDP other than in accordance with the terms and conditions of the Contract.

The Individual contractor acknowledges and agrees that, from time to time, UNDP may conduct investigations relating to any aspect of the Contract or the award thereof, the obligations performed under the Contract, and the operations of the Individual contractor generally relating to performance of the Contract. The right of UNDP to conduct an investigation and the Individual contractor's obligation to comply with such an investigation shall not lapse upon expiration or prior termination of the Contract. The Individual contractor shall provide its full and timely cooperation with any such inspections, post-payment audits or investigations. Such cooperation shall include, but shall not be limited to, the Individual contractor's obligation to make available its personnel and any relevant documentation for such purposes at reasonable times and on reasonable conditions and to grant to UNDP access to the Individual contractor's premises at reasonable times and on reasonable conditions in connection with such access to the Individual contractor's personnel and relevant documentation. The Individual contractor shall require its agents, including, but not limited to, the Individual contractor's attorneys, accountants or other advisers, to reasonably cooperate with any inspections, post-payment audits or investigations carried out by UNDP hereunder.

17.SETTLEMENT OF DISPUTES:

AMICABLE SETTLEMENT: UNDP and the Individual contractor 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. Where the parties wish to seek such an amicable settlement through conciliation, the conciliation shall take place in accordance with the Conciliation Rules then obtaining of the United Nations Commission on International Trade Law ("UNCITRAL"), or according to such other procedure as may be agreed between the parties in writing.

ARBITRATION: Any dispute, controversy or claim between the parties arising out of the Contract, or the breach, termination, or invalidity thereof, unless settled amicably, as provided above, shall be referred by either of the parties to arbitration in accordance with the UNCITRAL Arbitration Rules then obtaining. The decisions of the arbitral tribunal shall be based on general principles of international commercial law. For all evidentiary questions, the arbitral tribunal shall be guided by the Supplementary Rules Governing the Presentation and Reception of Evidence in International Commercial Arbitration of the International Bar Association, 28 May 1983 edition. The arbitral tribunal shall be empowered to order the return or destruction of goods or any property, whether tangible or intangible, or of any confidential information provided under the Contract, order the termination of the Contract, or order that any other protective measures be taken with respect to the goods, services or any other property, whether tangible or intangible,

or of any confidential information provided under the Contract, as appropriate, all in accordance with the authority of the arbitral tribunal pursuant to Article 26 (“Interim Measures of Protection”) and Article 32 (“Form and Effect of the Award”) of the UNCITRAL Arbitration Rules. The arbitral tribunal shall have no authority to award punitive damages. In addition, unless otherwise expressly provided in the Contract, the arbitral tribunal shall have no authority to award interest in excess of the London Inter-Bank Offered Rate (“LIBOR”) then prevailing, and any such interest shall be simple interest only. The parties shall be bound by any arbitration award rendered as a result of such arbitration as the final adjudication of any such dispute, controversy or claim.

18.PRIVILEGES AND IMMUNITIES: Nothing in or relating to the Contract shall be deemed a waiver, express or implied, of any of the privileges and immunities of the United Nations, including its subsidiary organs.

UNITED NATIONS DEVELOPMENT PROGRAMME

Empowered lives.
Resilient nations.

Contract for the services of an Individual ContractorNo. **IC/2019/**

This Individual Contract is entered into on _____ between the United Nations Development Programme (hereinafter referred to as “UNDP”) and _____ (hereinafter referred to as “the Individual Contractor”) whose address is _____.

WHEREAS UNDP desires to engage the services of the Individual Contractor on the terms and conditions hereinafter set forth, and:

WHEREAS the Individual Contractor is ready and willing to accept this Contract with UNDP on the said terms and conditions,

NOW, THEREFORE, the Parties hereby agree as follows:

1. Nature of services

The Individual Contractor shall perform the services as described in the Terms of References which form an integral part of this Contract and are attached hereto as *Annex I* in the following Duty Station(s): _____.

2. Duration

This Individual Contract shall commence on _____, and shall expire upon satisfactory completion of the services described in the Terms of Reference mentioned above, but not later than _____, unless sooner terminated in accordance with the terms of this Contract. This Contract is subject to the General Conditions of Contract for Individual contractors which are available on UNDP website at www.undp.org/procurement and are attached hereto as *Annex II*.

3. Consideration

As full consideration for the services performed by the Individual Contractor under the terms of this Contract, including, unless otherwise specified, his/her travel to and from the Duty Station(s), any other travel required in the fulfillment of the Terms of Reference in Annex I, and living expenses in the Duty Station(s), UNDP shall pay the Individual Contractor a total of _____ in accordance with the table set forth below. Payments shall be made following certification by UNDP that the services related to each Deliverable, as described below, have been satisfactorily performed and the Deliverables have been achieved by or before the due dates specified below, if any.

DELIVERABLE	DUE DATE	AMOUNT IN USD

If unforeseen travel outside the Duty Station not required by the Terms of Reference is requested by UNDP, and upon prior written agreement, such travel shall be at UNDP's expense and the Individual Contractor shall receive a *per diem* not to exceed United Nations daily subsistence allowance rate in such other location(s).

Where two currencies are involved, the rate of exchange shall be the official rate applied by the United Nations on the day the UNDP instructs its bank to effect the payment(s).

4. Rights and Obligations of the Individual contractor

The rights and obligations of the Individual Contractor are strictly limited to the terms and conditions of this Contract, including its Annexes. Accordingly, the Individual Contractor shall not be entitled to any benefit, payment, subsidy, compensation or entitlement, except as expressly provided in this Contract. The Individual Contractor shall be solely liable for claims by third parties arising from the Individual Contractor's own acts or omissions in the course of performing this Contract, and under no circumstances shall UNDP be held liable for such claims by third parties.

- **The Individual Contractor is (not) required to submit a Statement of Good Health and confirmation of immunization.**

5. Beneficiary

The Individual Contractor selects _____ as beneficiary of any amounts owed under this Contract in the event of death of the Individual Contractor while performing services hereunder. This includes the payment of any service-incurred liability insurance attributable to the performance of the services for UNDP.

Mailing address, email address and phone number of beneficiary: _____

Mailing address, email address and phone number of emergency contact (if different from beneficiary):

IN WITNESS WHEREOF, the Parties hereto have executed this Contract.

By signing below, I, the Individual Contractor, acknowledge and agree that I have read and accept the terms of this Contract, including the General Conditions of Contracts for Individual contractors available on UNDP website at www.undp.org/procurement and attached hereto in Annex II which form an integral part of this Contract, and that I have read and understood, and agree to abide by the standards of conduct set forth in the Secretary-General's bulletins ST/SGB/2003/13 of 9 October 2003, entitled "Special Measures for Protection from Sexual Exploitation and Sexual Abuse" and ST/SGB/2002/9 of 18 June 2002, entitled "Regulations Governing the Status, Basic Rights and Duties of Officials other than Secretariat Officials, and Experts on Mission".

AUTHORIZING OFFICER:

INDIVIDUAL CONTRACTOR:

Signature _____

Signature _____

Date _____

Date _____