Project Title - Assessment of the Relevance, Adoption and Emerging Effectiveness of FSD Ethiopia's Support to Capital Market Policy and Regulation.

Client - FSD Ethiopia

Background and Rationale

Ethiopia's capital market is still in its early years. The Capital Markets Proclamation (No. 1248/2021) established the Ethiopian Capital Market Authority (ECMA) as the sector's regulator. The Ethiopian Securities Exchange (ESX) opened trading in government securities in January 2025, followed by equities trading in July 2025. In this short span, ECMA and ESX have built the regulatory and operational foundations of a functioning capital market largely from scratch, including rulebooks, manuals, licensing regimes and supervisory systems. At the same time, they have processed a growing pipeline of licensing applications, share registrations, prospectus reviews and other transactions from market participants.

Both institutions began this work while still building their technical teams, retaining trained professionals and establishing new regulatory systems and processes. A substantial body of regulatory infrastructure is now in place. The next step is to understand how far licensing, registration and review processes have become faster, clearer and more consistent for the institutions that rely on them day to day.

Over the past three years, FSD Ethiopia (FSDE) has supported the development of Ethiopia's capital market policy, legal, regulatory and institutional architecture. This portfolio spans support to ECMA, ESX, the Ethiopian Capital Market Administrative Tribunal (ECMAT) and the Accounting and Auditing Board of Ethiopia (AABE), as well as work on regulatory frameworks for new instruments and market segments. The support falls broadly into four areas:

- **Regulatory frameworks and operational tools** – translating the Proclamation and ECMA's directives into practical instruments, such as manuals, guidelines, the ESX Rulebook and its interpretative guide, that regulators and market participants apply in licensing, listing, trading, supervision and enforcement.
- **Supervisory and institutional capacity** – strengthening the ability of market institutions to carry out their mandates, including risk-based supervision capacity at ECMA and institutional reform support to AABE, which underpins the reliability of financial reporting.
- **Market governance and dispute resolution** – establishing the procedures that allow the market's oversight and appeals architecture to function, including the Rules of Procedure for ECMAT.
- **Frameworks for new instruments and market segments** – laying the regulatory groundwork for new products,including a framework for Islamic capital market instruments such as Sukuk, and ECMA's Sustainable Securities Guideline with the related ESX reporting framework, now finalised and ready for first application.

A full list of the interventions in scope, with supporting documentation, will be shared with the selected consultant at inception.

With this foundational policy and regulatory infrastructure now largely in place, the more pressing question is whether FSDE's interventions, individually and collectively, are strengthening Ethiopia's capital market ecosystem. That means establishing the legal and regulatory frameworks, institutional structures, operational procedures and

supervisory capabilities needed for a transparent, efficient, inclusive and resilient market. The assessment will examine evidence from the institutions and market participants affected by these interventions, rather than relying on the existence of policy or regulatory documents alone. Its findings will inform how FSDE prioritises its next phase of policy and regulatory support.

Because much of this support has taken the form of legal and regulatory instruments, the assessment also requires a legal lens. The instruments derive their authority from the Capital Markets Proclamation and ECMA's directives. Their usefulness depends on how coherently they fit together, how clearly they allocate

powers and obligations, and how well they align with recognised international standards for securities regulation. Combining an evidence-based assessment with a focused legal review will allow the findings to show both how the framework is working for the institutions that use it and how soundly it is built.

Consistent with FSDE's commitment to gender equality and social inclusion (GESI) as a cross-cutting priority, the assessment will also consider how the regulatory framework supports inclusive market participation, including by women and other underserved investors and issuers.

Objective of the Assessment

The objective of this assignment is to assess the relevance, adoption and emerging effectiveness of FSD Ethiopia's overall support to Ethiopia's capital market policy and regulatory development. The assessment will:

- Examine contributions across the relevant institutions, frameworks and interventions, including, but not limited to, support to ECMA and ESX;
- Review the legal soundness and coherence of the key regulatory instruments supported;
- Document early progress, identify gaps and lessons, and establish a practical basis for tracking longer-term outcomes and informing FSDE's future policy and regulatory support.

Ethiopia's capital market is at an early stage, and many of the supported frameworks have been operational for a limited period. This assignment is therefore not intended to establish definitive market-level impact. It will instead:

- Assess early evidence of relevance, adoption, institutional use and emerging outcomes;
- Identify whether the conditions for longer-term impact are being established;
- Define indicators that FSDE and its partners can track as the market matures.

Specific objectives:

- **Document FSDE's contribution** – document and assess FSDE's contribution to strengthening Ethiopia's capital market policy, legal, regulatory and institutional architecture over the past three years, including support to ECMA, ESX, ECMAT and AABE and work on frameworks for new instruments and market segments.

- **Assess adoption and early change** – assess how FSDE-supported policies, legal and regulatory frameworks, institutional reforms, operational tools and capacity-building interventions have been adopted and used in practice, and what early changes they have produced in institutional capability, regulatory processes, market access and readiness for new instruments or market segments.

- **Review legal soundness and coherence** – review the legal soundness, internal coherence and enforceability of the key regulatory instruments FSDE has supported, including their alignment with the Capital Markets Proclamation, their consistency with each other and with related legislation, and their alignment with relevant international standards and good practice.

- **Capture stakeholder perspectives** – capture the perspectives of the institutions, professionals and market participants directly affected by the supported interventions on their relevance, usability, implementation and emerging effects, including how experience has changed over time where a meaningful comparison is possible, and whether experiences differ across groups of users, including women-led firms and women professionals, where evidence allows.

- **Identify gaps** – identify persistent legal, regulatory, institutional, technical and implementation gaps across the supported portfolio, including capacity, coordination, ownership, operationalisation and data constraints, and assess how these gaps affect the intended contribution of each intervention.

- **Draw out lessons** – draw out lessons on what has worked, what has worked less well and under what conditions, to inform how FSDE prioritises, sequences and designs its future policy, legal, regulatory and institutional support across Ethiopia's capital market ecosystem.

- **Set up outcome tracking** – propose a practical set of indicators and a light tracking framework that FSDE and its partners can use to monitor longer-term outcomes as the market matures.

Scope of the Assessment

- **Period:** FSDE's capital market policy and regulatory support from the start of engagement (approximately 2023) to the present.

- **Institutions:** ECMA, ESX, ECMAT and AABE as supported institutions. The CSD, market intermediaries, advisory firms and issuers are included as users of, and participants in, the regulatory processes.

- **Interventions:** the four areas of support described in Section 1. During inception, the consultant will propose, for FSDE's agreement, which interventions will be examined as detailed cases and which will be covered at portfolio level.

- **Exclusions:** the assessment is not an audit of ECMA's, ESX's or any other institution's compliance or performance. It will not provide legal opinions on individual regulatory decisions or disputes, and it will not rank Ethiopian institutions against international peers.

Key Assessment Questions

The key assessment questions are organised around four pillars: Relevance; Adoption and Emerging Effectiveness; Early Outcomes and Contribution; and Sustainability. Each supported intervention will be assessed against the pathway most appropriate to its nature and maturity – from whether it addressed a clearly identified policy, legal,

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Relevance

- Did FSDE's interventions address a critical market, regulatory or institutional need?
- How effectively did the interventions respond to identified market, regulatory and institutional gaps in Ethiopia's capital market development?
- To what extent did the supported instruments fill gaps in the legal and regulatory framework created under the Capital Markets Proclamation, and were they prioritised in line with the market's most pressing legal needs?
- To what extent did the design of the supported instruments consider inclusive access and participation, including by women investors, women-led enterprises and other underserved groups?

Adoption and Emerging Effectiveness

- What progress has been made in ECMA's and ESX's regulatory and institutional capacity since FSDE's support began, and what has been FSDE's specific contribution to that progress?
- How effective and efficient are ECMA's and ESX's core regulatory processes – including licensing, share registration, and prospectus and document review – as experienced by the institutions that rely on them?
- To what extent have the policies, legal and regulatory frameworks, rules, manuals, guidelines, procedures and institutional reforms supported by FSDE been formally adopted, operationalised and used in practice? What evidence is there that intended users understand them and consider them clear, practical and fit for purpose, and what explains differences in implementation across interventions?
- Are the supported instruments legally sound? This covers whether they are:
    - Consistent with the enabling Proclamation and ECMA's directives;
    - Clear in allocating powers, obligations and procedures;
    - Free of significant gaps, overlaps or contradictions across ECMA, ESX, CSD and ECMAT instruments.
- How do the timelines, procedural requirements and decision criteria set out in the instruments compare with how licensing, registration and review processes operate in practice?
- To what extent do the instruments provide for transparency, procedural fairness and effective avenues of appeal, including through ECMAT?
- What persistent gaps in technical capacity, staff retention or regulatory capacity remain at ECMA and ESX, and how are these affecting turnaround times and the quality of decisions?

Early Outcomes and Contribution

- What early evidence is there that the interventions are contributing to a more functional capital market, including through clearer regulatory pathways, improved institutional readiness, greater market-participant confidence, and the enabling of transactions, listings, participants or financing instruments? Where market-level outcomes are not yet observable, what credible intermediate indicators suggest progress towards them?
- To what extent has the legal and regulatory framework enabled the introduction of new products and instru ments, such as Sukuk and other interest-free instruments or sustainable securities, and what legal or regulatory steps would further support their uptake?
- What has FSDE's specific value-add been relative to other factors, such as the institutions' own maturation or other technical assistance, in driving these changes?
- What early evidence is there that the framework supports inclusive market development? Examples include provisions for gender-related or social disclosure, sustainable and social instruments that can direct capital towards gender and inclusion outcomes, and the collection of sex-disaggregated market data by ECMA and ESX.
- Based on available evidence and stakeholder accounts, what aspects of the observed progress would likely have occurred more slowly, differently or not at all without FSDE's support, and what alternative explanations must be considered?

Sustainability

- To what extent are the policy and regulatory frameworks, systems and capacities established through FSDE support likely to be sustained and updated over time, and what institutional arrangements exist for their review and amendment?
- How well aligned is the framework with relevant international standards – such as the IOSCO Objectives and Principles of Securities Regulation and applicable standards for Islamic and sustainable finance – and which legal or regulatory refinements would most strengthen its durability as the market grows?
- What does this suggest for how FSDE should prioritise, sequence and design its future policy, legal, regulatory and institutional support across the capital market ecosystem?

Methodology

Research design. This assessment will use a theory-based, mixed-method contribution analysis suited to an early-stage market intervention. It will reconstruct the intended pathway from FSDE-supported inputs and outputs to institutional adoption, changes in regulatory practice, intermediate outcomes and, where evidence permits, emerging market-level effects. The analysis will triangulate documentary evidence, administrative process data, case-based process tracing and stakeholder experience, while explicitly testing alternative explanations such as ECMA's and ESX's own institutional maturation and support

received from other partners. Regulatory processes such as licensing, share registration and prospectus review will be traced end to end to identify what changed, when it changed and whether the change can plausibly be linked to FSDE-supported tools or capacity.

This analysis is complemented by a legal and regulatory review strand, led by the Legal Expert, which examines the instruments themselves and feeds directly into the analysis under each pillar.

Assessment framework. The assessment applies the four-pillar framework used to structure the key questions above: Relevance; Adoption and Emerging Effectiveness; Early Outcomes and Contribution; and Sustainability. Each intervention examined is assessed against these pillars – whether it responded to a clearly identified need, whether it has been adopted and used in practice, what early changes it has enabled, and whether those changes are positioned to endure – allowing findings across different tools, institutions and processes to be compared on a consistent basis, using evidence appropriate to each intervention's nature and maturity.

Results framework and indicators. The inception phase will develop an intervention-level results framework distinguishing outputs, adoption indicators, intermediate outcomes and longer-term market outcomes. Early indicators may include:

- Formal approval and dissemination of supported tools;
- Evidence of staff awareness and use;
- Consistency of interpretation and decision-making;
- Completeness and predictability of application requirements;
- Availability of sex-disaggregated data on market participation (e.g. investors, licensed professionals, issuers' leadership), where collected.
- Process turnaround times, where reliable records exist;
- Frequency and causes of resubmissions;
- Use of risk-based supervisory approaches;
- Stakeholder perceptions of clarity and procedural certainty;
- Institutional arrangements for updating the frameworks.

Baselines, data availability and attribution limitations will be documented for each indicator. This framework will form the basis of the Outcome Tracking Framework delivered with the final report.

Data collection. The framework above will be populated using the following methods:

- **Document and case review:** review of the frameworks, rules, manuals and guidelines FSDE has supported, together with available ECMA and ESX records on licensing approvals, share registrations, and prospectus or document reviews, to establish an evidence base on how these processes have unfolded.

- **Legal and regulatory review:** a structured review of the key instruments FSDE has supported against the Capital Markets Proclamation, ECMA directives, related legislation and relevant international standards. The review will map gaps, overlaps and inconsistencies, assess clarity and enforceability, and compare prescribed procedures and timelines with those observed in practice.

- **Key informant interviews (KIIs):** semi-structured interviews with ECMA, ESX, ECMAT, AABE and a purposive sample of market participants who have directly used the relevant regulatory processes. The inception report will define transparent selection criteria to capture different processes, participant types and experiences, including completed, delayed and unsuccessful applications where available. Interview evidence will be anonymised where appropriate and triangulated with administrative records, documents and case evidence rather than treated as standalone proof of effectiveness or attribution.

- **Process and experience mapping:** walking a sample of market participants – investment banks, brokers, advisory firms – through their most recent, specific experience of a regulatory process, step by step, to capture actual timelines, bottlenecks and quality issues as they occurred, rather than general ratings.

- **Significant-change interviews:** asking stakeholders to describe a specific instance where a regulatory process or tool supported by FSDE clearly worked well, or clearly did not, to surface concrete, evidenced examples of change rather than generalised assessments.

- **Comparative desk review:** a focused review of selected peer capital market regulators and exchanges in the region to identify relevant practices for licensing, registration and review processes, and how their legal and regulatory frameworks are structured. Comparators will be selected using explicit criteria, including market maturity, institutional mandate, legal tradition, market size and data availability. The review will be used to generate contextual lessons rather than to rank ECMA or ESX or apply benchmarks that may not be appropri ate to Ethiopia's stage of market development.

- **Validation:** emerging findings and the draft report will be presented virtually to the relevant FSDE teams, and their feedback will inform the final report.

Ethics and limitations.

The consultant will obtain informed consent from all interviewees and treat institutional records and interview data confidentially. The inception report will set out the main limitations of the evidence – such as short implementation periods, data gaps and attribution challenges – and how these will be managed. The consultant will record respondent sex and the type of institution for all interviews, aim for gender-balanced representation in the sample where possible, and disaggregate findings by gender where the evidence allows.

List of Identified Stakeholders

The table below presents an initial set of stakeholders for the assessment. The final stakeholder map will be refined during inception to reflect the interventions selected for detailed review and should include the supported institutions, intended users, affected market participants, relevant government or policy actors, professional bodies and other development partners where their evidence is material to assessing contribution or alternative explanations.

No	Stakeholder	Type	Reason for inclusion
01.	Ethiopian Capital Market Authority (ECMA)	Regulator	The regulator whose licensing, supervision and review processes, and whose supported manuals and guidelines, are central to the assessment.
02.	Ethiopian Securities Exchange (ESX)	Exchange	The exchange whose rulebook, membership, listing and trading processes are central to the assessment.
03.	Ethiopian Capital Market Administrative Tribunal (ECMAT)	Tribunal / appeals body	The market's dispute-resolution and appeals body, whose Rules of Procedure FSDE supported; central to the review of procedural fairness and appeal mechanisms.
04.	Accounting and Auditing Board of Ethiopia (AABE)	Regulator (professional oversight)	Recipient of institutional reform support; its oversight of the accounting and auditing profession underpins the financial reporting the capital market depends on.
05.	Central Securities Depository (CSD)	Depository	Responsible for share registration and settlement, which are directly relevant to the processes this assessment examines.
06.	Licensed investment banks / brokers	Market participant	Trading members licensed by ECMA to operate on ESX, who experience licensing and ongoing supervisory processes directly.
07.	Advisory firms / transaction advisors	Market participant	Firms that support issuers through ECMA's listing and prospectus review processes.
08.	Issuers and prospective issuers	Market participan	Institutions that have completed, or attempted, a listing, bond issuance or other ECMA-regulated transaction, including prospective issuers of new instruments such as Sukuk or sustainable securities.
09.	Relevant government and policy actors	Government	Ministries and agencies whose mandates intersect with capital market policy, where their evidence is material to the assessment.
10.	Other development partners	Development partner	Partners providing related technical assistance, whose evidence is needed to assess contribution and alternative explanations.
11.	FSDE Financial Markets pillar team	Internal	For internal validation of findings and sense-checking of the draft narrative.

Note: the specific intermediaries, advisory firms and issuers that would make good interview candidates (e.g. which investment banks or brokers have gone through licensing, or which issuers have been through prospectus review) will be identified in consultation with the FSDE Financial Markets pillar team and/or the ECMA/ESX teams.

Deliverables

The consultant shall deliver the following outputs. All deliverables will be submitted in English, in editable format, and are subject to FSDE review and approval.

No	Deliverable	Minimum content / acceptance standard
01.	Inception Report	Refined methodology and assessment matrix linking each key question to indicators, data sources and methods; intervention-level results framework; proposed case interventions and comparator selection criteria; legal review framework and matrix (instruments, review criteria and benchmarks); stakeholder map and sampling criteria; data collection tools (interview guide, process/experience mapping and case-review templates); ethics approach, evidence limitations and a detailed workplan.
02.	Draft Assessment Report	Findings against each key question under the four pillars, with legal and regulatory findings integrated throughout; clear distinction between legal analysis, documentary and case evidence, and stakeholder perceptions; case studies of selected interventions; draft recommendations.
03.	Virtual Presentation of Draft Findings	Presentation of key findings and draft recommendations to FSDE teams, with a short note capturing the feedback received and how it will be addressed.
04.	Final Assessment Report	Revised report incorporating FSDE and validation feedback; executive summary of no more than four pages; prioritised, actionable recommendations, including any proposed legal or regulatory refinements; a short section on GESI findings and gender-responsive recommendations, annexes including the legal review matrix, list of stakeholders consulted (anonymised where appropriate) and data collection tools.
05.	Outcome Tracking Framework	Practical set of indicators for tracking longer-term outcomes of FSDE's capital market policy and regulatory support, with definitions, No Deliverable Minimum content / acceptance standard baselines where available, data sources, responsible parties and suggested frequency.

Implementation Timeline

This assessment will be conducted by an external firm, consortium or team of individual consultants, combining assessment and legal expertise, over a total of two months (eight weeks) from contract signature. The table below sets out the phasing of activities and the deliverables expected at each stage. Bidders should include a detailed implementation schedule in their technical proposal.

Phase	Timing	Activities	Deliverable
Inception	Weeks 1-2	Review of background documents and intervention list; inception meetings with FSDE; development of the results framework, legal review framework and data collection tools; FSDE review and approval.	**Inception Report,** including the finalised data collection tools and legal review matrix
Data collection and legal review	Weeks 2-5	Document and case review, legal and regulatory review, key informant interviews, process and experience mapping, signifi-cant-change interviews and comparative desk review.	
Analysis and draft report writing	Weeks 5-6	Integrated analysis of assessment and legal findings; preparation of case studies and the draft report.	**Draft Assessment Report,** covering findings against the key assessment questions.
Review and validation	Weeks 7	FSDE review of the draft report and virtual presenta-tion of findings to FSDE teams.	**Virtual Presentation of Draft Findings**
Finalisation	Weeks 7	Incorporation of feedback and finalisation of the report and tracking framework.	**Final Assessment Report** and **Outcome Tracking Framework**

Ways of Working

The consultant will be engaged by FSD Ethiopia and will report to FSDE's Development Impact function, working closely with the Financial Markets pillar team. The consultant is expected to hold an inception meeting and short progress check-ins with FSDE (weekly or bi-weekly) throughout the assignment, and to flag any data access issues or risks to delivery promptly. FSDE will facilitate introductions to ECMA, ESX and other key institutions and will share relevant programme documentation at inception.

Consultant Profile and Team Requirements

Nature of the assignment. This is primarily an assessment assignment: its core purpose is to generate credible, evidence-based findings on how FSDE's policy and regulatory support is working in practice and

what this means for future support. It also carries a distinct legal dimension, since the instruments under review are legal and regulatory instruments whose quality depends on their legal soundness and coherence. The assignment therefore requires a combination of evaluation and research, legal and regulatory, and capital market expertise:

- **Evaluation and research:** rigorous evaluation, research and contribution analysis expertise.
- **Legal and regulatory:** specialist legal and regulatory expertise in capital markets.
- **Capital markets:** practical knowledge of how capital markets and their regulatory processes work.

Who may apply. The assignment is open to consulting firms, consortia of firms, and teams of individual consultants. Consortia and teams are encouraged, particularly where they bring together evaluation and research, legal and regulatory, and capital market expertise. A consortium must designate a lead firm, and a team of individual consultants must designate the Team Leader as its lead, with clear accountability for delivery and contracting. Individual consultants may apply only as part of a team that covers all the key expert roles set out below. International firms are encouraged to partner with national firms or experts, particularly for the Legal Expert and Researcher roles. The firm, consortium or team should demonstrate relevant experience in evaluation, institutional assessment, and policy or regulatory analysis, preferably in the financial sector or another regulated sector. It should have strong qualitative research skills, including document review, stakeholder interviewing and analysis of institutional processes. It should also be able to produce clear, practical and evidence-based reports, quickly understand Ethiopia's institutional and market context, and engage effectively with senior stakeholders.

Key experts. The proposed team should include, at a minimum:

Team Leader (Assessment Lead) – responsible for overall technical leadership, quality assurance, stakeholder engagement and timely delivery.

- At least 10 years of experience leading evaluations, assessments or policy research, preferably in financial sector development.
- Proven experience in theory-based and contribution analysis approaches and in qualitative methods, including key informant interviews and process tracing.
- Strong understanding of capital market development and of the roles of regulators, exchanges and market intermediaries.
- **Estimated Level of Effort: 15 person-days**

Legal Expert (Capital Markets and Financial Regulation) – responsible for leading the legal and regulatory review.

- A qualified lawyer holding at least an LLB, preferably an LLM or equivalent in financial, commercial or securities law, with at least 8 years of relevant experience.

- Demonstrated expertise in capital market regulation and securities law, including licensing regimes, listing and disclosure requirements, exchange rules, market supervision and enforcement, and familiarity with international standards such as the IOSCO Principles.
- Strong knowledge of Ethiopia's legal system, the Capital Markets Proclamation and ECMA's directives.
- Experience drafting or reviewing regulatory instruments for regulators or exchanges, and knowledge of Islamic capital market instruments or sustainable finance regulation, would be an added advantage.
- **Estimated Level of Effort: 10 person-days**

Researchers / Analysts (2) – responsible for data collection and analysis under the Team Leader's direction.

- A solid background in capital markets, finance or economics, with practical understanding of how capital market transactions and regulatory processes work, including licensing,
- share registration, prospectus review, listing and trading.
- Experience conducting and analysing interviews with senior institutional stakeholders.
- Fluency in English and Amharic.
- **Estimated Level of Effort: 20 person-days in total (10 per researcher)**

The total estimated level of effort is 45 person-days. Bidders may propose a different distribution of days across the team where justified by their methodology and should reflect this consistently in the financial proposal.

Expected approach to delivery. FSDE expects the assignment to be delivered as one integrated piece of work rather than two parallel studies. In particular:

- **Integrated design and analysis:** the legal review and the evidence-based assessment should be planned together at inception and analysed together, with legal findings and stakeholder evidence triangulated under each pillar. For example, where an instrument prescribes a timeline or procedure, the team should compare it directly with how that process has played out for market participants.
- **Active role for the Legal Expert throughout:** the Legal Expert should contribute to the inception report and data collection tools, take part in key interviews with ECMA, ESX, CSD and ECMAT, lead the legal and regulatory review, and co-author the findings and recommendations.
- **Clear distinction between types of evidence:** the report should distinguish legal analysis, documentary and administrative evidence, and stakeholder perceptions, so that the basis for each finding is transparent.
- **Practical, forward-looking recommendations**: recommendations should be specific, prioritised and actionable, and framed to inform how FSDE prioritises and sequences its next phase of support.
- **Independence and conflict of interest:** bidders must disclose any prior involvement in drafting or developing the instruments under review. Team members who were directly involved should not lead the assessment of those instruments.

Mandatory Requirements

The firm, consortium or team should demonstrate:

- Experience conducting evaluations, assessments or policy research for development partners, governments or financial sector institutions;
- Experience in capital market or financial sector regulation, legal and regulatory review, or advisory work with regulators, securities exchanges or market institutions;
- Experience applying theory-based or contribution analysis approaches and qualitative research methods;
- a qualified Legal Expert with capital market and securities law expertise, as described above;
- Experience in emerging, frontier or African financial markets, with familiarity with Ethiopia's context considered a strong advantage.

Invitation to Submit Proposal

Qualified firms, consortia and teams of individual consultants are invited to submit proposals for this assignment. The proposal should include:

- a technical proposal setting out the bidder's understanding of the assignment, the proposed methodology (including how the legal review and the assessment will be integrated), the approach to sampling and comparator selection, quality assurance, and a workplan aligned with the eight-week timeline;
- Names and CVs of key experts (maximum three sides of A4 paper each);
- an outline of the team structure, roles and level of effort per expert;
- a summary of comparable assignments, with at least two examples of relevant previous work;
- a declaration of any actual or potential conflict of interest, including prior involvement in developing the instruments
- for consortia and teams of individual consultants, a letter of intent or partnership agreement confirming the lead, each member’s role and their availability for the assignment;
- a financial proposal covering professional fees and reimbursable expenses, using the template in Annex 1.

Technical and financial proposals should be submitted separately but simultaneously, electronically to bids@fsdethiopia.org with the subject line “Capital Market Regulatory Effectiveness Assessment” by 30 November 2026.

Basis of Award

Proposals will be evaluated against the following criteria:

No	Assessment criteria	Weighting (%)
01.	Understanding of the assignment and quality of the proposed methodology, including integration of the legal review with the assessment, the contribution analysis approach, sampling, quality assurance and a realistic eight-week workplan	30%
01.	Qualifications, role-specific experience, availability and complementarity of the proposed team, including adequate coverage of evaluation and research, capital market legal and regulatory expertise, and capital market knowledge	30%
01.	Relevant firm or team experience, evidenced by comparable assessments, evaluations or regulatory reviews in the financial sector, particularly in emerging, frontier or African markets	20%
01.	Financial proposal, assessed for reasonableness, value for money in line with FCDO principles, transparency of professional fees and reimbursable expenses, and consistency between the proposed level of effort, team inputs, methodology and workplan	20%

Intellectual Property, Confidentiality and Data Protection

All reports, tools, frameworks, datasets and other outputs developed under this assignment shall be the property of FSD Ethiopia, which shall have the right to use, reproduce, adapt, publish and share them with partners. The consultant shall provide all final editable source files, not only PDF versions.

Institutional records and interview data shared during the assignment shall be treated as confidential and used only for the purposes of this assignment. Personal data shall be handled in line with Ethiopia's Personal Data Protection Proclamation (No. 1321/2024).

Contact

Questions or comments regarding these Terms of Reference should be submitted via email to bids@fsdethiopia.org on or before 25 November 2026. Responses will be provided by 26 November 2026

Applicable Taxes

As per Ethiopia's tax law, FSD Ethiopia will pay the contractor after withholding the appropriate taxes at the applicable rate. It is the responsibility of the contractor to keep themselves apprised of these applicable taxes.