

Terms of Reference

RECRUITMENT OF AN INTERNATIONAL CONSULTANT TO CARRY OUT TRAINING IN THE AREA OF MEAT INSPECTION IN THE NATIONAL SLAUGHTER SYSTEM

1. BACKGROUND

The World Bank Group (WB) supports Cabo Verde with the implementation of the Health Security Program (HeSP). As such, the Special Projects Management Unit (UGPE) of the Ministry of Finance (MF) is responsible for the fiduciary administration of the HeSP in Cabo Verde, while the Ministry of Health oversees its technical implementation.

HeSP aims at strengthening the capacity of the countries' beneficiary to detect, prepare for and respond to health emergencies linked to infectious diseases. Several project activities are therefore planned to strengthen human resources for health security.

The Program of Government for the 10th legislature aims to strengthen the fight against pests and diseases, reinforce phyto- and zoosanitary inspection services, and improve internal and external quarantine measures.

Meat inspection plays a vital role in ensuring that products of animal origin placed on the market are safe for human consumption, while also verifying compliance with national and international animal welfare standards. Traditionally, inspection techniques (visual, palpatory and by incision) have focused on detecting visible lesions or injuries, but complementary laboratory and monitoring methods are required to identify foodborne pathogens and chemical contaminants such as veterinary drug residues and steroids.

Beyond safeguarding food safety, meat inspection contributes to the national surveillance system for animal diseases, strengthens consumer confidence, and supports the sustainable development of the livestock sector. By mitigating sanitary risks and serving as a critical control point for the early detection of problems, it protects both public and animal health.

Basic sanitary principles require that slaughter and meat preparation be carried out in facilities designed for this purpose and maintained under strict sanitary control. Proper inspection of animals and their products, at the right place and time, ensures food safety and prevents the spread of infectious diseases.

2. JUSTIFICATION

The growing number of clandestine slaughterhouses nationwide, the sale of meat under inappropriate conditions and subject to various contamination factors, is partly due to the inoperability or suboptimal functioning of some municipal slaughterhouses, sometimes shut down due to poor hygiene conditions. This reality, which constitutes potential risks to public health, creates an opportunity for infectious and contagious diseases to spread, thus posing serious threats to both animal and human health.

In Cabo Verde, despite the existence of laws, decrees, and municipal codes of conduct on slaughter and meat handling, activities continue to be predominantly clandestine, without any type of sanitary control. Carcasses are often sold alongside inspected ones in butchers, markets, on the streets, at roadsides, and even in semi-open mobile vehicles. Such practices undermine food safety, erode consumer confidence, disrupt market stability, and jeopardize the country's ability to meet sanitary requirements for domestic and international trade.

The persistence of clandestine slaughtering and non-compliance with hygiene standards generates multiple risks, namely:

- a) Transmission and spread of infectious and zoonotic diseases, putting animals and humans at risk;
- b) Contamination during slaughtering, processing, transportation, storage and preparation, with direct impacts on consumer health;
- c) Human contamination due to poor hygiene in slaughterhouses and during meat handling;
- d) Gaps in technical capacity among inspectors and slaughterhouse personnel, limiting the effective application of modern inspection procedures and standards.

Given the prevalence of informal slaughter in public areas and other unregulated settings, strengthening meat inspection through targeted capacity building is essential. The consultancy shall therefore address the need to equip veterinary inspectors and technicians with practical skills in hygiene, food safety, and animal welfare applicable under such conditions. This includes the ability to operate in meat markets, engage with vendors, distribute educational materials, and apply best practices to mitigate public and animal health risks, even in contexts with limited infrastructure.

Training 47 national inspectors and technicians will directly contribute to filling these gaps by updating their knowledge of *ante-mortem* and *post-mortem* inspection

techniques, hygienic slaughtering practices, and sampling protocols. This intervention will enhance national preparedness for health threats of animal origin in line with the One Health approach, reduce the risk of foodborne outbreaks and the spread of zoonotic diseases, and support compliance with international sanitary guidelines recognised by the World Organization for Animal Health (WOAH) and the Codex Alimentarius. Ultimately, it will protect public health, safeguard livelihoods dependent on the livestock sector, and strengthen Cabo Verde's overall resilience to sanitary threats.

3. CONSULTANCY PURPOSES

General objective:

Strengthen national capacity in meat inspection to ensure compliance with national and international sanitary standards, protect public health, and support the safe trade of meat and meat products. This will be achieved through the training of 47 national technicians and inspectors (22 women and 25 men) on *ante-mortem* and *post-mortem* inspection procedures, hygienic slaughtering techniques, and sampling techniques for targeted pathogens and contaminants.

Specific objectives:

- Describe the design and structural requirements of slaughterhouses for different animal species, ensuring alignment with international standards (Codex Alimentarius' Code of Hygienic Practice for Meat; WOAH Terrestrial Animal Health Code).
- Explain and demonstrate animal welfare requirements during transport, unloading, lairage and slaughter, ensuring compliance with WOAH guidelines.
- Apply Good Hygienic Practices at all stages, from animal reception to distribution, to prevent contamination and preserve meat quality.
- Perform inspection techniques, including:
 - *ante-mortem* inspection to identify clinical signs of disease, assess welfare conditions and determine animal suitability for slaughter;
 - inspection during slaughter of different animal species,
 - applying *post-mortem* inspection to detect pathological lesions, assess carcass fitness for human consumption, and apply decision-making criteria for carcass/offal handling or condemnation;

- Inspection throughout meat processing and maturation, refrigeration, freezing, and transportation procedures.
- Apply risk-based meat hygiene measures, prioritizing inspection activities according to the likelihood and severity of hazards.
- Ensure that participants can conduct proper sampling in slaughterhouses for laboratory testing of targeted pathogens and contaminants.
- Apply Hazard Analysis and Critical Control Points (HACCP) principles in slaughterhouses.
- Develop, validate and implement Standard Operating Procedures (SOPs) covering ante-mortem and post-mortem inspection, hygienic slaughter, sampling for laboratory testing, and carcass handling.

4. DUTIES AND RESPONSIBILITIES

- The consultant must develop a training program, as well as the training calendar and methodology;
- Use illustrative means such as videos and images on the different pathologies and practical demonstrations;
- Provide knowledge about priority diseases and zoonoses for Cabo Verde;

5. METHODOLOGY

The training methodology will be PowerPoint presentations, accompanied by video illustrations and practical demonstrations at slaughterhouses/slaughterhouses. Training will be conducted in two separate sessions, each lasting five working days.

6. RESULTS AND PRODUCTS OF THE CONSULTANCY

47 national health inspectors and technicians, in which, 22 women and 25 men trained/qualified/retrained in health inspection procedures and techniques for food products of animal origin;

The consultant must make the training program and technical content available to DSPSA for approval.

Stages	Results	Related Products	Period
Training of national inspectors and technicians	National inspectors and technicians trained	Report prepared	10 days (5 days each group)

Table 1: Results and Related Products to be Delivered by the Consultant

7. PROFILE, REQUIREMENTS AND QUALIFICATIONS REQUIRED OF THE INDIVIDUAL CONSULTANT

The International Individual Consultant to be hired must have the following requirements:

- A minimum of a bachelor's degree in veterinary medicine (master's degree or specialization is an asset);
- Significant experience of at least 10 years in the above-mentioned area;
- Minimum of 10 years' experience in the area of sanitary inspection at slaughterhouse level and food processing plant;
- Minimum of 10 years' experience as a trainer/teacher, with good knowledge of training methodology;
- Oral and written proficiency in Portuguese.

8. EXECUTION SCHEDULE AND PRODUCTS

Activities	S	O	N	D
Preparation and submission of the technical training plan				
Validation of technical content with DSPSA/MAA				
Carrying out the training - Group 1 (5 days)				
Carrying out the training – Group 2 (5 days)				
Preparation of the final report				
Technical review and approval of the report				

Table 1 Schedule

Product	Duration	Delivery time	Payment (%)
P1	Technical training plan (content, schedule and methodology)	Up to 5 days after signing the contract	25%
P2	Training carried out with two groups (47 national inspectors and technicians)	Up to 15 days after signing	50%
P3	Final technical report (with list of people taking part, content taught, evaluations, methodology and recommendations)	Up to 20 days after signing	25%

Table 3 Execution and products

9. INSTITUTIONAL ARRANGEMENT

The consultancy work will be carried out under the direct supervision of the Directorate of the Livestock and Animal Health Service of DGASP/MAA, of INC under the one health approach of the National Institute of Public Health and by UGPE.

10. CONTRACT TERM

The consultancy will have a duration of 30 calendar days from the date of contract signature.

11. TYPE OF CONTRACT

A fixed-price contract is signed, payments of the consultant's remuneration are linked to approval of the products to be delivered and payment of reimbursable expenses is made on presentation of the receipt for the expenses incurred at actual cost.