

GENERAL INFORMATION

Title of Consultancy: Thematic review: Financial barriers for women
Application Closing Date: 10 May 2024
Location of Consultancy: Remote/home-based

BACKGROUND

Transparency International (TI) is the global civil society organisation leading the fight against corruption. Through more than 100 chapters worldwide and an international secretariat in Berlin, Germany, TI raises awareness of the damaging effects of corruption and works with partners in government, business, and civil society to develop and implement effective measures to tackle it.

The Transparency International Secretariat (TI-S) in Berlin is conducting consultations to update its 2009 [Standards for Political Funding and Favors](#). Participants in consultations to date have raised concerns financial barriers for women in the context of elections, for which the current policy position does not present policy options to prevent, curb and remedy. To inform consultations and fill in that gap, TI-S seeking a consultant to support research on tactics, impacts of and remedies financial barriers for women candidates in electoral processes worldwide.

The consultancy seeks to elaborate a Thematic Review on the 1) types, 2) measures, and 3) risks and mitigation strategies to prevent and counter current structural issues affecting women candidates, drawing from extant research, international best practice and standards on electoral integrity and protection of public resources. The review will contribute to strengthening global efforts to combat gender inequality in elections, promoting political integrity during electoral processes worldwide.

ASSIGNMENT

The consultant shall produce a thematic review comprising the following elements:

Scope:

- a) Typology. The consultant will propose and describe a typology of barriers faced by women candidates in accessing and spending campaign funds, including at least:
 - i. Financial.
 - ii. Social/Cultural.
 - iii. Political.
 - iv. Practical.
 - v. Other.

The typology should include definitions, the mechanism which affects the ability to access and spend funds, and examples from across the world. Intersections of gender and other identity markers such as race, ethnicity, disability should also be considered.

- b) The consultant must provide a review of salient legal standards and practical measures to promote a level playing field for men and women in elections. In addition, the consultant must propose actionable recommendations to be considered into Transparency International standards. This may include:
 - i. Protection measures for women candidates during nomination and election period.
 - ii. Gender disaggregated reporting of political finance.
 - iii. Intersectional gender analysis of political finance to determine nuance of women's identities within representation, undertaken by political parties, oversight agencies and other state authorities.
 - iv. Direct or indirect public funding for campaign activities of women candidates or political parties conditional on women's increased representation in candidate lists.
 - v. Direct or indirect public funding for political parties ringfenced for activities promoting women's participation.
 - vi. Financial and other support by political parties and third-party groups that support women candidates, financially or otherwise.
 - vii. Other non-financial measures to promote women's participation

- c) Risks and mitigation strategies. The consultant will consider corruption and other risks that may arise from the existing or proposed measures and provide recommendations to mitigate them. Such risks may include:
- i. Sextortion and/or sexual corruption through nomination procedures
 - ii. Lack of proper bookkeeping, accounting and reporting of gender-targeted public funding
 - iii. Illicit sources of funding and diversion of ringfenced funds for women candidates
 - iv. Manipulation of candidate lists with straw candidates with the purpose of gaining public funding or to circumvent gender quotas.

Modalities for data collection, review and analysis

The consultant shall propose the parameters for the review taking into account:

- a) Sources to be included in the review are constitutional and legal frameworks, international recommendations and standards, comparative research articles, applicable NGO mapping, policy briefs, credible media reporting, domestic and international electoral observation reports from both authoritarian and democratic contexts, low and middle-income countries -preferably over last four years.
- b) Interviews with up to three international stakeholders (electoral observers, experts, etc) to identify key areas for assessment, gather insights and lessons learned.
- c) Data collection tools (e.g. interview questionnaires, datasets)
- d) Collect, validate, and analyse quantitative to substantiate the review, and identify trends and patterns in simple visualisations.
- e) Actionable recommendations broken down by key target group.

EXPECTED DELIVERABLES AND TIMELINE

The duration of the consultancy is eight (8) working days. During that time, the consultant will incrementally provide the following four deliverables:

- a. An annotated outline (max. two pages), accompanied with a workplan note (max 1 page) explaining the steps and tools to carry out the review.
- b. A First Draft report following the agreed outline, with a clear presentation of the analysis, findings, country examples and provisional recommendations.
- c. Final Report addressing all feedback received, including a 500-word executive summary, key findings illustrated with examples from selected countries, including recommendations.

The consultant is expected to provide regular updates upon request from TI-S.

All deliverables are to be submitted in **English**, in electronic form, in accordance with the deadlines stipulated above. The Consultant is responsible for editing and quality control of language. The TI Secretariat retains the sole rights with respect to all distribution, dissemination, and publication of the deliverables. The final report is not to exceed 15 pages and should highlight the main findings and recommendations derived from the empirical and desk-based research. The report will be published and shared at conferences, and with the target audiences, principally within the anti-corruption community of practice.

SELECTION CRITERIA

The Consultant should have the following qualifications:

- Minimum of 7 years research experience in issues related to elections, gender, political finance and/or anti-corruption;
- Familiarity with a variety of research methodologies and proven experience in applying them for policy and evaluation purposes in a variety of contexts;
- Experience of working with clients in civil society, particularly advocacy-oriented NGOs;

REMUNERATION AND COSTS

This work will be remunerated at the daily rate of **EUR 450/day**.

We expect no more than 8 days of work for this assignment.

For candidates based in the EU, EEA, UK, and Switzerland

Transparency International e.V. (Secretariat), (TI-S) is registered as a Business Entity in Germany with VAT identification number DE273612486. EU reverse charge applies. Service providers should issue invoices with zero VAT. Candidates who are based in Germany and do not charge German VAT must confirm their small entrepreneur status.

HOW TO APPLY

The application should include the following documents:

1. **Motivation letter** and note regarding availability in stated assignment period
2. **Curriculum Vitae** or Consultancy profile as well as a sample of relevant previous work (confidentiality guaranteed)

Please indicate '**Research Consultant: Financial barriers for women candidates**' in the subject line of your email application. Applications should be sent in English by email to cme-tender@transparency.org by close of business of **10 May 2024**.

Please note that only shortlisted applicants will be contacted.

The Transparency International Secretariat is committed to creating an inclusive work environment where diversity is valued and where there is equality of opportunity. We actively seek a diverse applicant pool and therefore welcome applications from qualified candidates of all regions, countries, cultures, and backgrounds.

Selection of candidates is made on a competitive basis, and we do not discriminate based on national origin, race, colour or ethnic background, religious belief, sex, gender identity and expression or sexual orientation, marital or family status, age, or ability. We kindly ask applicants to refrain from including in their application information relating to the above as well as from attaching photos.

Data protection

When you respond to this tender and submit your application, you provide consent that Transparency International e. V. keeps your application materials for the period of ten years according to German legal requirements. Afterwards Transparency International will delete your application and any personal data included in it. If you have any questions, please reach out to dataprotection@transparency.org.

Guidelines for handling overhead and travel expenses

Overhead

Regular overhead expenses associated with the Consultants maintaining their place of business, such as rent, telephone, utilities, or stationery, are included in the Consultant's professional fee, except where explicitly agreed otherwise in the contract.

Travel

Travel and accommodation expenses will as far as possible, and where applicable, be recovered from the institutions and companies hosting events or using the outputs provided by the Consultant.

Where such cost recovery is not possible, all travel is subject to prior approval by TI-S staff responsible for the financial management of the Project or TI Budget Line that will support the costs of travel. TI shall not issue travel advances to the Consultants. For accommodation or travel by air, rail, or coach, they will instead have to contact TI-S that will make travel arrangements on the Consultant's behalf.

All travel booked by TI-S will include **travel health and accident insurance** with worldwide coverage and Economy class only; accommodation will aim to achieve best value for money up to a 4-star category.

Consultants shall be entitled to invoice TI-S **only** for local transportation and visa cost (if applicable).

Subsistence allowance (per diems) and expenses for individual meals cannot be claimed. These are part of Consultant's business expenses.