

GENERAL INFORMATION

Title of Consultancy: Gender, inclusion, and equality expert to support equality mainstreaming in the Inclusive Service Delivery Africa (ISDA) Project

Application Closing Date: 02 July 2023.

Consultancy Start and End Date: 10 July 2023 – 30 June 2024 subject to extension as needed (working days will be spread across this period).

Location of Consultancy: Remote, possibly with travel to sub-Saharan Africa region

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 Projects' team at TI-Secretariat is currently running a multi-country initiative, the Inclusive Service Delivery in Africa Project (ISDA), which is a four-year (2022 – 2026) regional project. It responds to the core development challenge linked to the impact of corruption and impunity on access to education and healthcare services by addressing gender-related barriers and contributing to increased access to public services. ISDA is being implemented in five countries in Africa, the Democratic Republic of Congo, Ghana, Madagascar, Rwanda, and Zimbabwe and seeks to improve access to education and healthcare service delivery, particularly for women, girls, and other groups at risk of discrimination. To address corruption-related barriers to gender equality in education and healthcare, the project is focusing on three dimensions of change: 1) a performance change of public institutions that have the capacities to ensure that education and healthcare services are provided free of corruption (supply side of services); 2) a behavioural change among citizens, particularly women, girls and those at risk of discrimination, to speak out and report corruption and demand accountable and transparent services; and 3) a practice change among influential intermediaries and stakeholders who engage in coalitions and partnerships to mainstream anti-corruption issues within the education and healthcare agenda and create a supportive environment to reduce corruption-related barriers to gender equality in the education and health sector.

TI-S is looking for a consultant or team of consultants to support the project's activities across several areas with the aim of ensuring that gender, equality, and inclusion considerations are properly mainstreamed within the project.

OBJECTIVES

The purpose of the consultancy is to provide expert support on equality mainstreaming within the project and across several implementation areas. The Consultant will specifically help with key project activity areas as outlined below:

Development and review of strategy and tools

- Working closely with TI-S, the consultant will develop a gender equality strategy for the project to guide a systematic and standardised approach to gender mainstreaming across the project. The strategy should be developed in consideration of the donor's guidance on gender strategy and incorporate principles of the human rights-based approach. As part of drafting the strategy, the consultant will facilitate remote engagements and consultations with chapters to build consensus on the strategy objectives and action plans, coordinate a joint review of an initial draft strategy with the project stakeholders, and organise a validation meeting with all stakeholders to adopt the final strategy.
- The consultant will contribute to developing and reviewing tools and training materials aimed at supporting the implementation of gender-sensitive anti-corruption policies and procedures in target countries.

Research Support

- Working with TI-S, the consultant will provide guidance to chapters on inclusive research and how to work with relevant groups to identify and document patterns of discrimination as well as establish linkages between corruption, discrimination, and service delivery in the education and healthcare sectors, particularly for women, girls, and other groups at risk of discrimination.
- Equip chapters with the necessary tools and guidance to apply an inclusive and intersectional approach to data analysis, thereby enabling the mainstreaming of equality considerations for all grounds – including not only gender, but also disability, race and ethnicity, age, among others.
- Where applicable, the consultant will work with TI-S to support chapters with research tools, data review and analysis and work with chapters to address identified gaps.
- Based on national-level data collected by chapters, the consultant will work with TI-S and partners to develop and document case studies on the impact of corruption on women, girls, and other groups at risk of discrimination to support advocacy at national and regional levels. Representation of the groups impacted by corruption in education and healthcare service delivery due to discrimination grounds and/or other overlapping identity factors highlighting the intersectional nature of discrimination would be ideal.
- Support and make inputs into final research reports.

Networking and stakeholder mapping support

- In line with the project's outputs related to joint action, the consultant will support partners by establishing connections with their network of equality and anti-discrimination campaigners and organisations in the five project countries and advising on approaches to network and multi-stakeholder coalition building.

Advocacy Support

- As relevant, the consultant will provide inputs into the project's advocacy plan and messaging and support the implementation of the plan, ensuring that inclusion and equality considerations are factored in the advocacy processes.

EXPECTED DELIVERABLES AND TIMELINE

The engagement timelines will be determined depending on implementation progress made by partners at the national level. The consultancy is expected to cover a duration of one (1) year and could be extended as needed. Specific event and activity timelines will be discussed and agreed upon together with partners and the consultant at the beginning of the consultancy.

The Consultant will be required to work closely with TI-S to achieve the consultancy deliverables and conducting initial briefing and inception meetings with TI-S and partners as well as organise other coordination calls throughout the consultancy period as necessary.

Expected deliverables under each work area are as follows:

Development and review of strategy and tools

- Remote engagements and consultations with partners for strategy development.
- Drafting an equality strategy to guide a systematic and standardised approach to equality mainstreaming across the project.
- Coordinating a joint review of the initial draft strategy with the project stakeholders.
- Organising a validation meeting with all stakeholders to adopt the final strategy.
- Support the roll-out of the gender strategy and action plan as necessary.
- Contribute to developing and reviewing tools and training materials to support the implementation of gender-sensitive anti-corruption policies and procedures in target countries.

Research Support

- Trainings, technical guidance, and tools provided to partners in relevant areas to support equality mainstreaming across the research design and data analysis, as applicable.
- Case studies on the impact of corruption on women, girls, and other groups at risk of discrimination developed in collaboration with chapters and documented for advocacy purposes.
- Inputs into country level research reports.

Networking and stakeholder mapping support

- Connect project partners with equality and anti-discrimination campaigners.
- Advise on approaches to network and multi-stakeholder coalition building.

Advocacy Support

- Review and input into advocacy materials.

As relevant, all presentations, documents, and reports should be submitted in English, in electronic form. 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.

SELECTION CRITERIA

The Consultant should have the following qualifications:

- Expertise working on issues related to social justice, gender and inclusion, corruption and discrimination, basic service delivery for marginalised groups and groups at risk of discrimination.
- Proven experience in gender strategy and/or equality strategy development.
- Significant proven experience producing research reports and recommendations on corruption in service delivery and a track record of effectively mainstreaming gender and inclusion in research and advocacy.
- Knowledge and experience in the design and development of gender-mainstreaming and inclusivity tools, methodologies, and strategies.
- Wide experience working with stakeholders in civil society and particularly advocacy oriented CSOs based within the Sub-Saharan Africa region.
- Excellent writing, presentation, and workshop facilitation skills in English, spoken French an asset.
- Ability to operate under strict time limits, apply high production and technical standards and maintain a high level of professionalism to ensure quality deliverables.
- Proven commitment to social justice issues and the values of Transparency International.

REMUNERATION AND COSTS

The Consultant should provide a tentative workplan or process breakdown along with proposed number of days required for delivering the above results as well as their estimated fees as a lump sum or as standard daily or hourly rates as **gross inclusive of taxes and other charges**.

For Consultants based in the EU, EEA, United Kingdom, and Switzerland

Transparency International e.V. (Secretariat), (TI-S) is registered as a Business Entity in Germany with VAT identification number DE273612486. In order to determine the Value Added Tax (VAT) implications of this tender (e.g. EU Reverse Charge Mechanism), we kindly request that Consultants fill out the **VAT Form for Tenders/Vendor Form** (instructions inside the form) and submit the completed and duly signed form along with their email application.

The link to the VAT Form for Tenders/Vendor Form is available below on the Careers page.

HOW TO APPLY

The application should include the following documents in English:

- A short letter describing motivation and qualifications for the assignment.
- A brief business proposal of how the work will be approached with a cost estimate of the above-mentioned services and outputs in euros.
- Curriculum vitae of key personnel involved in undertaking the assignment.
- 1-2 samples of gender equality strategy previously worked on (confidentiality guaranteed).
- References from two previous consultancy clients whom TI could contact.

Applications should be sent in English by e-mail to the ISDA team at inclusiveservicedeliverytender@transparency.org by close of business of **July 02, 2023**. Please indicate 'Gender, Inclusion, and Equality Consultancy' in the subject line of your email application.

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 on the basis of 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.