Gender equality and Leave No One Behind mainstreaming – REAP Programme

GENERAL INFORMATION

**Title of Consultancy:** Gender equality and Leave No One Behind mainstreaming – REAP Programme

**Application Closing Date:** 15\textsuperscript{th} February 2022

**Consultancy Start and End Date:** 24\textsuperscript{th} February – 22\textsuperscript{nd} April 2022

**Location of Consultancy:** remote

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.

Rallying Efforts to Accelerate Progress (REAP) aims to curb inequalities in Africa by addressing its root causes, such as illicit financial flows, inadequate access to public resources by vulnerable groups, and limited social accountability. It includes research, advocacy, and capacity building activities along three pillars: a global and regional one focusing on the impact of illicit financial flows (IFFs) on inequality, and two national pillars, focusing on tax incentives in Kenya and on mining and land governance in South Africa.

The global / regional component aims to foster stronger regional and global action to disrupt mechanisms enabling IFFs, tax evasion and tax avoidance undermining the sustainable development of countries in Africa. In partnership with our national chapters, it will generate evidence on the extent, types, and impact of IFFs in the region, highlighting innovative tools and approaches to tackle them. This evidence will establish the groundwork for advocacy endeavours to promote and push for the implementation of strong regional and global commitments that take into consideration the experience and needs of African countries.

The national components will also generate evidence on how the issues identified (tax incentives in Kenya, mining, and land governance in South Africa) contribute to inequalities, with the aim to inform advocacy at the national level. In Kenya, the project focuses on strengthening the capacity of local CSOs and of women and other marginalised groups to oversee the award of tax incentives, public spending, and contribute to public policy. The advocacy will seek to curb fiscal practices and incentive schemes that exacerbate inequality and constrain domestic resource mobilisation, while promoting viable alternatives that can serve to reduce inequalities at the national level. In South Africa, the initiative strives to address income and wealth inequality related to land rights, including land reform, and access to natural resources, by ensuring that those living in traditional communities can participate in decisions affecting their land and to claim their right to compensation in case they have to leave their land. The aim is also to hold duty-bearers to account to ensure rural communities including women and other vulnerable groups can effectively participate in mining approval processes and enjoy their land rights and that the policies and practices on participation and allocation of royalties benefit these communities.
REAP runs from 1 April 2021 to 31 March 2024 and is funded by the European Commission (INTPA). The REAP project involves the collaboration of the TI secretariat and 9 of our national chapters based in Africa.

This project strives to integrate the leave no one behind (LNOB) principle and the needs, constraints, and capacities of those most left behind (such as women, people living with disabilities, people living with HIV/AIDS and other socially marginalised and vulnerable groups). These groups often suffer more than others from the problems that the project tries to solve: land rights and mining licensing in South Africa, tax policy in Kenya, and illicit financial flows at the international level. Therefore, beyond its objectives related to the fight against corruption, the project aims to tackle barriers and challenges at the community-level and to address system-level barriers (e.g., legal and policy frameworks) that reinforce inequalities or hinder action against inequalities. We also want to mobilise vulnerable groups to better understand and claim their human rights in the context of economic inequalities, as well as strengthen the accountability, transparency, and oversight of duty bearers (public authorities, community leaders and representatives in regional/global bodies).

OBJECTIVES

The Transparency International Secretariat (TI-S) in Berlin is seeking a consultant to help:

1. mainstream gender equality and the Leave No One Behind (LNOB) principle into the planning, implementation, and evaluation of the REAP project
2. ensure that our research activities also generate insights on how the issues that the project focuses on affect marginalised and vulnerable groups, and that these insights can be used for our advocacy
3. ensure that interventions meaningfully engage target groups and beneficiaries in an accessible, respectful, and inclusive manner
4. ensure that the project positively impacts those most left behind, and reduces potential negative impacts

More specifically, the Consultant will:

- Lay out actions that the project team and partners can take to achieve the above-mentioned.
- Develop training materials on how to integrate gender equality and the LNOB principle in the project.
- Conduct an online training session for project staff based at TI-S and at TI national chapters in Africa.

In doing so, the Consultant will:
- consider the planning, implementation, and monitoring aspects of the project, as well as ways of meaningfully engaging target groups and beneficiaries in an accessible, respectful, and inclusive manner
- take into account specific challenges linked to the project context and scope, and tailor their recommendations accordingly. Note that the recommendations should also cover all three pillars of the project (see Background above)
- work in close collaboration with the project team at the TI secretariat, consult with all relevant stakeholders in the secretariat and in national chapters, and integrate feedback into the deliverables.
EXPECTED DELIVERABLES AND TIMELINE

- Draft report including an action plan (by 27th March 2022)
- Final report (by 10th April 2022)
- Training materials (by 3rd April 2022)
- Training session (by 22nd April 2022)

All presentations and reports should 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.

SELECTION CRITERIA

The Consultant should have the following qualifications:

- University degree in a relevant academic field (political science, social sciences, economics, law or similar)
- Substantive and demonstrable experience in designing tools, methodologies or plans to mainstream gender inequality and the inclusion of marginalised or disadvantaged groups in projects or programmes
- Experience in advising and training people on these issues
- Experience of working with civil society, especially organisations working in Africa
- Experience with advocacy programmes an advantage
- Fluency in English (written and spoken); fluency in French an advantage.
- Knowledge of the anti-corruption / governance field and of the African region would be an asset

In addition, due to the European Commission procurement rules, application is open only to nationals of the following countries, or legal persons established in one of the following countries:

- EU / EEA Member States and the UK
- IPA II beneficiaries (Albania, Bosnia and Herzegovina, Kosovo, Montenegro, Serbia, Turkey, Republic of North Macedonia)
- Developing countries and territories, (included in the OECD-DAC list of ODA recipients), which are not members of the G20 group
- Overseas Countries and Territories (OCTs) covered by Council Decision 2013/755/EU of 25 November 2013 on the association of the overseas countries and territories with the European Union

REMUNERATION AND COSTS

The Consultants should provide their estimated total fee as a lump sum or as standard daily or hourly rates as gross inclusive of taxes and other charges. Consultants who are based in Germany and do not charge German VAT must confirm their small entrepreneur status.
APPLICATION SUBMISSION

The application should include the following documents in English:

- Business proposal with quotes
- Motivation letter and Curriculum Vitae
- One sample of relevant previous work (confidentiality guaranteed).

Please indicate “Gender equality and LNOB mainstreaming – REAP” in the subject line of your email application.

Applications should be sent in English by email to REAP-LNOB@transparency.org by close of business on 15th February 2022.

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