

## Terms of Reference

# Consultant: Development of a gender framework for asset recovery programme

Place of work: Remote plus in-country in Mozambique  
Timeline: February–September 2023  
Contract type: Consultancy

## About the Basel Institute on Governance

The Basel Institute on Governance (Basel Institute) is an international and independent not-for-profit organisation working worldwide with the public and private sector to counter corruption and other financial crimes and to improve the quality of governance. Registered as a Swiss foundation with HQs in Basel, the Institute operates globally and maintains field operations in Africa, Eastern Europe and Latin America. The Basel Institute is an Associated Institute of the University of Basel.

The International Centre for Asset Recovery (ICAR) is a specialist centre of the Basel Institute on Governance that works with countries around the world to strengthen their capacities to recover stolen assets. Particular emphasis is placed on hands-on mentoring to assist practitioners from law enforcement and prosecutorial authorities to conduct financial investigations, develop suitable strategies for the prosecution of corruption offences, and to identify, restrain and confiscate proceeds of crime. ICAR also supports legislative and institutional reform processes, develops and delivers tailor-made training, and works with other international organisations to advance innovation and global policy dialogue on asset recovery.

## About our programme in Mozambique

ICAR is currently implementing a multi-year, technical assistance programme in Mozambique whose ultimate goal is to strengthen the country's anti-corruption enforcement and asset recovery capacity. ICAR has a team of experts embedded within Mozambique's Office of the Attorney General (PGR); the focus of the team is to provide case based assistance and mentoring, conduct training, and advice on institutional and legal reform.

## Objective of the consultancy

While it has long been recognised that there are gendered aspects of corruption, including that corruption has a disproportionate impact on women,<sup>1</sup> to date there is limited research and frameworks for gender mainstreaming in anti-corruption programmes.<sup>2</sup> Nonetheless, there is broad consensus

---

<sup>1</sup> Anti-Corruption Resource Centre. 2009. State of Research on Gender and Corruption. Bergen/Berlin.

<sup>2</sup> Anti-Corruption Resource Centre. 2018. Mainstreaming gender and human rights in anti-corruption programming. U4 Helpdesk Answer 2018:8. Bergen/Berlin.

that the incorporation of gender considerations improves the quality of anti-corruption interventions.<sup>3</sup> International human rights law, specifically the UN Convention on the Elimination of all forms of Discrimination against Women (CEDAW), requires states to incorporate gender in state interventions. This obligation is also reflected in a number of other UN Declarations such as the Beijing Declaration and Platform for Action.

Furthermore, with increasing frequency, ICAR's donors are requesting analysis of gender issues within the programmes they are financing. Up to now, ICAR has not developed a programme-specific gender strategy or an institute-wide gender analysis framework for its asset recovery efforts. That said, gender has not been entirely absent from ICAR's programming. ICAR incorporated gender and inclusion as a cross-cutting theme in its Operational Strategy 2021-2024. Furthermore, many ICAR programs have benefited from country-specific political economy analyses carried out by the Basel Institute on Governance's Public Governance unit for the specific purpose of complementing ICAR technical assistance.

**ICAR seeks to develop a gender analysis framework that will reflect on key gender considerations within the current programme and provide the basis for a gender strategy for a potential second phase of its asset recovery programme in Mozambique.**

This consultancy is expected achieve the following:

- Identify ways to effectively apply a gender lens and identify gender-specific actions/approaches that are relevant to the programme's focus and field of action. (As noted above, the programme has a strong asset recovery focus and thus tends to support efforts to investigate and prosecute grand corruption.)
- Suggest appropriate mechanisms for monitoring equal distribution of benefits of the programme to male and female direct and indirect beneficiaries.
- Identify areas for potential advocacy related to Mozambique's existing anti-corruption framework and ways that its application could be gender sensitive (and thus contribute to gender equality), including an assessment the country's anti-corruption legislation and opportunities to improve the legal framework to be more gender sensitive.
- Seek to identify if the current programme generates any gender-specific risks or unintended negative consequences.
- Identify one or more gender-specific indicators to be incorporated into the log frame of a future intervention and provide suggestions for methodologies for reporting on the indicators.
- Identify gender-related considerations that can be incorporated into the Terms of Reference for the final evaluation of the current programme.
- Provide an outline and approach for the gender strategy for a follow-on phase of the current programme, including suggestions for mainstreaming gender equality into future project goal and outcome statements.

---

<sup>3</sup> UNODC. 2013. Gender Mainstreaming in the Work of UNODC. Guidance Note for UNODC Staff. Vienna.

The recommendations from this consultancy should be relevant and applicable to the remaining project period, as well as provide a solid gender lens for a follow-on intervention, building on emerging best practice for gender sensitive anti-corruption programming.

ICAR's overall ambition with regards to gender mainstreaming in this programme is as follows:<sup>4</sup>

1. Develop a gender framework that will inform a potential second phase of the programme, with an emphasis on access to project benefits, access to information, women's voices in decision-making, and gender-based risks;
2. Identify potential activities that will enhance the gender sensitivity (whether immediately or in a potential second phase) and allocate an appropriate level of budget for these activities;
3. Identify gender-sensitive indicators at the output or outcome level for future programme results framework;
4. Identify gender considerations to incorporate into the Terms of Reference for the current end of programme external review;
5. Contribute to the achievement of existing institutional strategies such as ICAR's 2020-2024 Operational Strategy and the PGR's Strategic Plan 2022-2026; and
6. Fully involve the host agency in all of the above steps.

Furthermore, ICAR seeks to use this programme-specific framework to develop a framework for its gender and inclusion ambition—as laid out in its Operational Strategy—to enable a consistent approach for mainstreaming gender across all of its programmes.

## **Tasks to be performed**

Under the overall supervision of the ICAR HQ-based Programme Officer and in close consultation with the team of Maputo-based ICAR experts, the consultant will be responsible for the following tasks:

1. Design, organise and deliver a consultative process that is structured around established best practice for gender analysis in the governance and anti-corruption sectors.
2. Conduct a thorough review of relevant programme-specific and related documents and identify and consult other sources of information relevant to the task.
3. Design the relevant data collection tools.
4. Develop the gender analysis framework in line with the objectives of the consultancy.

The consultant will be expected to engage with ICAR experts, representatives of the PGR and SDC and potentially other local stakeholders to fulfil the mandate. The consultant will be expected to work jointly with ICAR team members on all engagement with stakeholders.

ICAR will enable the following:

- Facilitate introductions to and communications with stakeholders
- Assist with the scheduling of key activities with stakeholders

---

<sup>4</sup> These suggestions follow the guidance found in Anti-Corruption Resource Centre. 2018. and UNODC. 2013.

- Participate in the consultative process

## **Deliverables**

The consultant will be responsible for the following deliverables:

- Inception report incl. agreed work plan, agreed data collection tools as may be relevant, and structure/outline for final products
- One or more short aide-memoires documenting key consultations/activities
- Consultancy report with gender analysis framework and other elements that meet the objective of the consultancy

The inception and consultancy reports are to be presented in English. Some components of selected deliverables may be presented in Portuguese, as may be agreed between both parties.

## **Timeline**

The consultancy will commence on or before 1st February 2023 and will be completed by 1st September 2023. The number of days for this consultancy is not yet determined.

The activities undertaken will consist of a combination of home-based and in-country work.

## **Qualifications**

The successful applicant/applicant team will have the following qualifications:

- University education at the Masters level or higher, in a relevant discipline.
- Demonstrated professional expertise on the topic of gender equality, specifically in relation to anti-corruption and governance, and in developing gender analyses, gender strategies and other gender-related analyses for development cooperation programmes and projects.
- Familiarity with anti-corruption and asset recovery, from global policy actors, debates and frameworks to country-level approaches (i.e. laws, institutions, procedures etc).
- Ability to effectively engage with high-level stakeholders, including representatives of government agencies and the donor community.
- Strong preference for fluency in Portuguese and English, with excellent written and presentation skills in both languages.

## **How to apply**

Interested applicants should submit an expression of interest, in English, outlining:

- (i) their relevant experience for the assignment (maximum 1 page);
- (ii) how they propose to approach the exercise and what they consider are the important gender-specific considerations related to anti-corruption and asset recovery (maximum 2 pages);
- (iii) work plan showing number of days required to complete the assignment;
- (iv) consultant CV (maximum 2 pages);

(v) a proposed daily rate (flights, accommodation, and per diem will be offered at ICAR rates).

All of the above documents (merged into one PDF file) should be submitted to [proposal@baselgovernance.org](mailto:proposal@baselgovernance.org) no later than 12:00 (noon) CET on Monday, January 23, 2023.