



TERMS OF REFERENCE

ENGAGEMENT OF A CONSULTANT –

STUDY OF GENDERED AND DISABILITY IMPACTS OF CORRUPTION IN PAPUA NEW GUINEA AND GEDSI MAINSTREAMING FOR TIPNG PROGRAMS

Background

Transparency International PNG (TIPNG) is a national chapter of Transparency International and a leading civil society organisation working to promote transparency, accountability, and good governance in Papua New Guinea.

Through its programmes, TIPNG works to strengthen citizen engagement, promote integrity in public institutions, and advocate for reforms that reduce corruption and improve governance outcomes.

Corruption often affects women, girls and marginalised groups in distinct and disproportionate ways. In many contexts, corruption can reinforce gender inequalities and create barriers to access essential services such as education, health care, justice, and economic opportunities.

Recognising the importance of integrating Gender Equality, Disability and Social Inclusion (GEDSI) considerations across programs, TIPNG seeks to strengthen its understanding of the gendered impacts of corruption in PNG and identify practical opportunities to mainstream gender perspectives into existing and future programs.

This consultancy will also draw lessons from the Transparency International chapter initiatives, as well as broader GEDSI implementation approaches in Papua New Guinea.

The Consultant will undertake a three-month assignment to review, assess and propose approaches for strengthening GEDSI mainstreaming within TIPNG programs, with a focus on the gendered impacts of corruption in Papua New Guinea.

The assignment will be delivered through four key components.

Objective

The objective of this consultancy is to:

- A. Assess the extent to which gender considerations are integrated within TIPNG's existing programs.
- B. Provide practical recommendations and potential project ideas for strengthening gender and disability inclusivity approach within TIPNG's work.

Scope of Work

1. Desktop Review of Gendered and disability Impact of Corruption in Papua New Guinea

The Consultant will conduct a desktop review examining the gendered impact of corruption in Papua New Guinea.

This will include:

- A literature review of recent and historical approaches to gender and disability inclusivity issues in PNG.
- Prioritisation of gender and disability inclusion issues in relation to corruption.
- Identification of national and regional interventions that aim to mainstream GEDSI approaches in anti-corruption work.
- Review of Transparency International chapters, particularly those involved in IPP STRONGG.
- Review of Gender Equality, Disability and Social Inclusion (GEDSI) implementation assessments in PNG.
- Consideration of relevant media reporting and case studies, including examples such as reports of “sex for grades” on the UPNG campus.

Deliverable:

Desktop Review Report on the Gendered and disability Impact of Corruption in PNG.

2. Internal Validation Workshop of Review

The Consultant will convene an internal validation workshop with experts and practitioners working on GEDSI and corruption issues in Papua New Guinea.

The purpose of the workshop is to:

- Validate the findings of the desktop review.
- Review and confirm the prioritisation of gender and disability inclusive issues related to corruption.
- Discuss and validate possible interventions and responses.

Deliverable:

Workshop summary including validated findings and key discussion points.

3. Evaluation of TIPNG Programs and GEDSI Approach

- The Consultant will review TIPNG’s current programs to assess their GEDSI approach.
- This will include:
 - Reviewing TIPNG programmes with reference to IPP STRONGG gender and disability inclusion mainstreaming approaches.
 - Identifying possible GEDSI-related interventions within existing programs.
 - Identifying potential partnerships within the GEDSI and anti-corruption space.
 - Proposing possible interventions informed by the desktop review and validation workshop.

Deliverable:

Evaluation paper outlining GEDSI mainstreaming opportunities within TIPNG programs.

4. Recommendation Report to TIPNG on GEDSI Mainstreaming Projects

- The Consultant will prepare a final recommendation report to TIPNG outlining possible gender and disability inclusion mainstreaming approaches and project ideas.
- This will include:
 - Consolidated recommendations based on the desktop review, validation workshop and program evaluation.
 - Identification of potential GEDSI mainstreaming projects or interventions.
 - Layout and formatting of the publication.
 - The Consultant will also present the findings to TIPNG.

Deliverables:

- Final Recommendations Report
- Presentation to TIPNG

Consultant Qualifications

The Consultant (or consulting team) should demonstrate:

- Experience in GEDSI analysis, governance, or anti-corruption work
- Knowledge of gender equality and social inclusion in Papua New Guinea or the Pacific region
- Experience conducting policy reviews, research, or program evaluations
- Strong analytical, writing and facilitation skills
- Experience working with civil society organisations or development programs

Timeline

The consultancy will be conducted over three (3) months.

Activity	Estimated Duration
Desktop Review	3 weeks
Validation Workshop	3 weeks
TIPNG Program Review	3 weeks
Final Report & Presentation	3 weeks

Payment Schedule

Payments will be made upon successful completion of deliverables.

Deliverable	Payment
Desktop Review Report	15%
Validation Workshop & Summary	25%
Program Evaluation & Options Paper	25%
Final Report & Presentation	35%

Place of Work

The arrangement of the place of work will be flexible and based on the activities required of the consultant during the time. The consultant may delegate time to work at their own office and at the office of TIPNG to meet the actions specified on their Work Plan.

Proposal Requirements

Interested consultants should submit:

1. Technical Proposal
 - Understanding of the assignment
 - Proposed methodology
 - Work plan and timeline
2. Financial Proposal
 - Budget breakdown across the four deliverables
3. Consultant Profile
 - CV(s) of consultant(s)
 - Examples of previous relevant work
4. References
 - At least two professional referees per expert

Reporting

The Consultant will report to the TIPNG Deputy Director – Communications and work closely with relevant TIPNG staff during the assignment.

Duration and Payment

Duration: 3–5 months (20 weeks).

Budget: K40,000 (inclusive of all costs)

Payment: Subject to negotiation, but typically:

- 20% – upon approval of inception report
- 40% – upon submission of draft updated materials
- 40% – upon submission of final materials and report

Send applications to:

The Chief Executive Officer

Transparency International PNG Inc.

P.O. Box 591, Port Moresby, NCD

Email: info@transparencypng.org.pg

Phone: 323 4917

Applications close:

May 6, 2026 at 5pm

Only shortlisted applicants will be contacted.