Request for Expression of Interest (Call for application)

<table>
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<tr>
<th>Consultant Job</th>
<th>Desk Research on Illicit Financial Flows and Tax Justice (A disruptive Pan African Feminist Analysis)</th>
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<tr>
<td>Country</td>
<td>Kenya</td>
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<tr>
<td>Duration</td>
<td>3 Months</td>
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<td>Expression of Interest</td>
<td>FNT/EOI/4/2020/ADV</td>
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<td>Dated:</td>
<td>28th April 2020</td>
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1. Introduction

Since its establishment in 1988, the African Women’s Development and Communication Network (FEMNET) has played a leading role in building the women’s movement and amplifying the voices of African women to influence decisions made at national, regional and global levels, that impact on their lives. As a pan-African membership-based organization working to advance women’s rights, FEMNET continues to mobilize African women to hold governments accountable to women’s rights and gender equality commitments including: the Beijing Declaration and Platform for Action, the AU Protocol on the Rights of Women in Africa (Maputo Protocol) and the 2030 Agenda for Sustainable Development among others.

FEMNET’s vision is an African society where gender equality is achieved and women and girls enjoy all their rights and live in dignity. Our mantra is women’s rights are human rights, and we exist to mobilize African women for the achievement of gender equality and the realization of women’s and girls’ rights at all levels.

The “Africa is rising” narrative is exemplified by 6 out of 10 fastest growing economies being African. By contrast however, Africa is also home to one the world’s top 10 most unequal societies. Gender inequality alongside income inequality remains highest on the list of outcomes of Africa’s economic growth.

With regard to women’s economic empowerment, there has been a trend to relegate the issue to micro level economic analysis and intervention. With regard to macroeconomic policies, they have been insufficiently focused on employment issues and enhancing existing livelihoods which is proving to be not enough. FEMNET believes that instead, women’s economic empowerment must be understood as far more than women’s ability to compete equally in existing markets, or as the beneficial outputs of their contribution to growth. It must include women’s access to and control over economic resources, access to decent work, control over their own time and meaningful participation in economic decision-making at all levels from the household to international institutions and policy spaces. The approach to mainstream economics remains excessively narrow and continues to reinforce gender
inequality rather than try to address the challenges at hand – with examples of “production” definitions and analysis not including care work and instead systematically undervaluing and most times erasing it from contributions to national GDP and thus “invisiblising” the role of women in society. Macroeconomic policies have distinctive consequences that affect women and men differently and can either reinforce the extent of women’s socio-economic disadvantage or potentially, promote a redistribution of resources towards women.

In the next three years, FEMNET will work towards ensuring that macro level economic policymaking is gender-transformative and responsive. Through our interventions, we seek to achieve the following outcomes:

1. Capacities of women’s rights organizations and activists are enhanced to understand, analyze and use feminist analysis to challenge current economic models perpetuating gender inequalities.
2. Pan African Feminist alternatives, informed by gendered data and evidence on the impact of macro level economic models on women’s rights in Africa, are proposed.
3. Mainstream economic and gender spaces at the national, regional and global policy spaces are influenced from a feminist economics perspective.
4. Network of a critical mass of feminist economists and activists with deeper knowledge and skills to shape discourse and influence macroeconomic policies, processes and practices is created and sustained. It is important that the feminist economists give the critical mass a theoretical rigor and the feminist activists ensure the alternative narratives are also rooted in lived experiences and realities of African women.
5. Key stakeholders such as Media, mainstream economic justice organizations, research institutions, etc. embrace a Pan African feminist analysis of economic perspectives in their work.

Recent debates have reconfirmed that African continent is rich in resources and yet these resources are not benefited by African people due to various reasons. Illicit financial flows (IFFs) through tax abuse, trafficking and corruption are one of the major channels through which Africa loses its much needed resources. Evidence shows that when resources are minimal, the most marginalized groups suffer most thereby perpetuating inequalities including gender inequalities.

2. Overall Aim / Purpose

The purpose of this consultancy is to execute a research piece towards understanding and documenting the key gender dimensions on impacts of illicit financial flows and how it’s driving factors affects the rights of women and girls in Africa and to identify entry points for campaign lobbying and advocacy on the Financing for Development Discourse in the continent.
Within FEMNET’s vision we seek to, through a Consultant to commission a research on “Illicit Financial Flows and Tax Justice – A disruptive Pan African Feminist Analysis”. We would like to develop a paper that will serve as a primer on the Pan-African Feminist perspectives on Illicit Financial Flows that will guide progressive organizations (that may not already have a feminist perspective), gender-based organizations, policymakers, journalists, academics, people, and other stakeholders in Africa interested in learning more about these issues from a Pan African feminist lens.

The primer will include a spotlight focus on the extractives sector, given the significance of this sector in African countries, as well as the heightened impact of IFFs within the sector.
This project aligns with FEMNET’s economic justice programmatic goals and accordingly we expect this primer to serve as one of FEMNET’s constitutive documents for its economic justice program.

3. Terms of References

3.1 Key Deliverables

Working closely with the co-consultant, Head of programs, Economic Justice officer, other staff and departments, the consultant will be expected to:

1. Develop a research paper on the Pan-African Feminist perspectives on Illicit Financial Flows that will cover the following issues:
   - The research paper should encompass an overview of the African Feminist Charter and FEMNET readings of Pan-African Feminism(s) throughout the analysis.
   - Overview of the problem of IFFs in Africa and implications for Pan-African Feminist futures.
   - Spotlight focuses on the extractives industries through 3 country case studies.
   - Lessons drawn from case studies (trends, differences, etc.)
   - Policy Recommendations from a feminist perspective, on how to demand transparency and corporate accountability in order to curb illicit financial flows.
   - Evidence-based ‘takeaways’ that could improve the policy and institutional environment.
   - Areas requiring further research and engagement from a Pan African feminist analysis.
   - A guide for further reading.

2. The consultant will avail themselves to attend the launch event of the research paper, likely on the margins of key global and/or African events or policy spaces. Logistical arrangements such as transport, accommodation shall be facilitated by FEMNET.

*Please note that this is subject to change as we continue to assess the global status of travel as a result of the Covid-19 crisis.*
4. Required Qualification, Skills and Competencies

4.1 Minimum qualification and experience

a) Advanced university degree in Economics, Gender studies, Development Studies, Social sciences or environmental studies is preferred, although relevant profiles may be considered.
b) At least 5 years relevant experience supported by strong research skills.
c) Evidence of completion of at least 3 assignments in carrying out Baseline / mapping studies and equivalent assignments.
d) Sound theoretical and practical background in the field of IFFs, Gender and Macroeconomics, Women’s economic empowerment, extractives, tax justice, budget monitoring and citizen participation.
e) Africa Regional experience, working similar issues.
f) Experience with policy making processes and basic principles of public policy research will be an advantage.
g) Strong writing, analytical and research skills, and ability to apply them in interdisciplinary contexts and innovative problem-solving ability.
h) Ability and availability to start work immediately.
i) Identify with African Feminist principles and values.

4.2 Other attributes

a) A track record of producing innovative, out-of-the-box thinking communications strategies and products.
b) Excellent communication skills and fluency in spoken and written English.
c) Capability to deliver with quality and within tight deadlines.
d) Ability to break down complex information into user friendly knowledge products.

5. Selection of Consultant

A consultant will be selected in accordance to the selection of Individual consultants’ procedures.

6. Duration of Assignment

The duration of the assignment is estimated to run for a period of 3 months upon signing of the contract.
7. Application Process

**Applications:** Interested applicants should send their technical proposal (not more than 2 pages responding to each major requirement). Include not more than 1-page financial proposal.

Accompany the application by resume with names and addresses of 3 professional referees (not more than 3 pages including telephone and e-mail).

Applications are by e-mail only sent to: recruitment@femnet.or.ke. Please indicate the reference on the subject line as ‘Desk Research on Illicit Financial Flows and Tax Justice’ (REF: FNT/EOI/4/2020/INST) ‘Deadline for submission of applications is on 8th May 2020

Applications should be addressed to:

*The Executive Director, FEMNET*
*KUSCCO Centre, Kilimanjaro Avenue, off Mara Road, Upper Hill*
*P. O. Box 54562, 00200 Nairobi, Kenya.*

Please note: Only complete applications will be reviewed, and only applicants who have been selected for interview will be contacted. The consultancy is open to African nationalities who are legible to work in Kenya, young women & women living with disability are encouraged to apply.