



Ghana Integrity Initiative (GII)

Local Chapter of Transparency International

H/No. 21 Abelenkpe Road, Abelenkpe
Private Mail Bag, CT 317
Cantoments, Accra, Ghana
Digital Address: GA-091-6655
Tel: +233 (0) 30 2760884
+233 (0) 50 1695949/50/51
ALAC: 0800100250 (MTN, AirtelTigo)
080010025 (Vodafone)
Email: info@tighana.org
Website: www.tighana.org

Terms of Reference (TOR) for Development of extensive training material/manual

1.0 Background

Concerns about the debilitating impact of corruption have been with us since Ghana attained independence. Commissions of enquiries of varying compositions but a singular mandate have been set up by various governments to explore the causes of corruption and suggest solutions to curb the menace. Many in recent years have opined that corruption has assumed an assiduous proportion since Ghana returned to multiparty democracy in 1992. Concerns continue to grow, and according to the NACAP (2014 – 2024), citizens are increasingly losing faith in the state's ability to fight the canker, hence have developed apathy to corruption.

Allegations of widespread corruption involving public officials appear to be on the rise, despite the country's current challenges, including those stemming from the Russia-Ukraine war and the COVID-19 pandemic.

In January 2024, the government argued that it was not responsible for the escalating corruption in Ghana, as all the requisite legislation and institutional reforms had been implemented to combat corruption. This was a response from the Chief of Staff during the launch of the CPI 2023. This assertion is corroborated by Uberti's (2016) research, which asserts that the "anti-corruption consensus" of the current development paradigm is that graft can be reduced or eradicated by enacting the requisite institutional reforms, such as strengthening the judiciary, establishing anti-corruption agencies, and establishing regulatory frameworks that are resistant to corruption.

However, if that argument has any currency, then why is corruption continuing to be an albatross around the neck of Ghana when the country has enacted a plethora of anti-corruption legislation over the years and established many accountability institutions with a wide range of anti-corruption mandates? The most current is the Office of Special Prosecutor, which is exclusively responsible for investigating and prosecuting corruption and corruption-related offences. Also, the Criminal Offences Act has been amended to criminalise corruption by designating it as a special felony with a maximum sentence of 25 years.

All these laws and institutions notwithstanding, the Afrobarometer (2019) reported that there is a growing perception among Ghanaians that nearly all three key branches of government are involved in corruption. In 2024, 54 per cent of respondents said most/all at the Presidency

are involved in corruption compared to 31% in 2012. In the same year, 51% said most/all in parliament are involved in corruption, compared to 33% in 2012, and 44 per cent of respondents said most/all in the judiciary are involved in corruption, compared to 35 per cent in 2012.

The question begging for answers is what the country is not doing right to control the rising incidences of corruption? The UNODC¹ (n.d) recognises the role of citizens in the fight against corruption. The UNODC cites scholars such as Cogan and Sharpe (1986, p. 283) and Roberts (2008, p. 5), as well as cited international treaties such as the Aarhus Convention on Access to Information, Public Participation in Decision-Making and Access to Justice in Environmental Matters.

2.0 Introduction

Transparency International Ghana (TI Ghana), with support from the *Participation, Accountability, and Integrity for a Resilient Democracy (PAIReD) programme* -commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ), co-financed by the European Union, and the Swiss State Secretariat for Economic Affairs (SECO) is committed to strengthening citizen participation and building collective resilience against corruption.

As part of this commitment, TI Ghana seeks to develop a comprehensive and user-friendly Anti-Corruption Training Manual. The manual will serve as a standardised reference for civil society organisations (CSOs), community-based organisations (CBOs), youth and women's groups, and other stakeholders to strengthen citizen engagement, advocacy, and accountability initiatives in Ghana.

3.0 Objectives of the Assignment

The specific objectives of this assignment are:

1. To consolidate and present key legal, policy, and institutional frameworks on anti-corruption, transparency, accountability, public ethics, and integrity in Ghana.
2. To develop practical tools, models, and case studies such as guidance on whistleblower and witness protection that strengthen citizen mobilisation, advocacy, and monitoring.
3. To produce a comprehensive, standardised, and user-friendly training resource tailored for civil society organisations and other stakeholders to use in anti-corruption education and capacity-building initiatives across Ghana.

4.0 Scope of Consultancy Services

Flowing from the recognition that citizens are key actors in the fight against corruption, TI-Ghana, with funding from the EU through GIZ, is requesting the services of a consultant to

¹ Poliveiraa. (n.d.). *Anti-Corruption Module 10 Key Issues: The role of citizens in fighting corruption*. <https://www.unodc.org/e4j/zh/anti-corruption/module-10/key-issues/the-role-of-citizens-in-fighting-corruption.html>

develop a training manual to guide the training of citizens on knowledge of corruption and their role in the fight against corruption. The following is the scope of work of the consultant:

1. Develop an anti-corruption training manual for multi-sectoral training to cover the following areas:

Module 1: Understanding Corruption

Module 2: Forms and Typologies of Corruption includes gender and corruption

Module 3: Causes and Drivers of Corruption

Module 4: Consequences of Corruption- governance, service delivery, inequality, public trust, gendered vulnerabilities.

Module 5: Anti-Corruption Legal and Institutional Frameworks **Frameworks** - overview of Ghana's laws, policies, constitutional provisions, institutions (CHRAJ, OSP, EOCO, Audit Service, Parliament, Police, Judiciary, etc.), and international commitments.

Module 6: Citizen Engagement and Action Tools- whistleblower and witness protection, community monitoring, social accountability mechanisms, advocacy strategies, coalition building, and the use of digital tools for accountability.

2. **Integrate practical case studies and models** from Ghana and comparable jurisdictions to illustrate citizen-led anti-corruption initiatives and their outcomes.
3. **Develop training methodologies** (interactive exercises, role-plays, group discussions, simulations) adaptable for use by civil society organisations, community-based groups, and state actors.
4. **Produce a facilitator's guide** to accompany the manual, including step-by-step instructions, discussion questions, and evaluation tools.
5. **Deliver the final manual with all add on** in both digital and print-ready formats, ensuring accessibility, inclusivity, and adaptability for nationwide use.

5.0 Deliverable

The consultant will be responsible for the delivery of the following:

1. *Inception Report*

2. Submit an inception report outlining the methodology, detailed work plan, and draft structure of the training manual within 5 days of signing the contract.

3. *Produce A Draft Training Manual*

No later than 30 days after contract signing, the consultant will be expected to produce a draft manual to the Executive Director of TI-Ghana for review and input.

4. *Submit final Training Manual and report*

The consultant is expected to submit a final manual incorporating all inputs and recommendations provided by TI-Ghana and make a presentation to TI-Ghana Management a week after receiving input from the TI-Ghana Executive Director.

6.0 Required Expertise

1. Advanced degrees in law, economics, development studies, social sciences or related discipline.

2. A minimum of 5 years of experience in anti-corruption advocacy and training
3. Demonstrated expertise in **developing training manuals, capacity-building resources, and/or educational curricula** for civil society, public institutions, or governance stakeholders.
4. Strong familiarity with Ghana's **legal, policy, and institutional anti-corruption frameworks**, as well as regional and international instruments.
5. Excellent analytical, writing, and facilitation skills with the ability to produce **clear, user-friendly, and practical training resources**.

7.0 Reporting

The consultant will report to the Executive Director and will work closely with designated programmes staff members to gather information and conduct the assessment. The consultant is to schedule at least 2 check in meetings, to ensure quality assurance, alignment with organisational priorities, and incorporation of stakeholder perspectives

8.0 Expression of Interest

The title on the envelope or e-mail should be **TI-Ghana Anti-Corruption Training Manual**.

The Consultant should express his/her interest in this call through a motivation letter accompanied by detailed curriculum vitae with three referees and samples of recent work related to the subject under reference by electronic mail to **jobs@tighana.org** or hard copies to:

The Executive Director
Transparency International-Ghana
H/No 21 Abelenkpe Road,
Accra

Or

The Executive Director
Transparency International-Ghana
PMB CT 317, Cantonments
Accra

Applications should be submitted by close of work on **Friday, September 5th, 2025**. Only selected candidates will be contacted.