



# Global Compact Network Kenya

## **Facilitation and Consulting Services on Governance, Leadership, and Anti-Corruption Compliance Reporting Training of TOTs in the Private Health Sector under the USAID-USAWA Program for Global Compact Network Kenya**

### **Terms of Reference**

#### **About Global Compact Network Kenya**

Global Compact Network Kenya (GCNK) is a Country Network of the United Nations Global Compact working to accelerate and scale the collective impact of businesses in Kenya and Uganda by upholding the Ten Principles on Human Rights, Labour, Environment and Anti-corruption and delivering the Sustainable Development Goals (SDGs) through accountable companies and ecosystems that enable change.

#### ***Introduction***

The recently released Ethics and Anti-Corruption Commission (EACC) National Ethics and Corruption Survey 2023 highlighted perceptions of corruption and unethical behavior. The Ministry of Health (13.2%) and County Health Services (39.1%) were identified as the most corruption-prone at the national and county levels, respectively. Nakuru County ranked among the top five counties with the highest likelihood of bribery demands, while Kakamega, Isiolo, Kilifi, and Mombasa also showed significant bribery risks.

The Kenya Private Sector Alliance's corruption risk mapping indicated that fraud (57%) and bribery (48%) were the most prevalent forms of corruption, with procurement and supply (65%), and finance and accounting (54%) being the most corruption-prone areas in small and medium-sized companies. Although specific statistics on the private health sector were not available, the ongoing baseline assessment aims to identify corruption risks at the interface between private and public health sectors.

Fraud, Waste, and Abuse are interlinked with governance, creating a cyclical effect where weak governance and compliance practices foster corruption, hindering good governance principles. Addressing this requires strong leadership and collective action efforts. Corruption is closely tied to violations of transparency, accountability, and the rule of law.

To combat corruption, the Global Compact Network Kenya urges companies to adhere to the tenth principle on anti-corruption, which involves not just avoiding bribery and extortion but also developing proactive policies and programs to combat corruption within their operations and supply chains. Businesses are encouraged to collaborate with civil society, the United Nations, and governments to promote transparency through collective action.

## ***Overview of USAID-USAWA Program***

Funded by USAID, the United Society Against Fraud, Waste and Abuse (USAWA) Program is implemented by a consortium of four partners led by Transparency International Kenya in partnership with Global Compact Network Kenya, Association of Media Women in Kenya and the Inter-Religious Council of Kenya.

The program aims to reduce fraud, waste, and abuse for improved health service delivery in five counties: Isiolo, Kakamega, Kilifi, Mombasa, and Nakuru.

## ***Objectives of this assignment***

Under outcome one of the USAWA programme, a Training of Trainers (ToT) is required to equip the identified stakeholders with essential skills and knowledge to enhance governance, leadership and anti-corruption compliance within the private health sector.

*Upon completion of the training, participants will be able to:*

1. Gain knowledge of corporate governance and strategic leadership concepts.
2. Enhance understanding of aligning corporate citizenship with anti-corruption policy and compliance frameworks.
3. To identify challenges and explore solutions for navigating fraud, waste and abuse risks.
4. Learn the process and significance of anti-corruption collective action to address systemic corruption.
5. Have the necessary tools and capabilities to train fellow employees to further entrench a culture of compliance and ethical conduct

## ***Scope of the Consultancy***

1. Conduct a one-day TOT training session in each of the five counties within the Private Health Sector
2. Support the development and customization of training materials and content to address specific governance, leadership, and anti-corruption compliance in the private health sector. This materials should be appropriately adapted to be delivered by the recipients when training others.

## ***Role of the Consultant***

1. Collaborate with Global Compact Network Kenya to develop training materials.
2. Design and distribute pre-workshop and post-workshop surveys to evaluate the training's impact.
3. Plan and execute training using approved materials, ensuring alignment with predetermined objectives.
4. Conduct progress assessments with participants to gauge the training's effectiveness and make necessary adjustments.
5. Provide pre-reading materials to enhance ongoing learning and engagement among participants.
6. Prepare an end-of-training outcome report and actively participate in a project closure meeting with the GCNK team.

## **Expected Output from Consultant:**

1. Training and reading materials.
2. TOT Training manual
3. Pre-workshop and post-workshop surveys.
4. Assignment reviews.
5. Outcome report.

## ***Duration of Project***

The delivery model is a 1-day training/ workshop in each of the 5 counties. The training period should not exceed 2 weeks and is expected to be completed between June and early July 2024.

## **Qualifications**

- Proven knowledge and experience in facilitating, consulting, and providing technical training on anti-corruption compliance, corporate governance, and business ethics leadership.
- Proven knowledge of the anti-corruption, governance, and business ethics landscape in Kenya, especially in the health sector.
- Proven knowledge of the collective action concept, especially in anti-corruption.
- Previous experience in training TOTs in the private sector on leadership, governance, and anti-corruption compliance is an added advantage.

## ***How to Apply***

Applications should be submitted no later than **Friday, 14th June 2024**, and should include:

- Cover letter explaining why you are the most suitable candidate.
- CV and technical proposal.
- Detailed financial proposal.
- Company registration certificate.
- A valid Tax Compliance certificate.
- CR 12.

Please address your application to the Global Compact Network Kenya and submit it to [info@globalcompactkenya.org](mailto:info@globalcompactkenya.org) with the subject line "Consultancy Services for Governance, Leadership, and Anti-Corruption Compliance Reporting Training for the Private Health Sector."