

**Terms of Reference (TOR)
FOR
'Individual Consultant (Research)'
under
'Enhancing Institutional Capacity of Anti-Corruption Commission' Project**

I. Background

The Constitution of the People's Republic of Bangladesh that virtually emanates from the spirit of the great war of liberation, spells out that Bangladesh shall be a society founded on enquiry and justice; each component of the State machineries including the citizens, family, State as well as business organizations shall, being free from corruption, cherish integrity. But unfortunately corruption could not be eradicated from Bangladesh. It is the corruption that stands as a major roadblock to all the developmental efforts educated to meet the fundamental needs of the citizen. The corruption is not the lone phenomenon in Bangladesh-it has assumed global dimension. In varying scales, the corruption takes place almost everywhere in the world.

The Anti-Corruption-Commission (ACC) got to carrying out diverse programs steered against corruption, since November 21, 2004, when it came into being. The struggling expedition of the ACC features into dual approaches. The one approach is punitive and the other is preventive. The punitive actions include conducting enquiry and investigation into the specified offences of corruption as schedule under ACC Act, 2004 (revised in 2015), and placing the offenders before the Court. Alongside, the Commission is also bent upon executing varied agenda of actions directed to prevent corruption effectively. Set with objective to build up a nation-wide social movement against corruption, the Commission expedites the measures adopted to integrate people's impulsive participation. Corruption Prevention Committees (CPCs) have been formed in 427 Upazilas 62 district, 9 metropolitan cities. To generate people's awareness against corruption, the CPCs organize discussion meetings, seminars, symposium, consultation meetings, way-wide meetings, debate and essay competitions, etc.

On active supervision of the CPCs, Integrity Units (IUs) have been constituted in the schools, colleges and madrasa so as to induce to practice, the values of integrity amid the young generation. These IUs operate as associated bodies of the CPCs with intent to raise awareness against corruption and to cause wider disseminations of the values of integrity among the youth.

Besides, the ACC conducts some innovative programs – one of the like is Public Hearing in government and semi-government organizations. These Public Hearings are organized in accord with the ACC Act-2004, instruction from Cabinet Division and the National Integrity Strategy (NIS) as adopted by the Government in 2012.

Targeting at control and prevention of corruption as well as optimal utilization of limited resources, ACC prepared a Strategic Action Plan (SAP) for Five years (2017-2021). In this SAP ACC has attached special priority to punitive actions for corruption and advocacy measures for prevention of corruption. The Plan identified eight cardinal issues of which institutional capacity building ranked at the top. Institutional Capacity building remained a major challenge for the ACC to ably confront. The organization suffers from inadequate infrastructure and there is insufficient staff to meet ACC's needs. Pressing issues include: building more sustainable training mechanism, ensuring gender equality among the staff , developing partnerships, ensuring accountability of staff members, raising the profile of the ACC, ensuring both staff and information are secure, developing IT system to improve the efficiency of the organization, sourcing adequate funds and building better systems of communication.

The Technical Assistance (TA) Project aims to improve the monitoring capacity of the inquiry and investigation of ACC through the use of ICT, so that the cases could be completed within a shorter period of time. Also, this project has a research works on an specific topic related to ACC's activates to enhance institutional capacity of ACC.

II. Project Overview

1. Objectives:

(i) Overall Objective:

The monitoring capacity of ACC on enquiry, investigation and prosecution will be enhanced.

(ii) Specific Objective:

- a) Improvement in monitoring the activities of the enquiry and investigations officers and prosecutors through use of web based monitoring tool.
- b) Exploring ways for improving effectiveness of corruption prevention activities.
- c) Research works on a specific topic related to ACC's activates to enhance institutional capacity of ACC.

2. Outcomes:

- a) Investigation and prosecution Managements System (IPMS) developed.
- b) IPMS operations manual approved.
- c) Report on the effectiveness of corruption prevention activities completed.
- d) Capacity development activities for the ACC conducted.

3. Output:

- a) IPMS, a web based monitoring tool of investigation and prosecution is developed.
- b) Office will have automation and LAN transmissions;
- c) Report on the effectiveness of the current corruption prevention activities completed.

d) Capacity development activities for the ACC conducted.

4. Project Scope

a) Development and installation of a web based monitoring tool of enquiry, investigation and prosecution to reduce processing time required by ACC for completing enquiry, investigation and prosecution of corruption cases.

b) Report on the effectiveness of corruption prevention activities completed.

c) Capacity development activities for the ACC conducted.

d) Research works on a specific topic related to ACC's activities to enhance institutional capacity of ACC.

5. Population Coverage:

ACC officials/staffs.

III. Detailed Scope of Work

The Research work is small part of this project. Under the project, the 'Individual Consultant (Research)' will be appointed to do the research work on a specific topic 'Determination of the obstacles to the effective enquiry and investigation of corruption in Bangladesh'. to enhance institutional capacity of ACC. The 'Individual Consultant (Research)' duties and responsibilities will include but will not necessarily be limited to the following:

Final outputs/deliverables required from the 'Individual consultant'

1. The research works should include the following:
 - (i) Analysis of the existing enquiry and investigation process of ACC.
 - (ii) Determination of the obstacles to the effective enquiry and investigation of corruption in Bangladesh.
 - (iii) Each obstacle should have a suggestion with the proper solutions and necessary steps of ACC.
 - (iv) Future research direction (if any) related to business process of ACC.
2. Submission of final report on the selected research topic.

IV. Qualification & Experience (Selection Criteria) and Responsibilities of Consultants

Name of the Post: Individual Consultant (Research):

Number of position = 1.

The duration of service = 1 Years (12 months)

Name of the post/Key Professionals	Qualifications	Experience	Duties and Responsibilities
Individual Consultant (Research)	At least Masters Degree in Law or Good Governance, Criminology and any subject related to anti-Corruption activities. Having Ph.D. degree on related subjects will be given preference.	Should have 12 Years research experience on governance or Bangladesh's legal systems or anti-corruption laws or criminology; Preferably experience on anti-corruption related activities in any international/ Govt. organization/Universities.	<p>1. The research works should include the following:</p> <p>(i) Analysis of the existing enquiry and investigation process of ACC.</p> <p>(ii) Determination of the obstacles to the effective enquiry and investigation of corruption in Bangladesh.</p> <p>(iii) Each obstacle should have a suggestion with the proper solutions and necessary steps of ACC.</p> <p>(iv) Future research direction (if any) related to business process of ACC.</p> <p>2. Submission of final report on the selected research topic.</p>

As the total estimated man-month is 12, so the work distribution of the hired individual Consultant (Research) will be:

- a) Preparation an analysis report on the existing data of enquiry and investigation of ACC.
- b) Performing research works on ‘Determination of the obstacles to the effective enquiry and investigation of corruption in Bangladesh’.
- c) Each research works should have important key points like
 - (i) Proper data analysis of all enquiry and investigation of ACC.
 - (ii) Determination of the obstacles to the effective enquiry and investigation of corruption in Bangladesh.
 - (iii) Each obstacle should have a suggestion with the proper solutions and necessary steps of ACC for the respective obstacle.
 - (iv) If there is any scope to do future research works based on any key points of this research work, those should be mentioned.
- d) Finally, preparation of final research work report on the selected research topic ‘Determination of the obstacles to the effective enquiry and investigation of corruption in Bangladesh’.

Reporting Structure:

The ‘Individual Consultant (Research)’ will report to the Project Director / Deputy Project Director of the Project.