

## CALL FOR PROPOSALS

### GENERAL INFORMATION

**Title of Research Position:** Short term Researcher for Transparency in Corporate Reporting (TRAC) Assessment 2025.

**TRAC Methodology:** Transparency International's 2014 report, Transparency in Corporate Reporting: Assessing the World's Largest Companies aims to encourage greater levels of transparency in international business. This report assesses the transparency of corporate reporting by the world's 124 largest multinational publicly listed companies, drawn from the Forbes list "The World's Biggest Public Companies" and selected by market value calculated in May 2013. It builds on Transparency International's existing work in combating corruption in the private sector.

This methodology has been used for several country reports prepared by Transparency International Chapters. TRAC focuses on how companies report their financial and non-financial information, aiming to enhance accountability and trust with stakeholders. The most important elements of reporting as suggested by TRAC are:

- 1. Reporting on anti-corruption programs:** This assesses a company's disclosure practices on its anti-corruption programmes as public disclosure of a company's anti-corruption programme can demonstrate the company's commitment to fighting corruption and towards being a responsible corporate citizen, accountable to the environment it operates in.
- 2. Reporting on Securities & Exchange Commission of Pakistan Regulations on Disclosures:** This will assess a company's disclosure compliance with SECP regulations, including ESG Disclosure, Beneficial Ownership, Code of Corporate Governance and other requirements as mandated by the SECP
- 3. Organisational Transparency:** This assesses how transparent companies are in their disclosures pertaining to organisational transparency and corporate structures.
- 4. Domestic Financial Reporting:** This assesses a company's domestic financial disclosures.
- 5. Country-by-Country Reporting:** This assesses a company's financial disclosures pertaining to their foreign and cross-border operations, where applicable.
- 6. Reporting on Gender and Non-Discrimination Policies:** This section assesses a company's approach to tackling and commitment to non-discrimination on the basis of gender.
- 7. Reporting on Procurement Related to Government Contracts/Tenders:** This assesses a company's disclosure practices pertaining to the procurement of government contracts and tenders.
- 8. ESG Disclosures:** This assesses a company's ESG disclosure and sustainability practices, including alignment with ESG disclosure guidelines of the SECP and international sustainability reporting frameworks.

## RESEARCH DURATION

**Application Closing Date:** Wednesday, 25<sup>th</sup> March 2026

**Start and End Date:** 2.5 months, estimated 10<sup>th</sup> April 2026 to 30<sup>th</sup> July 2026 (Tentative)

**Location of Consultancy:** Karachi/Remote

## BACKGROUND

Transparency International (TI) is the global civil society organization leading the fight against corruption. Through more than 100 chapters worldwide and an international secretariat in Berlin, Germany, TI raises awareness of the damaging effects of corruption and works with partners in government, business, and civil society to develop and implement effective measures to tackle it.

Transparency International Pakistan is one of the accredited National Chapter of Transparency International, based in Karachi. By working across Pakistan, we give voice to the victims and witnesses of corruption and work with the government and citizens to stop abuse of power and strive for a corruption free Pakistan.

## OBJECTIVES

The Short-term Researcher will specifically help with the research areas as outlined below:

- Conduct research to assesses the disclosure practices of the top 150-200 public limited companies listed on the Pakistan Stock Exchange based on market capitalisation.
- Develop locally relevant indicators/questions for each of the eight areas of TRAC assessment.
- Develop scoring framework to score and rank companies as per the TRAC methodology.
- Provide assistance to TI Pakistan team for Liaison with the companies to gather feedback on their initial scores.
- Liaison with TI Pakistan team during the process of compiling the research report.
- Assist in organizing Stakeholders' Workshop in Karachi (tentative) to disseminate findings of the report.

## EXPECTED DELIVERABLES AND TIMELINE

The duration of the consultancy is two and half months. The researcher is expected to deliver the following outputs:

Key Deliverable	Deadline
Inception of the Research	20 <sup>th</sup> April 2026
Draft Research and data collection methodology	30 <sup>th</sup> April 2026
Draft Scoring and Ranking Framework	10 <sup>th</sup> May 2026
Assessment of the companies as per TRAC Methodology	30 <sup>th</sup> May, 2026
Feedback from Companies	15 <sup>th</sup> June 2026

First Draft of the Report	10 <sup>th</sup> July 2026
Review and Feedback by TI Pakistan	20 <sup>th</sup> July 2026
Final Draft of the Report	30 <sup>th</sup> July 2026
Stakeholders Workshop to disseminate finding of the report.	11 <sup>th</sup> August 2026 (tentative)

All deliverables are to be submitted in English, in electronic form, in accordance with the deadlines stipulated above. The Researcher is responsible for editing and quality control of language.

### **SELECTION CRITERIA**

The researcher should have the following qualifications:

- The eligible candidate must possess at least Master’s Degree or higher qualification in the field of Economics, Finance, Business Administration, Public Policy, Social Sciences, Development Studies or relevant field.
- Relevant experience of at least 7-10 years.
- Research expertise in business, legal and/or policy contexts with a strong background and understanding of private sector in Pakistan including relevant international business conventions, protocols, policy reforms and sustainability practices.
- The researcher should be capable of analyzing information and drawing meaningful insights and conclusions. He/She should possess strong analytical skills and be able to present the findings in a clear, concise, and actionable manner.
- Excellent verbal and written skills in English.
- Excellent quantitative and qualitative analysis skills.

### **REMUNERATION AND COSTS**

The researcher will be provided lump sum cost based on successful completion of monthly milestones/targets.

### **HOW TO APPLY**

The applicants should include the following documents in English as part of application package:

- Researcher profile.
- A brief proposal describing how the assignment would be approached including a description of the research methods to be used and a detailed break-down of the expected costs.
- At least one sample of relevant previous work.

Applications should be sent in English by email to [comms@transparency.org.pk](mailto:comms@transparency.org.pk) by **Wednesday, 25<sup>th</sup> March 2026**.