

Rajasthan Child Labour Free Business Support - Program Advisor Consultancy

LOCATION: JAIPUR AREA

REPORTING TO: FREEDOM FUND SENIOR PROGRAM OFFICER

About the Freedom Fund

The Freedom Fund (www.freedomfund.org) is a leader in the global fight against modern slavery. It:

- **generates** private funding by demonstrating how effective interventions can protect those at risk of being enslaved and free those in slavery.
- **invests** in those countries and sectors with the greatest incidence of bonded labour, trafficking and child labour.
- **analyses** which interventions work best, and **shares** that knowledge.
- **brings** together those committed to ending slavery and empowered by the knowledge of how best to do so.

The Freedom Fund has programs in northern India, southern India, Ethiopia, Thailand, south-eastern Nepal and central Nepal. It currently supports and funds over 100 organisations in these regions, the vast majority of which are frontline, community-based NGOs.

About the consultancy

This is an innovative and demanding role for an outstanding individual with experience in the business and social development sectors. The successful candidate will initiate practical alliances with businesses in Jaipur towards elimination of child labour in the city, and will be responsible for ensuring a flow of certified child labour free products as well as using high visibility marketing to drive demand for such products.

S/he will be based in or near to Jaipur, working alongside three other Rajasthan program advisors with other responsibilities. The consultant will be an independent contractor to the Freedom Fund and not an employee. The consultant is not eligible for any employee-related benefits, and is expected to provide their own workspace to successfully carry out the deliverables listed below.

About the program

The aim of this new Freedom Fund hotspot initiative is to demonstrate how committed actions by two Indian state governments (Rajasthan and Bihar) and a united strategy involving state governments, the handicraft business, enforcement systems, and communities can tackle an endemic child labour problem in the city of Jaipur.

In Jaipur, there are an estimated 50,000 children trapped in hazardous workshops, producing bangles, embroidery, sarees and fashion jewellery, as well as in other forms of child labour across the city. Most of

the trafficked children are from Bihar. In the workshops, many are forced to work for up to 15 hours a day in difficult conditions, leading to long-term damage to their physical and mental health.

The overall hotspot program has the following **components**:

- Launching and sustaining the program with **government leadership** in both Rajasthan and Bihar. Senior officials from both states have confirmed the need for inter-state collaboration against child trafficking to Jaipur.
- **Engaging with relevant business sectors** to facilitate their movement away from child labour. This will include developing a certified flow of child labour free goods.
- Multi-stakeholder engagement within Jaipur to create a **child labour free zone**. This will include expanding removal of children from exploitation, and improving protection and legal action, as well as community-based neighbourhood mobilisation. Highly-visible marketing of “child labour free Jaipur” will promote city wide consciousness.
- **Inter-state collaboration for reintegration of rescued child labourers** and funding the expansion of Bihar NGOs to work with government to support recovery of these children.
- **Outreach to help replicate the model** in other parts of the country. News about verified progress against child labour will be disseminated through media. Independent validation of results will highlight the strategies used, so that other governments and funders can undertake similar initiatives.

Key Deliverables

Within the overall program described above, the Child Labour Free Business Support advisor will initiate, manage and implement the business and marketing-related components including the following:

- Commission and guide supply chain analysis (research) on **key handicraft and apparel sectors**, to identify the main approaches to reducing risks of child labour in higher production tiers. Help to critically assess which sectors to target and why.
- Reach out to leading business, tourism and export associations and federations as well as skill development institutions to help prepare **attractive entry points for local businesses** in order to improve protections against child labour in their supply chains, and to **identify business champions** for the initiative.
- Conduct due diligence, program planning (including risk assessment and outcome targets), budgeting and contracting with an agency to **enable businesses to become child labour free and gain certification of their products** leading to access to wider markets. Continue to coordinate with the agency to design and implement the certification processes. Help sign up businesses, including international buyers, onto this certification process.
- Conduct due diligence, program planning (including risk assessment and outcome targets), budgeting and contracting with an agency to **bring together, train and professionally-support handicraft producer-owned social enterprises**, based in neighbourhoods of Jaipur that are highly affected by child labour.
- **Establish rapport and practical linkages with concerned government departments** to help access sustainable resources for local artisans committed to avoiding child labour.
- Help develop access to **skills training offerings for businesses**, linked with avoidance of child labour.
- **Drive the campaign for child labour free goods**. Contract with a marketing agency to work in collaboration with government, tourist, transport and bazaar associations to promote visibility and sales of child labour free products, invoking Jaipur civic pride.
- **Identify other periodic opportunities (such as trade fairs)** to feature business successes in generating certified child labour free products.
- Ensure that all funded business and business research partners are financially accountable and transparent, and **monitor their performance against agreed objectives** through regular reports. Conduct regular reviews of grant recipients’ operations, processes and policies.

- Ensure that **all activities are consistent with Freedom Fund standards of quality** and protection of human rights.
- Participate in Rajasthan team meetings and **contribute to the overall strategy for the Rajasthan program**. Regularly communicate progress, challenges and lessons learned with members of the team

It is expected that fulfilment of these objectives will require approximately 19 days per month.

Qualifications and experience

The Freedom Fund seeks an energetic, committed Program Advisor, able to drive the business support forwards on their own initiative and operating with a high level of professionalism. The successful candidate will have a strong track record of working with businesses to improve conditions in facilities in their supply chain as well as experience with social development projects.

Essential

- At least 6 - 8 years of directly relevant experience, including significant time working in the business sector
- Knowledge of the legal framework for labour standards in India
- Experience of business supply chain analysis and practices of ethical buying
- Experience in developing and conducting marketing campaigns
- Experience working with donor agencies
- Experience in grant-making, tracking grantee performance, including ensuring financial accountability
- Bachelor's degree
- Proficiency with Microsoft Office tools (especially Word and Excel)
- Entitled to work in India and residing in or near Jaipur (or willing to move there)

Desirable

- Advanced degree
- Direct experience of working with marginalised communities

Personal attributes

Essential

- Team player committed to the Freedom Fund's values and passionate about human rights issues.
- Ability to build relationships with a wide range of individuals from diverse backgrounds, especially within the business community.
- Ability to work independently (including undertaking own administration), displaying strong initiative in solving day-to-day problems with limited direction.
- Outstanding oral and written English communication skills and ability to present information in compelling ways.
- Strong group facilitation and listening skills.

Compensation:

Consultancy fees will be in the range of INR 24,00,000 – 27,00,000 p.a.

Application procedure

Applications should be submitted in English and include a CV, cover letter (maximum one page) and contact details of three referees.

Please send applications by email in PDF format to jobs@freedomfund.org, including 'Rajasthan Child Labour Free Business Support - Program Advisor' in the subject line before **9am GMT on Friday, 29 December 2017**.

Please note that only candidates selected for further consideration will be contacted. No phone calls please. No agencies please.

The Freedom Fund is an Equal Opportunity Employer and encourages candidates of all backgrounds to apply for this position. Applicants must be eligible to work in India.