Ethiopia Safer Migration Program

REQUEST FOR PROPOSALS: GUIDELINES FOR APPLICANTS

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Supported by the U.S. Department of State Program to End Modern Slavery (PEMS1)

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1. Funding announcement – general instructions for Concept Note submission

Concept note submission deadline	Sunday September 13th, 2020 by 5pm UK time. ***Submissions received after this date will not be accepted***
Submission of questions by applicants	Questions can be addressed to the Freedom Fund by Monday August 24th to the email listed below. The Freedom Fund will answer the most commonly asked questions and will post the answers online on its website by Monday August 31st.
Submission method	Questions within the authorised timeframe should be emailed to: safermigrationRFP@freedomfund.org Concept note applications to be submitted by email to: safermigrationRFP@freedomfund.org
Submission requirements	1. **Narrative Concept Note** as per template provided in Annex 2 2. **Budget** as per template provided in Annex 3 3. **Due Diligence assessment questionnaire** completed as per the template provided in Annex 5
Annexes to this request for proposals	1. Freedom Fund Terminology for Project Monitoring, Evaluation, and Learning 2. Narrative template 3. Budget template 4. Ethiopia strategy 5. Due Diligence assessment questionnaire

The Freedom Fund is pleased to announce new funding available to **prevent exploitation and servitude of Ethiopian migrant domestic workers** going to the Middle East. This funding is provided through a cooperative agreement with the U.S. Department of State, Office to Monitor and Combat Trafficking in Persons (TIP office), under PEMS.

The Freedom Fund will disburse up to $1.3 million over two years between March 2021 and March 2023 to eight organisations, in support of the delivery of its hotspot2 program strategy as detailed below.

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1 *In 2017, the Office to Monitor and Combat Trafficking in Persons at the U.S. Department of State launched the Program to End Modern Slavery (PEMS) as a ground-breaking U.S. foreign assistance program aimed at supporting transformational efforts to achieve a measurable and substantial reduction of the prevalence of modern slavery – also known as human trafficking*

2 *A "hotspot" is a Freedom Fund term that defines a set of initiatives delivered by frontline organisations in a geographic area known to have a high incidence of modern slavery, and which meets criteria designed to ensure that interventions are likely to result in a measurable reduction in slavery within five years of the Freedom Fund's engagement. In Ethiopia, Freedom Fund has a hotspot with two distinct programs focusing on (i) Safer migration for Ethiopian migrant domestic workers and (ii) Child domestic workers in Addis.*

Opportunities for additional funding may also be available under a second phase of this program, although funding under phase one, does not guarantee funding under subsequent phases.

This call for proposal specifically refers to the **Safer Migration Program under the Freedom Fund Ethiopia hotspot**.

Under the Safer Migration program, the Freedom Fund has identified a number of **programmatic areas** of change, detailed in this document. Projects should contribute to one or more programmatic areas of change.

The Freedom Fund has also listed **recommended outputs for each of the areas of change**. Applicants do not have to cover all the suggested outputs under the programmatic areas of change if they do not have the expertise to do so. Applicants can add other outputs when those are seen as critical to achieving the programmatic areas of change. However, as much as possible, applicants should align their project with the Freedom Fund Ethiopia hotspot strategy annexed to this request for proposals.

Applicants should describe in their concept note how their intervention will deliver on their chosen area(s) of change, as well as the higher-level program objectives to which these contribute.

The Freedom Fund will only consider applications that fall within the funding opportunity and contribute to the objectives of the safer migration program.

Funding Awards

The Freedom Fund will award a total of up to $1.3M to projects in line with its program objectives.

Maximum award per proposal: **$162,500 over 25 months**. The Freedom Fund will also consider smaller projects that might not need the full funding amount and only deliver on specific recommended outputs listed as part of this RFP. For example, this may be specifically relevant for technical assistance or training provided to police and prosecutors. Depending on the total budget requested across the successful applicants, there may be flexibility on the maximum budget allocation should a strong rational be provided.

Geographical Area

The safer migration program should be geographically limited to South Wollo, North Wollo and Kemisse in Amhara and/or Addis Ababa regions. For Amhara, projects should focus on community-based intervention, systems change and advocacy work, while in Addis Ababa the focus should be on systems change and advocacy (this is further detailed in the programming areas of change below). Any community-based intervention in Addis will need a strong justification to be considered.

2. Overview of the Freedom Fund

The Freedom Fund is a leader in the global movement to end modern slavery. We identify and invest in the most effective frontline efforts to eradicate modern slavery in the countries and sectors where it is most prevalent. Partnering with visionary investors, governments, anti-slavery organisations and those at risk of exploitation, we tackle the systems that allow slavery to persist and thrive. Working together, we protect vulnerable populations, liberate and reintegrate those enslaved and prosecute those responsible. The Freedom Fund supports over 100 partner organisations in its programs in Brazil, Nepal, India, Ethiopia, Myanmar and Thailand.

Established in 2015, the Ethiopia hotspot promotes safer migration by enabling women and girls to make informed decisions when considering migrating to the Middle East for domestic work. The hotspot also works to improve the migration system by engaging local and national governments. Ultimately, the program seeks to reduce the likelihood of women and girls falling into domestic servitude and/or becoming victims of human trafficking.

Over the past five years, the hotspot has grown to include 12 implementing partners supporting 13 projects. The Ethiopia hotspot has impacted over 128,000 survivors of trafficking and vulnerable women and girls. Together, hotspot partners have established community conversation and school groups focused on preparedness and decision making; supported returnee migrants to reintegrate to life in Ethiopia; provided vocational training and livelihood support to those seeking work within Ethiopia or abroad; and collaborated with local structures to better equip communities to prevent human trafficking and promote improved migration outcomes.

Building on the success of the first five years of the hotspot, the Freedom Fund has developed a new strategy for 2021 onward, which includes two programs focused on (i) safer migration and (ii) child domestic workers. The Ethiopia hotspot strategy annexed to this document provides further details on both programs. This RFP focuses exclusively on safer migration.

3. Freedom Fund's Ethiopia Safer Migration Program Strategy

The Freedom Fund Ethiopia hotspot seeks to reduce the risks of abuses and trafficking *of migrant workers leaving Ethiopia to go to the Middle East as domestic workers*. The program strategy is described below. The Freedom Fund is inviting applicants to submit a concept note for projects that align with the program's objectives and programmatic areas of change.

3.1. Safer migration program

This hotspot aims at preventing exploitation and servitude of Ethiopian migrant domestic workers going to the Middle East by:

- Building community understanding of safer migration
- Improving the functioning of the migration system in Ethiopia, such as supporting government responses, promoting fair and transparent recruitment practices, and strengthening law enforcement actions
- Strengthening the capacity of civil society actors to influence and hold the government accountable
- Improving access to and quality of reintegration services for returnees.

3.2. Program objectives, programmatic areas of change and recommended outputs

The table below summarises the program objectives, the expected areas of change under each objective and the recommended outputs for each of the areas of change. The recommended outputs include the type of activities that the Freedom Fund would like to fund. Additionally, applicants are welcome to suggest other activities that fit within the hotspot's objectives and areas of change.

Safer migration program

Objective 1: Address the systems that sustain the trafficking of women and girls going to the Middle East for domestic work, including building community practices of safer migration, improving the response of government and recruitment agencies (formal and informal), and strengthening law enforcement actions	
Expected programmatic areas of change	**Recommended outputs** (output defined as the result of activities)
Area of change 1: Communities and workers practice safer migration and use strategies to help prevent domestic servitude.	Groups of community members, survivors, and school children formed and supported to improve understanding of safer migration and prevention of domestic servitude.
Area of change 2: The regulatory environment for migrant workers is more protective, with recruitment agencies offering fair and transparent recruitment services and enforcement bodies taking action against recruitment agencies and others in breach of regulation.	Technical assistance provided to the government and relevant bodies to improve the response of the Ethiopian government to the domestic servitude of Ethiopian women and girls in the Middle East.
	Recruitment agencies engaged to improve protection and response mechanisms for migrant domestic workers.
	Training and technical assistance provided to enforcement bodies, prosecutors and police.
Area of change 3: CSOs effectively represent the voice of prospective migrants and survivors and hold the government to account for the implementation of the migration framework in Ethiopia.	Evidence-based and survivor-informed engagement and advocacy undertaken with the government to improve the response of the Ethiopian government in relation to the domestic servitude of Ethiopian women and girls in the Middle East.
Objective 2: Enable the sustained reintegration of Ethiopian female survivors of domestic servitude who have returned from the Middle East	
Area of change 4: Returnees sustainably reintegrate within Ethiopian society.	Shelter services provided to survivors of domestic servitude returning from the Middle East. Provision of comprehensive mental health support provided as required, including psychiatric support, psychological support, counselling and life-skills training.
	Vocational and skills training provided to survivors of domestic servitude to enable alternative livelihoods.

3.3. Expected programmatic areas of change in details

This section describes the programmatic areas of change sought under the safer migration program. It provides applicants with further details about the type of changes that projects should generate. ***Your proposal does not have to address all the programmatic areas of change but should focus on the areas your organisation can add value and bring specific expertise to***.

i. *Area of change 1: Communities and workers practice safer migration and use strategies to help prevent domestic servitude.*

The Ethiopia hotspot will build on past community-level work to improve migration preparedness to reduce the risks factors related to domestic servitude. It will equip community members with the information and skills needed to make migration decisions. Beneficiaries will be supported to act on their knowledge about unsafe migration, and the program will help create social norms that support safer routes and processes. Communities will learn about the different ways to migrate, the risks of migrating to specific countries, the prevention measures to reduce the risk of exploitation before migrating, and the skills, knowledge, inter-personal attitudes and resources that are associated with better and safer migration outcomes at destination. The emphasis will be on participatory and interactive approaches that allow for reflection and dialogue among groups most likely to migrate. Interventions should use community structures like *iddirs* which can reach out to the most at-risk groups with targeted approaches and messages. These approaches may include discussions around norms and power, which tend to create an environment of expectation that makes migration inevitable.

The Freedom Fund will consider supporting interventions to reduce the specific vulnerabilities of at-risk groups. Push factors for unsafe migration include lack of economic opportunity and livelihood income, negative gender norms, peer pressure, lack of education and risk of school dropout. Interventions that reduce these push factors are essential for behaviour change, and they offer a platform under which other targeted safer migration goals can be pursued.

ii. *Area of change 2: The regulatory environment for migrant workers is more protective, with recruitment agencies offering fair and transparent recruitment services and enforcement bodies taking action against recruitment agencies and others in breach of regulation.*

The Ethiopia Overseas Employment Proclamation No. 923 (2016) is the main regulatory framework for the management and recruitment of migrant workers. It details a number of responsibilities and activities recruitment agencies are expected to undertake. It also details the role and responsibilities of the Ministry of Labour and Social Affairs (MOLSA), which is in charge of overseas employment. MOLSA is tasked with setting employment standards, licensing recruitment agencies, overseeing pre-departure vocational training delivered by the Technical and Vocational Education and Training (TVET) centres, and taking administrative measures against those agencies and institutions that contravene the Proclamation. Other ministries, including the Ministry of Foreign Affairs (MOFA) and the Ministry of Justice (MoJ), also play important roles in preventing and responding to servitude in destination countries.

Investing in supporting MOLSA and relevant bodies to implement and operationalise existing provisions under the Ethiopia Overseas Employment Proclamation No. 923, as well as **strengthening the migration legislation** where needed will be a key strategy to improve the functioning of the migration management framework. This will make the system work better for migrant workers and reduce the risk of exploitation.

Under this objective, engagement with MOLSA and other relevant government bodies should help to ensure that:
- recruitment agencies follow the procedures for fair and transparent recruitment,
- the deployment of migrant workers is done within the requirements of Ethiopian law,
- there is routine inspection and oversight of recruitment agencies are regularly taking place,
- the operating procedures at different levels are improved,

- and budget allocations are made to improve prevention and respond to the needs of migrant workers.

There is also the urgent need to **strengthen recruitment agencies' capacity to be compliant** with Ethiopian law. The Freedom Fund will fund training of recruitment agencies to improve their understanding of the legal requirements around recruitment and the development of best practices towards fair and transparent recruitment. This might include activities aiming at supporting the due diligence process for overseas employers, putting in place grievance mechanisms, having fair written contract of employment, pre-departure orientation on working environment, workers' rights and ways to report grievances once in the destination country.

The Freedom Fund's strategy will also **focus on prosecuting** recruiters who are not complying with the law or deliberately engaging in human exploitation and trafficking (proclamations No. 923 refers to penalties and prosecution, while the proclamation 1178/2020 increases efforts to investigate and prosecute traffickers who exploit victims within Ethiopia, as well as illicit labour recruiters who facilitate transport of Ethiopians to the Middle East for exploitative labour). Prosecution should be understood as any enforcement action taken against traffickers who have breached migration, recruitment and/or trafficking laws or procedures. Activities under prosecution can include training and strengthening the capacity of different enforcement bodies like the police or prosecutors. A key indicator of success will be an increase in the number of lodged cases, the number of investigations initiated, or the number of penalties dispensed.

iii.   Area of change 3: Civil society organisations effectively represent the voice of prospective migrants and survivors and hold the government to account for the implementation of the migration framework in Ethiopia.

The Freedom Fund's strategy will focus on **supporting civil society organisations** to influence the migration agenda in Ethiopia and allow for the **voices of migrant workers** to feed into relevant areas of policy. Whenever safe and possible, projects should aim to create the space and opportunity for returnees to report on their lived experiences to advocate for and inform interventions focusing on survivors' needs. The Freedom Fund seeks to amplify the voices of returnees and place them at the forefront of migration discussions to meaningfully **inform and influence policy changes**.

This might include providing support to CSOs to better understand **the legal migration framework** and how they can play a constructive **role in holding the government accountable** to the implementation of a functioning migration system that responds to the needs of migrant workers. This might also include **strengthening the nascent network of returnees** and survivors best placed to advocate for rights of victims and inform survivor prevention and response strategies.

The Freedom Fund will bring government and civil society together to allow returnees to share their expertise, needs and issues with the bodies responsible for regulating safer migration. This will be encouraged during the program's implementation.

iv.   Area of change 4: Returnees sustainably reintegrate within Ethiopian society.

Providing quality services to returnees remains an essential pillar of the Freedom Fund's strategy. Services like shelter and psycho-social support will be supported with an emphasis on quality of care. These services enable returnees – especially victims of exploitation – to function again in society without the risk of re-victimisation.

The Freedom Fund will also focus **on long-term survivor-focused and community-based reintegration**, by improving approaches and implementing best practices.

In addition, the Freedom Fund will **invest in vocational training models** that can guarantee sustainable income to returnee migrant workers months after completion of the training itself. One of the factors that forces domestic workers to remain in exploitative situations is a lack of opportunities in their home countries. Providing viable economic alternatives to returnees will be essential to the success of this last pillar of the strategy.

4. Eligibility

Only applicants who meet all of the following criteria will be eligible for funding:

- Organisations with existing legal authority to operate in Ethiopia (i.e. registered non-profit organisations, multilateral organisations, academic institutions, and for-profit organisations that do not generate profit from grant-funded activities.)
- Organisations that can comply with U.S. government rules and regulations including the Uniform Guidance. Official website: www.govinfo.gov/app/details/CFR-2014-title2-vol1
- Organisations that submit a project budget representing no more than 30% of their annual income.
- Organisations that submit their Concept Note on time using the budget and narrative templates provided and complete the due diligence assessment questionnaire.
- Proposals must align with the Freedom Fund's programmatic areas of change as detailed in this RFP.

To be eligible for assessment, the following must be submitted		
No	**Item to be provided**	**Yes/no**
1	Written self-declaration signed by a board member certifying that (i) the organisation has the right to operate in Ethiopia (ii) the organisation can comply with U.S. government rules (iii) the organisation submits a project budget representing no more than 30% of the organisation's annual income. *Please note that this will be checked during the formal due diligence process which will be conducted at a later stage for all successful proposals.*	
2	Narrative, budget and due diligence self-assessment questionnaire completed with all sections filled as per template and instructions provided.	

5. Scoring criteria

All Concept Notes that are eligible as per the criteria listed above, will be assessed against the following scoring criteria:

Programmatic assessment		Scoring
Project context and risk	● Understanding of the program environment ● Understanding of covid-19 related risk and adequate steps taken to mitigate against its impact	10 points

Project relevance	● Analysis of the problem ● Clear approach to how the project will address the problem ● Relevance of proposal to achieving program objectives and expected results	20 points
Project design	● Logical structure with clear activities leading to expected changes and objective(s) ● Target beneficiaries group is achievable and appropriate in relation to activities.	20 points
Program experience	● Demonstrable relevant experience ● Preference given to organisations who have implemented anti-slavery programming.	10 points
MEL section & MEL project table	● MEL system at organisational level ● Coherence of the MEL project table	20 points
Budget	● Proposed budget within the specified range ● Budget includes a 90/10 ratio for program and administrative costs ● Budget and narrative well aligned	20 points
Organisational capacity	● Applicants will be required to fill in a due diligence self-assessment to assess whether the organisation has the expected systems and policies in place to adhere to USG regulations. This should also be used by partners to understand the expectations of the Freedom Fund and the donor in relation to managing and accounting for U.S. government funding.	Not scored

In addition to the above scoring, the Freedom Fund reserves the right to select proposals that allow it to deliver on all the programmatic areas of change.

6. Evaluation and award process

a. **Concept note:** Applicants must submit a concept note by Sunday, September 13th, 2020 by 5pm UK time. The Freedom Fund will assess concept notes against the eligibility and scoring criteria. The Freedom Fund will review concept notes and inform applicants by the first week of November 2020 if submissions are accepted and if an invitation is extended to move to the next stage of the application process. Selected applicants will then have three weeks to complete and submit a full proposal.

b. **Full application:** Only successful applicants will be invited to submit a full proposal. The Freedom Fund aims to select successful final applicants by the end of 2020. Please note that not all applying organisations will receive funding.

c. **Final selection of applicants:** Successful applicants will have to go through a full due diligence process prior to signature of the contract. The Freedom Fund expects program implementation to start in March 2021 for those who successfully complete the due diligence assessment.

7. How to apply

a. The deadline for submissions of concept notes is **September 13th, 2020** by 5pm UK time.

b. Please submit a fully completed Concept Note to safermigrationRFP@freedomfund.org. If you have any questions, please email them to safermigrationRFP@freedomfund.org by Monday August 24th, 2020. Answers to most commonly asked questions will be published on the Freedom Fund website by Monday August 31st, 2020.

Annex 1: Freedom Fund terminology for project monitoring, evaluation, and learning

1. Projects are made up of activities.

2. Activities lead to programmatic areas of change (otherwise known as intermediary outcomes). Projects aim to achieve a small number of outcomes. These describe the desired change at the end of the project, rather than the type of activity that will get you there. So, economic empowerment activities such as vocational training and self-help groups might have an outcome of "Increased household income." The project outcomes should be achievable and measurable within the grant period, unlike the impact, which a project will only partially contribute to achieving (see below).

3. Outputs are the quantifiable direct goods and services provided by grantee partners as a result of their activities. For example, the number of trainings delivered, meetings held, children enrolled in school, etc. Note, if you are selected to submit a full proposal, more detail about the outputs will be required, but we do not expect you to know all of this information at the concept note stage.

4. Programmatic areas of change are changes brought about by activities that are measurable quantitatively and/or qualitatively within the life cycle of the project.

5. Impact is change at a high level, suggesting the project is achieving its overall goal. For Freedom Fund projects this will usually mean a reduction in a form of modern slavery, depending on context. Due to limitations in the scope of the project and its available resources, a single project usually will not be able to achieve the impact by itself but will contribute to the achievement of the impact.

Annex 2:   Narrative template – click here to download the Word document

Annex 3:   Budget template – click here to download the Excel document

Annex 4:   Ethiopia strategy – click here to download the PDF

Annex 5:   Due diligence assessment questionnaire – click here to download the Word document