

## REQUEST FOR PROPOSALS

May 2022

### Technical Assistance: Child-led Advocacy to Address Exploitation of Child Domestic Workers in Addis Ababa, Ethiopia

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#### Summary

The Freedom Fund ([freedomfund.org](https://freedomfund.org)) is a global non-profit organisation that identifies and invests in the most effective frontline efforts to eradicate human trafficking and exploitation.

The Freedom Fund seeks a technical assistance (TA) provider to support the development of child-led advocacy approaches to support the rights of child domestic workers (CDWs) in Ethiopia. The assistance provided will work with current and former CDWs to identify key messages, provide training to current and former CDWs to assist them in being effective and confident advocates, and collaborate with local partners to develop and implement an advocacy strategy.

Domestic work is one of the most common forms of paid work among girls in Ethiopia (Erulkar et al., 2010). Child domestic work can contribute to a child's development and is not inherently harmful. However, in reality, many child domestic workers experience subjugation, intimidation, and an obligation to provide services to private households. Very often the child worker is considered 'under the care' of a relative which takes away any form of employer responsibility, and the child worker is unaware that they are within a situation of exploitation. The lack of the relationship's formality undermines the child's rights and leaves the relationship open to abuse and exploitation.

The Freedom Fund aims to influence the systems which perpetuate CDW exploitation, through assisting past and current CDWs to access key stakeholders and policy makers. Working with CDWs to identify the issues and areas of change that are most important to them, the technical assistance provider will support a child-led process that allows for CDWs to lead this process of change, while also ensuring that safeguarding and protections mechanisms are sufficiently in place.

The Freedom Fund anticipates this project to commence in July.

#### Eligibility

Individuals and organisations with relevant experience in implementing child-led advocacy projects are invited to submit proposals. The Freedom Fund will have preference for individuals and organisations locally based in Ethiopia.

#### Budget

A fee of approximately USD 20,000 has been made available for this scope of work. Budgets will be reviewed with respect to the strength of the proposal in meeting the project objectives in a cost-effective manner - we do not simply prioritise the lowest budget. This is a fixed price contract.

#### Proposal deadline

**Proposals should be submitted via email to [EthiopiaRFP@freedomfund.org](mailto:EthiopiaRFP@freedomfund.org) with the subject titled *TA Child-led Advocacy*. Proposals should be submitted no later than 7<sup>th</sup> of June, 5pm UK time. Proposals should be no more than 4 pages, plus CVs and annexes.**

**\*\*\*Proposal submission deadline extended to 24<sup>th</sup> June, 5pm UK time.**

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## Introduction to the Freedom Fund and its work in Ethiopia

The Freedom Fund is a global non-profit organisation that identifies and invests in the most effective frontline efforts to eradicate modern slavery in the countries and sectors where it is most prevalent. We work with frontline organisations to help protect vulnerable populations, liberate, and reintegrate those enslaved and prosecute those responsible.

Through our innovative hotspot model, we convene strategically aligned networks of anti-slavery NGOs in high prevalence areas of Ethiopia, Brazil, India, Myanmar, Bangladesh, Indonesia, Nepal and Thailand to multiply the capacity, impact and influence of frontline partners. In Ethiopia, our hotspot program was first launched in July 2015 and has invested USD 8.5 million to combat the domestic servitude of Ethiopian women and girls migrating to the Middle East. Our head office is based in London, but the Freedom Fund is also a registered organisation (NGO) in Ethiopia.

Until 2021, the Ethiopia program aimed at generating improved understanding and practises of safer migration, at providing socio-economic support to those most likely to migrate, at strengthening governance structures and systems for safer migration and supporting migrant workers, while promoting learning and good practices. Since 2015, the hotspot program in Ethiopia has improved the lives of more than 141,000 victims of trafficking and vulnerable women and girls, partnering with eleven local NGOs in Addis Ababa and Amhara working to reduce the risk of, and support those affected by, trafficking and exploitation.

Last year, the Freedom Fund expanded its work from cross-border migration into internal migration, focusing on exploitation and servitude amongst child domestic workers (CDWs), with the aim of measurably reducing the prevalence of domestic servitude amongst girls in Addis Ababa as well as improving the migration outcomes of Ethiopian women and girls in the Middle East. The Freedom Fund has a strong interest in directly including girls' voices in our evaluations using participatory research methods.

The present program by the Freedom Fund and its partners aims to improve CDWs' working conditions and reduce domestic servitude of Ethiopian girls by:

- influencing the attitudes and behaviour of key stakeholders, such as employers, recruiters, and community leaders;
- building civil society organisation capacity to incentivise government responsiveness and improve the legislative framework, including mechanisms for children's participation in advocacy; and
- improving the quality of services provided to at risk CDWs and survivors, especially access to education and vocational training.

The CDW program's main objective is to uphold the rights of CDWs and substantially and measurably reduce the prevalence of domestic servitude amongst girls in Addis Ababa, Ethiopia. The project incorporating child-led advocacy will be the second CDW project implemented by Freedom Fund, specifically targeting domestic servitude internal to Ethiopia.

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## Technical assistance for child-led advocacy objectives

As the Freedom Fund's latest CDW program in Ethiopia, we are implementing a project that seeks to positively influence employers of CDWs, through direct engagement of both employers, their children, and CDWs within their households. The program will seek to engage employers' children so that they better understand the challenges that CDWs face and display more supportive behaviours towards CDWs. We also aim to influence employers' perceptions of CDWs, resulting in improved treatment of CDWs, including sending them to school. The program will also focus on championing child leadership and voices to inform and strengthen CDW programming and advocacy.

This scope of work will support the objective of championing child-leadership and voices. The project should incorporate the following approaches but may be refined by the technical assistance provider in collaboration with child advocates and implementing partners. Proposals should incorporate the following phases and activities.

**Identify:** The first step in incorporating child-led advocacy, should be to identify key issue areas through consultation with current and former CDWs in Ethiopia. Existing Freedom Fund research may also be used to support or clarify findings from these initial consultations. These consultations should also identify the support that CDWs will need to understand their rights, develop the confidence and skills needed to engage other stakeholders, and effectively advocate. This stage should also incorporate identification of areas for strengthening implementing partners’ capacity to support CDW-led advocacy.

**Support:** Once areas for advocacy and support have been identified, the consultant will need to develop a delivery plan for how they will provide training to CDWs and implementing partners. For CDWs, the training should focus on assisting them to better understand their rights, methods for how to access support services and local resources, and building skills for effectively engaging in advocacy. For implementing partners, training should focus on how to effectively support CDWs in advocacy efforts and how to implement and monitor an advocacy strategy. The TA provider should engage Freedom Fund’s implementing partners throughout this process, so they are able to support, inform, and learn.

**Develop:** The TA provider will support CDWs to develop a child-led advocacy strategy that is informed by their feedback and incorporates issue areas most important to them. The advocacy strategy should detail key advocacy messages, the target audience of the advocacy strategy, what advocacy methods will be implemented, who will be doing the implementation, and how this will be tracked with specific outcomes listed.

Proposals submitted should describe how the approach proposed is appropriate for children, centred on their needs and interests, and adequately reflects safeguarding concerns. Please indicate how you will address the safety and wellbeing of children engaged in advocacy activities.

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## Main deliverables and high-level timeline

The proposed schedule outlines the main deliverables. Please include additional steps or considerations as deemed necessary or helpful.

Project Phase	Activities	Deliverables	Timeline
Identification of issue areas to be incorporated into advocacy activities	<p>Review existing Freedom Fund research on advocacy needs and develop tools and processes for collecting information from current and former CDWs.</p> <p>Develop system/processes for assessing implementing partners’ capacity to implement child-led advocacy</p>	<ul style="list-style-type: none"> <li>• Host workshop/ focus group discussions with implementing partners and current and former CDWs to identify issue areas for CDW-led advocacy.</li> <li>• Host partner-discussions to better understand their capacity for supporting a CDW-led advocacy strategy</li> </ul>	August 2022
Identification of areas of support for child advocates	Identify key areas for support and a work plan for implementing trainings to support current and former CDWs in gaining access to	<ul style="list-style-type: none"> <li>• Training work-plan that details approach to be undertaken and the systems that will need to be in place for</li> </ul>	September 2022

	<p>stakeholders and advocating for their rights with confidence.</p> <p>Identify areas of training for implementing partners to effectively support child advocates and implement an advocacy strategy.</p>	<p>supporting child-led advocacy</p> <ul style="list-style-type: none"> <li>• Specific areas for advocacy identified</li> <li>• Training materials developed and shared with Freedom Fund team for review</li> </ul>	
Provision of leadership training	In collaboration with implementing partners, provide leadership training to current and former CDWs	<ul style="list-style-type: none"> <li>• Updates provided to Freedom Fund team on training progress</li> </ul>	September 2022
Provision of advocacy training	Finalise advocacy issue areas, develop advocacy strategy, and implement training	<ul style="list-style-type: none"> <li>• Advocacy strategy developed and shared with Freedom Fund team</li> <li>• Advocacy training materials drafted and shared, including advocacy strategy</li> <li>• Updates provided to Freedom Fund team on training progress</li> <li>• Provision of advocacy training to CDWs and implementing partners</li> </ul>	October-November 2022
Implementation of advocacy strategy	Support provided to CDWs and implementing partners to implement child-led advocacy strategy and tracking advocacy activities and outcomes over time	<ul style="list-style-type: none"> <li>• Final advocacy strategy that details key activities and outcomes to track over the course of the project</li> </ul>	December 2022

In addition to the main deliverables listed above, the consultant is expected to discuss with the Freedom Fund any proposed design changes and share regular updates on the progress of field activities.

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## Budget

The Freedom Fund has budgeted approximately USD 20,000 for this project. **Budgets will be reviewed with respect to the strength of the proposal in meeting the project objectives in a cost-effective manner; we do not simply prioritise the lowest budget.**

As part of the proposal, please prepare a brief budget with the following breakdown:

- Personnel cost
- Precautions for covid-19 during in-person fieldwork (e.g., personal protective equipment, covid-19 tests etc.)
- Other direct costs (e.g., training workshops, refreshments, reimbursements of participant costs, cameras or cell phones, telecommunications)
- Overheads
- All applicable taxes related to provision of services (e.g., VAT or GST)

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## Proposal format

Interested parties should prepare a proposal of no more than 4 pages plus annexes. Proposals should contain the following sections:

1. **Short biography of project lead(s) and key team members**, outlining relevant subject matter expertise. CV(s) of the project lead(s) should be included in the annex. Past advocacy strategies or training manual(s) from similar projects could be included as a link or in a separate annex.
2. **Implementation plan**, detailing approaches for implementing child-led advocacy, engaging local implementing partners, and ensuring safeguarding of project participants per the activities included in this RFP.
3. **High-level work plan** with timing of key project deliverables and proposed format of training.
4. **Proposed budget** in USD.

The proposal must be written in English and sent electronically in Microsoft Office or PDF format.

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## Criteria for assessing proposals

In reviewing proposals, the Freedom Fund will use the following criteria:

Technical criteria	Weighting
a. Technical capacity of the consultant/ consultancy team, including: <ul style="list-style-type: none"><li>- Experience in implementing child-led advocacy projects.</li><li>- Experience working with grassroots partners and assisting them in contextualising projects for the local context</li><li>- Proven experience producing advocacy strategies and trainings for children</li></ul>	50%
b. Contextual knowledge demonstrated, including: <ul style="list-style-type: none"><li>- Knowledge of issues relating to child domestic work and other form of child labour.</li><li>- Familiarity with issues faced by girls and adolescent women in Ethiopia, particularly those from lower-income households and/or rural areas of Ethiopia.</li></ul>	20%
c. Team structure/capacity to deliver, including: <ul style="list-style-type: none"><li>- Adequate staffing levels to deliver quality outputs within the desired timeframe.</li><li>- Ability to provide deliverables per the proposed timeline, or clear, logical reason for why this should be adjusted.</li><li>- Amharic and English language skills, other local languages such as Oromiffa would be advantageous.</li></ul>	20%
<b>Financial criteria</b>	
d. Consideration of all potential expenses.	10%
	<b>Total 100%</b>

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## Proposal timeline and submission instructions

**By 24<sup>th</sup> June 2022  
5pm UK Time**

**Final proposals due.**

Please submit all documents to [EthiopiaRFP@freedomfund.org](mailto:EthiopiaRFP@freedomfund.org) with "TA Child-led Advocacy" as the email subject line.

4 July 2022

All shortlisted candidates will be notified.