

REQUEST FOR PROPOSALS

May 2022

Technical Assistance: Manual and activity development for meaningful engagement of employers' children in promoting Child Domestic Workers (CDW) rights.

Summary

The Freedom Fund (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 provider to support the design and development of an intervention to engage children of those employing child domestic workers (CDWs). In consultation with local implementing partners, the consultant/consultancy team will lead in developing an approach for meaningful engagement of employers' children and design of creative materials to be used.

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. 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 households that employ CDWs by directly engaging employers, their children, and CDWs within the household. Taking this household approach, we recognise that children of employers (CoE) have the potential to be powerful agents for change within the household in promoting CDW rights. Children within the household can also be engaged in ill-treatment of CDWs and raising their awareness about ways to prevent violence and promote child rights and safety could have a significant impact on the health and wellbeing of CDWs. Through local schools and peer groups, CoEs will learn about child rights and how this applies to CDWs too, household responsibilities in caring for CDWs, and what resources are available to support CDWs. It will be important to also highlight good examples of CDW treatment and identify behaviours that should be encouraged and replicated.

The Freedom Fund anticipates this project to commence in July with manuals and materials developed in quarter three 2022.

Eligibility

Individuals and organisations with relevant experience in implementing child-centred projects are invited to submit proposals. They should also have experience collaborating with grassroots partners. The Freedom Fund will have preference for individuals and organisations locally based in Ethiopia.

Budget

A fee of approximately USD 40,000 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 with the subject titled *TA Engagement of CoEs*. Proposals should be submitted no later than 10th June, 5pm UK time. Proposals should be no more than 4 pages, plus CVs and annexes.

*****Proposal submission deadline extended to 24th June, 5pm UK time.**

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 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 engaging CoEs will be the second CDW project implemented by Freedom Fund, specifically targeting domestic servitude internal to Ethiopia.

Technical assistance for engaging children of employers

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 employers, their children, and CDWs within the household. 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. Programming 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 engaging children of employers to promote CDW rights and wellbeing. Consent from the family for children to participate in the program will also be provided. Additionally, we plan to work with children aged 10 and above and are therefore targeting those in older primary school years and secondary schools. In collaboration with our local partners, parent-teacher-student associations (PTSAs), and community leaders will also be engaged to identify participants.

The project should incorporate the following approaches but may be refined by the technical assistance provider in collaboration with implementing partners. Proposals should incorporate the following phases and activities.

Collaborate: Through this latest CDW project, we will work with three implementing partners. These partners are well embedded in the local community and have strong connections with local schools. Given that the approach of engaging employers' children is largely untested in Ethiopia we want to thoughtfully design an approach that clarifies the impact of the project and accurately reflects robust safeguarding concerns. Working with our implementing partners and a supporting technical expert, we will identify key messages for engaging CoEs, select the best methods for implementing school and peer groups for engaging CoEs, develop manuals or guides for training staff and community leaders to implement these activities, and design any necessary materials for CoE engagement. We also plan to build the capacity of existing extra-curricular clubs to highlight issues related to CDW rights and how other children can promote them as leaders of change within their households and communities. Topics to include in training materials will be identified via research, CDW feedback, and insight from implementing partners.

Design: The bulk of work under this area of technical assistance will come under the design phase. Once the best topics, approaches and methods have been solidified with implementing partners, an implementation manual will be developed that can be used to train community volunteers and implementing partner staff. The Freedom Fund team and other technical experts will review the training manual to ensure it reflects best practices in promoting CDW rights. Safeguarding considerations will need to be well captured in the training manual with a robust response mechanism and processes detailed for reporting any safeguarding concerns.

A second deliverable under the the design phase, will be to produce child-friendly materials for engaging CoEs. These materials will need to be well designed and appropriate for the target audience, reflecting the age, gender, and developmental stage of the children to be engaged.

Deploy: Once materials have been drafted, the consultant will provide training and support implementing partners in training staff and volunteers as needed. Support should be provided to implementing partners as requested.

Refine: After a quarter of pilot implementation of using the manuals and materials developed, feedback from partners and project participants should be gathered and materials refined and adjusted as may be needed.

Proposals submitted should describe how the approach proposed is appropriate for children, centred on their needs and interests, and adequately reflects safeguarding concerns.

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
Collaboration with partners to design and clarify approaches in engaging CoEs and topics to be covered	Meet with partners to clarify how they are engaging CoEs and identify the best methods and approaches to ensure consistency across projects.	<ul style="list-style-type: none"> Outline of methods and approaches identified Outline of manual for Freedom Fund and implementing partner review Draft of training manual that details topics to be covered and the approach(es) for engaging CoE, including safeguarding concerns and mechanisms 	July-August 2022
Design and development of materials	Development of materials for engaging employers' children.	<ul style="list-style-type: none"> Drafts of materials submitted for Freedom and review and feedback Finalisation of materials for FF partners to print and distribute/use as needed 	August-September 2022
Provision of training for implementation	Provide training to implementing partners based on the manual developed. Training should be provided in a training of trainers format so implementing partners can train volunteers and staff as needed.	<ul style="list-style-type: none"> Update provided to FF on the training 	September 2022
Refinement and revision of materials as needed	Conduct follow-up with partners to gauge usefulness of materials developed and gather feedback on any refinements or revisions needed	<ul style="list-style-type: none"> Summary report of feedback from partners/ stakeholders on the use of the materials developed Final materials after any revisions made 	January 2023

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.

Budget

The Freedom Fund has budgeted approximately USD 40,000 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
- Other direct costs (e.g., training workshops, refreshments, reimbursements of participant costs, etc.)
- Overheads
- All applicable taxes related to provision of services (e.g., VAT or GST)

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 developing manuals and materials for engaging children of employers, supporting 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.

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">- Track record in designing training materials/curriculum for children and delivering trainings in an engaging and creative format- Experience in delivering training of trainers- Experience in implementing child-centred projects.- Experience working with grassroots partners and assisting them in contextualising approaches for local projects- Proven experience with safeguarding systems and processes	50%
b. Contextual knowledge demonstrated, including: <ul style="list-style-type: none">- Knowledge of issues relating to child domestic work and other form of child labour.- Familiarity with issues faced by girls and adolescent women, particularly those from lower-income households and/or rural areas of Ethiopia.	20%
c. Team structure/capacity to deliver, including: <ul style="list-style-type: none">- Adequate staffing levels to deliver quality outputs within the desired timeframe.- Ability to provide deliverables per the proposed timeline, or clear, logical reason for why this should be adjusted.- English language skills, with Amharic and other local languages a plus.	20%

Financial criteria

d. Consideration of all potential expenses.	10%
Total	100%

Proposal timeline and submission instructions

**By 24 June 2022
5pm UK Time** **Final proposals due.**
Please submit all documents to EthiopiaRFP@freedomfund.org
with "TA Engagement of CoEs" as the email subject line.

4 July 2022 All shortlisted candidates will be notified.