

Consultancy Terms of Reference

Conducting a feasibility study for a Freedom Fund program to tackle slavery and exploitation among women and children in Lebanon

AUGUST 2022

Summary

The Freedom Fund is seeking an experienced consultant to conduct a feasibility study into a possible program to combat the worst forms of child labour and/or child marriage in Lebanon, particularly among Syrian refugees.

Eligibility

- The Freedom Fund would like to commission a consultant by 5 September 2022.
 - Applicants should be based in Lebanon or have a partner who is based in the country and who is part of the application.
 - Excellent written and spoken English is essential. Fluency in Arabic is highly desirable and will be given priority.
 - Experience in strategy development is highly desirable.
 - Knowledge of the refugee sector in Lebanon and familiarity with the broader context in Lebanon is essential.
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Deadline

Applications should be submitted to jobs@freedomfund.org by 22nd August 2022.

Background on the Freedom Fund and our hotspot approach

The Freedom Fund identifies and invests in the most effective frontline efforts to eradicate modern slavery in the countries and sectors where it is most prevalent. Partnering with 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 carries out most of its work through support for multi-year “hotspot” programs, providing support through clusters of civil society organisations. This allows us to concentrate significant resources in geographic areas with high levels of slavery, so that we can achieve greater and more measurable impact in each place. Much of our support focuses on community-based local organisations; we see them as the most effective agents of change, with capacity to deeply understand and challenge the status quo.

Within each hotspot, we invest heavily in developing the capabilities and analysis of these clusters of NGOs. Partners meet at least quarterly, to learn together and plan advocacy and other joint activities.

While each hotspot has a specific intervention strategy, most programs include several components including strengthening government systems, reducing community-based vulnerability, challenging social norms, and engaging with the economic and business drivers of slavery.

Background to the Freedom Fund working in Lebanon

In 2016 the Freedom Fund commissioned a study exploring the nature and extent of slavery and exploitation of Syrian refugees in Lebanon ([click here for full report](#)). The key findings from that report continue to be relevant in current Lebanon.

There is a high estimation (60-70%) of child labour among the Syrian refugee children, with child labour rates even higher in the Bekaa Valley. This is borne out by current estimates that 30% of Syrian children in Lebanon have never been to school. Many children work in agricultural labour and in urban areas, are found on the streets begging, selling flowers or tissues, shining shoes or cleaning car windshields.

Syrian refugee girls are increasingly forced into early marriages, especially in Bekaa Valley and Akkar (north Lebanon). Although families marry their daughters early to secure the girls' economic future, there is a genuine risk that marrying at such a vulnerable age can have long lasting consequences on the girls and in some cases the marriage itself can constitute slavery.

Evidence strongly suggests that 'survival sex' and sexual exploitation is a growing issue for female refugees. Women can be forced or coerced into prostitution or providing 'sexual favours' in order to provide food and shelter for their families.

Forced/bonded labour is increasingly common as Syrian refugees become more desperate, so much so that it may even constitute the 'new norm'. With surging prices for food and rent, coupled with the heavy costs associated with residency renewals, refugee families can quickly fall into debt. Similarly, refugees living in informal camps often do not pay rent but are then obliged to work for the 'Shawish', the local camp managers who allow refugees to live in tented settlements on their land in exchange for the refugees' agricultural labour.

A follow up study and strategy document was prepared in early 2019, that recommended working closely with the Lebanese government and CSOs. A combination of circumstances did not allow the Freedom Fund to take the project forward at that stage. The report is an internal one and will be made available to the consultant for reference once the consultancy is finalised.

Additionally, news reports and studies have documented the increasing risk to young women and girls, of early and forced marriages. According to estimations, child marriage has increased four-fold among Syrian refugees in Lebanon, through the pandemic. Compounded by vulnerabilities due to extreme poverty and marginalisation and rooted in concerns for safety and reputation of their daughters, families often marry girls off at very young ages, increasing the likelihood that they will be exploited for work, sexually and for childbearing.

Scope of the consultancy

This exercise will build on both reports mentioned above, filling gaps and updating the context, data and insights as relevant. Specifically, the consultant will:

- Update findings from the Freedom Fund's 2016 report to reflect the changing political and humanitarian context; provide a rapid assessment of the nature and prevalence of exploitation including child labour and early and forced marriage
- Undertake actor mapping (including international NGOs, local community-based organisations and government) incorporating geographic coverage and programmatic responses to identify gaps and areas of greatest need.

- Identify the geographic areas that a possible hotspot program could focus on.
 - Recommend one or several thematic areas of focus for the hotspot strategy, amongst child and forced labour and child marriage.
 - Develop a 3-year Freedom Fund hotspot strategy for Lebanon, utilising our expertise and evidence gathered fighting slavery through our global hotspots to combat exploitation in this context.
 - The strategy will determine the most effective leverage points for the Freedom Fund to mobilise international actors, national and regional government agencies to more effectively coordinate anti-slavery action.
 - Identify potential NGO partners with experience delivering programs targeting the exploitation of children and women specifically
 - Identify the most relevant interventions, partnerships and approaches that are likely to significantly reduce incidences of child and forced labour and/or child marriage
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Deliverables

The following deliverables are expected by the end of the consultancy:

- Initial meeting with the Freedom Fund to agree the scope of the strategy and questions that should be answered in the study.
 - An inception report outlining the proposed work plan.
 - A 10 page rapid assessment report on the nature and prevalence of exploitation among children, specifically Syrian children in the current context in Lebanon.
 - An options paper highlighting the range of possible approaches and focus for the future strategy.
 - Draft Lebanon hotspot strategy (approximately 20 pages) following a structure agreed with the Freedom Fund.
 - Final strategy document incorporating feedback from the Freedom Fund. This document will be for external use.
 - Represent the Freedom Fund in Lebanon during the consultancy period and be available as the contact person to assist with logistics and organisational support in Lebanon.
 - The strategy must be completed by the 30th of October 2022. The due dates for the deliverables will be agreed with the consultant when developing the work plan.
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Expressions of interest

Informal queries relating to the consultancy should be submitted to Havovi Wadia at the following address:

hwadia@freedomfund.org

Applications should include:

- A cover letter outlining relevant skills and experience.
 - Up-to-date CVs of the team.
 - Estimated number of days and daily rate to complete the consultancy.
 - A sample of a strategy you have developed in the past (if applicable). Alternatively, a previous piece of work which illustrates your research and writing skills. If this is based in Lebanon or in the MENA region, this would be an advantage.
 - All documents must be written in English and submitted electronically in Microsoft Word or PDF form.
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Timeline and submission instructions

8th August 2022:

Circulation of consultancy opportunity

- 22nd August 2022: Deadline for submission of proposals for the consultancy
- 30th August 2022: Shortlisted applicants will be notified and contacted for interview.
- 5th September 2022: Contract signed with selected applicant.