REQUEST FOR PROPOSALS
December 2022

Technical Assistance: Capacity building for local survivor leaders

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 (TA) provider to offer technical expertise and training to strengthen the capacity of local survivor leaders supporting the Thrive Pilot in Ethiopia. Local survivor leaders will be identified and hired by the Freedom Fund to act as project consultants to conduct peer groups with Thrive project participants and gather feedback from participants to inform project design and impact. Under this scope of work, the TA provider will help strengthen the capacity of these survivor leaders to implement activities.

The Thrive Pilot engages women who are survivors and returnee domestic workers from the Middle East and aims to assist them in finding and sustaining formal employment in Addis Ababa. In addition to job training, preparation, and placement, the pilot will provide a range of support services including counselling, medical services, childcare, and life skills support. Taking an individualised approach, the Freedom Fund will track employment outcomes and support received by each participant and identify learnings for scaling or replicating the pilot. Central to this learning is gathering, reviewing, and responding to project participant feedback to adjust the pilot approach.

The Freedom Fund is excited about the opportunity for the Thrive Pilot to be more survivor-led and inclusive, as well as assist local service providers to routinely hear from and respond to project participant feedback.

Eligibility
Individuals and organisations with relevant experience in working with survivors of human trafficking are invited to submit proposals.

Budget
A fee of approximately USD 15,000-20,000 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 with the subject titled TA Support to Survivors. Proposals should be submitted no later than 30th of December, 5pm UK time. Proposals should be no more than 4 pages, plus CVs and annexes.

Introduction to the Freedom Fund and its work in Ethiopia
Through Freedom Fund’s 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 focused on 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 survivors of trafficking and vulnerable women and girls, through partnership with eleven local NGOs in Addis Ababa and Amhara working to reduce the risk of, and support those affected by, trafficking and exploitation.

Since the inception of the Ethiopia hotspot, the portfolio of work has continued to expand. In 2020, the Freedom Fund incorporated a project focused on assisting Ethiopian domestic workers in Lebanon to return to Ethiopia and partnered with an Addis-based organisation to support their reintegration back into local community life. Last year, the Freedom Fund expanded its work from cross-border migration to also include internal migration, focusing on exploitation and servitude amongst child domestic workers, with the aim of measurably reducing the prevalence of domestic servitude amongst girls in Addis Ababa.

This year we have launched the Thrive Pilot, an innovative approach to facilitating sustainable employment opportunities in the formal sector for survivors of trafficking.

Technical assistance for the Thrive Pilot

The Thrive pilot will target women who are both survivors and returnee domestic workers from the Middle East. In recent years, Ethiopia has experienced an enormous outflow of labour migration, with Ethiopian women and girls in particular, leaving the country in large numbers to pursue work abroad. Although some migrant domestic workers will have positive experiences, this will largely depend on their employer. Unfortunately, many domestic workers will be exposed to servitude in the homes of their employers with minimal access to resources for assistance. Once back in Ethiopia, challenges may continue as there are limited trauma-informed services available for returnees. Additionally, community stigma (real or perceived) may make finding a job difficult and changing family dynamics may prompt personal challenges that impact the wellbeing of survivors.

Although migration for work is something that impacts both men and women in Ethiopia, female returnees face unique challenges in finding sustainable employment back in Ethiopia. Key challenges are summarised below:

- **Mental health trauma**: Women and girls may encounter physical, sexual, and emotional abuse during their migration journey. They will have often also experienced economic and social pressure to migrate, despite the risks of exploitation and trafficking. On returning home, these traumatic experiences often cause subsequent health problems with a significant proportion of survivors in need of mental health support.

- **Challenges faced at home**: In addition to traumatic experiences faced overseas, some returnee survivors will also face challenges in integrating back into family and community life. Many are mothers whose absence has been negatively perceived by children or they may return after having had children overseas, causing families to have to grapple with new family dynamics.

- **The need for a range of support services**: Cultural and gender norms may act as barriers to sustainable employment, with women being expected to balance family and work responsibilities as well as limited access to more male-dominated sectors.

Due to changes in the economies of destination countries following the covid-19 pandemic, Freedom Fund partners working with returnees estimate over 100,000 migrant workers have returned from destination countries between May and September of 2021, putting further strain on the Ethiopian labour market. This is owing to the already high unemployment rate (especially amongst women), dominant informal sector and women being heavily disadvantaged by virtue of being paid very low wages in comparison to male counterparts.
These factors reinforce the importance of the Thrive Pilot as it will seek to reintegrate survivors into the community through upskilling and connecting these individuals to decent jobs within the formal sector, ensuring the building blocks for sustained reintegration through formal employment and comprehensive support.

The Thrive Pilot has partnered with two local Technical Vocational and Educational Training centres (TVETs) to act as the key service providers for the pilot. These service providers are the main implementers and responsible for recruitment, training, job placement, and for providing directly or through referrals a host of services to promote employment sustainability. These services may include medical assistance, funds to purchase clothes, assistance with childcare, financial planning, psychosocial counselling, among others. These two service providers have targeted to recruit 200 individuals within the period of November 2022-December 2023.

**Survivor leadership for the Thrive Pilot**

Project activities should not only be survivor-informed but survivor-led and managed where feasible. The Freedom Fund intends to work with local survivor leaders who can facilitate project participant peer groups, implement leadership training, and gather project participant feedback. To ensure that survivor leaders have the support they need to complete these aims, the Freedom Fund is seeking a TA provider to strengthen the capacity of local survivor leaders so that they are able to deliver leadership training to project participants and gather feedback from project participants to inform project design and implementation.

In order to strengthen the capacity of local survivor leaders, the TA provider under this scope of work, will assist with the following tasks:

- **Develop and implement a leadership training:** The TA provider will develop/repurpose an existing leadership training and provide training-of-trainers style session(s) to local survivor leaders. Local survivor leaders will develop and oversee peer support groups of project participants. Through these peer sessions, leadership trainings will be included to help build the confidence, skills, and knowledge of project participants to claim their rights and assert their needs.

- **Develop and oversee the implementation of project participant feedback mechanisms:** Recognising that the Thrive Pilot is a new approach for both the Freedom Fund and local service providers, we want to routinely gather participant feedback to help inform project design and implementation. Through the peer sessions, local survivor leaders will gather participant feedback. The TA provider will support this effort by developing the monitoring tools and processes for gathering feedback and provide support to survivor leaders in implementing them. Once feedback is collected by the survivor leaders, the TA provider will collate the data gathered and share a report of findings and recommendations to the Freedom Fund.

Through the Thrive Pilot, we not only want to provide support to survivors of trafficking but want to build their leadership capacity and intentionally have survivor-led project processes and systems, where feasible. The two areas identified above, will assist us in this aim by building on the strengths of local survivor leaders.
### Main deliverables and high-level timeline

The proposed schedule outlines the main deliverables. In your proposal, please include additional steps or considerations as deemed necessary or helpful.

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<thead>
<tr>
<th>Project Phase</th>
<th>Deliverable/Activities</th>
<th>Timeline</th>
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<tr>
<td>Develop and provide ToT leadership training to local survivor leaders</td>
<td>Provide a training to Freedom Fund identified survivor leaders in a ToT format so that they can provide leadership training to project participants. To achieve this, the TA provider would be required to implement the following: • Develop leadership training materials • Provide ToT training and materials to local survivor leaders, who will then implement leadership training for project participants • Conduct a follow-up feedback session to monitor the progress of training being implemented by survivor leaders and identify solutions for any challenges that may have been encountered</td>
<td>Leadership materials developed by 17 February 2023 ToT sessions conducted with local survivor leaders by 10 March 2023 Feedback session to monitor progress of leadership trainings by 5 May 2023</td>
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<tr>
<td>Assist Freedom Fund in the design of project participant feedback mechanisms and implementation</td>
<td>Lead in the design of participant feedback mechanisms and provide reports that detail the feedback gathered and recommendations for improving project implementation or design. To achieve this, the TA provider would be required to implement the following: • Through collaboration with the Freedom Fund team, develop tools and/or processes for gathering feedback from project participants. • Provide training to local survivor leaders on implementation of feedback tools designed and help troubleshoot as needed. • Collate findings from feedback and provide an overview report with recommendations</td>
<td>Draft participant tools and feedback processes by 24 February 2023 Implement trainings on use of feedback tools by 31 March 2023 Collate findings and submit report by 14 July 2023</td>
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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 15,000-20,000 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
- Other direct costs (e.g., travel costs, telecommunications, materials)
- 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 the timeline for implementing peer groups, providing leadership training, and gathering project participant feedback.

3. **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**

| a. Technical capacity of the consultant/ consultancy team, including: | 30% |
| - Experience in implementing leadership trainings for survivors of human trafficking |  |
| - Experience in implementing workshops and trainings, especially related to leadership and/or life skills trainings |  |
| - Proven experience facilitating group discussions and compiling summary reports |  |
| - Experience in developing monitoring systems and tools |  |
| b. Contextual knowledge demonstrated, including: | 30% |
| - Knowledge of issues relating to human trafficking, labour migration, and trauma. |  |
| - Familiarity with issues faced by survivors and/or returnee domestic workers from the Middle East. |  |
| c. Team structure/capacity to deliver, including: | 30% |
| - 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, Amharic or other local languages such as Oromiffa would be advantageous. |  |
| - Preference will be provided to applicants who have at least one team member with lived experience of human trafficking |  |

**Financial criteria**

| d. Consideration of all potential expenses. | 10% |

**Total** 100%

Proposal timeline and submission instructions

- **By 30th December 2022 5pm UK Time**
  - Final proposals due.
  - Please submit all documents to EthiopiaRFP@freedomfund.org with “TA Support to Survivors” as the email subject line.

- **11 January 2023**
  - All shortlisted candidates will be notified.