



Gift of the United States Government



Consultancy opportunity for Technical Assistance under the PEMS funded Ethiopia hotspot¹

Provision of Safeguarding Technical Assistance to Ethiopian Partners

SEPTEMBER 2021

Summary

The Freedom Fund has an absolute commitment to the safety and protection of all children, women and men in communities where we work. The organisation recognizes the particular risks faced by children and adults in vulnerable circumstances, the difficulties they face in reporting harm they experience, and also their right to be free from violence, abuse and exploitation. The Freedom Fund has Safeguarding measures in place in order to promote the safety, protection and well-being of anyone via its implementing partners.

The Freedom Fund is seeking a highly skilled Safeguarding Specialist (or team of consultants), with experience in developing and implementing organizational safeguarding policies for civil society organisations in Ethiopia. Additionally, the consultant(s) should have a strong background and insights into stakeholder participation in the design of reporting/response procedures.

The aim of this consultancy is to strengthen the Safeguarding capacity of 13 Freedom Fund partners with stakeholder informed processes. The consultant(s) will also support the partners to:

1. Refine and adapt partners safeguarding strategies/frameworks;
2. Support partners to develop and deliver country focused maps of services;
3. Design in-house training for partners' staff and safeguarding focal points, and;
4. Contribute to the design and implementation of specific child-participant feedback mechanisms.

The main tasks of this consultancy are further detailed below.

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, Nepal, India, and Thailand to multiply the capacity,

¹ 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 trafficking, and which meets criteria designed to ensure that interventions are likely to result in a measurable reduction in trafficking within five years of the Freedom Fund’s engagement.

impact and influence of frontline partners. In Ethiopia, our hotspot program was launched in July 2015 and has invested USD 6.4 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 2020, the Ethiopia program aimed at generating improved understanding and practices 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. By 2019, the hotspot program in Ethiopia had impacted over 128,000 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.

In 2019, the Freedom Fund was awarded USD 7 million from the Office to Monitor and Combat Trafficking in Persons at the U.S. Department of State under their Program to End Modern Slavery. This funding has allowed the Freedom Fund to expand its work from cross-border migration into internal migration, focusing on exploitation and servitude amongst migrant domestic workers and child domestic workers in-country, with the aim of measurably reducing the prevalence of domestic servitude amongst girls in Ethiopia as well as improving the migration outcomes of Ethiopian women and girls in the Middle East.

Introduction to the FF Ethiopia hotspot supported by the U.S. Department of State (DOS) Program to End Modern Slavery (PEMS²)

The Freedom Fund Ethiopia hotspot has two main programs funded by the U.S. DOS under the Program to End Modern Slavery (PEMS):

- one program aimed at reducing the risk of exploitation of child domestic workers (CDW) in Addis Ababa
- one program aimed at reducing trafficking of Ethiopian girls and women migrating to the Middle East as domestic workers, focusing on Addis Ababa and the Amhara region.

Under the CDW program, the Freedom Fund program aims to improve child domestic workers' working conditions and reduce domestic servitude of Ethiopian girls by:

- influencing the behavior of key stakeholders, primarily recruiters, employers and transporters
- improving government ability to monitor child domestic workers' conditions
- building CSO capacity to incentivize government responsiveness and improve the legislative framework, including mechanisms for children's participation in advocacy

² 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.

- improving the quality of services provided to at risk CDW and survivors, especially access to education and vocational training.

Purpose and scope of this consultancy

Freedom Fund aims to engage a consultant or (team of consultants) to support partner organisations in strengthening existing and/or creating (child) safeguarding capacity and procedures in programme management. This will ensure all programme and partner staff have the capacity to design and deliver on their initiatives, to the highest standards of (child) safeguarding and minimum standards in (child) protection. As such we are currently envisaging a minimum of 60 days up to 90 days over the next year (September 2021 – September 2022). The role will be based in Addis Ababa. Travelling to Dessie in the Amhara region, based on needs. Depending on the Covid-19 restrictions of the region, some work might need be remote.

The scope of the consultancy is outlines below in the expectations of key deliverables to the project. Ideally, to ensure partners ownership of the process, we would like locally funded partners to lead on the development of their Safeguarding Capacity Strengthening Plans, with technical oversight from the consultant and the Freedom Fund Safeguarding Manager.

There is a further requirement under the PEMS project for partners working with CDW to create a child-participation feedback mechanism within their project implementation. As this action will be working with vulnerable people and children, it must be interconnected to the Safeguarding mechanisms and responses to the partners. Therefore, it is anticipated that this consultant(s) will also contribute their insights to the work of partners and the FF programmes team in the design and implementation of specific child-participant feedback mechanisms.

The consultant will work in close collaboration with the Safeguarding and Programmes teams to effectively deliver against the requirements below. The scope of work will focus on the following areas:

1. Revise the 13 implementing partners' Safeguarding Framework and related procedures (if any) in line with the recommendations based on Freedom Fund safeguarding standards, in consultation with partners. This should include the participatory development of Freedom Fund partner standards and liaison with staff from the Ethiopia Hotspot.
2. Following the design of training curriculum for partners' staff, and specifically the safeguarding focal points, the consultant will deliver a series of in person/remote trainings per each partner.
3. Based on the FF safeguarding policy and partners own safeguarding frameworks, support partners to create/refine procedures such as a stakeholder reporting and response systems (including investigations) for staff and programs' participants. This will be in coordination with the London Safeguarding Manager, the Programme Manager and Ethiopia Program Advisor/Safeguarding Focal Point.
4. Contribute to the design and implementation of specific child-participant feedback mechanisms
5. Support the development of a safeguarding M&E system for each partner and develop a map of services
6. Follow up on the implementation of the policy and safeguarding framework

7. Ongoing support based on each partner needs until end of September 2022

The expected outcomes will be finalized in collaboration with the selected consultant but are likely to include:

- Inception meeting with the Freedom Fund and partners to discuss and agree the scope of work
- Revised partners' safeguarding framework and related procedures. If none in place, safeguarding procedures developed as per policy.
- Safeguarding training package for all the partners' staff with a particular attention to the appointed Safeguarding Focal Point in each NGO.

Qualifications and Experience

The Freedom Fund seeks an energetic, thoughtful and committed consultant. The successful candidate will have experience in the following areas of support to local organizations:

Essential to demonstrate in the proposal

- Degree (or equivalent professional experience) in social sciences, social work, human rights, women's rights and preferably with a focus on child rights and children's safeguarding
- Experience designing and implementing comprehensive safeguarding systems for civil society or international development organisations
- Experience of participatory design processes involving stakeholders in referral pathways & confidential incident reporting systems for safeguarding
- Experience and understanding of gender-sensitive approaches to safeguarding and child protection
- Understanding of international best practice on safeguarding and how that is being progressed in the civil society sector of Ethiopia
- Knowledge and experience of participatory approaches to organisational capacity strengthening
- Excellent interpersonal skills and the ability to engage appropriately with partners' staff across various job functions
- Prior experience in professional work in protection, child protection and gender in both development & emergency settings
- Excellent written and spoken English and Amharic

Desirable to demonstrate in the proposal

- Knowledge and understanding of trauma-informed care for children and vulnerable adults
- Experience of participatory design processes involving child-stakeholders
- Knowledge and understanding of 'power' in the context of modern slavery and the international development sector
- Knowledge of international statutory and institutional donor trends in safeguarding
- Previous knowledge and experience working with Freedom Fund programmes

Personal Attributes:

- Ability to build relationships with a wide range of individuals and stakeholders

- Strong ability to communicate technical concepts clearly and practically to a non-expert
- Ability to work independently, displaying strong initiative in solving day-to-day problems, with limited direction
- Detail oriented and innovative approach to work
- Based in Ethiopia with availability to travel to Addis Ababa City and Amhara region
- Fluency in English and Amharic

Proposal format

Interested consultants or firms are requested to submit:

- An expression of interest detailing their interpretation of the TOR and work schedule
- A detailed budget for proposed costs including all taxes liable to be paid
- A capability statement demonstrating how they meet the required qualifications and competencies
- Copies of Curriculum Vitae (CVs).
- Two references (including one from your last client/employer).
- N/B: The entire bid should be a MAXIMUM OF SEVEN (7) pages including the budget.

If you believe you qualify for this post and you are the candidate that we are looking for, please submit your applications as per the bid requirements in English by submitting proposals to Freedom Fund Safeguarding Manager: lcuzzuol@freedomfund.org

The closing date for this post is the 30th of September 2021.

The shortlisted 3-4 candidates may be invited to submit modifications or make a short presentation for the final selection.

Annex 1 - [Ethiopia hotspot strategy](#)

Annex 2 – [PEMS two pagers document on Child Domestic Workers and Safer Migration programs](#)