



Gift of the United States Government



Consultancy opportunity for Technical Assistance under the PEMS funded Ethiopia hotspot¹

Child Domestic Workers (CDW) legal framework and technical support for improved identification of victims of exploitation & improved investigation and prosecution of abusers and traffickers of CDWs.

MARCH 2021

Summary

The Freedom Fund seeks a consultant (or a team of consultants) to

- (i) help understand the rights and legal framework and services in Ethiopia to protect Child Domestic Workers (CDW) against exploitation and trafficking,
- (ii) propose the best way to support the capacity of relevant services/ government bodies, police and judiciary to monitor working conditions of CDWs, identify child victims of exploitation and enforce the law against abusers and traffickers,
- (iii) Based on the above, pull together a plan summarising the main advocacy objectives and the technical assistance required to deliver on the capacity building component of this program.

The Freedom Fund and its 6 implementing partners (frontline grassroots organisations) are to start in the second quarter of 2021 the implementation of a program aimed at improving CDW's working conditions and reducing domestic servitude. Implementing partners have already proposed a series of training to build capacity of stakeholders at decentralised level in Addis to improve the monitoring of CDW's working conditions and increase awareness about exploitation and trafficking of CDWs. However, further technical expertise is required to ensure that different ministries and enforcements bodies are well capacitated and working together to address CDWs exploitation.

The consultant will work closely with the Freedom Fund program team in Ethiopia but will report to the Program Manager based at the FF UK.

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.

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.

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, 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.

Last year, the Freedom Fund has been 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 will now allow 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

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.

- building CSO capacity to incentivize government responsiveness and improve the legislative framework, including mechanisms for children’s participation in advocacy
- improving the quality of services provided to at risk CDW and survivors, especially access to education and vocational training.

The CDW program’s main objective is to substantially and measurably reduce the prevalence of domestic servitude amongst girls in urban Ethiopia. Consequently, the Freedom Fund will conduct a prevalence study in early 2021 to estimate the rate of domestic servitude with a statistically representative survey plus qualitative interviews in target areas where there is a high concentration of children in domestic work.

A number of activities to be carried out by partners will include training of key stakeholders like government bodies, police, prosecutors and recruiters on issues related to CDWs exploitation, reporting of breaches of child welfare or the handling of victims and children in particular.

Further details about the CDW program and its activities are provided under Annex 1. Six front line organisations will be delivering under this program focusing their interventions on Addis Ababa.

Purpose and scope of this consultancy

The Freedom Fund seeks a consultant (or a team of consultant) to

- (i) help understand the rights and legal framework and services in Ethiopia to protect Child Domestic Workers (CDW) against exploitation and trafficking,
- (ii) propose the best way to support the capacity of relevant services/ government bodies, police and judiciary to monitor working conditions of CDWs, identify child victims of exploitation and enforce the law against abusers and traffickers,
- (iii) Based on the above, pull together a plan summarising the main advocacy objectives and the technical assistance required to deliver on the capacity building component of this program.

Specifically, this will include the following tasks:

1. **Better understand the rights and legal framework and services in Ethiopia to protect Child Domestic Workers (CDW) against exploitation and trafficking**

- Conduct a review of the rights and legal framework in Ethiopia to protect CDW against exploitation and trafficking.

Under the labor law in Ethiopia, children under the age of 15 are prohibited from working and those aged between 15 to 17 are considered ‘young workers. Domestic work, however, is not governed by the labor law but by the 1960 Ethiopia Civil Code. The Civil Code gives domestic workers relatively few protections and allows the work conditions to be regulated “by the conscience of the employers”. On April 1st, 2020, the Ethiopian government issued a new law, the proclamation for the Prevention and Suppression of Trafficking in Persons and the Smuggling of Persons No. 1178/2020. The updated proclamation provides an expanded definition of trafficking that can be used for labor exploitation of children. We would

like the consultant to build on this and provide the update on the legal framework that could be used to protect CDW against exploitation and trafficking.

- Map out the most relevant services and government bodies with mandate to monitor and oversee the working conditions of CDW as well as respond to the risk of exploitation of CDW. This should include a summary of their capacity and any ongoing strengthening/capacity building they are / have recently been benefiting from. This should primarily focus on social welfare services, government ministries like the MOLSA and the ministry of women and children affairs, the Attorney General Office, anti-trafficking task forces, the police, and justice system who have a mandate to prevent and respond to exploitation related risk.

2. Propose the best way to support and build capacity of relevant services and government bodies, police and judiciary to monitor CDW's working conditions, identify child victims of exploitation and enforce the law against abusers and traffickers

- Building on the mapping under point 2, identify training needs and areas of technical support to government and enforcement bodies to build the effectiveness of the system in monitoring CDW's working conditions, identifying exploitation and enforcing the rule of law against those exploiting and trafficking CDWs.
- Help understand what is already being done by other donors/CSOs/technical experts (this would have been partly covered by the mapping of services/government bodies above) and build on existing initiatives, so the Freedom Fund CDW program adds value to ongoing capacity building efforts and complements rather duplicate work already being done.

3. Based on the above, pull together a plan summarising the main advocacy objectives and the technical assistance required to deliver on the capacity building component of this program

Partners have, as part of their respective project, activities like training of decentralised bodies in Addis. The Freedom Fund is looking at contracting additional technical capacity to provide technical support and capacity building to relevant ministries, judiciary and Attorney General Office as needed to complement the effort and work of frontline organisations.

- Review training proposed by partners and ensure coherence of training approaches and how this fits with additional capacity building efforts to be undertaken at centralised level. This could involve reviewing material for quality of content and consistency of messages across partners.
- Based on the mapping of capacity needs under point 2, put together a capacity building plan for key stakeholders so as to build the effectiveness of the system in monitoring CDW's working conditions, identifying exploitation and enforcing the rule of law against those exploiting and trafficking CDWs.
- In discussion with the FF, prioritise the capacity needs and if relevant draft ToRs for the FF to commission technical experts who will deliver on this plan. This might include pulling together training material and curriculums or training key government/enforcement bodies' staff for example.
- Identify the key objectives for the program advocacy plan, identifying policy or other advocacy areas most likely to make a positive impact on the life of CDWs.

Proposal format

1. **Deadline:** Proposals should be submitted by **20th of April, 2021**. Applicants should be ready to begin undertaking the work from May 2021. Please submit all proposal materials to the Freedom Fund using the following email address **EthiopiaRFP@freedomfund.org and the title *Child Domestic Workers (CDW) technical support - investigation and prosecution of abusers and traffickers of CDWs***. Any queries are also welcome and should be submitted to the FF via email by the 8th of April. The FF will answer all queries received and post the answers on its 'job and consultancies' webpage by the 12th of April at the latest.
2. **Proposal Guidelines:** Proposals in response to this request should be 10 pages maximum in length (excluding annexes) and include the following:
 - a. A narrative describing the experience and capability of the lead consultant and/or consultancy team to conduct the Key Tasks described in this ToR. Description of previous experience in project of a similar nature, and description of experience with the issues of child domestic workers, human trafficking and/or migration. A profile of the consulting firm (including a sample report if possible) will be desirable.
 - b. Most recent curriculum vitae and overall structure of the team.
 - c. Description of the approach to deliver on each areas of the consultancy
 - d. Propose a workplan, including the role and time commitment of consultant for each deliverable
 - e. Proposed budget for the entire project period in USD including all taxes. Competitive budgets will be reviewed favourably.
3. **Review:** Following submission of the proposal, Freedom Fund will review and request additional information as needed.

Annex 1 - [Ethiopia hotspot strategy](#)

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