

Terms of Reference (ToR)

For the research on the attributes of agricultural value & supply chain, service and largescale investments in perpetuating Modern Slavery (Combating Exploitation, Child Labor, Abuse and Human Trafficking/CECLAHT) in Ethiopia

Combating Modern Slavery (CECLAHT) Project

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1. Brief profile of Action Aid Ethiopia

ActionAid Ethiopia is registered and licensed by Ethiopian government Charities and Societies Agency to operate in Ethiopia. ActionAid Ethiopia (AAE) is a gender justice, good governance, and poverty eradication organization. It envisions a country where all enjoys their rights equally and live a decent life. Its heart lies on gender equality where it designs its frameworks and operations on women's and girls' empowerment and abolishing root causes of violence against women and girls. Its interventions are guided by the Human Rights Based Approach, Transformative Feminist Leadership, and Intersectional Feminist Analysis tools.

AAE has been implementing programs in Ethiopia under both humanitarian and development contexts for about 33 years. ActionAid Ethiopia works to build the capacities of communities, especially Women and Girls living in poverty and exclusion, to fulfil their rights, ensure redistribution of resources and build their resilience.

AAE prioritize work with Women and Girls and their organizations, networks, civil society organizations, national and local government, and other allies to overcome gender injustice and structural causes of poverty. We engage at national level policy works to influence the agendas of women and girls to tackle gender injustice. And we connect our work from communities to national and international level by leading and actively engaging in policy agenda for greater contribution towards a just, equitable and sustainable life.

2. Introduction and Background

Modern slavery (CECLAHT) is an umbrella term for a variety of situations in which people are victims of gross exploitation and coercion. The term is often used in different ways by different organizations. According to the INGO Anti-Slavery International, modern slavery (CECLAHT) can include 'human trafficking, forced labor, debt bondage, descent-based or heritable slave status, child slavery, and forced or early marriage'. According to the ILO, modern slavery (CECLAHT) '...refers to situations of exploitation that a person cannot refuse or leave because of threats, violence, coercion, deception, and/or abuse of power.'

Although, slavery was banned several generations ago; the UN Universal Declaration of Human Rights states that, "*No one shall be held in slavery or servitude*", these days, the nature of slavery has changed its forms and it is one of the most serious human rights violations and represents a growing human rights challenge. According to global estimates of modern slavery (CECLAHT), there are approximately 40.3 million people live in modern slavery(CECLAHT) . Of those, around

25 million people are performing forced labor, while 15 million are in a forced marriage¹. These numbers are increasing rapidly.

The rising trend of globalization has promoted the integration of economies, including labour markets. Although this has brought many opportunities for workers and businesses, the growth in the global economy has not been beneficial for all. Profit is a strong incentive for the exploitation of vulnerable groups. Poor oversights from government and statutory bodies, as well as lack of knowledge among the wider population, create conditions in which modern slavery (CECLAHT) can thrive. Modern slavery (CECLAHT) is driven by economic necessity, poverty and vulnerability on the part of those at risk, and ruthlessness and financial gain on the part of recruiters. It is on the increase, with internal and external labor migration, natural disasters, climate change, and now Covid-19 and internal conflict creates more potential victims as poor people search for the means of survival².

Ethiopia has domestic legislation prohibiting slavery and has ratified 8 fundamental ILO conventions, as well as several relevant technical ones. However, Ethiopia's political and economic transition makes it an interesting and relevant country for anti-slavery work. The private sector is burgeoning in Ethiopia, with home-grown and foreign investors piling in, privatization of state assets proceeding, and a lively economy. The economic reforms promised by the government are gathering pace and raising income. This environment could increase the prevalence of modern slavery (CECLAHT) in Ethiopia. At the same time, it provides the opportunity to influence and shape both government and private sector approaches and to raise awareness among modern slavery (CECLAHT) potential targets, survivors and/or victims.

Inequality within Ethiopia is growing. Rural areas are particularly poverty-affected and poor health and education outcomes are a push factor for internal and external migration, particularly of young people from rural to urban areas and/or outside of the country. This puts them at increased risk of child trafficking and modern slavery (CECLAHT) more generally. Indeed, Ethiopia's landlocked position and borders with Kenya, Somalia, South Sudan, Eritrea and Sudan mean that it is both a sender country and a transit country for economic migration. Cross-border anti-slavery work is necessary for greater regional effectiveness in the protection of vulnerable groups from modern slavery (CECLAHT).

¹ International Labour Organization and Walk Free Foundation, 2017

² (IOM world migration report, 2020)

3. The Project

In contributing towards addressing the phenomenon of modern slavery (CECLAHT), AAE is implementing the project titled “Combating Modern (CECLAHT) Slavery in Ethiopia” with funding from the Norwegian Agency for Development Cooperation (NORAD). This project will be implemented over three years from 17 Dec 2020 to 31 Dec 2023. It will be delivered at the national and regional level and will have activities directly implemented Kutaber and Harbu Woreda in Amhara regional state and Soro and Hosana Woreda in SNNPR.

The project seeks to decrease the scale and prevalence of modern slavery (CECLAHT). In particular, the project will focus on women in the agricultural sector at risk of trafficking or exploitation, as well as children (under 18 years) at risk of trafficking, exploitation or engaged in domestic work. In this regard, the project is aimed at ensuring that vulnerable population of women and children in the target regions in Ethiopia are better protected from abuse, exploitation and the possibility of falling into modern slavery (CECLAHT). This action will be accomplished through coordinated governmental action, increased knowledge of the rights of vulnerable people, and a more effective international policy environment.

The project is multisectoral and implemented across the different levels of government, the business sector, civil society, and local communities. The project will be implemented through 4 local partners, namely:

- Emmanuel Development Association (EDA)
- Union of Ethiopia Women and Children’s Association (EWCA)
- Population, Health and Environment Consortium (PHE)
- Consortium of Ethiopian Human Right Organization (CEHRO)

The project is also aligned with SDG Alliance 8.7, which aims to join forces globally to end child labor, forced labor, modern slavery (CECLAHT), and human trafficking.

This project will directly reach and benefit women, children and men at the household, community, and institutional levels and people through the national media (including social media) and public campaign activities. Ultimately, the project will enhance the regulatory framework on preventing and addressing all forms of modern slavery (CECLAHT), particular for women at risk of exploitation in the agriculture sector, as well as children exploited in domestic work and at risk of trafficking.

Results Framework:

The project has **three** specific outcomes:

Outcome 1: Governments have implemented measures to prevent, identify and address modern slavery (CECLAHT), and to protect and monitor vulnerable groups and victims of modern slavery (CECLAHT).

Outcome 2: Businesses have implemented measures to prevent, identify and tackle the use of human trafficking and forced labor, including the worst forms of child labor, in their own operations and supply chains.

Outcome 3: Vulnerable individuals and groups are more capable of resisting recruitment to modern slavery (CECLAHT).

4. Objective of the research

The aim of the research is to explore and gather evidence of the nature and severity of modern slavery (CECLAHT) in the business sector particularly agricultural value and supply chain, large scale investment and service sector and analyze both quantitatively and qualitatively the information gathered. This will help us to review the current situation of modern slavery (CECLAHT) /indecent work in the project implementation areas in Amhara Region, South Wollo Zone, Kalu/ Haru and SNNPR Hadiya Zone Soro Woreda Hasaena town.

Specific Objectives

In order to enhance the joint engagement of the project staff, regional offices, project partner, our constituents and other stakeholders, the specific objective of the research is to collect and analyze data covering the following areas

- To identify the cause-and-effect relations that perpetuate modern slavery (CECLAHT) in the agricultural value and supply chain, service and large-scale investment in general and the project intervention area with intersectional feminist lens.
- With a view to reduce the push and pull factors, propose prevention strategy on the indicated sectors
- Define the attribution and contribution of agricultural value and supply chain, large scale investment and service sectors these sectors in perpetuating modern slavery (CECLAHT) in the project target areas



- To identify actors in the sector and come up with sector specific recommendations to combat attributes of MS
- To characterize the nature/forms of modern slavery(CECLAHT) /indecent work practices (human trafficking, forced labour, child/worst forms of child labour, Unfair Contract Farming Practices/debt bondage) in Ethiopia especially within the agriculture sector in the project areas.
- To identify gaps in policy, legal frameworks, practices and structural frameworks that perpetrate and entrench the practice of various forms of modern slavery (CECLAHT) /indecent work in Ethiopia especially within the in the agricultural value and supply chain, large scale investment sector.
- To identify gaps that perpetuate and entrench the practice of the various forms of modern slavery (CECLAHT) /indecent work practices (human trafficking, forced labour, child/worst forms of child labour, Unfair Contract Farming Practices/debt bondage) in Ethiopia especially against women and children in the agriculture sector in the project areas.
- To identify the mode of operation(s) of perpetrators of modern slavery (CECLAHT) /indecent work (human trafficking, forced labour, child/worst forms of child labour, Unfair Contract Farming Practices/debt bondage) in recruiting victims especially women and children into modern slavery (CECLAHT) within the agriculture sector in the project target areas.
- To determine the severity/spread of the various forms of modern slavery (CECLAHT), Unfair Contract Farming Practices/debt bondage) in Ethiopia especially among women and children within the agriculture sector in the project areas.

5. Guiding Questions

This section gives general guidance on key questions to consider in the research.

- a) What is Modern Slavery (CECLAHT) /indecent work?
- b) What forms do modern slavery (CECLAHT) /indecent work practices manifest especially in the agriculture sector of the project districts?
- c) What are root causes of MS and what it needs to takele in the project areas and in the identified economic/business sectors?

- d) What gaps exist in Ethiopia's policy and legal frameworks on anti-modern slavery (CECLAHT) thereby perpetuating and entrenching the practice of the various forms of modern slavery/indecent work in Ethiopia's agriculture sector?
- e) What are the modes of operations by perpetrators (within the supply and demand chain) of modern slavery (CECLAHT) /indecent work in the recruitment, transportation and harboring of victims into modern slavery (CECLAHT) /indecent work in the project districts within the agriculture sector?
- f) How widespread are the various forms of modern slavery (CECLAHT) /indecent work in Ethiopia especially in the agriculture sector?
- g) How widespread and organized are the modes of operations of the perpetrators (both the supply and demand sides) of modern slavery (CECLAHT) /indecent work in recruiting, transporting and harboring of victims into the phenomena especially in the agriculture sector?
- h) How much awareness is there among different actors and the community in general?
- i) What coordination mechanisms do exist in addressing MS and responding to the survivors needs in identifying, preventing, responding and rehabilitation)?
- j) What accountability mechanisms are there?
- k) What challenges are faced by actors working in the sector?

5. Deliverables

- a. The successful consultant is expected to submit the following:
 - A detailed inception report, maximum of 15 pages, outlining the final agreed approach and methodology (including data collection methods, sampling, and data analysis), ethical considerations safeguarding and workplan to be submitted within two weeks of signing the contract which needs to be approved by AAE CD
 - Profile/ CV of research team.
 - A draft research report as per the timeline
 - All raw data files including quantitative output and syntax files, qualitative transcripts, photographs, recordings etc.

- Conduct a validation workshop on the findings of the research with the key project participants and relevant stakeholders and produce a workshop report summary document to supplement the final report.
- Submit Final Report maximum 60 pages including executive summary, tables, and annexes. The report is expected to be designed in a manner that can inform policy reforms.

6. Methodology and Duration of the assignment

The consultant shall be responsible for proposing an appropriate methodology that will be deployed for this assignment. However, this methodology shall be participatory and ensure a mixture of qualitative and quantitative methods are resorted to, to generate the required data.

ActionAid has Feminist Research Principles which the consultant should use of it and back the whole research process from inception to final report submission which ensures empowerment of the research participants than considering as objects of the research.

The consultant must also ensure protection of the rights of participants, especially confidentiality of the victims/survivors of modern slavery (CECLAHT) and ensure that child protection and safeguarding measures are observed, throughout the process. AA Ethiopia shall work closely with the consultant and providing constant feedback in the process to ensure quality in the research process.

6.1. Preparatory works

Prior to actual data collection, the selected consultant/s (in collaboration with AA Ethiopia and project partner) must undertake preparatory works, including but not limited to:

- Signing of contract with AA Ethiopia
- Collaborative review of relevant project documents.
- Submission of an inception report including details of the research questions, agreed research methodology and approach, sampling, data collection instruments/ tools, selection process and training of enumerators and the agreed workplan.
- Recruitment and training of a research team, including enumerators, which should be done before the logistical arrangements for fieldwork,
- Logistical arrangements for field work.
- All Covid-19 protocols must be observed by the consultant and data collectors.

It is anticipated that the consultant(s) should assign relevant and experienced consultants to manage the study and will identify, prepare and train enumerators to assist with data collection in the field. The experts proposed to be involved in the study (whose CVs are required during submission of application) should be involved throughout.

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6.2. Indicative timetable

The research is expected to start in March, 2022. It is expected to take 45 working days starting from contract-signing to report finalization. AA Ethiopia team will facilitate timekeeping with weekly check ins with the consultant.

7. Coordination, roles, and responsibilities

The selected consultant will be contracted by and report to ActionAid Ethiopia. The Head of Programmes, the Combatting Modern Slavery (CECLAHT) Project Manager and Manager for Quality and Knowledge Management will be the key points of contact at AA Ethiopia for the consultant. The Country Director will be responsible for sign-off on key decisions, including inception and final report validation. The Project Consortium Technical teams will also engage in the process as relevant.

AA Ethiopia shall work closely with the consultant and providing constant feedback in the process to ensure quality in the research process and assurance of AAE's research principles integration. Support provided by AAE and the project partners will involve:

- Introductory briefings with the consultant(s);
- provision of key project documents
- provision of contact details and introductions to key stakeholders; and
- facilitation of access to project participants.

AAE will provide technical advice on research approaches and to ensure deliverables meet agreed quality standards and grant requirements. Further logistical support from AAE and implementing partner relevant to data collection activities in the field will be agreed upon during the inception phase.

8. Standards and Safeguarding

AAE expects all research, mid-term reviews and evaluations to be carried out in line with ActionAid's Human Rights-Based Approach (HRBA) and Evaluation Standards. The full

Evaluation Standards may be shared on request, but in practical terms the consultant(s) will be required to consider:

- **Community voice and representation:** It is essential that the research reflects the direct voices of the project beneficiaries. People should be consulted as part of the research, and their voices included in the research report as direct quotes and case studies. In line with ActionAid's mandate, the research should priorities the vulnerable i.e., people living in poverty and exclusion, especially women, girls and persons with disabilities.
- **Transparency and ethical standards:** The research should explain clearly to communities, beneficiaries and all those engaged in the research what the purpose of the exercise is, and how their information will be used. ActionAid's ethical standards for research and data collection should be followed, including a risk assessment covering security risks to communities. As a minimum, the research should 'do no harm'.
- **Women's rights:** Women's rights must be respected in all the processes. All processes of the research should seek to explore how women have been affected by the incidence of modern slavery (CECLAHT) and the effect on gender relations. It is essential that women's voices are heard clearly in the research. The timing and location of the research activities and the composition of the research team should be designed to maximize women's ability to participate in the research.
- **Transparency about methodology:** The research should include a detailed and transparent discussion of the methodology used and key decisions taken in designing and implementing the research process. This should include information about the sampling (approach to sampling, numbers of people/communities/stakeholders covered, how representative), what tools were used and why, methodological limitations and gaps.

Selected consultant(s) will also be expected to sign and abide by relevant ActionAid policies, including its Sexual Harassment, Exploitation and Abuse (SHEA) and Safeguarding Policy, Protection from Sexual Exploitation and Abuse (PSEA) Policy, Anti-Sexual Harassment, Exploitation and Abuse at Work Policy and Child Protection Policy.

9. Requirements and Experience Required

The consultancy firm or the principal researcher must demonstrate the following requirements in their application to be considered.



- A PhD degree in Development Studies, Gender studies, Social Sciences, or Other Related Fields.
- Demonstrate at least 5years experience in conducting research related to social justice, agri-business, human rights, human trafficking, forced labour, decent work, unfair contract farming practices, child protection, women empowerment, sexual and gender-based violence, agroecology, economic empowerment, and socio-economic development.
- Include details of at least 2 independent referees for similar work/services performed Technical expertise in Monitoring and Evaluation, proven experience of establishing Monitoring and Evaluation Systems, tools, and research studies.
- Familiarity with Ethiopia government policy frameworks on combatting Modern Slavery (CECLAHT), and force labour among others and Standard Operating Frameworks.
- Understanding of issues related to research ethics and child protection.
- Experience in community programming and the application of social research methodologies (both qualitative and quantitative).
- Excellent communication skills in both written and oral English, demonstrated in their ability to write comprehensive reports with in-depth analysis.
- Ability to work in multi-cultural, multi-religious and rural communities.

10. Selection / Evaluation Criteria

Consultant selection will be based on the following criteria:

- The ability to respond to and meet the essential and desirable specifications outlined in this term of reference.
- Demonstrated capacity to undertake the type of services sought.
- Relevant academic and professional qualifications and experience.
- Proposed budget and schedule.
- Technical proposal: 80%, and if the consultant firm scored less than 80% and will not be opened the financial proposal.
- Financial proposal: 20%,
- Before contracting the consultant, the consultant will also be vetted for the donor criteria

11. Submission of application

key requirements for a technical proposal.

- A capacity statement describing how they meet required qualifications and competencies including summary of similar studies previously conducted
- An expression of interest detailing their understanding of consultancy assignment
- Description of methodology, sampling strategy approach to primary data collection and analysis plan
- Include a time line of activities and level of effort required for each activity
- Detail breakdown of consultancy fee of each activity
- Team composition and roles including key members list with core qualification and thie role in the research (attach CVs of these team members)
- Two reference letters
- Two studies or evaluation reports in the area in soft copies
- The consultant must submit technical and financial proposal in sealed separate envelopes to ActionAid Ethiopia

All applications shall be submitted in hard copy within five days counting from the date of posting this announcement.

Address: Addis Ababa, Yeka Sub-city Woreda 11, House No.3044, behind CMC/Altad Street St. Michael Church (Opposite to Gast Cinema)

For more information please call at +251 911 12 60 30 or +251 911 47 84 10