



International
Labour
Organization

ACCEL Africa Project

Accelerating Action to Eliminate Child Labour in Supply Chains in Africa [RAF/18/08/NLD]

Terms of Reference

Recruitment of a Local Non-Profit Organization to implement technical vocation skills training programs for youth of a legal working age and livelihood and economic empowerment activities for workers at lower tiers of tea supply chain.

Location: Malawi- Mulanje and Thyolo

Publication date: 14 October 2021

Application Deadline: 21 November 2021 by 18:00 (GMT)



1. Background and Introduction

ACCEL Africa Project Introduction

The ILO Accelerating action for the elimination of child labour in supply chains in Africa (ACCEL Africa) project is funded by The Ministry of Foreign Affairs of the Netherlands, has the overarching goal to accelerate the elimination of child labour in Africa, through targeted actions in selected supply chains in Côte d'Ivoire, Egypt, Malawi, Mali, Nigeria and Uganda. To achieve this goal, the Malawi country component of the project is pursuing two inter-related objectives focusing on the tea and supply chains : (1) Policy, legal and institutional frameworks are improved and enforced to address child labour in global supply chains; and (2) Innovative and evidence-based solutions that address the root causes of child labour in supply chains are institutionalized. In order to achieve these intended outcomes, the project will establish Implementation Agreements (commonly referred to as 'action programmes) with selected organizations, as well as contracts with service providers and consultants.

ACCEL Africa in Malawi is implemented in the districts of Chitipa, Mzimba, Ntchisi, Mulanje and Thyolo that supply tea and coffee. The project strategy is based the vast ILO experience and evidence driven solutions in the elimination of child labour where the project will employ a supply chain approach to sustainably accelerate the elimination of child labour and contribute to the global and national efforts. The project is implemented in the context of Malawi's second Decent Work Country Programme (DWCP-II, 2020 – 2023), especially Priority Area 2: 'Ratification and application of international labour standards (ILS) and fundamental principles and rights at work (FPRW)'.

Child Labour Context

Child labour is a labour and child right issue of concern throughout the world, globally nearly 152 million children are engaged in child labour (ILO, 2017). Africa is greatly affected, with a fifth of African children (92 million) in child labour as reported in 2020. Nearly half of them were in hazardous work. The continent had both the largest number of child labourers and the highest proportion of children in child labour among the major world regions.

Although in the recent years, the Government of Malawi has made moderate progress in its effort to reduce and eliminate child labour, the child labour prevalence remains high with at least 38% of children (4-17years) in child labour according to the 2015 National child labour

survey. At least, 67.7% of children are identified to be in the agriculture sector which is the main source of employment (USDOL, 2020) and raises a concern. The government of Malawi through the second decent work country program (DWCP –II) and National Action Plan provide a framework for response to eliminate child labour. The ACCEL program aligns its strategy to both policy documents.

Furthermore, in February 2020, African Heads of States adopted the Ten Year Action Plan to Eradicate Child Labour, Forced Labour, Human Trafficking and Modern Slavery (2020-2030). This Action Plan provides an immediate framework for mobilizing African Union institutions, Member States, Regional economic Commissions (RECs) and other partners on the continent to scale up efforts and accelerate progress towards the achievement of the AU Agenda 2063 and target 8.7 of the Sustainable development goals.

In March 2020, Malawi became an Alliance 8.7 Pathfinder Country, following the voluntary request. In the request, the GoM committed to enhance child labour elimination efforts already under way by, amongst other things, developing a time bound workplan that sets out measurable actions, leveraging new and existing resources to implement the workplan, collecting data to measure the outcomes, and sharing such data with relevant stakeholders to motivate continuous improvement. As an Alliance 8.7 Pathfinder country, Malawi has committed to accelerating its efforts to achieve target SDG 8.7.

Therefore, the ILO ACCEL Africa strong alignment to national policies, programmes and other existing initiatives demonstrates an evidence driven approach to accelerate the elimination of child labour. It further demonstrates its unique design and results framework in dealing with child labour across supply chains.

Malawi's Tea Sector

In Malawi, tea is predominantly cultivated in Thyolo, Mulanje and Nkhata Bay districts. Out of these three major tea-producing districts, the ACCEL Africa project is targeted in the two that are in the Southern Region of the country namely: Mulanje and Thyolo. These two districts share a border, thereby comprising a contiguous geographic intervention area for the project. This Agreement thereby follows the ACCEL Africa project's overall geographic coverage, and likewise targets these two districts.

Mulanje District



Mulanje district covers an area of more than 2,000 km² and has a population of almost 600,000. The latest available district-level data show that Mulanje District has the highest overall prevalence of child labour (52.1 per cent) and the highest prevalence of children in hazardous work (43.3 per cent) of any of the ACCEL Africa project's targeted districts (MICS 2013 – 2014). The 2011 district-level baseline survey on child labour in Mulanje conducted by the ILO found that 26.7 per cent of children interviewed in Mulanje District were involved in child labour. A significant proportion (18 per cent) of child labourers in Mulanje District interviewed during the 2011 ILO survey reported having been “beaten or physically hurt”, and 4.5 per cent reported having been sexually abused, while more than 40 per cent of child labourers interviewed in the survey reported being “constantly scolded”.

Participants at the February 2020 project closure workshop for the Flanders-funded ILO ‘Promoting Decent Work on Tea Plantations in Malawi’s Thyolo District’ project recommended scaling-up of ILO-supported activities beyond Thyolo to include additional tea-producing districts in Malawi. In this regard, it is noteworthy that the ACCEL Africa project covers both Thyolo as well as Mulanje districts.

In terms of district-level programme strategies in Mulanje District, this Agreement will build on the work accomplished by the ILO in the context of the SNAP project. Among other activities, at the district-level in Mulanje, the SNAP project focused on the prevention and withdrawal of children from the worst forms of child labour, including in the tea sector. This included the establishment of ‘child labor free zones’. The SNAP project implemented by the ILO through a local Non-Governmental Organization, Active Youth Initiative for Social Enhancement (AYISE) utilised an Integrated Area Based Approach (IABA) and supported the Mulanje District Child Labour Committee (MDCLC). Other local Non-Government Organizations (NGOs) that are active in the fight against child labour in Mulanje include the Network for Youth Development (NfYD), which operates a child protection and participation project in the district, and has been conducting media sensitization tours of the district that have resulted in media coverage of child labour issues.

Thyolo District

Thyolo District covers an area of more than 1,700 km² and has a population of almost 500,000 people. The MICS 2013 – 2014 data show an overall child labour prevalence of 44.3 per cent in the district, with a prevalence of children in hazardous work of 39.9%. The Flanders-funded ILO ‘Promoting Decent Work on Tea Plantations in Malawi’ was implemented in Thyolo District. The present Agreement will build upon the capacities built in Thyolo District in the context of the



Flanders project.

2. Objectives

In line with ACCEL Africa project outcome 2 'Innovative and evidence-based solutions that address the root causes of child labour in supply chains are institutionalized' the ILO ACCEL Malawi wishes to engage services of an experienced and innovative local organization through an implementation agreement commonly referred as Action Programme. The objective of this solicitation is to recruit a non-profit organization to implement technical vocation skills training programs for youth of a legal working age; and livelihood and economic empowerment activities for workers at lower tiers of tea supply chain in the context of the ACCEL Africa project.

The specific objective for this action program is to:

- i. Strengthen and increase the capacity of local organization in the delivery of child labour related programs
- ii. To roll out technical vocation skills training programme for targeted vulnerable youth beneficiary to prevent and withdraw from child labour
- iii. Workers and producers at the lowest tiers of the supply chain are supported to diversify and enhance their livelihoods with special attention to the specific needs of women.

3. Scope of work and Deliverables

3.1. Methodology.

The identified non-profit organization will be expected to deliver an action program through a result based framework and tripartite mechanism that involves the government and social partners such as workers and employers to bring about sustainable results.

It is expected the organization will incorporate a contingency plan that accounts for COVID 19 government restrictions to ensure continued program delivery within the agreed duration.

3.2. Deliverable



No	Deliverables
	Work plan and Situation analysis report
1	<u>Development of a beneficiary Identification criteria:</u> In close consultation with district and community child protection structures and public authorities, criteria developed for identification of children aged 14-17 at risk or victims of child labour for vocational skills training programmes
2	<u>Identification of beneficiaries in the vocation skills training program:</u> In close collaboration with local child protection structures and public authorities identify 150 children aged 14-17 identified for vocational skills training programmes;
3.	<u>Enrolment of 150 children (14-17 years) in a accredited vocation skill training Centre:</u> In partnership with the TEVETA, 150 identified children enrolled in vocational skills training programmes that respond to the needs of child beneficiaries and vocation skills labour market;
4.	<u>Development of an Identification criteria for women and men to be involved in economic diversification programmes:</u> In close consultation with local child protection structures, farmers-based organizations including trust associations and cooperatives, and public authorities, criteria developed for identification of vulnerable men and women for economic diversification programmes;
5	<u>Identification of women and men for economic diversification programmes:</u> In collaboration with farmers-based organizations including trust associations and cooperatives, vulnerable 250 men and women at lower tiers of supply chains identified for economic diversification programmes;
6.	<u>Enrolment of identified women and men in economic diversification programmes</u> that respond to the needs of adult beneficiaries and the market implemented in collaboration with farmers-based organizations including trust associations and cooperatives.
7.	<u>Conduct Trainings:</u> Capacity of trust associations and cooperatives strengthened for taking actions against child labour. Conduct trainings targeting cooperatives with action plan/outputs that institutionalize efforts of child labour reduction.

8.	Implement Social finance activities such as extending universal health coverage or developing market-oriented financial services in partnership with tea supply chain actors for workers at lower tiers of supply chains designed and piloted;
9.	Child and adult beneficiaries monitored using the Direct Beneficiary Monitoring and Reporting system developed by the ILO's ACCEL Africa project;
10	Document and share best practices experience in implementation: Knowledge sharing in close collaboration with the public authorities, document the model of interventions for knowledge sharing and further replication; and document and share success stories and published as evidenced to efforts been made
11	Progress and Final Technical reports produced and submitted to the ILO.

3.4. Program Action duration

The action program will be for a period of 8 months with anticipated started date of December 2021 to August 2022.

5. Required experience and qualification of Organization

A reputable non-profit organization with the relevant expertise, skills, qualifications and experiences to successfully carry out the action programme will be selected as the implementing agency. Requirements below will be analyzed in the selection process:

- Sound knowledge and familiarity of Malawi's community development and agricultural development landscape (tea sector) with substantial experience in working with farmer based organizations, trust associations, co-ops, tea supply chain actors, and economic empowerment groups especially in the field of child labour.
- A proven record of accomplishment in carrying out similar work with Knowledge and ability to develop and implement innovative evidence based solutions following the deliverable schedule.
- Certification: Legally registered with necessary authority agencies that include NGO board, National registrar general, and Malawi revenue authority.
- Existence of Auditable financial accounts and governance structures that reflect organization and capacity to undertake the action program
- Prior working experience with a UN agency is an asset



6. Mode of Application and Evaluation

All Interested and qualifying non-profit organization that meet the above requirement are encouraged to apply and submit a short technical and financial concept note/proposal highlighting the understanding of the Terms of Reference of not more than 20 pages.

Proposal Format

- The technical offer must include, but not necessarily be limited to, the following:
- A note of understanding of these terms of reference;
- A detailed documentation of the organization capacity (demonstrating certification with relevant authority agencies and experience in implementing similar program
- Results based work plan that highlights deliverables to be achieved.
- Methodology to be executed in undertaking the action program
- Sound strategies that can address concerns in terms of sustainability, ownership, partnership and institutionalization
- List of potential partners (research institutes, supply chain actors, public and/or private service providers) with whom activities will be implemented in the field
- Summarized financial budget indicating cost of implementation.
- A letter of commitment from the organization;
- A presentation of the organization highlighting its qualifications and professional experience.

Evaluation Criteria for the Technical Offer

In this recruitment process, the concept notes/proposals will be assessed based on the following criteria:

- ▶ Organization's experiences, expertise and capacity in implementing an action programme to combat child labour in the target districts with a particular focus on tea supply chain (10 points)
- ▶ Organization's experiences, expertise and capacity in implementing technical vocational skills training programmes for youth of a legal working age and livelihood and economic empowerment activities for workers at lower tiers of tea



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supply chain (10 points)

- ▶ Organization's experiences, expertise and capacity in developing and implementing capacity building programmes for member based organizations such as cooperatives as well as social finance service programmes to support workers at lower tiers of supply chain (10 points)
- ▶ Quality of concept note/proposal (40 points)
- ▶ Financial proposal (30 points)

Only organization that submitted the best proposal will be invited to a meeting with the ILO in order to develop more elaborated technical proposal and its detailed budget.

Instructions for applicants

Initial concept notes/proposals should be sent by email only to: lusaka@ilo.org no later than 21 November 2021 at 18:00 (GMT). Offers sent after the date and time indicated will not be considered. Please put in the subject line of the email: "Initial proposal to implement technical vocation skills training programs for youth of a legal working age and livelihood and economic empowerment activities for workers at lower tiers of tea supply chain in Malawi".