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 coffee supply chain.

Location: Malawi- Chitipa, Mzimba and Ntchisi

Publication date: 14 October 2021

Application Deadline: 1 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 (4-17 years) 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 Coffee Sector

Coffee is predominantly grown in Ntchisi, Mzimba, Rumphi and Chitipa districts. Out of these four districts, the project selected three districts, namely Chitipa, Mzimba, and Ntchisi. Tobacco is grown in all three of these targeted districts. The Coffee Association of Malawi will be a key stakeholder in the coffee-growing areas and supply chains.

Chitipa District
Chitipa District is the northernmost district in the Northern Region. The capital of the district is Chitipa town (formerly known as Fort Hill). The district covers an area of 4,288 km² and has a population of 126,799. Chitipa district borders districts Karonga district and Rumphi district, and has international borders with Tanzania and Zambia. Chitipa district is subdivided into five main areas known as Misuku to the east, Kameme to the north, Bulambia right at the centre while Wenya and Nthalire areas are situated to the south of the district. Chitipa had the highest prevalence (36.4%) of children less than 5 years old involved in economic activities (other than household chores) out of the project's five targeted districts, as well as the highest prevalence (25.3%) of children aged 5 – 17 involved in economic activities (other than household chores) (MICS 2013 – 2014). Some 31.7% of children were working under hazardous conditions (MICS 2013 – 2014).

Mzimba District

Mzimba District is located within the Northern Region. Mzimba district, which covers an area of 10,430 km² and has a population of 610,944, is the largest district in Malawi. The most common occupations are subsistence farming of maize and beans supplemented by cattle herding. In addition, tobacco and coffee are grown as cash crops. The western boundary of the district is an international border with Zambia. According to MICS data, in 2013 – 2014, Mzimba had the lowest baseline prevalence of child labour out of the project's five target districts, with an overall prevalence of 30.3%, and a prevalence of children working under hazardous conditions of 20.4%. The ILO conducted a district-level baseline survey on child labour in Mzimba in 2011 in the context of the Support to the National Action Plan to combat child labour (SNAP) project (ILO project code MLW/09/50/USA), supported by United States Department of Labor (US-DOL). The 2011 baseline survey, which was carried out by the Sustainable Development Policy Institute (SDPI), reported that 40% of children interviewed in the district were involved in child labour, the vast majority (91%) of whom worked in their homes as unpaid family workers (91%). Hazardous work performed by children reported by the 2011 survey included working with hoes and – less commonly – knives, sickles, saws and sprayers. Almost no children reported (1.7%) reported using any Personal Protective Equipment (PPE).

Ntchisi District

Ntchisi District is in the Central Region. Ntchisi district covers an area of 1,655 km² and has a population of 199,341, with a population density of about 128 people per square kilometre. Key crops cultivated in the district include beans, potatoes, coffee, maize and tobacco. Forestry, irrigation and livestock herding are other sources of income. The district economy has very little private industry. The largest employer in the district is the government. In 2013 – 2014, Ntchisi
had an overall child labour prevalence of 37.5% and a prevalence of children working under hazardous conditions of 30.9% (MICS).

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 coffee 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
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<tr>
<th>No</th>
<th>Deliverables</th>
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<tbody>
<tr>
<td><strong>Work plan and Situation analysis report</strong></td>
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<tr>
<td>1</td>
<td><strong>Development of a beneficiary Identification criteria:</strong> 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</td>
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<td>2</td>
<td><strong>Identification of beneficiaries in the vocation skills training program:</strong> In close collaboration with local child protection structures and public authorities identify 150 children aged 14-17 identified for vocational skills training programmes;</td>
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<td>3.</td>
<td><strong>Enrolment of 150 children (14-17 years) in a accredited vocation skill training Centre:</strong> In partnership with the TEVETA, 150 identified children enrolled in vocational skills training programmes that respond to the needs of child beneficiaries and the labour market;</td>
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<td>4.</td>
<td><strong>Development of an Identification criteria for women and men to be involved in economic diversification programmes:</strong> In close consultation with local child protection structures, cooperatives and public authorities, criteria developed for identification of vulnerable men and women for economic diversification programmes;</td>
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<td>5</td>
<td><strong>Identification of women and men for economic diversification programmes:</strong> In collaboration with cooperatives, vulnerable 250 men and women at lower tiers of supply chains identified for economic diversification programmes;</td>
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<td>6.</td>
<td><strong>Enrolment of identified women and men in economic diversification programmes</strong> that respond to the needs of adult beneficiaries and the market implemented in collaboration with cooperatives.</td>
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<td>7.</td>
<td><strong>Conduct Trainings:</strong> Capacity of cooperatives strengthened for taking actions against child labour. Conduct trainings targeting cooperatives with action plan/outputs that institutionalize efforts of child labour reduction.</td>
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<td>8.</td>
<td><strong>Implement Social finance activities</strong> such as extending universal health coverage or developing market-oriented financial services in partnership with coffee supply chain actors for workers at lower tiers of supply</td>
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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 (coffee sector) with substantial experience in working with farmer based organizations, co-ops, coffee 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
All interested and qualifying non-profit organizations 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 coffee 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 coffee 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](mailto:lusaka@ilo.org) no later than 1 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 coffee supply chain in Malawi".