



Request for Proposals - Feasibility study for a vocational training and formal employment scheme for survivors of slavery in Ethiopia

About the Freedom Fund

The Freedom Fund is a leader in the global movement to end modern slavery. We identify and invest in the most effective frontline efforts to eradicate modern slavery in the countries and sectors where it is most prevalent. At present, the Freedom Fund operates programs in seven hotspots: three in India, two in Nepal, one in Ethiopia and one in Thailand.

About our Ethiopia Program

Ethiopia is experiencing high levels of migration of women and girls to the Middle East for domestic work. In transit and on arrival, these women are at high risk of exploitation. On return to Ethiopia, many are in dire need of mental health and other support. A hotspot program was launched in partnership with the Ethiopian government in 2015 to improve livelihoods and enable a better understanding and practice of safer migration approaches.

RFP overview

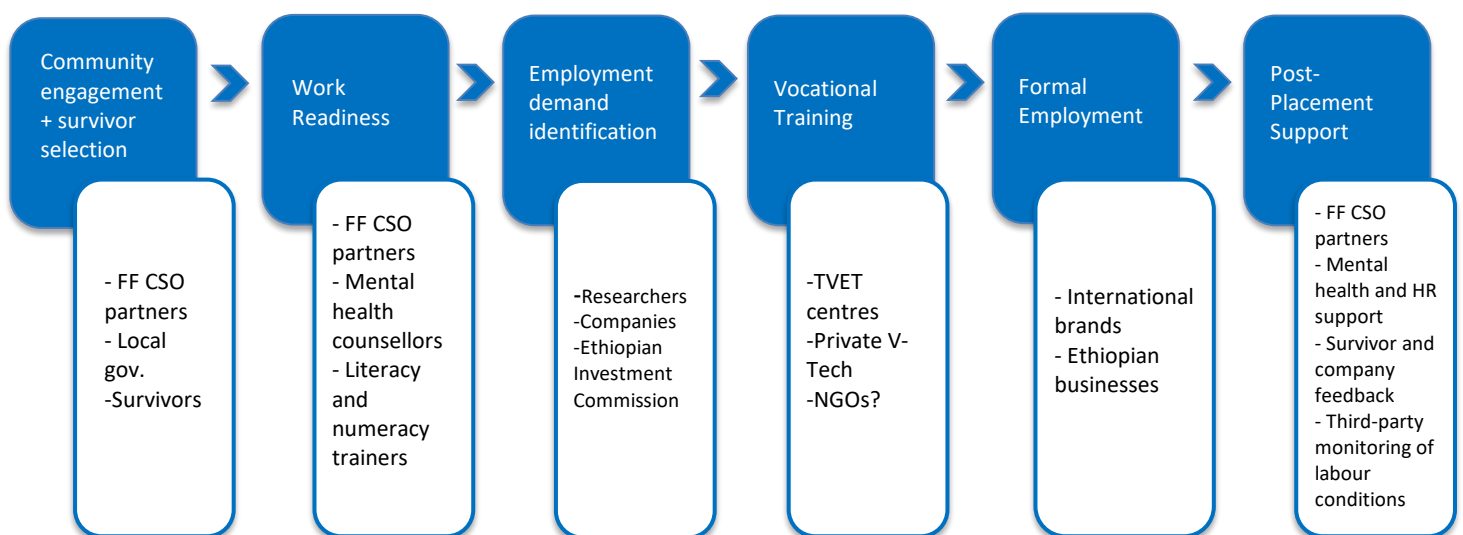
The Freedom Fund is requesting proposals to explore the feasibility of setting up a survivor training program leading to formal employment in Ethiopia.

Building on the model of the GenOne [Vocational Training and Employment Centres](#) (VTEC) scheme in Australia, we are seeking to create a program that would connect women survivors of trafficking and domestic servitude with formal, long-term employment in international businesses operating in Ethiopia or Ethiopian businesses.

To be successful, the program will require the active participation of a range of actors in Ethiopia, including the private sector, regional and national government training centres, civil society organisations and survivors. We envisage partnering with international or Ethiopian brands and suppliers to guarantee a fixed number of job placements, and working through government Technical and Vocational Education and Training (TVET) centres to provide survivor graduates with nationally recognised qualifications.

TIMING	ACTIVITIES
Preparation phase	<ul style="list-style-type: none"> Completion of the feasibility study and decision on whether to proceed with the program
Year 1	<ul style="list-style-type: none"> Establish relevant partnerships with employers and training organisations Train and place 100 women workers
Year 2	<ul style="list-style-type: none"> Train and place 500 women workers Conduct an evaluation of the program
Year 3	<ul style="list-style-type: none"> Train and place 500 women workers (bringing total to 1,100 by year end)

A possible structure for the program is as follows:



Background

It is estimated that about 1,700 young women leave Ethiopia each day to seek employment as domestic workers in countries across the Middle East. Whilst some will find decent work, many will be exposed to abuse, exploitation and even servitude in the homes of their employers.

Those who manage to escape or are sent back to Ethiopia often find themselves in debt with physical and mental health issues, and they face stigma from their families and home communities. Many survivors will struggle to sustain themselves through informal income-generating activities. Few, if any, will secure stable, long-term employment in the formal economy.

The Freedom Fund partners with Ethiopian civil society to provide a range of support to survivors so that they can have viable livelihoods in Ethiopia. This support includes forming savings and loans groups, vocational training and assistance in setting up microenterprises.

However, there continues to be a gap in the ability of vulnerable women to secure employment in the formal job sector. We believe that addressing this gap is critical to the recovery and long-term prospects of survivors.

Feasibility study

We are seeking to appoint a consultant (consultancy team) to help the Freedom Fund explore the feasibility of setting up a formal employment scheme to train and provide jobs to 1,000+ survivors over a period of three years. The consultant will be expected to speak to government, business and civil society organisations in Ethiopia and produce a report identifying key opportunities, challenges, choices and potential partners for the Freedom Fund in developing this scheme. Depending on the report's findings, the Fund would seek to launch a preliminary phase of the scheme, which would see 100 survivors placed in jobs by the end of the first year, and then increase to 500 per year in year two and three.

The feasibility study should answer the following points:

1. The market and potential private sector partners
 - a. What are the main industry sectors and job types that should be considered for this scheme? Consideration should be given to industries, roles and skill sets that are appropriate for the target group.
 - b. What would be the approximate pay and working conditions for participants in the scheme, and would this be sufficient for their needs?
 - c. Which specific businesses or brands might be approached to partner in this scheme, and why?
2. Training and work readiness
 - a. What are the main barriers to formal employment that survivors face?
 - b. What types of training are required to overcome these barriers?
 - c. Who should provide this training?
 - d. What are the opportunities and challenges of government TVET centre involvement?
 - e. Are there existing curricula that would fit the needs of the scheme?
 - f. Which other partners, including existing Freedom Fund NGO partners, might need to be involved in preparing survivors for employment and supporting them once employed?
3. Survivor-centred design
 - a. How do survivors view the job market? Which industries and jobs are most appealing to survivors?
 - b. How should participants in this scheme be selected?
 - c. What kind of support would be required to assist survivors once placed in jobs?
Are there any other issues the Fund should consider relating to the well-being of survivors in this scheme, such as how to ensure that their personal history is not exposed to their colleagues at work?
4. The model
 - a. What would be the most effective structure for a VTEC style scheme of formal employment for survivors of trafficking and domestic servitude? What adjustments to the GenOne VTEC model would be required to make it relevant to the Ethiopian context and the target group?

- b. What specific roles and responsibilities should the different partners, including the Freedom Fund, play in the scheme?
 - c. What are the legal and government regulations relevant to this project?
5. Costs
- a. What would be the estimated cost of a program to formally train, employ and support 1,100 survivors over three years?
 - b. What is the potential for government or business to contribute toward these costs, either in financial or in-kind terms?
6. Measuring success
- a. What metrics should be used to measure the impact of the scheme?
7. Considerations and possible timeline for preliminary phase
- a. What might be an indicative timeline for the key set-up and implementation components of the scheme's first year?
 - b. Are there any other issues that the Freedom Fund should consider in planning the scheme?

Expected outputs

The scoping study should deliver:

- a final research plan including research questions, tools and interview targets (by 1 February)
- a draft report answering all research questions (by 15 March)
- a final report, incorporating feedback from the Freedom Fund, to include a set of recommendations (by 31 March)
- transcripts of interviews and bibliographical references (by 31 March)
- contacts details for all relevant individuals met as part of the research (by 31 March)

Remuneration

We anticipate this study to take up to 50 days of work. Applicants should indicate their estimated time required and proposed daily fee rate.

How to apply

We encourage applications from qualified individuals, consultancies and non-governmental organisations. Non-Ethiopian entities can apply but should demonstrate a deep understanding of the Ethiopian socioeconomic and legal context and will be encouraged to partner with an Ethiopian entity.

To apply, please send:

- A cover letter expressing your interest
- An outline methodology and timeline for undertaking the study
- CVs of the proposed team, with references to previous relevant work
- A proposed budget

The deadline for application is 21 January 2019.

If you wish to discuss any aspect of this RFP, please send your questions by 11 January 2019 to rfp@freedomfund.org.

Applications should be sent to rfp@freedomfund.org, with the subject line 'VTEC feasibility study'.