



THE REPUBLIC

OF THE GAMBIA

MINISTRY OF TRADE, INDUSTRY, REGIONAL INTEGRATION AND EMPLOYMENT

**TERMS OF REFERENCE FOR THE DEVELOPMENT OF A CHILD LABOUR
POLICY THE GAMBIA**

Purpose:	To develop a comprehensive Child Labour Policy for the Elimination of Worst Form of Child Labour in The Gambia
Consultancy mode:	National
Contract Type:	Individual Contractor
Suggested Duration:	70 working days
Suggested Timeframe:	14 th September 2022 – 20 th December 2022

Background

The challenges of child labour still persist in recent times and The Gambia is not an exception. According to the International Labour Organization (ILO) publication¹, a total of 152 million children – 64 million girls and 88 million boys – are in child labour globally, accounting for almost one in ten of all children worldwide. The same report went further to explain that nearly half of the children in child labour (73 million children in absolute terms) are in hazardous work that directly endangers their health, safety, and moral development. These figures tell why the duty of protecting children from Child Labour has continued to be a challenge to the various actors working to proffer solution to its reduction and possible elimination.

According to the findings of the 2018 GLFS report, there are 495,717 children of age 7-14 years of which 249,912 are females and 245,805 are males. The majority (52%) live in the urban areas while 48 per cent live in the rural areas. Brikama in the West Coast Region had the highest number of children aged 7-14 years (219,398), followed by Kanifing Municipality and Basse in the Upper River Region with 85,968 and 51,084 children respectively. The economic activity of the children was also captured in the MICS 2018. The findings of the survey further shows that the proportion of the male working children is 74.7 per cent and 25.3 per cent are females. Similar pattern is observed for the idle children as well where more males are unemployed than females. Urban areas had more working children (59.7%) while the rural areas had more non-working children (63%).

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Given that work is usually traded for school attendance for children, the data shows that 76 per cent of the children who are not working attend school while for those who are working 65 per cent attend school. Analysis of the results in terms of level of education shows that for working children 58.2 per cent had primary level of education and 30 per cent had no schooling.

The report indicated that there are 377,326 youth who are actively participating in the labour force, of which 54.4 per cent are males and 45.6 per cent females. By place of residence, 51.4 per cent of the actively engaged youth are from the urban areas while 48.6 per cent from the rural areas. Brikama had the highest proportion of the economically active youth (38.3%), followed by Kanifing (19.1%) and Basse (13.6%).

The Survey report revealed that Youth unemployment rate is 41.5 per cent. The proportion of youth employment-to-population ratio in the urban areas is 54.7 per cent and in the rural areas is 45.3 per cent. The proportion of male youth who are employed is more than their female counterparts in all statuses of employment. By industry of employment, 26.4 per cent of the employed youth are in other service activities and 11.2 per cent and 9.2 per cent are engaged in wholesale and retail trade and agricultural, forestry and fishery sectors respectively. Male youth are also more employed in both sectors of employment (private and public) than females. Likewise, youth in the urban areas are more employed in both sectors than those in the rural areas. Regarding youth underemployment, 54.7 per cent are from the urban areas while 45.3 per cent from the rural areas. The data also shows that 30.6 per cent of youth in the urban areas are unemployed and 69.4 per cent are unemployed in the rural areas.

The Gambia is also a source, transit, and destination country for children subjected to forced labour and sex trafficking, and a source country for men and boys subjected to forced labour. Women and girls are victims of domestic servitude and sex trafficking, and boys are victims of forced and bonded labour in street vending, domestic service, agriculture and begging. The elimination of worst form of Child Labour is intrinsically linked to promoting “*sustained economic growth and full and productive employment and decent work for all*”, as established in SDG 8.

Rationale and Objectives

The main objective of the consultancy is to develop a comprehensive Child Labour Policy for the Elimination of worst form of Child Labour in The Gambia. The Child Labour Policy is to be

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align with the ILO, UNICEF and ECOWAS Regional framework towards the Eradication of worst form of Child Labour and the ECOWAS Child Protection strategic framework.

Scope of work

Under the direct supervision of the Director of Employment, in close collaboration with the National Steering Committee on child labour and the Child labour Focal Unit of the Department of Labour, the consultant will be recruited for 120 working days within one month. She/he will be responsible to formulate a Child Labour Policy on the elimination of worst form of Child Labour in the Gambia.

Specifically, the Consultant will be responsible for undertaking the following tasks:

- Make reference of relevant documents relating to Child labour including the Children's Act 2005 and the Labour Act 2007.
- Refer to the conventions 182 and 138. ILO and UNICEF reporting standards; UNICEF and ILO tools and manuals developed in the areas of child labour, education, social protection, occupational health and safety and decent work agenda.
- Engage Members of the National Steering Committee on child labour and other key stakeholders, e.g.: DOL, MGCSW (Directorate of Children Affairs and the Directorate of Social Welfare, UNICEF, CPA, NAATIP, GPF, GID, etc.
- Prepare evaluation report and share zero draft with key Stakeholders for inputs
- Prepare Power Point Presentation on the evaluation report incorporating the initial inputs on the inception report
- Present evaluation report at the validation workshop
- Lead Members of the National Steering Committee on child labour and other key stakeholders in drafting the second phase of the Policy.
- Share the draft National Policy with relevant stakeholders, especially those who participated in the drafting session.
- Make reference to the ILO, UNICEF and ECOWAS Regional framework on the elimination of child labour

Expected Deliverables

The Consultant(s) is expected to deliver the following;

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- a) An Inception report that clearly demonstrate good understanding of the Child Labour Policy
- b) Presentation of the first draft report with selected stakeholders
- c) Pre validation workshop
- d) Validation workshop
- e) Submission of final and acceptable draft (both hard and soft copy).

Timeline and Duration of this consultancy

The assignment is expected to take **70 working days** beginning from the date of signing of the contract with the Ministry.

Required Qualifications

- University degree, preferably in Social Science, Law, Humanities or an equivalent combination of training and experience;
- A minimum of five years' work experience in the areas of research and analysis, project/ programme development and conducting trainings /facilitation of workshops for National stakeholders
- In-depth knowledge and understanding of issues of child labour in the Gambia
- Knowledge in ILO, UNICEF and ECOWAS Regional framework for elimination of child labour
- Good research, analytical, reporting, presentation and drafting skills;
- Ability to analyze and interpret data.
- Extensive work experience and proven record in development of national documents
- Excellent command of oral and written English with good communication and facilitation skills
- Demonstrate experience of having undertaken similar assignments
- Knowledge of the functioning of the International Labour Organization, the UN system and other international organizations.

Experience:

A minimum of five years of relevant experience of working on child welfare/social welfare Policy issues especially with to regards to formulation. Experience in carrying out a similar work/assignment in other African country would be a great advantage. Ability to undertake technical policy-focused research with strong analytical capacity and experience in socio-economic analysis, and have excellent report writing, communication and interpersonal skills will be an advantage

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Language:

Excellent knowledge of the English language and capacity to communicate fluently with different stakeholders (Government authorities, Development Partners, civil society and other key stakeholders)

Selection Criteria

The selected candidate will be expected to have:

- Proven expertise and experience in the area of Child Labour elimination, social welfare, and/or psychosocial support field in the context of child protection.
- Direct experience of operating international level in the Middle East region
- Proven excellent drafting and analytical skills

Payment modalities

The total Consultancy is for 120 working days. Payments will be made in Gambian Dalasi (GMD) with the following payment methodology:

First payment: 20% will be paid upon signing of the MOU for resource mobilization

- Official submission of inception report; Outlining details of activities with proposed methodology and
- Timeline/delivery dates: The inception report should also include the timelines of delivery dates, outline policy assumptions, the advocacy strategy, M&E template and resource mobilization recommendations procedures, policy implications.

(ii) **Second payment:** 30% after the submission of the first draft report to the Ministry for internal review and to incorporation inputs; recommendations, comments. The first draft should also include policy assumptions, an outline for the advocacy strategy, filled M&E template and resource mobilization recommendations procedures, and policy implications.

(iii) **Third payment:** 30% upon submission of the second draft report ready for validation and to include the Action Plan on the elimination of child labour

(iv) **Final payment:** 20% upon submission of the final report of the clean validated National Policy and National Action Plan on the Elimination of child labour in the Gambia.

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Supervision

The consultant will be under the supervision of Directorate of Employment of the Ministry of Trade, Industry, Regional Integration and Employment in collaboration with the Department of Labour; Head of Child Labour Unit.

Deadline for submission of applications:

All interested consultancy can submit their proposals on or before **7th September 2022 by 16:00 Hours**. Proposals can be addressed to the address below;

Permanent Secretary

Ministry of Trade, Industry, Regional Integration and Employment,

Independent Drive,

Banjul.

Proposals can also be submitted by email on:

info@motie.gov.gm,

fabbajammeh@gmail.com,

papasecka@gmail.com,

madelinejcolley@gmail.com

For further inquiries please contact the following numbers for any clarifications:

+220 7886995 +220 2326418 or +220 7540782

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