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## TERMS OF REFERENCE FOR THE ANALYSIS AND REPORTING ON CHILD LABOUR AND CHILD TRAFFICKING SITUATION AND LEGAL FRAMEWORK IN ZIMBABWE.

### Background

Child labour, child trafficking and the worst forms of child labour issues are a concern to the government of Zimbabwe, CSOs and people of Zimbabwe. Empirical research and studies on child labour have been conducted over the years like the Child Labour Surveys in 1999 and 2004, 2008 and 2019 all of which showed that child labour exists in Zimbabwe mainly in the agricultural and domestic sectors. This includes hazardous work that children are exposed to. Poverty has consistently been identified as the main driving force for child labour. The country continues to experience child labour and child trafficking although Zimbabwe has several domestic instruments which can be used to protect children (boys and girls) from these vices, including the 2013 Constitution, the 2016 Immigration Act (Article 4 and its respective regulations), the 2016 Refugees Act (Article 13 and its accompanying regulations), the 2014 Trafficking in Persons Act, the 2016 Labour Act, the 2021 Marriages Act (Article 5), the 2023 -2028 Zimbabwe Trafficking in Persons National Plan of Action (NAPLAC) and the Children Amendment Act No 8 of 2023 which strengthened child protection by aligning the Children’s Act with the Constitution and international conventions.

With financial support from European Commission, Zimbabwe National Council for the Welfare of Children (ZNCWC) in a consortium with Coalition against Child Labour in Zimbabwe (CACLAZ), Save the Children and Zimbabwe Environmental Law Association (ZELA) is implementing an action in fighting against child labour and child trafficking in Zimbabwe. The action is targeting three (3) districts: Chiredzi, Hurungwe and Mudzi with major focus on contributing to the reduction of the worst forms of child labour and child trafficking in Zimbabwe. The specific objective of the Action is to strengthen CSOs capacities on advocacy for child labour reduction and children’s human rights enforcement.

### PROJECT OBJECTIVES

Overall objective: to contribute to the reduction of the worst forms of child labour and child trafficking in Zimbabwe’

#### Specific objectives:

1. to strengthen CSOs capacities on advocacy for child labour reduction and children’s human rights enforcement

#### Objectives of assignment

- To understand the adequacy of the legal provisions towards eliminating child labour and child trafficking and response services, including justice/legal support for survivors of SGBV, CAAFAG and other WFCL.
- To produce policy and legislative analysis on child labour and child trafficking and share with key stakeholders.
- To develop a press statement on legal provisions towards eliminating child labour and child trafficking.



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- To review gaps in the child labour legislation and enforcement of laws including minimum age for work, light work, decent work (types, conditions, hours and pay), the worst forms of child labour (WFCL). including a hazardous work list.
- . And offer recommendations to review the legislation.
- To produce a child sensitive and disability friendly reports for girls and boys.
- To develop a situation analysis report on the child labour and child trafficking legal framework in Zimbabwe and the provisions for children in or at risk of child labour and child trafficking.
- Dissemination of findings with relevant stakeholders.

**Expected results.**

1. Development of the Legal and gap analysis report.
2. For other expected results refer to the objectives of the assignment on top.

**Project coverage**

The assignment will be conducted in the following districts: Chiredzi, Hurungwe and Mudzi within a timeframe of twenty (20) workings days.

**NB. Consultant will be co-managed by ZNCWC and Save the Children**

**Deliverables**

Deliverable	Deliverable Description	Payment schedule
Inception report	The evaluator will draft an inception report upon the review of the available documents provided by EC Project and information shared through inception briefing with the Project Management Team. The inception report will include, among other things, evaluation questions, data collection methodologies, proposed sources of data, proposed sites and timelines/workplan.	
Preliminary findings/ Data Sets Provision:	The evaluator shall share raw data collected from the field without much analysis drawn on it.	
Draft reports:	Report structure should follow evaluation report guidance under quality assurance plan which will be shared with the consultant. The evaluator shall share the report at least 2 days before the presentation to project team.	
Presentation of draft report:	The consultant to develop a presentation. The presentation will be given on the draft report and the draft report will be shared with Project Management Team for comments. In addition to validation of data, the evaluator should draft practical recommendations in consultation with stakeholders.	
End line evaluation report:	The final report will not exceed 50 pages (not including annex) in hard and soft copy to be submitted to ZNCWC.	
one day learning event/ Validation meeting	To disseminate lessons learned through a presentation and a workshop facilitated by the consultant in Harare at national level.	



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Press release statement	The consultant will produce a statement press in both local and English on legal and legislative issues affecting child labour and Child trafficking.	
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**Qualification and Experience The agency should have:**

- An advanced degree in law with expertise in labour laws, child rights and human trafficking laws.
- Minimum 10 years' experience in child rights and child protection work.
- Consultant(s) or consultancy team should consist of person(s) with legal, monitoring and evaluation/data analysis expertise. NB with a minimum of three (3) team members.
- Proven experience in gender sensitive research, evidence collection, monitoring, or evaluation of children's rights, especially child protection and children's participation.
- Excellent verbal and written communication skills especially in presenting findings and data analysis.

**Application process**

Firms and Consultant(s) who meet the qualifications above should submit an expression of interest, which should include the following:

- A narrative/technical proposal (max 6 pages).
- A financial proposal indicating all costs associated with the consultancy, clearly showing the cost per activity. Costs should be inclusive of VAT.
- CVs of consultant(s) who will work on the assignment.
- At least contacts of three referees who can vouch for the quality of your work

Completed bids must be sent by e-mail in PDF format to: [legalgapanalysis@gmail.com](mailto:legalgapanalysis@gmail.com) on or before the 16<sup>th</sup> of June 2024 at 1700hrs with heading Child labour and child trafficking legal gap analysis in Zimbabwe. No hard copy submissions will be accepted.

**NB Applications from individuals or consultancy teams previously contracted by ZNCWC in the past three (3) years will not be considered for this assignment. Applications received outside of the stipulated processes will not be considered for this assignment.**