1.0 Project Background:
Uganda is among the countries that ratified the ILO conventions 183 on minimum age for employment (1873) and 182 on worst forms of child labour (1999) as a measure to end child labour. In 2018, Uganda made a moderate advancement in efforts to eliminate the forms of child labour. The government-initiated proceedings to harmonize legal provisions on minimum age to align with international standards. It also drafted a National Action Plan on Child Labour, which was approved in February 2019.

However, children in Uganda still engage in child labour in the different sectors of Agriculture, industry and services. In these different sectors children are exposed to worst forms of child labour which include commercial sexual exploitation, a range of agriculture activities, brick making, domestic work, stone quarrying and mining which is the project’s entry in eliminating child labour. Sometimes as a result of human trafficking. Children also perform dangerous tasks in gold mining. According to the Uganda Poverty Assessment Report 2016, by UBOS, over two million children aged 5-17 years (15%) are engaged in child labour in Uganda. The 2016 platform for action Mapping report for children exploited in child labour estimated that about 23% of the children working in Uganda are in Karamoja sub region, while 14% are situated in the Eastern rural region and 10% throughout Kampala. Children are forced to work in mines in Moroto and Nakapiripirit due to the prevailing economic conditions. The parents or guardians propel their children to be employed as family labour and extract gold in order for the children to contribute to family income. With the number of children involved in child labour activities, there is an increase in primary and secondary school dropouts and lowered rates of school enrolments. Children between 15-18 engaged in indecent work that is harmful to their health may not consider education as an option and yet they may also not have skills and opportunities for alternative livelihoods.

The Work No child’s business (WNCB) programme is a partnership between Hivos, Save the Children, Uganda National Teachers Union (UNATU), Nascent Research and Development Organization (NRDO) and Environmental Women in Action and Development (EWAD). The programme aims at ensuring that children and youth are free from child labour and enjoy their rights to quality education and (future) decent work hereby contributing to SDG 8.7. The programme targets children categorised; between 05–13 years and 14-18 years in the two districts of Nakapiripirit and Moroto throughout the five years of implementation. Support towards the children into the project is not done at once but phased annually to cover all the four years left for implementation.

The Programme intends to undertake a baseline assessment to establish its starting point and to define the scope in terms of the problem of child labour. The assessment will be in two districts of Moroto and Nakapiripirit in the of villages of Hutut, Acherer, Nanyidik and Nakabaat.

2.0 Programme Impact and results
The programme aims at contributing to the Sustainable Development Goal (SDG) 8.7 Programme vision, impact, outcome, result areas that will be assessed in this baseline include;

Vision/Goal. A world in which all children (girls and boys) enjoy their rights and decent living standards

Impact. Children and youth are free from child labour and enjoy their rights to quality education and (future) decent work, hereby contributing to SDG 8.7

- I.1. Proportion of and number of children (5-17yrs (included) by age group and gender engaged in child labour in target areas.
- I.2. Proportion of and number of children (5-17yrs (included) by age group and gender in target areas that is enrolled and attending school (primary/secondary) in comparison with the baseline data
- I.3. Number and percentage of young adults aged 18-24 (included) who are in decent work, including apprenticeships or internships.

Outcome 1. Children are empowered and have improved access to (quality) education, bridge schooling, and youth employment within a supportive family and community environment.
• O1.1.: % change in perception of community members on children's rights, child labour and the importance of education.
• O1.2.: Percentage reduction in number of children that face a high risk of child labour within the geographical unit of the project, by sex and age
• O1.3.: Percentage decline in drop-out rate in the final year of primary school
• O1.4.: Proportion of families that can economically support children empowerment out of child labour
• O1.5.: Proportion of children (once involved in child labour) with improved literacy and numeracy skills
• O1.6.: Proportion of children who are in age appropriate jobs, apprenticeship 6-12 months after the programme
• O1.7.: Number of children participating at school and in media to advocate against child labour.

Outcome 2. Governments enforce relevant child-rights based laws and implement policies on child labour, education, youth economic empowerment and social security
• O2.1.: Number of legal and policy frameworks to prevent and address child labour that have been developed or improved in Uganda
• O2.2.: Proportion of administrative structures and necessary resources allocated to the implementation of services, systems and policies that address child labour, education, youth economic and/or social security.
• O2.4.: Percentage increased awareness (and understanding) of causes of child labour, child rights and the relevant laws and policies to prevent child labour by target stakeholders within the programme.
• O2.5.: Descriptions of changes in child labour related policies, laws and regulations

Outcome 3. Private sector takes full responsibility for preventing and addressing child labour
• O3.1.: Proportion of market players that have taken concrete substantive (to be determined) steps to improve policies and strategies regarding child labour and/or improving worker's rights and/or labour conditions.
• O3.2.: Proportion of (inter)national market players that have improved their practices by implementing activities and strategies towards the elimination of child labour and improving worker’s rights and/or labour conditions.
• O3.2.: Proportion of land- and factory workers with improved labour conditions in accordance with international agreements
• O3.3.: Proportion of target market actors implementing skills training and apprenticeship opportunities for youth.
• O3.4.: Proportion of youth participating in skills training and apprenticeship with targeted market actors.

Result 1.1. Families and communities demonstrated support for children’s right to education and decent youth education.
• R1.1.1.: Number of children/youth enrolled/re-enrolled in schools and for skilling.
• R1.1.2.: Percentage of former working children attending school (bridge/transition/primary/secondary) in target areas.

Result 1.2. Families/parents develop alternative livelihood
• R1.2.1.: Number of parents and care givers engaging in viable income generating activities.
• R1.2.2.: Number of Village Savings and Loans Associations (VSLAs) in place

Result 1.3. Child protection mechanisms ensure targeted outreach to out of school and working children, withdraw children from child labour and link children and their families to services.
• R1.3.1.: Increased functionality of child protection systems in the villages of Moroto and Nakapiripirit.

Result 1.4. Adolescents and youth (AY) have demonstrated financial literacy, basic literacy and numeracy, life skills and vocational/entrepreneurial skills for transition to decent work.
• R1.4.1.: Number of AY who attest to understand financial literacy
• R1.4.2.: Number of AY who attest to understand personal financial management
• R1.4.3.: Number of AY who are of aware of formal and informal credit and savings mechanisms available in their community
• R1.4.4.: Number of AY who show level of competencies in basic literacy and numeracy
• R1.4.5.: Number of AY (m/f) who attest to an understanding of technical skills/trade skills (Insert relevant technical/trade skills such as hairdressing, mechanic, computers, IT, etc.)
• R1.4.6.: Number of AY (m/f) who have received credentials in market-relevant technical skills - i.e. apprenticeship certificate, occupational skill credential, etc
• R1.4.7.: Percentage of AY (m/f) who attest to an understanding of resolve conflicts, show respect and empathy, behave appropriately; problem-solving, decision making, critical thinking, ability to identify issues put solutions into practice; delay gratification, control impulses, direct and focus attention, manage emotions and behaviours, stress and time; self-confidence, self-awareness, sense of well-being and future success; oral/written/non-verbal and listening, etc.
• R1.4.8.: Percentage of AY (m/f) who attest to an understanding of entrepreneurship skills (i.e. market analysis, business plan development, budgeting, decision making, sourcing finances)

Result 1.5. Families and children have improved access to child sensitive social protection schemes
• R1.5.1.: # of community members participating in community engagements on children’s rights, child labour and the importance of education.

Result 1.6. Schools use improved child-friendly teaching methods
• R1.6.1.: % of schools that have improved on child – friendly teaching methods.
• R1.6.2.: Number of schools that have integrated sports, music, dance and other co – curricular activities.
• R1.6.3.: Number of schools that use cluster registers for monitoring attendance of learners in schools.

Result 2.1. Improved legal and policy frameworks to prevent and address child labour.
• R2.1.1.: Number of laws and policies translated and disseminated
• R2.1.2.: Number of bye-laws developed to address child labour
• R2.1.3.: Number of communities that have developed bye-laws
• R2.1.4.: Number of legal and policy frameworks to prevent and address child labour that have been developed or improved in Moroto and Nakapiripirit.

Result 2.2. Administrative structures and necessary resources in place to implement relevant services, systems and policies.
• R2.2.1.: Increased awareness (and understanding) of causes of child labour, child rights and the relevant laws and policies to prevent child labour by target stakeholders within the programme.
• R2.2.2.: Number of bye-laws, ordinances, policies enacted/developed by the structures.

Result 3.1 Private sector realises decent work conditions incl. remediation measures for former child labourers, fair wages for adults and youth and fair prices for goods.
• R3.1.1.: Code of conduct in place and signed off by the employees.
• R3.1.2.: Number of market players that have taken concrete substantive steps to improve policies and strategies regarding child labour and/or improving worker’s rights and/or labour conditions.

Result 3.2. Private sector provides skills training and apprenticeship opportunities for adolescents and youth.
• R3.2.1.: Number of labour market Analysis conducted and trades identified
• R3.2.2.: Number of trades selected and approved Assessment Tool Pack (ATP) by Directorate of industrial training (DIT)
• R3.2.3.: Number of AY enrolled and attending training at Business and technical Vocational Education and training (BTVET)

Result 3.3. Private sector implements measures to address child labour in their supply chain
• R3.3.1.: Number of market actors trained on child rights and business principles.
• R3.3.2.: Number of engagements (dialogues, trainings, meeting, one on one) held with the private sectors on integration of Child Rights and Business principles (CRBP) in their policies/operations
Result 3.4. Private sector actors have integrated child protection policies and mechanisms to prevent, mitigate and remediate cases of child labour in their business activities and throughout their supply chain.

- R3.4.1.: Number of market actors that have integrated CRBP in their policies and operations.
- R3.4.2.: Number of children labour cases remediated or withdrawn from the market or the supply system of the company.

3.0 Purpose of the Baseline
The purpose of the baseline survey includes;
- To provide benchmarks against the project indicators which is useful to measure programme progress and attribute the project effectiveness against its set objectives.
- To fine-tune programme context, activities and strategies based on most recent specific data.
- To validate or confute assumptions made in the design phase, in order to readdress activities if necessary.
- To assess the situation of child labour, including the meanings associated with child labour, prevalence of child labour in the region, child protection mechanisms in the area and resources available in the area to support the project.

4.0 Key Learning Questions;
The learning questions are as follows;
- What specific consideration should be made while engaging market players (Companies, Mining Association, individuals, Multi-national companies, etc) that use child labour in Moroto and Nakapiripirit?
- What accountability mechanisms are/can be put in place to hold market players accountable to end child labour in Moroto and Nakapiripirit?
- How can the community support and strengthen child protection systems towards ending child labour in Moroto and Nakapiripirit?
- What are the main enablers of child labour in mines in Moroto and Nakapiripirit?
- What are the alternative sources of income/livelihood that community can engage in to curb/reduce child labour in Moroto and Nakapiripirit?
- How is child labour perceived, understood and handled in Moroto and Nakapiripirit?
- What are the characteristics of households and children engaged in child labour include income levels, education etc.
- To what extent are bye laws and ordinance an effective tool in curbing Child Labour

5.0 Scope of the assignment:
The consultancy will specifically establish the following information;
- Assess the level of awareness and knowledge of the children, families, communities and other stakeholders on child rights and alternative livelihood.
- To establish the level of effective legislation/policies on child labour and education and implementation thereof by the government, NGOs/CBOs.
- To investigate the collaborations between governments, businesses and communities in the enforcement of the available laws.
- To establish the level of business knowledge, commitment and technical capacity to respect and promote child rights of the companies and trade unions.
- To establish factors that lead to poor labour practices in supply chains.
- To assess the community perception and how child labour is handled.
- To establish the characteristics of households and children engaged in child labour.

6.0 Methodology
The consultancy will provide the most appropriate methodological design which will deliver quality baseline information that meets the objective of the assignment. The methodology of the baseline should be able to generate both types of data in the two different phases.
Phase 1: Quantitative data collection based on the identified quantitative Key performance Indicators and country Indicators using KOBO collect.
Phase 2: Qualitative data collection based on the qualitative KPIs using Qualitative methodology. In relation to this, any qualitative tool can be used.

Other methods for both qualitative and quantitative methods can be used like the Focus group discussions, Key informant interviews, observations, etc.

Desk review of the secondary information will be done especially on the other indicators with information to help consolidate a comprehensive report. Key documents for review will include the project results and resource framework, proposal and some specific project reports.

6.1 Sample size selection
The consultant will determine the sample size selection method of the Households, children, district stakeholders, artisans, companies, institutions to reach out to for a comprehensive information to be compiled in the reports.

6.2 Data collection, entry and analysis
The consultant will engage Research Assistants in the data collection. The analysis should be done by the consultants after data entry.
To ensure quality of data collected and entered, the Research Assistants will undergo thorough orientation and training on the data collection tools specifically on question interpretation and understanding as well as mobile data collection skills. The training will be conducted by the consultant.

6.3 Outcome of the Baseline report
The consultant will compile a narrative report capturing the findings, the hinderance factors, among others. This report should be shared for review with the research board members for clarity and review before a final report is shared by the consultant.
A research board entail the Project Managers of Nascent RDO, UNATU, SCI, Hivos together with the MEAL task team will support in the review of the tools and reports delivered by the consultant for quality assurance.

6.4 Baseline Report Dissemination Plan
The Final report from the consultant will be shared with Save the Children and the partners that include; Hivos, Nascent, UNATU, EWAD. In addition, a validation and dissemination workshop will be organized by the consultant in consultation with the MEAL task force to share findings to enhance ownership of the results.
7.0 Timeframe for the Baseline

<table>
<thead>
<tr>
<th>No</th>
<th>MEAL PROCESSES</th>
<th>TIMELINE</th>
<th>WHO</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Develop TOR for the Consultant</td>
<td>6th - 10th Jan 2020</td>
<td>Research Board</td>
</tr>
<tr>
<td>2</td>
<td>Review and approval of the TOR</td>
<td>13th - 15th Jan 2020</td>
<td>WNCB coordinator + PMU MEAL expert</td>
</tr>
<tr>
<td>3</td>
<td>Publication in the Newspapers</td>
<td>27th – 9th Feb 2020</td>
<td>Research Board</td>
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<tr>
<td>4</td>
<td>Selection and Recruitment of the Consultant</td>
<td>10th – 21st Feb 2020</td>
<td>Research Board</td>
</tr>
<tr>
<td>5</td>
<td>Draft baseline inception report + baseline tools</td>
<td>24th - 28th Feb 2020</td>
<td>consultant</td>
</tr>
<tr>
<td>6</td>
<td>Review baseline inception report + tools and feedback.</td>
<td>2nd – 3rd Mar</td>
<td>Research Board</td>
</tr>
<tr>
<td>7</td>
<td>Incorporation of feedback and finalization of inception report + tools.</td>
<td>4th – 5th Mar</td>
<td>consultant</td>
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<tr>
<td>8</td>
<td>Upload of tools in Kobo.</td>
<td>6th Mar</td>
<td>Research Board</td>
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<tr>
<td>10</td>
<td>Data Collection</td>
<td>16th - 20th Mar 2020</td>
<td>Research Board + research assistants</td>
</tr>
<tr>
<td>11</td>
<td>Data Cleaning, Coding and Analysis</td>
<td>23rd – 3rd April 2020</td>
<td>Consultant</td>
</tr>
<tr>
<td>12</td>
<td>Reporting</td>
<td>6th - 10th April 2020</td>
<td>Consultant</td>
</tr>
<tr>
<td>13</td>
<td>Submission of the draft Report for Feedback</td>
<td>13th April</td>
<td>consultant</td>
</tr>
<tr>
<td>14</td>
<td>Review of draft report and feedback and a validation meeting</td>
<td>13th – 17th April</td>
<td>MEAL task team + PMU MEAL expert</td>
</tr>
<tr>
<td>15</td>
<td>Incorporation of feedback in draft report</td>
<td>20th – 24th April</td>
<td>consultant</td>
</tr>
<tr>
<td>16</td>
<td>Submission of final report</td>
<td>27 April</td>
<td>consultant</td>
</tr>
<tr>
<td>17</td>
<td>Approval of Final Report</td>
<td>30th April</td>
<td>Research Board + WNCB coordinator</td>
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</table>

8.0 Expected Deliverables

- A technical proposal with a clear interpretation of the TORs, methodology, work plan, budget (in Ug. Shs) and proposed tools. (No more than 5 pages)
- An inception report that includes a refined methodology, tools, and work plan as agreed on with WNCB coordinator/Hivos and SCI (Research Board) in discussions following award of contract. (No more than 5 pages)
- Draft report will be shared with the Research board for input/feedback. (No more than 30 pages).
- A validation workshop to triangulate the information collected as well as to enrich the findings to which the Research Board will be invited.
- Final report with relevant information approved by Research Board in hard copies and electronic copies
- Presentation of findings at a dissemination workshop for the stakeholders
- A power point presentation, a soft copy and 2 hard copies of the final report. The report should clearly present specific areas highlighted above

9.0 Payment modalities

The consultancy fee will be paid in three instalments:

- First installment of 30% paid upon presentation, submission and approval of the inception report stating methodological approach to the assignment and a realistic work plan
- Second installment of 30% paid upon presentation and submission of the draft report.
- And third installment of 40% upon submission and acceptance by SCI of the final report.

10.0 Qualification and experience of the consultant/team
The consulting firm or consultant(s) will be selected on the basis of their proven experience, qualifications and ability to deliver a quality product in a timely and efficient manner. Particular qualifications and experience of the lead consultant team members include:

- The lead Consultant or a member of the team should hold a Master’s degree in Social Sciences
- Experience in quantitative and qualitative research, data collection, analysis and reporting
- Experience in conducting a multi-sectoral assessment
- A soft copy of two recent needs assessment reports to demonstrate the previous experience
- Certificate of service/consultancy’s accomplishment
- A list of 3 recent organizations for which services have been provided

### 11.0 Consultant Evaluation criterion

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Weight</th>
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<tbody>
<tr>
<td>Experience and reputation in sector and specified fields</td>
<td>20%</td>
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<tr>
<td>Response to ToR (scope of services and methodology)</td>
<td>30%</td>
</tr>
<tr>
<td>Response to key selection criteria (technical and financial criteria),</td>
<td>15%</td>
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<tr>
<td>Budget breakdown (technical and administrative)</td>
<td>20%</td>
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<tr>
<td>Team qualification and references provided*</td>
<td>15%</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>100%</strong></td>
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</table>

*Note that reference may be contacted before awarding of the contract and an interview with the consultancy team were need be.

### 12.0 Supervision/management of the assignment

The final evaluation will be carried out by an independent Consultant with a team contracted by Save the children. The consultant (s) will be supervised by WNCB coordinator, and the Research Board. The evaluation team is entitled to consult stakeholders pertinent to the assignment, but it is not permitted to make any commitment on behalf of save the children.

### 13.0 Ethical and child protection considerations

The assignment will require the consultant and the team to interface with children and therefore the consultant is required to provide a statement on the respect and protection of child rights, human rights and dignity of participants compliant with save the children’s Child Protection Policy, the child safeguarding and child protection policies along with the contract.

The consultant must follow Ethical Principles in a research and obtain written/verbal consent from the subjects. Permission from elders should be sought if the children under 18 years are involved as subjects. Signed informed consent of each child and his/her parents need to be taken after explaining the purpose of the study.

### 14.0 Expression of Interest

Interested consultants/firms should submit their applications by the 9th February 2020 and should include;

- Detailed technical proposal in response to TOR, with specific focus on interpretation of TORs, methodology, budget and work plan to be used and key selection criteria.
- Initial work plan based on methodology.
- Company profile or CV including a minimum of 3 references.
- Detailed budget breakdown based on expected daily rates and initial work plan.

### 15.0 Submission of the final report

A final report detailing the methodology, implementation, findings shall be submitted in hard copy and softcopy to Save the Children Uganda by 5:00pm, 27th April 2020.

Email the documents to; "Juliet Wajega" wajega@hivos.org and copy in; ngathumbi@hivos.org bonny.etti@savethechildren.org, sheba.byaruhanga@savethechildren.org