



**TERMS OF REFERENCE FOR THE RECRUITMENT OF CONSULTANTS FOR
STAKEHOLDER MAPPING & CRBP TRAINING FOR THE FORMAL AND INFORMAL GOLD
MINING SECTOR IN UGANDA**

Type of contract: Consultancy
Language required: English
Duration: 3 months
Start date of the work: 15th September 2022
Completion date: 15th December 2022

Place of work: Busia district (Buteba, Sikuda, Tiira Town Council, and Busitema Subcounties) and Karamoja region (Moroto and Nakapiripirit districts)
Project title: “Work: No Child Business (WNCB)”

1. CONTEXT

Almost one in every ten children between the ages of 5 and 17 years is involved in child labour today. The programme ‘Work: No Child’s Business’ is designed to contribute to concerted global efforts to end all forms of child labour by 2025. In six focus countries, through an Alliance of three global partners (UNICEF, Save the Children and Stop Child Labour coalition) with local partners, the programme works on achieving the impact that children and youth are free from child labour and enjoy their rights to quality education and (future) decent work, hereby contributing to Social Development Goal (SDG) 8.7. The Alliance has identified four pathways of change, which address the changes required to take place within communities (pathway 1), by governments (pathway 2), by the private sector (pathway 3), and at international governance level (pathway 4). The programme is developed in close collaboration with implementing offices and partners in these six countries: Côte d’Ivoire, India, Jordan, Mali, Uganda and Viet Nam. For more information visit the [WNCB website](#).

The objective of **pathway 3** of the program is that “*the private sector takes full responsibility for preventing and addressing child labour*”. It is in relation to this objective, that the Alliance is targeting all relevant actors involved in the formal and informal gold mining sector to address child labour and improve children’s rights. The WNCB program works on the gold mining sector in Uganda, Mali and Cote d'Ivoire.

CONTEXT IN UGANDA

Uganda being a member of the UN and ILO has ratified both the UN Convention on the Rights of the Child and all the 8 core Conventions of the ILO Declaration on the Fundamental Principles and Rights at Work, two of these Conventions are Conventions 138 (1973) on the Minimum Age for Admission to Employment and 182 (1999) on the Worst Forms of Child Labour, Uganda is commended for developing a number of national legislations and strategies to address child labour such as the National Child Labour policy, the National Action plan on elimination of Child Labour among others

Despite the above interventions, the Uganda National Household Survey (UNHS) 2019/2020 revealed that a total of 4,096,000 children, out of the 14,984,929 aged 5-17, were engaged in some form of child labour, constituting 28 percent of all children in Uganda. The figure doubled because of the COVID – 19 pandemic restrictions and measures in place that resulted into the closure of all schools and lock downs.

Children engage in child labour in the different sectors of agriculture, industry and services. In these different sectors children are exposed to 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.. Children also perform dangerous tasks in gold mining.

Work: No Child's Business (WNCB) programme is a partnership of 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 categorized; between 05–12 years, 13-14 years and 15-18 years in the three districts of Nakapiripirit, Moroto and Busia throughout the five years of the project's life cycle. The Program has interventions the 4 project villages of Nakabaat/Nakiloro and Nanyidik in Rupa Sub-county, Kosiroi, Timingrok in Moroto district and Hutut and Acherer villages in Moruita Sub-county, Lokeruman & Albamun villages, in Nakapiripirit district.

Similarly, EWAD is working in the villages of Achilet, Agaata and Okame in Buteba subcounty and villages of Angorom, Angariama, Akobwait and Nakola B in Sikuda sub-county, Nambewo, syanyonja, Namukombe, Making B, Kanjo, Bugaye, Bubalya villages in Busiteema sub county in Busia district.

In our response, we reach out to a number of stakeholders, including the formal and informal private sector arm, and hence the application of CRBP (Child Rights & Business Principles).The Programme therefore intends to engage a Consultant/Consultancy firm to develop a training manual and guidance document for applying responsible business conduct and the CRBPs in the formal and informal gold mining sector with intentions of eliminating/reducing child labour in the gold value chain in Uganda and other WNCB implementing countries. This will also include stakeholder mapping and conducting training workshops on CRBP.

1. Mission Objectives

Main objective:

To develop a training manual and guidance document for applying responsible business conduct and the CRBPs in the formal and informal gold mining sector with intentions of eliminating/reducing child labour in the gold value chain in Uganda and other WNCB implementing countries. Different content should be developed for the formal and the informal sector actors, reflecting the differences in impacts on children.¹ The target audience of the workshops include formal and informal enterprises (small mines), communities (including children), local administrative, political-, customary- and national authorities.

Sub-objectives:

1. To map relevant stakeholders, identifying the actors involved (formal and informal, state, non-governmental and private), their interests, their influence and the issues of child labour for them.
2. Examine the supply chain: identify the path of gold produced by artisanal and small-scale mining, from mines to refiners/smelters and if possible beyond.
3. To develop / propose possible actions and activities that identified business enterprise actors can take, individually or collectively, to eliminate child labour and respect and support child rights (based on findings stakeholder mapping).
4. To create workshop content and training manuals based on the possible actions and activities that were developed.
5. To bring participants / actors together, raise awareness and train them on responsible business conduct and children's rights and business practices, mining bills and legislation, the different stakeholders and bottlenecks identified in the gold value chain, and to have them jointly develop an action plan to eliminate child labour and improve child rights, including formalisation.
6. In light of the previous point, the consultant is to make a plan outlining how (s)he thinks the relevant actors should be brought together. This plan should include a clear engagement strategy, indicating how stakeholders can be convinced to join. Also, this plan is to include how the actors will be facilitated in developing a mutual action plan.
7. To develop a publication with guidance / best practice recommendations for responsible business conduct in the (formal and informal) gold value chain, i.e. for involving all types of actors in interventions on child labour and decent work conditions, including fair wages for adults and youth. The guidance / best practice recommendations are based on the training manuals as well as outcomes of the workshops.

¹ UNICEF extractive pilot, Children's Rights and the Mining Sector (2015).

2. Expected Results

The expected results are:

- (i) a local stakeholder mapping in Uganda, in particular Moroto, Nakapiripirit and Busia districts, identifying the actors involved (formal and informal, state, non-governmental and private), the processes and steps that make up the value chain and how actors relate to each other, their interests, their influence and the issues of child labour for them. The mapping should include a mapping of actors and stakeholders and a (child labour and child rights) risk assessment:
 - a. at the level of the gold mining and processing site (micro level)
 - b. at the local level and inter-site interactions (meso level)
 - c. at the national level (macro level)
- (ii) content and training manuals for contextualized and tailored workshops on responsible business conduct and the CRBPs, outlining possible (individual and collective) actions to address child labour for (each of) the identified (formal and informal) actors in the gold value chain at both the local and national level in Uganda (identified in stakeholder mapping). The UNICEF Child Rights and Mining Toolkit will serve as a basis that will be adapted to the specific situation in Uganda.
- (iii) workshops, organised and facilitated by the consultant, with help and support of the Alliance partners, including UNICEF.
 - a. 5 day workshops in Moroto, Nakapiripirit and Busia (15 days for the 3 districts)
 - b. Each 5 day workshop consists of 3 days for the formal sector and 2 days for the informal sector.
 - c. 45 participants per district: 15 in formal and 30 in non-formal business enterprises.
- (iv) a publication with guidance / best practice recommendations for applying responsible business conduct / CRBPs in the formal and informal (gold mining) sector, i.e. for involving all types of actors in interventions on child labour and decent work conditions. The guidance could discuss the role of (formal) business enterprises in promoting respect for the rights of informal workers directly linked to their products, and discuss formalization and other strategies which can reduce decent work deficits among informal workers.

3. Expected deliverables from the consultant

Task 1: [...]

- Deliverable 1: A technical proposal and budget with a clear interpretation of the TOR, methodology, work plan, timeline, logistics and budget.

Task 2: [...]

- Deliverable 2: Stakeholder mapping. [elaborate]

Task 3 : [...].

- Deliverable 3: Content and training manuals for training / workshops on CRBPs tailored to formal and informal gold mining sector actors.

Task 4 : [...].

Deliverable 4: Workshops.

5 day workshops conducted in Moroto, Nakapiripirit and Busia (15 days for the 3 districts)

Each 5 day workshop consists of 3 days for the formal sector and 2 days for the informal sector.

45 participants per district: 15 in formal and 30 in non-formal business enterprises.

Task 5 : [...].

- Deliverable 5: Guidance document / handbook for implementing responsible business conduct and the CRBPs in the formal and informal (gold mining) sector [...].

Task 6: [...].

- Deliverable 6: Presentation of the training manuals and guidance document at a dissemination workshop.

Following the workshops, and the development of a guidance with best practice recommendations, lessons learned will be shared with other WNCB countries and programmes, and with a wider audience, such as multi-stakeholder initiatives (like IRBC sector agreements for gold and metals), through appropriate platforms and channels (tbd).

4. Timeline and milestones

The exact planning will be made in a work plan, to be developed in close coordination with the WNCB Alliance partners in Uganda and the WG RBC | CRBP, based in the Netherlands.

The consultation will have a duration of 3 months and will start in 15th September 2022.

Consultant shall work according to the following schedule and towards the following milestones:

Activity / Week	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11	Week 12	Week 13
Project plan approved													
Desk research & preparation field research													
Field visit + research stakeholder mapping													
Analyse findings + write report													
Develop content and training manuals workshops													
Workshops (develop collective action plans)													
Develop guidance / best practice recommendations													
Submit First draft of the training reports													
Submit final training reports													

The week of 15th September is week 1. Finalize by 15th of December 2022

5. Profile of the consultant(s)

The work will be conducted in coordination with the members of the consortium. The following qualifications are required for the consulting teams and the organization:

- Specialist with strong (international) expertise in the gold sector (traditional and industrial), community relations and children's rights
- Proven experience in the analysis of the socio-economic and legislative context of child labour in the mining sector;
- Expertise and knowledge of child labour in the context of (East) Africa;
- Expertise and experience in training and advocacy on issues of social responsibility and respect for children's rights

Consultants must also have specialized experience and/or technical knowledge in the following areas;

- Collection and analysis of quantitative and qualitative data;
- Approaches to human rights-based programming;

TongueLanguage:

- Fluency in English is required.
- Knowledge of the local language(s) will be an added advantage.

6. Work setting, roles & responsibilities

The consultant will coordinate with the WNCB Alliance partners in Uganda and the Working Group on CRBP, based in the Netherlands. The consultant will report directly to Ms. Juliet Wajega (Hivos).

7. Application Process:

Applicants must submit:

- a. A technical offer (maximum 8 pages, excluding annexes) including the following elements:
 - Understanding and operationalizing the TOR.
 - Methodology.
 - Logical framework and work plan including milestones and a timeline (number of working days).
 - CV for all consultants
 - List of past experiences in the same field.
- b. A financial offer that contains the following information: Fees for services to be provided - based on deliverables in terms of reference, including detailed costs and duration.

Application:

Candidates interested in offering consultancy services are invited to submit the offers (technical and financial) in closed envelopes with the mention **"2022 CRBP Consultant – WNCB Uganda"** to Juliet Wajega email: jwajega@hivos.org, and copy Vincent Vleugel (Vvleugel@unicef.nl and Shallon Ninsiima email: sninsiima256@gmail.com not later than **31st August 2022**.