



TRAFFICKING IN PERSONS CONTEXTUAL ANALYSIS
TERMS OF REFERENCE

SUMMARY

Hope For Justice are recruiting for **four** on-the-ground consultancies to each carry out a country-level **Contextual Analysis** as part of the development of programmes to combat modern slavery and trafficking in persons.

This is an exciting opportunity for a field-based research professional to determine the prevalence of modern slavery and trafficking in persons at country-level, understand the root causes of vulnerability, and ultimately make an evidence-informed recommendation to Hope For Justice for a programme intervention. In so doing, the consultant will not only be assisting the development of Hope for Justice, but they will also be making a tangible contribution to both national and international counter-trafficking efforts.

We require **one consultancy per location** in the following countries:

- Malawi
- Zimbabwe
- The Philippines
- Vietnam

ABOUT HOPE FOR JUSTICE

Hope for Justice is an international, non-governmental organisation which exists to bring an end to modern slavery. Our strategy is based on 'Preventing exploitation, Rescuing victims, Restoring lives, and Reforming society'. These four core strands of work involve the following:

Preventing Exploitation: Our outreach teams, Self-Help Groups and community education initiatives empower people to protect themselves and their families from predatory traffickers and their recruiters.

Rescuing Victims: Investigators work closely with police and other agencies to identify victims of modern slavery, build bridges of trust with them and remove them from exploitation.

Restoring Lives: The organisation's multi-disciplinary advocacy team provides victim-centred support, including help to access housing, benefits, employment, mental health support and legal assistance. They support survivors through the criminal and civil justice processes to ensure they receive restitution. In some countries we run transitional aftercare facilities, plus extensive outreach and reintegration programmes.

Reforming Society: Hope for Justice trains frontline professionals – including police / law enforcement agencies, healthcare workers, homeless shelter staff, NGOs, community groups and many others – to spot the signs of modern slavery and to respond effectively. We also seek policy change through governments and the media. Via Slave-Free Alliance, a social enterprise and membership initiative which grew out of Hope for Justice, we help businesses protect their operations and supply chains, and encourage businesses to improve their practices.

Our frontline work also provides the evidence base to inform our campaigning work to ensure that law, policy and practice work to protect victims and combat the problem. We regularly work closely with legislators to make the case for positive change.

Hope for Justice currently operates in the UK, the USA, Cambodia, Norway, Ethiopia, and Uganda.

PURPOSE AND OBJECTIVE OF THE CONTEXTUAL ANALYSIS

We have recently finalised a 3-year Programme Strategy which recognises that in order to create massive impact on modern slavery and human trafficking, we need to have more programmes that address their root causes and deliver life-transforming outcomes for victims and survivors. For this reason, we have ambitious targets for growth, both in our existing geographies and in new countries. We recognise that a rigorous and consistent approach to new programme development is required, particularly in new geographies where our contextual understanding is initially limited. The process of developing new programming in each new country will involve several discrete pieces of work within three interlinked phases:

- Contextual analysis
- Feasibility study
- Concept development

We are looking for consultants to carry out Contextual Analyses in Malawi, Zimbabwe, the Philippines and Vietnam. The full scope of work and deliverables from each Contextual Analysis will be agreed with the successful consultants, but we anticipate that each analysis will contain the following elements:

Political Economy Analysis

Victims of modern slavery and human trafficking are not the result of random misfortune so much as a particular combination of political and economic factors that leaves them vulnerable to exploitation from others, whose motivations and actions are in turn driven by political and economic considerations of their own. It is essential to understand how and why things happen in a particular context, and to draw out issues around key actors, power dynamics, competing interests, formal and informal systems etc., so that programmes can be designed to address specific vulnerabilities in a particular context.

Stakeholder analysis

Stakeholder analysis may form part of political economy analysis. In the context of modern slavery and human trafficking it will help to identify potential allies and potential opponents. It should also identify what programmes and services are currently available and, by extension, where are the gaps in service provision that our intervention could help to fill.

Rights Based Analysis

This may form part of the political economy analysis and should examine the rule of law in respect of the issue of modern slavery and human trafficking. The Rights Based Analysis should show which relevant international instruments a government has signed up to and what national legislation is already in place or has been planned or recommended in relevant areas. It is as important to capture what the reality is on the ground in terms of policy implementation, for example whether duty bearers and communities have a good understanding of laws and policies, and what is preventing laws and policies from being implemented and adhered to. In countries where there is an existing or planned National Action Plan to combat modern slavery and human trafficking, the analysis should cover support for and/or barriers to its implementation.

Social Exclusion Analysis

A social exclusion analysis is important in order to understand which groups are excluded from mainstream society's resources, goods, services, rights, ability to participate, etc. In short, who is at most risk of being left behind and of being vulnerable to exploitation. This may be a factor of gender, age, ethnicity, religion, caste, disability, or a combination of these factors. Ideally, an intersectional approach will identify who is disadvantaged multiple ways. Understanding these dynamics will determine how and why the hardest-to-reach and most marginalised people are vulnerable to modern slavery and human trafficking.

Prevalence studies review

An understanding of the rates of prevalence will allow us to make an assessment of which geographies and sectors to target. Recognising that the nature of modern slavery and human trafficking means that it is hidden and official data is often limited, this review may take the form of official data and statistics, substantiated by key informant interviews with key stakeholders in relevant sectors.

Sector intervention options and recommendations

Based on the work above, which may comprise several documents or one overarching Contextual Analysis, the key output is an informed recommendation or set of options for what Hope for Justice could meaningfully do in the country of the consultancy (either Malawi, Zimbabwe, the Philippines or Vietnam). The recommendation should include:

- Geographies
- Sectors
- Target groups
- Practice areas
- Partnerships

EXPECTED OUTPUTS

The consultant(s) will be expected to produce a Contextual Analysis for the country in question, including all of the elements listed above, comprising of:

- Executive summary

- Background
- Methodology*
- Findings
- Analysis
- Recommendations

**If separate methodologies are being used for the different analyses, then these should be set out. The findings of each analysis can be discussed separately, but the report should contain an overall analysis and recommendations, based on the findings of the individual analyses.*

TIMELINE AND BUDGET

The maximum budget available for this piece of work is GBP£10,000 per country. We anticipate that the consultancy will take place over 60 days and will be completed by **30th September 2021**. The suggested workplan, based on a 5-day working week is below, but final timelines and milestones will be agreed with the consultant(s) during the contracting process.

Task	Week											
	1	2	3	4	5	6	7	8	9	10	11	12
Contracting the consultant (start of week 1)												
Introductory briefings and review of background documents												
Kick off meeting & presentation of workplan (end of week 1)												
Research (desk research and interviews)												
Write up draft 1												
Presentation of Draft 1 to Core HfJ Team (end of week 6)												
Write up Draft 2												
Presentation of second draft to wider HfJ team (start of week 10)												
Feedback incorporated to final draft												
Final draft submitted for sign off (end of week 12)												

Key	
Process	
Milestone	

ROLE REQUIREMENTS

The consultant(s) should possess the following minimum qualification and skills:

- Post graduate degree in Human Rights Law, Development Studies or a related social science discipline.
- At least 5 years' experience of conducting contextual analyses or similar research.
- Experience working on the theme of modern slavery and human trafficking and/or related issues, for example, child labour, forced labour, worker's rights, migrant rights, prevention of sexual exploitation and abuse.
- Excellent contextual understanding of the country they are applying for (either Malawi or Zimbabwe or the Philippines or Vietnam), with spent time living and working in country (if not currently resident).
- Existing relationships with relevant government ministries, NGOs/CSOs, private sector and other key stakeholders relevant to the consultancy, or access to contacts who can facilitate these relationships.
- Strong knowledge of research ethics and experience in carrying out research involving vulnerable and marginalised individuals.
- Fluency in English and working knowledge of relevant local languages.

REPORTING LINES AND KEY CONTACTS

The main contacts for the consultant at Hope for Justice will be the Programme Development Specialist, for technical consultation and review; and the Programme Support Officer for matters related to process, payments etc. The consultant(s) will also be required to work closely with other Hope for Justice staff members, including but not limited to: International Programme Director, Head of Programme Operations, Strategic Partnerships Manager.

HOW TO APPLY

Consultant(s) who meet the qualification, skills and requirements mentioned above should submit an expression of interest, which should include the following:

- Cover letter detailing which country they are applying for, the consultant(s) suitability for the assignment and current contact information.
- Detailed research methodology including proposed research methods, workplan, key milestones, approach to ethics and safeguarding.
- CV of consultant(s) including detailed work experience, education. Where more than one consultant will be involved, clearly indicate the overall lead consultant and their roles and responsibilities as well as roles and responsibilities of each staff member or associate consultant.
- A writing sample which demonstrates the lead consultant's analytical writing skills and which has been researched and written by the lead consultant. The writing sample should be no more than 3 years old.
- Indicative budget (including consultancy fees, travel, associated costs, and all applicable taxes)

Prospective candidates should submit their applications to Callum Harvie
<callum.harvie@hopeforjustice.org> no later than 23:59 (BST) on Wednesday 26th May 2021.

Thank you for your interest in this role, we look forward to hearing from you.

Hope for Justice

PO BOX 5527, Manchester, M61 0QU

0300 008 8000 | hopeforjustice.org | info.uk@hopeforjustice.org

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OX28 6RE.