

Recruitment of a consultant to prepare a report on good practices identified in the implementation of the ACCEL Africa Project

Background

Knowledge management is the process of continually managing knowledge of all kinds to meet existing and emerging needs, to identify and exploit existing and acquired knowledge assets and to develop new opportunities.¹ It can also be defined as “a process that helps organizations to find, select, organize, disseminate, and transfer important information and expertise necessary for activities².”

Identifying and use of good practices is a principal component of an organizational culture committed to continuous improvement and adaptive management. Good practices mechanisms communicate acquired knowledge more effectively and ensure that beneficial information is factored into planning, work processes, and activities.

The ACCEL Africa project is an ILO initiative funded by the Government of the Netherlands for a period of four (4) years. The project has the overarching goal to accelerate the elimination of child labour in Côte d’Ivoire (cocoa and gold mining), Egypt (cotton), Malawi (coffee and tea), Mali (cotton and gold mining), Nigeria (cocoa and gold mining) and Uganda (coffee and tea).

To achieve this goal, the Project has identified four inter-related components (i.e. three outcomes and one cross-cutting knowledge component). The Project will work on a) public policy and good governance; b) empowerment and representation, and c) partnership and knowledge sharing among global supply chain actors working in Africa. In addition, the Project will be supported by continuous research and identification of good practices from the Project implementation and from other sources. Gender is considered as cross-cutting theme; all outcomes will address gender-strategic needs.

¹ Quintas P, Lefrere P & Jones G (1997), "Knowledge Management: a strategic agenda", *Long Range Planning*, 30(3), 385-391)¹

² Gupta B., Iyer L. & Aronson, J., (2000), “Knowledge management: practices and challenges”, *Industrial Management & Data Systems*, 2000, 100(1): 17-21.

The Project theory of change is based on the assumption that by working on the above-mentioned components, the elimination of child labour in the targeted countries will be accelerated. These assumptions build on lessons learned from over 25 years of the International Programme on the Elimination of Child Labour (IPEC) and overall ILO experience

With regard to the importance of knowledge sharing and its cross-cutting dimension in the ACCEL Africa project, under the Outcome 3, a global knowledge management strategy has been developed. This strategy has helped to identify the areas and needs of knowledge to be generated and shared, the mechanisms for collecting, processing and disseminating it, the communication channels and the audiences for the dissemination of this knowledge.

In addition, through the Outcome 2, the Project planned to implement innovative and evidence-based solutions that address some of the root causes of child labour in the specific sectors and supply chains, for instance poverty and socio economic vulnerability, lack of access to education, hazardous work, poor law enforcement, social norms that perpetuate child labour, gender discrimination and lack of representation and voice.

Thus, one of the key activities planned in the area of knowledge management is the production and dissemination of a report on good practices in the fight against child labour.

Just over three years after its inception, the project implementation teams have made significant progress in the fight against child labour by developing initiatives adapted to each country's context. The objective of this work is to collect evidence on the good practices identified and tested by the project.

This work coincides with the publication of new global estimates and aims to document best practices, particularly from regions that have made progress in recent years in this area.

Objectives of the mission

General objective

The main objective of this work is to develop a report to capitalize and document good practices in the fight against child labour being emerged under the ACCEL Africa project.

Specific objectives

- Produce a synthesis of good practices on the issue of child labour based on the latest developments and trends;
- Identify, document and conduct an analysis of the good practices (particularly in the agricultural and mining sectors) generated by the ACCEL Africa project and make recommendations, based on national (in each project country), regional and global trends, on how good practices, or innovative solutions, can be institutionalized and replicated in other countries/sectors.

Methodology

Within the frame of this work, one important first step for the consultant is to propose the criteria of good practices. The consultant should then propose how the good practices will be selected, studied, documented and shared.

As an indication, the methodological approach to be adopted by the consultant will consist to:

- Conduct a literature review on the issue, with a particular focus on innovative approaches and success stories;
- Identify key actors in the fight against child labour at the local, national, regional and global levels (including the project team) and organize discussions;
- Produce a report based on the synthesis of knowledge from both the literature review and exchanges with various stakeholders on good practices related to child labour and the selected thematic areas and get a validation from stakeholders on whether or not these are good practices identified
- Organize and facilitate a regional workshop on the selected priority themes; the workshop will present innovative approaches, discuss their feasibility in the context of each country and institutionalize them

The ILO will monitor the implementation of the identified intervention models.

For information purposes, it should be noted that within the framework of the ACCEL Africa project, several thematic areas are covered. These include, but are not limited to:

- ✓ Policy, Legal and Institutional Frameworks
- ✓ informality/informal economy
- ✓ Social Dialogue
- ✓ Private Sector (CSR, due diligence, and remediation)
- ✓ Member-based organizations (i.e. cooperatives)
- ✓ Social finance
- ✓ Livelihoods Diversification
- ✓ Organizing Mine, Cotton, Cacao, Tea and Coffee Workers
- ✓ Education & Skills Trainings
- ✓ Social Protection
- ✓ Child Labour Monitoring Systems
- ✓ Community Ownership
- ✓ Safety & Health/Working Conditions
- ✓ Gender and Women Empowerment
- ✓ Research/Data
- ✓ Partnership & Knowledge Sharing
- ✓ Communication & Awareness Raising

In addition, the audience of the project is made up of several categories of actors that are:

- Governments, and primarily labour, education, social welfare, agriculture, mining and trade ministries, and other relevant government bodies at the national and subnational levels;
- Employers' organizations, industry associations and their members;
- Workers' organizations and their members;
- African Union Commission (AUC), League of Arab States
- Actors at regional level (ECOWAS, COMESA, SADS, etc);
- Actors along the supply chains, including investors (finance sector), buyers, traders, cooperative organizations and SMEs;
- Community, traditional and religious leaders;
- Civil society organizations and research / academic institutions;

- Multi-stakeholder and sectoral initiatives' actors;
- UN Organizations;
- ILO staff
- Other development partners such as Alliance 8.7, including donors

Qualifications and experience of the consultant

The consultant must:

- have a Master's level degree at least in social sciences, international development, law, etc;
- Have more than 7 years of experience in policy research/evaluation, innovation methodologies, with concrete examples of fully implemented innovative solutions;
- Experiences in conducting similar exercise on identifying and analysing good practices
- Have extensive cross-industry and private sector experience, if possible in the areas of supply chains, agriculture, mining, sustainable development, human rights, etc.
- Knowledge of child labour issues in general and in supply chains would be an asset;
- Have experience in project management in developing countries, a plus with African experience.
- Be fairly strategic in designing theoretical frameworks and actual operational implementation plans
- Be able to manage the expectations of different stakeholders, especially ACCEL country teams and local stakeholders
- Experience in managing remote teams, facilitating workshops or training adults, and mentoring
- Fluent in English and French

Duration of the mission

The present mission will have a maximum duration of 2 months, that is 60 calendar days.

Application and submission procedures

Interested candidates should send their CVs, two recent references, their fee rates, examples of similar consultations undertaken in the past 2 years, and their availability to : info-accelafrika@ilo.org with **“Recruitment of a consultant to prepare a report on good practices identified in the implementation of the ACCEL Africa Project”** in the subject line of the email. The deadline for submitting expressions of interest for this consultancy is **May 12th, 2022 at 4:00 pm GMT**