



Terms of Reference to develop a mapping study on Employability and Decent Work for Young People Leaving Care

1. Background Information

SOS Children's Villages Zimbabwe is a non-governmental child development organisation established in Zimbabwe in 1983. Its mission is to build families for children in need, help them shape their own futures and share in the development of their communities. It is a member of SOS Children's Villages International which is currently working in 133 countries and territories. In Zimbabwe, SOS Children's Villages is implementing various child and youth development interventions focusing on the provision of direct essential services; capacity building of child care-givers and community partners; as well as advocacy in the areas of care, health, education and gender.

Today, one third of the world's 1.8 billion young people are neither in employment, education or training. As of 2014, 36.7% of the global unemployed were youth - some 74 million young persons (aged 15 to 24 years) were estimated unemployed. Reversing the youth employment crisis, and making sure that all young people have access to decent job opportunities that empower them to escape poverty, become self-reliant and possibly self-fulfilled, is currently a pressing global priority, high on the political agenda worldwide.

In an equal world, all youth can have decent work, and care background should not represent a factor of disadvantage and exclusion. Unfortunately, it is common knowledge that in many countries children and young people without parental care are at risk of work exploitation, discrimination in work or unemployment. Decent work for all, instead, is about ensuring that youth in vulnerable situations can have having access to training, development and career opportunities, safe and secure work, a wage one can live on, at least basic social protection, and having a voice on one's rights.

2. Study Objectives

The primary goal of the study is to provide SOS Children's Villages Zimbabwe with knowledge and understanding of the situation of young people leaving alternative care in regard to Employability and Decent Work. The mapping study will gather information on this topic and provide evidence "to make the case" and find potential partners to promote the issues of youth employability among young people leaving care in Zimbabwe.

The overall objective of the study is to collect and organize evidence, practices, actors involved and stakeholders' views or stories around the topic and lay the ground for the development of an evidence based advocacy approach of SOS Children's Villages Zimbabwe to change policies and practices on which young people leaving care can rely, so to strengthen their employability and access decent work opportunities.

Objectives of the study

- Provide an overview of the current national policies on the subject of youth employment of care leavers
- Analyse current situation in regards to employment of young people leaving alternative care, including existing practices, activities of state bodies, institutions and organizations, non-governmental organizations working in the field of employment, the problems of their employability, the existing support and the problem of access to decent work
- Provide recommendations for improving the situation with employment of young people leaving alternative care across various sectors such as education, social protection, child protection etc.
- The mapping study will provide more detailed information on the situation of young people leaving care in regard to employability and employment outcomes in Harare, Bindura and Bulawayo

3. Type of Information to be mapped

The local and international researches team will support the consultant by providing guidelines on the key elements and methodological approaches to be considered when mapping information at the national level. However, some flexibility will always be allowed, so that the local team can adapt the mapping to aspects particularly relevant in the national context. Overall, information from country situations should cover the following:

1. **SETTING THE CONTEXT** - Provide a short snapshot of the target population of children in care and young people leaving care, and of the youth employment situation
2. **FROM CARE TO DECENT WORK** - Increase understanding of national pathways of young people leaving care in accessing decent work (for example, is care background a factor of disadvantage? how?)
3. **OVERVIEW OF THE SYSTEM** - Describe the national social protection system in regard to the support available for young people who have left care; and **for unemployed young people in general**

4. **STAKEHOLDER ANALYSIS** - Identify the main actors in the national system (administration, governmental bodies, other NGOs active on the topic, potential allies and competitors)

5. **WHAT CAN WORK** - Conclude with preliminary recommendations for policy and practice

5. Methodology

The consultant will conduct an initial desk research and review of existing baseline studies by other organizations active in Youth Employment and Leaving Care.

She/he will base her/his strategy for the mapping on lessons learned from these studies, particularly considering the literature available in the sector.

The consultant's strategy will be guided by a team of local and international experts. These will provide data collection methods, materials and templates used for data collection and management e.g. questionnaires, data entry tools etc.

The consultant will be expected to travel to the region and collect the data as necessary and appropriate.

The consultant will have to conduct about 6 interviews, to fulfil possible data gaps from information published. The consultant will have to identify relevant interviewees among:

- a) National and local authorities in social protection areas dealing with children without parental care, and employment area
- b) Key actors in local delivery of services (local government and private social care, employment professionals)
- c) Non-governmental organisations those who are active in the field of social protection of youths leaving care, and in the field of employment of youth in general.

The consultant will apply a participatory approach during her/his assignment and will work closely with a locally identified SOS Children's Villages Zimbabwe staff member.

All steps of the assignment have to be endorsed by SOS Children's Villages and partners. All materials, documents and tools have to be prepared and presented as drafts to SOS.

6. Expected Deliverables

- Time plan and strategy for the mapping
- Initial report for the assessment
- All materials and templates used for data collection and management e.g. questionnaires, data entry tools etc.
- Final mapping report that meets the standards and requirements as agreed upon local and international research teams

- A full list of secondary data used, name and contacts of interviewees.

7. Time schedule

A time schedule should be prepared for each element of the work plan and of the reporting requirements.

Evaluation Phase	Tasks	Timeline/Deadline	Key Person(s)
1. Methodology and tool development	Webinar and skype talk with international research team	June 1-15	SOS CV
	Developing first draft of tools	June 16-26	Researchers
	Feedback on drafted tools	June 26-July 5	SOS CV
	Providing revised draft of tools	July 15	Researchers
2. Data collection	Fieldwork and data collection	July 15-August 5	Researchers
	Feedback of the international research team on interview documents and skype talks	July 15-August 5	Researchers
	Interviews with stakeholders	August - September	Researchers
3. Evaluation report	Developing first draft of report in English	August 5- August 30	Researchers
	Feedback on draft report	September 1-September 10	SOS CV
	Delivering final draft of report (20-30 pages, excluding annexes) in English	October 1	Researchers
	Submitting final study report	October 30	Researchers

8. Work plan

On the basis of the proposed time schedule outlined in the Terms of Reference, the consultants will prepare a work plan for the study and include this in their offer, and report on the approach taken in the study. The work plan should set out the consultants' approach to the following activities:

- fact finding/data collection/surveys, including the analysis of the legislation;
- workshops, consultations and other means of ensuring local participation;
- consultation meetings, interviews with stakeholders, decision makers (at least 3), young

people, caregivers, local delivery services (at least 2), NGOs and SOS staff to identify the problems;

- Preparation of the draft and final study report.

The researchers will have an access to training provided by SOS Children's Villages International to prepare for the study. A webinar on conducting research interviews with reference to ethical standards, data processing, asking questions and recording responses will be organised by the international research team.

The consultant(s) will review literature, information and statistics and will identify gaps in information and a list of potential interview respondents to address these gaps.

The consultant(s) will have to record all information from interviews, provide the typed interview in English (or a summary of the interview in English), onto prepared proformas and return these to the SOS international researcher. This will be followed by a Skype call to check understanding of the responses.

8. Qualifications of the Consultant

- A minimum of a Master's degree in a relevant field related to the assignment
- Prior experience in undertaking similar baselines/mappings
- Long-standing and proven experience in research
- Demonstrated experience coordinating and working with partners
- Fluency in spoken and written English
- Familiarity with children's rights, alternative care, social protection or youth topics is a strong asset

9. How to apply

Interested consultancy firms or independent consultant(s) can apply. The application should be accompanied by:

- Technical proposal not exceeding 5 pages typed in New Times Roman size 11, single spaced, including a summarized firm profile, CVs of the lead and (possibly) associate consultants.
- Financial proposal.

All correspondence and submissions should be done through the National Director on

Knowledge.Chikondo@sos-zimbabwe.org and Modesta.Chinyama@sos-zimbabwe.org

Please send your completed applications not later than 12 August, 2016.