

## Consultancy for Child Labour Digital Game

### Terms of Reference

#### ROLE PROFILE

<b>Title</b>	Child Labour Consultant
<b>Functional Area</b>	Programmes - Child Protection
<b>Reports to</b>	Child Protection Specialist
<b>Location</b>	Remote
<b>Effective Date</b>	20 December 2020 till 30 August 2021

#### ABOUT PLAN INTERNATIONAL

Plan International is an independent development and humanitarian organization that advances children's rights and equality for girls. We believe in the power and potential of every child, but know this is often suppressed by poverty, violence, exclusion, and discrimination. Working together with children, young people, supporters and partners, we strive for a just world, tackling the root causes of the challenges girls and vulnerable children face. We support children's rights from birth until they reach adulthood and enable children to prepare for – and respond to – crises and adversity. We place a specific focus on girls and young women, who are most often left behind. We have been building powerful partnerships for children for more than 80 years, and are now active in more than 70 countries.

Since 2017, Plan International has been working in partnership with local, national and international organizations to strengthen capacities and address the needs of Lebanese and refugee children in Lebanon. With a focus on adolescent girls and young women, Plan International Lebanon implements projects in the sectors of Child Protection, Gender-Based Violence, Sexual and Reproductive Health and Rights, Education, Youth Economic Empowerment and Participation. The organization also promotes gender equality by addressing the root causes of discrimination against girls and young women. Since its establishment in Lebanon, Plan International has been using a partnership model that allows for capacity building of local actors and civil society strengthening in various areas including Tripoli, Akkar, Bekaa, South and Beirut & Mount-Lebanon.

#### ROLE PURPOSE

Lebanon has ratified international conventions related to child labour. In this regard Lebanon approved a National Action Plan to Eliminate the Worst Forms of Child Labour in 2013 based on the Decree No. 8987 (2012) which addresses the prohibition of employment of minors under the age of 18 in work that may harm their health, safety or morals. More specifically, the decree stipulates that minors should not be employed in agricultural activities which require operating farming machinery, handling pesticides or fertilizers, handling poisonous plants, climbing on high trees or ladders, using sharp tools, and working for more than four hours a day. Unfortunately, though, Lebanon has witnessed a rise in child labour within the context of the Syrian refugees' crisis, especially in the agricultural sector, which is considered one of the three most hazardous work sectors alongside mining and construction and encompasses the highest risks of hazardous work, i.e. exposure to pesticides and fertilizers and working for long hours under harsh environmental conditions. Yet many children enter this field of work at a very young age, sometimes as young as five years old, thus increasing the duration and extent of exposure to the hazards of such work over the course of their lifetime.

In response to the plans of the Government of Lebanon, and within the framework of the Country Programming Framework CPF formulated in compliance with the Lebanese Ministry of Agriculture's Strategy, FAO, in partnership with Plan International Lebanon, is keen to support adolescents and youth working in the agriculture sector by developing an application (app) to help them learn how to protect their

health in different farm settings such as greenhouses, open field, orchards, and others. Moreover, there is a need, in the specific context of the refugee crisis, to target children and youth living in very vulnerable conditions in informal rural settlements and/or trapped in child labour situations in agriculture/food value chains.

A first draft of the game has been developed for both android and iOS platforms for the tentative age group 11-18 y.o. However, the structure of the game as well as the messages disseminated require reviewing and improvement, taking into account expectations from young players but at the same time taking into account learning objectives pursued by the app (raise awareness on safety and health aspects in farming activities, getting to know and recognize hazards and risks on farm settings and how/why to avoid them). **In brief, in terms of expected outputs of the consultancy, the Consultant's role is to finalize the app (which entails the improvement of some current contents), through a participatory and field-tested approach.**

## Methodology, Deliverables and timeline

The methodology to be adopted in this consultancy is a combination of reviewing and providing technical inputs related to Child Labour in Agriculture, in addition to organizing field testing and ensuring follow-up and coordination.

The process will include production of the game story, design, illustrations and animation of an Application for both android and iOS platforms on occupational safety and health in agriculture as a raising awareness tool against child labour in agriculture and the end result should be a digital game that is attractive to rural children and youth and enables them to recognize and avoid physical hazards in agriculture namely weather (sun, cold, rain), pollution, animal bites/stings, chemicals (greenhouses, pesticides), loads, sharp tools and to introduce some protective measures.

The consultant is expected to develop a detailed work plan for this consultancy, but it is anticipated that the whole consultancy should be finalized by the **end of August 2021 (56 days in total)** according to the following:

### **Phase 1: Inception Phase** (9 days in January 2021)

- Meetings with Plan International to discuss the consultancy's details and initiate the work.
- Material and resources reviewing

### **Phase 2: App Amendments and development** (8 days during Feb and March 2021)

- Drafting the amendments to the following elements:
  - a- The project concept idea and storytelling (if needed)
  - b- The different game levels created
  - c- The content and key messages (adaptation to the different age groups and gender)
  - d - Design (if needed)
- Meetings with Plan and FAO to brainstorm, present amendments and collect feedback
- Incorporating feedback
- Admin: preparing and following up on agreements, PRs and MEMOs, videography and translation
- Meetings with the graphic designer and App Developer to discuss the needed amendments and test the game

### **Phase 3: Field Testing** (23 days during April and May 2021)

- Preparations for field testing (testing plan including locations, targets, focal points, needed logistics, consent form, questionnaires) with the support of CP Officer/CP Program Manager
- Training field teams on data collection tools, ethical consideration and safeguarding
- Conduct pilot testing (tools and app) and modify accordingly (if needed)
- Conduct field testing and coordinate data collection and check quality of received data
- Interpretation of feedback collected and drafting amendments

- Meeting with Plan's CP specialist and CP officer to discuss amendments and add-ons

**Phase 4: Incorporating feedback and final amendments** (8 days in June 2021)

- Presentation of feedback and findings collected during the testing and discuss the needed amendments
- Submission of second draft of key messages adaptation and amendments
- Meeting with designer and developer on final amendments
- Final amendment on the final version by the developer and designer
- Final internal testing and submission of final product

**Phase 5: Launching and Dissemination** (8 days during July and August 2021)

- Close follow up with the videographer for video preparation for the launching event and other content
- Comms preparation and follow up (media coverage, banners designing and invitation)
- Logistical preparations with the support of Plan and FAO
- Launching Event

## Roles and Responsibilities of Plan International

While the consultant will be the lead responsible for the fulfillment of deliverables, Plan International will support with all relevant logistical arrangements including field testing and transportation, direct contact with the graphic designer, app developer, translator and videographer whose fees will be covered by Plan, as well as being closely involved in the material development and consultation.

The Child Protection Specialist and CP officer will provide technical inputs throughout the process, as primary focal points to support the consultant. Throughout the process, there should be also close consultation with FAO Lebanon and Rome offices.

Additionally, Plan International will:

- Provide the consultant, at the start of the consultancy, with all necessary induction, documents, and resources.
- Arrange for meetings with FAO and support in planning the field testing and launching event.
- Provide necessary transportation to the field testing.
- The ops department will support in preparing the agreements with third parties

## Technical expertise, skills and knowledge

The desired specifications and qualities of the consultant are:

- Relevant academic qualifications and field experience
- Knowledge of and experience with legal frameworks and key policies relevant for child protection and child labour, especially in agriculture.
- Excellent understanding of child rights, with a focus on protection from violence including child labour.
- Demonstrated experience working on technical materials and tools addressing child labour.
- Understanding of issues and sensitivities required when addressing child labour
- Excellent understanding of gender, especially in the context of child labour.
- Demonstrated knowledge of the Lebanese context and the Syria crisis.
- Experience in training preparation and facilitation, including through child- and youth- friendly approaches.
- Fluent spoken and written communication skills in Arabic and English.
- Collaborative approach and open to feedback.
- Ability to deliver on tight timeframes and meet deadlines within agreed budget.
- Ability to operate independently with minimal supervision



- Excellent organization and planning skills; detail oriented
- Flexibility to adapt to changing conditions and requirements
- Adherence to Plan International's Safeguarding Policy, Code of Conduct, and Prevention of Sexual Abuse & Exploitation (PSEA); Gender and other relevant humanitarian standards and policies.

## **KEY RELATIONSHIPS**

The Consultant will work under the supervision and guidance of the Child Protection Specialist and the CP officer.

## **Application Process**

Applications should be sent to [plan.lebanon@plan-international.org](mailto:plan.lebanon@plan-international.org) by **December 13, 2020**, and will include:

- A letter of interest, highlighting the motivation of the applicant, as well as their relevant knowledge, skills and experience.
- An up-to-date Curriculum Vitae.
- A description of the proposed approach and work plan.
- A budget with clear description of daily rate (in USD).