



International
Labour
Organization

Consultancy to deliver a training of trainers on the SCREAM programme

Terms of Reference

Background

Child labour remains one of the most significant challenges in global efforts to promote human rights and economic development. In Saudi Arabia, child labour presents a significant challenge, with the 2011 census indicating that 15 percent of the population, comprising children and young adults, are engaged in labour. These children often work long hours, with a substantial portion spending more than 12 hours a day outside the home, primarily in human trafficking, agriculture, and family businesses. Despite efforts to combat this issue, including the Saudi Cabinet's approval of a National Policy to Prevent Child Labour, challenges persist, particularly for children of migrant workers who lack adequate legal protection.

The **Supporting Children's Rights through Education, the Arts and the Media (SCREAM)** program is an innovative initiative designed to actively engage and educate young people on the issue of child labour. By integrating educational content with creative expression, SCREAM empowers youth to become advocates for change, fostering a new generation that is informed, compassionate, and vocal against the injustices of child labour.

The importance of SCREAM lies in its participatory approach, which not only raises awareness but also equips participants with the tools to take action. Through arts and media, the program transcends language and cultural barriers, making the complex issue of child labour accessible and relatable to children and adolescents worldwide. This methodology encourages critical thinking and problem-solving, enabling young people to conceptualize and implement community-based solutions to combat child labour.

Spreading awareness through SCREAM is crucial because it directly contributes to the global fight against child labour. By informing and involving the youth, the program creates a ripple effect, as these young advocates influence their peers, families, and communities. The spread of awareness is the first step towards mobilization, leading to increased public pressure on policymakers and industries to enforce laws and regulations that protect children's rights. Ultimately, SCREAM is not just an educational tool but a catalyst for social change, aiming to eradicate child labour and build a future where every child has the freedom to learn, play, and grow.

Accordingly, the ILO is working with the Family Affairs Council and the Ministry of Human Resources and Social Development to support the implementing of the National Policy to Prevent Child Labour by organising a training of trainers on understanding child labour and using SCREAM to compliment the nation-wide efforts to tackle the persistent issue of child labour in the Kingdom.

Objective

1. In-Depth Understanding of Child Labour:

- **Comprehensive Education:** Participants will gain a thorough understanding of child labour, delving into its various forms, such as forced labour, hazardous work, and domestic servitude.
- **Global Impact Analysis:** The course will explore the widespread impact of child labour on society, including its effects on education, health, and economic development.
- **Prevalence and Statistics:** Attendees will learn about the prevalence of child labour across different regions and industries, supported by up-to-date statistics and case studies in Saudi Arabia.

2. Introduction to the SCREAM Program:

- **Program Overview:** Participants will be introduced to the SCREAM program, learning about its history, goals, and the role it plays in combating child labour.
- **Module Exploration:** The course will provide an overview of the SCREAM program's modules, which include education, arts, and media components designed to empower children and communities.
- **Objectives and Outcomes:** Attendees will understand the specific objectives of SCREAM and the expected outcomes in terms of raising awareness and promoting action against child labour.

3. Hands-On Practice with SCREAM Activities:

- **Practical Training:** The course will offer practical training sessions where participants can engage in SCREAM activities, applying what they've learned in a real-world context.
- **Module Implementation:** Participants will receive guidance on how to implement each of the seven core modules of SCREAM, including Basic Information, Image, Role-play and Drama, and the newest addition, Music.
- **Creative Advocacy:** Attendees will practice using creative arts and media as advocacy tools, learning how to effectively communicate messages against child labour.

By the end of the course, participants will not only have a deeper understanding of child labour and the SCREAM program but also practical experience in implementing SCREAM activities to advocate for children's rights and education, and how they can train others on those issues. This course aims to equip individuals with the knowledge and skills necessary to become active contributors in the global fight against child labour.

Scope of consultancy

The Consultant engaged for the present training of trainers will need to be responsible for the following scope of work:

1. **Training Program Development:**
 - Develop a detailed training curriculum that covers the theoretical and practical aspects of child labour and the SCREAM program.
 - Prepare training materials, including presentations, case studies, and interactive activities that engage participants and facilitate learning.
2. **Training Delivery:**
 - Facilitate training sessions, ensuring active participation and knowledge retention among attendees.
 - Utilize a variety of teaching methods to cater to different learning styles, including lectures, group discussions, workshops, and role-playing exercises.
 - Provide guidance on how participants can implement SCREAM strategies in their respective fields to advocate for children's rights.
3. **Evaluation and reporting:**
 - Establish clear metrics to evaluate the effectiveness of the training program.
 - Collect feedback from participants to assess the impact of the training and identify areas for improvement.
 - Submit a comprehensive report detailing the outcomes of the training sessions and providing recommendations for future capacity building.

The consultant will be expected to bring expertise in training development, a deep understanding of child labour issues, and a commitment to children's rights and education. The consultancy will require a collaborative approach, with a focus on creating a sustainable and impactful ToT program. The consultant will work closely with the ILO team to ensure alignment with the training mission and objectives. The training program should empower participants to become active advocates against child labour and champions of children's rights through education, arts, and media.

Duties

Under the overall guidance of the National Technical Officer, the Consultant will be responsible for:

- Develop training material in Arabic based on the ILO's approach to eradicating child labour and SCREAM modules
- Deliver training in Riyadh to participants from FAC, MHRSD and other stakeholders
- Provide a short report on training proceedings, highlights of the participants' evaluation and main areas where additional training would be recommended.

Deliverables

Deliverable 1: Develop training material for the course in Arabic including presentations and handouts, if any. – 5 workdays

Deliverable 2: Deliver training during five days in Riyadh (tentative dates: 7 to 11 July 2025)
5 workdays

Deliverable 3: Report on training activity and brief on responses to training evaluation, with a focus on areas that require further trainings. – 2 workdays

Timeframe and remuneration

The consultancy will be carried out over 8 workdays between 1 July and 31 July 2025.

The Consultant will be paid in one instalment after the satisfactory completion of all tasks and submission of the final report on the training activity.

Location

The training will be delivered in Riyadh over the span of five consecutive.

Travel arrangements

The ILO will cover the ticket costs for the consultant's travel to Riyadh to deliver the training. In addition, Daily Subsistence Allowance will be provided as per ILO Regulation.

Qualifications, experience and competencies required

The Consultant is expected to have the following functional qualifications, experience and competencies:

- Education: Advanced University degree in Social work, Labour Rights, Law, Social Sciences or a related discipline.
- Experience in developing and implementing training programs on SCREAM.
- Minimum 5 years of experience in conducting trainings in the field of child labour prevention, social work with victims of child labour, or similar.
- Experience working with governments, workers' and employers' organizations.
- In-depth knowledge of the ILO mandate, ILO work on child labour and the SCREAM modules.
- Excellent command of spoken and written Arabic and English. Knowledge of Arabic is an advantage.
- Excellent analytical and organizational skills.

How to apply

Interested candidates are requested to submit their **CVs, their requested daily rate, and a short letter listing previous relevant trainings delivered** to Jad Yassin, National Technical Officer (yassinj@ilo.org). **The deadline for submission is Monday 17 June 2024.**