



Consultancy Opportunity

Rule of Law Training and Technical Assistance Module Development

About Free the Slaves

Founded in 2000, Free the Slaves (FTS) is a pioneer and leader in the global effort to eradicate slavery. Our mission is to liberate those in slavery and to change the conditions that allow slavery to persist. Free the Slaves works at the grassroots level to empower vulnerable individuals and communities to achieve freedom from and develop resistance to slavery. We work with and through local partners to build national capacity to combat slavery.

Headquartered in Washington, D.C., with programs in Ghana, India, Nepal, Haiti, the Dominican Republic, Senegal and the Democratic Republic of the Congo, Free the Slaves has an annual operating budget of approximately \$3.2 million, a talented and dedicated staff of 23 and a highly engaged and supportive board of directors. For more information, see: www.freetheslaves.net.

Terms of Reference

Contact Person: Maurice Middleberg, Free the Slaves
mim@freetheslaves.net

Application Due: November 16, 2018

Application Submission: consultancy@freetheslaves.net

Summary

- Purpose: Development of a training and technical assistance module on rule of law to advance slavery eradication
- Audience: FTS staff (trainers) and field level staff of FTS partners (trainees)
- Commissioner: Free the Slaves
- Reports to: Maurice Middleberg, executive director, Free the Slaves
- Timeframe: January 1, 2019 – December 31, 2019
- Location: Alternative locations considered for working remotely

Program Background

Free the Slaves has developed a [community-based model](#) that it has deployed, with adaptation, in nine countries. The model focuses on identifying and supporting at-risk communities so they acquire the intellectual, organizational, legal, political and physical assets that reduce vulnerability to slavery and liberate those in slavery¹.

The Free the Slaves approach to eradicating modern slavery is embodied in the Community Liberation Model (CLM), which serves to increase sustained community resistance to slavery. The strengthening of community resistance and resilience reduces new cases of slavery, liberates those in slavery and yields sustained declines in the prevalence of slavery. The four pillars of the CLM are: (1) Educating and mobilizing vulnerable communities so that they know their rights and how to assert them; pursue norms conducive to reducing vulnerability (such as gender equity); and, organize for self-protection; (2) Enhancing the rule of law to ensure appropriate anti-slavery and complementary laws exist and are enforced; (3) Ensuring household security to reduce vulnerability through access to essential social and economic services; and, (4) Liberation, care and reintegration so that victims are released from slavery and receive the necessary care and services to live in freedom and dignity.

Free the Slaves is creating a Community Liberation Toolkit comprised of four modules corresponding to the pillars of the CLM. The goal of developing the Community Liberation Toolkit is to capture the competencies embedded in the FTS Community Liberation Model so that they can be efficiently transferred to FTS partners.

The purpose of this consultancy is to lead the development of the Rule of Law training and technical assistance module. The Education and Mobilization module is complete and the Liberation, Care and Reintegration module is scheduled for completion in the first quarter of 2019.

Consultancy Opportunity

The primary audience for the proposed training is the staff of NGOs serving communities where slavery is occurring and/or where there is a high risk of slavery. A particular emphasis should be placed on developing material suitable for community agents and their supervisors. A potential secondary audience for this module are local law enforcement officers and other local government officials who may have inadequate understanding of rights, laws and methods pertaining to slavery.

The goal of the training is to ensure the participants develop the knowledge and skills to advance the legal protection of the communities they serve from slavery. The development of specific training objectives within this goal will be a responsibility of the consultant.

¹ For the purposes of this solicitation, the terms “slavery” and “human trafficking” are interchangeable.

Deliverables

In collaboration with FTS staff, consultant will develop the following for the Rule of Law training and technical assistance module using a format similar to that used for the previous modules:

- Trainer Manual
- Participant Manual
- Technical Assistance Protocol
- Evaluation Guide
- Workshop PowerPoint Slides
- Preparation and Logistics Guide
- Backpackers Guide (a summary for use in the field by NGO staff)

Content

The specific content will be subject to discussion between the consultant and FTS staff. The following is a tentative and illustrative outline of the content to be covered by the training and technical assistance:

- **Understanding the rights of community members**
 - Basic human rights under international law, including those articulated in the Universal Declaration of Human Rights, Convention on the Rights of the Child and the Convention on the Elimination of Discrimination Against Women
 - Fundamental labor rights as expressed in International Labor Organization conventions, with a focus on those precluding forced labor
 - International law and protocols forbidding human trafficking and slavery
 - Examples of exemplary national laws, especially those from developing countries akin to those in which Free the Slaves operates
 - National laws pertaining to slavery in the country of the participants
- **Justice for victims and survivors**
 - Legal aid and support for survivors
 - Restitution for survivors
 - Civil suits against perpetrators and accomplices
 - Legal protections and issues in trafficking across national borders
- **Holding perpetrators accountable**
 - Investigation and prosecution of perpetrators
 - Restorative justice/reconciliation
 - Dealing with corruption

- **Getting action from duty-bearers**
 - Advocacy strategies and methods
 - Coalition building
 - Working with the media

Duration of Training and Technical Assistance

The training should be designed for a five-day workshop. The workshop outputs should include an individual action plan by each workshop participant. The Technical Assistance Guide should address follow-up consultations with the participants and their supervisors, typically over a three to six month period.

Pilot Tests

The consultant will also participate in one or two pilot tests of the module during training workshops and will work with Free the Slaves staff to make revisions to the module based on feedback from the pilot test. The pilot test(s) will be held in a country or countries where FTS has a program.

Consultation

The consultant will:

- Consult with FTS staff and other experts on the core competencies needed by a prototypical community development worker tasked with helping communities gain increased protection under the rule of law.
- Conduct a limited literature review that will aid in the definition of core competencies and identify appropriate, adaptable tools and methods in the publically available literature that can help community development workers acquire the essential core competencies.
- Submit drafts of all deliverables for review by FTS staff and external reviewers; the consultant will revise drafts as needed based on the feedback.

Schedule

The period of the consultancy is January 1 – December 31, 2019. The following is a tentative schedule for key events during that period:

- Consultant appointment and orientation: January 2019
- Conduct consultations, online research and desk review of existing resources on assistance: February 2018.
- Deliver draft outline of Trainer Manual: on or about March 1, 2019

- Develop first draft of the module: March-May 2019
- Revise the module based on FTS review: June 2019
- Pilot test the module: July-August 2019
- Technical assistance visits: September-October 2019 (FTS staff only)
- Revise the module based on feedback from pilot tests: November – December 2019

Desired Qualifications

- A high level of expertise and experience in the content areas cited above
- Experience in developing and applying practical tools that further the rule of law and are suitable for NGOs working with highly vulnerable communities
- Proven ability and experience in facilitating training workshops on multidisciplinary and multicultural teams.
- Extensive experience in the development of training curricula and materials
- Demonstrated experience training local grassroots organizations on human rights, human trafficking or community mobilization
- Fluency in English (written and spoken) with excellent communication skills
- Post-graduate degree in law, criminal justice or allied field
- At least ten years of relevant professional experience

Application Process & Proposal Submission Instructions

Please submit a proposal that includes the following:

- A technical proposal including your understanding of our needs, a work plan including the overall approach, proposed methods, etc.
- A description of consulting organization or individual applicant, including the curriculum vitae of primary consultant and short biography/ies of any additional members of the team, highlighting expertise needed to support the technical proposal, and references.
- A financial proposal for the completion of the deliverables.
- Examples of training modules, guides and other materials prepared by the applicant.

Submission Deadline and Address

Applications must be submitted by email before November 16, 2018, to:

consultancy@freetheslaves.net. Please use the email subject title: "Module 3 Consultancy."

Evaluation Criteria

Candidates will be evaluated based on the following selection criteria:

- Technical proposal
- Financial proposal
- Experience and expertise of the consultant
- Examples of training modules, guides and other materials

Free the Slaves is an equal-opportunity organization. Qualified applicants are considered for consultancies without regard to age, race, color, religion, sex, national origin, sexual orientation, disability or veteran status.