



## **Terms of reference for recruitment of a consultant to conduct a study on the level of child rights mainstreaming in national action plans on human rights and business in Africa**

### **1. Background**

Business activities have significant impacts on human rights across the global, with far reaching consequences for the rights of children. From the worst forms of child labour in mining, agriculture and service sectors, to the impacts environmental degradation on children and exposure to exploitation online and in travel and tourism, children rights are negatively impacted by the business sector mainly because of the weak frameworks that regulate operations of businesses and their impact on human rights.

Recognising this, both the African Charter on the Rights and Welfare of the Child (ACRWC) and the UN Convention on the Rights of the Child (CRC) make provision for children's rights that must be respected, protected and fulfilled and which businesses have a responsibility to respect. Flowing from these treaties, amongst others, the UN Guiding Principles on Business and Human Rights (UNGPs) and the Children's Rights and Business Principles (CRBPs), jointly developed in 2012 by UNICEF, UN Global Compact, and Save the Children, among others, set forth standards for businesses to respect children's rights in their operations and for governments to ensure the protection of children's rights against adverse impacts of business practices. Governments are therefore obliged to enact relevant legislation and policies to ensure the protection of children's rights by businesses and businesses have a responsibility to comply with these policies including adopting their own operational level policies and guidelines to regulate their operations.

Despite the obligation of business entities to safeguard children's rights in their operations and the obligation of governments to protect the rights of children from exploitative and abusive business practices, millions of children remain victims of business induced rights violations.

With a strengthened emphasis across regions to understand corporate accountability - from the adoption of the UN Guiding Principles of Business and Human Rights (UNGP) in 2011, the implementation of Human Rights Due Diligence (HRDD) in individual corporate practice as well as calls for mandatory HRDD in government policies - the landscape have shifted and created more expectation on governments to create an enabling environment that ensures corporate

practices that comply with internationally recognized human rights conventions. Operational level policies have also been adopted by some businesses, chambers of commerce and other representative organisations in response to international, regional and national policies on business and human rights. These have resulted in an increased number of national human rights policies on business operations including National Action Plans (NAPs) on business and human rights across Africa, giving testimony to the increased need to understand how these policies mainstream specific concerns relating to children's rights.

This study, supported by SIDA under the African Children's Charter Project (ACCP3), aims to assess the level of child rights mainstreaming in national human rights policies, including NAPs on business and human rights and operational level policies of business (and their representation organizations) across the continent. The findings will serve as a basis for policy advocacy, engagement with governments and businesses, and capacity-building initiatives to enhance child rights protection in the business sector.

## **2. Objective of the Consultancy**

The primary objective of this consultancy is to evaluate the mainstreaming of child rights into national human rights policies, including NAPs on business and human rights in Africa. Specifically, the consultant will:

- Conduct a comprehensive review of national human rights policies, including NAPs on business and human rights to assess the extent of mainstreaming child rights.
- Identify gaps and challenges in mainstreaming child rights into these policy frameworks.
- Highlight best practices and lessons from countries that have effectively mainstreamed child rights.
- Provide actionable recommendations for strengthening child rights considerations in national human rights policies including NAPs on business and human rights.
- Develop an advocacy brief to support stakeholder engagement and policy influence.

## **3. Scope of Work**

The consultant will be responsible for the following tasks:

- Identify relevant international and regional legal and policy frameworks related to child rights and business.
- Identify the most pertinent issues relating to the impact of business, including the informal sector on children's rights.

- Conduct a desk review of existing national human rights policies including NAPs on business and human rights in African countries.
- Analyze the extent to which child rights are explicitly addressed in these policies and plans.
- Engage key stakeholders, including government officials, child rights advocates, civil society organizations, national human rights institutions (NHRIs) and business representatives, through interviews or surveys.
- Conduct case studies on selected countries with notable practices in child rights mainstreaming within national human rights policies including NAPs on business and human rights.
- Develop a draft and final study report with key findings and recommendations.
- Prepare an advocacy brief summarizing the key findings and policy recommendations.

#### 4. Deliverables

The consultant will be expected to produce the following:

1. **Inception Report** – Outlining the methodology, work plan, and preliminary literature review (within two weeks of contract signing).
2. **Draft Report** – Comprehensive analysis of child rights mainstreaming in national human rights policies, including NAPs on business and human rights with identified challenges and best practices.
3. **Stakeholder Consultation Summary** – Key insights from interviews or surveys with relevant actors.
4. **Final Study Report** – A refined version incorporating feedback and providing concrete recommendations.
5. **Advocacy Brief** – A concise, well-structured policy document for engagement with decision-makers and stakeholders.

#### 5. Duration and Timeline

The consultancy will last for a period of **four months**, with the following indicative timeline:

- **Week 1-2:** Submission of Inception Report.
- **Week 3-8:** Desk review and stakeholder consultations.
- **Week 8-12:** Submission of Draft Report.
- **Week 13-14:** Stakeholder validation workshop (if applicable).

- **Week 15-16:** Submission of Final Report and Advocacy Brief.

## **6. Consultant Qualifications and Experience**

The consultant should meet the following criteria:

- Advanced degree in Law, Human Rights, Social Sciences, or a related field.
- At least **10 years of experience** in human rights research, particularly in child rights and business.
- Strong understanding of the African human rights system and business and human rights frameworks.
- Proven track record in conducting policy research and drafting analytical reports.
- Experience in stakeholder engagement and facilitating consultations.
- Excellent analytical, writing, and communication skills.

## **7. Application Process**

Interested candidates should submit the following:

- A technical proposal detailing understanding of the assignment, proposed methodology, and work plan.
- A financial proposal specifying consultancy fees and other relevant costs.
- Updated CV with relevant experience and two references.
- A sample of previous research work related to human rights, business, or child rights.

**Deadline for Applications: 18 May 2025 at 23:59 GMT**

**Email for Submission:** Applications should be sent to [vacancies@ihrda.org](mailto:vacancies@ihrda.org) with **BHR Consultancy** as the subject line.

## **8. Supervision and Reporting**

The consultant will report directly to the Deputy Executive Director of IHRDA. Regular coordination meetings will be scheduled to track progress and provide necessary support.

## **9. Ethical Considerations**

The consultant must adhere to ethical research standards, ensuring child-sensitive approaches and compliance with data protection regulations. Stakeholder engagements should be conducted with full respect for human rights principles.

## **10. Payment Terms**

Payments will be disbursed in three installments:

1. **30%** upon signing of the contract and submission and approval of the Inception Report.
2. **40%** upon submission and approval of the Draft Report.
3. **30%** upon submission and approval of the Final Report and Advocacy Brief.

IHRDA reserves the right to accept or reject applications based on internal evaluation criteria.