

TERMS OF REFERENCE FOR THE PROVISION OF CONSULTANCY SERVICE ON ASSESSMENT OF THE STATUS ON ACCESS TO DECENT WORK FOR YOUNG WOMEN IN TANZANIA

1. Background

ActionAid Tanzania (AATZ) has been supporting a wide range of development initiatives in Tanzania since 1998. It envisions ‘seeing Tanzania without poverty and injustice in which every person enjoys his/her right to a life of dignity. The organization is implementing its fourth Country Strategy Paper (CSP IV) ‘People Advancing Social Justice’ which defines the organisations strategic direction in contributing to social justice, gender equality and ending poverty for the period of five years (2018-2022). The overall Goal of the existing Country Strategy Paper IV is social justice, gender equality and accountability achieved by shifting power and redistributing resources and the rights to people living in poverty and exclusion advanced. This goal will be achieve focusing on four program priorities:

- Program Priority 1: Addressing structural causes of violence against women, promote gender equality and secure economic justice to women and girls;
- Program Priority 2: Enhance civic participation and state accountability for democratic governance and redistribution of public resources for the delivery of quality, gender responsive public services (education and health)
- Program Priority 3: Resilience livelihoods and Climate Justice
- Program Priority 4: Advancing the rights of young people (children and youth)

Additionally, ActionAid Tanzania made commitments to advocate for women’s economic justice and gender and joins the global campaign on ‘*women labour, decent work and public services*’.

Moreover, ActionAid Tanzania through its partners is currently implementing a Youth Empowerment and Influence in Tanzania (YEI) Project. The primary focus of the project is on youth empowerment especially young women because they are among the most vulnerable groups. The overall objective of the project is to ensure quality gender responsive public services (GRPS) financed by progressive domestic resource mobilization, enhanced democratic and inclusive space for civil society engagement and increased access to decent work for young people. Thus, ActionAid is planning to conduct a baseline study to generate knowledge on the status of access to decent work for young women.

2. Context analysis

While work is critical to all people’s enjoyment of their human rights, the inequalities and injustices surrounding women’s labor and their access to decent work, has blocked women’s access to larger parts of the labor market, confining them to living in extreme poverty. Much of the work performed by women is also excluded from being considered work at all and is therefore considered of no economic value despite its contribution to the wheels of production process.

Decent work particularly for young women is a key component of the Sustainable Development Agenda. The importance of decent work in achieving sustainable development is highlighted by Goal 8 which aims to *promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all*. As such, inclusive and decent employment for youth is

considered a vital and indispensable response to the economic growth and social needs of people and governments

Tanzania is one of the countries in Sub Saharan Africa which has the highest youth population. About 34.7% of the Tanzanian population are youths aged between 15-35 years¹. While the youth population is expected to expand, employment and entrepreneurial opportunities remain limited and where the opportunities exist, they are poorly remunerated and do not meet the expected quality as envisioned by ILO and SDGs indicators. About 75% of youths are engaged in employment in the agricultural sector which is characterized by poor labor standards and working conditions. Only 6.7% of youth are employed in the public sector with only wage employment which is poorly remunerated in the whole of Tanzania

Gender differences persist across many sectors such as education, health and various economic arena in Tanzania. The integrated Labour Force Survey (2014) depicts gender disparities in the formal sector employment. According to the survey, men account for 71% of workers. The employment area with the highest gender disparity is the parastatal sector which employs almost five times more men (82%) than women (18%) followed by other private and government sectors. Women are less represented in formal sectors while they are more active in agriculture, which accounts for 82 percent of the labour force.

Young women are disproportionately disadvantaged because most of them lack tertiary education which is key in acquiring the required knowledge and skills. However, in spite of the fact that more women than men are enrolled into tertiary education in Tanzania, still they do not get equal employment opportunities and most of them are informally employed in subsistence agriculture and family-based livelihood activities such as handicraft, fishing and informal shops.

Women's participation in the labour market is shaped by the fact that women have a double burden of household responsibilities and employment outside the household, and therefore they encounter different sets of challenges. Household responsibilities (unpaid care work) is most intensive for girls and women living in low-income countries, those married and adult age who have lower educational achievements, residing in rural areas, and with children under school going ages. Reproductive labour, unpaid household work and caregiving limit women's employment opportunities, mobility, educational attainment and skills development.

3. Purpose of the study:

Based on the above background, ActionAid Tanzania (AATZ) intends to conduct analysis on national labour policies, strategies, laws, social and cultural systems and structures to understand the status and issues associated with decent work for young women. The analysis is expected to assess the situation, establish facts and issues on decent work for young women. The analysis will further assess the existing national government policies, legislations and strategies on increasing access to decent work for young women in both formal and informal work, public services and schemes. The assignment is also expected to analyse challenges young women face in the course of accessing job opportunities. Moreover, the analysis is expected to address the following key questions among others:

¹ URT, 2014, Accessible through

https://tanzania.go.tz/egov_uploads/documents/Descriptive_tables_Tanzania_Mainland_sw.pdf

- I. What are major sectors (formal and informal) young women are employed/work?
- II. Assess whether access to decent work for young is a priority for the government.
- III. What are the existing national policies, legislations and strategies on increasing decent work to young women (looking at formal and informal work)? Do these laws/policies support women workers' rights? What laws are missing/lacking?
- IV. What labour laws exist in the country that are obstacles to achieving decent work for young women? What labour laws are being eroded that are increasing precarious, contractually and insecure work for young women?
- V. What are the conditions of young women workers in the informal sector? Are young women workers in the informal sector recognised as other workers? Are they covered under labour laws? Are they entitled to social security, paid maternity leave, unemployment benefits, right to collective bargaining, etc?
- VI. Which agencies of the State and other duty bearers are accountable for enforcing policies related to women decent work? What gaps exists in key legislations/policies, and their implementation that need amendments?
- VII. Does the government have official statistics on decent work (both for formal and informal work)?

3. Methodology and Process

ActionAid Tanzania intends to commission a consultancy to deliver the assignment described above. The consultant is expected to conduct a comprehensive desk review of relevant documents i.e. laws, policies, strategies and programs. This includes review of related literature, and records, reports and other documents. The consultant should use purposive sampling to identify the respondents to the basement

4. Indicative time frame to deliver the assignment

The assessment is assumed to take a total of 20 working days to complete the entire work (5 days for desk review of documents and 10 days for field work 5 days report writing).

5. Deliverables

- Inception report that outlines detailed content and process of the study to elaborate the consultant understands of the assignment requirements. It should be noted that this is also a part of assessment.
- Draft report for review and comment by ActionAid Tanzania
- Final consolidated report. The report should be submitted in soft and hard copy and should not exceed 30 pages (main body exclusive of annexes).

The final reports should at least have the following contents;

- Executive summary
- Background
- Objectives of the study
- Methodology used
- Major findings of the analysis/assessment
- Conclusions
- Recommendations
- References
- Appendices/Annexes (if any)

6. Qualifications

ActionAid Tanzania is looking for a qualified and experienced consultant or team of consultants. The consultant is expected to have experience on studies related to women rights and gender, political economy, human rights, social work and related areas as well as other social science research, monitoring and evaluation areas. Moreover, the consultant should have a registration licence for consultancy services.

7. Additional Criteria

The consultant should also possess the following;

- A registered certificate / license of consultancy service
- A business TIN (Tax Identification Number)
- Should have no records of child abuse

How to Apply;

Interested and QUALIFIED candidates are invited to apply, submitting the following documents;

- Two (2) copies of technical proposal and two (2) copies of financial proposals – in two separate envelopes, signed and sealed if physically submitted through the address indicated below OR you can email your proposals through the email indicated below
- A copy of CV / CVs of the consultant(s) who will undertake the study assignment
- Contact details of two (2) references
- Sample of relevant reports or publications on the related subject
- A copy of registration certificate / license
- A copy of the business TIN

Please send your applications to the following address;

Administration and Logistics Officer
ActionAid Tanzania
Mikocheni B Area, Makuyuni Street Plot No. 79
P. O Box 21496
Dar Es Salaam, Tanzania

OR

Email your bid to: olympia.venance@actionaid.org

The Deadline for this application is 7th October 2019.