

## TERMS OF REFERENCE

### LITERATURE REVIEW ON THE SEVERITY OF CHILD LABOUR

#### BACKGROUND AND RATIONALE

ICI is a Swiss-based, non-profit foundation that works to ensure a better future for children in cocoa growing communities. It is a multi-stakeholder partnership advancing the elimination of child labour and forced labour, by uniting the forces of the cocoa and chocolate industry, civil society, farming communities, governments, international organizations and donors. ICI was created following a recommendation in the 2001 Harkin-Engel Protocol for the establishment of an independent foundation to oversee and sustain efforts to eliminate child labour in cocoa, including by implementing projects and serving as a clearinghouse for good practices.

According to a recent survey of child labour in cocoa in Côte d'Ivoire and Ghana,<sup>1</sup> 1.56 million (45%) children aged 5-17 living in agricultural households in cocoa growing areas of Côte d'Ivoire and Ghana were involved in child labour in cocoa in 2018/19. Despite a decrease in the average number of hours worked (8.3h/week down from 10.6h in 2008/9), 95% of children in child labour engage in hazardous work, with an increasing share exposed to 4 or more hazardous tasks and to agrochemicals, while the number of children exposed to 1-3 hazardous tasks has decreased since 2008/9.

This large group of children classed as *in child labour* therefore includes a host of diverse situations and differing degrees of exposure to harm. Within this group, ICI is aiming to develop concepts and tools which allow to better capture different levels of child labour severity with more granularity, and to measure progress towards reducing the *severity* of child labour, as well as its prevalence.<sup>2</sup>

More substantiated concepts of child labour severity will allow ICI and other actors in the sector to:

- 1) Better understand the link between child labour and harm
- 2) Better target interventions based on vulnerability and need
- 3) Better measure progress and intervention outcomes

The focus of ICI's work will be on **child labour severity in the specific context of cocoa agriculture in West-Africa**.

From an initial review of theoretical literature on this topic, child labour severity is understood *as a dynamic and cumulative process whereby risk of and actual harm increases continuously* (Ray R. a., 2005; O'Donnell, 2005) and likely non-linearly (Mussa, Mirzabaev, Admassie, Nshakira-Rukundo, & von Braun, 2019) with the precocity and intensity of exposure (Sturrock, 2016; Aransiola T.J., 2018; Kassouf, 2001). Child labour severity comprises of several dimensions:

- *Intensity of exposure* (severity of the event): captured by the sum of detrimental events or tasks, their duration, and chronicity.

<sup>1</sup> NORC (2020). "Assessing Progress in Reducing Child Labor in Cocoa Production in Cocoa Growing Areas of Côte d'Ivoire and Ghana". <https://www.norc.org/Research/Projects/Pages/assessing-progress-in-reducing-child-labor-in-cocoa-growing-areas-of-c%C3%B4te-d%E2%80%99ivoire-and-ghana.aspx>.

<sup>2</sup> ICI Strategy 2021-2026. [https://cocoainitiative.org/wp-content/uploads/2020/09/ICI-2021-2026-Strategy\\_EN.pdf](https://cocoainitiative.org/wp-content/uploads/2020/09/ICI-2021-2026-Strategy_EN.pdf)

- *Timing*: exposure to detrimental tasks is very likely to be more detrimental at early age (window of vulnerability) than in latter stages (early vs. late exposure).
- *Exposure vs capacity to cope*: involves the internal characteristics of the child, like age, gender, current health condition, and external parameters like the availability (and actual use) of protective items, supportive and enabling environment at home, at school, or the availability of health facilities at community level.
- *Modality*: direct effects (eg. injuries, exposure to violence), induced effects (deprivation of her/his rights to play, to go to school...), indirect effect (poor academic outcomes / literacy, dampened development, lower incomes in adulthood...).
- *Affected domains*: physical health, mental health/development, access to rights, social and economic areas, overall well-being.
- *Time of emergence*: immediate vs silent/delayed effects.
- *Recoverability*: transient, lasting or irrecoverable damages.

Child labour severity is therefore tentatively defined as: the degree of detrimental effects on child's development (Lee & Kim, 2021; Emerson, 2017; Ide, 2005), health (Dalal, 2015; Zainab, 2016), access to rights (Beegle, 2009; Allais, 2009; DeGraff, 2016) and well-being (Doocy, 2007) due to the intensity, frequency and timing of the exposure to child labour and occurring differentially depending on the child's age, gender, socioeconomic status and ecology, whether these effects be short-term / immediate (Zainab, 2016) or long-term / delayed (Sim, 2017; Zabaleta, 2011; Ide, 2005; Rosati, 2007; Lee C. a., 2010; Nishijima, 2015) ones.

Severity therefore depends on the *context*, on *exposure* to specific events, on the *subject* (the child, for instance), and on *specific effects*. As stated in ILO definitions and national legislation, it is also important to recognise that not all work by children is harmful. To the contrary, some work by children, in protective conditions, can be a valuable source of learning, skill development, socialisation and be beneficial to a child's development.

ICI is commissioning an in-depth review of the scientific literature (including relevant grey literature of sufficient quality) on the detrimental impacts of different modalities of child labour on child wellbeing. Several dimensions of child wellbeing should be considered, including at least the child's physical and mental health, social and cognitive development, and access to rights (schooling, among others). Both short-term impacts and longer-term impacts on lifetime outcomes should be considered. The main focus should be on child labour in agriculture; but evidence on child labour from other sectors can be included if results are clearly transferable.

The review should provide a **comprehensive review of relevant empirical** studies published in scientific outlets for various disciplines (including but not limited to psychology, medicine, economics, sociology). A selection of seminal *theoretical* papers should also be consulted to guide the research and frame the report.

The literature review will provide the basis for the development of an operational definition of child labour severity. It should help ICI, together with its members and partners, better understand the harm related to different activities, and identify protective factors.

## ASSIGNMENT

<b>General objective</b>	Review evidence to inform the development of an operational definition of child labour severity, relevant to the context of smallholder agriculture in West-Africa, and potentially beyond.
<b>Research questions</b>	This assignment will seek to answer the following questions, with a focus on child labour in agriculture: <ul style="list-style-type: none"> <li>• What do we know from scientific research on detrimental impacts of different modalities of child labour, including specific tasks and</li> </ul>

	<p>circumstances, on children’s physical and mental health, social and cognitive development, and access to rights?</p> <ul style="list-style-type: none"> <li>• Does the type, degree and reversibility of harm caused depend on the demographic characteristics of the working children (age, gender), of the household (composition, socioeconomic status, economic activities) and of the community?</li> <li>• What are protective factors that reduce negative impacts on different child outcomes under different circumstances?</li> <li>• What measurement tools/scales are used in the literature to measure the degree of exposure, and the magnitude of impacts on various outcomes?</li> <li>• Based on the overall picture emerging from the available evidence, what are the critical points to consider when developing an operational definition child labour severity and justify a prioritization to support on the basis of need/vulnerability?</li> </ul>
<b>Audience &amp; use</b>	<p>The primary intended audience for this literature review includes stakeholders involved in tackling child labour in the context of cocoa / agricultural communities in West-Africa, and beyond.</p> <p>ICI intends to use the results of this literature review to inform the development of an operational definition of child labour severity.</p> <p>The report will be published on ICI’s Knowledge and Learning platform, where it will be accessible to the public.</p>
<b>Information sources / stakeholders to be consulted</b>	<p>The consultant will be expected to take stock of the available scientific literature, focusing on high quality empirical research studies (with grey literature reports to be included if highly relevant and using convincing methods) from various disciplines (including but not limited to psychology, medicine, economics, sociology). A selection of seminal <i>theoretical</i> papers should also be consulted to guide the research and frame the report.</p> <p>The consultant will be guided by ICI’s Knowledge and Learning team.</p>
<b>Methodology</b>	<ul style="list-style-type: none"> <li>- Run and document a search on the literature available on the topic</li> <li>- Define inclusion / exclusion criteria</li> <li>- Go through the selected articles and select the relevant information for the exercise</li> <li>- Issue a report including these key deliverables: <ul style="list-style-type: none"> <li>○ A summary of the methodological approach and of the key findings related to the research questions defined above</li> <li>○ A table listing selected articles, rating their quality the study, the research method / statistical analysis used, the domain of relevance, keys findings</li> <li>○ Recommendations on what to account for in an operational definition of child labour severity</li> <li>○ Bibliography</li> <li>○ An exploitable bibliography database (.bibtex or equivalent)</li> </ul> </li> </ul>
<b>Expected output(s)</b>	Literature review, including recommendations
<b>Location</b>	Remote assignment
<b>Timeframe</b>	February 2021 - May 2021

## Requirements

The consultant should meet the following requirements:

- Advanced university degree in a relevant field, with experience in the field of child rights, child protection
- Proven experience of conducting research activities and writing scientific reports, including literature reviews, research studies or meta-analysis related to child labour
- A track record of similar and successfully completed studies addressed to a general, rather than solely academic audience.
- Knowledge of child labour, ideally in the context of agriculture
- Ability to work in English

## HOW TO APPLY

**NB:** ICI has *zero-tolerance* for all forms of child neglect, abuse (sexual, physical, emotional, and psychological) and exploitation (sexual and commercial).

ICI commits to put the best interest of the child first, and at the centre of its work, irrespective of a child's ability, ethnicity, faith, gender, sexuality and culture.

ICI recognizes its responsibility to ensure and to promote a safe and secure environment for children. To effectively manage risks to children, ICI requires the commitment, support and cooperation of all staff, associates, partners, suppliers, service-providers and visitors. By applying at ICI, you automatically agree to the above term and uphold the principles described herein

Interested candidates are requested to provide the following information:

- CV and cover letter, in English, setting out how they meet the requirements above and including links to examples of relevant work
- A short description of a proposed methodology and financial proposal (2 pages max.)

All applications should be submitted to: [hr@cocoainitiative.org](mailto:hr@cocoainitiative.org) by 28 February 2021.

For any questions in relation to this vacancy, please contact Laurent Foubert [l.foubert@cocoainitiative.org](mailto:l.foubert@cocoainitiative.org).