



**Project funded by  
European Union**



**AJPRODHO**



WITH FUNDING FROM

**AUSTRIAN  
DEVELOPMENT  
COOPERATION**



**Name of the Organization:** Youth Association for Human Rights Promotion and Development  
(AJPRODHO-JIJUKIRWA)

**Project Ref: DCI-HUM/2014/341-315**

Youth Employability in the Informal Sector Project (YEIS)

**A Study on the “Implications of Domesticating ILO Convention 189 for Rwanda” and an  
Analysis of Capacity to Contract for 16 &17 years old in Rwanda.**

## **1.0 Introduction**

The Youth Association for Human Rights Promotion and Development (AJPRODHO-JIJUKIRWA) is a non-governmental Organization, not for profit making, which was created in 1997. AJPRODHO works to improve the rights of the disadvantaged youth, women and children in Rwanda through human rights promotion, protection, research, advocacy, economic empowerment and civil society strengthening.

AJPRODHO’s vision is a peaceful society where there is youth participation for social justice and decent living conditions for all whilst its mission is to empower disadvantaged people for their rights and to advocate for socio-economic development.

## **1.1 About YEIS PROJECT**

AJPRODHO has received funding from the European Union and Care Austria in partnership with the Austrian Development Cooperation to implement the “**Youth Employability in the**

**Informal Sector (YEIS)” project, for a period of 4 years in 7 Districts of Rwanda;**  
Nyarugenge, Kicukiro, Rulindo, Nyabihu, Ngororero and Rubavu.

The project aims at contributing to the elimination of poverty of youth between 16-30 years and is implemented by AJPRODHO in partnership with Young Women’s Association Rwanda and Care International Rwanda.

The Youth Employability in the Informal Sector (YEIS) project has been designed to contribute to the elimination of poverty of youth dependent on the informal sector in Rwanda (overall objective). The project will indirectly have a positive impact on all youth currently dependent on the informal economy through evidence-based advocacy for a more appropriate legal and policy framework and its efficient implementation,. Directly, the project will improve the situation of 8,000 youth (70% women) in the informal sector by increasing their technical, financial and entrepreneurial skills, ensuring access to information and financial and business services, facilitating them to unite in Voluntary Savings and Loans Associations (VSLAs), cooperatives and trade unions, and enabling them to take steps towards the regularization or formalization of their activities. As such, the project builds on and contributes to the Government of Rwanda’s Economic Development and Poverty Reduction Strategy Paper (EDPRS) 2: specifically its pillar on ‘productivity and youth employment’ and the two priorities under this theme of ‘critical skills and attitudes for services and industrial sectors’ and ‘entrepreneurship, access to finance and business development’.

**a) The Development Hypothesis**

In order to achieve this goal, the following hypothetical theory was assumed: if youth in the informal economy access opportunities to increase their knowledge and skills in relevant social and economic areas, if available local and national institutions to boost employment are more supportive to them and if the legal and policy framework is adapted to accommodate their specific issues, they will transition from informal to the informal economy and they will be increase their income and live in decent conditions.

The design framework stipulates that through the VSLA methodology, youth will increase their financial literacy to be able to make informed decisions on the use of their money. They will also be linked with micro-finance institutions to access services including loans, in order to invest in bigger and more productive assets, and more remunerating businesses.

In addition, to VSLA methodology, youth will also access hands-on skills through **vocational/technical training** in TVET centers and they will be trained and supported to create **cooperatives** that are known to contribute to economic development of individual businesses.

**b) Advocacy for Domestic Workers’ Rights and Capacity to Contract for 16 and 17 years old**

Advocacy must be informed by evidences, as such one of the project components to facilitate evidence based advocacy is research. The study on implications of ratifying ILO Convention 189 on domestic work by Rwanda is one of the project research activities under the project.

Domestic workers form one of the largest informal labor-force, the majority of which fall within the youth definition of 16-30 years of age, according to Rwandan law. Domestic work continues to be undervalued and invisible and is mainly carried out by women and girls who are particularly vulnerable to discrimination in respect to the conditions of employment. Domestic work is also associated with related sexual and domestic violence in addition to unfair and exploitative service terms.

## **2.0 Objectives of the Study:**

1. Document stories on conditions of domestic work in Rwanda from employees, employers, responsible public sector institutions and CSOs stakeholders.
2. Provide an analysis of social security and minimum wage implications of ratifying ILO Convention 189 on employers, employees and propose remedial legal and policy decisions
3. Provide an assessment of risks and benefits of domesticating ILO C-189 on domestic workers and the government including on social security, minimum wage, domestic violence and Gender Based Violence issues.
4. Provide an analysis of capacity to contract 16 -17 years old and propose remedial legal and/ or policy actions, if necessary
5. Provide an analysis of legal and policy implications of ratifying ILO Convention 189 and propose responsive legal and policy reforms needed.

## **4.0 Methodology and process**

The study will use qualitative methods, participatory tools and techniques of data collection, which may include but is not limited to document review techniques, in-depth interviews, key informant interviews, focus group discussions, etc. The total population of the study will be youth in the informal sector, their communities, employers, as well as public and civil society stakeholders. The sample will be disaggregated by sex, age, type of employment / occupation and geographical location (urban versus rural). The study should use internationally accepted approaches and ethics of qualitative data collection and analysis.

## **5.0 Contract Duration**

60 days including data collection, analysis and reporting.

## **Consultant /firm experience**

- At least five (5) years' experience in conducting evaluations and carrying out related tasks;
- Strong research and analytical skills with special emphasis on data collection and analysis tools;
- Experience in carrying out policy analysis and facilitating advocacy assignments

- Fluency in English and Kinyarwanda, experience in working with local community is an added advantage.
- Masters Degree in a relevant discipline; law, public policy and other social science fields.

### **How to apply**

Interested consultants/firms must submit the following documents:

- a) Cover Letter, addressed to the chairperson of AJPRODHO-JIJUKIRWA
- b) At least three references from similar assignments
- c) Technical proposal.

What methodologies are appropriate given the objective of the study?

Financial proposals based on activities/ requirements of the consultant/firm,

If the consultant/ firm intends to work in a team, he/she shall indicate the team members and attach their CVs, clearly highlighting the team leader whose minimum qualifications should be at Masters level in relevant areas (Law, Public Policy and other related Social Sciences, certificates of service from previous contracts carried out, copies of business registration, and certifications of compliance to RSSB certificate and RRA tax obligations.

Interested and qualified professionals (individuals, consulting agencies, firms or institutions) are invited to submit their applications in two separate technical proposals in three copies and one separate financial sealed envelope addressed to the Chairperson of Board of Directors of AJPRODHO and physically deliver to Head Office located in Kacyiru on KG 688 ST.

Terms of reference Can be collected at AJPRODHO office during work hours from 18<sup>th</sup> 2016 to June 25<sup>th</sup>, 2016, 8:00 – 5:00PM or Down load the from the website [www.ajprodhojjukirwa.org](http://www.ajprodhojjukirwa.org)

Deadline for application is 25<sup>th</sup> July 2016 at 4.00pm

For more information Contact: 0788641210 or 0788308964, or email [ajprodhojjukirwa@yahoo.com](mailto:ajprodhojjukirwa@yahoo.com)

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**Done at Kigali 18<sup>th</sup> July 2016**

**Muhgirwa Louis**  
**Chairperson**