

TERMS OF REFERENCE

Legal Researcher to support the activities of the ACERWC's Working Group on children's Rights and Business

Appointment Period November 2024- October 2027

Legal Researcher to support the activities of the ACERWC's Working Group on Children's Rights and Business
Key Task: Support the activities of the Working Group on Children's Rights and Business
Duty station: Maseru, Kingdom of Lesotho
Duration: 3 years
Date of appointment: November 2024 to October 2027

I. Background

The African Committee of Experts on the Rights and Welfare of the Child (ACERWC/Committee) is a human rights organ of the African Union (AU) with the mandate to promote and protect the rights and welfare of children in Africa. The Committee was established by the Organization of African Unity (OAU), now the African Union (AU), by virtue of Article 32 of the African Charter on the Rights and Welfare of the Child (African Children's Charter) to monitor the implementation of the Charter.

The ACERWC recognises that various aspects of business have negative effects on children's rights and welfare. These include failure of employers to assist working parents and caregivers to fulfill their responsibilities to children in their care; economic exploitation and hazardous work conditions for children, amounting to lack of due diligence on the part of businesses; lack of functioning labour inspection and enforcement systems in most African States; lack of adequate measures by States to promote the physical and psychological recovery and social reintegration of children who have experienced various forms of violence, neglect, exploitation, or abuse including economic exploitation; and difficulties obtaining remedies for abuses that occur in the context of transnational business operations.

To guarantee protection of the rights of children in the realm of business it is important that States have adequate legal and institutional frameworks to respect, protect and fulfill children's rights, and provide remedies in case of violations. Moreover, all businesses have responsibilities to respect and support children's rights, and comply with their obligations under public policy through due diligence processes.

The ACERWC established a Working Group on Children's Rights and Business during its 35th Ordinary Session in 2020. The aim of the Working Group is to promote the integration of child rights-based approach to business practices with a view to addressing business-related child rights challenges in Africa.

The Working Group is guided primarily by the African Children's Charter, the Resolution establishing the Working Group and the Standard Operating Procedures for the establishment of Working Groups as Special Mechanisms within the ACERWC.

The Institute of Human Rights and Development in Africa (IHRDA) through a support of the SIDA-funded Africa Children's Charter Project (ACCP) is collaborating with the ACERWC to hire a qualified Legal Researcher to assist the undertakings of the above-mentioned Working Group.

II. Main duties and responsibilities of the Legal Researcher

The Legal Researcher will support the activities of the Working Group on Children's Rights and Business as contained in the Resolution for the establishment of the Working Group. Specifically, the officer will:

- i. Prepare and coordinate the meetings of the Working Group;
- ii. Develop strategies to disseminate the findings of the ACERWC study on children's rights and business;
- iii. Coordinate the activities of the Working Group aimed at raising awareness and galvanizing action on the issue of business and children's rights among States, Regional Economic Communities, National Human Rights Institutions (NHRIs), civil society organizations (CSOs), child and youth led organizations, business enterprises, and other relevant stakeholders;
- iv. Support the mandate of the Working Group to seek, receive, examine and act upon information on business and children's rights from Member States, NHRIs, relevant Intergovernmental Organisations, Business Enterprises, International and Regional Mechanisms, United Nations Agencies, CSOs, children, and other stakeholders;
- v. Draft the ACERWC's documents (including Concluding Observations, letters of urgent appeals, etc) concerning children's rights and business;
- vi. Produce regular annual reports on the activities of the Working Group;
- vii. Undertake any other tasks assigned by the Executive Secretary

III. Qualifications

- i. At minimum, an advanced university degree in law, human rights, children's rights/welfare, or other related disciplines;
- ii. A minimum of five years working experience in the area of child protection in the African context;

- iii. Demonstrated knowledge of the African Charter on the Rights and Welfare of the Child and the work of the African Committee of Experts on the Rights and Welfare of the Child;
- iv. Experience in national or international organizations working on matters of children's rights/human rights and business;
- v. Excellent research and analytical skills;
- vi. Excellent and proven report writing skills.

IV. Reporting lines

The Officer will work under the direct supervision and guidance of the Executive Secretary of ACERWC.

V. Duration and attendance

The appointment of successful candidate will commence in November 2024 and end in October 2027.

VI. Location

The Officer will be based in Maseru, Lesotho.

VII. Application

The application document should submit:

- i. A cover letter summarizing the background of the applicant and why the applicant is interested in the position;
- ii. A Customized Curriculum Vitae not exceeding 3 pages;
- iii. Evidence of educational background and professional experience; and
- iv. Names and contacts of three references.

XV. Application deadline

Application should be submitted to acerwcresearcher@ihrda.org with the subject line '**Legal Researcher to support the activities of the ACERWCs Working Group on Children's Rights and Business**' no later than Tuesday, 8th October 2024 at 11:59 p.m. GMT.

NB: Only shortlisted candidates will be contacted.