Term of Reference

Consultative Workshop Facilitation to Create Awareness on the Rights of Individuals to Decent Work and to Seek Justice for Employer Organizations, Agencies and Relevant Government Stakeholders.

Background

Ethiopian Human Rights Council (EHRCO) is a non-governmental, non-profit-making, non-partisan and membership-based organization legally registered by the Ethiopian Civic Society Authority with registration number 1146 and is currently working as a human rights civil society. It was established in October 1991 by 32 founding members from academia, business, and other professionals. EHRCO is an organization that strives for the establishment of a Democratic system, the prevalence of the Rule of Law, and respect for Human Rights. EHRCO works in situation monitoring, investigating, and reporting on Ethiopia's human rights situation at its core. Furthermore, EHRCO investigates, documents, and reports on (often serious and widespread) human rights violations and has specialized in targeted monitoring such as prisons, trial proceedings, free legal aid, and election monitoring. Additionally, EHRCO is involved in various projects and programs focusing on issues related to human rights.

In recognition of EHRCO's contribution over three decades of work in the human rights arena, it has been awarded different awards. Recently, EHRCO received the 2022 human rights award from the German section of Amnesty International.

The Call

The Consortium of Ethiopian Human Rights Organization (CEHRO) is implementing a project from the Ministry of Foreign Affairs of the Government of Norway (NORAD) titled "Combating exploitation, child labor, abuse and human trafficking in Ethiopia" with Action Aid Ethiopia (AAE), People Health Ethiopia (PHE) Consortium, Union of Ethiopian Women and Children Associations (UEWCA), and Emmanuel Development Associations (EDA). CEHRO has sub-granted two of its member organizations, the Ethiopian Human Rights Council (EHRCO) and Ethiopian Labor Rights Watch (ELRW) to implement selected components of the project and carry out the activities envisioned by the project. Accordingly, EHRCO is assigned to conduct a half-day consultative workshop to create awareness of the rights of individuals to decent work and to seek justice for selected employer organizations, agencies and relevant government stakeholders. To this end, EHRCO invites interested and qualified consultant to facilitate the said workshop.

Objective

The activity aims to raise awareness for relevant stakeholders such as employer organizations, agencies and government representatives on the rights of individuals to decent work and how to seek justice and bring together the said key stakeholders to consult about the issue.

Thus, through the workshop the participants will be able to:

1. Understand the broader notion of the right to decent work and how individuals can seek justice when their right is at stake;
2. Explore relevant legal instruments at the international, regional, and national levels *vis-à-vis* the rights to decent work;
3. Critically evaluate discrepancies between notions and practices regarding the right to decent work, especially in Ethiopia;
4. Understand institutional mechanisms to ensure decent work and access to justice; and
5. Explore their roles and contributions with regard to better implementation of the right to decent work and access to justice;

Scope the Activity

In light of this, EHRCO is looking for a qualified consultant to design and deliver a half-day consultative workshop on the right to decent work and how to seek justice for 25 representatives of employer organizations, agencies and government representatives on November 29, 2022 at Addis Ababa, Ethiopia.

Thus, the workshop should include but not be limited to the following thematic areas:

- The notion of the right to decent work and how to seek justice;
- Indicators of decent works;
- Legal norms on the right to decent work (local, international and regional legal frameworks);
- Notions and practices regarding decent work especially within the Ethiopian context by focusing on the Labor Proclamation No. 1156/2019;
- Explore institutional mechanisms to ensure decent work as well as access to justice in Ethiopia; and
- The roles of key stakeholders such as employer organizations, agencies and relevant government representatives in institutionalizing and practicing decent work as well as identifying practices that might help to ensure decent work in Ethiopia.

Expected Deliverables

The key deliverables for the workshop include:

1. An Inception Report of the workshop shall capture what the facilitators make of the present TOR and shall include a well-detailed description of the workshop plan, including the schedule, scope, approaches, methodologies, and deliverables of the workshop. The inception Report shall be shared with EHRCO for review within 2 (five) days after he/she is communicated for selection.
2. Workshop materials, PowerPoint presentations, pre and post-tests with multiple choice and "True and False" questions, and workshop agendas shall be shared with EHRCO 2 days after he/she is communicated for selection.
3. Deliver a half-day workshop on the right to decent work and how to seek justice for 25 representatives of employer organizations, agencies and concerned governmental offices; and
4. A final report of the workshop shall be submitted 3 (three) days after the completion of the workshop. The reports should include a detailed analysis of the workshop delivery process, results achieved, participant evaluation, main conclusions, and recommendations for EHRCO's future work.

Methodologies

The consultant is required to;

1. Identify the most effective delivery methods and suitable workshop instruments for participants to achieve workshop objectives and measurable outcomes, including appropriate workshop methodologies (interactive lectures and case studies);
2. Develop a detailed workshop schedule, agenda, and materials to be shared and approved prior to the launch of the workshop;
3. Prepare pre and post-assessments (to be filled at the beginning of the workshop and end of the workshop, respectively);
4. Deliver a one-day consultative workshop for 25 representatives from employer organizations, agencies and relevant government stakeholders at Addis Ababa on November 29, 2022.
5. Prepare and deliver a final report on the workshop 3 (three) days after the completion of the workshop. The report shall include information on the workshop delivery process, results achieved, participant evaluation, main conclusions, and recommendations for future work.

Timeframe

The consultant is expected to finalize and conduct, a one-day consultative workshop on the rights of individuals to decent work and how to seek justice for 25 employer organizations, agencies and relevant government stakeholders at Addis Ababa on November 29, 2022.

Applicant Qualification

Applicants interested are required to have the following qualifications.

A. Master's degree in Law, Human Rights, Public International Law, Political Science, or related fields;
B. Minimum 2 years of experience and exposure to issues related to labor law and rights to decent work;
C. Solid experience and knowledge especially of the Ethiopian legal system, legal rules, principles, institutional structures, as well as practices *vis-a-vis* the right to decent work;
D. Familiarity with and up-to-date knowledge of the local civic space in Ethiopia and a proven record of 3 years of facilitating workshop experience;
E. Very good facilitation, communication, and presentation skills;
F. And awareness and sensitivity to gender and social inclusiveness.

Modes of Communication

- All modes of communication should be in Amharic during the workshop; and
- The workshop materials should be prepared in Amharic.

Documentation Required

A. Technical proposal;
B. Financial Proposal;
C. Updated CV and experience certificate(s); and
D. Legal renewed license including TIN certificate (If applicable).

How to Apply

Interested qualified applicants should send the above documents to email: ehrcovacancy2022@gmail.com and CC to bennahailee1234@gmail.com with the subject written as **"EHRCO THE RIGHT TO DECENT WORK" no** later than November 25, 2022, 6:00 pm (LT).

NOTE:

- This call is solely for the above-mentioned activities; it is not permanent employment.
- Applicants that do not follow the procedures will be disqualified immediately.
- EHRCO can amend this TOR at any time if it is necessary before reaching an agreement.

EHRCO has a zero-tolerance stance toward sexual harassment, exploitation and abuse, and child abuse in any form, perpetrated by our staff, members, or any associated personnel against anyone.