



Terms of Reference for

Technical Support to ILO Constituents in Nepal to strengthen Fundamental Principles and Rights at Work

Title:	National or International Consultant (Specialist on Fundamental Principles and Rights at Work)
Place of Assignment:	Kathmandu, ILO Office for Nepal
Start date:	December 2021
End date:	March 2022
Total working days:	41 days

1. Background

The International Labour Organization (ILO) is the UN specialized agency dealing with work and workplace issues, and related rights and standards. Its overarching goal is to achieve decent work for all so everyone benefits from working conditions that offer freedom, equity, security and human dignity. The Government of Nepal has demonstrated its political commitment to the ILO Fundamental Principles and Rights at Work by ratifying seven out of eight ILO core conventions, which include all four conventions on child labour and forced labour. The Country Office in Kathmandu supports the constituents in their efforts to achieve decent work and social justice in Nepal.

The ILO programme in Nepal is aligned to our global effort to promote Decent Work for all. The ILO Nepal Decent Work Country Programme (DWCP) 2018-2022 reflects the priorities of our tripartite constituents (Ministry of Labour and Employment, and Employers' and Workers' organizations), who are also signees, and focuses on four strategic areas aligned to the Decent Work Agenda:

- i. Fundamental principles and rights at work
- ii. Social protection and social security
- iii. Employment and income opportunities
- iv. Social dialogue and tripartism

The Sustainable Development Goal 8.7 calls on governments to take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child

labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms. This target is not just relevant to goal 8, but also reinforces the successful achievement of Goals 1, 4, 5, 10, 16 & 17, among others.

Nepal became a Pathfinder Country for Alliance 8.7 initiative in November 2018 .The Alliance 8.7 is a global coalition committed to an inclusive global initiative that brings together all those working towards the sustainable elimination of forced labour, modern slavery, human trafficking and child labour. The Alliance sets out to be inclusive, involving the governments, workers' and employers' organizations, UN agencies, regional organizations, partners for development, the private sector, civil society organizations, academia, experts, the media and other actors supporting the aims of SDG 8.7. In addition to improved coordination and collaboration, the Alliance would bring the added value of ensuring that duplication of efforts by different stakeholders is avoided, and that funding is channelled towards proven practices for replication and scale.

The MOLESS has taken a number actions to accelerate actions to eliminate forced labour and child labour in Nepal as a part of Nepal's commitment to achieving SDG targets by 2030 which includes the establishment of Alliance 8.7 Secretariat, allocation of budget for child labour free municipalities and development of a plan for the implementation of national plan of action on child labour.

In order to promote integrated approach for promoting fundamental principles and rights at work (FPRW), the MOLESS is seeking strong technical advisory support from ILO Nepal, which was particularly expressed in the meeting held with the Minister Krishna Kumar Shrestha held on 15 November 2021.The ILO is seeking to take services of a Senior Technical Specialist on labour standards to provide quality technical assistance to the MOLESS to implement programme in the Fundamental Principles and Rights at Work and to improve labour governance practices.

2 Scope of Work and deliverables

1. Advise the MOLESS and Social Partners in all matters relating to meeting their obligations under the ratified Core Conventions or under the ILO Constitution in respect of international labour standards.
2. Assist the MOLESS to draft a strategy or a chapter on an integrated approach to promote FPRW, in the new 5 year strategic plan of MOLESS taking into consideration the needs and priorities of the MOLESS and tripartite constituents while promoting the relevant ILO standards.
3. Provide technical advice at highest policy-making levels on matters pertaining forced labour, child labour, to promote systems of collective bargaining, wage policies, and non-discrimination
4. Review the work on Alliance 8.7 in Nepal and its institutional framework and prepare a technical note for strengthening work in the field of Alliance 8.7 for achieving the SDG target 8.7
5. Provide technical assistance to the Alliance 8.7 Secretariat to develop a framework for reporting on the SDG 8.7 in close coordination with the Asia Regional Child Labour Project (ARC Project) staff

6. Design and participate in high-level seminars, workshops and round-table discussions on topical issues on child labour, forced labour , Alliance 8.7 and labour administration issues with tripartite constituents and if necessary other stakeholders in coordination with the Alliance 8.7 Secretariat and responsible officials at the MOLESS
7. Prepare at strategic papers in the field of FPRW and labour administration for the MOLESS to present at national and international meetings particularly for global meeting on the Alliance 8.7 meetings
8. Assist ongoing efforts to eliminate child labour, specifically existing child labour free municipality initiatives and document good practices on child labour and force labour in Nepal to support the MOLESS to share at various national and international forums
9. Provide substantive support and advice to labour law implementation processes and assist governments and tripartite bodies in taking such processes forward, ensuring the alignment of legislation with relevant international labour standards, and best comparative practices for effective labour market regulation.

Deliverables

1. A chapter (4-6 pages) on integrated approach/strategy for the promotion and implementation of FPRW provisions in a new 5 year strategic plan of the MOLESS
2. Technical inputs and guidance on the related matters through presentations at 4 high level meetings and workshops
3. A technical note for strengthening work in the field of alliance 8.7 for achieving the SDG target 8.7 especially strengthening work at local levels.
4. A reporting Framework for the SDG 8.7 goal
5. Documentation of good practices on child labour and force labour in Nepal and support the MOLESS to share at various national and international forums
6. Strategy paper for the implementation of the labor law

3.Work plan

SN	Assignment related to deliverables	Working days
1.	A chapter (4-6 pages) on integrated approach/strategy for the promotion and implementation of FPRW provisions (Consultation, Write up and Presentation)	4
2.	Provide technical inputs and guidance on FPRW matters through presentations at 4 high level national meetings and workshops	6
3.	Prepare two policy briefs in the field of FPRW and labour administration for the MOLESS to present at national and international meetings particularly for global meeting on the Alliance 8.7 meetings	7

4.	Prepare a technical note for strengthening work in the field of alliance 8.7 for achieving the SDG target 8.7 especially strengthening work at local levels. (prepare and share)	6
5.	Assist the ARC project on its ongoing efforts to eliminate child labour, specifically existing child labour free municipality initiatives and document good practices on child labour and force labour in Nepal to support the MOLESS to share at various national and international forums	8
6.	Strategy paper for the implementation of the labor law including consultations and sharing	7
Total working days		38

4. Eligibility and Requirement

Competencies

- Minimum of university degree (Masters' or equivalent) in social science, or related areas. Ten to fifteen years' experience in Fundamental principles and Rights at Work related areas and labour administration
- Ability to provide policy advice and the ability to work with ILO constituents and labour market institutions and lead meetings with tact and discretion.
- Previous experience of working with ILO, UN Organizations, I/NGOS and/or NGOs working on policy analysis and training in the field of FPRW and labour administration would be an advantage
- Excellent Proficiency in written and spoken English. Knowledge of Nepali language would be an added value

Eligibility

- Consultants contracted by the ILO for another task in the duration of the study are not eligible to apply
- If the applicant is engaged in full-time employment, the applicant will be required to present a no-objection certificate from their employers
upon selection

List of Documents to be Submitted

- Cover Letter indicating an all-inclusive fee per day/financial proposal

5. Submission and Deadline of EOI

Applicants are requested to send an all-inclusive fee per day as part of the financial proposal and their CVs highlighting relevant experience as well as other supporting documents to KTM_Procurement@ilo.org no later than 23:30hrs, 19 December 2021. Please indicate “**Technical Support in FPRW**” in your e-mail subject line.