

## **TERMS OF REFERENCE**

### **DOCUMENTATION OF THE LABOUR DISPUTE RESOLUTION SYSTEM IN TELANGANA**

#### **1. BACKGROUND**

The COVID-19 pandemic has negatively affected employers and workers globally. Amongst other factors, this is evident from increased layoffs and retrenchments. India has been similarly affected, with severe impacts on economic growth arising from the COVID-19 pandemic. In order to support the recovery process, it is important that labour rights are protected, workers' have recourse to effective labour dispute resolution systems, and the maintenance of labour peace is facilitated.

In order to achieve this, it will be necessary to focus on enhancing labour dispute resolution at a state level in India. This will require, amongst other activities, a focus on:

- Measures to facilitate compliance with the labour dispute resolution provisions of the newly enacted Industrial Relations Code and associated at a state-level;
- Labour dispute resolution systems and processes at a state-level;
- Labour dispute resolution capacities; and,
- An identification of areas requiring support.

In order to systematically undertake such an initiative, it is proposed that one state forms the initial focus, prior to progressive expansion to further states. Given that the ILO has an ongoing project with a strong social dialogue component in Telangana, this state will form the initial focus of the initiative.

#### **2. SPECIFIC TASKS FOR THE COLLABORATOR**

The services of a collaborator is required to review the labour dispute resolution system in the state of Telangana.

The collaborator will therefore be required to undertake the following specific tasks in respect of Telangana:

- a) Identify the measures to support the implementation of the labour dispute resolution provisions of the Industrial Relations Code, 2020:
  - i) What actions are necessary to support implementation?
  - ii) What progress has been made in respect of these actions?
  - iii) What remaining actions require implementation?
  
- b) Document the existing processes and mechanisms for labour dispute resolution:
  - i) What are the main disputes?
  - ii) What mechanisms exist to resolve these disputes?
  - iii) What support do these mechanisms require to function more effectively?
  - iv) What procedures and timeframes are followed to resolve these disputes?
  - v) What support could be provided to enhance these procedures?
  
- c) Document existing labour dispute resolution capacity:
  - i) What dispute resolution capacity exists in the state?
  - ii) Is this capacity sufficient?
  - iii) What support is required to enhance this capacity further?
  
- d) Identify gaps and challenges:
  - i) What are the key dispute resolution gaps and challenges?
  - ii) If left unaddressed, what impact would these gaps and challenges have on the labour dispute resolution system?
  
- e) Propose actions to build more resilient labour dispute resolution systems:
  - i) What are the key actions to enhance labour dispute resolution processes, procedures, mechanisms and capacity in the state?
  - ii) How should these actions be prioritised?

### **3. METHODOLOGY**

The report should be based on information gathered from:

- i) Existing literature and data sources, including media articles, reports, documents, and other written sources (desk research).
  
- ii) Interviews with key informants (trade union representatives, employers representatives, labour department officials, experts, BMOs, etc.), including collaborator's expert opinion.

#### **4. DURATION**

The assignment shall be completed in approximately 20 work-days. A detailed draft outline of the report will be submitted for consideration by the ILO within 5 days of appointment.

#### **5. SUBMISSION OF THE PROPOSAL**

While submitting the proposal, the applicant shall provide the following:

- Profile of the consultant/organization, max two pages- explaining relevant experience, and highlighting applicable work with the private sector.
- An example of a recent related work as sample.
- Strategy and methodology to be followed, expected deliverables, time lines etc.
- Financial Proposal (in Indian Rupees) with complete break up.

Interested applicants are requested to send the proposals (incorporating above mentioned details) to Ms. Kanagarani Selvakumar (rani@ilo.org) with copy to Ms. Ruchira Chandra (chandra@ilo.org) before 23 April 2021 by 17:00 (Indian Standard Time).