



TERMS OF REFERENCE

Research Consultant



CSRC

I. Overview/Background of the project

The Civil Society Resource Centre (CSRC) was registered as a board-led civil society under Ethiopian law in July of 2019. The CSRC is set up as a knowledge hub for CSOs, where information, research, technical support, and assistance are made available to emerging CSO actors in Ethiopia. CSRC runs a state-of-the-art facility for existing and emerging CSO actors and aims at several activities, including institutional capacity-building, advocacy, and action-oriented research on the freedom of association and civil society sector. The overall goal of CSRC is to identify and support emerging and existing CSOs and thereby helping to rebuild civil society in Ethiopia.

One of the programs CSRC plans to implement in 2022 is an advocacy campaign on Workers' Right to Unionize in Industrial Parks in Ethiopia. The campaign's ultimate purpose is to increase the awareness of workers and other stakeholders on the existence of the right to unionize with hopes of opening the discussion for improved enforcement. Moreover, the campaign will target and involve important stakeholders in the unionization process.

With the aim of guiding the advocacy campaign, CSRC will conduct a baseline study titled "Unionization in Industrial Parks: the case of Hawassa Industrial Parks". The study will examine the existing legal framework governing unionization in industrial parks and highlight the potential entry points for advocating the right of workers to unionize. In addition to exploring the law, the study will incorporate the existing state of

unionization in industrial parks and the position of various stakeholders including labor unions and government bodies. While the primary focus of the study for data collection is the Hawassa Industrial Park, the output of the study is expected to shed light on the existing state of the right nationally. For the purpose of conducting the research, CSRC plans to hire a consultant well versed in labor law and with proven research credentials.

II. Description of the assignment and outputs of the project

Description of the assignment

The consultant shall be responsible for conducting the study including data collection at Hawassa industrial park. Throughout the consultancy period, the consultant is expected to submit a progress report to the CSRC team and incorporate comments provided by the same. Following approval of the draft study by CSRC, the consultant will present the draft at a validation workshop after which the final study will be published.

Expected deliverables and timeframe

The consultant shall deliver the following outputs per the dates provided below:

1. **August 1- August 8, 2022**, the consultant will submit the proposal of the study.
2. **August 9, 2022- August 10, 2022**, the consultant will adjust the proposal as per the comments provided by the CSRC team and submit it accordingly.

3. **August 11, 2022- August 16, 2022**, the consultant will submit literature and a diagnostic review of the legal regime governing unionization in industrial parks.
4. **August 21, 2022- August 31, 2022**, the consultant will travel to Hawassa industrial park for interviews and data collection.
5. **September 1- 2 , 2022**, the consultant will submit the report for the Hawassa trip.
6. **September 9**, the consultant will submit a completed first draft of the study (literature and diagnostic review, data presentation and analysis, conclusion and recommendation).
7. **September 19, 2022**, the consultant will present the second draft of the study to the CSRC team.
8. **September 30, 2022**, the consultant will present the study at a validation workshop and gather inputs from participants.
9. **October 5, 2022**, the consultant will submit the final version of the study incorporating inputs from the validation workshop.

III. Management and logistical arrangement

The consultant shall undertake the consultancy independently and at his/her own workplace. The CSRC team will be available to provide feedback and limited supervision throughout the consultancy period. CSRC will cover travel, meal and accommodation costs incurred by the consultant during the data collection trip to Hawassa. All other costs will be covered by the consultant and will not be reimbursed by CSRC

IV. Required expertise and qualifications

The consultant is required to have a Master of Law (LL.M) at least, while Ph.D. holders are highly encouraged. Likewise, the consultant is required to have research experience in the areas of human rights and labor law.

Other important qualifications include,

- Proficiency in Amharic and English languages
- Experience working with CSOs and labor unions

V. Duration of the Work

The consultant will be engaged from July 25, 2022 to October 5, 2022

VI. Application Process and Deadline

Interested applicants are encouraged to submit their CVs and credentials with their respective quotations to contact@csrc-et.org before 5 pm July 15, 2022.