



**Terms of Reference
(TOR)**

**Preliminary Assessment of the Status of ILO Fundamental Principles and Rights at Work in
Türkiye**

Overview	
Project Title	Strengthening Social Partners (SPs) and Civil Society (CSOs) Capacities on Fundamental Principles and Rights at Work
Related Output	Enhancing the knowledge of SPs and CSOs on fundamental labour rights in the future of work
Contracting Organization	International Labour Organization (ILO) Office for Türkiye
National Counterpart (at working level)	N/A
Project Location	Türkiye
Duration of Work	25/03/2024 - 24/06/2024
Expected Starting Date of Work	25.03.2024

Background Information on the Project

The project aims to strengthen the capacity of social partners (workers' and employers' organizations) and civil society organizations (CSOs) in Türkiye to advocate for and promote fundamental labour rights¹ in the world of work which is undergoing profound transformations driven by a confluence of factors. Climate change and the imperative for sustainability have given rise to concepts like the "just transition" and "green jobs," emphasizing the need for a fair and inclusive shift to a greener economy. Migration is reshaping global labor markets, bringing both challenges and opportunities for workforce diversification. The aging population necessitates adaptations in employment practices to accommodate the needs and expertise of older employees, while also preserving the principle of social security for all. Tackling the issue of NEET population requires comprehensive approaches combining education, skills development, and targeted interventions for meaningful workforce engagement. Digitalization and robotization are revolutionizing work, with automation and AI technologies streamlining processes while raising concerns about job displacement and the need for upskilling. Globalization has redefined work, offering new opportunities but demanding diverse skill sets and adaptability in a globalized labour market. These key trends highlight the need for understanding and proactive response to create a

¹ For more information on fundamental principles and rights at work:
<https://libguides.ilo.org/c.php?g=657806&p=4649148>

sustainable, inclusive, and thriving future of work. In this context, the project has two specific objectives:

- 1- Enhancing technical and advocacy capacity: The project will provide training and support to social partners and civil society organizations, including workers’ and employers’ organizations, and non-governmental organizations with a rights-based approach, on advocacy for fundamental labour rights. This will include improving their knowledge and skills on issues such as freedom of association, discrimination at work, future of work, decent work, and social dialogue.
- 2- Enabling social dialogue opportunities: The project will facilitate social dialogue among social partners and civil society organizations, creating a common-usage venue for events, meetings, trainings, and office space. It will also support multi-stakeholder activities/action plans to foster an enabling environment for social dialogue on fundamental labour rights.

Target groups of the project:
<p>Social Partners:</p> <ul style="list-style-type: none"> • Trade unions • Trade Union Confederations • Employer and business membership organizations • Confederations of employer organizations <p>Civil Society Organizations:</p> <ul style="list-style-type: none"> • Non-governmental organizations with rights-based approach • Non-governmental organizations with a charter or a primary field of activity related to the world of work

The project will particularly focus on vulnerable groups in the world of work, such as the Roma community, women, groups facing gender-based discrimination, children at risk of work, youth, people with disabilities, older people, people in poverty, informal workers, and the unemployed. The aim is to raise awareness on the importance of fundamental labour rights as an integral part of human rights.

The estimated results of the project include enhancing the capacity of social partners and civil society organizations, facilitating social dialogue, supporting organizations in achieving their projected objectives, and raising awareness on fundamental labour rights. The project aims to contribute to improving the respect for fundamental labour standards in Türkiye and promoting decent work opportunities and conditions for employees, while addressing challenges faced by vulnerable groups in the world of work.

The project aims to achieve the above-mentioned goals and results through the following main activities:

- Conducting research studies and publishing reports on less-studied subjects related to labor rights.
- Delivering a training and mentorship program on capacity development for better advocacy for fundamental labor rights.
- Organizing thematic and sectoral workshops on subjects such as good practices in promoting labor rights, just transition and green jobs, and social dialogue.
- Implementing a grant scheme to financially support the target groups in implementing their own capacity-building projects with a needs-based approach.

Objective of the Assignment

The ILO Office for Türkiye is in search of an External Collaborator to conduct a Preliminary Assessment on the Status of ILO Fundamental Principles and Rights at Work in Türkiye. This assessment is crucial for providing the ILO Office for Türkiye with a comprehensive overview of the extent to which Türkiye adheres to the ILO's 10 fundamental conventions.

The External Collaborator will be tasked with reviewing specific reports published by independent bodies. The objective is to gather information pertinent to Türkiye's standing regarding the ILO fundamental principles and rights at work. In achieving this, the external collaborator will retrospectively assess reports from the past five years, aiming to compile, categorize, and analyse relevant findings and comments on Türkiye.

Duties and Responsibilities

Under the supervision of the Director of the ILO Office for Türkiye and in coordination with the Senior Project Coordinator, and in close collaboration with the Training and Research Officer, the External Collaborator will be responsible for the following tasks:

- Review the reports from the last five years issued by international independent bodies, mainly following but not limited to:
 - Observations and Direct Request Reports of the Committee of Experts on the Application of Conventions and Recommendations (CEACR),
 - Procedural reports of Complaint mechanisms including Freedom of Association, Representations and Commission of Inquiry reports,
 - Regular country reports on ratified conventions,
 - Reports of the Conference Committee on the Application of Standards (CAS),
 - Reports of Committee on Freedom of Association (CFA)
 - ILO Annual Review and supervisory mechanism reports under the follow-up to the ILO 1998 Declaration
 - EU progress reports,
 - The International Trade Union Confederation (ITUC) Reports
 - The European Trade Union Confederation (ETUC) Reports
 - CEDAW (Convention on the Elimination of All Forms of Discrimination against Women) Reports,
 - UPR (Universal Periodic Review) Reports.
- Compile the findings and comments pertaining to the status of Fundamental Principles and Rights at Work (FPRW) in Türkiye.
- Conduct an in-depth analysis of the compiled information to identify systemic challenges and bottlenecks that hinder the establishment of an enabling environment for FPRW in Türkiye.
- Develop recommendations addressing the identified challenges and bottlenecks, incorporating the perspectives of social partners.
- Draft a comprehensive assessment report and finalize it based on feedback obtained from interested stakeholders during a validation workshop organized by the ILO.

Professional Qualifications and Experience

Minimum requirements:

- Possession of an advanced degree in law, labour economics, human rights, or a closely related discipline.
- Minimum 5 years of professional experience in the fields of labour rights, labour economics and/or industrial relations.

- Fluency in both Turkish and English languages.

Assets:

- Familiarity with the International Labour Organization (ILO) and a comprehensive understanding of fundamental principles and rights at work (FPRW).
- Proficiency in conducting retrospective analytical assessments and performing comparative analyses of reports.
- Proficiency in report-writing.

Language Requirements

The working language of this contract is English and Turkish.

Administrative Arrangements

All activities within the scope of this Terms of Reference will be carried out under the overall supervision of the Director of ILO Office for Türkiye. The consultants will work in close cooperation with the Senior Project Coordinator and the Training and Research Officer of the ILO Office for Türkiye.

Place of Work

This is a remote assignment. However, the External Collaborator is expected to participate in online briefing meetings with ILO project staff during the duration of this assignment. No travel is anticipated for this assignment.

Payment Details, Deliverables and Timeframe

Starting date: 25.03.2024

Ending date: 24.06.2024

Number of working days envisaged for this assignment: Max. 30

The External Collaborator is expected to work a **maximum of 30 days** within the duration of this assignment to fulfill the required tasks and successfully execute the deliverable within the timeframe specified below.

The fee for the completed tasks will be calculated based on the actual days worked. Payment will be made upon the successful completion of the deliverable, submission of a timesheet and final approval by the ILO.

Tasks and Deliverable Expected	Deadline
<p>Task 1: Review the reports from the last five years issued by international independent bodies.</p> <p>Task 2: Compile the findings and comments pertaining to the status of Fundamental Principles and Rights at Work (FPRW) in Türkiye.</p> <p>Task 3: Conduct an in-depth analysis of the compiled information to identify systemic challenges and bottlenecks that hinder the establishment of an enabling environment for FPRW in Türkiye.</p> <p>Task 4: Develop recommendations addressing the identified challenges and bottlenecks, incorporating the perspectives of social partners.</p> <p>Task 5: Draft a comprehensive assessment report and finalize it based on feedback obtained from interested stakeholders during a validation workshop organized by the ILO.</p>	<p>10 June 2024</p>

Deliverable:

- Submission of the Final Assessment Report in Turkish
- Submission of a timesheet, presenting the actual days worked for this assignment, along with a detailed description of the tasks performed.