

## Terms of References



### Subject

Call for expressions of interest for the recruitment of a consultant within the framework of the SOLiD project: Promotion of Social Dialogue in Southern Mediterranean Countries.

### Location

Morocco, Tunisia, Jordan, Algeria, Lebanon, Palestine / **Remote**

### Date

March 2022 – May 2022

### Context

Social dialogue has progressively become an essential element in the success of collective bargaining processes, thereby increasingly bringing social progress matters into professional relationships and business environment.

The concept, institutionalized by the International Labour Organization, has been the subject of several international conventions. While various structures of governance and support for policy-makers in terms of economic and social development have been put in place over the past decades, some countries are still lagging behind when it comes to adapting to new social constraints, which is critical for the achievement of the UN Sustainable Development Goals. Moreover, the major political changes that have taken place in the Mediterranean region since 2011 have highlighted the limits of the economic and social policies in Southern Mediterranean countries, and brought the social imperative to the forefront of popular demands.

Finally, little consideration has been granted to social dialogue in the Mediterranean region by governments, which generally tend to confine the concept to collective bargaining, with priorities and strategic orientations being quite often unilaterally defined.

This has led the partners involved in this process to consider a rethinking of the mechanisms of dialogue in Southern neighborhood countries, with the dual objective of enhancing the practice within these countries themselves and narrowing the gaps with Northern Mediterranean countries.

Thus, in the continuity of the Barcelona process initiated in 1995 and institutionalized in 2007 within the framework of the Union for the Mediterranean, various initiatives were proposed by the European Union to strengthen social dialogue through a quadripartite approach involving governments, traditional social partners (Employers' Organizations and Trade Unions), but also Civil Society Organizations and local and regional authorities, which will play a leading role in

advocating and implementing economic and social policies that take into account local development objectives.

It is in this context that the SOLiD initiative was born, aiming to promote social dialogue in the countries of the southern shore of the Mediterranean. The objectives of this project are to provide employers, workers' and civil society organizations in target countries, with the expertise needed to jointly identify priority issues that are able to meet the needs of each country for a more dynamic and balanced dialogue with governments. The ultimate goal is to strengthen the capacity for dialogue (both social and societal) of the different target groups.

The first phase of this project, initially implemented by the International Trade Union Confederation (ITUC-CSI), the Arab Trade Union Confederation (ATUC), the Maghreb Union of Business Confederations (BUSINESSMED), and the organizations ANND and Solidar with the support of partners from the North of the Mediterranean like Progetto SUD Italy, was set up between 2016 and 2018 and covered three countries (Morocco, Tunisia, Jordan).

The project resulted in the drafting of a twelve-point charter that will further be translated into concrete reforms to promote social dialogue in the countries of the South Shore of the Mediterranean.

As the SOLiD project has entered its second phase (2021-2024), the consortium leading the project (composed of ITUC, ATUC, BUSINESSMED and ANND) has set itself the objective to extend the initiative to three new countries: Algeria, Lebanon and Palestine. The ambition of the consortium is to adapt the social dialogue charter to the respective national contexts and have it adopted by these new partners, as well as building the capacities of organizations involved in social dialogue at the level of each country and developing national action plans on each of the articles of the Charter.

To carry out this mission, the agenda of the SOLiD project includes the elaboration of a glossary on Social Dialogue. In this context, the project partners are to request the services of consultants to draft the glossary.

## Mission of the consultant

The SOLID project consortium wishes to hire an expert whose mission will be to support the Project Secretariat in drafting the glossary on social dialogue across the region. For this purpose, the recruited expert will have the following missions:

- 1- **Determining a list of terminologies** relating to social dialogue
- 2- **Suggesting a definition for each terminology** based on various references (to be determined with the project team)
- 3- **Arranging the definitions** following a predetermined classification
- 4- **Delivering the glossary in its final format to the project Secretariat**

## Qualifications and requirements

### Academic and professional skills

- Graduate degree with university education, preferably in Human and Social Sciences, Legal or Economic Sciences; or related field.
- Significant experience in supporting organizations and institutions (public and private); project management; coordination of inter-professional or associative networks, including capacity building activities; (cumulative experience of at least 5 years)
- Experience in regional projects and regional and multi-sector data collection
- Experience in social dialogue to assess the role and positions of different dialogue partners (4 types of partners: Governments, Employers, Employees, Civil Society)
- Experience in conducting seminars and capacity-building workshops in the areas of work and social dialogue.

### Personal Suitability

- Demonstrate enthusiasm and initiative spirit, as well as strong interpersonal skills
- Ability to be mobilized and to move in the countries of the southern shore
- Be able to support and conduct multiple activities simultaneously
- Be able to evolve and adapt to an uncertain socio-political context
- Demonstrate loyalty, trust, flexibility and diplomacy

## Contract and compensation

The expert fees will be determined after contacting the candidate for a financial offer and in accordance with the grid of the European Commission, according to the level of study and experience in the field(s) of expertise.

Interested candidates are invited to send their applications to [Hind.Benammar@ituc-csi.org](mailto:Hind.Benammar@ituc-csi.org).