



Request for Consultancy Proposal
Mapping of the Lebanese Labour movement

1- About NPA

Norwegian People's Aid (NPA) is a humanitarian organization rooted in the Norwegian Labor Movement. We work with International Development Partnerships, Humanitarian Disarmament, Rescue Service and First Aid, and Asylum and Integration. Norwegian People's Aid has more than 12000 members in Norway and 2400 staff worldwide. We work in 39 countries around the world, and in 2015 we will have an expected turnover of 920 MNOK. NPA in Beirut cover Lebanon and Regional MENA Programmes. NPA Lebanon is currently implementing Development, Humanitarian Assistance, and Humanitarian Disarmament Projects throughout Lebanon, including the Palestinian camps and gatherings. NPA's Development Programme centers on partnerships with local actors, including capacity building and organizational development. NPA's Humanitarian Programme centers on partnerships with local actors in food security, livelihoods, and protection.

2- Project and Services to be Provided

Norwegian People's Aid (NPA) Lebanon is commissioning a study within the framework of its project on "Partnership for Oil for the Common Good in Lebanon". The project is managed by NPA and funded by the Norwegian Development Agency (Norad). The overall project outcome is that Civil Society Organizations influence political decision making. The goal of the Project component pertaining to the Lebanese labour movement is that the Lebanese labour movement has more capacity to organize and promote worker's interests in a future petroleum sector. The sector is understood to include both upstream and downstream.

The mapping has two main objectives:

- 1) Map the relevant parts of the Lebanese labour movement that could be active in influencing the development of the sector currently and organize future employees in the sector. The mapping should map the representativeness of the trade unions/syndicates and assess their capacity to influence the sector to become socially and environmentally responsible and in line with decent labour standards.
- 2) Assess the gaps and potential pitfalls for labour rights and decent work in Lebanon and how these will affect the development and management of a sector with an eye to guide the efforts of the Lebanese labour movement and other relevant actors working in this field, especially civil society.

NPA will provide a more in-depth description of the Project and the research questions to be addressed to the consultants awarded with the research study.



3- Short General Background

The petroleum sector in Lebanon is at an early stage, and there are currently no exploration or production activities. The existence and size of recoverable reserves remain unclear. Yet, much of the petroleum regulatory framework in Lebanon is already in place. If Lebanon becomes a petroleum producing country, it will employ many employees in the sector, and the management of the sector may constitute threats and opportunities to future national and foreign employees in the sector in Lebanon. The decent work agenda comprises four main pillars: rights at work; employment and work; social protection; and social dialogue, all of which are important to create a socially responsible management of the sector. The opportunity to organize in trade unions and the capacity of these trade unions to influence policies and employers will be important for the rights and protection of works in the sector.

A- Scope of the study research:

The overall objectives of this study research is to:

- 1) Map the relevant parts of the Lebanese labour movement that could be active in influencing the development of the sector currently and organize future employees in the sector. The mapping should assess the representativeness of the trade unions/syndicates, i.e. in what way the structures mirror members' interests, and assess their capacity to influence the sector to become socially and environmentally responsible and in line with decent labour standards.
 - The mapping should provide recommendations for a future twinning cooperation with a Norwegian counterpart.
- 2) Assess the gaps and potential pitfalls for labour rights and decent work in in Lebanon and how these will affect the development and management of a petroleum sector with an eye to guide the efforts of the Lebanese labour movement and other relevant actors working in this field, especially civil society.
 - The mapping should provide recommendations on how to mitigate and prevent specific threats to the decent work agenda for employees in the sector.

The following key questions are to be explored:

1. Mapping of the Lebanese labour movement
 - 1.1 What are the current (if any) structures and/or mandates for organizing employees in the petroleum industry (upstream and downstream) and in the service and supply industry?
 - 1.2 What are the current structures within the recognized and non-recognized labour movement that already organize employees and that could be relevant for organizing employees within the sector?
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- 1.3 What are the relevance of such structures to organize employees and what structures are likely to best organize future employees in the sector? Why and how?
- 1.4 What is the representativeness of these structures/how does the structures mirror the interests of the members (engagement with members, constituency, decision making structures, internal organization etc.)?
- 1.5 What is the capacity of these structures (ability to influence, track record of advocacy and policy actions, etc.)?
2. Assessment of the pitfalls and gaps in the legal framework that will concern employees in a future petroleum sector
 - 2.1 What is the situation for labour rights in general in Lebanon and how will such affect also the development of a new sector?
 - 2.2 What is the current legal framework that will regulate the employees and employers in the various parts of the sector?
 - 2.3 What are the gaps in the current existing framework and in the application of the framework?
 - 2.4 What legal framework is missing and how could new framework be adopted to best meet the decent work standards?
 - 2.5 What are other potential threats to organizing of employees in the sector and their protection? How can such threats be mitigated?

B- Methodology:

The researcher must further operationalize the overall research topics in the ToR. The researcher should propose a research methodology which will answer the questions outlined. The researcher must state in what way the research questions are operationalized and the delimitation of the concepts (e.g. “sector”, “representativeness”, etc.) in order to ensure valid conclusions that are traceable.

The methodology may use quantitative and qualitative data collection and analytical tools. The research methodology must include studies of the legal situation and a qualitative approach to study the most relevant trade union structures in Lebanon. The study may also use quantitative tools.

The researcher will also develop a work plan with clear milestone deliverables and timelines in consistency with the set timeframe of this assignment.

The proposed methodology and work plan should be included in the researcher proposal to be approved by NPA.

C- Deliverables:



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The consultant is expected to submit a final report of the research study. The report should be written in English language in addition to Arabic version. It should be submitted electronically in a MS-Word document. It may include:

- Executive Summary of key findings and recommendations;
- Evaluation findings, analysis and conclusions with associated evidence and data clearly illustrated. Use of tables, graphs, and quotes to illustrate findings and conclusions is encouraged;
- Appendices, including methodology and study tools, list of interviewees, and questionnaires.

The main part of the study should be public, while the recommendations that are specific to the Project will only be accessible to NPA.

D- Desired qualifications and competencies:

- Proven experience in research and the mentioned topics. As part of the bid, we require a brief summary of the team that will conduct this research project. This summary will highlight any relevant experience or expertise in these fields including publication list, CV, division of tasks among the team members and the percentage of work contribution for each member.
- PHD or master degree in a relevant field of study (social sciences, law, etc.) with proven track of reports/consultancies and/or publishing.
- Knowledge on labor movements and organizing, preferably from other petroleum producing countries.
- Knowledge on politics of Lebanon and other resource rich countries in the region.
- Knowledge on sustainable resource management of the petroleum sector.
- Knowledge on good governance and social protection.
- Excellent written and spoken English and Arabic language skills.

4- Contract Period

Dates	Action
28 October 2016 – 7 November 2016	Submission of proposals
7 November 2016 – 11 November 2016	Scanning of proposals
14 November 2016	Agreement signature
15 November 2016 – 17 February 2017	Implementation of the research
20 February 2017	Submission of the first draft
28 February 2017	Submission of the final version

Periodical meetings will take place between NPA focal point and the consultant during the period of the project. Adjustment of dates might be negotiated between NPA and the consultants.



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5- Budget

Max US 45,000. Please note that this amount must cover any taxes that may apply. Please also note that price is a selection criteria.

6- 5. Application procedure

This tender is published publicly and open to all interested candidates, including research institutions and independent researchers.

A proposal, a corresponding budget, and the data requested should be sent to rfplebanon@npaid.org and haninf@npaid.org no later than 7 November 2016.

The tender will be evaluated and selected based on the following criteria:

The Qualifications of the Research Team/Researcher	30 %
The Quality of the Proposal	40 %
- Understanding of the Research Question (10 %)	
- Analytical Approach (10 %)	
- Research Methodology (10 %)	
- Implementation Plan (10 %)	
The Price	30 %
Total	100 %