



**International  
Labour  
Organization**

## **Consultancy to deliver a training on Social Dialogue**

### **Terms of Reference**

#### **Background**

The International Labour Organisation (ILO) has been actively engaged in a Cooperation Programme with the Kingdom of Saudi Arabia. This collaboration has now entered its second phase, with a renewed focus on strengthening social dialogue within the kingdom. The ILO is providing support to the Ministry of Human Resources and Social Development in Saudi Arabia, with the aim of fostering a more robust and inclusive dialogue on socio-economic and labour issues.

The initiative is centred on promoting social dialogue and tripartism, a model that encourages cooperation between government, employers, and workers in policymaking. This approach is expected to facilitate a more comprehensive and balanced consideration of socio-economic and labour matters, thereby contributing to more effective and equitable policies.

In line with this objective, the ILO is currently organising a training programme specifically designed for the staff of the Social Dialogue Unit and other tripartite stakeholders. This initiative is expected to enhance their capacity to engage in and promote effective social dialogue, thereby contributing to the overall goal of the Cooperation Programme.

The course aims not only to enhance the knowledge base of MHRSD staff but also equip them with practical skills in evidence-based policy development and implementation. Additionally, the training will delve into effective methods and mechanisms for impact assessment, monitoring, and evaluation—a critical facet of ensuring policies align with the evolving dynamics of the labour market. The collaborative effort will extend beyond conventional training approaches.

#### **Objective**

The course will aim to prepare and equip participants to undertake many aspects of employment impact assessment, such as:

- Improve policy design for job creation by equipping participants with the knowledge to conduct Employment Impact Assessments.
- Build capacity among Ministry employees to identify, measure, and assess the employment effects of economic, sectoral, trade-related, and labour market policies.
- Teach competencies necessary for informed decision-making regarding the measurement and evaluation of interventions promoting decent jobs.
- Provide knowledge on the methodologies, tools, and approaches developed by the ILO and its partners for forecasting job creation and evaluating outcomes.

### Scope of consultancy

The aim of this consultancy is to provide a comprehensive platform for tripartite participants, which includes representatives from government, employers, and workers' organizations, to enhance their understanding and expertise in various facets of social dialogue. This involves delving into the principles, practices, and benefits of social dialogue, exploring its role in fostering cooperation among the tripartite actors, and examining how it can contribute to the development of sound labour policies and practices.

Through interactive sessions, case studies, and expert guidance, the consultancy seeks to equip participants with the necessary skills and knowledge to effectively engage in social dialogue, thereby promoting industrial peace and improving labour relations. Ultimately, the consultancy aims to strengthen the capacity of tripartite participants to use social dialogue as a tool for achieving social justice and advancing the agenda of decent work for all.

### Duties

Under the overall guidance of the National Technical Officer, the Consultant will be responsible for:

- Prepare training material based on information provided by the ILO-ROAS
- Deliver training in Riyadh as prescribed
- Provide a short report on training proceedings, highlights of the participants' evaluation and main areas where additional training would be recommended. The report shall ideally be 3-4 pages long.

### Methodology

The consultant will deliver a two-day workshop in person in Riyadh, KSA, to a group of tripartite participants, coming from Government, employers' organisation (Chamber) and workers' committees, and possibly a research institute and/or labour courts. The size of the group shall not exceed 30 participants. The consultant will base the presentations on an existing set of training material that the ILO has developed in the Arab language, and which is publicly available on the internet.

The two-day workshop will be divided into six sessions. Each session shall address a different module contained in the training material. The six modules comprise: 1. Concept and key elements of social dialogue, 2. Relevant international labour standards, 3. How to conduct

collective bargaining, 4. How to conduct workplace cooperation, 5. and 6. The role of the social partners as key labour market actors, namely: employers' organizations, and workers' organizations.

The workshop programme will be established by the ILO, the facilities will be organized by the Government of KSA. The ILO and the Ministry in KSA will be assisting in obtaining the visa to enter KSA.

### Deliverables

**Deliverable 1:** Prepare training material based on provided background information (including PowerPoint presentations, case studies,

**Deliverable 2:** Deliver training during two days in Riyadh (in July 2024, dates TBC) – 2 workdays + 3 workdays preparation

**Deliverable 3:** Report on training activity and brief on responses to training evaluation, with a focus on areas that require further trainings. The report should be 3-4 pages long – 2 workdays.

### Timeframe and remuneration

The consultancy will be carried out over **7 workdays between 1 July and 31 July 2024**.

The Consultant will be paid in one instalment after the completion and satisfactory submission of Deliverable 3.

### Location

The training will be delivered in Riyadh over the span of two consecutive days.

### Travel arrangements

The ILO will cover the ticket costs for the consultant's travel to Riyadh to deliver the training. In addition, Daily Subsistence Allowance will be provided as per ILO Regulation.

### Qualifications, experience and competencies required

The Consultant is expected to have the following functional qualifications, experience and competencies:

- Education: Advanced University degree in Economics (preferably labour or development economics), Development Studies, Social Sciences or a related discipline.
- Experience in developing and implementing trainings on Social Dialogue
- Minimum 5 years of experience in conducting trainings in the field social dialogue, industrial relations,
- Knowledge and previous working experience within the field of Social Dialogue in the Arab Region, preferably in Saudi Arabia.
- Experience working with governments, workers' and employers' organizations.
- Familiarity with the ILO mandate and approach to Social Dialogue.

- Excellent command of spoken and written Arabic, and ability to deliver trainings in Arabic
- Excellent analytical and organizational skills.

#### How to apply

Interested candidates are requested to submit their **CVs, their requested daily rate, and a short letter listing previous relevant trainings delivered** to Jad Yassin, National Technical Officer ([yassinj@ilo.org](mailto:yassinj@ilo.org)) by **Friday June 14<sup>th</sup>, 2024** at the latest.