ASSOCIATION FOR HUMAN RIGHTS IN ETHIOPIA

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TERMS OF REFERENCE (TOR)

PROVIDING TRANING ON LABOUR RIGHTS AND BASIC HUMAN RIGHTS OF EMPLOYEES

May 09, 2025

Addis Ababa

Title of the position: Consultancy (Trainer)

Required No. Two (2)

Organization Name: Association for Human Rights in Ethiopia /AHRE/

Job type: Contractual

Location – Bishoftu

1. Job Description: Providing training on labour rights and basic human rights of employees

1.1. Background

Association for Human Rights in Ethiopia (AHRE) is a non-governmental, non-partisan, and not-for-profit organization dedicated to the advancement of human rights protection in Ethiopia through research-based investigations and evidence-based advocacy at the national level. The organization is registered under the FDRE Authority for Civil Society Organizations through proclamation number 1113/2019 with registration number 5223.

AHRE, in collaboration with AFD (Agence Française de Développement), is undertaking a project with the goal of enhancing the capabilities of labor associations to advocate for and safeguard the rights of employees in relation to their work and human rights. To achieve this objective, AHRE aims to provide training to representatives from trade unions and employers' associations, equipping them with a comprehensive understanding of the rights pertaining to employees in the workforce. By doing so, these authorized individuals will be better equipped to recognize, respect, protect, and fulfill the fundamental rights of workers. Additionally, the project will emphasize the importance of establishing effective complaint procedures and promoting peaceful methods for addressing issues, thereby facilitating the exercise of rights and the resolution of disputes. Therefore, hiring a qualified trainer on labor rights and basic human rights for employees has been deemed essential in order to empower all relevant stakeholders involved.

General Objective

- To strengthen the capacity of employee associations and employers to defend and protect human and labor rights of employees

Specific Objective

- Enhanced awareness of trade unions and employers on labor and human rights

2. Deliverables

- Provide trainings to trade union representatives, employees and employers with AHREs training manual and power point.
- Undertake pre and post-test

Training Location and Details

No	Training place	# days	# Rounds	# of trainer
1	Bishoftu	2	1	2 trainers (Each will train one round of training)

3. Time Frame

The training will be delivered as per AHRE's time table with prior notification to the trainers.

4. Qualification and Experience Required

- The consultant should have a Master's degree in law (LLM).
- The Consultant/firm must have proven expertise in delivering trainings.
- High level of written and spoken English, Oromiffa and Amharic languages

5. Application Procedure

All interested applicants can apply by presenting the following documents:

- Letter of Application
- Comprehensive technical and financial proposals including **proposed daily payment rate including taxes.**
- Reference/certificates evidencing that the consultants have carried out similar assignments
- Tin certificate and consultancy license
- Updated CV of the individual consultant/ team

How to Apply:

Applicant should be based in the training site to apply for the position.

Interested applicants can submit separate technical and financial proposals, as well as supporting credentials, in two sealed envelopes through the following address within 7 working days of the publication of this post:

1. AHRE Head Office located at Bole Sub-city, Woreda 02, Friendship business center, 5th Floor or

2. Send scanned versions of the above documents via Email address: apply@ahrethiopia.org

Women Applicants are highly encouraged.

Only shortlisted applicants will be communicated.