ASSOCIATION FOR HUMAN RIGHTS IN ETHIOPIA



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TERMS OF REFERENCE (TOR)

Call for Consultancy to Prepare Advocacy paper for the Ratification of ILO Convention No. 190

10/17/ 2025

Addis Ababa

Title of the position: Consultancy

Required No.: One

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

Job type: Contractual

Location – Addis Ababa

Job Description: Preparing Advocacy paper for the Ratification of ILO Convention No. 190

1. Background

The 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. AHRE is registered under the FDRE Authority for Civil Society Organizations through Proclamation No. 1113/2019, with registration number 5223.

AHRE, in collaboration with relevant partners, is launching an advocacy initiative to promote the ratification of the International Labour Organization (ILO) Violence and Harassment Convention, 2019 (No. 190). The Convention recognizes every worker's right to a world of work free from violence and harassment, including gender-based violence (GBV).

Gender inequality remains a pervasive problem in Ethiopia, where women continue to experience disproportionate workplace violence, harassment, and discrimination, often compounded by conflict-induced displacement and economic vulnerability. Ethiopia's non-ratification of ILO C190 has left many workers, especially women, without adequate legal protection or redress mechanisms. Cultural barriers, fear of retaliation, and lack of awareness further discourage victims from reporting abuse.

Within this context, AHRE seeks a qualified consultant to develop an advocacy paper and policy brief that will support national advocacy efforts urging the Ethiopian government to ratify ILO Convention 190.

2. Objective of the Assignment

The main objective of the consultancy is to prepare an evidence-based policy brief that advocates for Ethiopia's ratification of ILO Convention No. 190.

3. Specific Tasks

- Prepare a comprehensive advocacy paper outlining the importance of ratifying ILO C190, the existing Ethiopian legal and policy framework on workplace violence and harassment, gaps and implications of non-ratification, and comparative experiences from other countries.
- Present the paper at a consultation workshop to be held in Addis Ababa,
- Gather key inputs and recommendations from stakeholders.
- Develop a draft policy brief summarizing core arguments for ratification, stakeholder perspectives, and tailored policy recommendations.
- Incorporate feedback from AHRE and finalize the policy brief.

4. Deliverables

The consultant is expected to deliver the following outputs:

- Inception Report: a brief outline of the methodology, structure, and consultation plan.
  Timeline: Within 5 days of signing the contract.
- Advocacy Paper: a draft analytical paper to be used for workshop presentation.
  Timeline: Within 15 days.
- Presentation: PowerPoint presentation and facilitation of the consultation session
  Timeline: TBA by AHRE.
- Draft Policy Brief: an advocacy brief summarizing findings and incorporating inputs gathered during the workshops.
  Timeline: Within 10 days after the workshops.
- Final Policy Brief: a revised and finalized version of the policy brief, incorporating feedback from AHRE and stakeholders.
  Timeline: Within 5 days of receiving comments.

5. Methodology

The consultant is expected to employ a desk review, policy and legal analysis, and consultative approach combining review of relevant ILO and Ethiopian labor instruments, comparative analysis of best practices, stakeholder consultation, and integration of gender-sensitive, human-rights-based analysis.

6. Duration of the Assignment

The consultancy will be conducted over a period of 30 calendar days from the date of signing the contract.

7. Qualification and Experience Requirements

- Advanced degree (LL.M, MA, or PhD) in Law, Gender Studies, Human Rights, or related social sciences and at least 5 years of Work Experience.
- Proven experience in policy research, advocacy writing, and gender-based legal analysis.
- Understanding of international labor standards and human-rights frameworks.
- Strong facilitation, communication, and analytical writing skills in English and Amharic.

8. Application Procedure

Interested and qualified consultants should submit the following documents within 7 working days of this announcement:

- Letter of Application expressing interest in undertaking the assignment.
- Technical Proposal detailing understanding of the TOR, methodology, work plan, and relevant experience.
- Financial Proposal specifying the total cost of the consultancy.
- Updated CV of the consultant or team members.
- Copies of relevant certificates, licenses, or references from previous similar assignments.

9. Submission Address

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:

- AHRE Head Office located at Bole Sub-city, Woreda 02, Friendship business center, 5th Floor or
- Send scanned versions of the above documents via Email address: apply@ahrethiopia.org

Women applicants are strongly encouraged to apply.

Only shortlisted applicants will be contacted.