

# **Terms of Reference**

## **Facilitating the establishment of a Tripartite Labour Dialogue Forum for the Republic of Maldives**

### **1. Background**

The United Nations Sustainable Development Cooperation Framework 2022-2026 for the Republic of Maldives states that the Maldives' major challenges centre on the issues of inclusiveness, resilience and sustainability. The Cooperation Framework also highlights that an inclusive national dialogue is needed to build consensus on a common path that all can accept for the Maldives of the future. Without such a national dialogue, making significant and sustained headway towards SDG achievement will be jeopardised, carrying the risk of further political polarisation.

Within this context, the Government of Maldives, in January 2024, introduced an Industrial Relations Act that makes provision for the establishment of a Tripartite Labour Dialogue Forum (TLDF) for the purpose of tripartite consultation on labour and industrial relations issues. The formation of the TLDF is informed by the ILO's Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144). Maldives has however not yet ratified this Convention. The Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) were both ratified in January 2013.

The recent Industrial Relations Act, given its provisions for the establishment of the TLDF, creates an important opportunity to prioritise and foster tripartite social dialogue in the Maldives. The services of an external collaborator are therefore required to facilitate the establishment and operationalisation of the TLDF.

### **2. Main tasks of the collaborator**

The collaborator will be required to undertake the following specific tasks, with technical support from the ILO:

- a) Obtain information, through desk research on social dialogue initiatives/activities undertaken, or being undertaken in the Maldives
- b) Convene discussions with the tripartite constituents, together with the ILO (Country Office Sri Lanka and the Maldives and Decent Work Team (DWT) - New Delhi) , on actions and assistance needed to establish and operationalise the TLDF. The collaborator is required to pay particular attention to ensuring that both women and men are involved throughout the process. The ILO will participate in these meetings (in-person or virtually).

- c) Facilitate the convening of a tripartite task team to undertake the establishment and operationalisation of the TLDF.
- d) Jointly with the task team and ILO, identify capacity requirements to ensure the effective functioning of the TLDF.
- e) Facilitate the organisation of capacity building activities to be conducted by the ILO (in-person or virtually).
- f) Monitor and continuously keep the ILO (Country Office Sri Lanka and DWT- New Delhi) abreast of progress being made to establish the TLDF and challenges being experienced in this regard.
- g) Act as a “go-between” in facilitating information exchange and consultation between the ILO and tripartite constituents in the Maldives, including to seek solutions to any challenges being experienced.

### **3. Duration of the assignment**

The assignment shall be completed in approximately 30 work-days over a period of up to 3 months.

### **4. Requirements**

The collaborator is required to have:

- a) A strong network with the tripartite constituents in Maldives.
- b) Strong facilitation skills.
- c) Good writing skills.
- d) Strong communication skills.
- e) Fluency in both written and spoken English.

### **5. Submission of the proposal**

While submitting the proposal, the applicant shall provide the following:

- a) Profile of the consultant/organization, max two pages- explaining relevant experience, and highlighting applicable work with the private sector.
- b) An example of a recent related work as sample.
- c) Strategy and methodology to be followed, expected deliverables, time lines etc.
- d) Financial Proposal (in USD) with complete break up.

Interested applicants are requested to send the proposals (incorporating above mentioned details) to Mr. Asitha Seneviratne (asitha@ilo.org) before 15 June 2024 by 17:00 (Sri Lankan Standard Time).