

Recruitment Of A Consultant For The Diagnosis (Status) Of The Labor Inspection System Diagnosis Associated With A Development Strategy At International Labor Organization

RECRUITMENT OF A CONSULTANT FOR THE DIAGNOSIS (STATE ASSESSMENT) OF THE LABOR INSPECTION SYSTEM, DIAGNOSIS ASSOCIATED WITH A STRATEGY FOR THE DEVELOPMENT AND MODERNIZATION OF THE LABOR INSPECTION SYSTEM OF CÔTE D'IVOIRE

I - CONTEXT AND JUSTIFICATION

To meet the emergence, the labor administration system of Côte d'Ivoire has embarked on a dynamic of renovation of labor governance through the Ministry of Employment and Social Protection. The labor inspection system, an essential pillar of the entire labor administration system, is taken into account in this dynamic.

This is how the number of managers has been enriched with new recruitments, the equipment of the services has been modernized, the administrative coverage of the territory has been improved with regard to the labor inspection services. At the same time, and with the support of the ILO, the entire planning approach of the inspection services has been reoriented to enable them to be more effective and more efficient. Training and capacity-building activities for managers and managers of central and decentralized technical services have been carried out and have helped to create and strengthen national expertise in relation to modern and emerging issues in the world of work. Many practical working tools have been put in place to standardize approaches and facilitate technical accountability. Several ILO cooperation projects support initiatives contributing to strengthening the labor inspection system.

To strengthen this dynamic and establish the initiatives in a more structuring, more coherent and more global vision, the ministry in charge of labor wanted to move towards the implementation of a strategy for the development and modernization of the labor inspection system of Côte d'Ivoire with, as a prerequisite, the realization of a complete diagnosis of the system.

These terms of reference clarify and establish the conditions for recruiting a national consultant

whose mission will be to make the diagnosis and propose the strategy.

II – Consultant’s mandate

The consultant, who will be recruited by the ILO, in consultation with the authorities of Côte d’Ivoire, will have the following mandate:

- To explore and exploit available documentation, including national legislation, studies and reports on the labour inspection system, the labour inspection visit sheet, etc.;
- To collect all necessary information from the various actors and stakeholders (public authorities, employers’ and workers’ organisations, institutions and official bodies dealing with issues relating to work, employment, safety and health at work, child labour, informality, social security, etc.)
- To make a diagnosis of the labor inspection system in accordance with the provisions of the ILO conventions and recommendations, in particular conventions number 81 and 129. This will involve questioning, among other things, both at the central and decentralized levels, the missions, organization, operation, dynamics of collaboration and interactions, coordination mechanisms, planning practice, resources, staff, the recruitment and training system, technical tools, status, powers, ethics, communication, etc. and questioning the approaches used to address old, persistent or emerging problems.
- Also to provide relevant data on and to certain specific projects such as those dealing with issues of child labour, safety and health at work or working conditions in certain key sectors of the national economy.
- To identify the potential of the different services as well as the points to improve from a human, material, logistical and technological point of view.
- To propose areas and actions for improvement to make the labor inspection system in Côte d’Ivoire more efficient, effective and efficient.

III – Methodology

The consultant will have to conduct the analysis in close consultation with the national authorities and the ILO. The aim is to conduct a constructive reflection with them on the situation, to identify the strengths and difficulties of the labour inspection services and the bodies attached to them in order to help the ministry to better identify the areas in which it is necessary or a priority to consider actions to strengthen or reform the labour inspection system. He will also question the departments and structures whose institutional affiliation with the labour inspection system is proven. He will have to question employers’ and workers’ organizations on their perceptions of the services provided by the labour inspection services as well as on the relations they maintain with the system.

The consultant will be supported throughout the duration of his mission by a focal point, appointed by the Director General of Labor. The focal point reports to the DGT and will not be remunerated for supporting the consultant.

Before the actual diagnostic activities, a preliminary file on the labour inspection (organisation, legislation, links with other matters falling within the scope of the labour inspection and conducted totally or partially by other ministries, etc.) will be prepared by the designated focal point. The focal point will support the consultant in having a programme of meetings with the various stakeholders as well as with the social partners.

A summary briefing will be given, under the leadership of the DGT, to the Minister at the end of the mission and will allow agreement to be reached on the following steps which should lead to the

validation of the diagnosis as well as the adoption of the strategy for the development and modernization of the labor inspection system.

A reading committee of four (04) members will be set up by the DGT and will carry out the first reading of the documents proposed by the consultant. The observations of the committee as well as those of the ILO will be integrated by the consultant into the documents before the validation workshop.

IV – Selection process

The Directorate General of Labour will propose, on the basis of the ToR, at least three CVs of consultants. The ILO may also search for them in its database. The latter will be contacted by the ILO and will have to make a technical and financial offer which will be analyzed and validated by the ILO in consultation with the Directorate General of Labour. A contract will then be signed between the ILO and the consultant.

NB: The technical offer must not exceed ten pages and must contain elements relating to the understanding of the TDR and the mission, the working methodology as well as an implementation schedule and the profile of the consultant.

V – Results

The expert will produce three documents:

- An updated methodological note at the start of the mission
- The Report on the diagnosis of the labor inspection system of Côte d'Ivoire
- The strategy for developing and strengthening the labor inspection system.

These documents will be shared with the Ministry, which will decide, in collaboration with the ILO, the date of the workshop to validate the diagnostic report and adopt the strategy for the development and modernization of the labor inspection system. The strategy will include a detailed plan that will be budgeted and will extend over four or five years.

VI – Period

The mission will take place from April to June 2025. The consultancy must be conducted and finalized within a maximum of 45 days from the signing of the contract. It will give rise to a restitution, for validation/adoption (without other additional costs) in front of a wider audience composed of representatives of the labor administration, social partners, the ILO and other interested stakeholders.

VII – Consultant profile and selection criteria

The consultant must hold a graduate degree in labor law, administrative sciences or social or economic sciences. (A specialty in labor inspection or labor administration is a particular asset). He must have a perfect command of French.

He must also have a real ability to conduct studies and work with public authorities, workers' and employers' organisations as well as those responsible for organisations dealing with issues in the world of work.

The minimum professional experience required is ten years.

The consultant may not, under any circumstances, be a civil servant working in the ministry responsible for labour.

In addition to the technical and financial offer, the following indicative criteria will be taken into account for the selection: level of study; relevance of diplomas; number of years of professional experience; relevant professional experience relating to the concerns of actors in the world of work; relevant professional experience relating to organizational reforms, planning and implementation of public strategies or policies; professional experience relating to strategies and policies for reform or restructuring of public administrations; personal scientific or technical productions; personal technical productions relating to the world of work and labor inspection; availability.

VIII - Special arrangements

To be accepted, the products must be detailed, exhaustive and precise. They must be reproduced in three (03) copies each and presented on electronic media as well.

They must be written in French and, as far as possible, comply with the standards adopted for publications (citing references, indicating sources used, no formulation of unproven facts). Internal administrative documentation (circulars, good practices, etc.) and all other relevant documentation must be attached to the documents.

IX - Payment conditions

The consultant may benefit from an advance at the start of the mission not exceeding 20% of the fees as soon as the contract is signed and after having submitted an updated methodological note. The advance will be used to cover travel, survey or data collection costs and documentation.

The remainder will be paid to him after the submission of the finalized document with the integration of the observations of both the national party and the ILO.

X - Consultant supervision

Technical supervision of the consultant's work will be provided by the Labour Administration and Social Dialogue Specialist at ETD/ILO/Dakar in collaboration with the Director General of Labour and the designated focal point and with the technical support of specialist colleagues and colleagues from the Cooperation Projects involved in issues relating to labour inspection.

How to apply

I - CONTEXT AND JUSTIFICATION

Applications should be submitted to the following address:

A- amoussou@ilo.org

cc-dje@ilo.org; kouadioe@ilo.org