



TERMS OF REFERENCE (TOR) FOR EXPRESSION OF INTEREST TO DEVELOP AN INFORMATION BOOKLET ON LABOUR LAWS

The Federation of Women Lawyers (FIDA) Kenya is a non-governmental, non-political and non-profit making organization whose main objective inter-alia is the enhancement and protection of women's rights through the provision of legal aid, advice, representation and advocacy. FIDA -Kenya has over the years carved a niche for itself as a fearless defender of women's rights at international, national and local level.

Background

FIDA-Kenya continues to advocate for the effective implementation of women's labour and economic rights in the tea estates in Kenya. Women working in the tea sector in Kenya remain a marginalized population despite their numbers. This is mainly because of poor implementation of existing laws and policies coupled with low legal awareness among the women workers on their labour rights.

This situation has led to gross gender based inequity and inequalities being perpetuated against the women laborers such as women receiving less pay than men for equal work done, discriminative hiring practices by businesses which results in women being concentrated in the lower job groups, lack of job security for women workers, women do not get paid when on maternity leave and while pregnant they are expected to perform the same labour intensive work as their male counterparts.

Objectives of the Consultancy

The objective of this consultancy is to develop an information booklet on the labour laws in Kenya that can be easily read and understood by members of the public, while highlighting the laws that affect women.

Methodology and Scope of Work

The Consultant should be acquainted with all the Labour Laws in Kenya. This should inform the development of an information booklet on labour laws in a reader friendly format.

Key Deliverables

The Consultant is expected to discharge the following deliverables:

1. Submission of a draft copy of the information booklet on labour laws.
2. Submission of a finalized copy of the information booklet on Labour Laws incorporating feedback and comments from FIDA-Kenya team.

Time Frame

The assignment shall take **7 working days** from the time of signing the contract up to the time of completion which shall include review and inputs from FIDA. The assignment is expected to run from 27th November 2019 to 6th December 2019.

Reporting and Management

The Consultant shall have direct communication with and/or work closely with FIDA-Kenya's Program Officer, Monitoring and Evaluation Officer and will report to the Deputy Executive Director and Head of Programmes during the execution of this assignment. All deliverables will be submitted on dates mutually agreed during the inception meeting.

Competencies and Qualifications of Consultants

The eligible candidate (s) must meet the following minimum criteria:-

- Bachelor's degree in Law, Human Resource or Labour Relations. (Master's degree in the above will be an added advantage.)
- Knowledge of the tea sector in Kenya.
- Knowledge of the Employment and labour laws in Kenya.
- Excellent analytical and report writing skills.

APPLICATION PROCEDURE

Interested applicants are invited to submit their expression of interest documents together with sample work to this assignment with at least 3 referees and financial proposal, clearly marked "**EXPRESSION OF INTEREST-INFORMATION BOOKLET ON LABOUR LAWS** " on or before 22nd November, 2019 to: The Executive Director, Federation of Women Lawyers (FIDA-Kenya), Amboseli Road, Off Gitanga Road, Lavington. P.O. Box 46324- 00100, NAIROBI or email to: recruitment@fidakenya.org
Applications will be reviewed on a rolling basis.