



## Terms of Reference for Policy Briefs

### No.1: Policy Brief

#### Human Rights-Based Approach to Trade in Africa: A Trade Union Perspective

##### Background

In recent years, trade has increasingly influenced economic development across Africa, providing opportunities for economic growth, job creation, and poverty reduction. However, for trade to contribute meaningfully to equitable development, it must be anchored in a human rights-based approach that prioritizes workers' welfare, promotes inclusive policies, and enforces labour rights. African trade unions play a vital role in advancing these principles by advocating for fair trade practices that protect and empower workers across the continent, particularly in vulnerable sectors and informal economies. This policy brief provides guidance to the African Union (AU), national governments, trade unions, and international organizations like the International Labour Organization (ILO) on emphasizing and integrating a human rights-based approach to trade in Africa. It emphasizes the need for trade policies in Africa to promote workers' rights, gender equality, and protection for marginalized groups. By adopting these measures, trade in Africa can become a vehicle for advancing social and economic justice across the continent.

##### Scope of the Assignment

The study will focus on the following **key areas**:

1. Current Trade Environment and Human Rights in Africa
  - Analyse the human rights implications of Africa's trade agreements and policies, including the African Continental Free Trade Area (AfCFTA).
  - Identify challenges in incorporating human rights standards in African trade policies especially the AfCFTA protocols and assess the impact on workers, especially those in precarious employment.
2. Worker Rights and Social Justice
  - Evaluate the extent to which African trade agreements especially the AfCFTA safeguard workers' rights, with an emphasis on the informal sector, women, youth, and marginalized groups.
  - Identify existing labour protections and gaps and propose strategies to strengthen rights-based labour provisions in trade policies.
3. Role of Trade Unions in Promoting a Human Rights-Based Trade Approach
  - Examine the current role of trade unions in influencing trade policies in Africa and explore ways to enhance their engagement in trade governance.
  - Develop strategies to enable unions to advocate for fair trade policies, including rights-based labour standards, worker protection mechanisms, and compliance frameworks.
4. Recommendations for Aligning Trade Policies with Human Rights Standards
  - Provide actionable recommendations for national governments, the AU, and regional bodies on adopting human rights-based trade policies.
  - Outline mechanisms for monitoring compliance with labour rights provisions in trade agreements, with trade unions playing a central role.



### Objectives of the Brief

- Conduct a detailed review of African trade agreements, highlighting human rights issues and the implications for workers' rights.
- Encourage active trade union participation in shaping trade policies that prioritize workers' rights and promote a fair-trade environment.
- Provide recommendations for strengthening labour protections, gender inclusivity, and social justice measures in African trade policies.

### Methodology for the Policy Brief

The development of the policy brief will involve the following steps:

1. Literature Review
  - Conduct a comprehensive review of existing literature on human rights-based approaches to trade, focusing on Africa.
  - Reference key documents, including the AU's "Agenda 2063," the "Protocol on the Rights of Workers in Africa," AfCFTA protocols and the ILO's standards on labour rights and social protection.
2. Stakeholder Consultations
  - Engage key stakeholders such as trade union leaders, policymakers, labour rights experts, and representatives from marginalized groups.
  - Conduct interviews and focus group discussions to gather insights on current trade policies and identify best practices for incorporating human rights standards.
3. Case Studies
  - Identify and analyse case studies from African countries and other regions with successful rights-based trade policies.
  - Highlight best practices, particularly policies that have enhanced workers' rights and inclusivity, as practical examples for African trade policy development.
4. Data Analysis
  - Utilize data from reliable sources such as the ILO, AU, and ITUC-Africa to provide a statistical overview of trade, employment, and human rights conditions across Africa.
  - Analyse data to identify disparities, challenges, and opportunities for advancing a human rights-based trade approach.

### Deliverables

1. Draft Policy Brief
  - Comprehensive analysis of the current trade environment in Africa and its implications for human rights and labour protections.
  - Assessment of the role of trade unions and actionable recommendations for adopting a rights-based approach to trade policies.
  - Suggestions for implementing mechanisms that enforce labour standards and promote equitable trade practices.
2. Final Policy Brief:
  - Incorporate feedback from stakeholders and revise the draft policy brief as necessary.
  - Submit a final policy brief, not exceeding 3000 words, to the African Labour Research and Education Institute (ALREI) under ITUC-Africa.



### **Timeline and Budget**

- The policy brief is to be completed by November 28, 2024.

### **Qualifications**

The consultant should have:

- An advanced degree (PhD or Master's) in economics, trade policy, labour rights, international trade, public policy, or a related field.
- Strong background in human rights, trade policy, and labour advocacy.
- Experience working with trade unions and an understanding of their role in human rights advocacy.
- Excellent communication skills and proficiency in English; knowledge of other African languages is an asset.

### **Coordination and Reporting**

- The Executive Director of ALREI, ITUC-Africa will oversee the development of the policy brief.
- The consultant will be responsible for planning and conducting the research and drafting the policy brief.

### **Submission of Application**

Interested consultants/agencies should submit:

- An Expression of Interest (EOI)
- Send applications to [alrei@ituc-africa.org](mailto:alrei@ituc-africa.org) with the subject: "ITUC-Africa Human Rights-Based Trade Policy Brief".

**Deadline for Submission:** November 5, 2024



## No.2: Policy Brief

### Enhancing the Inclusion and Participation of Women and Youth: The Role of Trade Unions

#### Background

In Africa, women and youth make up a substantial part of the workforce, contributing significantly to economic growth and social development. Despite this, they often face disproportionate challenges in accessing decent work, fair wages, and secure employment. Recognizing the need to address these challenges, the African Continental Free Trade Area (AfCFTA) introduced a protocol on Women and Youth in Trade, which seeks to promote their economic empowerment and participation in cross-border trade. Trade unions have a critical role to play in advancing the objectives of the AfCFTA protocol, advocating for policies that support inclusion and addressing structural barriers that limit opportunities for women and youth. This policy brief provides recommendations to trade unions, the African Union, national governments, and international bodies like the International Labour Organization (ILO) to create more inclusive labour markets and empower women and youth within the framework of the AfCFTA.

#### Scope of the Assignment

The study will focus on the following key areas:

1. AfCFTA Protocol on Women and Youth in Trade
  - Analyse the provisions of the AfCFTA protocol focused on supporting women and youth in trade and explore how these align with labour rights and inclusivity goals.
  - Examine the potential of the AfCFTA protocol to address employment challenges specific to women and youth in Africa.
2. Barriers to Inclusion in Employment and Trade
  - Identify the structural and socio-economic barriers that limit the participation of women and youth in formal and informal employment sectors.
  - Analyse gender and age-related disparities in the workforce and propose strategies to overcome these barriers within the AfCFTA framework.
3. Role of Trade Unions in Advancing Women and Youth Participation
  - Evaluate current trade union strategies to advocate for gender equality and youth inclusion, especially in the context of the AfCFTA.
  - Develop recommendations for trade unions to actively participate in and influence AfCFTA policy dialogues, ensuring the inclusion of women and youth.
4. Recommendations for Policymakers
  - Outline actionable strategies for governments, and the private sector to enhance the inclusion of women and youth in the labour market.
  - Suggest policy and structural changes required to ensure that the AfCFTA protocol on Women and Youth in Trade is effectively implemented across the continent.



### **Objectives of the Brief**

- Analyse the potential impact of the AfCFTA protocol on labour rights, specifically for women and youth, and assess its alignment with social and economic empowerment goals.
- Strengthen trade unions' role in advocating for policies that enhance gender equality, youth inclusion, and decent work within the AfCFTA framework.
- Provide concrete recommendations for labour market reforms and trade policies that address the unique challenges faced by women and youth in Africa.

### **Methodology for the Policy Brief**

The development of the policy brief will involve the following steps

1. Literature Review
  - Conduct a thorough review of existing literature on gender equality, youth employment, and trade policy in Africa, with specific reference to the AfCFTA protocol on Women and Youth in Trade.
  - Reference key documents such as the AU's "Agenda 2063," AfCFTA protocol on Women and Youth in Trade, the ILO's gender equality guidelines, and other relevant policy frameworks.
2. Stakeholder Consultations
  - Engage with trade union leaders, policymakers, women's and youth organizations, and labour rights experts to gather perspectives on current policies and barriers to inclusion.
  - Conduct interviews and focus group discussions to identify best practices and insights on promoting inclusion for women and youth in trade.
3. Case Studies
  - Identify successful case studies of trade union-led initiatives that have effectively advanced gender and youth inclusivity.
  - Analyse these examples to highlight practical strategies for implementing inclusive policies under the AfCFTA framework.
4. Data Analysis
  - Utilize data from reliable sources such as the ILO, AU, and ITUC-Africa to provide a statistical overview of employment trends and inclusion challenges for women and youth in Africa.
  - Analyse data to identify specific gaps and opportunities to advance the inclusion of women and youth within the AfCFTA framework.

### **Deliverables**

1. Draft Policy Brief
  - Detailed analysis of the AfCFTA protocol on Women and Youth in Trade, along with an assessment of current inclusion challenges faced by women and youth in Africa.
  - Recommendations for enhancing inclusion, particularly through trade union advocacy and collaboration with AfCFTA bodies.
2. Final Policy Brief
  - Incorporate feedback from ALREI and stakeholders and revise the draft policy brief accordingly.
  - Submit a final policy brief, not exceeding 3000 words, to the African Labour Research and Education Institute (ALREI) under ITUC-Africa.



### **Timeline and Budget**

- **Timeline:** The policy brief is to be completed by November 28, 2025.

### **Qualifications**

The consultant should have:

- An advanced degree (PhD or Master's) in gender studies, labour economics, public policy, or a related field.
- Strong background in labour rights, gender inclusion, and youth empowerment.
- Experience working with trade unions and knowledge of African trade policies.
- Excellent communication skills and proficiency in English; knowledge of other African languages is an asset.

### **Coordination and Reporting**

- The Executive Director of ALREI will oversee the development of the policy brief.
- The consultant will be responsible for planning and conducting the research and drafting the policy brief.

### **Submission of Application**

Interested consultants/agencies should submit:

- An Expression of Interest (EOI)
- Send applications to [alrei@ituc-africa.org](mailto:alrei@ituc-africa.org) with the subject: "ITUC-Africa Women and Youth Inclusion Policy Brief."

**Deadline for Submission:** November 5, 2024