



REPUBLIC OF NAMIBIA

MINISTRY OF LABOUR, INDUSTRIAL RELATIONS AND EMPLOYMENT CREATION

**CALL FOR EXPRESSION OF INTEREST
STUDY ON VIOLENCE AND HARASSMENT AGAINST WOMEN AND MEN IN THE WORLD OF WORK IN
NAMIBIA**

In collaboration with the ILO Country Office for Zimbabwe and Namibia (Co-Harare), the Government of Namibia (Ministry of Labour, Industrial Relations and Employment Creation), is inviting experienced researcher/s to conduct a Study on Violence and Harassment against Women and Men in the World of Work in Namibia

The Researcher shall:

- a) lead the process of collecting information on Violence and Harassment against women and men in selected work places in Namibia in close coordination with the Technical Working Group (TWG) and under the direct supervision of the Executive Director of the Ministry of Labour, Industrial Relations and Employment Creation;
- b) prepare his/her Work Plan and Data Collection Tools in line with the Terms of Reference for the Study;
- c) conduct a comprehensive stakeholder analysis to determine key players in the area of violence and harassment in the World of Work and in accordance with the national legal frameworks;
- d) review existing relevant National, Regional and International Legal/regulatory frameworks to identify possible loopholes in addressing Violence and Harassment against women and men in the World of Work;
- e) coordinate with the TWG, which will provide technical inputs throughout the research process;
- f) attend and present the Comprehensive Study Report within the High-Level Validation Meeting to be organized by the Ministry;
- g) prepare and submit drafts and a Final Report as per agreed time frame; and
- h) perform such other duties pertaining to this assignment as may be assigned by the Executive Director.

Period of the evaluation work: May to July 2019

The Terms of Reference is available from the Ministerial Website: www.mol.gov.na or at the following link: <http://www.mol.gov.na/documents/24911/717565/TOR+Violence+and+Harassment+study+23+April+2019/b844ae2-724b-4504-b07a-9519b96eb3dc>

Interested experienced researchers may submit their Technical and Financial Proposals addressed to the Deputy Director: International Relations and Advice, Ms. Meriam Nicodemus by email to Meriam.Nicodemus@mol.gov.na (cc chinomwe@ilo.org). A list of previous similar work must accompany the Proposal.

Your Proposal should reach the Office at the latest by close of business, 03 May 2019.

Issued by



**B.M. SHINGUADJA
EXECUTIVE DIRECTOR**