

TERMS OF REFERENCE

ORGANIZATIONAL NEEDS ASSESSMENT OF FEDUSA TO INFORM ENHANCED SUPPORT SERVICES FOR ITS YOUNG MEMBERS

Submission Deadline: midnight South Africa Standard Time 21 July 2021 and should be sent to the following email: moitse@ilo.org and velaphi@iloquest.org

Candidates should submit:

- **Updated Institutional (Company) profile (with CVs of resource persons);**
- **A Technical and Financial proposal (Quote) for undertaking assigned tasks.**

1. INTRODUCTION

The Federation of Unions of South Africa (FEDUSA) is the second largest trade union Federation with 20 (twenty) affiliates and the total membership of +- 700 000. Like elsewhere in the country and globally, young workers face challenges that are unique to them and it is for this reason FEDUSA established the Development and Youth Committee that is a sub-structure of the federation to create a platform in which young members can engage in robust debates on critical issues that affect young workers' lives.

The Youth Committee functions to promote sensitivity to the challenges faced by young workers and the impact of such challenges on young workers in the world of work. It further seeks to promote development and the empowerment of young workers in the workplace and to actively organise youth workers and youth activities within the Federation. The Youth Committee operates on the understanding that young workers should champion youth empowerment programmes and negotiate and deliberate on a society that is fully empowered with job opportunities, skills, and adequate training for youth. The Committee also shares the understanding that affiliate members of the federation should mainstream youth issues into their policies and programmes to create the space and opportunities to empower young workers and to give recognition, visibility, and credibility to the youth contribution.

The Federation of Unions of South Africa (FEDUSA) is concerned about the challenges faced by South African Youth in the labour market where a huge number of young people are unemployed and suffer from exploitation and poverty. This situation is further exacerbated by the failure of skills development institutions and systems to provide and equip youth with relevant skills training that meets the demands of the labour market and

bridges the disconnect between skills produced and the skills required by the labour market.

The challenges of unemployment and underemployment that face youth South Africa and across the world can be contextualized within a world of work that is rapidly undergoing transformational changes that had had a profound effect on the nature and forms of work. Today the world of work is witnessing the emergence of diverse forms of employment with the employment relationship shifting from the standard model to self-owned businesses, non-standard and short-term transient forms of work that offer less security and protections of rights at work. While some of these changes generate opportunities, others threaten workers' access to decent work and social justice and have become the subject of national discourse as Government and the Social Partners explore appropriate policy responses to safeguard the rights of workers to decent working conditions.

The 4th Industrial Revolution – artificial intelligence and robotics – while presenting on the one hand opportunities for new jobs also holds great risks for the loss of jobs for workers (including young people) who are ill-equipped to seize the new opportunities, and even for young entrants who do not possess the requisite skills. Naturally, young people are concerned about the implications of these megatrends on their future and prospects for gainful employment.

Against the backdrop of the myriad of challenges young workers face, FEDUSA has made a commitment to ensure that youth like all other members of the Federation of Unions of South Africa (FEDUSA) enjoy the protection and advancement of their rights within and outside of trade union movement. FEDUSA is also committed to see that young workers drive a strong advocacy to ensure that affiliate members of federation understand, and implement policies that are responsive to the needs of youth. However, for young workers in the federation to have agency and to realize their aspirations, requires an assessment of the organizational capacity to manage the issues that affect young workers, as well as capacity needs and challenges that uniquely face young workers in the federation. An evidence-based assessment will contribute towards informing the establishment of an appropriate Youth Desk with a mandate to address identified needs, aspirations and challenges that uniquely confront young workers in the federation. It is also envisaged that an invigorated service provided to young members in the federation will augur well with FEDUSA's drive to attract and recruit young workers who are not yet unionized.

It is against this background that FEDUSA seeks ILO support to commission a needs assessment study to examine the peculiar needs of young workers in the trade union movement in order to provide better services for young workers. The findings of the needs assessment would also inform a programme that seeks to create a trade union environment that responds to the peculiar needs of young workers in the trade union movement.

2. OVERALL OBJECTIVES

- To support education and capacity building programme for FEDUSA Youth/ Young Workers
- To create capacity support for the establishment of a Youth Desk focusing on Future of Work

3. SCOPE OF WORK TO BE UNDERTAKEN

Working in close collaboration with the leadership of FEDUSA, the consultant will undertake the following tasks;

- Familiarise herself/himself with priorities of FEDUSA regarding its young members
- Engage fully with FEDUSA to ensure an enhanced understanding of the support expected by the leadership in respect of this assignment
- Conduct a capacity needs assessment of young FEDUSA workers with a view towards promoting their effective engagement in the trade union movement and in promoting decent work; and towards exploring the establishment of a Youth Desk and its mandate.
- Present the findings of the assessment with the FEDUSA leadership and representatives of young FEDUSA members in a facilitated validation workshop
- Informed by the inputs and comments of the membership of FEDUSA, update and finalize the assessment report with concrete recommendations.
- Support representatives of young FEDUSA members and the leadership in developing a capacity building programme for the young members and a roadmap towards establishing a Youth Desk in FEDUSA.

4. TIME-FRAME

The consultancy assignment will commence on 31 July 2021 and end on 30 September 2021.

5. QUALIFICATIONS AND COMPETENCIES REQUIRED

- Minimum of a university degree in the social sciences, development studies or related field of study
- At least 3-5 years demonstrable expertise on youth issues and gender
- Previous experience in preparing youth engagement plans is an advantage
- Demonstrable research experience is necessary.
- Familiarity with the youth programme of FEDUSA an added advantage
- Ability to work with minimum supervision
- Excellent communication and writing skills