



## TOR Study on occupational safety and health (OSH) and preparation of a National OSH Profile for the Kingdom of Bahrain

<b>Organizational Unit</b>	ILO Regional Office for Arab States, Beirut
<b>Requirement:</b>	Expert in OSH
<b>Duty Station:</b>	Bahrain
<b>Source of funding:</b>	FAIRWAY Programme
<b>Duration:</b>	Approximately 25 non-consecutive working days
<b>Timeframe:</b>	20 July – 20 September 2022

### Background

Around the world, millions of workers are affected every year by occupational injuries or diseases. The importance of ensuring occupational health and safety was re-emphasized in June 2022, when delegates attending the International Labour Conference agreed to elevate the principle of a safe and healthy working environment to the International Labour Organization's (ILO) Fundamental Principles and Rights at Work, and require that all Member States, regardless of their level of economic development, commit to respect and promote the principles concerning the fundamental rights of the ILO Occupational Safety and Health Convention, 1981 (No.155), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187).

The Kingdom of Bahrain is committed to ensuring a safe working environment for all workers. Having ratified ILO Convention No. 155, and having developed a strong legislative framework on OSH, the government is seeking support to identify gaps and areas for future strengthening.

The evaluation of the current national situation on OSH is instrumental to the development and implementation of a national OSH policy underpinned by a clear strategy. It will be based on the ILO's Guidance Note on the Preparation of National OSH Programmes and Profiles. The OSH profile aims to describe and analyse the OSH national situation by identifying relevant legislation and practice, the institutional infrastructure and available resources. The analysis spotlights the strengths and weaknesses of the system and stimulates discussion on possible ways to improve the current approach to OSH. The profile will provide recommendations on possible improvements of the system in line with international labour standards (ILS) and good practices. In addition, through its periodic update, it provides a tool for measuring progress over time.

### Objectives

The main three objectives of this study are:

1. to describe and assess the situation with respect to OSH in Bahrain.
2. to elaborate a National OSH Profile for the Kingdom of Bahrain; and
3. based on the above, to make recommendations for possible improvements of OSH in Bahrain in line with the relevant ILS, both in law and in practice.

## Approach and methodology

### a) Deliverables

1. Within three days of signing the contract, the consultant will prepare, and submit to the ILO, a time-framed workplan for implementing this consultancy and achieving its required results (including a proposed list of stakeholders to be consulted). The workplan will be presented at a tripartite meeting to ensure full buy-in of national stakeholders.
2. Based on data collection through desk research, questionnaires and interviews, the consultant will prepare a preliminary report in Arabic or English. He or she will be required to present the draft in a tripartite national stakeholders' consultative workshop for validation. The report will follow the ILO Guidance Note on the Preparation of National OSH Programmes and Profiles (attached).
3. The consultant will consider all comments of participants in the above-mentioned workshop, as well as the comments of the Ministry of Labour and Social Development (MOLSD), and the social partners, and address the comments made by ILO departments and specialists, based on which he/she will revise the report and submit it to the ILO as a final draft.

### b) Methodological framework

In addition to the desk review, MOLSD and the ILO Officials will facilitate meetings and interviews with the competent authorities and other designated stakeholders. The research and draft report will be developed and delivered in full consultation with workers' and employers' organizations.

The consultant appointed will work under the supervision of the ILO Senior Specialist on Labour Inspection and OSH, Mr Amin Al-Wreidat ([alwreidat@ilo.org](mailto:alwreidat@ilo.org)).

### c) Timeframe

1	Prepare a time-framed workplan for implementing this consultancy and presentation at a tripartite meeting to finalize the plan.	1
2	Desk review, draft concept note, suggested changes to the list of proposed stakeholders to meet for key informants' interviews, to be reviewed by the ILO and MOLSD, and conduct interviews.	8
3	Prepare a first full draft of the report for ILO review.	10
4	Participate in a tripartite roundtable meeting in Bahrain to validate findings and finalize the report on the basis of discussions, with MOLSD and the ILO and selected relevant stakeholders.	2
5	Prepare a second draft of the report incorporating all comments received.	4

## Budget and payment schedule

The total budget for the contract will depend on the financial proposal of the selected consultant and will be paid in two instalments upon the submission of the draft and final reports respectively.

## Qualifications and experience

### Education:

Advance university degree in occupational safety and health or related fields.

### Experience:

At least 8 years of professional experience in occupational safety and health, including in conducting relevant studies and research.

Excellent understanding of the OSH context in Bahrain

**Languages:** Fluency in English and Arabic.

**Required Competencies:**

- Excellent writing and communication skills
- Understanding of the ILO Conventions and Recommendations on OSH and labour inspection and core international human rights instruments.

**Application Process**

Candidates wishing to apply to this assignment must send an email to Sophia Kagan, ILO ([kagan@ilo.org](mailto:kagan@ilo.org)) with the title 'Bahrain OSH consultancy'.

The email shall include:

1. The applicant's updated curriculum vitae
2. A detailed financial offer
3. Any relevant supporting documents such as a writing sample of the applicant's relevant work.

The deadline for receiving applications is 5pm, Beirut time on 13 July 2022.

Only applications that fulfil the requirements indicated above will be considered.