



TERMS OF REFERENCE

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1. BACKGROUND INFORMATION

This research paper is one of the activities implemented under the “SpeakUp’ project, by Iniciativa Kosovare per Stabilitet, funded by Solidar Suisse Kosova.

Employment is one of the main issues that must be invested in order to increase the well-being and create independence of citizens in a society. Its regulation by legal provisions should not only be covered from the theoretical aspect, but also on the implementation and ease of applicability. Kosovo regulates the labour relationship with the Labour Law, based on which the obligations and rights of the parties involved in this process are defined

Although private sector continues to be very fragile, there are important branches in the industry of manufactures that are large in terms of potential, as well as the totality of products. As such, industry textile and its branches are pivotal for employment as one the few industries that its exports are increasing, with clothing industry being spread all over Kosovo. Furthermore, the leather industry in Kosovo has its origins in the tradition of tanners for leather processing and shoe production and dates back to 1945. In 2019, Kosovo has exported 11.1 percent of textile production companies, with a total value of 7.87 million euros, mostly on CEFTA and EU countries.

While the labor relationship in Kosovo is regulated by the Labor Law, this is not reflected in its implementation, in particular to private sector. This applies to the textile sector as well. The problems are multiple, ranging from irregular contracts, breach of contract to lack of safety and health hazards in the workplace. The consequence remains directly in the quality and decent treatment of workers, making the activity of businesses many times more difficult. Work without a contract has made it challenging to follow developments in the market. Among other things, the consequences are directly related to the lack of addressing violations and discrimination in employment. Thus, in addition to being unprotected, workers in many cases do not even have the option of turning to the relevant authorities for injustices against them.

In the context of textile, it remains unclear the reason that in official data the exports are increasing, while the number of employees is decreasing. This makes it necessary that beyond the awareness of employees, the perspective of businesses in relation to the legal regulation is needed. This would serve as initial step to further the working conditions in Kosovo, along with other law directives.

2. Research Objectives

2.1 Overall Objective

Ensuring that social justice is guaranteed to all participants in the labor market, we aim to monitor the working conditions of the textile industry in Kosovo. By shedding light into the way workers in textile industry work, this action will strive to address the institutional framework shortcomings, hence, enabling relevant stakeholders to live up to their socially ascribed role and responsibility

This will be used by IKS as the basis for a policy/work strategy and a wider programme of support the textile industry and its working conditions in Kosovo.



2.2 Specific objectives of this contract

Through this study, there are several questions we need to address such as:

1. How is the access in the labour market for women at the country level in the textile industry?
2. What are the factors determining the accepted wage and what is the necessary minimum needed for survival in Kosovo?
3. What are the struggles and challenges at the workplace for women, including maternity leave and also sexual harassment?
4. How should discrimination be addressed more accurately, including the role of Unions as well?
5. What is the situation with ESG implementation in textile companies in Kosovo?

The specific objectives of this contract are, therefore, to support IKS's efforts by the following means:

a) The provision of accurate research data regarding:

-  In depth analyses of working condition and situation for textile workers in Kosovo;
-  This study should also include comparative analysis with particular reference to the most likely groups to be affected by discrimination in the marketplace.

b) Insightful analysis of the data emerging from the research, with well-thought through and clearly presented conclusions and, where appropriate, recommendations about realistic and feasible communication actions that the team implementing the project can undertake to achieve the aims set out at 2.1.

3. SCOPE OF THE WORK

3.1 General project description

IKS intends to commission a research company/local expert to undertake a comparative research study with the objective of contributing to the study of "SpeakUp" project. IKS will coordinate this effort, but the research expert would be responsible for organizing and conducting research and providing thorough-going analysis and findings. IKS reserves the right to review and approve the methodology and all instruments, guides, and or administrative procedures as necessary to comply with IKS procedures.

3.2 Specific activities

Review and discuss the conditions and practices of textile industry and its employment in Kosovo.

Analysis of general state of challenges by:

- economic sectors;
- type of companies;
- Etc

Review and discuss the appropriateness of the rights which are foreseen with the Law 04/L011 on Organizing in Trade Unions in Kosovo. These criteria include:

- the right for membership in syndicate organizations;
- the right for union; and
- general state in the awareness on social justice;

Based on information from the Kosovo Statistics Agency and other relevant sources, calculate the cost of consumer basket and respective minimum wage to cover for such cost: (i.e. food and consumables, housing and utilities, transportation and services, etc.)

The research should also take account of the 'SpeakUp' project's key target groups – and indeed should help the project team to define these better, both during the elaboration of the methodology and, importantly, in the analysis of models. The aim is to provide a clear picture of the issue, by expressing and determining the working conditions and challenges in the countries.

The Contractor will be responsible for developing an implementation plan for the research, which will cover, amongst other things:

- the methodology and sample,
- geographical coverage;
- timing of implementation;
- instruments for delivering the research.

The draft methodology and implementation plan for this part of project, which should cover these and all other considerations important to the implementation of the research, including a draft research structure, should form an important part of the proposal and will be a main feature in the adjudication process.

In the event, the successful Contractor will finalise all these details, including the make-up of sample, the geographic spread and the questionnaire in consultation with the SSP team during the inception phase of the project.

4. PROJECT MANAGEMENT, TIMING AND REPORTING

4.1 Responsible body

The Kosovo Stability Initiative as the organization implementing the project.

5.2 Commencement date and period of execution

The intended commencement period is 23th of February 2022 and the period of execution of the contract will be 45 days from this date. The fieldwork should be completed before the th 10th of April 2023.

4.3 Reporting requirements

Within 5 days of signature of the contract the Contractor will submit a detailed implementation schedule, revised instruments, and sample in English detailing the methodology and implementation plans and timeframe for the project.

No longer than 10 days after completion of the research, the Contractor will submit a research report setting out the data discovered and the analysis of findings and will make a presentation of these to the SSP project and its stakeholders. The Contractor will then have 30 days following submission of report to question the Contractor's findings and analysis and ask for any clarifications.

Finaly report should be in English and Albanian, to be sent in electronic form by e-mail to SSP focal points.

6. EVALUATION OF PROPOSALS

Consultant submitting proposals are invited to demonstrate their capability and credentials to offer these services (e.g. past experience in the field), set out their proposed methodological approach and quote a price for the services requested.

Evaluation factors will include: proposed cost of services, quality and detail of the proposal, integrity of the proposed methodology and integrity of the research administration plan; the degree to which the proposals demonstrate knowledge and understanding of Kosovo's EU Integration process and the challenges faced, and; the relevance and creativity of the proposed research instruments. IKS will select the proposal that demonstrates the best combination of price and proposed methodology/implementation plan.