

UNIVERSITY OF THE WITWATERSRAND JOHANNESBURG 100<sup>th</sup> ANNUAL CELEBRATIONS

INSTITUTE OF INEQUALITY STUDIES

International Labour Organization

## CfR: Towards an Inclusive and Sustainable Future for Work(ers) in Eastern and Southern Africa.

Information session | June 12, 2024 | 2pm SAT/3pm EAT

IDRC - CRDI

Canada

1

## Structure

- Presentation (30 mins)
  - Introduction
  - Background and context
  - Research themes
  - Methodological considerations
  - Eligibility criteria
  - Expectations and responsibilities
  - Proposal guidelines and structure
  - Application, submission and review process
  - Contracting
- Question and answer (1 hour)

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2

## Introduction: the FutureWORKS Collective

- The FutureWORKS Collective is a global research network committed to a more inclusive and sustainable world of work.
- In Eastern and Southern Africa, our objective is to develop a network of leading research institutions to support labour policies and skills interventions towards a Just Transition.
- In this first round of calls, we will offer grants of up to **ZAR 1,000,000** to conduct original research on structural transformation, labour markets, social reproduction over a maximum of **18 months**. Following the publication of this first round of research, there will be a second round of calls, which will focus on skills formation systems.
- In addition, we will offer small grants of up to ZAR 150,000 on a rolling basis for policy-oriented, short-term research projects at the intersections of labour policies and skills interventions towards a Just transition. To find out more, sign up to our newsletter: <https://www.wits.ac.za/scis/contact-us/>

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3

## Background and context

- African countries face the enormous challenge of preparing a rapidly growing, urbanized and youthful population for a changing world of work in the context of a "double transition" towards decarbonization and digitalization.
  - Deagrarianization, accelerated by the intensification of droughts and floods.
  - Deindustrialization, past pathways to carbon-intensive industrialization constrained.
  - Services, informalized downward pressure on working conditions.
- African governments hope that strengthening education and training systems will address unemployment, labour insecurity and inequality;
- However, mainstream approaches have had little impact because they focus exclusively on addressing 'skills mismatches', and overlook the economic, social, and political context in which skills are embedded.

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4

## Research themes

We welcome proposals that address the following questions:

1. How is the global transition to a decarbonised and/or digitalised economy likely to shape pathways for structural transformation and the structure of labour markets in the region?
2. How is the organisation of production in emerging sectors and occupations likely to influence business models, labour process, conditions of work, and worker power?
3. How are the changing conditions of work likely to impact the terms of social reproduction, the nature of social relations, and gender inequality?
4. How can state policy contribute to a socially inclusive and ecologically sustainable world of work?

For each of these questions, we are interested in understanding how existing vectors of power, in particular gender, shape experiences and distributional outcomes.



5

## Methodological considerations

- Proposals must involve **original research**, focused one or multiple countries in Eastern and Southern Africa;
- We encourage interdisciplinary proposals that explore both **quantitative and qualitative** aspects of the research
  - Eg. statistical analysis of official data, discourse analysis of archival materials, an (online) survey or questionnaire, individual or group interviews, ethnographic observation, community-based methods such as performance or photography, data scraping from social media, or any other innovative research method.
- Adopt a **comparative case study approach**
- Apply an intersectional lens, with a **focus on gender**
- In the proposal, applicants are expected to explain the rationale for the case studies selected and the research methods used.



6

- To ensure the coherence of the research across countries and promote peer-learning, the selected research teams will be expected to **actively participate in the FutureWORKS Collective: Eastern and Southern Africa**.
  - inception workshop in October 2024, to develop a common conceptual framework;
  - regular meetings every two months to refine the country research approach, share emerging research findings, and plan dissemination events;
  - online seminars to disseminate final research findings to a wider audience, including researchers, policy makers, civil society groups and trade unions, employers' organisations and business groups, and the media.
- Research teams will also be required to develop a public engagement strategy for their respective countries.



7

## Eligibility criteria

- Researchers based at or affiliated with **research institutions in Eastern or Southern Africa**. E.g. universities, research centres and NGOs
  - Multilateral organisations, government departments, consultancy companies, and for-profit organisations are *not* eligible to apply as lead institutions
- The lead researcher must have a **demonstrated track record of producing high-quality research** for policy impact in a relevant field, with a focus on labour markets.
- Proposals must outline how the research teams will integrate **the principles of gender equity and inclusion** into the team structure, research design and process.
- Must have the capacity to work in English as well as the working languages of the country or countries.




8

## Expectations and responsibilities

The grant cycle for this first call will run from September 1, 2024, to February 28, 2026, with the disbursement of funds made on the basis of research outputs (see table 1 below). Each research team will be expected to publish:

- a working paper based on original research, on [Wits WIReDSpace](#);
- an article based on the working paper, for a special issue convened by the research hub
- a summary brief in a prescribed format based on the working paper for dissemination to a wider audience

Research teams will be expected to participate in online seminars and co-organise public engagements, including policy dialogues, as part of research dissemination.




9

Research must meet the ethical standards outlined by the [IDRC](#) and by the [University of the Witwatersrand](#). Research teams will be expected to comply with the [IDRC's Open Access Policy](#) and the [Open Data Principles Statement](#). Applicants must include a [Stage 1 Data Management Plan](#), outlining their approach to managing the research data collected.

**Table 1: Indicative timeline for the disbursement of funds**


Tranche	Deliverable	Deadline
25%	Upon signature of the contract	September 1, 2024
25%	Upon submission and acceptance of the inception report	November 30, 2024
25%	Upon submission and acceptance of the draft working paper	July 31, 2025
25%	Upon publication of the working paper, submission of the journal article and summary	December 31, 2025



10

## Evaluation criteria

- The proposals will be evaluated based on the following criteria:
  - Contribution of the proposed research to conceptual, empirical, and policy debates in Eastern and Southern Africa (35%):
  - Coherence of the research design, which provides a clear articulation between the research questions, methodology, research instruments, and sources of data (35%)
  - Public engagement strategy (10%)
  - Team composition (10%)
  - Quality of the writing (10%)
- In selecting shortlisted proposals, the review committee may choose to prioritise proposals that allow for greater geographic and thematic diversity.




11

## Proposal guidelines and structure

Proposals must be submitted in English by **July 14, 2024 at 22:59 SAT/23:59 EAT** via the [online platform](#).



- **Part A:** information about the researcher(s), the research institution, and an abstract of a maximum of 250 words.
- **Part B:** the proposal, which must follow the format below and cannot exceed the allocated word limit.
  - Introduction (350 words)
  - Objectives and questions (150 words)
  - Literature review (500 words)
  - Methodology (750 words)
  - Approach to incorporating an intersectional lens (300 words)
  - Research outputs (350 words)
  - Public engagement strategy (500 words)
  - Workplan (1 page)
  - Budget itemized (1 page)
- Applicants must upload a compiled list of all the CVs of the members of the research team, the [Stage 1 Data Management Plan](#) and proof of legal status of the research institution.



12

## Submission, review and contracting

- Proposals must be submitted in English by **July 14, 2024 at 22:59 SAT/23:59 EAT via the [online platform](#)**.
- Complete applications will be evaluated by a committee of reviewers from SCIS, the REAL Centre and the ILO. Applicants will be notified of the outcome by **July 31<sup>st</sup>, 2024**.
- Successful applicants will sign a contractual agreement with the University of the Witwatersrand. Institutions will be required to provide the following information:
  - Selected institutions will need to complete a new supplier form,, the institutions bank confirmation letter (not older than 3 month).
  - South African institutions will also be required to submit a SARS tax reference and a BBBEE certificate.
  - Once the documentation has been provided, it will take 10 working days to issue the contract.
- The anticipated start date is **September 1<sup>st</sup>, 2024**.



13

## Q&A



14

## THANK YOU



15