

Terms of Reference

Digitizing of training Materials

Organization context and scope

The garment industry is one of the leading export industries in the country. In 2019, garment and related exports exceeded USD 1.9 billion and accounted for about 23 percent of Jordan's total exports, with 11 percent growth compared to 2018. The US continued to be Jordan's largest garment export due to the established Free Trade Agreement (FTA) between the two countries. The Better Work Jordan (BWJ) Programme aims to improve labour standards and enterprise performance in the apparel industry. BWJ was established at the Ministry of Labour request in 2007 and began operations in mid-2008. It is a partnership between the UN's International Labour Organization (ILO) and the World Bank's International Finance Corporation (IFC).

At the enterprise level, BWJ's activities are comprised of two stages. The first stage is designed to identify the needs of enterprises in terms of labour compliance. The second stage focuses on advisory and training services. BWJ works with participating enterprises to develop and implement a unique improvement plan that systematically addresses all violations and deviations from the applicable laws and standards. BWJ's goal is upgrading enterprise economic and labour standards performance through customized training and remediation.

On the sectoral level, BWJ supports stakeholder organizations representing government, workers, and employers by building their capacity to develop a competitive sector providing employment opportunities in conditions of freedom, equity, security, and human dignity. To this end, BWJ is undertaking several initiatives. These include capacity-building programs for the Ministry of Labour and the General Trade Union of Workers in Textile, Garment, and Clothing and a policy-oriented research project on the apparel sectors' value-added economy.

Background

The seismic shifts in the modern global economy, matched by technological transformations – only accelerated by the coronavirus pandemic, have massively impacted education needs and the needs of the private sector. Globally, the advent of the COVID-19 pandemic has had tremendous impact on various aspects of life around the globe. The unprecedented speed at which the virus ripped through the world has forced most countries to impose tight measures that would mitigate the risks to human life, including lockdowns, complete/partial closures, and restrictions on travel, among others.

Today's crisis proves it necessary to enhance the resilience of learning management and provision systems so that they can stand even the harshest circumstances. It also created an urgency for Jordan to prepare for the Digital age, especially with current trends and changes in

education worldwide. Post crisis will play an instrumental role in economic recovery and enhancing livelihoods.

Objective

The objective of the consultancy is to Digitize of key training modules traditionally offered by the ILO -Better Work Jordan in areas relevant to gender and mental health.

Duties and responsibilities:

The service provider will be responsible for the following:

Output 1: Better Work Jordan's financial education material training modules for garment employees are tested on the digital platform in partnership with one of the garment factories.

Activity 03.01: develop a mechanism for testing the financial education in the learning platform.

Activity 03.02: discuss the mechanism and implementation options with the garment factories

Activity 03.03: support the implementation of the training to the workers and adjust according to the feedback provided.

Output 2: Transformation of Better Work Jordan's awareness-raising training material on Sexual Harassment Prevention into a digitally accessible form.

Deliverables

Output 1:

- 1.1 Conduct financial education material training modules for garment employees on the digital platform for 500 workers
- 1.2 Develop an automatic generation of a certificate upon the trainee's completion of the quiz and a post-learning survey.

Output 2:

- 2.1 Design a digital course based on Better Work Jordan training material on Sexual Harassment Prevention with onscreen content and voice-over scripts in three languages of English, Arabic, and Bangla.
- 2.2 Develop an automatic generation of a certificate upon the trainee's completion of the quiz and a post-learning survey.

Timeline

Start date: The 20th of May 2022

End date: The end of June 2022

Supervision

The Service provider will report to the BWJ program manager's overall guidance and work closely with the BWJ team.

Payment Schedule

According to the market rate, the External Collaboration will be paid according to his/her expertise and is asked to submit a financial offer on his/her daily rate. The Service provider will only be paid upon satisfactory completion and approval of deliverables and upon receipt of signed invoices.

Payment	Deliverables	Date
One final payment	<p>Output 1:</p> <ul style="list-style-type: none"> 1.1 Conduct financial education material training modules for garment employees on the digital platform for 500 workers 1.2 Develop an automatic generation of a certificate upon the trainee's completion of the quiz and a post-learning survey. <p>Output 2:</p> <ul style="list-style-type: none"> 2.1 Design an animation video based on Better Work Jordan training material on Sexual Harassment Prevention with onscreen content and voice-over scripts in three languages of English, Arabic, and Bangla. 2.3 Develop an automatic generation of a certificate upon the trainee's completion of the quiz and a post-learning survey. 	31 st of July

Confidentiality

The External Collaboration will sign a contract with International Labour Organization that contains clauses on confidentiality and non-disclosure.

Submission

All applicants must send their technical and financial proposal to noufal@ilo.org

The deadline to submit your application is the 16th of May 2022 at midday (Jordan time).

Only selected applicants will be contacted for an interview.