



Terms of Reference

Conduct Research and a Mapping Exercise of the Current Situation Concerning Workers with Disabilities in Jordan's Garment Sector

Interested applicants to submit technical and financial proposal by 8 June 2022

Background

Jordan's garment industry is one of the leading exporting industries in the country. While exports dropped in 2020, this was coming on the heels of 2019, the best year for garment exports in Jordan to-date. Garment exports in 2020 were valued at USD 1.6 billion and made up 22 per cent of all exports. While Covid-19 has had an effect on the sector, the sector has fared relatively well in comparison to some other sectors of the Jordanian economy and compared to the garment sector worldwide. The US continued to be Jordan's largest garment export due to the established Free Trade Agreement (FTA) between the two countries, followed by Canada and European countries. The exporting garment sector employs more than 65,000 workers of which 72% are women and 76% are migrant workers mainly from South Asian countries, such as Bangladesh, Sri Lanka, India, and Nepal.

The Better Work Programme is a partnership between the International Labour Organization and the International Finance Corporation, a member of the World Bank Group. Better Work brings diverse groups together – governments, global brands, factory owners, and unions and workers – to improve working conditions in the garment industry and make the sector more competitive. The Better Work Jordan programme (BWJ) was established at the request of the Jordanian Ministry of Labour in 2007 and began operations in mid-2008.

Over the past 10 years, BWJ has been working with the national tripartite constituents to improve working conditions and promote decent work in the garment sector in Jordan. The mandatory status of the programme for those exporting to the US market allowed the programme to create sector-wide impact. Since then, factories have made significant improvements in terms of working conditions and compliance with labour standards – while challenges remain to sustain the programme impact. Under the current strategic phase, BWJ is directing its effort towards sustaining this 10-year impact through enhancing the capacity of national stakeholders (Ministry of Labour, Teide Union, and Employers Organizations) and empowering them to take more responsibility for ensuring a decent working environment and sustainable growth.

Better Work is committed to play a role to provide the needed evidence presents country specific analysis of non-compliance at the aggregate level through [Better work Jordan annual report](#). This report presents findings and observations from Better Work Jordan's interactions in the garment sector throughout 2021.

People with disabilities make up an estimated one billion, or 15 per cent, of the world's population. About 80 per cent are of working age. The right of people with disabilities to decent work, however,

is frequently denied. People with disabilities, particularly women with disabilities, face enormous attitudinal, physical and informational barriers to equal opportunities in the world of work. Compared to non-disabled persons, they experience higher rates of unemployment and economic inactivity and are at greater risk of insufficient social protection that is a key to reducing extreme poverty¹.

Better Work also monitors discrimination on the basis of ability. Jordanian labour law sets a quota for workers with disabilities. Factories are required to hire a specific share of persons with disabilities based on the number of Jordanians they employ: one person if the factory employs 25-50 Jordanians and four per cent of the Jordanian workforce if the factory employs more than 50 Jordanians².

Objectives

The objective of this scope of work is to further support national stakeholders in the garment industry, the Government of Jordan and Better Work Jordan to promote decent working conditions for workers with disability, which will help of informing upcoming CBA negotiations and sharing existing good practices. The following are the assessment's specific objectives:

- Identify barriers facing workers with disabilities when accessing work in garment sector;
- Identify barriers facing workers with disabilities when work in garment factories (physical barriers, cultural and social...etc)
- Identify areas where stakeholders' interventions can contribute to eliminating barriers and inclusion workers with disabilities in the garment sector.

Methodology

The consultant will be required to visit at least 8 main garment factories in Irbid, Sahab, and Al Dulayl areas, and 4 satellite units 2 in north and 2 in south areas to assess workplace accessibility for the workers with disabilities and undertake focus group discussions with approximately 80-100 workers with disabilities from different nationalities (males and females), to gather the information needed, in collaboration with the BWJ.

The consultant will be required to do the following:

Research and preparation

- Desk research on current situation, legislations, process and policies to hire workers with disabilities in the garment sector in Jordan.
- Develop questionnaire or interview guide and submit to BWJ for feedback

Visit garment factories and facilitate the interviews

- With collaboration from BWJ the consultant will visit at least 8 main factories and 4 satellite units in Irbid, Sahab, and Al Dulayl areas to assess workplace accessibility (tools, equipment, technological aids, alterations, and existing good practices to enhance workers' voice) at the factories. The consultant will be responsible to manage all logistics and transportation.
- The consultant will be required to recruit participants to at least 12-15 FGD with on two of them with migrant workers, and the consultant will manage all logistics, coordination, interpreter, etc.
- Facilitate the focus group discussion and ensure careful notes are taken.

¹ https://www.ilo.org/global/topics/disability-and-work/WCMS_475650/lang--en/index.htm

² Jordanian Labour Law, Article 13.

Report writing

- Prepare the draft report in English;
- Based on BWJ feedback, submit the final report in English and Arabic.
- Present the report finding of the current situation concerning hiring workers with disabilities in Jordan's garment sector for the national partners including the ways in which national partners can work jointly to implement new regulates related to Persons with Disability.

Deliverables

#	Deliverable	# of Working Days
1	Inception Report	
	To be shared with ILO staff and relevant stakeholders, to include a mapping exercise of the current laws, practices, systems and initiatives in place with regards to people with disability in the country. In addition to the mapping and analysis of current practices and employment opportunities for persons with different types of disability within the garment sector.	(5 working days)
2	Visit garment factories, facilitate the interviews with stockholders and FGD	
	Visit at least 12 garment factories as follows: <ul style="list-style-type: none"> – 8 main factories in Irbid, Sahab, and Al Dulayl – 4 satellite units 2 in north and 2 in south areas. 	(12 working days)
	Conduct at least 12-15 FGD with workers with Disabilities, at least two of them with migrant workers. The interviews and FGD should focus on the working conditions and the extent to which the workplace is inclusive of workers with disability in terms of infrastructure and facilities, as well as the Human Resources department practices, and level of representation of Persons with Disability in the selected sample of factories, including in terms of the level of their involvement in social dialogue spaces, worker committees, grievance mechanisms, and areas around workers' voice as such	
	Stockholders' interviews: Key Informant Interviews with: <ol style="list-style-type: none"> 1. One representative from Trade Union 2. One representative from The Higher Council for the Rights of Persons with Disabilities. 3. One representative from the Ministry of Labour 4. Three representatives from the factories' managements 5. Three representatives from specialized NGOs in the disability issues. 	
	Complete all FGDs (approximately 60 workers)	
	Submit summary notes from focus group discussions in English	
3	Recommendations and Action plan	
	Submit draft report with reconditions in English and Arabic	
	<ul style="list-style-type: none"> • Submit final report with reconditions in English and Arabic. The final report should include: <ol style="list-style-type: none"> 1. A proposed detailed list of recommendations to address the challenges realized and should highlight the good practices observed from the exercise in deliverable. 2. Prepare a method of assessment that details how to assess the workplace and ensure it is suitable for People with Disability. 	

	<p>3. Include the ways in which national partners can work jointly to implement new regulates related to Persons with Disability.</p> <ul style="list-style-type: none"> • Present the report finding of the current situation concerning hiring workers with disabilities in Jordan’s garment sector for the national partners including the ways in which national partners can work jointly to implement new regulates related to Persons with Disability. 	(8 working days)
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Experience and qualifications

The Better Work Jordan Programme is seeking applications from qualified technical partners and experts with a demonstrated knowledge and experience of the issue of workers with disability; a proven record of developing well-structured reports and documents and communicating them with national partners and relevant stakeholders, as well as a thorough knowledge of the existing cultural and socio-economic context of Jordan.

Timeline

The exercise will take place between May and July 2022, anticipating a minimum of 25 working days. between 19 June 2022- 1 August 2022

Application

The application should include:

1. Technical Offer
 - Consultant Curriculum Vitae (CV) or company profile containing CVs of the project leader as well as team members that includes project portfolio.
 - Summarised description and examples of work on the previous specific and similar assignments.
 - A proposal which at least consists of proposed approach and methodology, team member composition (if there is any) and timeframe.
2. Financial Offer
 - The financial offer should demonstrate the needed budget for implementation, including detailed fee breakdown by each activity.

Application Process

All proposals must be received by email to jordan@betterwork.org no later than by 8th June 2022. Once a preferred consultant is selected, the ILO will enter into more detailed discussions regarding the terms of reference and a precise budget under the contract.