

Terms of reference: Mental Health Project consultant

Organization context and scope

In Jordan, mental wellbeing remains a highly stigmatized and under-resourced topic. The ‘invisibility’ of the topic makes it difficult to quantify the impact it has on health, economic productivity and the quality of life. In Jordan’s garment sector, where migrant workers comprise over 75 per cent of the labour force, understanding the role of mental wellbeing in the workplace, with a specific focus on women migrant workers within the garment factories becomes key.

Barriers to accessing effective mental wellbeing services at the factory level, but also the national level remain more severe among migrant workers. Firstly, the behavioural aspects of migrant workers linked to mental health are inextricably linked to the social, religious, and cultural stigma attached to mental health in the region. Secondly, resource and capacity constraints remain prevailing and exacerbate the gap in mental health service provision for migrant workers; there are no existing services that directly target migrant worker population in Jordan, despite its substantial proportion of Jordan’s total population, including in the garment sector workforce. Existing service providers, both public and private, lack the capacity to deal with the challenges faced by migrant workers where ideally a medical professional from the country of origin, or at minimum a translator is necessary.

Over the past 10 years, Better Work Jordan (BWJ) has been working with the national tripartite constituents to improve working conditions and promote decent work in the garment sector. The mandatory status of the programme for all garment factories exporting to the US has helped BWJ create industry-wide impact. Since then, factories have made significant improvements in terms of working conditions and compliance with labour standards. Therefore, this project works towards improving workers’ mental wellbeing, especially among women and migrant workers, in the garment sector in Jordan through a comprehensive intervention strategy at the individual, organizational and national levels. The project does so first through supporting workers to become more resilient and willing to seek psychological support when necessary, including by raising awareness on mental wellbeing and providing training on topics affecting workers’ mental wellbeing. The project also aims to improve access to necessary psychological support inside factories and through the referral system through developing a holistic understanding of workers’ wellbeing among key stakeholders, including factory management, the union, the government institutions and support providing organizations.

Objective

The mental health project is looking for a competent mental health consultant to assess, monitor, and provide guidance for the implementation and effectiveness of mental health support initiatives in factories and ensure that the mental health and well-being of employees are prioritized

Scope of work

The consultant is expected to 1) provide technical support and guidance to the mental health focal points from the factories in the implementation of different awareness programs and mental health policy. 2) provide guidance, mentoring and training for key focal points from factories 3) Prepare correspondence, reports, presentations, and other written materials from oral instructions and written communication in collaboration with the mental health project coordinator 4) support the

preparation and delivery of mental health training and seminars, and 5) suggest and develop awareness raising materials that correspond to the captured needs

Detailed **deliverables** as clarified below:

Activity	Expected deliverables	Expected number of days
1. Conduct Supervisory visits to the mental health focal points from the participating factories the three industrial zones (Sahab, Irbid, Aqaba and Dulail) *remote visit for Aqaba's factory	visit report	58
2. support in preparing and delivery of industrial seminars with different stakeholders to promote mental health awareness and discuss related challenges	Seminar report + seminar presentation	6
3. documentation work for mental health project	Visit record / training reports	18
4. support preparing for world mental health day	Event schedule/ invitees/ Event report	5
5. arrange and attend quarterly meetings with MH focal points from the factories	Meeting agenda	4
6. conduct monthly support group session for MH focal points	session plan/ attendance/ and report	10
7. support in preparing and delivery of basic training related to mental health like psychological first aid training, PFA, and basic counselling skills	Training materials + training report	11
8. engage with factories management to raise awareness about mental health	Presentation / emails follow up	12
9. travel to Aqaba to conduct in person advisory visit and support	Visits report	6
10. supervision session for group- PM+ participants	Visits report	6

Contract Duration and Supervision

Duration: 12 months – January 2025 to December 2025

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

Payment Schedule

Payment will be made in two instalments based on successful completion of deliverables and based on the number of days completed as below:

payment	deliverable	Working days	Expected date
First payment	1. Conduct Supervisory visits to the mental health focal points from the participating factories	18	End of February 2025

	<p>the three industrial zones (Sahab, Irbid, Aqaba and Dulail) (10 days) *remote visit for Aqaba's factory</p> <p>3. documentation work for mental health project (2 days)</p> <p>6. conduct monthly support group session for MH focal points (1 day)</p> <p>8. engage with factories management to raise awareness about mental health (2 days)</p> <p>10. supervision session for group- PM+ participants (3 days)</p>		
second payment	<p>1. Conduct Supervisory visits to the mental health focal points from the participating factories the three industrial zones (Sahab, Irbid, Aqaba and Dulail) *remote visit for Aqaba's factory (5 days)</p> <p>3. documentation work for mental health project (2 days)</p> <p>5. arrange and attend quarterly meetings with MH focal points from the factories (1 day)</p> <p>6. conduct monthly support group session for MH focal points (1 day)</p> <p>8. engage with factories management to raise awareness about mental health (1 days)</p>	10	End of March 2025
Third payment	<p>1. Conduct Supervisory visits to the mental health focal points from the participating factories the three industrial zones (Sahab, Irbid, Aqaba and Dulail) *remote visit for Aqaba's factory (10 days)</p> <p>2. support in preparing and delivery of industrial seminars with different stakeholders to promote mental health awareness and discuss related challenges (2 days)</p> <p>3. documentation work for mental health project (3 days)</p> <p>6. conduct Monthly support group session for MH focal points (2 day)</p> <p>7. support in preparing and delivery of basic training related to mental health like psychological first aid training, PFA, and basic counselling skills (3 days)</p> <p>8. engage with factories management to raise awareness about mental health (2 days)</p>	22	End of May 2025

<p>Fourth payment</p>	<ol style="list-style-type: none"> 1. Conduct Supervisory visits to the mental health focal points from the participating factories the three industrial zones (Sahab, Irbid, Aqaba and Dulail) (10 days) *remote visit for Aqaba's factory 3. documentation work for mental health project (3 days) 5. arrange and attend quarterly meetings with MH focal points from the factories (1 day) 6. conduct monthly support group session for MH focal points (2 days) 7. support in preparing and delivery of basic training related to mental health like psychological first aid training, PFA, and basic counselling skills (8 days) 8. engage with factories management to raise awareness about mental health (2 days) 	<p>26</p>	<p>End of July 2025</p>
<p>Fifth payment</p>	<ol style="list-style-type: none"> 1. Conduct Supervisory visits to the mental health focal points from the participating factories the three industrial zones (Sahab, Irbid, Aqaba and Dulail) (8 days) *remote visit for Aqaba's factory 2. support in preparing and delivery of industrial seminars with different stakeholders to promote mental health awareness and discuss related challenges (2 days) 3. documentation work for mental health project (3 days) 6. conduct monthly support group session for MH focal points (2 days) 8. engage with factories management to raise awareness about mental health (2 days) 9. travel to Aqaba to conduct in person advisory visit and support (3 days) 10. supervision session for group- PM+ participants (3 days) 	<p>23</p>	<p>End of September 2025</p>
<p>Sixth payment</p>	<ol style="list-style-type: none"> 1. Conduct Supervisory visits to the mental health focal points from the participating factories the three industrial zones (Sahab, Irbid, Aqaba and Dulail) (10 days) *remote visit for Aqaba's factory 3. documentation work for mental health project (3 days) 	<p>26</p>	<p>End of November 2025</p>

	<ol style="list-style-type: none"> 4. support preparing for world mental health day (5 days) 5. arrange and attend quarterly meetings with MH focal points from the factories (1 day) 6. conduct monthly support group session for MH focal points (2 days) 8. engage with factories management to raise awareness about mental health (2 days) 9. travel to Aqaba to conduct in person advisory visit and support (3 days) 		
Final payment	<ol style="list-style-type: none"> 1. Conduct Supervisory visits to the mental health focal points from the participating factories the three industrial zones (Sahab, Irbid, Aqaba and Dulail) (5 days) *remote visit for Aqaba's factory 2. support in preparing and delivery of industrial seminars with different stakeholders to promote mental health awareness and discuss related challenges (2 days) 3. documentation work for mental health project (2 days) 5. arrange and attend quarterly meetings with MH focal points from the factories (1 day) 8. engage with factories management to raise awareness about mental health (1 day) 	11	End of December 2025

Qualifications

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- A degree in psychology, counselling, or a related field.
 - Having experience in supporting mental health projects in a respectful organization
 - Proven experience of training development and delivery
 - Proven experience in workplace mental health support is a plus.
 - Strong communication and interpersonal skills.
 - Familiarity with events planning.
 - organizational and time management skills
 - Familiarity with cultural sensitivity and diversity considerations.
 - written and verbal communication skills in Arabic and English
 - willingness to travel to the field locations inside Jordan.
 - Familiarity of training delivery on WHO's manuals (PM+ and PFA) is a strong plus

Confidentiality

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

Submission

interested applicants need send their CV and daily rate to jordan@betterwork.org

The deadline to submit your application is the 30th December 2024 at midnight (Jordan time).

Only selected applicants will be contacted for an interview.