

Terms of Reference

Supporting the Special Technical Committee for Monitoring and Following up on the Conditions of the Jordanian Garments Sector

Background

The garment industry in Jordan is primarily driven by large exporting factories who export to the US under the USJFTA. The garment industry has seen significant growth in the last ten years. Exports dropped by 15 per cent in 2020 but rebounded in 2021 with 8 per cent growth, followed by 22 per cent growth in 2022. In total, USD 2.2 billion worth of garments were exported in 2022, the highest export value for the sector to-date. Around 77,800 workers were employed in the exporting garment sector in 2022. Migrant workers make up three-quarters of the workforce. These workers, primarily from South Asia, typically work in Jordan for a contract of two to three years, which can be extended. Bangladeshis are the largest group of workers (over 50 per cent of migrant workers), and there are also workers from India, Sri Lanka, Nepal, and Myanmar. The majority of workers are women – nearly 75 per cent of the production work force – whereas the majority of management positions are held by men.

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 15 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 15-year impact through enhancing the capacity of national stakeholders (Ministry of Labour, Trade Unions, and Employers Organizations) and empowering them to take more responsibility for ensuring a decent working environment and sustainable growth.

In 2023, workers in one of the main exporting factory in the sector faced several challenges including unpaid wages, delayed managerial salaries, and hazardous working conditions. Despite stakeholders' efforts, the factory's closure resulted in prolonged housing for workers without adequate food or living conditions. Eventually, all migrant workers, as locals represented 25% from the workforce were repatriated with the cooperation of relevant parties. Therefore, following the fifty-second Programme Advisory Committee (PACs) meeting for the Better Work Jordan project on 4/3/2024, it was decided to establish a tripartite committee

involving employers, trade unions, and the Ministry of Labour in order to analyse this and similar situations involving labour violations.

The newly established tripartite committee will focus its analysis on factories affected by the COVID-19 pandemic and those experiencing financial strain while mistreating their workers. During the pandemic two main exporting factories shut down, after the workers faced several challenges. Besides, multiple examples from subcontracting factories which also shut down over the previous 5 years. The committee's objective is to derive lessons from and recommendations to prevent similar issues and ensure decent working conditions within the sector.

Objective

The primary objective of this Terms of Reference is to provide technical support for the Special Technical Committee, to develop concrete recommendations aimed at addressing challenges that lead to severe disruptions in the sector, including but not limited to factory closures and deteriorating working conditions, with the goal of fostering sustainable and stable operations within the industry.

Duties and Responsibilities

Activity	Deliverable	Number of days	Expected completion date
<p>1. Desk research and Inception Report</p> <p>Activity: compile a comprehensive inception report detailing the project background, objectives, methodologies, and proposed approach to achieve deliverables. This report will also include a timeline outlining key milestones, activities, and deadlines for each phase of the project, ensuring clarity and alignment</p>	<p>Deliverable 1 : Produce detailed inception report.</p>	<p>(5) days</p>	<p>June 13, 2024</p>

with stakeholders' expectations.			
<p>2. Findings Report</p> <p>Activity: Conduct a comprehensive analysis of the legal landscape and stakeholder roles in the garment sector, including reviewing the Recent cases in the last five years and related instances, identifying legal irregularities or implementation gaps, evaluating the effectiveness of legal measures, and proposing amendments or additions to enhance effectiveness.</p>	<p>Deliverable 2: Produce detailed report documenting research findings from the above activity.</p>	(5) days	June 13, 2024
<p>3. Stakeholder Engagement Report</p> <p>Activity: Collaborate with the committee to engage relevant stakeholders after consulting relevant stakeholders, individuals and institutions whom will be defined in the inception report. In addition, attend the committee's meetings and provide technical support when needed.</p>	<p>Deliverable 3 : A detailed report summarizing engagements with relevant stakeholders as in the activity above. The report will provide insights gathered, common themes identified, and actionable recommendations for integrating stakeholder feedback into project planning.</p>	(6) days	July 31, 2024

<p>4.Final Recommendations Report</p> <p>Activity: Ensure that the recommendations from the stakeholder engagement above align with existing laws and regulations while developing a proposed legislative framework based on lessons learned, the proposed solution could be from other countries, and expected to be implemented in the short-term. Collaborate closely with the Special Technical Committee to compile information gathered during legal analysis and prepare interim reports highlighting progress. Finally, collaboratively create a final comprehensive report with detailed legal</p>	<p>Deliverable 4 : A consolidated report encompassing compliance assessment, legislative framework development, and collaborative reporting efforts.</p>	<p>(5) days</p>	<p>July 31, 2024</p>

analysis and joint recommendations.			
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The consultant is required to submit the report in Arabic for the duration of the consultation process. Upon completion, the final report must also be provided in Arabic, along with a translated version and proofreading.

External Collaborator Qualifications

- Expertise in Social Sciences or Political Science: Proficiency in labour relations, with experience in analyzing workforce dynamics, policy implications, and regulatory compliance within social and political contexts.
- Demonstrated ability in analyzing social and political frameworks, with a focus on labour rights and legislative processes.
- Strong ability to extract and interpret socio-political information from diverse sources, including legal documents, policy papers, and academic literature, and interviews with relevant stakeholders.
- Skilled in identifying socio-political irregularities and proposing effective solutions within the context of labour relations and policy frameworks.
- Excellent written and verbal communication skills in English, with fluency in Arabic.
- Ability to work effectively in multidisciplinary teams and engage with stakeholders from various social and political backgrounds to ensure comprehensive analysis and inclusive decision-making processes.
- Education: Master's degree as a minimum, preferably in Social Sciences, Political Science, Law, or related field
- Strong knowledge of International Labour Standards.

Timeline

This consultancy is expected to take 21 working days, from the period May 10, 2024 – July 31, 2024

Supervision

The consultant will report to Better Work Jordan's Workers' Voice National Project Coordinator, under the overall supervision of the Better Work Jordan Programme Manager.

Payment Schedule

The consultant will only be paid upon satisfactory completion and approval of deliverables and upon receipt of a signed invoice, as per the below table:

Deliverable	Expected completion date
Deliverables 1+2	June 13, 2024
Deliverables 3+4	July 31, 2024

Submission

All applicants must send their technical and financial proposals to: jordan@betterwork.org. The deadline to submit your application is 30th of April 2024, at midnight (Jordan time). Only selected applicants will be contacted for an interview.