

## Terms of Reference

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### Developing Guidelines for Enhancing the Employment of People with Disabilities in the Jordanian Garment Sector

#### Background

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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 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, Trade Union, and Employers Organizations) and empowering them to take more responsibility for ensuring a decent working environment and sustainable growth.

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 poverty 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 Jordanians. In the Jordanian garment sector, data from BWJ shows that factories participating in the BWJ programme employ approximately 1000 workers, 62% of whom are female. Compliance data from BWJ shows that around 20% of factories were not able to fulfill the stipulated quota of hiring workers with disabilities.

Under the 2022-2025 Employment and Social Development – Canada funded project, BWJ is committed to collaborating with stakeholders to fulfil the goal of ‘Building Capacity for a More Inclusive and Fair Working Environment for Workers and Trade Unionists in Jordan’s Garment Sector’. One goal from this project is focused on paving the way for more effective inclusion of workers with disabilities and those who face intersecting forms of discrimination, and while the 2022 sector-wide CBA encourages their inclusion on the factory level, more engagement in terms of social dialogue, research and awareness raising is needed among all stakeholders in the sector.

To further delve into the issue, BWJ commissioned a study to assess the current situation of people with disability in the Jordanian garment sector. The full study report can be found [here](#). The study explores areas around the legal framework and inclusion standards in the country, finding jobs and accessibility to employment, accessible infrastructure, among other issues. The study also relies on qualitative data from focus group discussions with workers and interviews with key stakeholders including the trade union, buyers, employers, governmental representatives and civil society organizations.

A key recommendation from the study is to work with stakeholders, namely employers, employer representatives and the Higher Council for the Rights of Persons with Disabilities, to develop guidelines for employing people with disabilities in the Jordanian garment sector. This recommendation is based on the findings of stakeholder consultations conducted during the study. These consultations involved engaging with various key actors in the garment sector, including employers. During the consultations, it was observed that several employers expressed a genuine interest in employing people with disabilities. They recognized the potential benefits of a diverse workforce and were willing to create inclusive employment opportunities. However, many employers also highlighted their lack of knowledge and understanding about the specific needs and requirements of employees with disabilities. They expressed concerns about how to effectively accommodate these individuals in the workplace, provide necessary support, and ensure a conducive and inclusive working environment.

## Objective

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To this end, the purpose of this Terms of Reference is to collaborate with relevant stakeholders to develop guidelines for enhancing the employment of people with disability in the Jordanian garment sector.

## Tasks and Deliverables

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The consultant will be responsible for the following:

1. **Inception report:** An inception report including a literature review of existing literature, research studies, policies and practices related to the employment of people with disability in Jordan, reports, best practices related to employing people with disability in the garment sector globally and in Jordan, and existing guidelines on employing workers with disabilities. The report should also outline the methodology for the guideline development process, including the timeline, data collection methods, stakeholder engagement strategies, among others.
2. **Stakeholder consultation report:** A report summarizing results from interviews and focus-group discussions with people with disability in the sector, the Higher Council for the Rights of Persons with Disabilities, employer representatives, among others. These should help gather input and perspectives on the employment of people with disabilities in the garment sector and ensure that the guidelines are informed by the needs and experiences of those directly impacted\*.
3. **Guidelines document:** A comprehensive guideline document that provides practical recommendations and best practices for employing people with disabilities in the Jordanian garment sector. This document should address various aspects of disability inclusion, including recruitment, reasonable accommodations, accessibility, training, career development, among others. This document should also include an implementation toolkit/supplementary material that provide practical tools, templates, and resources to support employers in implementing these guidelines. This toolkit can include sample policies, checklists, case studies, and links to additional resources that assist in operationalizing the recommendations.
4. **Dissemination report:** A report/presentation, presenting the guidelines document to key stakeholders in the garment sector, including employer representatives, worker representatives, relevant government agencies, among others. The guidelines document should be finalized based on inputs from relevant stakeholders.

**All the above deliverables should be submitted in English and Arabic.**

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\*If you are an international interested in applying for this consultancy, please note that all stakeholder meetings will be held virtually.

### External collaborator qualifications

- Bachelor's degree in social sciences, human resource, labour relations or relevant field. Background in disability studies is an advantage
- Expertise in disability inclusion
- Expertise in inclusivity and accessibility
- Experience in guidelines development
- Knowledge of the Jordanian garments sector
- Ability to engage with national and international stakeholders
- Fluency in English and Arabic.
- Strong communication and presentation and coordination skills.

### Timeline

20 days are allocated for this collaboration between June 15, 2023 – August 31, 2023, as follows:

Deliverable	Expected number of days	Expected delivery date
<b>Deliverable 1: Inception report</b>	3 days	By end of June
<b>Deliverable 2: Stakeholder consultation report</b>	5 days	By end of June
<b>Deliverable 3: Guidelines document</b>	10 days	By end of July
<b>Deliverable 4: Dissemination report</b>	2 days	By end of August

### Supervision

The consultant will report to Better Work Jordan's Workers' Voice National Programme Officer, under the overall supervision of BWJ's Chief Technical Advisor.

### Payment Schedule

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

Deliverable	Expected payment date
Deliverable 1 + 2	30 June 2023
Deliverable 3 + 4	31 August 2023

### Submission

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All applicants: individual consultants/firms (national / international) must send their technical and financial proposals to Better Work Jordan at [jordan@betterwork.org](mailto:jordan@betterwork.org). The deadline to submit your application is May 31, 2023, at midnight (Jordan time). Only selected applicants will be contacted for an interview. Technical proposals should include consultant Curriculum Vitae (CV) or company profile containing CVs of the project leader as well as team members that are included in the project portfolio, summarized 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), work plan and timeframe. The financial offer should demonstrate the needed budget for implementation, including detailed fee breakdown by each activity.