

Name: Expanding Workers' Committees in Agriculture Paving the Road to Organizing the Sector

Clarifications questions, if any, related to this TOR, must be submitted via email to:

1. Mr. Samer Al Rawashdeh, Jordan National Officer – alrawashdeh@ilo.org
2. Ms. Flaifel Ola , Finance and Admin Officer – flaifel@ilo.org

ILO response to the clarification question shall be shared by email **25th of May 2023**.

Narrative/Financial Proposal receipt deadline: 31st of May 2023 COB

Proposals to be submitted by email and shall be valid for 90 days.

Description

1. Overview

The ILO's support to the agriculture sector built on a series of consultations with tripartite constituents and key stakeholders as well as an initial assessment conducted on 30 farms in the first year of PROSPECTS highlighting the scale and scope of decent work deficits in the sector.

Accordingly, interventions were developed at the policy, meso, and micro levels. At the policy level, the ILO provided technical support and provided recommendations to the drafting of the Bylaw for Agriculture workers, which was eventually adopted in May 2021. The Bylaw aims to protect labour rights of workers in the sector in line with International Labour Standards and the Jordanian Labour Law. At the meso level, the ILO supported the establishment of a tripartite plus technical committee as a dialogue forum bringing together the tripartite constituents and key stakeholders to identify the key deficits in the sector and identify ways to address them. One of the key deficits identified is the absence of national trade unions representing agriculture workers, and as a result, lack of knowledge and tools necessary to report grievances and negotiate collectively with their employers.

At the micro level, the ILO worked at the farm level and implemented direct measures to introduce improvements related to working conditions. The ILO supported agriculture workers to form committees on farms, with a view to enhance dialogue and collective negotiations with their employers (farmers) about working conditions. Twenty-four agriculture worker committees were mobilized on 24 farms in the governorates of Irbid, Mafraq, and Zarqa, representing 113 male and female Syrian, Jordanian and migrant workers. The overall mandate of the committees is to represent the interests of workers on the farms where they are employed through dialogue with employers, with the understanding that they could form the basis for any formal union representation of agriculture workers in the future. Over the past two years, the workers committees played a key role in supporting with the aforementioned awareness raising activities to improve knowledge of labour legislation and international labour standards.

In light of this, the ILO PROSPECTS programme in Jordan is currently supporting organising the sector's workers through an implementation agreement with GFJTU to support the GTUWAFI

Scope of Work

The ILO PROSPECTS programme in Jordan is seeking to hire a short-term consultant to engage with GFJTU, GTUWAFI, and agriculture workers committees and tripartite constituents on the topics of Fundamental Principles and Rights at Work (FPRW), collective bargaining and social protection for all workers in the agriculture sector. This will include facilitation of discussion with both the GTUWAFI, and agriculture workers committees, it will draw out agreed rule of procedures, and workplan to support the elected agricultural worker's representatives (the sub-national and national committees) under the GTUWAFI. The assignment will also include monitoring, following up on the implementation of the work plan established under the IA with GFJTU, as well as provide training sessions on collective bargaining, communication skills, committees management skill, mechanisms for conducting and managing elections, means of social dialogue, and gender representation equality.

2. Eligibility

- first degree in social sciences, or any related field
- A deep understanding of workers organization and collective bargaining
- Experience in the Jordanian agricultural sector would be an advantage.
- Good connections with farmers and an existing network in public institutions.
- Fluency in Arabic with advanced proficiency in English
- Excellent facilitation, and analytical skills and demonstrated ability to write high quality documents

For Interested applicants, please refer to the attached TOR for further elaboration onto the composition of the Technical and Financial Proposals.