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Middle East and North Africa

## **PAVE- Policies Against Violence**

### **Terms of Reference (TOR) for Development of a policy recommendations and Proposed Amendments to the Laws that Improve the Legal and Structural Framework Conditions for Female Participation in the Labor Market in Jordan**

#### **Background:**

By capacitating for training and advocacy local CSOs/CBOs who are active in supporting victims of GBV and promoting gender equality in rural Jordan and by connecting them to decision-makers on the local and national level as well as by working with political actors to change the legal framework on GBV, PAVE is addressing directly the overall objective of strengthening the role of civil society in promoting human rights and democratic reform. In addition, the policy development and dialogue element of this project aims to build consensus on controversial areas of policy, i.e. legislation against GBV at the workplace and the promotion of gender equality at work. The support and strengthening of CSOs is focusing partly on women's economic rights in line with the implementation of the EU Action Plan on Human Rights and Democracy 2024 and partly on their human right to live free of GBV. Women's rights and women's participation and voice in society is both a priority and a theme of our project, be that the capacity building of CSOs/CBOs, the community dialogues or the awareness raising of and formulation of a policy on how to tackle GBV in the workplace.

Through the three-year frame of the project, there are a number of specific problems that need urgent attention and will be addressed by the action. One of them is the lack of capacity of CSOs/CBOs who work on GBV issues (in terms of trained people, up-to-date knowledge of the issues, advocacy skills, networks etc.) to support women who suffer from GBV at the workplace adequately. While the headquarters of CSOs in Amman are usually decently equipped, their rural branches or CBOs/CSOs in rural areas routinely lack even basic equipment to conduct their work. Too often staff only have basic knowledge of their work and there is a lack of funds to conduct trainings of trainers in order to build their capacity and outreach. In addition, local women's rights organisations usually have poor or no connections to local municipalities and politicians. A lack of knowledge/awareness of the issues surrounding GBV at work within the families/communities / employers as well as the women affected remains another worrying issue. According to the Arab Barometer Report 2019 only 6% of the women between 17 and 28 seek assistance from local police or hospitals and none of the women have reported turning to a local organisation. One of the main findings of the ActionAid case study of 2019 was that women and their families sometimes don't trust women's rights organisations and that there is a prejudice against them concerning traditional values and norms in an Islamic, patriarchal society. They often lack confidence in their protection and legal services (ActionAid UK, 2019). This situation is not helped by the fact that there is a lack of a coordinated effort of civil society and politicians/local authorities and employers on the local level to find sustainable solutions and put action plans into place which may partly be because while there are anecdotes about GBV at the workplace, women are not reporting them to possible support organisations, such as trade unions, and a lack of evidence and empirical



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data makes it hard for them to conduct advocacy for anti-violence policies and procedures (Action Aid UK, 2019). As a consequence of this lack of data and a seeming lack of urgency, there is currently no clear communication or coordination amongst the relevant stakeholders to come up with an action plan and to find a political solution for an improvement of the legal and institutional framework regarding GBV at the workplace. As the analysis so far has shown, lack of awareness of all possible stakeholders as well as the general public on what actually constitutes GBV and how to deal with it, including at the workplace, is a major obstacle to any coordinated attempts to deal with it.

A wide-reaching campaign, enlisting high profile public figures is needed to raise that awareness level and show the public, decision-makers, employers and even the women and their families themselves how harmful and unacceptable GBV is. A Jordanian National Action Plan (JONAP) for advancing the implementation of UN Security Council resolution 1325 on Women, Peace and Security exists. The Jordanian NCW together with UN Women have developed JONAP for advancing the implementation of UN Security Council resolution 1325 on Women, Peace and Security for the years 2018-2021. It is in line with Jordan's commitments to promote and respect human rights, embodied in various national frameworks, such as The National Strategy for Jordanian Women (2013-2017).

The aim of the Action Plan developed within the framework of this EU-project is to identify the shortcomings of this strategy with regards to GBV, and more specifically, GBV at the workplace, providing recommendations to the JONAP.

### **Results Framework:**

The actions of PAVE will specifically focus on working with and building capacity of Jordanian CSOs, and networks promoting women's rights, with an emphasis on those working in remote areas of Jordan. Thereby enabling them to cooperate with decision-makers, employers and families to improve the political, legal, and socio-cultural environment for labor market participation of women with a particular emphasis on gender discrimination and GBV.

PAVE has three specific outputs, believing that in order to have an impact to contribute to the elimination of GBV in the workplace; a 360-degree approach needs to be implemented in selecting target groups and designing the actions/activities, as follows:

**Output 1:** focuses on increased capacity and cooperation between civil society, politicians, as well as women and their families to improve gender equality and tackle GBV in the workplace to safeguard women's human rights and to encourage more women to participate in the labour market. Activities designed to reach this output are a variety of capacity building sessions, that will be based on identified training needs and include training for trainers and facilitators to work with women and their families/communities, the organisation of dialogue sessions (facilitated by the trained CSO/CBO staff) bringing together women, their families and community members to raise awareness of gender equality and GBV, the regular meetings of a core group of local women's rights CBOs/CSOs, and political decision-makers on the local level to find joint solutions of how to encourage female participation in the workplace and how to tackle GBV.

**Output 2:** In parallel, sensitisation and awareness raising on these issues will be achieved through output 2, with awareness raising workshops for employers and with politicians and public figures working with CBOs/CSOs as ambassadors for a campaign against GBV at the workplace, participating



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in and driving a social media campaign to raise awareness of the issue within the general public. The set of activities for Op2 includes awareness raising workshops targeting executives and employees from both the private and the public sector, the recruitment of politicians and other prominent public figures (female influencers) to become ambassadors to promote the campaign around GBV at the workplace, innovative and publicity-raising workplace exchange visits between ambassadors and women, and the implementation of a social media campaign around GBV at the workplace with the recruited ambassadors.

**Output 3:** At the same time and influenced by both the capacity building and the campaign, output 3 focuses on the development of an Action Plan against GBV at the workplace in the country by

bringing stakeholders together to work on policy proposals and draft laws to improve the legal and institutional framework for better employment conditions and have a draft Action Plan ready and endorsed by the end of the project.

### Responsibility of the service provider

- Develop policy recommendations and proposals for laws OR amendments of existing laws that can improve the legal and structural framework conditions for female participation in the labor market in Jordan. The policy recommendations may include laws, bylaws and codes of conducts.
- For sampling, prepare questionnaires for the community focus groups discussions and raising awareness workshops as participants of the project shall be included in the questionnaire and the recommendations shall be based on their needs to ensure longterm outcome.

Deliverable/Product: Policy recommendations; Timeframe: 20 days –throughout the project period (2022-2023); Location: Throughout Jordan with a focus on rural areas.

### Assignment Period:

-The Service Provider shall consult and coordinate with EU-PAVE Project Coordinator to accomplish the assignment successfully. The Service Provider needs to report on the progress of the assigned task routinely.

-The duration of the assignment will be 6-24 months in the first two-year project, expected to start on February 20<sup>th</sup>, 2022



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#	Assignment	Expected date/time	Payment Percent
1	Prepare and follow up on a questionnaire to be distributed on participants of the EU-PAVE Project that feeds into the policy recommendations and analysis of data.	2 days	10%
2	Develop policy recommendations and proposals for laws OR amendments of existing laws that can improve the legal and structural framework conditions for female participation in the labor market in Jordan. The policy recommendations may include laws, bylaws and codes of conducts.	15 days	50%
3	Conduct interviews with relevant key stakeholders such as experts, politicians, activists and lawyers on the issue on women participation in the labour force, challenges and solutions	10 days	20%
4	Finalization of the document	3 days	20%

\*\* 1 day = 8 working hours. The calculation of working hours will be calculated on this basis. The service provider is free to employ his/her time in preparation phases to meet the deadlines to be communicated.

### Timeframe and contract arrangement:

- The total duration of the assignment is up to 20 days (6-24 months).
- Selected consultant /research firm/organization shall agree and sign a service agreement with FNF Jordan prior to commencing the assignment.
- A consultancy/research firm/organization will be evaluated and selected based on the initial proposal they provide, and their price offer.
- The **Deadline** to send the proposals and price offer is 13.02.2022 by 14:00. Offers and proposals to be sent after the stated deadline will not be considered.



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- The final product shall be executed in the English language. The providers shall share their proposals directly to Ms. Aseel Sha'ban, EU-PAVE Project Manager ([Aseel.Shaban@Freiheit.org](mailto:Aseel.Shaban@Freiheit.org)).

### **Selection Criteria:**

- Minimum of 7 years of experience in developing policy recommendations and proposed amendments to the law from the gender perspective
- Minimum of 5 years of experience in the field of Gender-Based Violence
- Experience in dealing with CBOs/CSOs in rural areas of Jordan

### **General Terms and Conditions:**

All reports and documents prepared during the assignment shall be treated as property of FNF Jordan. The reports/documents or any part, therefore, cannot be sold, used and/or reproduced in any manner without prior written approval of FNF Jordan. In the event of the consultant requiring additional time to complete the contract, over and above the time previously agreed to, but without FNF Jordan changing the scope of work, FNF Jordan's prior written approval for same shall be necessary.

After completion of the assignment and submission of the final output/deliverables, the concerned project/unit on the basis of which final payment shall be made shall do evaluation. The consultant will submit the draft presentation before the debriefing session for taking inputs from concerned project authority.

Further information can be obtained prior, during and after the assignment.

Attn.: Ms. Aseel Sha'ban  
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