

## **Terms of Reference**

### **Better Work Jordan - Data, Research, and Monitoring and Evaluation**

#### **Background and Context**

Better Work is a partnership of the ILO and the IFC with the mission to improve working conditions and promote competitiveness in the global apparel supply chain. It covers more than 1000 apparel factories in eight countries. Previous scholarship has focused on Better Work's impact at the factory level and its role in spurring factories' compliance with labour standards, in increasing worker satisfaction, and in building stronger relationships between factories and their global buyers. Better Work, however, does not focus exclusively on interventions at the factory level. A critical part of the programme's mission is to improve the apparel industry as a whole through interactions with social partners at multiple levels. At the firm level, Better Work engages with factory managers, workers, and local unions. At the national level, Better Work engages unions, employers' associations, and various government agencies that include labour and trade ministries. And at the global level, Better Work cooperates with multinational buyers, governments in importing countries, and the international unions and employers' representatives at the International Labour Organization.

The Better Work Jordan programme was established in 2009. It is mandatory for garment factories that export to the US under the US-Jordan Free Trade Agreement. Better Work Jordan covers an estimated 95 per cent of garment workers in Jordan, as the vast majority of garment-sector employment comes from factories that export to the US.

Over the last two decades, Jordan's apparel industry has been steadily growing and is now the leading export sector and manufacturing employer in the country. Like most other apparel exporting countries, Jordan gained entry to the global apparel value chain through international ties to developed markets. This began with preferential trade access to the US market, which led foreign investors producing apparel on behalf of international apparel brands to set up manufacturing facilities in Jordan with mostly migrant workers.

As a result of their participation with Better Work, factories have steadily improved compliance with ILO core labour standards and national legislation covering compensation, contracts, occupational safety and health and working time. This has significantly improved working conditions and, at the same time enhanced factories' productivity and profitability. Currently there are 86 garment factories participating in the Better Work Jordan programme. These factories employ around 70,000 workers with factories ranging in size from 14 to 3,000 workers. The majority of workers are women (74 per cent), and the work force is mostly made up of migrants (74 per cent).

Better Work Jordan has recently launched its Phase IV strategy, which runs from 2022 to 2027. This strategy is focused on supporting national stakeholders to fulfil their mandates to maintain decent working conditions in the sector. Research, monitoring and evaluation are crucial to track the handover of programme activities to the tripartite stakeholders and ensure that the Jordanian garment sector maintains decent working conditions in the long-term.

### Objective

Within its mandate to ensure compliance with ILO core labour standards and national legislation with the aim to improve working conditions, enhance respect for labour rights, and boost competitiveness, the **principal objective** of this assignment is to support the project gather, analyse and disseminate data and research results for internal and external audiences. Internally, this information will be used to measure project success and to adapt the project. Externally, the findings generated will be used for policy advocacy. The consultant will be expected to support a range of research and M&E activities of the programme.

### Deliverables and Timeline

The consultant is requested to deliver the following:

Number	Deliverable	Days	End
1	Provide logistical support for data collection for Better Work Jordan's annual surveys (data will be collected by another consultant). Clean incoming data using R and export and share summary statistics internally.	15	Aug 31
2	Support the union to develop, administer and analyse a survey of union committee members.	10	Aug 31
3	Policy brief highlighting key survey findings from the annual surveys, with a focus on the newest round of data collection and comparing results over time and/or cycle.	20	Oct 31
4	Produce a policy brief about the cross-cutting theme of migration in the Jordanian garment industry and the intersection with Better Work Jordan programmatic efforts	15	Oct 31
5	Compile Monitoring and Evaluation (M&E) data for Better Work Jordan and formalize definitions and data collection methods as needed. Together with the Programming Team, plan, organize and coordinate monitoring and evaluation activities and ensure analysis of available data for programme development purposes.	10	Dec 31
6	Coordinate with external research partners – propose projects, provide data, support with field work, and review research reports. Report on research progress internally and externally.	15	Dec 31
7	Update code and documentation on the Better Work Global Github account regularly	10	Dec 31
8	Coordinate with global research team on cross-country research projects and M&E activities	15	Dec 31
9	Support stakeholders with data gathering and reporting along with developing monitoring & evaluation systems	10	Dec 31
	Total	120	

The consultancy activities are expected to start no later than 11 June 2023 and shall be concluded no later than 31 December 2023. It is recommended that activities and deliverables that are related to

stakeholders and/or involve close collaboration with Better Work Jordan staff are conducted in Amman, Jordan.

### Supervision

The consultant will report to the BWJ program manager and will work closely with the BWJ team. Technical backstopping and review of data-focused deliverables will be done by the Better Work Global research team.

### Payment Schedule

According to the market rate, the External Collaboration will be paid according to expertise and is asked to submit a financial offer detailing the daily rate. The consultant will only be paid upon satisfactory completion and approval of deliverables and upon receipt of signed invoices.

Payment	Deliverable
<b>First Payment</b> (25 days)	Deliverables 1 and 2 by August 31 <sup>st</sup>
<b>Second Payment</b> (35 days)	Deliverables 3 and 4 by October 31 <sup>st</sup>
<b>Final Payment</b> (60 days)	Deliverables 5,6,7,8 and 9 by December 31 <sup>st</sup>

### Confidentially

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

### Candidate's Profile

- University degree in Economics, Statistics, Social Sciences or related field.
- Minimum of 2 years of relevant professional work experience in supply/value chain analysis, data management and analysis, research, monitoring and evaluation, or impact studies.
- Excellent command of English. A working knowledge of one or more of the ILO official languages is desirable.
- Ability to use analytical tools and qualitative and quantitative research techniques, including for programme monitoring and evaluation, and related software such as R and Stata.
- Proven research and analytical work with demonstrated ability to prepare and present comprehensive reports.
- Excellent ability to draft concise, accessible documents presenting and/or summarizing research findings and their implication for policy and programme design.
- Familiarity with some of the policy issues related to Better Work, such as the following: corporate social responsibility and global supply chains; international trade, labour standards, labour markets in developing countries; personnel economics; industrial relations; and international development.

- Understanding of gender equality, gender mainstreaming and equal opportunity principles and approaches, including as related to research.

### How to apply

Interested applicants wishing to apply to this assignment must send an email to [sleigh@ilo.org](mailto:sleigh@ilo.org) with the subject **(BWJ\_Data\_Research\_M&E)**.

The email shall include the following:

- 1- Curriculum Vitae (CV)
- 2- Cover letter explaining interest in and qualifications for the consultancy
- 3- Financial Offer with the expected daily rate

The deadline for receiving applications is 27 May 2023 COB. Only applications that fulfil the requirements indicated above will be considered.