



**Inclusive jobs and education for refugees and host communities  
-PROSPECTS-**

<b>TOR Name</b>	<b>Expanding Workers' Committees in Agriculture: Paving the Road to Organizing the Sector</b>		
<b>Country</b>	<b>Jordan</b>	<b>Project Code</b>	JOR/19/50/NLD JOR/19/50/NLD
<b>Duration</b>	From	12/06/2023	to 31/12/2023
<b>Pillar:</b>	<b>Employment</b>		
<b>Outcome:</b>	<b>06: Years 2-4 - Component Employment - Increased number of forcibly displaced and host community members with enhanced livelihoods and/or employment in safe/decent work</b> <b>06: Years 2-4 - Component Employment - Increased number of forcibly displaced and host community members with enhanced livelihoods and/or employment in safe/decent work</b>		
<b>Output:</b>	06.03 - (Y2-4) Enhanced protection of labour rights and promotion of safe and secure working environments for refugee, host communities and other vulnerable groups 06.03 - (Y2-4) Enhanced protection of labour rights and promotion of safe and secure working environments for refugee, host communities and other vulnerable groups		
<b>Activity / BL JOR</b>	<b>06.03.02 Systems put in place for creation of national structure to ensure trade union representation of agriculture workers</b>		

**PROJECT BACKGROUND**

**General Background**

Overlapping drivers of displacement worldwide have coincided and increased the scope, scale and complexity of displacement. Approximately 25.4 million individuals are recognized as refugees who have fled their homes due to a well-founded fear of persecution. This is alongside millions of internally displaced persons and those who have fled their homes but are not recognized as refugees by the 1951 Refugee Convention. In response to the considerable challenges posed by forced displacement, a strategic partnership, named PROSPECTS, was established by the Government of the Netherlands in 2019, bringing together five partner organizations, namely IFC, UNICEF, ILO, UNHCR and the World Bank. The partnership spans eight countries and covering a five-year period (2018-2022).

The combined efforts of the five partner organizations endeavour to bolster the medium- and longer-term development goals for host communities and forcibly displaced persons to access quality and market-relevant education; decent work and enterprise opportunities; and comprehensive protection systems.

**PROSPECTS IN JORDAN**

Jordan is facing a historic forced displacement crisis and as the crisis extends into the next decade, the country is at an inflection point, given the scope, scale and protracted nature of the displacement. Through Prospects, partners are implementing interventions that align with national strategies, helping to mitigate the impact of the current displacement crisis on both refugee and host communities, with a longer-term goal of supporting human development through support to increased economic opportunities, wider access to quality education and stronger protection mechanisms. As of April 2022, Jordan hosted over 761,000 refugees, including over 674,000 Syrians and almost 90,000 other nationalities. Children represent a little over half of the refugee community. With refugees constituting almost seven percent of Jordan's population, the Kingdom is one of the top refugee hosting countries per capita worldwide.

Within the framework of PROSPECTS Jordan, the ILO – from the outset – focused on a sector-based approach, looking at sectors with potential for enhanced productivity and employment, with decent work deficits, and with large numbers of Syrian refugees and vulnerable host community members. Two of the sectors that the ILO has



focused on through various interventions under the education, employment and protection pillars include agriculture and agri-food.

### ***PROSPECTS work in the agriculture sector and overall Assignment Background***

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, Mafrqa, 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 addition, the ILO has been in discussion with the General Federation of Trade Unions (GFJTU) to explore three main options to institutionalize agriculture workers' representation : either i) establishing a sub-union for agriculture workers as a subsidiary to GFJTU or ii) including agriculture workers as part of the agri-food trade unions, or iii) lobbying with the tripartite labour committee to include agriculture sector in the professional classification that will enable workers to form their union as per the Jordanian legislation. Following these consultations and considering the complexity of the process and the time needed to revise the occupational classification to include agriculture workers, the GFJTU decided to go for the second option of including agriculture workers under the umbrella of the General Union of Workers in the Food Industries (GUWFI) which later changed to become the "General Trade Union of Water, Agriculture, and Food Industry" (GTUWAFI). This will serve as an interim arrangement until a dedicated union is established for agriculture workers. Accordingly, the ILO facilitated the first round of discussions between members of Jordan's Agricultural Worker Committees and representatives of GTUWAFI, not only to agree on concrete steps to enable smooth and legal integration of agriculture workers under GTUWAFI but also to draw a roadmap of the eventual establishment of a standalone trade union. During the meeting, several challenges were identified, including but not limited to: i) lack of awareness of the importance of freedom of association and collective bargaining and their role in ensuring workers' rights, ii) cultural challenges that limit the active participation of women in labor activities, iii) and the seasonality of work in the sector and the lack of job security. Following a discussion between the ILO and GFJTU on the findings of this meeting and a



subsequent request submitted by the latter, the General Assembly of the GTUWAFI met and approved the amendment of the occupational classification, and inclusion of agricultural workers within the GTUWAFI.

Further work is needed to empower worker committees and equip members with the knowledge and mechanisms to carry out their role as worker representatives. Moreover, representation needs to be expanded to other geographic areas such as southern Jordan valley, which is rich in agriculture production and has high number of Jordanians, migrant and refugee agriculture workers, with different crop production compared to the north.

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 to: a) integrate agriculture workers under the GTUWAFI including to secure that representatives of agricultural workers are integrated in the different administrative bodies of the GTUWAFI, (national and sub-national committees) ; b) provide capacity building on Fundamental Principles and Rights at Work (FPRW), freedom of association, collective bargaining, and social protection for workers committees and representatives of agricultural workers under the GTUWAFI in the agriculture sector; c) lobby with the tripartite labour committee under the Ministry of Labour to include agriculture sector in the occupational classification that will enable workers to form their union as per the Jordanian legislation; d) Develop the capacity of GTUWAFI leaders and advise them to better accommodate agriculture workers within their union.

## ASSIGNMENT OBJECTIVES

Against this backdrop, 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.

## Scope of work and Outputs

- 1-Develop draft rule of procedure for national and sub-national committees and co-facilitate discussion session with the committees and the GTUWAFI members on the developed draft on the rule of procedure.
- 2- Provide technical support and facilitate brainstorming sessions amongst the national committee members to develop and discuss the workplan.
3. Conduct training sessions to the members of the regional committees on the concept of trade union organization and affiliation mechanisms, and conduct training sessions to the members to the elected sub-national committees on communication Skills, and climate change and just transition, and gender equality.



4- Facilitate awareness sessions to the committees’ members and GTUWAFI administrative members on the rights of refugees in the labour market and unions. Support elected female and refugee representatives through additional sessions on trade unionization to ensure their voices are meaningfully represented”

5- Conduct training sessions to the members of the national committee on freedom of association and collective bargaining, committees’ management skills, mechanisms for conducting and managing elections, and means of social dialogue and dispute resolution

6- Engage directly with the GFJTU during implementation of activities including: election sessions, and meetings, discussions with MOL, sub-national and national committees’ representatives, GUWAFI, GFJTU

7- follow up on implementation of the activities under the signed IA with GFJTU, and Revision of technical progress reports submitted by the IP

## DELIVERABLES

By the end of the consultancy, the following deliverables are expected:

Deliverable	Number of days	Expected Date range
<p>Deliverable 1:</p> <p>- Report on each topic of capacity building of the regional committees (in Arabic and English), topics include (concept of trade union organization “2 days training”, and affiliation mechanisms “2 days training”)</p> <p>(Communication Skills” one day training, climate change and just transition “one day”,</p> <ul style="list-style-type: none"> <li>i. Agenda</li> <li>ii. Attendance list,</li> <li>iii. PowerPoint presentations</li> <li>iv. Pre and post questionnaires</li> <li>v. members feedback and suggestions</li> </ul>	<p>18 workdays (2 workdays for facilitating trainings* 2 topics* 4 regions, and two days for reporting)</p>	<p>June 2023</p>
<p>Deliverable 2:</p> <p>Report on each topic of capacity building of the <b>elected</b> regional committees (in Arabic and English), topics include (communication Skills” one day training, gender equality “one day”, and climate change and just transition “one day”)</p>	<p>12 workdays (1 workday for facilitating trainings* 3 topics* 4 regions, and one day for reporting)</p>	<p>September 2023</p>



<ul style="list-style-type: none"> <li>i. Agenda,</li> <li>ii. Attendance list,</li> <li>iii. PowerPoint presentations</li> <li>iv. Pre and post questionnaires</li> <li>v. members feedback and suggestions</li> </ul>		
<p>Deliverable 3:</p> <p>Facilitate one day awareness sessions to the subnational committees' members and GTUWAFI administrative members on the rights of refugees in the labour market and unions. Support elected female and refugee representatives through additional session on trade unionization to ensure their voices are meaningfully represented”</p> <ul style="list-style-type: none"> <li>i. Agenda</li> <li>ii. Attendance list,</li> <li>iii. PowerPoint presentations</li> <li>iv. Pre and post questionnaires</li> <li>v. members feedback and suggestions</li> </ul>	2 workdays	September 2023
<p>Deliverable 4:</p> <p>- Report on each topic of capacity building of the national committee (in Arabic and English), topics include (collective bargaining (1 day), committees management skill (2 day), mechanisms for conducting and managing elections (1 day), and means of social dialogue and dispute resolution (1 day)</p> <ul style="list-style-type: none"> <li>i. Agenda</li> <li>ii. Attendance list,</li> <li>iii. PowerPoint presentations</li> <li>iv. Pre and post questionnaires</li> <li>v. members feedback and suggestions</li> </ul>	6 workdays (5 workdays for facilitating trainings. And one day for reporting)	November 2023
<p>Deliverable 5:</p> <p><b>Report on developing, discussion of rule of procedure for sub-national and national committees</b></p>	2 workdays	Mid may-mid June 2023



<p>(in Arabic and English)</p> <ul style="list-style-type: none"> <li>i. draft of the rule of procedures</li> <li>ii. report of facilitation of discussion session to discuss the developed rule of procedures, including:</li> <li>iii. Agenda,</li> <li>iv. Attendance list,</li> <li>v. Final agreed version of the rule of procedures for the regional and national committees</li> </ul>		
<p>Deliverable 6:</p> <p><b>Report on developing workplan of the national committee</b></p> <p>(In Arabic and English)</p> <ul style="list-style-type: none"> <li>i. draft of the workplan</li> <li>ii. report of facilitation of brainstorming session discussing the developed workplan, including:</li> <li>iii. Agenda,</li> <li>iv. Attendance list,</li> <li>v. Final agreed version of the workplan</li> </ul>	2 workdays	November
<p>Deliverable 7:</p> <p>Report on the election session conducted by the GFJTU for both electing the regional and national committee (in Arabic and English)</p>	3 workdays	July and September

All data and information received from ILO for this assignment are to be treated confidentially and are only to be used in connection with the execution of these Terms of Reference (TOR). The contents of written materials obtained and used in this assignment may not be disclosed to any third parties without the express advance written authorization of the ILO. All intellectual property rights arising from the execution of these TOR are assigned to the International Labour Organization. The intellectual property rights of the materials modified through the assignment remains with the International Labour Organization.

## REQUIRED QUALIFICATIONS AND APPLICATION PROCESS

To be considered as an eligible candidate, the applicant should have the following qualifications:



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

## SUPERVISION AND LOGISTICAL ARRANGEMENTS

**Reporting Line:** The consultant will perform his/her assignment under the supervision of the Jordan National Project Officer for agriculture, and the overall guidance of ILO PROSPECTS Chief Technical Adviser for Arab States. Technical guidance will be provided by the Senior Specialist Workers' Activities for Arab states

### Proposal Submission Procedure

The proposer must submit the proposed offer (**Technical and Financial Proposals**) in separate digital folders mentioning "**Technical Proposal**" and "**Financial Proposal**" on each digital folder so that the financial information could not be revealed before financial proposal opening. The two digital folders saved in one digital folder with the title saved as the full name of the bidder, followed by the project code: JOR/19/50/NLD , and date of submission.

The technical proposal should include the CV of the applicant and relevance of his/her background to this assignment. The financial proposal should include the daily fees (and overall fees for carrying out this assignment if needed).

Applications should be submitted by email to:

1. Mr. Samer Al Rawashdeh, Jordan National Officer – [alrawashdeh@ilo.org](mailto:alrawashdeh@ilo.org)
2. Ms. Ola Flaifel, Admin and Finance Officer – [flaifel@ilo.org](mailto:flaifel@ilo.org)

Both financial and technical proposals should be valid for 30 days. The deadline for submission of technical and financial proposals is May 31<sup>th</sup>, 2023 COB.

The assessment and all other material mentioned in the TOR shall be owned by the ILO. Under no circumstances, the consultant shall use the material for any other purpose, publish electronically or in print, or disseminate in any other form without consent from the ILO.

## TIME FRAME AND ESTIMATED BUDGET

To the best of its ability, ILO will support the selected candidate to deliver quality material in the given timeframe. Based on the proposed methodology, this may include providing literature and existing guides, facilitating meetings with relevant stakeholders, and supporting with contact information.

The work will be implemented during the period between **12<sup>th</sup> June** and on **31 December 2023**, consuming 45 working days.

## PAYMENT SCHEDULE

Payments will be dispersed based on the receipt of quality deliverables and estimated working days.

The consultant will be paid for 45 working days. Payment instalment schedule as per following:

1. first payment of 32 working days\* **XXX USD** daily rate upon the delivery of deliverable1 , deliverable2, deliverable3, to the satisfaction of the ILO.
2. Final payment of 13 working days\* **XXX USD** daily rate upon the delivery of deliverable4 to deliverable7 to the satisfaction of the ILO.