

Terms of Reference

Gender Expert, Consultant

EuroMed Feminist Initiative (EFI)

About EFI

EuroMed Feminist Initiative (EFI) is a policy network that provides expertise in the field of gender equality and women's rights as inseparable from democracy building and citizenship. EFI advocates for political solutions to all conflicts, and for the right of peoples to self-determination and seeks to improve and promote women's rights as universal human rights, the value of gender equality and the use of non-violent means to solve conflicts.

EFI Headquarters is in Paris, with offices in Amman, Beirut and Erbil.

Background

From 2021, EFI in partnership with Business Development Centre (BDC), and Tamkeen for legal Aid and Human rights are implementing in Jordan a second phase of Madad for Women program, titled "Towards stronger economic participation of women in Jordan" funded by the European Union (EU) Regional Trust Fund in Response to the Syrian Crises, the "EU Madad Fund". The overall objective is to "contribute to gender sensitive national and local policy frameworks that are more conducive to women's economic participation".

The program aims at enhancing women's economic participation in Jordan through advocating for gender mainstreaming policies and measures related to women's employment, promoting a supportive social, cultural and professional environment for women's work by both local communities and private sector employers, to equip Jordanian and Syrian women with specialized skills to enter the labour market, and to match women with employment and self-employment opportunities. The program will support the efforts of the Jordanian government to strengthen women's economic participation through contributing to the implementation of the National Employment Program (2021-2023), and to formalize the informal labour sector.

The program is implemented in nine targeted areas across Jordan: East Amman, Irbid, Ramtha, Zarqa, Azraq city, Ain Al Basha, Karak, Jerash and Ajloun.

Jordan has launched its Economic Modernisation Vision, as a national roadmap across governments on 6th June 2022¹. The vision is planned to be implemented in three phases over 10 years. It includes 366 initiatives in various sectors, as part of eight national economic growth drivers focusing on two pillars; a pillar focused on accelerating sustainable and inclusive growth by unleashing Jordan's full economic potential, while the second is centered on society, targeting the improvement of quality of life of all Jordanians to secure a better future for all. The two pillars are underpinned by sustainability. The vision aims to meet the expected demand for one million jobs for Jordanians².

Scope of work

EuroMed Feminist Initiative is looking for a Gender Expert Consultant to develop a gender sensitive analysis of the Economic Modernization Vision and explore developing concrete national action plan

¹ <https://www.jordantimes.com/news/local/king-attends-launch-economic-modernisation-vision>

² <https://www.jordanvision.jo/en>

to enhance women's economic participation based on this vision.

Role and Responsibilities

The **Gender Expert Consultant** will be responsible for the following:

- Provide desk review on existing national strategies and policies in Jordan on issues related to women's economic participation, focusing on the Vision and its development.
- Provide a gender assessment of the vision using feminist approaches and in consultation with relevant ministries, public institutions, and decision makers.
- Provide comprehensive concrete recommendations for developing a national action plan that is participatory and gender sensitive for the implementation of the Vision to enhance women's economic participation in Jordan.
- Facilitate dialogue and consultations on a national level between all relevant stakeholders, including civil society and decision makers to validate the action plan for the vision.
- Present the gender assessment and gender sensitive action plan to relevant stakeholders to be endorsed.

Team Collaboration:

This assignment will be conducted in close collaboration with EFI's Executive Director and in coordination with the EFI's team in Jordan. Liaison and strong collaboration with relevant decision makers and civil society across Jordan is also expected.

Job requirement:

The Gender Expert Consultant will be working for 4 months starting from 4th September until 31st December 2022 with a maximum number of 45 working days. The following deliverables are expected:

- Gender Assessment of the Economic Modernization Vision and its process.
- Develop a gender sensitive and participatory national action plan for the implementation of the vision.
- Validate the developed action plan with relevant stakeholders and decision makers on a national level.
- Develop a presentation for the developed action plan with concrete and clear recommendations and gender sensitive approaches for the implementation.

Skills-set:

- Doctoral or master's degree with preference in political/economic sciences, social sciences, gender studies, and/or policy and development studies.
- Excellent written and oral communication in English and Arabic. French language is a plus.

- A minimum of ten years of relevant work experience is required including previous work experience in gender analyses, policymaking and strategy development on gender equality and women's participation at different levels: civil society, governmental or intergovernmental institutions.
- Demonstrable experience developing and implementing national strategies and action plans in relation to women's rights and gender equality.
- Ability to draft and edit written material accurately, concisely and appropriately for a particular audience in particular policymakers and other national and international stakeholders on issues related to women's rights and gender equality.
- Strong personal commitment to the mission, vision and values of EFI with regards gender equality and women's rights.
- Excellent understanding of the political and social context within Jordan in terms of progress of gender equality issues, in particular in the field of women's rights and participation in the public sphere.
- Knowledge of international law, including human rights, humanitarian law, and regional and international human rights mechanisms is an asset.

Competencies:

- Extensive knowledge and experience in the field of gender equality policy making and research.
- Demonstrated ability to engage with various stakeholders.
- Willingness to use initiative, work independently and think creatively.
- Ability to multi-task effectively, including having excellent planning, organizational skills, and the ability to work under pressure.
- Strong public speaking and presentation skills.
- Communicates in a clear, precise and structured way, presents effectively

Contractual Modality

- Duty station is in Amman/ Jordan.
- Consultancy assignment under a service contract as an independent contractor.
- Fees include all relevant taxes due.
- The Gender Consultant is not eligible for, not entitled to, and shall not participate in any of EFI's health, pension, and other benefit plans. In case of illness, the Consultant covers the claim at personal arrangements and expenses.
- A fixed-term service contract starting from 4th September until 31st December 2022 for a maximum of 45 working days.



How to apply

Interested candidates can share a brief cover letter, detailed CV and financial offer in English to ife@efi-euromed.org by 22nd August 2022. Please indicate “Gender Expert, Consultant” as your email subject.