



**“Employment and Livelihood Programme (ELP)”: “Socio-economic empowerment for vulnerable Jordanian youth and Syrian refugees in Jordan”**

**Terms of Reference: Local economic assessment and vulnerability mapping analysis**

JOR23001-10006

# 1 Context

## 1.1 Enabel in Jordan

Enabel – the Belgian Development Agency – is present in Jordan since 2019, as implementing partner of QUDRA II 2 – *Resilience for refugees, IDPs, returnees and host communities in response to the protracted Syrian and Iraqi crises*, to contribute to alleviating the impact of the Syrian and Iraqi crises on refugees, internally displaced persons (IDPs) and host communities in Lebanon, Jordan, Turkey and Iraq.

Following the success of Qudra II, The EU-funded “Employment and Livelihood Programme (ELP): socio-economic empowerment of Youth, Syrian refugees and women in Jordan”, to be implemented for 50 months – from September 2023 – to November 2027, aims at enhancing **decent employment and entrepreneurial opportunities for vulnerable Jordanian youth, Syrian refugees and women in Jordan**.

## 1.2 ELP: socio-economic empowerment of Youth, Syrian refugees and women in Jordan

The ELP program is financed by the European Union under the EU Support to livelihoods under the regional response to the Syrian crisis, an Annual Measure in favour of the Hashemite Kingdom of Jordan for 2022. The Action implemented by ENABEL Jordan, officially started in September 2023 and will last for 50 months, until November 2027.

The strategic approach underpinning the Action focuses on supporting **work based learning and direct employment**, targeting **the skills mismatch** between labour market demand and skills supply, promoting **partnerships with the private sector** in skills development and employment services, supporting **micro or small business creation and development**, as well as through **enhancing the evidence-basis** on economic opportunities and livelihoods for refugees and host communities, including through **action research**, to support inclusive policy dialogues, programming, planning and implementation.

The desired change is to be achieved through **three main results**:

A **first result** aims at addressing both the skills mismatch in the Jordanian labour force and high unemployment rates among vulnerable Jordanian youth and Syrian refugees, through public private partnerships in human capital development that facilitate an effective transition from learning to work and increase career opportunities. As such, the first result contributes to

building a workforce equipped with quality and relevant skills, as well as their connection to employers seeking skilled workers.

A **second result** addresses the lack of employment opportunities for vulnerable Jordanian youth and Syrian refugees by supporting both self-employment and job creation through the creation and development of micro and small businesses for sustainable livelihoods, with a focus on promoting local economic opportunities in the green and circular economy and digital sector.

A **third result** will foster the production and centralization of data and analysis to feed both the ongoing intervention (Results 1 & 2) as well as enhance evidenced-based policy dialogues programming, monitoring planning and implementation of the refugee response related to inclusion through socio-economic opportunities and livelihood.

### **1.2.1 General and Specific Objectives**

The **general objective** of the action is:

*“Enhanced socio-economic empowerment for vulnerable Jordanian youth and Syrian refugees in Jordan”.*

Contribution to the general objective will be achieved through the following **specific objective**:

*“Vulnerable Jordanian youth and Syrian refugees have increased access to decent employment and entrepreneurial opportunities in Jordan”.*

The specific objective will be achieved through the following three **key-results**, addressing needs and constraints of different beneficiaries:

**Result 1:** Vulnerable Jordanian youth and Syrian refugees are equipped with demand-driven skills and supported to access inclusive and decent employment.

**Result 2:** Vulnerable Jordanian youth and Syrian refugees are supported to create or develop micro-or small businesses that are relevant to their local economies.

**Result 3:** Evidence related to inclusion through economic opportunities and livelihoods is enhanced for refugees and host communities and provide the basis for more inclusive policy dialogue, programming, monitoring, planning and implementation for national and local public sector actors.

**Target groups and beneficiaries:**

- Unemployed vulnerable Jordanian youth (18-35 years) and Syrian refugees (50% target)

- Graduates of TVET institutions
- Employers of/and micro- or small size enterprises
- Business development/support services coaches
- Local authorities and stakeholders in charge of the refugees' response on livelihood and socio-economic opportunities.

**Final beneficiaries of the intervention:**

- TVET institutions and Employers' organisation/Business Membership Organisations (BMO's) involved in skills development
- Private incubators/accelerators, NGO's, CSOs involved in business development and self-employment support for vulnerable groups
- Business support/development service providers
- Institutions involved in refugees' response on livelihood and socio-economic opportunities.

### **1.3 Objectives of the study**

The main objective of the study is to identify the economic sectors and relative training opportunities with highest potential to ensure that vulnerable Jordanian youth, women, and Syrian refugees have concrete chances to find employment or engage in successful entrepreneurship opportunities.

The study is expected to provide a **1) vulnerability mapping analysis** of the defined target groups of the Action – Jordanian youth, Syrian refugees, and women in (at least) 6 Jordanian governorates; **2) local economic assessment** of the sectors of the local labour economy with highest potential for job creation and entrepreneurship, identifying also related TVET training opportunities; **3) recommendations based on the data analysis**, generating and evaluating different alternatives or scenarios that could address the objective of the study.

#### **1.3.1 Vulnerability mapping analysis**

The Action refers to the vulnerability of the defined target groups: **Jordanian youth, Syrian refugees and women**. Under this Action, **vulnerability**, a multi-layered concept evolving over time, is **defined** as the **distance to the labour market, hampered by different barriers from effective social-economic inclusion** (the access to the labour market, to compete on the labour market, and to maintain an employment relation successfully) **and influenced by the range of resources** (human and financial) **or physical assets** (land or shops) **that people have, can access and use**.

**As a result, the present consultancy is expected to:**

- identify vulnerability indicators, taking into account the vulnerability definition and criteria applied to the action;
- map the vulnerability of the pre-identified target groups in (at least) 6 Jordan governorates - Amman, Mafraq, Irbid, Tafilah, Karak, Aqaba, considering:
  1. aggregate figures (i.e., levels of unemployment in a specific governorate)
  2. disaggregate figures (i.e., levels of unemployment for women, vulnerable youth and Syrian refugees in a specific governorate).

### 1.3.2 Local Economic Assessment

Under this Action, the local Economic Assessment (LEA) is meant to provide local economic performance measures, and benchmarks for comparison of economic development factors against Jordanian governorates. Specifically, the LEA is expected to:

- Inform about the sectors of the local labour economy with highest potential for job creation and relative TVET training opportunities for the above-mentioned target groups in (at least) 6 Jordan governorates - Amman, Mafraq, Irbid, Tafilah, Karak, Aqaba.
- Inform about the sectors of the local labour economy with highest potential for job creation and relative TVET training opportunities for the above-mentioned target groups in (at least) 6 Jordan governorates - Amman, Mafraq, Irbid, Tafilah, Karak, Aqaba.
- Specific barriers to enter the labour market, contributing to increased vulnerability (i.e, legal restrictions applying for Syrian refugees)

### 1.3.3 Recommendations

Considering the results of the vulnerability mapping analysis and of the local economic assessment, the study is expected to:

- provide **tailored recommendations** to equip the most vulnerable Jordanian youth, women and Syrian refugees with **specific demand-driven skills** and ensure they have access to **decent employment opportunities in the economic sectors with highest potential of job creation**. The recommendations, based on the data-analysis should answer the following questions:
  - which are the employment prospects for the segment of the target groups identified in this specific governorate?

- which training courses are more suitable for the segment of the target groups identified in this specific governorate?
- provide **tailored recommendations** to ensure that the most vulnerable Jordanian youth, women and Syrian refugees have concrete chances **to create and/or accelerate their micro and/or small businesses in specific sectors**. The recommendations, based on the data-analysis could answer the following questions:
  - Which economic sectors are best suited to ensure that the segment of the target groups identified has concrete chances to create or accelerate a micro/small business?
  - What are the sector growth prospects in this specific area/governorate?

## 1.4 Expected deliverables

All documents shall be delivered in English language, one electronic soft copy, preferably in Microsoft Word format, where applicable.

Supporting documentation produced in the framework of this assignment including reports compiled and data collected should be delivered to the project for their records and future use.

**The required deliverables under the terms of reference are:**

<b>Deliverables/ Outputs</b>	<b>Estimated Duration to Complete</b>	<b>Review and Approvals Required</b>
Local economic assessment and vulnerability mapping analysis – <b>first draft</b>	20 days from contract signature	intervention technical team (IM:, IO:).
Local economic assessment and vulnerability mapping analysis – <b>final draft</b>	10 days from the approval of the first draft	intervention technical team (IM:, IO:).

### **Guidance on the required study's structure**

The study should be structured according to the following outline:

<b>Main sections</b>	<b>Description</b>
Index	list of the sections, paragraphs, figures etc. of the document with the correspondent page number where they may be found

Executive summary	<p>A concise, compelling synthesis of the report highlights. It must be informative, persuasive and capable of standing alone</p> <ul style="list-style-type: none"> <li>• Rationale</li> <li>• Main problems</li> <li>• Main recommendations</li> </ul>
Introduction	<ul style="list-style-type: none"> <li>• Aims and objectives</li> <li>• Rationale</li> <li>• Background of the study, main information from the ELP action</li> </ul>
Methodology	<p>Methods comprising information on how you found respondents, i.e. population and sample/ sampling procedures; data collection methods, i.e. surveying, interviewing and document analysis; and methods of analysis, i.e. statistical or thematic analysis</p> <ul style="list-style-type: none"> <li>• methods (techniques/procedures)</li> <li>• limitations</li> </ul>
Analysis and Findings	<p>Summative description of most significant data, their implication and significance</p> <ul style="list-style-type: none"> <li>• interpretation and meaning of findings</li> <li>• text, tables, graphs, charts, themes, quotes, etc.</li> </ul>
Conclusions and recommendations	<p>Solutions from the data-analysis/findings sections</p> <ul style="list-style-type: none"> <li>• Proposed solutions and implications</li> <li>• Action plan</li> </ul>
Bibliography/referencing	Sources of the study
Appendix (optional)	Additional information that is too detailed for the text but still relevant

## 1.5 Qualifications, experience and eligibility of the consultant(s)

The Institutions willing to apply shall include in their offer i) Expertise of Firm/ Consultant(s) submitting Proposal ii) the profile of the key personnel that will lead the research iii) methodology and work plan as per instructions.

### **Institutional requirements and qualifications:**

- I. Proven significant experience (at least 7 years) in leading research on Labour market and/or vulnerability mapping with policy recommendations;
- II. Proven institutional knowledge in the thematic areas of the assignment such as economics, human mobility, social protection, gender equality or gender inclusive economics;
- IV. Proven delivery of at least three successful contract with similar levels of complexity in the last five years;
- V. Relevant experience in research in the Arab States region, including in crisis contexts.

### **Qualification of key personnel**

The Institution will include in their offer a proposal regarding the team composition and structure. The requested team should have strong and proven research skill and a diversified expertise in the thematic areas identified by Enabel. Given the complexity of the topic, and the need to address the intersection of different sectors and dynamics to grant innovative and high-quality research, Enabel identifies two key figures that should be part of the team, leaving to the institution the choice on the other members to include, in order to ensure that the necessary expertise is provided.

#### **1. Team Leader and socio-economic expert**

##### **Academic background**

- Master's degree in economics, development economics, economic development, social science and Innovation (or other areas closely relevant to the present consultancy).

##### **Experience**

- Proven significant experience in socioeconomic research (10 years minimum) including quantitative research in Jordan;
- Previous experience in conducting research on forecasting and analysis of future economic trends and trends in industry;



- Previous experience in analysing trends in employment and self-employment creation, economic recovery;
- Demonstrated expertise in conducting or coordinating comprehensive gender analysis and/or vulnerability analysis, with a focus on identifying barriers to skills development, employment and entrepreneurship;
- Proven records of studies/desk-based reviews/ literature reviews in the related areas.
- Proven significant and relevant experience in supervision of research and research teams of diverse backgrounds;

### **Competencies**

- Excellent understanding of the functioning of Jordanian institutions, Systems & Local Employment Governance including: normative and national regulatory and policy framework regarding school-to work- transitions and decent employment in Jordan
- Strong networks and the necessary contacts in Jordan with relevant public entities, sectoral councils, employers, TVET providers and the relevant stakeholders;

### **Other competences and skills**

- Fluency in English in both speaking and writing (especially report-writing)
- Fluency in Arabic in both speaking and writing is considered an asset
- Excellent communication and interpersonal skills
- Adaptability, cultural-gender-age-religion-nationality sensitivity
- Adherence to Enabel's mission and values, including diversity, gender equality, non-discrimination
- Be free of and committed to avoid or disclose any conflict of interest.

## **2. Human mobility/social protection expert**

### **Academic background**

- Master's degree in social protection, social science, sociology, development studies, human mobility, migration and displacement, economics (or other areas closely relevant to the present consultancy).

### **Experience**

- Proven significant experience in socioeconomic research (10 years minimum) including qualitative research in Jordan;

- Demonstrated expertise in conducting or coordinating comprehensive vulnerability analysis and/or gender analysis, with a focus on identifying barriers to skills development, employment and entrepreneurship;
- Proven records of studies/desk-based reviews/ literature reviews in the related areas.

### **Competencies**

- Excellent understanding of the functioning of Jordanian institutions, Systems & Local Employment Governance including: normative and national regulatory and policy framework regarding decent employment, social protection and refugees' access to employment in Jordan;
- Strong networks and the necessary contacts in Jordan with relevant public entities, and stakeholders;

### **Other competences and skills**

- Fluency in English in both speaking and writing (especially report-writing)
- Fluency in Arabic in both speaking and writing is considered an asset
- Excellent communication and interpersonal skills
- Adaptability, cultural-gender-age-religion-nationality sensitivity
- Adherence to Enabel's mission and values, including diversity, gender equality, non-discrimination
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### **Methodology and work plan**

1. **Methodology:** preliminary assessment of the data available and a preliminary identification of knowledge gaps. The methodology should outline the objectives, preliminary research questions/sub questions (building on the ones suggested in the TORs), main methodological approach and regional coverage. The research should be based on secondary data and the methodology section should clearly indicate where it is expected to find relevant data. Either quantitative, qualitative, or mixed methods sources would be accepted. Primary research is not required but would be appreciated if possible. Any primary qualitative, quantitative or mixed method research shall be included in the research design.
2. **Work plan:** based on the methodology, a detailed project work plan covering all the activities, tasks, allotted human resources, duration, and schedule per task (chronogram) should be indicated. It should also include milestones and critical steps requiring input by ENABEL team.

3. **Timeframe/chronogram:** to be included in the work plan and detailed for each phase.  
At most, 30 days in total from the signature of the contract