

TERMS OF REFERENCE

CANADIAN GENDER EQUALITY ADVISOR

Launching Economic Achievement Program (LEAP) for Women in Jordan

CBIE in cooperation with Ryerson University and Humber College is seeking to engage a Gender Equality Advisor for the Inception phase of the project “Launching Economic Achievement Program” for women in Jordan. The Government of Canada provides funding for this Project.

Please send your curriculum vitae to: dcomerford@cbie.ca

Application deadline: March 31

PART 1: LEAP PROJECT CONTEXT AND FRAMEWORK FOR THE TERMS OF REFERENCE

Summary

Launching Economic Achievement Program (LEAP) for Women in Jordan will support women's empowerment for sustainable economic growth in Jordan. This will be achieved through programming that: 1) increases productivity and job opportunities generated by women entrepreneurs; and 2) reduces gender-specific barriers to women's entrepreneurship and to women entering into and remaining in the workforce.

The Canadian Bureau for International Education (CBIE) will lead a consortium with Ryerson University and Humber College providing technical and advisory services. In Jordan, INJAZ and the Business and Professional Women Association – Amman (BPWA) will facilitate relationships and coordinate activities with their network of business partners, education institutions and government bodies to deliver project components.

This Program will support women's empowerment for sustainable economic growth through programming that addresses the high unemployment rates among women and improves the enabling environment and culture regarding entrepreneurship and women's participation in the workforce. Project components will take place in Amman, Irbid, Zarqa, Karak, Aqaba, and Ma'an and will build on the existing network of education institutions and partnerships with government of the local partners INJAZ and BPWA.

A total of 21,430 people, mostly women and girls, will receive support to enhance women's economic participation in Jordan (a breakdown of the beneficiaries is provided below).

Project Goal

The overall goal of the LEAP project is increased women's empowerment for sustainable economic growth.

Project Intermediate Outcomes

1. Increased productivity and job opportunities generated by women entrepreneurs
2. Reduced gender-specific barriers to women's entrepreneurship and to women entering and remaining in the workforce.

Phases of the Project

The LEAP Project consists of two phases: an Inception Phase (March 2017 –May 2017), and an Implementation Phase (June 2017 - January 2021). The purpose of the Design Phase of the LEAP Project is to develop a Project Implementation Plan (PIP) and Annual Work Plan (AWP). The PIP is intended to serve as a comprehensive, practical, operational plan for the subsequent project implementation phase. The document will include a detailed description of the Project, a description of expected results, a management plan, an outline of the methods and means to be used to implement the Project, a schedule for the implementation of project activities, reporting requirements for the Project and the identification of necessary project resources.

As part of the project Design Phase, CBIE will be organizing an Inception Mission to Jordan for LEAP project team (CBIE and its partners) anticipated for the last week of April 2017. The purpose of the inception mission is to establish a working relationship with the project partners and continue to build the relationship between the Canadian and Jordanian project management teams, discuss development of key components of LEAP's Project Implementation Plan, assess and validate the Logic Model and Performance Measurement Framework, initiate contact with bilateral and multilateral donors to identify opportunities for collaboration and partnership.

Following the approval of the Project Implementation Plan (PIP) by DFATD, the project is expected to enter into an Implementation Phase.

PART 2: SCOPE AND FOCUS OF ASSIGNMENT

Within the duration of the assignment, the Gender Equality Advisor (Consultant) is expected to undertake **a gender analysis in order to effectively mainstream gender into the design and formulation of the project**. Specifically, under direct supervision and guidance of the Project Director and in close collaboration with other partners and the industry/sector experts.

The consultant is expected to have in-depth knowledge, experience and understanding of gender equality issues within countries in the MENA region. She/he can demonstrate experience in key roles as a gender equality consultant with multilateral and bilateral funded projects especially DFATD-funded initiatives. Experience in gender-related assignments in Jordan is an asset.

The consultant is expected to have developed expertise in the area of integrating gender equality aspects into economic development, capacity building and women empowerment projects with a

unique capacity to research, assess and analyze gender/diversity considerations at all levels of the project phases and within all key components of the project.

In support of the Design Phase, the LEAP Gender Equality Advisor will:

- Prepare for and participate in a one-week inception mission to Amman, Jordan with the broader LEAP project team to discuss the goals and objectives of the project with relevant Jordanian authorities, and conduct working group meetings with key project partners to discuss and validate the project's Logic Model and Performance Measurement Framework;
- Within the framework of the inception mission, collect detailed information related to gender and other equality aspects of women empowerment projects to feed into the development of the Project Implementation Plan (PIP) and Baseline Study Report;
- Based on findings of the inception mission and gender baseline data, collaborate with the project team to develop a **gender equality strategy** for LEAP's project aimed at integrating gender considerations into overall LEAP project design. The gender equality strategy will represent a key component of the LEAP's PIP and will be based upon anticipated project outcomes and gender baseline data for the LEAP.

PART 3: ROLE OF CBIE

In support of the Consultant's assignment, CBIE and LEAP partners in Canada and Jordan, shall assume the following responsibilities:

- Provision of ongoing advice and direction to the Consultant related to the structure and definition of expected results;
 - Flight arrangements;
 - Logistical arrangements in Jordan (including accommodation and local transportation); and
 - Arrangement and participation in all meetings related to missions to Jordan.
1. accommodation costs. Expenses shall be reimbursed according to the current per diem rates set out in the guidelines of the Treasury Board of Canada.

All other expenses not identified above must be approved in advance by CBIE. The Consultant is responsible for purchasing health insurance coverage while abroad and must forward a copy of the insurance policy to CBIE prior to any travel abroad.

CBIE may make an advance on mission expenses upon request from the Consultant, including a detailed breakdown of anticipated expenses.