

Gender Assessment in Jordan

Terms of Reference

Danmission
October 2021

Danmission is a faith-based Christian development organization based in Denmark with 200 years of history. Its overall programmatic vision is a world with “Sustainable existence and Peaceful coexistence” – a world people can *live in* and *together*. The vision is based on a holistic worldview where people and nature co-exist in a sustainable way. Danmission works together with its partners to ensure that people are seen and treated with respect as sovereign actors in their own right and with agency over their own lives. As a Christian organization Danmission believes in the intrinsic value of all human beings as created in the image of God and therefore sees it as imperative to work for the promotion and protection of all human rights of all individuals and groups through a rights-based approach to development.

Danmission works with and through partners in Cambodia, the MENA region, Myanmar, and Tanzania.

2. BACKGROUND OF THE STUDY

In 2021, Danmission adopted a new programme strategy. The strategy stipulates that Danmission will realise its vision of “Sustainable existence and Peaceful co-existence” through three thematic themes with a set of interrelated intervention areas:

Theme I: Contextual theology for faith and social action Strengthening faith, hope, and resilience – and stewardship and social action for sustainable development	Strengthen theological centres to be catalysts for faith and social action
	Promote freedom of religion and belief; assembly & association, and strengthen civil society
Theme II: Dialogue and peacebuilding Strengthening inclusive and just community building, and promoting peaceful conflict management	Strengthen interfaith and intercultural dialogue and action
	Strengthen faith-based peacebuilding, mediation, and conflict management
Theme III: Sustainable, just, and equitable stewardship Strengthening local communities to access, use and protect natural resources, to reduce poverty, and to	Enhance theological and spiritual based responses to poverty and natural resource scarcity
	Strengthen sustainable, just, and equitable access to and use of natural resources

enhance sustainability for people and planet.	Manage natural resource conflicts
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Danmission’s strategy also highlights human rights and equal treatment, including gender equality as strategic priorities. As a Christian organisation, Danmission believes in the intrinsic value of all human beings as created in the image of God. For this reason, Danmission promotes human rights for all individuals and groups and is committed to working with a rights-based approach within the framework of PANEL+ (Participation, Accountability, Non-discrimination, Empowerment & Linkage to human rights – and gender mainstreamed). Gender equality – the relation between men and women in accessing their rights and participating equally is therefore important to Danmission as it is imperative that both men and women contribute to the promotion of human rights and the common good.

Besides being a strategic priority in Danmission, gender equality is also an intrinsic priority area for the Danish Ministry of Foreign Affairs’ (MFA). Danmission receives funds to support its programmes from the MFA through, among others, the Danish Arab Partnership (DAPP) and Strategic Partnership (SPa) programmes. The MFA stresses that “[g]ender Equality is a high priority and a crosscutting theme in DAPP(..).Gender equality in DAPP goes beyond quantitative objectives such as equality in representation and parity in numbers. DAPP aims at achieving transformative gender changes with a focus on challenging gender stereotypes, male roles, and masculinities.” 1

3. OBJECTIVE OF THE GENDER ANALYSIS

To realise the strategy, regional/country programmes have been developed for the MENA region and for Cambodia, Myanmar, and Tanzania, identifying gaps in context and problem analysis. An across-cutting gap that is identified in the regional and country programmes is Danmission’s lack of *comprehensive context-dependent gender and equal treatment analysis* in relation to the stipulated thematic areas in its strategy.

The objective of a gender analysis is to ensure that Danmission and its partners’ work is based on a thorough and context-dependent analysis that provides the best possible baseline to develop and secure capacity to address relevant gender gap issues in the geographic areas Danmission’s partners operate in Jordan.

The purpose of the analysis is to identify:

- Gaps in capacity to address and include gender,
- Context-dependent issues that hinder gender equality,
- The role of religious authorities in relation to changes in gender perspective/stereotypes
- Identify strategic initiatives that can contribute to transformative gender change and to Danmission’s and its partners’ gender mainstreaming efforts.

4. SCOPE OF THE GENDER ANALYSIS

The gender analysis in Jordan must be done within the context of Danmission's three thematic areas and related interventions in the geographical areas Danmission and its partner work in Jordan. These are:

- Amman
- Zarqa
- Balqa (Salt)

¹ MFA final synthesis report: Gender Workshops Jordan and Tunisia, 2019, page 3

- Jarash
- Karak
- Irbid
- Madaba
- Mafraq
- Ajloun
- Tafilah
- Ma'an
- Aqaba

The analysis is expected to include:

- Danmission's partners working in Jordan
- Local faith-based community-based organisations, churches, and educational institutions
- Local non-denominational community-based organisations, media
- Relevant duty-bearers (public authorities, and public institutions).
- Right-holders, i.e., internally displaced people
- Organisations/institutions working with natural resource management (if any)
- Gender related institutions and organisations
- INGOs operating in the targeted areas

General data collection and mapping questions:

- Legislation: Are there national legislation that influence the promotion of gender equality in the geographical areas concerned? Does the Jordanian Constitution and legislation address the nondiscrimination principle regarding gender? Are there any national/local equal treatment legislation/policies in Jordan? Are there national/local mechanisms to protect against discrimination based on gender? Are there bylaws or policies on national, governorate and local levels regarding gender (women) equality/opportunities? Strengths and disadvantages of the Jordanian Personal Status Law and the way it influences the gender perspectives of men and women including religious and political actors, youth, and representatives of educational institutions, etc.

- Stakeholder analysis (duty bearers): Mapping of duty bearers who have direct or indirect responsibilities to protect and promote gender equality. What is the duty bearer's perception of gender equality/ gender equal opportunities? Do the duty bearers know of CEDAW and SDG 5 and other gender mechanisms? If yes, do they consider it in their field of work? How? Are the duty bearers aware of international, national legislation/policies regarding non-discrimination and gender equality? How do duty bearers perceive the role of legislation and policies in promoting and protecting gender equality/opportunities? How do duty bearers see their own role in promoting and protecting gender equality/ gender equal opportunities in the society? Are gender equality/ gender equal opportunities an issue in the Jordanian society? If yes, for whom, where, when why and how? If no, why? Does the authority/institution perceive a need to promote gender equality in their own structures? If yes, why, and do they have the human, financial and technical capacity? In the opinion of the duty bearers what is best way of promoting and protecting gender equality/ gender equal opportunities?
- Stakeholder analysis (civil society, CBO's): Mapping of civil society on national and local level, who work with promotion and protection of gender equality. How do organisations understand the concept of gender equality? How is the gender-disaggregated data perceived by the different stakeholders? Is the data useful and reliable? Where do the stakeholders see a need for more data on gender? And how do they believe the data can be collected reliably? How do civil society actors perceive national legislation in protecting against gender inequalities and the promotion of gender opportunities? Are there gaps in legislation? Policies regarding gender equality? Is gender equality/ gender equal treatment an issue in the targeted areas? Do organisations know the Jordanian international commitments to promote gender equality? Knowledge of SDG 5? How do they incorporate i.e., CEDAW commitments and SDG 5 in their organisations and in their work? Is the work visible? Where are the main barriers or gaps for gender equality? Are there differences between urban and rural areas? What influence do Jordanian religious and educational institutions have on gender equality? And the production of gender norms and narratives? What are the necessary actions/interventions to close the gender gap, promote and protect gender equality in Jordan? What are the barriers to implementing the necessary actions/interventions? What role do the organisations themselves have in advocating for the promotion and protection of gender equality? Do they have human resources, finances, and technical capacity?

Contextually – dependent questions:

Theme 1: Contextual Theology for Faith and Social Action:

- How do the theological environments (theological educational institutions and universities) understand gender equality? Do they have specific gender programmes/ activities?

- What principles from religion and tradition guide the role of men and women in the respective communities? How do religious leaders evaluate these principles?
- What religious and traditional principles hinder gender equality in the community and how might they be overcome?
- What role do the theological environments and religious leaders see themselves have, in protecting and promoting gender equality in the communities they serve?

Theme II: Dialogue and Peacebuilding

- What role does (or should) gender play in strengthening an inclusive and just community building, and in promotion of peaceful conflict management?
- How is the gender perspective included in relation to peacebuilding, dialogue, prevention of religious extremism and fostering social cohesion?
- What are the barriers for including a gender perspective in peacebuilding, dialogue, prevention of religious extremism and fostering social cohesion?

Theme III: Sustainable, just, and equitable stewardships

- What role does (or should) gender play in strengthening local communities in accessing, utilizing, and protecting natural resources?
- What role does (or should) gender play for local communities in enhancing environmental sustainability?
- How aware are the local natural resource organisations/institutions of including the gender perspective in their work? Do they include SDG 5 in activities?

5. Key tasks and outputs I.

Inception note

- II. Mapping of basic demographics including gender-disaggregated data in different sectors (health, education, labour market, economy, politics, religious institutions, etc) using international, national, and local reliable statistics sources that are relevant for the geographical areas Danmission's partner operate in and that are relevant for the three thematic areas.
- III. Conduct a desk review of existing knowledge, data and review of national and local legislation and policies affect gender equality relevant within the three thematic areas and relevant for the geographical areas Danmission's partner operate in.
- IV. Mapping of relevant stakeholders and duty bearers, civil society organisations, CBO's, faith-based organisations, and educational organisations relevant for the geographical areas Danmission's partner operates in.
- V. Consultation with stakeholders relevant for the geographical areas Danmission's partner operate in.
- VI. Conduct a gender analysis of the collected data and generate a report with the identified gaps and recommendations that are relevant for the geographical areas Danmission's partner operate in and that

will contribute to contextually - dependent transformative gender change. The report must include annexes with the questionnaires applied, list of respondents and participants.

6. Methodology

The methodology is to consist of a literature review, a gender gaps analysis, a mapping of stakeholders, and quantitative and qualitative analysis of relevant themes preferably with a rights-based approach using the PANEL+ (Participation, Accountability, Non-Discrimination, Empowerment and Linkage to legislation and human rights and gender mainstreamed).

The consultations should involve semi-structured consultations and/or focus group discussions of a representative number of stakeholders and geographically representative.

Selection criteria

The criteria for selection should be based on exposure, gender, age, and population target groups and should be well detailed.

Tools

Tools are to be developed in a very sensitive and culturally appropriate manner to meet the level of comprehension of the target groups. All interview guides should be approved by the reference group.

Data collection, management, and analysis

The consultant is responsible for data management, including data collection and analysis concerning the confidentiality principles and EU data protection legislation (GDPR).

The consultant is expected to travel to Jordan to collect the data or has a team that works in Jordan. The consultant will refer directly to Danmission.

Data Interpretation

The consultant is expected to present, at an *interpretation workshop* the main quantitative and qualitative findings and reflect on the lessons learned and recommendations on how to consider a transformational approach to the streamline of gender equality in light of future programming.

7. Ethical and other Considerations

Informed Consent

All interviewers/enumerators are to be trained by the consultant on interviewing skills, survey administration, and ethical guidance on data collection especially with high-level leaders and ensuring informed consent. They should also be trained in managing possible respondent reactions. Enumerators will be using a common script to introduce themselves and explain the purpose of the study, the confidentiality of the answers, and the

voluntary participation in the study. The same process applies as well for the qualitative component whereby the purpose of the meeting and ensuring confidentiality of discussions and ideas shared are explained to FGDs and KIIs participants.

Confidentiality and Anonymity

Anonymous IDs should be assigned to surveys to ensure the confidentiality of reporting. Respondents' names will not be mentioned in the survey.

Cultural and gender sensitivity

Cultural and gender sensitivity will be taken into account through specific and simple measures such as: ensuring that male interviewers do not interview female respondents (hence having a male and female pair of enumerators), especially among the most conservative communities; ensuring that questions asked are not harmful and that the wording of the questions is appropriate.

Safety and security of the consultancy team and participants

The study team is to adopt relevant safety and security measures as advised by Danmission and its partner, with special emphasis on the national guidelines on the prevention of the spread of COVID19.

8. Deliverables

The expected deliverables throughout the process include:

1. An inception report, including at least:
 - a. Validated, tested and translated data collection tools,
 - b. Data collection updated plan and timeline,
 - c. An elaboration of the RBA and PANEL+ approach applied by the consultant,
 - d. Hard copies of the questionnaires (if hard copies) and/or raw cleaned data (if on tablets) in annexes,
 - e. Data analysis plan and timeline,
 - f. Budget breakdown.

2. A narrative report answering the objectives of the consultations, and include the following:
 - a. Datasets (should be delivered in an excel database structure)
 - b. Qualitative data analysis spreadsheets
 - c. List of interviewed respondents
 - d. 2-page summary factsheet (in English and Arabic)
 - e. Infographics based on the results that can be published online and on SOME.
 - f. The report must be structured in line with the RBA framework and the five PANEL principles.

3. Dissemination workshop (possibly online) for partners in the project, including:
 - a. PowerPoint presentation of the findings
 - b. Special focus on learning aspects of the findings in the report

All collected data is legally owned by Danmission and the consultant is expected to hand over all data sets. The consultant shall maintain in confidence and protect all information provided to him/her by the consortium partners, employees, and beneficiaries. The consultant may only disclose the extent necessary to perform the baseline.

9. QUALIFICATIONS OF THE CONSULTANT

The consultant should have the following competencies and experience:

- Ability to travel to Jordan
- Have a degree in either Gender, Social Work, Anthropology, Economics or a related field,
- Exposed to the Human Rights-based approach and its principles,
- Minimum of five years of consulting experience including collecting primary data and fieldwork,
- Minimum of three years of experience in equality issues,
- Demonstrated ability to write high quality, methodologically sound, analytical papers in English,
- Solid communication skills and sensitivity to the target groups,
- Ability and experience to hold appropriate conversations with senior officials of the government and social partners,
- Ability to conduct explorative and qualitative (semi-structured dialogue) interviews in local communities,
- Ability and experience in working within an HRBA framework, • Ability to speak and write Levantine Arabic fluently,
- Ability to speak and write English fluently.

10. BUDGET

The fees will include the development of tools and testing, travels, transportation, logistics and accommodation fees identified by the consultant, recruitment of data entry clerks, as well as quantitative and qualitative data collection, data entry, analysis, translation fees and report writing, and revision based on feedback received. A detailed budget breakdown needs to be submitted by the consultant.

11. DURATION OF CONSULTANCY AND APPLICATION

- 30 working day (January – April 2022)
- Application and selection process November and December 2021

- Deadline for inception note 15 January 2022
- First Draft report 1 April 2022
- Final submission 15 April 2022

Bids should include a detailed proposed work-schedule including specific tasks and should also incorporate a financial proposal. Candidates are expected to state how much time they will need to start the assignment and how much time they need to conduct every task. Selected candidates are also expected to abide by the deadlines and the conditions for deadlines specified within the contract.

Interested are required to send in their applications to tender-mena@danmission.dk no later than 16.00 hours GMT on 1st of November 2021 including a motivation letter, and a *detailed Technical and Financial Bid* along with the following documents:

- Curriculum vitae and/or resume,
- Proposed work-schedule, and a breakdown of budget for the consultancy
- The names and addresses (including telephone and e-mail) of two non-related references,
- Sample of previous work (reports related to the topic).