

ToR

SERVICE PROVIDER ASSIGNMENT

Employment Impact Assessment and Labour Market Research for Renewable Energy in Jordan

Assignment	Conducting Renewable Energy Policy Analysis, Employment Impact Assessment, and Stakeholder Dialogue in Jordan
Country	Jordan
Assignment Duration	14 days
Submission Deadline	29 September 2026
Submission To	info@edama.jo

1. About EDAMA

EDAMA, which in Arabic means “sustainability”, is a Jordanian NGO established in 2009. As a business association, EDAMA cultivates an environment in which innovative solutions for energy and water independence and environmental conservation emerge.

Advancing Jordan’s movement towards a green economy is an ambitious and priority goal. Achieving it requires robust knowledge hubs, multi-stakeholder dialogue avenues, and private-sector mobilisation. EDAMA’s niche lies in providing a platform agile and inclusive enough to involve a large number of public, private, and NGO sector representatives. Together, these key players discuss and shape the future development of the Energy, Water, and Environment (EWE) sectors in Jordan.

2. Assignment Objectives

The overall objective of this assignment is to conduct renewable energy policy analysis, employment impact assessment, and stakeholder dialogue to inform evidence-based policy discussions on solar PV and battery storage deployment in Jordan, with a particular focus on enterprise competitiveness, investment viability, and green job creation.

The specific objectives are to:

- Assess the employment potential of Jordan's renewable energy sector by estimating direct, indirect, and spill-over job creation under different growth scenarios, identifying current and future skills requirements, and examining the potential for decent work outcomes, including inclusion of Syrian refugees and women.

- Develop a set of renewable energy policy and market scenarios, grounded in Jordan's current regulatory and tariff environment, that provide the analytical basis for estimating employment opportunities and impacts under the Employment Impact Assessment.
- Formulate practical, evidence-based policy recommendations, informed by structured stakeholder dialogue, that strengthen the enabling environment for renewable energy deployment, enhance enterprise competitiveness, and promote decent green job creation for both Jordanians and Syrians residing in Jordan.

3. Tasks Performed by The Service Provider

The service provider (consultant) shall carry out the following components of work.

A.1 Employment impact assessment

Estimate potential job creation associated with different renewable energy sector growth scenarios, covering direct, indirect, and spill-over employment effects, and identifying key skills requirements.

- Direct employment in solar PV and battery system design, installation, operation, maintenance, manufacturing, or assembly where applicable.
- Indirect employment across supply chains, logistics, distribution, engineering services, financing, and maintenance services.
- Spill-over employment effects in sectors benefiting from lower and more stable energy costs.
- Current and future skills demand through technical, engineering, managerial, and operational occupations.
- Potential skills gaps and recommendations for workforce development and just transition considerations, including an overview of working conditions in the renewable energy sector such as occupational safety and health, employment arrangements, job stability, informality, and wages where data is available.
- Potential for increased employment and inclusion of Syrian refugees, and women.

A.2 Scenario Development for Employment Impact Assessment:

The consultant shall develop the renewable energy policy and market scenarios (including, at minimum, a business-as-usual trajectory, a policy-adjustment scenario, an accelerated renewable energy deployment scenario) required to estimate employment opportunities and impacts. These scenarios shall be grounded in the current regulatory and tariff environment and shall be submitted for review and clearance prior to use.

A.3 Stakeholder Engagement and Policy Dialogue

The consultant shall organise structured stakeholder engagement activities throughout the assignment to validate findings, gather primary input for the employment impact assessment, and support uptake of the policy recommendations. Engagement shall be neutral, inclusive, and technically focused. Any consultations or outreach must be done only with prior approval from the Contracting Authority.

The stakeholder engagement process shall include, as relevant:

- Structured surveys and/or interviews with selected energy-intensive enterprises and renewable energy developers to gather data on current and anticipated employment, skills needs, and working

conditions relevant to the employment impact assessment. Survey and interview tools shall be submitted to the Contracting Authority for review prior to use.

- Consultations with employers' organizations, workers' organizations (trade unions), and relevant sectoral associations to validate employment findings and gather input on decent work and just transition considerations.
- Engagement with relevant public institutions and labour market actors responsible for employment policy, skills development, and workforce planning.
- Consultations with stakeholders relevant to the inclusion of Syrian refugees and women in the renewable energy workforce, including relevant civil society or specialized organizations where appropriate.

The consultant shall prepare agendas, participant lists, facilitation notes, presentation materials, meeting minutes, and consultation summaries for all formal stakeholder engagement activities.

A.4 Policy Recommendations

The research will culminate in a set of evidence-based policy recommendations aimed at:

Maximising employment generation in the renewable energy industry; recommending policies that promote job creation across the solar PV value chain, including support for local content development, skills development programmes, and alignment with just transition principles.

B. Monitoring, Evaluation, Data Management, and Quality Assurance

Establish and maintain a monitoring and quality assurance system to track implementation progress, deliverable completion, stakeholder engagement, and evidence quality.

B.1 M&E objectives

- Track implementation progress against the approved workplan and deliverables.
- Ensure that findings and recommendations are supported by evidence.
- Generate lessons learned and practical recommendations for policy dialogue and future market systems interventions.

B.2 Data collection and management

- Use data collection tools agreed with the Contracting Authority prior to implementation.
- Securely archive survey data, interview notes, attendance sheets, consultation documentation, and primary evidence.
- Ensure that sensitive information and institutional inputs are treated confidentially.
- Disaggregate data where relevant by stakeholder type, sector, enterprise size, location, and gender, where applicable and feasible.
- Ensure compliance with the Contracting Authority data protection, confidentiality, and ethical research standards.

B.3 Quality assurance

- Submit all major tools, methodologies, and deliverables to the Contracting Authority for review and clearance.
- Clearly reference data sources and assumptions used in policy, feasibility, scenario, and employment analyses.
- Ensure that recommendations are technically sound, feasible, and clearly linked to findings.

- Hold periodic progress meetings with the Contracting Authority to discuss progress, risks, and necessary adjustments.

C. Communication, Visibility, and Dissemination

Prepare communication and dissemination materials related to the assignment in coordination with the Contracting Authority. All visibility and communication products shall follow the Contracting Authority visibility requirements and shall be reviewed by the Contracting Authority prior to publication or dissemination.

- Presentation materials for consultations and the high-level policy event.
- A concise policy brief or executive summary highlighting key findings and recommendations.
- Documentation of stakeholder events, including attendance sheets and summaries.
- Final dissemination package, including final report, presentation, and policy recommendations.

4. Deliverables and Timeline

Deliverables Schedule (17 Weeks).

Deliverable	Deliverable Package and Minimum Evidence Required	Weeks
D1: Mobilization and Inception Report	• D1.1 Inception report outlining the proposed methodology, workplan, data sources, and scenario logic. • D1.2 Scenario framework note/report (business-as-usual, policy-adjustment, accelerated deployment) and stakeholder engagement plan, both submitted for Contracting Authority review and clearance.	Week 1-4
D2: Data Collection, Analysis, and Drafting	• D2.1 Employment impact assessment findings (direct, indirect, and spill-over job estimates, skills demand/gap analysis, working conditions overview, and inclusion analysis). • D2.2 Stakeholder Engagement Report (consultation methodology, tools, agendas, participant lists, meeting minutes, and summary of findings validating the employment impact assessment). • D2.3 Draft policy recommendations report and draft employment final report, incorporating consultation inputs, submitted for Contracting Authority comment.	Week 4-15
D3: Final Report and Closure Package	• D3.1 Final report incorporating feedback from the Contracting Authority and stakeholders.	Week 15-17

Reporting Schedule

Report	Report Name	Report Description	Timeline
Report 1	Inception Report	Outlines the proposed methodology, workplan, data sources, and scenario logic.	End of week 4
Report 2	Scenario Framework Note	Presents the business-as-usual, policy-adjustment, and accelerated deployment scenarios; submitted with the stakeholder engagement plan for Contracting Authority review and clearance.	End of week 4
Report 3	Employment Impact Assessment Findings	Presents direct, indirect, and spill-over employment estimates, skills demand/gap analysis, working conditions overview, and inclusion analysis (refugees and women).	End of week 10
Report 4	Stakeholder Engagement Report	Consolidated report with consultation methodology, tools, agendas, participant lists, minutes, and summary of findings from all stakeholder engagement activities	End of week 15
Report 5	Draft Policy Recommendations Report	Sets out preliminary evidence-based recommendations for maximising employment generation, incorporating stakeholder consultation inputs.	End of week 15
Report 6	Draft Final Report	Consolidates the employment impact assessment and policy recommendations into a single draft report for Contracting Authority comment.	End of week 17
Report 7	Final Report	Incorporates Contracting Authority and stakeholder feedback into the final employment impact assessment and policy recommendations.	End of week 17

5. Experience, Skills, and General Requirements

- At least 15 years of professional experience working on labour market analysis, employment policy, or decent work-related topics.
- Education: Advanced postgraduate degree (Master's or PhD) in Labour Economics, Economics, Social Sciences, Public Policy, International Affairs, Development Studies, or a related field.
- Demonstrated experience conducting employment impact assessments, including estimation of direct, indirect, and induced/spill-over employment effects.
- Prior experience working on labour market issues in Jordan or the broader MENA region, including familiarity with the Jordanian labour market, informality, and workforce dynamics.
- Experience working on refugee employment, livelihoods, or inclusion — ideally specific to Syrian refugees in Jordan.

- Experience with gender-responsive labour market analysis and women's economic participation.
- Experience conducting skills-gap assessments and workforce development/training needs analysis.
- Prior engagement with the ILO, UN agencies, or other international/donor-funded programmes on employment or decent work topics.
- Experience engaging with employers' organizations, workers' organizations (trade unions), and tripartite social dialogue structures.
- Familiarity with just transition principles and green jobs/green economy employment frameworks.
- Strong quantitative skills for labour market/employment modelling and scenario-based estimation.
- Excellent report writing and policy brief drafting skills in both English and Arabic.
- Experience designing and conducting stakeholder surveys/interviews with enterprises, workers, and public institutions.
- Track record of facilitating stakeholder consultations, workshops, or policy dialogue events.
- The consultant shall demonstrate relevant prior experience in labour market analysis, employment impact assessment methodologies, skills-gap and workforce demand assessment, research and scenario building, and decent work/just transition research, including a track record of engagement with employers' organizations, workers' organizations, and labour market institutions. Experience with refugee-inclusive or gender-inclusive employment research, renewable energy, and green jobs are considered an advantage. All tools, reports, and presentations shall be submitted in editable format.

Reporting Requirements

- The final report shall cover the entire implementation period and include annexes documenting methodology, tools used, assumptions, and supporting evidence in both languages (Arabic & English).
- The consultant shall implement the assignment under the direct supervision of the Contracting Authority team. All technical deliverables, methodologies, data collection tools, reports, and final outputs shall be reviewed and cleared by the Contracting Authority.
- The consultant shall be responsible for all logistical arrangements required for implementation, including meetings, interviews, surveys, transport, data collection, and documentation, unless otherwise agreed in writing with the Contracting Authority.
- The consultant shall coordinate closely with the Contracting Authority throughout implementation and shall not communicate findings, recommendations, or policy positions externally without prior clearance from the Contracting Authority.
- Regular meetings with the Contracting Authority will be held to ensure communication, technical alignment, and progress updates.
- All data and information received from the Contracting Authority, and all information collected from stakeholders, shall be treated confidentially and used only for the execution of this assignment. Contents may not be disclosed to third parties without expressing prior written authorization of the Contracting Authority.
- All intellectual property rights arising from the execution of this assignment are assigned to the Contracting Authority, unless otherwise agreed in writing. Final outputs, datasets, tools, and materials must be provided in editable formats, with any third-party materials properly referenced and legally permissible for use.

6. Submission Requirements

Interested consultants shall submit both a technical proposal and a financial proposal. Both documents must be **submitted by email ONLY to info@edama.jo** no later than **29 September 2026**. Proposals received after the deadline, or submitted through any other channel, will not be considered.

- **Technical proposal** shall include the consultant's understanding of the assignment, proposed methodology, work plan, and relevant qualifications and experience.
- **Financial proposal** shall include a detailed cost breakdown covering professional fees, and any other applicable costs, in line with the deliverables and timeline set out in this ToR.