



TERMS OF REFERENCE

Najahna Baseline: Academic Article Publication

About Plan International

Plan International strives to advance children’s rights and equality for girls all over the world. As an independent development and humanitarian organisation, we work alongside children, young people, our supporters and partners to tackle the root causes of the challenges facing girls and all vulnerable children. We support children’s rights from birth until they reach adulthood and enable children to prepare for and respond to crises and adversity. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge. For over 80 years we have been building powerful partnerships for children, and we are active in over 75 countries.

Objective

Produce an academic article that is published by a reputable, peer-reviewed journal based on partner-validated Najahna baseline report and data.

Context

Project Information	
Consortium lead	Plan Børnefonden (Plan International in Denmark)
Project countries	Jordan
Intervention areas	Amman governorate, Mafraq governorate, Za’atari Refugee Camp, Irbid governorate, Zarqa governorate, Azraq Refugee Camp
Project timeframe	Jan 1 2022 – Dec 31 2026
Consortium members	Norwegian Refugee Council (NRC), Dansk Industri (DI), Royal Health Awareness Society (RHAS), Plan International Jordan
Main donor	Novo Nordisk Fonden

The Najahna (‘Our Success’ in Arabic) programme has the overall objective to empower 48,000 adolescent and young Syrian refugees and other conflict-affected youth in Jordan, especially adolescent girls, and young women, to become economic, social viable actors in an inclusive, healthy

protective and gender responsive environment. To get to the heart of the issue, the programme targets different barriers that young people face from the systems level, with a weak educational system and a restrictive legal and policy environment for refugees, to the societal level harmful social norms, practices and traditions that stand in the way of young women's economic empowerment, and finally, the skills and capacities that young people need at an individual level.

- Specific Objective 1: Adolescent and young Syrian refugees and other conflict-affected youth, especially adolescent girls, and young women, have access to and complete quality secondary education¹ (formal and non-formal); works to strengthen the education system to ensure that all youth have equal access to, and graduate with relevant skills to entering the job market and finding decent work.
- Specific Objective 2: Young Syrian refugees and other conflict-affected youth, especially young women, are economically empowered, by enhanced and equal access to decent employment/self-employment, allowing them to actively engage in the Jordanian economy and labor market; works with the private sector and education institutions to provide supply and demand side solutions to youth unemployment in Jordan, enabling both refugees and Jordanians' transition to economic empowerment.
- Specific Objective 3: Adolescent Young Syrian refugees and other conflict-affected youth, especially young women, and adolescent girls, have access to youth friendly services, including quality SRHR and GBV services, and are empowered to challenge social norms; underpins the achievement of the first two objectives by establishing an enabling environment for young Syrian refugees and other conflict-affected youth, especially adolescent girls and young women, to become active citizens and enact positive changes in their communities.

While firmly anchored in the local context, Najahna introduces four signature approaches which draw on global best practices to bring about transformative, system change. First, the programme's gender transformative approach will advance gender equality in Jordan by redressing harmful gender norms and roles to support girls and women in making informed choices, and becoming economically empowered, and active agents in reshaping unequal gender and power relations. While challenging prevailing negative gender norms is a sensitive and difficult issue, Plan will rely on its' proven experience in transforming perceptions around gender and gender roles to create positive change. Second, evidence, research, and learning are a key component of the programme's adaptive approach, and critical to ensuring that all interventions take a point of departure in the context, based on what works. Recognizing the role of other actors, evidence-based data and analysis will be shared with duty-bearers, policymakers, donors and implementing actors for inspiration and knowledge building. Third, private sector organizations play a vital role in society in securing stable and flexible labor markets. The programme therefore builds linkages between the private sector stakeholders and social partners such as trade unions and education institutions to find solutions that integrate refugees and vulnerable groups into the labor market while also supporting job growth and entrepreneurship within certain sectors. Fourth, Plan's Youth Economic Empowerment (YEE) Pathways is a step-by-step approach offering a unique approach to preparing

and transitioning young people into the world of work, including the most vulnerable and marginalized.

Rationale

We would like to produce a peer-reviewed published article that will contribute to furthering Najahna's Communications and Advocacy Strategy and strengthen Najahna's and Plan International's role as a knowledge partner to implementers and funders in this area of work.

Deliverables and Timeline

1. One article focused on economic empowerment and drawing on Najahna's baseline data and report submitted to at least one reputable journal for publication
 - a. Share papers abstract including proposed research questions with PMU and DNO for comments.
 - b. Reorganize baseline report materials into academic paper format (structure, methodology, findings, statistical tables, etc.).
 - c. Positioning the research in relation to literature and state of the art in the topic (including refreshing literature review).
 - d. Incorporate findings from validation workshop into the paper.
 - e. Produce new econometric estimations as required to complete the paper.
 - f. Present paper in the Human Development and Capability Association Conference in Sofia, Bulgaria; gather feedback from conference participants.
 - g. Incorporate feedback from the conference into final working paper to be published in the HDCA website. To be submitted by September 2023.
 - h. Submit final paper to international peer review journal, by October 2023
 - i. Produce inputs into a short policy brief elaborated by Plan International.

Selection Criteria

1. Demonstrated experience of lead researcher in conducting econometric analysis, with references to papers
2. Demonstrated experience of lead researcher in publishing peer-reviewed journal articles, book chapters and policy reports, with references
3. Technical training in quantitative methods of lead researcher, including multi-variate, inferential statistics
4. Significant experience of lead researcher working with NGOs and international agencies
5. Prior knowledge and understanding of the Najahna programme and Jordan context would be an asset
6. Proposal covers the deliverables and timeline
7. Proficiency in English (required)

Budget

120,000 Danish Kroner (DKK)

Application Deadline and Process

Deadline for submission is August 25, 2023 at 17:00 Copenhagen time to andrew.christensen@planbornefonden.dk

Questions can be sent to andrew.christensen@planbornefonden.dk up until August 23 and answers will be publicly available [here](#).

Application should not be more than 5 pages in length, but should include links to published references.

Clean data with script files will be made available to the consultant upon bid approval.