



## Terms of Reference

### General Information

<b>Project</b>	:	Skills4Work- “Improving Resilience of refugee and Host Population in Jordan through Development of Livelihood Skills and Opportunities”
<b>Activity Title</b>	:	Purchasing of Safety Equipment
<b>ToR Number (Please refer to it when applying)</b>	:	S4W-MSME-TOR-009-B
<b>Location</b>	:	Amman – Jordan
<b>Date of Announcemen</b>	:	09/12/2025

### Leaders International

Leaders International is a forward-thinking economic development organisation that brings together governments, community groups and private sector partners to work on various projects across the Middle East and Africa.

With offices In Brussels, Jordan, Palestine and Tunisia, we create partnerships that bridge the gap between east and west in order to create new opportunities and resources, and accelerate the growth of underdeveloped and developing economies. Our focus areas include MSME Development, Entrepreneurship & Innovation, Digital Transformation, Livelihoods & Employability, Green Growth, and Alternative & Sustainable Tourism.

### Project Background

Skills4Work II is a transformative 3-year project dedicated to localizing demand-driven skills development for the empowerment of both refugees and Jordanian host communities. With a primary focus on enhancing employability, the project aims to bolster the capacities of Small and Medium-sized Enterprises (SMEs) to create sustainable job opportunities. Through targeted skills development, support for SMEs, and gender-inclusive strategies, Skills4Work II seeks to address the pressing issue of unemployment in Jordan, particularly within the private sector. By actively engaging with vocational training centers, sector skills councils, and community-based organizations, the project adopts a human rights-based approach and integrates environmental considerations to ensure long-term impact and the creation of sustainable livelihoods for beneficiaries. Skills4Work II envisions a future where local solutions lead to increased economic resilience and empowerment for refugees and host communities in Jordan.

This project is implemented by Leaders International for Economic Development (LI) and funded by the Regional Development and Protection Programme for Jordan and Lebanon (RDPP III) under the Embassy of Denmark in Beirut.

Leaders International for Economic Development is looking for purchasing the following machinery and equipment to support one of the enterprises supported within the project in building their production and service capacity and enhance the equipment's used, as per the specifications below:

Activity Title	:	Purchasing of Safety Equipment	Activity No.:	1																								
<b>Item 1</b>	:	<b>Safety Boots</b>																										
		<b>Toe Protection</b>																										
	-	Material : Reinforced steel toe cap or composite toe cap																										
	-	Impact Resistance : Minimum 200 Joules																										
	-	Compression Resistance : Minimum 15 KN																										
		<b>Sole</b>																										
	-	Material : Slip-resistant (SRC) anti-skid sole suitable for wet and oily floors, Puncture-resistant midsole (steel or Kevlar).																										
	-	Heat Resistance : up to 300°C																										
	-	Oil, chemical, and abrasion-resistant rubber sole.																										
	-	Anti-static (A) or electrical resistance, depending on job category.																										
		<b>Upper Material</b>																										
	-	Full-grain or synthetic waterproof leather																										
	-	Breathable inner lining with moisture control.																										
	-	Ankle protection padding (minimum 7–10 cm above ankle).																										
		<b>Comfort &amp; Ergonomics</b>																										
	-	Shock-absorbing heel																										
	-	Cushioned insole with arch support.																										
	-	Lightweight composite options preferred for long shifts																										
		<b>Additional Features</b>																										
	-	Metatarsal protection for heavy machinery zones																										
	-	Chemical-resistant boots for maintenance & chemical storage																										
	-	Electrical hazard (EH) protection for electrical maintenance staff																										
		<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 5%;">#</th> <th style="width: 45%;">Size</th> <th style="width: 50%;">Quantity</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>40</td> <td>10</td> </tr> <tr> <td>2</td> <td>41</td> <td>10</td> </tr> <tr> <td>3</td> <td>42</td> <td>20</td> </tr> <tr> <td>4</td> <td>43</td> <td>20</td> </tr> <tr> <td>5</td> <td>44</td> <td>20</td> </tr> <tr> <td>6</td> <td>45</td> <td>10</td> </tr> <tr> <td>7</td> <td>46</td> <td>10</td> </tr> </tbody> </table>	#	Size	Quantity	1	40	10	2	41	10	3	42	20	4	43	20	5	44	20	6	45	10	7	46	10		
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7	46	10																										
<b>Item 2</b>	:	<b>Color Coded Uniform</b>																										
		<b>Polo Shirt</b>																										

- Material	:	Breathable, sweat-resistant poly-cotton blend
- Style	:	Long-sleeve industrial polo shirt
- Color	:	Dark Blue
- Logo placement:		
<ul style="list-style-type: none"> <li>○ Left chest: Small logo (embroidery or heat-press)</li> <li>○ Back: Large logo</li> </ul>		
- Name badge: Right chest, Velcro or embroidered		
<b>Pants</b>		
- Design	:	Cargo-style pants with multiple functional pockets (side cargo + back pockets)
- Color	:	Industrial Grey
- Fit	:	Semi-relaxed to allow full mobility for production and warehouse tasks
- Material	:	Heavy-duty poly-cotton blend (65% polyester / 35% cotton), 240–280 GSM
- Waist	:	Adjustable waistband with side adjusters or elastic inserts for comfort
- Double-stitched seams		
- Reinforced knee area for durability		
- Fluorescent strip (high-visibility) placed around the lower leg or side seam		
- Strip width: 2 inches, reflective and washable		
- Enhances visibility in low-light areas (warehouses, night shifts, loading areas)		
<b>- Side-Mounted Removable Color Patch (Velcro) for Department Identification</b>		

*\*Standard uniform for all production, warehouse, maintenance, and logistics staff*

#	Velcro Color	Uniform Set Quantity	Uniform Set Size
1	Royal Blue	50	3 XL
2	Dark Green	10	3 XL
3	Brown	10	3 XL
4	Navy	10	3 XL
5	Black	10	3 XL
6	Grey	10	XL
Total		100	

## Taxes and Other Terms

- The offer must **include VAT**.
- Pictures of all items must be clearly shown in the offer.
- Leaders International may award the purchase order to more than one vendor for specific items or activities mentioned in the ToR.
- Delivery should be door-to-door to the indicated location, in coordination with the LI designated team.
- A **valid company registration certificate** must be attached to the offer.

- Only invoices issued by the electronic invoicing system (**QR code invoices**) will be accepted from the awarded vendors.
- The offer must **remain valid for 90 days** from the ToR closing date.
- Inquiries or clarifications may be submitted within one week from the announcement date. After this period, no inquiries will be accepted.
- Mention the ToR reference number **S4W-MSME-TOR-009-B** in the email subject when submitting your offer or inquiries.
- The offer should be addressed to: **Leaders International for Economic Development / Skills4Work**.
- Submit your technical and financial offer along with your company profile to [jordanfstp@leadersinternational.org](mailto:jordanfstp@leadersinternational.org) , no later than **23/12/2025**, using **JOD** currency.