



▶ ILO PROSPECTS in Jordan *at a glance*

▶ Forced displacement in Jordan

Jordan hosts over 759,000 UNHCR-registered refugees, including more than 658,000 Syrians. In addition, more than 2 million Palestinian refugees reside in Jordan. Children represent a little over half of the refugee community.

With refugees constituting almost seven per cent of the population, the Kingdom is one of the top refugee-hosting countries per capita worldwide. Responding to the large inflow of Syrian refugees, Jordan has allowed them to live outside camps. More than 80 per cent of them have found refuge in the cities and governorates of Amman, Irbid and Mafraq.

While the fragile nature of Jordan's economy pre-dated the Syrian crisis, the protracted forced displacement crisis has only worsened the situation. The International Monetary Fund (IMF) estimated that Jordan's economy lost one per cent of the gross domestic product (GDP) each year post-Syrian crisis due to investment and export losses.

Syrian and Jordanian households across the Kingdom continue to live in highly vulnerable conditions, with all communities dependent on overstretched and weak education systems, limited – often informal – employment opportunities, poorly coordinated protection systems and nascent social safety nets.



▶ A mobile training station visiting workers on various farms, providing Jordanian, Syrian refugee and migrant workers with training sessions in various occupations, such as grafting and pruning. ©ILO

▶ PROSPECTS Partnership in Jordan

The [Partnership for improving prospects for forcibly displaced persons and host communities \(PROSPECTS\)](#) is a unique four-year partnership (2019–2023), spearheaded by the Government of the Netherlands, that brings together the International Finance Corporation (IFC), the International Labour Organization (ILO), the UN Refugee Agency (UNHCR), the UN Children's Fund (UNICEF) and the World Bank (WB). The Partnership aims to support the transition from humanitarian to development-centred assistance, which can address long-term challenges and the combined needs of the host and refugee communities and accelerate sustainable solutions to build more inclusive, cohesive and productive societies.

The Partnership focuses on four pillars of intervention:

<p>1 </p> <p>Education and training Improving access to education and training</p>	<p>2 </p> <p>Decent work Supporting the creation of decent employment and livelihoods opportunities</p>	<p>3 </p> <p>Protection and inclusion Strengthening protection for refugees and communities hosting them, including social protection</p>	<p>4 </p> <p>New ways of working Developing new ways of working between humanitarian and development actors to respond to forced displacement scenarios</p>
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Within this Partnership, the ILO plays a key role in the promotion of decent work and focuses on strengthening local economic development and improving employability by equipping refugees and host communities with better and relevant skills to enter local labour markets and to access enterprise development opportunities.

PROSPECTS in Jordan works at the policy and sectoral levels, as well as with the targeted host and refugee communities. Work at the policy level aims to create an enabling and inclusive framework for active participation of all stakeholders contributing solutions to the forced displacement issue. Sectoral work supports intermediaries – employers, trade unions, financial and non-financial institutions, community-based organizations and service providers – to improve their reach and engagement with the targeted groups. The direct work addresses different sets of needs and vulnerabilities restricting the access of host and refugee communities to education, employment, enterprise development and protection systems. Across these pillars of intervention, PROSPECTS aligns its work with national priorities and supports the government to meet its development goals, as encapsulated in the national strategy [Jordan Vision 2025](#).



▶ Target areas

Based on the governorates hosting the largest number of Syrian refugees, the ILO focuses on Amman, Mafraq, Irbid and Zarqa.

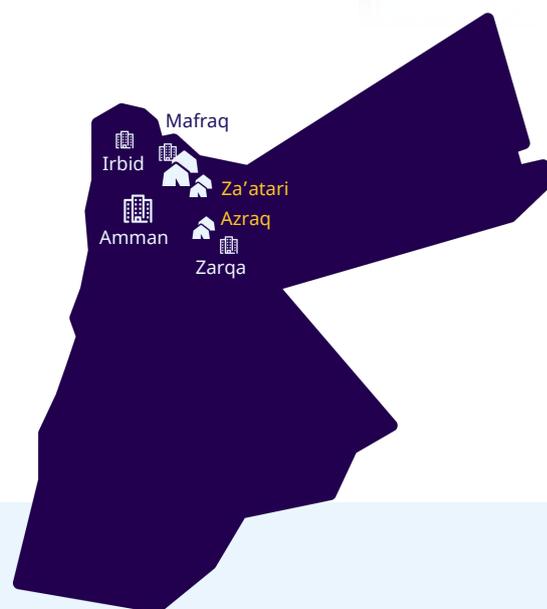
Two main camps host the majority of Syrian refugees, both of which include PROSPECTS activities:



Za'atari refugee camp in the Mafraq governorate;



Azraq in the outskirts of the city of Zarqa.



▶ Key results



Education and learning

The ILO aims to improve the access of refugee and host community members to market-relevant and high-quality training and certification. Through an upstream approach, PROSPECTS is strengthening the capacity of the national skills development bodies to enhance and implement skills strategies, curricula and certification better aligned to labour market needs. This is complemented through a downstream approach through which refugee and host community members are provided with career counselling, recognition of their prior learning and on-the-job training opportunities.

Activities

- Increasing the appeal of technical and vocational education and training (TVET) for youth.
- Developing and implementing a career guidance manual with an interactive mobile application for youth.
- Supporting the operationalization of a sector skills council for agriculture.
- Supporting on-the-job training and recognition of prior learning.

Progress



A National Sector Skills Council (NSSC) for the agriculture sector has been established and is now operational. The ILO supported the drafting of the bylaw leading to the formal establishment of the NSSC by the Technical Vocational Skills Development Commission.



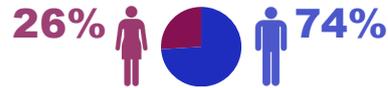
An assessment of prior learning was undertaken for 749 workers from construction and construction-related occupations. These workers underwent training on skills suitable to their past experiences and future requirements. This programme included 33 women trained to become land surveyors.

Nationality of the workers



Agriculture workers underwent a needs assessment of farming skills, followed by training on pruning, harvesting and post-harvesting techniques with the Jordan Agriculture Engineers Association (JAEA).

Nationality of the workers



With the approval of the Ministry of Education, a career guidance manual for youth and school career counsellors was developed and rolled out, targeting students aged from 13 to 17. To accompany the guide, a mobile application “My Future Career Path” was developed, which allows youth to explore different career pathways based on their interests and capacities (available on [App Store](#) and [Google Play](#)).

The manual was rolled out in

10 schools, including the schools in Za’atari refugee camp

3,000 youth were reached through roll out of the manual



Decent work

Under this pillar, the ILO works upstream to influence labour market governance positively in key sectors employing refugees. It also works on intermediary services, such as employment services, and provides technical guidance on policies that mediate formal employment, such as work permits. Downstream work with workers' and employers' organisations aims to facilitate access to decent work.

Activities

- Supporting job matching and career guidance services for refugee and host community members.
- Strengthening decent work at the farm-level by supporting cooperatives and improving job placement services in the agriculture sector.
- Supporting the development of a National Cooperative Strategy, revisions to the Cooperative Law and drafting of an agricultural workers bylaw to the Labour Law.
- Enhancing capacity within the Jordan Chamber of Industry to improve the productivity of micro, small and medium-sized enterprises (MSMEs) supporting host community and refugee workers.
- Improving representation of agriculture workers, including refugees, in national trade unions.

Progress



A significant milestone of the ILO’s upstream strategy was the adoption of an agriculture workers’ bylaw within the Labour Law (Regulation No. 19). As a result of tripartite consultations and dialogue facilitated by PROSPECTS, the bylaw clarifies the application of labour law articles to agriculture workers, including on matters related to occupational safety and health (OSH), working age, minimum wage, social security coverage and labour inspection.



At the farm level, workers' committees were established, representing agriculture workers of different nationalities and status, including refugees. This groundwork lays a foundation for the unionization of agriculture workers and will be continued in collaboration with the General Federation of Jordanian Trade Unions.

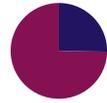
24 workers' committees established

representing  **113** workers of different nationalities and status, including refugees



Five Employment Service Centres supported by PROSPECTS provided 3,610 jobseekers with labour market information and assistance in the job search process.

1,701 jobseekers supported through placements



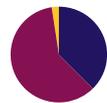
Syrians (24%)
Host community members (76%)

39%   **61%**



Acknowledging the seasonal and inconsistent nature of employment in agriculture, the ILO supported employment services to meet the requirements of the sector through awareness campaigns on OSH, child labour and minimum wage, alongside job placement services.

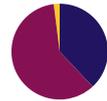
3,623 agriculture workers reached through awareness



Syrians (37,5%)
Jordanians (60,1%)
Others (2,4%)

46%   **54%**

3,425 placements made in temporary, seasonal and permanent job opportunities



Syrians (38%)
Jordanians (60%)
Others (2%)



The ILO and UNICEF are supporting the adaptation and operations of Job Search Clubs in Jordan with support from the Ministry of Youth. The inaugural training course for Job Search Club facilitators involved 60 participants who will now work in youth centres, reaching up to 300 young people in the 18–29 age group to facilitate their access to job opportunities.



Members of 28 cooperatives were trained on the ILO capacity-building tool [My.COOP](#), which was translated into Arabic and adapted to the Jordanian context. Furthermore, a new ILO training tool to improve OSH in agricultural cooperatives was launched. A total of 24 participants from different institutions spanning governmental, international and local organizations, the Jordan Cooperatives Corporation and workers' and employers' groups were trained as trainers on this tool.



The ILO facilitated the development of a National Cooperative Strategy, which was adopted by the government and launched in July 2021. It aims to develop "A prosperous, autonomous, inclusive and self-reliant cooperative movement in Jordan". In addition, PROSPECTS is supporting efforts to enhance the cooperative legislative framework through an amended Cooperative Law.

Highlight

A new partnership to boost productivity and employment of small and medium enterprises in the agro-food sector

The ILO and the Jordan Chamber of Industry have partnered in an initiative to enhance the productivity and resilience of agro-food MSMEs employing or serving refugees and host community members.

[Read more here >](#)





Protection and inclusion

The ILO focuses on ensuring equitable and comprehensive social protection for refugee and host community members. It primarily targets policy work on social security and directly supports Syrian refugees in improving their access to it.

Activities

- Conducting evidence-based research on social security coverage gaps, highlighting de jure and de facto barriers to coverage for all.
- Helping Syrian refugee and host community workers to access social security, with a focus on those employed in agriculture and as self-employed workers.
- Improving communication and outreach to refugee communities on social security rights and entitlements.

Progress



A comprehensive study on "[Opportunities for the Extension of Social Security in Jordan](#)", informing policies to extend coverage to informal workers, was published. The application of its recommendations is already visible in the recently adopted regulations on self-employed workers and workers in agriculture.



A model for a phased subsidy for social security contributions, alongside temporary income support, was developed with the Social Security Corporation (SSC) to help workers without adequate contributory capacity to access social security. The learning from this model will be used to transition vulnerable workers gradually out of informal to formal employment, covered by social security.



New ways of working

PROSPECTS operationalizes the humanitarian-development nexus by creating strong partnerships between relevant actors to leverage their comparative advantages and improve coordination and efficiency to improve impact for refugees and host communities, as envisioned in the outcomes of the 2016 World Humanitarian Summit under the [New Way of Working](#).



Through outreach activities, the ILO and UNHCR support refugee communities by providing information on work permits and social security, including for those inside Za'atari and Azraq camps. To date, 5,563 refugees were helped to access work permits in the agriculture sector, with 14.5% of them females.

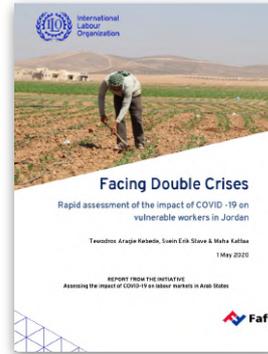


UNICEF and ILO joined forces to support the launch of Job Search Clubs, reaching 300 refugee and host community youth with mentorship, peer-to-peer support and guidance in the job search process. Read more: [ILO and UNICEF join forces to support youth through job search activities in Jordan](#)

► Publications



► Opportunities for extending social security coverage in Jordan



► Facing Double Crises: Rapid assessment of the impact of COVID-19 on vulnerable workers in Jordan

► Videos



ILO and cooperatives raise awareness, promote labour rights on farms in Jordan >



A refugee mother determined to provide despite COVID-19 >



Mobile station brings training closer to farm workers in Jordan >



Gaming app encourages students to explore future career pathways in Jordan >



Advancing decent work in Jordan's agriculture sector: A compliance model >

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