

The International Labour Organization in Jordan

Norway- ILO Cooperation



Jordan joined the International Labour Organization (ILO) in 1956 and has ratified 26 ILO Conventions, including seven of the eight Fundamental Conventions. The ILO provides technical and programmatic support to Jordan through its Decent Work Team at the Regional Office for Arab States (ROAS) and through its projects in the Kingdom. It established a projects-based presence in the country in 2002.

Jordan was the first Arab country to design and implement a Decent Work Country Programme (DWCP 2006-2009), which provides a framework of priority support areas between the ILO, governments, and workers' and employers' organisations. The Government of Jordan, the Jordan Chamber of Industry and the General Federation of Jordanian Trade Unions more recently agreed with the ILO to implement a third Decent Work Country Programme for the period 2017-2022 that includes three main priorities:

- Employment creation contributes to economic and social stability.
- Decent working conditions for all create a level playing field for male and female Jordanians, refugees and migrants.
- Social partners increase their contribution to decent work.

Syrian **Nawal Fahed** was supported by ILO to set up a business with other women, making and selling sweets. "When I came to Jordan as a refugee I realised that I had to work in order to support my family. Now, through our kitchen, we provide employment opportunities for others."

The ILO is implementing a Programme of Support to the Jordan Compact which addresses the decent work needs of the national population alongside those of refugees. The Programme of Support, which falls under the country's DWCP, tackles short-term and long-term challenges of the Jordanian labour market through improved governance for greater compliance to decent work principles; private sector support to allow companies to take advantage of the EU-Jordan trade agreement; and immediate creation of decent jobs for Jordanians and Syrian refugees.

Norway's Support to the Promotion of Decent Work in Jordan

Job creation for Syrian refugees and Jordanian host communities through green works in agriculture and forestry



Kifah Khreisat, from the southern Jordanian town of Al Ees, was one of the farmers who benefited from the project. He was able to build a rainwater harvesting cistern to help him meet the needs of his farm. The initiative did not only support Khreisat but also members of the local community and Syrian refugees who were employed on his farm to complete the work. "The cistern has saved me water and money."

- Between 2016-2018, interventions focused on boosting decent jobs through green works and labour-intensive employment in Jordan's agriculture and forestry sector.
- 3,000 short-term jobs for Jordanian and Syrian women and men were created through EIIP. Joint Business Ventures (JBVs) for Syrians and Jordanians were established through greenhouses, livestock and flower projects, creating 46 job opportunities.
- Overall productivity on farms was enhanced through the building of water catchments, the establishment of greenhouses, fruit tree seedlings production, soil protection works, terracing, forest tree planting, and the installation of irrigation systems.
- Refugees employed through the programme were assisted with work permit issuance. The project ensured that workers from both communities were employed under decent working conditions, including occupational safety and health standards.



International
Labour
Organization

100
1919-2019



ILO Programme of Support to the Jordan Compact

64% of 118,000

work permits issued to
Syrians in all sectors
supported through ILO
since 2016.

**10,000 income
opportunities**

created for Syrian
refugees and
Jordanians through
Employment Intensive
Investment Programme,
including 15% women,
since 2016.

Over 11,000

Syrians and Jordanians
placed in jobs through
a network of 13
employment service
centres set up by ILO
and Ministry of Labour
since 2017.

Over 10,000

Jordanian and Syrian
women and men
certified in the
construction and
manufacturing sectors,
through a Recognition
of Prior Learning
programme.

Promoting the Right to Pay Equity and Childcare in Jordan

- The National Committee for Pay Equity (NCPE) was created in 2011 with ILO support to promote fairer working conditions and women's economic empowerment.
- A set of gender-responsive amendments to the labour law were approved by parliament in 2019. These include the rights to pay equity, flexi-work arrangements, paternity leave and daycare access to children of both working men and women. The ILO is working with the government, employers, and workers on implementation.
- The 'Stand Up with Teachers' campaign was launched in 2015 by NCPE in partnership with Ahel, to build the capacity of over 5,000 private school teachers to negotiate for fair remuneration and better working conditions. Their demands were articulated in the first gender-responsive Collective Bargaining Agreement reached in 2018 between employers and workers. An inspection and complaints system for teachers was put in place with the Ministry of Labour across the kingdom.
- A Regulation for Private Education Institutions was issued in 2018 making private schools' registration conditional on having systems to pay teachers' salaries through electronic bank transfer, increasing transparency and reducing violations.
- The ILO, in partnership with SADAQA, has promoted decent work in the care economy. A national framework for workplace daycare facilities was developed and professional child care workers trained to create high quality daycare facilities for working parents.



"There was a drive and desire within us to work to resolve these issues and this is why we established the Stand up with Teachers campaign." Najah Al-Natour, Co-founder, Stand up with Teachers campaign

Addressing the Worst Forms of Child Labour – The Jordanian Agriculture Sector

- The project, still in its early phases of implementation, aims to reduce the incidence of child labour in agriculture among Jordanians and Syrians by supporting children vulnerable to child labour through referral to education and protection services; enhancing the protection of working children above the minimum age for employment from occupational hazards in agriculture; and enhancing national and local knowledge and capacity to address child labour in agriculture.
- To-date 400 at-risk and working children have been enrolled in schools and an additional 300 at-risk and working children will be provided with similar support, which includes daily transportation to and from school to their place of residence.
- By 2020, a total of 1,000 at risk and working children will have access to regular schooling; 700 children will receive recreational and remedial education in several schools; an additional 3,000 youth aged 16 and over will be provided with training and safety equipment for work in agriculture; and 400 youth aged 16 and over and their parents, will receive skills training and career counselling to improve their skills and livelihoods opportunities.



World Day Against Child Labour activities in June 2019, brought together hundreds of children working on farms to promote education and raise awareness on the dangers faced by children working in Jordan's agricultural sector.

"I wish I could go back to being a child again and to study and everything. I want to become a doctor one day so I can treat people for free."

Bayan, 12-year-old Syrian girl who works on a farm with her family picking fruit.