

# Livelihood Working Group

## Amman, Jordan

### 28.07.2016

<b>Meeting Location</b>	<b>EMOPS Room UNHCR Khalda</b>	<b>Meeting Date</b>	<b>28.7.2016</b>
<b>Facilitator</b>	<b>Anna Gaunt (chair) Bryn Boyce (co-chair) Laura Buffoni (New Livelihoods Officer)</b>	<b>Meeting Time</b>	<b>9:00– 11:00</b>
<b>Minutes Prepared by</b>	<b>Remaa Alawi UNHCR</b>		

#### Agenda

- 1) Introduction and Presentation of new LWG coordinator Laura Buffoni
- 2) Thematic Group workshops and the JRP
- 3) Update on Work Permits and FAQs - areas for additional input/research
- 4) Legal presentation from UNHCR on ARDD's work for the UN's workshop on Livelihoods- Fawzia & Hussam
- 5) Presentation on Za'atari Camp's Livelihood's plan - Livia Das Neves
- 6) Discussion on short-term and temporary employment protocols (including cash for work)
- 7) Presentations from Partners (research and programme)
  - \* LEADERS Consortium - Made Ferguson
  - \* CARITAS Czech Republic - Mohammad Salim
  - \* For any other presentation from partners, kindly send your interest to the LWG chairs.
- 8) AOB

#### Thematic Group workshops and the JRP

The idea is to work thematically to produce a draft a strategy for the sector for the next Jordan Response Plan (JRP) rolling revision. Groups will start meeting over the coming weeks.

- No date is set for the JRP 2017 revision. Livelihoods sector was under Food Security chaired by MoL and WFP, which only contained a resilience (Jordanian beneficiaries) component. The aim is to plan, have pillars and priorities, and where there are gaps, move jointly with a livelihoods strategy harmonized with the resilience component in the JRP. It is not clear at this stage if "livelihoods" will be a separate chapter/annex.
- In order to facilitate thematic discussions in the LWG, we invite partners planning livelihoods projects join thematic working groups and subsequently develop project sheets According to the following groups: 1) Short-term livelihoods provision (cash for work, temporary employment); 2) Employment promotion: skills mapping, employment, job matching/job placement; 3) Training: technical, vocational and skills training; 4) Enterprise development: self-employment, small and home-based businesses.
- To justify programming in livelihoods next year, organizations need to be involved in the process from the start and be in line with the JRP strategy.

#### ACTION POINTS

- Follow up by IAWG:
  - \*the creation of a Livelihoods chapter in the JRP was later confirmed. More details to follow
- Dates and locations to be sent out following the deadline of sign-up.

- Before the 4 groups meet, a joint session will introduce and discuss:
  - A Needs Assessment: what data is available, what data other organizations can provide about the general or specific topics that organizations will want to work with.
  - More in-depth discussion on strategy and terminology for the JRP revision;
  - Definition of joint goals for the thematic groups.
  
- Possibilities to link short term livelihoods provision (including C4W) with more regular employment will be discussed. However, the discussion will be split in two groups. On C4W there has been a huge amount of work done in the camps and lots needs to be discussed and learnt from. Employment has a totally different legal framework.
- SME development and self-employment/home based-businesses will also be the object of separate discussions; the legal frameworks differ in Jordan for both and have been uploaded on the LWG website.
  
- Work permits and higher education:
  - The British Council is involved in higher education. The topic of employment for refugees who completed higher education will be an important discussion which will include placement/ internships/job insertion and advocacy for employment.
  - Discussions on institutional building and investments in infrastructure as economic stimulus is important and needs to be supported, but it might be difficult to address it as part of the “refugee advocacy”.
  - Capacity building of institutions will need to be framed and coordinated with the JRP resilience working group as it will impact on the overall capacity of national institutions.
  - Although refugees are only allowed to work in defined opened professions with high migrant quotas, exceptions can be granted to access work with higher level qualifications/ work permits. If a company can't find a qualified Jordanian, it can ask the labor directorate to announce the opening for a two weeks period; after which if no suitable candidate is found, the company have a foreign worker fill the position.

- Introductory meeting will clarify terminology/taxonomy

- Will be discussed in the introductory/kick-off meeting.

- Further discussions TBC

Gender:

IATF Livelihoods Sector Gender Analysis Framework:

- Focal points have started working on a gender analysis for the Livelihoods sector to look into the specific needs for boys, girl, men and women.
- This will include interviews in the field conducted by organizations in the LWG, in order to understand gaps with a specific focus on gender.
- There is a call for two organizations to volunteer with helping in the writing and research.

Taxonomy/Services Advisor:

- Service advisor is an interactive tool, including maps and in which organizations can plug in their information, service centers/points that they are running through or operating on/in with basic information provided.

<ul style="list-style-type: none"> <li>• A list of potential areas and categories in livelihoods activities (taxonomy) is being drafted for the Service Advisor site by the chairs and will be presented for discussion shortly.</li> </ul>	<ul style="list-style-type: none"> <li>- Separate email sent out for this regard.</li> <li>- Send an email to chair and co-chair for other ideas or contribution points.</li> </ul>
<p><b>Update on Work Permits and FAQs and areas for additional research</b></p> <ul style="list-style-type: none"> <li>- The GoJ extended the grace period for free work permits until the 2nd of October: <ul style="list-style-type: none"> <li>• FAQ's for the work permits were updated in Arabic and English (LWG web portal)</li> <li>• There was an in-house training on the FAQ's' legal background and this will happen as part of the employment session if it is required to re-cap about the legal limitation/consequences/positive protection results once refugees obtain a work permit.</li> <li>• UNHCR is printing the FAQ's to make them widely available to refugees.</li> <li>• Refugees have been informed about the extension period through 140,000 SMS's to heads of households.</li> <li>• UNHCR is still working on dissemination of information to refugees about the use of social security: protection when works stops, retirement fund, covers death/injury or severe accidents; refugees can get their down payments back once they leave or retire.</li> <li>• As for policies by government for refugees that reside in camps, there is a discussion and advocacy undertaken by UNHCR with regards to linking work permits with leave permits.</li> <li>• Discussions are underway with WB and GoJ about opening and simplifying home business registration. The target is 1000 home businesses by 2019 including 100 Syrian-owned and 100 owned by women.</li> </ul> </li> </ul> <p>Promoting the role of government in terms of labor law disputes:</p> <ul style="list-style-type: none"> <li>• Refugees have to be referred to the Jordanian Government and use the helpline made available by government as stated in via UNHCRs FAQs.</li> <li>• Capacity building can be provided if needed for government to respond to issues raised.</li> <li>• If disputes are not resolved, UNHCR has an agreement with ARDD for support; the UNHCR's general helpline is also available.</li> </ul> <p>CFW: refugees in C4W don't have the same rights as those that have a work permit</p> <ul style="list-style-type: none"> <li>• CFW programs operate in a legal grey zone, tolerated so far by GoJ on the camp level and in exceptional projects. Ideally pathways should be discussed to provide work permits to CFW beneficiaries whenever feasible.</li> <li>• GoJ wants to move from an informal to a formal labor. Approval of CFW projects is with the municipality, ultimately on government.</li> <li>• The advocacy of formalizing work will also address SME and business home registration.</li> </ul> <ul style="list-style-type: none"> <li>- Questions arose regarding the incident in which 43 migrants working as barbers were deported. None were Syrian refugees. Deportation took place this is a closed profession.</li> </ul>	<ul style="list-style-type: none"> <li>- Work permits FAQ's English version found <a href="#">here</a> and the Arabic version found <a href="#">here</a>.</li> <li>- UNHCR will check with the MoL in regards to the inspectors.</li> </ul>

<p>- Work permits and the restrictions for refugees to work in certain sector continue to limit refugee work; the work permits remains tied to a specific employer. However, in some Governorates different practices apply:</p> <ul style="list-style-type: none"> <li>• Similarly to what happens with Egyptians in agriculture, the MoL and ILO’s joint project on agriculture rolled out in Mafraq has been used by refugees to obtain work permits and then seek other employment.</li> <li>• Some labor directorates such as Sahab are aware of the fact that refugees enter jobs on the lower level but actually will be managers of the company but registered as cleaner.</li> <li>• Same for SME’s whereby businesses run by refugees are registered under a Jordanian name and refugees get work permits as assistants.</li> <li>• For the retail industry, in some Governorates businesses will employ refugees while in other governorates it is a strictly closed sector.</li> <li>• Refusals are not documented. However, the British Council followed 95 SME’s upon which the result was found that they refused to issue them work permits through Sahab directorate.</li> </ul> <p>ILO update on work permits:</p> <ul style="list-style-type: none"> <li>• 22,687 work permits were issued for Syrians as of July 26<sup>th</sup>.</li> <li>• Agriculture occupations are leading due to MOL/ILO pilot with cooperatives with a total of 6,403 permits.</li> <li>• Peak of work permits issued was in June-July, which was close to the end of the first grace period, 4th of July.</li> <li>• Delinking the permit from the farmer/employer and allowing it to run through the cooperative as a permit sponsor was a huge contributor to the increase in work permits in the agriculture sector.</li> </ul> <p>EU update:</p> <ul style="list-style-type: none"> <li>• The EU stipulated that relaxed rules of origin are to be applied to Jordanian exporters from QIZs in their trade with the EU. The aim is to boost investment and create jobs for Jordanians, but also for Syrian refugees in the country.</li> <li>• EU and Jordan have agreed that once Jordan's own global target of bringing around 200,000 Syrian refugees into the formal labour market is achieved, they will look at ways to further simplify the initiative.</li> <li>• The new deal will apply to 52 product groups for ten years.</li> <li>• It will cover a wide range of manufactured products and be available to producers in the geographical scope of 18 specified industrial areas and development zones which employ a minimum percentage of Syrian refugees (15% at the outset, increasing to 25% in year three).</li> <li>• Regular, joint monitoring of the rules of origin deal will also be important so that potential adjustments can be considered during a mid-term review.</li> </ul>	<p>- Full report can be found <a href="#">here</a>.</p>
<p><b>Legal presentation from UNHCR - Hussam</b></p> <p>The presentation offered the following points of explanation:</p> <ul style="list-style-type: none"> <li>- Regulatory framework for SME’s, home-based businesses and cooperatives and NGO’s for non-Jordanian nationals.</li> <li>- Companies forms and requirements</li> <li>- Business registration with MoTIS</li> <li>- ARDD-LA’s observations</li> <li>- Investment law of 2014</li> </ul>	<p>- Full presentation can be found <a href="#">here</a>.</p>

<p><b>Presentation on Za’atari Camp’s Livelihood’s plan - Livia Das Neves</b></p> <p>Numbers and information for the month of June were presented as following:</p> <ul style="list-style-type: none"> <li>- Total numbers of C4W workers: 5,987</li> <li>- June cash injection on CFW activities: 540,521 JDs</li> <li>- Percentage of cases engaged in CFW: 28%</li> <li>- Gender of cash for workers: 75% male, 25% female.</li> <li>- Currently working on a three year strategic plan for all sectors. A Livelihoods strategy was recently drafted at camp level.</li> </ul>	<ul style="list-style-type: none"> <li>- All figures and more information for June’s CFW in Za’atari Camp can be found <a href="#">here</a>.</li> </ul>
<p><b>Presentations from Partners (research and programme)</b></p> <ul style="list-style-type: none"> <li>- LEADERS Consortium - Made Ferguson <ul style="list-style-type: none"> <li>• Project aim is to contribute to the economic self-reliance, resilience and social stability of displacement affected populations in Jordan and Lebanon by encouraging local actors and institutions to develop durable and inclusive livelihood solutions and by advocating for an enabling socio-economic environment.</li> <li>• Budget 7.9 million euros, half of that approximately in Jordan; Mafraq, Irbid and Zarqa.</li> </ul> </li> <li>- CARITAS Czech Republic - Mohammad Salim <ul style="list-style-type: none"> <li>• CARITAS’ project is about assisting displaced Syrians and vulnerable Jordanian communities to develop coping mechanisms and to reinforce their life skills.</li> <li>• The project goal is to address medium-term non-humanitarian needs of the displaced Syrians and vulnerable Jordanian families.</li> </ul> </li> <li>- UNDP- Moritz Poll: THE UNDP/WFP Regional Economic Opportunity study <ul style="list-style-type: none"> <li>• The purpose of this assessment, informed by ILO and UNHCR, is to explore how host nation governments, the international community, and the private sector, both domestic and global, can support employment of Syrian refugees and their host communities.</li> <li>• This will be done by identifying critical gaps in terms of employment opportunities, rallying existing and potential partnerships at regional level and reinforcing advocacy for enhanced investment at both country and regional levels.</li> <li>• Project started end of July, report is expected in mid-September.</li> </ul> </li> </ul> <p>NOTE: agenda point #6: Discussion on short-term and temporary employment protocols (including cash for work) will be discussed in the thematic groups</p>	<ul style="list-style-type: none"> <li>- Full presentation can be found <a href="#">here</a>.</li> <li>- Full presentation can be found <a href="#">here</a>.</li> <li>- MECI mentioned that they will present their similar project when it is approved.</li> <li>- Full presentation can be found <a href="#">here</a>.</li> <li>- LWG are asked to share contacts and send inputs to Moritz on success stories that can contribute to their study.</li> </ul>
<p><b>Next meeting date: 1<sup>st</sup> of September EMOPS Room UNHCR</b></p> <p><b>Next Meeting Agenda:</b></p> <ol style="list-style-type: none"> <li>1) Discussion on short-term and temporary employment protocols (including cash for work)</li> </ol>	

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