



Creating Jobs and Economic Opportunities / Access to Employment and
Livelihood Activities for Refugees and in Host Communities“

**Trends, opportunities and challenges from the host country and
community perspective**

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GLOBAL PERSPECTIVE

In July 2016, ILO and UNHCR signed **revised MOU** and agreed a Joint Action Plan in March 2017

Joint Action Plan is aligned with UNHCR's work relating to **Comprehensive Refugee Response Framework (CRRF) and the development of the Global Compact for Refugees**

Focuses on enhancing **access for refugees and forcibly displaced persons to labour market**, livelihood and training opportunities **in conditions of decent work**

Compiling and analysing emerging **lessons learned and good practices** is crucial in terms of knowledge management, research, development of support tools, particularly in light of ILO's development of its own strengthened refugee response framework

What **is being learned from Syrian crisis** and other interventions and how can this **contribute to the development of an effective and sustainable blueprint for refugee response** in future through the Global Compact for Refugees

Need to **identify ways in which ILO can support affected member States, constituents, other stakeholders in close collaboration with UNHCR**

2016 Guiding Principles on the Access of Refugees and other Forcibly Displaced Persons to the Labour Market

Issue of **access to employment, livelihoods and training** has become **central pillar of refugee intervention framework** and rapidly grown in strategic importance, highlighting critical role and responsibilities of ILO and its constituents

In November 2016, ILO's Governing Body adopted the **Guiding Principles on the Access of Refugees and other Forcibly Displaced Persons to the Labour Market**

In June 2017, landmark international instrument on key role of employment in crisis situation response was adopted by International Labour Conference: **Recommendation No. 205 concerning Employment and Decent Work for Peace and Resilience** – includes section on role of employment in refugee situations

Guiding principles aimed at labour market related responses that meet the needs and expectation of host communities and refugees

They seek to **mobilise support from international community and private sector investment** as this is key for creation of decent and productive jobs.

Aim to **mainstream issue of employment and livelihoods** in national, regional and local development policies and programmes

Aim to **strengthen labour market institutions and programmes** to reinforce governance and compliance and ensure refugees and host communities can benefit equally from active labour market programmes

Use value chain development to analyse and build new market opportunities linked to business and development needs assessments.

Work with all partners to ensure **conformity with international labour standards, decent work principles, humanitarian principles and international law**

Need to address restrictions hindering **access to decent work opportunities by refugees through policy, legislative and regulatory development**

Equal access to labour laws and regulations, including on minimum wages, working conditions, working time, occupational safety and health, gender equality, social protection

Information on the rights and responsibilities of workers

Trained labour inspectorates, public servants and judicial bodies on refugee law and labour rights through **institutional and systems capacity-building**

PRE-EXISTING DIFFICULT LABOUR MARKET SITUATION-JORDAN CASE

High unemployment

15% and 38% among youth and 25.2% among women

Low labour force participation of women

13.4% vs. 58.8% among men

An over-sized public sector

550,000 in the public sector (830,000 in the private sector)

High segmentation of the labour market

with sectors that are relying on cheaper migrant labour (75% in the garment sector)

Important challenges in the business climate that stifle entrepreneurship

116th out of 190 countries in the WB 2017 Doing Business Report

Capacity for concerted improvement affected by the lack of Freedom of Association

C87 not ratified

4/12 by Freedom House

Limited fiscal space available for innovative approaches

92.1% Government Debt to GDP

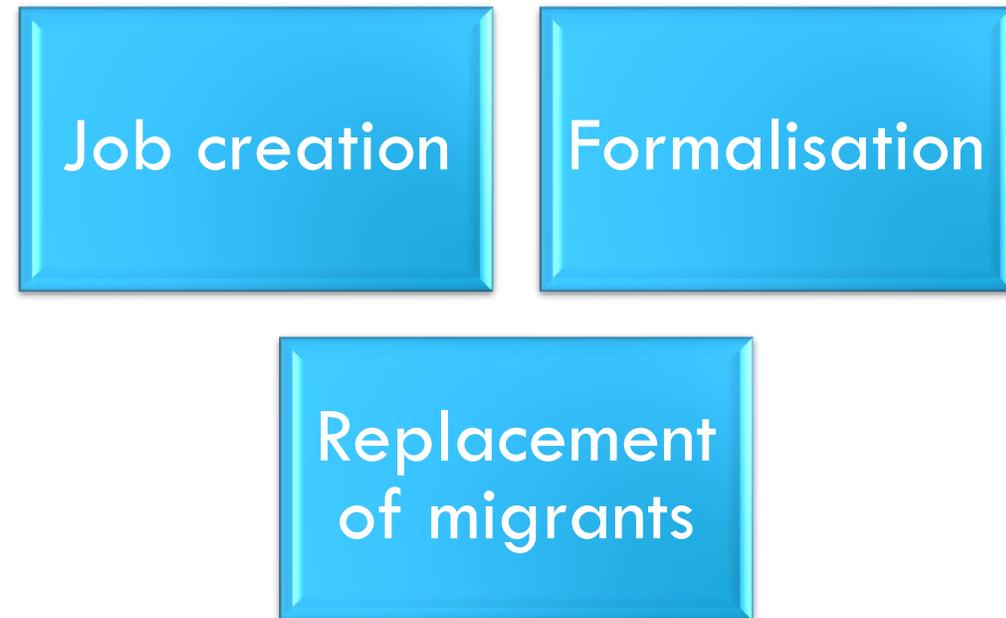
approximately 90% of government's budget is devoted to recurrent costs)

JORDAN COMPACT

Access to the labour market of Syrian refugees against grants, preferential finance and improved trade access to the labour market

- ❑ Target of 200,000 work permits
- ❑ Preferential trade access
- ❑ Concessionary Financing-Grants - P4R started with Disbursement Linked Indicators
- ❑ New IMF Program: Extended Fund Facility
- ❑ Doing Business and Investment Reforms
- ❑ Grants Support to the Jordan Response Plan 2016-2018

Implication on the LM



In Jordan - Complementing workforces? Incentives influencing LFP and Employment

Syrians

- Jordan Compact targets and programmes
- Closed sectors + Closed occupations + Max. work permits/ company
- Procedural issues
- Wages and working conditions

Other migrants

- Cost efficiency
- Closed sectors
- Closed occupations
- Max. work permits/ company
- Procedural issues

Nationals

- Wages and working conditions
- Satellite factories
- National Employment and Empowerment Programme NEEP

Complex web of regulations



- Sector specific quotas for Jordanians
- An annual reduction of 25% on the number of migrant workers
- Closed occupations and closed sectors for migrants - including Syrians
- 15% or 25% quotas for Syrians under the relaxed ROO agreement

STRATEGIC PILLARS of the ILO response in Jordan

Strengthen labour market governance for improved compliance with decent work principles.

- Improve Evidence for policy decisions > LMO
- ILO as 3rd party monitor body in EU trade agreement, and in the WB DLIs for public disclosure of factory level data
- Improved compliance through expanded BWJ > Chemicals, Plastic, Small Appliances
- Formalization in construction and agriculture > Work permits
- *Social Protection*
- *Comprehensive action on child labour*

Support the development of an enabling environment to underpin improved private sector productivity and creation of decent work.

- Support to targeted manufacturing companies for improved compliance and export
- Skills training programmes and RPL
- Job intermediation >
- 10 Employment Service Centers

Support the immediate creation of decent jobs for Syrian refugees and Jordanians to ease current conditions.

- Increased employment intensity of infrastructure programme > implementation agreements with MOPWH, MOA, MOMA, MOSD, MOE...

Projects in Jordan

Projects	Timeframe	Donors
Creating job opportunities for Jordanians and Syrian in green work in agriculture and forestry	2016 – 2017	Norway
Decent jobs for Jordanians and Syrian in manufacturing sector	2017-2019	Kingdom of Netherlands
EU-ILO Collaboration in the monitoring of labour aspects in the implementation of the EU's rules of origin initiative for Jordan	2017 – 2018	EU
Decent Work opportunities for Jordanians and Syrian refugees in agriculture and construction sector in Jordan	2017 – 2018	UK/FCO 2
Formalizing Access to the Legal Labour Market Through Recognition of Prior Learning (RPL) and Certification for Syrians and Jordanians Working in, Construction, Confectionary and Garment Sectors	2017-2018	US/PRM
Creating job opportunities for Jordanians and Syrian in green work in infrastructure and agriculture and municipalities	2016-2018	KFW
Pilot Project for the Elimination of Child Labour among Refugees and Host Communities in Jordan	2016-2017	Canada
Supporting a National Employment Strategy that works for Young Syrian Refugees in Jordan	2016-2017	Sweden

RECENT ILO ACHIEVEMENTS FOR REFUGEES CRISIS RESPONSE IN JORDAN

Decisions to improve the regulatory framework

Ease issuing work permits to Syrian refugees (through Coops and GFJTU).

RPL and skills development to Syrian and Jordanian workers

EIIP to Syrians and Jordanians in 7 governorates.

Women benefit from focused activities for employment

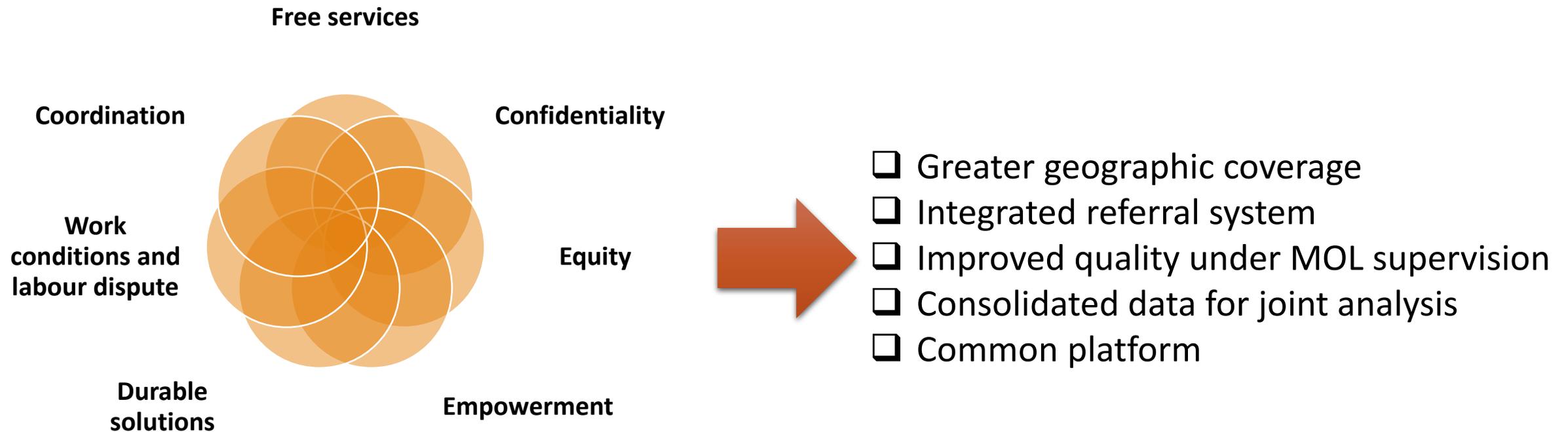
Job matching services to Jordanians and Syrians

Job fairs in camps

OSH training for construction companies

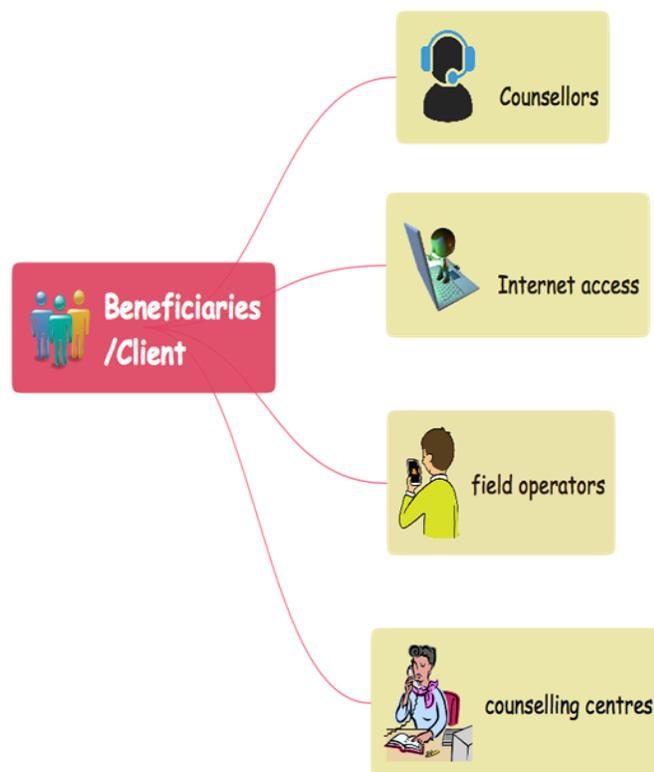
Financial and tech. support for joint business Syrians and Jordanians

Core principles to harmonize Employment Services

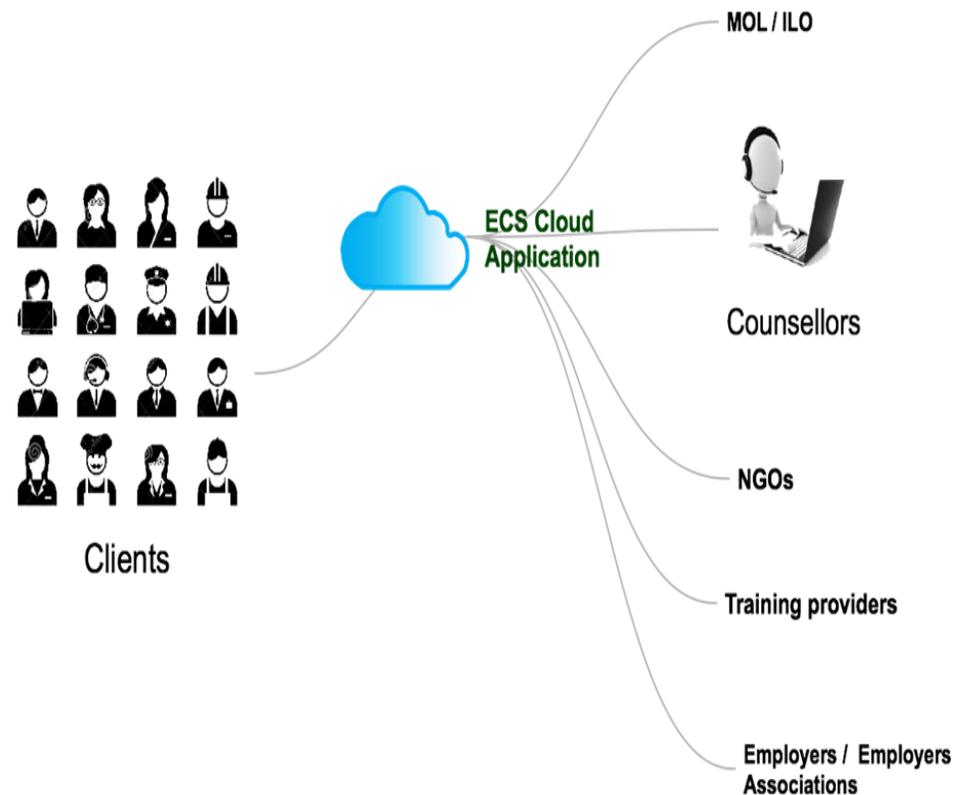


E-Counselling System for job matching

Client/ Beneficiary possible ways to connect with the ECS



Multiple clients and multiple service providers



Main services of Employment Service Centers

Registration of Job Seekers and Vacancies

Common format job seekers and vacancies

3 hours group based job search

2 hours career guidance

Job search plan

Services to employers

Job matching and placement

Matching criteria

No Child labour

Work permit and social security

Referral

Active labour market programmes

Training + certification

Competency based

Occupational Safety and Health

In class and OJT

Entrepreneurship and BDS

Labour market information and analysis

Monthly consolidation and analytical update

Same classifications

ESCs analysis of barriers to decent work

Open database for the best interest of job seeker

A Sector / Geographic Approach to Employment Services

Agriculture

12 cooperatives in Mafraq

12 Cooperatives in Irbid

3 cooperatives in Jarash

3 cooperatives in Ajloun

3 cooperatives in Al Balka

3 cooperatives in Karak

3 cooperatives in Tafaileh

Construction

Jordan Construction
Contractors Association JCCA

Jordan General Federation
Trade Unions
JGFTU

Manufacturing

MOL directorate - Amman

MOL directorate- Irbid

MOL directorate -Mafraq-

MOL directorate - Zarqa

MOL directorate- Sahab

MOL directorate- Madaba

MOL directorates- AL Ruseifa

Camps

With UNHCR in Zaatari camp

With UNHCR in Azraq camp

SUPPORT TO THE MANUFACTURING SECTOR – Funded by the Kingdom of the Netherlands

DEMAND

A/R ON EU TRADE
AGREEMENT/900 companies

TECHNICAL SUPPORT
COMPLY WITH EU QUALITY
STANDARDS/200 companies

PROMOTION OF FACTORIES
AND PRODUCTS/25
companies

INTERMEDIATION

MOL DATABASE OF WORK
PERMITS AND LMIS/E
counselling platform

EMPLOYMENT SERVICES
7000 WORKERS

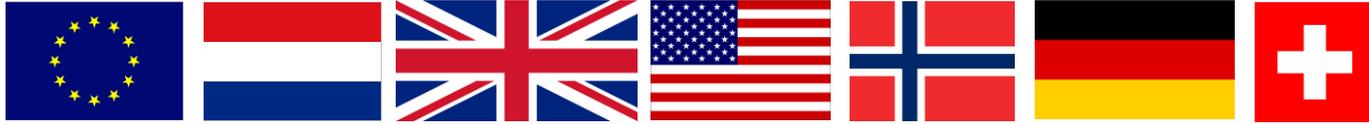
HRD SUPPORT TO
EMPLOYERS FOR
RECRUITMENT

SUPPLY

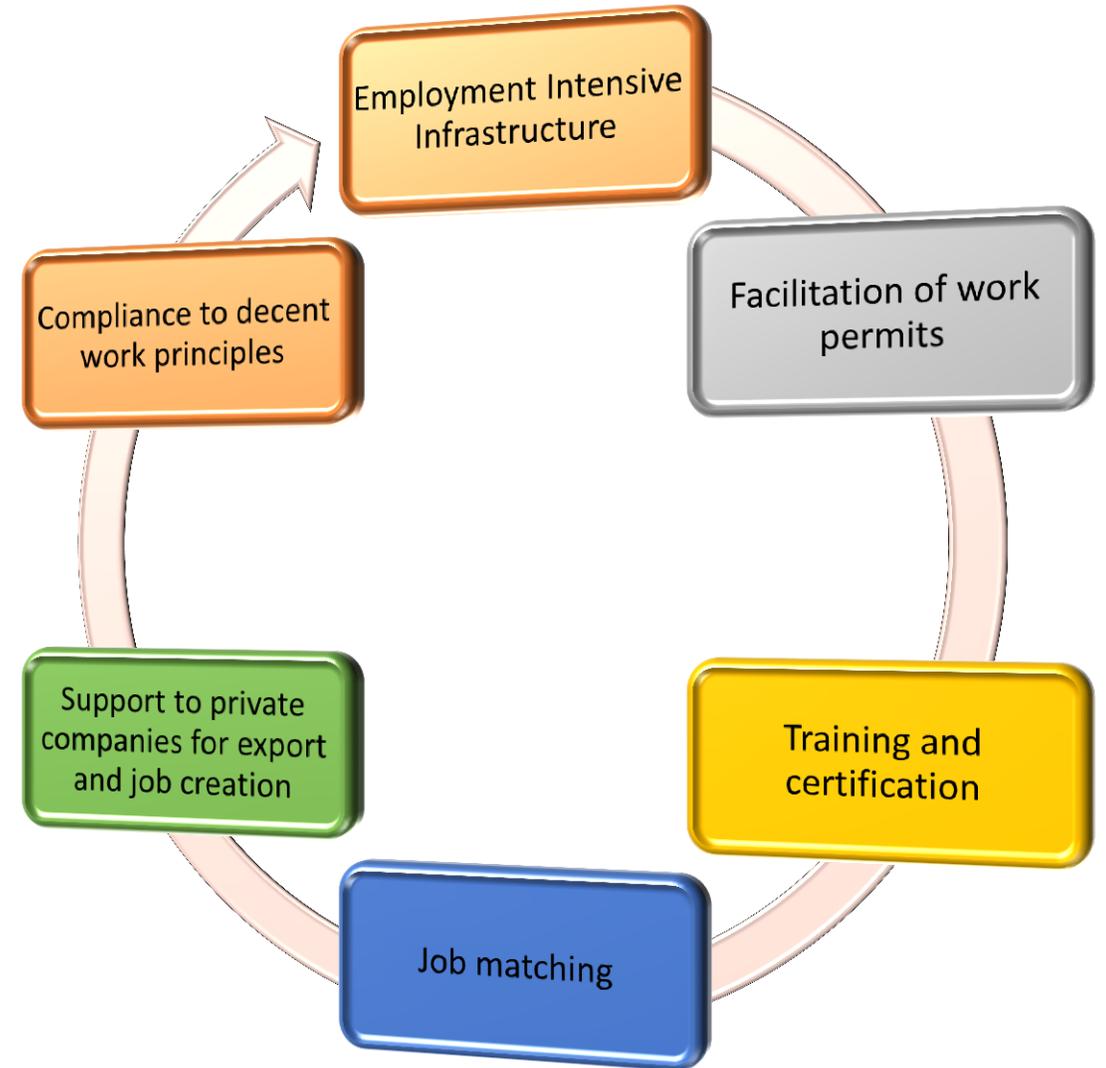
RPL 5000 SYRIANS
JORDANIANS

TECHNICAL TRAINING 2000
WORKERS

CORE WORK SKILLS
TRAINING 1000 workers



The ILO *Programme of Support to the Jordan Compact* is an Integrated Ecosystem Supporting the Creation of Decent Jobs for both Jordanians and Syrians.



In Lebanon and Syria

Towards improved formal and non-formal Technical Vocational & Education Training	Lebanon	2017-2019	UNICEF
The Employment Intensive Infrastructure Programme in Lebanon” EIIP	Lebanon	2017-2018	KFW
Improved access to employment opportunities for Lebanese host communities and Syrian refugees	Lebanon	2017-2018	FAO
Improved and market-based provision of vocational training for Lebanese and refugees	Lebanon	2017-2018	AICS (Italian Agency for development cooperation)
Ending Worst Forms of Child Labour (WFCL) amongst Syrian Refugees and Lebanese Host Communities	Lebanon	2016-2018	NORWAY
Labour Force and Households' Living Conditions Survey (LFH LCS)	Lebanon	2017-2019	EU
Improving Livelihoods for Palestine Refugees in Lebanon	Lebanon	2017-2019	UNRWA
Reducing Worst Forms of Child Labour in Syria	Syria	planned	

Recent and current activities in Lebanon

Research on value chains and market assessments (NGOs, National Employment Office)

Capacity building of training providers on CBT for quality training

National TVET Strategy with UNICEF

Employment Intensive Programme with UNDP

Labour Force and Living Conditions Survey

Ending Worst Forms of Child Labour (WFCL) amongst Syrian Refugees and Lebanese Host Communities

Thank you

