



International
Labour
Organization

Jordan Annual Report 2024

Narrative recap of the development
cooperation implementation of the
ILO programme in the Hashemite
Kingdom of Jordan



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► Preface



**Amal
Mowafy**

Senior employment
policy specialist
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coordinator

The year 2024 has been one of resilience, adaptation, and progress for the world of work in Jordan. Amidst ongoing regional challenges, including economic instability, the lingering effects of the COVID-19 pandemic, and the impacts of climate change, regional conflicts and political shifts, Jordan has demonstrated remarkable determination to advance social justice and decent work for all. The ILO has been proud to stand alongside the Government of Jordan, workers, employers, and development partners in navigating these complexities and seizing opportunities for inclusive growth and sustainable development.

This report captures the collective efforts and achievements of the ILO in Jordan during 2024, highlighting our contributions to the country's Economic Modernization Vision (EMV) 2033 and the United Nations Sustainable Development Goals (SDGs). Through a range of initiatives, we have worked to create decent work opportunities, strengthen social protection systems, promote gender equality, support migrant workers access to decent work, and support Jordan's transition to a green economy. These efforts have been guided by the principles of social dialogue, inclusivity, and sustainability, ensuring that the most vulnerable populations—including women, youth, refugees, migrants, and persons with disabilities—are not left behind.

The ILO's Employment-Intensive Investment Programme (EIIP) has been a cornerstone of our work, generating thousands of jobs and improving infrastructure. Our social protection initiatives have expanded coverage to informal and vulnerable workers, ensuring greater access to social security benefits. Our work with migrant workers availed them access to decent work and strengthened Jordan's compliance with Jordan's trade agreements, and thereby amplifying its competitiveness globally. In parallel, we have made significant improvements in advancing gender equality and disability inclusion, empowering women and persons with disabilities to participate in the labour market.

As we reflect on the achievements of 2024, we are reminded of the importance of collaboration and partnership. The support of our donors, government counterparts, workers' and employers' organizations, and civil society has been instrumental in driving progress. However, challenges remain, particularly in addressing informality, enhancing women's participation, and ensuring a just transition to a green economy.

This report is a testament to the power of collective action and the tangible impact of decent work on individuals, communities, and economies. As we look ahead, the ILO remains committed to supporting Jordan in achieving its national development goals and advancing social justice through decent work. Together, we can build a future where no one is left behind.

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► Abbreviations

Abbreviation	Full form
AICS	Italian Agency for Development Cooperation
CEACR	Committee of Experts on the Application of Conventions and Recommendations
DG	Director-General
EIIP	Employment-Intensive Investment Programme
EMV	Economic Modernization Vision
EU	European Union
FGDs	Focus Group Discussions
GDP	Gross Domestic Product
ILO	International Labour Organization
IMCW	Inter-Ministerial Committee for Pay Equity
JNCW	Jordanian National Commission for Women
KfW	Kreditanstalt für Wiederaufbau (German Development Bank)
KIIs	Key Informant Interviews
LRBT	Local Resource-Based Technology
MOLA	Ministry of Local Administration
MOL	Ministry of Labour
MoEnv	Ministry of Environment
MOY	Ministry of Youth
NCPE	National Committee for Pay Equity
NSPS	National Social Protection Strategy
PWDs	Persons with Disabilities
RBSA	Regular Budget Supplementary Account
SDGs	Sustainable Development Goals
SIDA	Swedish International Development Cooperation Agency
SSC	Social Security Corporation
TCLA	Tripartite Committee for Labour Affairs
UN	United Nations
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNSDCF	United Nations Sustainable Development Cooperation Framework
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
USA	United States of America
WEF	World Economic Forum



► Introduction

This report provides a comprehensive overview of the ILO's activities and achievements in Jordan during 2024. It highlights contributions to advancing decent work, social justice, and inclusive economic growth in alignment with Jordan's EMV 2033 and the SDGs. Through a range of initiatives, the ILO has worked to create employment opportunities, strengthen social protection systems, promote gender equality, and support Jordan's transition to a green economy, ensuring that no one is left behind.

The report is structured around key thematic areas that reflect the ILO's strategic priorities in Jordan:

- **Social Protection:** This section details the ILO's initiatives to expand social security coverage, reduce informality, and strengthen Jordan's social protection system. It highlights the impact of programmes funded by the Netherlands, Norway, and UK's Foreign, Commonwealth and Development Office, and include projects such as the Estidama++ Fund and the PROSPECTS initiative in integrating vulnerable workers, including refugees, into the formal economy.
- **Gender and Non-Discrimination:** This section focuses on the ILO's work to advance gender equality and disability inclusion in the workplace. It highlights achievements such as the integration of workers with disabilities into the garment sector, the promotion of women's leadership, and the introduction of gender-responsive policies.
- **Decent work for migrant workers:** This section outlines the ILO's efforts to protect and empower migrant workers in Jordan's garment sector, where they constitute 76 per cent of the workforce. Key achievements include the Al-Hassan Workers' Centre's provision of skills training, legal aid, and wellness programmes and Better Work Jordan's mental health referral system. Partnerships with Canada, the EU, and the U.S. strengthened worker representation, while awareness campaigns and cultural events promoted inclusion. These initiatives have advanced fairer labour standards for migrant workers.
- **Response to Syria refugee's crisis:** This section examines the ILO's efforts to improve the livelihoods of refugees and host communities via programmes funded by the Netherlands and the European Union through job creation, skills development, and formal labour market access. It highlights the challenges and successes in integrating refugees into Jordan's economy. The Employment Intensive Investment Programme is the hallmark of this section whereas it created jobs, improved infrastructure, and promoted environmental sustainability through labour-intensive projects funded via KFW Development Bank and the Ministry of Foreign Affairs of Italy. It highlights the programme's success in generating employment, enhancing livelihoods, and building local capacity while addressing gaps in women's participation.
- **Just Transitions:** This section explores the ILO's pioneering work in promoting a just transition to a green economy, ensuring that the shift to sustainable practices is inclusive and equitable. It highlights the preparatory phase of the Just Jordan initiative and its alignment with Jordan's green economy goals.
- **Support to Jordan's EMV 2033:** This section outlines how the ILO's programmes align with Jordan's national development goals, contributing to economic growth, sustainability, and improved quality of life.
- **Challenges, Lessons Learned, and Opportunities:** This section reflects on the structural and operational challenges faced during implementation, the lessons learned, and the opportunities for scaling up successful interventions in the future.

- **Publications:** This section highlights the publications released in 2024 addressing labour market challenges and inclusive growth. Key highlights include the “Goal for Life” initiative, upskilling women in sports to challenge stereotypes; guidelines promoting disability inclusion in Jordan’s garment sector; and recommendations urging ratification of ILO Convention No. 190 to combat workplace violence. A joint ILO-OECD-UNDP report analysed informality in Egypt, Iraq, and Jordan post-COVID, advocating structural reforms. Other publications covered sustainable textile strategies in Cambodia, Jordan, and Viet Nam; employment impacts of Jordan’s Wadi Al Arab Water Project; and enhancing migrant labour data. Efforts to empower women, integrate refugees, and improve grievance redressal mechanisms underscored commitments to decent work, gender equality, and resilience through partnerships, legal reforms, and sectoral policies.

The results outlined in this report are the product of the collaborative efforts involving ILO staff, government counterparts, workers’ and employers’ organizations, and development partners. It serves as a high-level summary intended for discussion with stakeholders and for communicating the ILO’s key achievements to the international community. The report underscores the ILO’s commitment to continuous learning and adaptation, ensuring that its interventions remain responsive to the evolving needs of Jordan’s labour market.

For more detailed information on the results achieved in Jordan and the impact of the ILO’s work on individuals and communities, please refer to the accompanying digital resources and the [ILO Decent Work Results Dashboard](#). These tools provide a deeper dive into the data and stories behind the numbers, showcasing the tangible benefits of decent work for people and enterprises across the country.



Part 1:

Key achievements & milestones





20 municipal works were completed, surpassing the target of 15, improving local infrastructure and services for communities.



19,365 refugees and host community members benefited from national protection and partner-led social protection services, including legal and civil documentation, child protection, social welfare, and health services.



41,143 work-months of coverage rewards were provided to previously uncovered workers and 109,505 work-months of contribution subsidies to vulnerable workers, marking a significant step toward reducing informality and expanding social security coverage.



Maternity leave legislative amendment increases the leave from 70 to 90 days, with maternity benefits extending for the full 90 days,



Coverage expansion legislative amendment allows non-Jordanians, including children of Jordanian women, who have made at least 120 mandatory social security contributions, to voluntarily subscribe and qualify for disability and pension benefits.



29,292 vulnerable workers enrolled into social protection schemes, bringing the total enrolment to approximately 40,000, including both Jordanian and non-Jordanian workers, including refugees.



345 hectares of afforestation were executed, far exceeding the target of 175 hectares, and planted 100,000 trees, surpassing the goal of 87,500.



31,097 individuals benefited from coverage rewards and contribution subsidies, exceeding the target of 20,000.



134 social security staff were trained to conduct outreach activities, far surpassing the target of 20.



328,629 messages were sent to male and female vulnerable workers, significantly exceeding the target of 100,000



Unemployment Insurance legislative amendment ensures the long-term sustainability of the unemployment fund.



The February 2024 «Women Today, Quality and Sustainable Care Now» National Conference marked another pivotal moment, convening over **300 participants including government ministers**, international ambassadors, and civil society leaders. This high-level gathering produced concrete policy recommendations that directly informed the landmark Nurseries Regulation No. (6) of 2024, which establishes stronger compliance mechanisms for workplace childcare facilities.



The wage protection platform for private school teachers successfully formalized **30,157** employment contracts while simultaneously generating **JOD 55,000** in sustainable revenue to ensure the system's long-term viability.



16 formal agreements with schools were arranged to improve working conditions for female teachers and four nationwide awareness campaigns on equal pay and workplace violence prevention that reached over 15,000 workers and employers.



51,000 visits to the Workers Centre at the Al Hassan Industrial Zone were recorded, with women constituting 48 per cent of visitors, reflecting its inclusive reach.



The Workers Centre's awareness campaigns achieved remarkable reach through 79 social media posts generating **26,604 impressions and 3,408 engagements on workers' rights topics**.



815 migrant workers were assisted with mental health services by the Better Work Jordan's mental health referral system, supported by private sector contributions, far exceeding expectations.



975 workers with disabilities, 48 per cent of which were women, were supported with job placement through targeted interventions in the garments sector.



20 officials from key institutions including the SSC and the JNCW receiving specialized training on gender-sensitive grievance mechanisms and workplace safety policies.



The Centre's educational programmes empowered **699 workers with basic computer skills**, while 132 learned foundational English and 24 acquired Bengali literacy.



2,652 worker-organized community events were organized at the Al Hassan Workers Centre with 256 participants partaking in various games and sports. Furthermore, 160 workers participated in mental health education activities, aligning with broader sector initiatives.



1,037 individuals were supported with employment services and 730 individuals were supported with skills development programmes.



1,212 beneficiaries, including 262 Jordanians and 950 Syrians, **were supported with transition from cash assistance** to employment through a holistic approach that combined skills training, job search and placement support, and on-the-job training.



20,100 green workdays were created, benefiting 311 workers and contributing to environmental sustainability through afforestation and tree-planting initiatives. This result includes 95 green jobs for Syrian refugees in Mafraq and Irbid, with 31 per cent of jobs assumed by women and 5 per cent by PWDs, promoting both economic and environmental sustainability.



828 short-term jobs were provided for Syrian refugees across seven governorates, with 34 per cent of these jobs assumed by women and 3 per cent by PWDs.



29,292 new beneficiaries were enrolled in social security, bringing the total enrolment to approximately 40,000, including both Jordanian and non-Jordanian workers, including refugees.



12 Jordanian and 3 non-Jordanian persons were trained on the Start and Improve Your Business training package to support refugees' long-term economic resilience, thereby promoting entrepreneurship and small business development and empowering them to establish sustainable livelihoods.



Part 2:

Advancing social justice in Jordan amidst regional turmoil

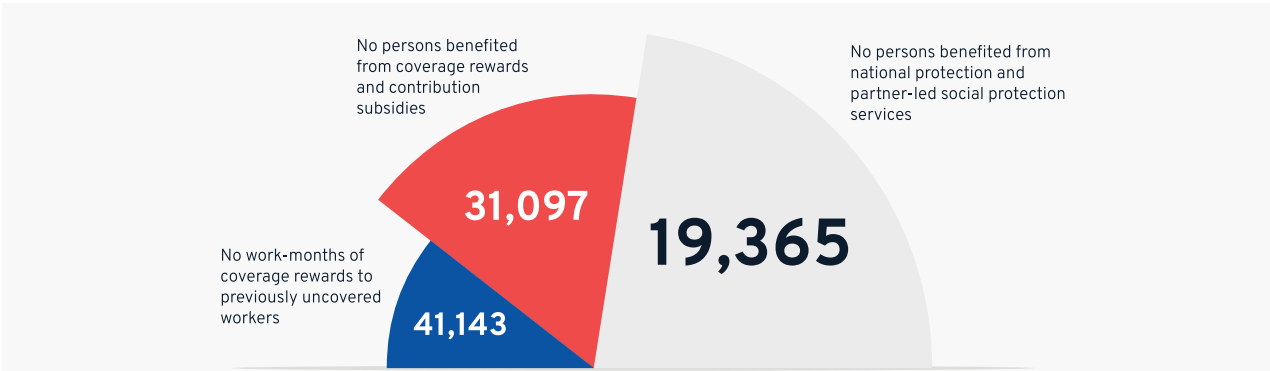


► **Social protection**

In 2024, the ILO implemented four key projects to strengthen Jordan’s social protection system, supported by a range of donors and partners. The “Technical Advisory Services for Social Security in Jordan”, funded by the Social Security Corporation (SSC), launched work on the “Eleventh Actuarial Review of the SSC”, providing critical insights into the system’s financial sustainability. The “Towards an inclusive national social protection system and accelerating decent job opportunities for Syrians and vulnerable Jordanians” project, funded by the EU and co-implemented with UNICEF, focused on expanding access to social protection services for forcibly displaced persons and vulnerable Jordanians. The “Estidama++ Fund”, supported by the Netherlands, Norway, and the United Kingdom, aimed to formalize and extend social security coverage to uncovered and vulnerable workers. Lastly, “PROSPECTS”, which is funded by the Netherlands, contributed to outreach and capacity-building efforts. Together, these projects represented a comprehensive

approach to enhancing social protection in Jordan, ensuring that the most vulnerable populations are integrated into the national protection framework.

The combined efforts of these initiatives yielded significant achievements in 2024. A total of 19,365 refugees and host community members benefited from national protection and partner-led social protection services, including legal and civil documentation, child protection, social welfare, and health services. This result more than doubled the target of 9,500, demonstrating the programme’s broad reach and impact. Additionally, 31,097 individuals benefited from coverage rewards and contribution subsidies, exceeding the target of 20,000. These subsidies provided 41,143 work-months of coverage rewards to previously uncovered workers and 109,505 work-months of contribution subsidies to vulnerable workers, marking a significant step toward reducing informality and expanding social security coverage.



 **134**
Social security staff
were **Trained**

 **328,629**
Messages were sent
to male and female
vulnerable workers

Capacity-building and outreach activities also saw notable success. A total of 134 social security staff were trained to conduct outreach activities, far surpassing the target of 20. These staff members are now better equipped to engage with vulnerable workers and promote the benefits of social security coverage. Furthermore, 328,629 messages were sent to male and female vulnerable workers, significantly exceeding the target of 100,000. These messages played a crucial role in raising awareness and encouraging enrolment in social security programmes. The programme also developed two communication packages and tools for the SSC, exceeding the target of one, which were instrumental in disseminating information about social security benefits and rights.

Building on these efforts, the ILO contributed to key policy and regulatory advancements in Jordan's social protection landscape. Draft amendments to the national laws and which were proposed to the relevant policymaking bodies were supported via policy discussions to facilitate expanded coverage and strengthen protections for vulnerable workers. Key amendments included:



Maternity Leave: The proposed amendment increases the leave from 70 to 90 days, with maternity benefits extending for the full 90 days, a feat championed by the National Committee for Pay Equity (NCPE) including MOL and the Jordanian National Committee for Women (JNCW)



Coverage Expansion: The proposed amendment allows non-Jordanians, including children of Jordanian women, who have made at least 120 mandatory social security contributions, to voluntarily subscribe and qualify for disability and pension benefits.



Unemployment Insurance: The proposed amendment ensures the long-term sustainability of the unemployment fund.

Additionally, the ILO, in collaboration with the SSC, implemented a data-driven approach to track social protection coverage, ensuring a more evidence-based framework for policymaking and reporting. These initiatives significantly enhanced the ability of Jordan's social protection institutions to monitor and address gaps in service delivery.



29,292

**Vulnerable
Workers**
Enrolled into Social
Protection Schemes

The Estidama++ programme emerged as a major initiative in 2024, enrolling 29,292 vulnerable workers into social protection schemes, bringing the total enrolment to approximately 40,000, including both Jordanian and non-Jordanian workers, including refugees. The programme achieved a 97.5 per cent continuation rate of participants who completed the programme and remained engaged with the SSC, marking a significant achievement in fostering sustainable support for vulnerable workers and improving social protection rights for them.

97.5% 

% continuation rate of participants who completed the programme and remained engaged with the SSC

The ILO's social protection initiatives in Jordan in 2024 made significant achievements in extending coverage, improving access to services, and building the capacity of social security institutions. By addressing remaining gaps and scaling up successful interventions, the programme can further strengthen Jordan's social protection system and ensure that more vulnerable individuals and workers are included in its benefits. Through these efforts, the ILO continues to support Jordan in achieving a more inclusive and resilient social protection framework.

► **Employment intensive investment programme (EIIP)**

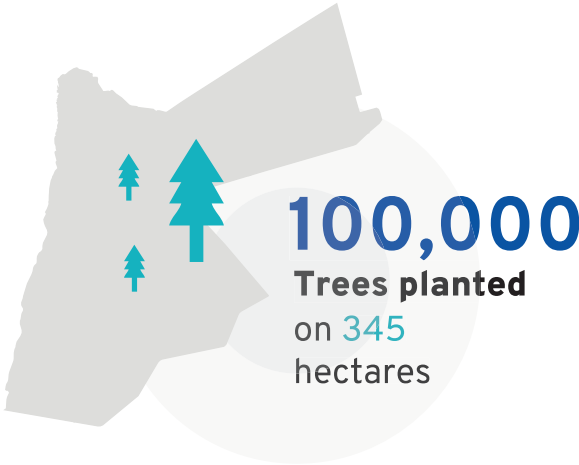
In 2024, the ILO's EIIP in Jordan achieved significant progress in creating jobs, improving livelihoods, and promoting inclusive economic growth through three key projects. These projects were funded by the KfW Development Bank, the Ministry of Foreign Affairs and International Cooperation of Italy via the Italian Agency for Development Cooperation, the United Nations Educational, Scientific, and Cultural Organization (UNESCO) and the World Bank via the Ministry of Local Administration. The programme delivered strong results across several areas, though some targets were not fully met, highlighting areas for future improvement.

In 2024, the EIIP in Jordan delivered substantial economic and social impact by creating 2,032 jobs with a minimum duration of 40 days. These jobs provided vital income opportunities for vulnerable households, directly benefiting 8,916 individuals, including 691 women, 986 Jordanians, 1,046 refugees, and 108 persons with disabilities. Through collaborative efforts, the EIIP Phase VI generated 1,721 jobs and 154,588 worker-days, while the initiative supported by Italy's Ministry of Foreign Affairs and International Cooperation added 311 jobs and 20,100 worker-days



Collectively, the programme produced 174,688 worker-days, sustaining household incomes and stimulating local economies. By prioritizing inclusivity, the EIIP empowered marginalized groups such as refugees and persons with disabilities, fostering social cohesion and economic resilience. The integration of Jordanians and non-Jordanians in its framework further strengthened community ties and underscored the programme's role as a cornerstone of equitable development.

In terms of infrastructure and environmental impact, the EIIP exceeded expectations. A total of 20 municipal works were completed, surpassing the target of 15, improving local infrastructure and services for communities. The programme also supported 345 hectares of afforestation, far exceeding the target of 175 hectares, and planted 100,000 trees, surpassing the goal of 87,500. These achievements not only contributed to environmental sustainability but also created green jobs, aligning with broader sustainable development goals.



Capacity building and inclusion were also key focus areas. The programme trained 397 public and private sector officials on employment-intensive approaches, significantly exceeding the target of 80. Additionally, 163 new partners were certified in Local Resource-Based Technology, surpassing the target of 60. These efforts have strengthened the capacity of local institutions and stakeholders to implement employment-intensive approaches, ensuring long-term sustainability.

On the inclusion front, 106 public and private sector officials attended workshops on women's inclusion, exceeding the target of 80. However, only 3 out of 5 planned initiatives to improve women's participation in labour-intensive programmes were conducted, indicating a need for further focus in this area.



Entrepreneurship development was another area of success. The programme trained 350 women and men in entrepreneurship, significantly exceeding the target of 201. This training equipped participants with the skills needed to start or grow their businesses, fostering economic resilience and self-reliance. Additionally, 12 trainers and local institutions were certified to deliver entrepreneurship training modules, fully meeting the target and ensuring the sustainability of these efforts.

The EIIP also prioritized building local capacity in sustainable and environmentally friendly practices. A total of 63 public sector engineers and officials from MOLA and various municipalities were trained on Green Local Resource-Based Methodologies.



These participants were certified by the Jordanian Engineers Association, equipping them with the knowledge and skills to implement environmentally sustainable and cost-effective approaches in infrastructure projects. This training enhanced the technical expertise of public sector officials and promoted the adoption of green practices in local development initiatives, contributing to the programme's broader goals of environmental sustainability and resilience. This achievement underscores the EIIP's commitment to fostering long-term capacity building and aligning with global efforts to combat climate change through localized, green solutions.



The EIIP in Jordan made meaningful contributions to decent work, economic inclusion, and sustainable development in 2024. By addressing gaps in women's participation and scaling up successful initiatives, the programme can further enhance its impact in the coming years, ensuring that more vulnerable individuals and communities benefit from its interventions. The programme's achievements in job creation, infrastructure development, environmental sustainability, and capacity building demonstrate its potential to drive inclusive growth and resilience in Jordan, particularly in the face of ongoing social, economic and environmental challenges.





► Gender equality and non-discrimination

In 2024, the ILO made significant and measurable progress in advancing gender equality and non-discrimination within Jordan's labour market through comprehensive policy reforms, innovative digital solutions, and targeted workplace interventions. Work this year has fundamentally transformed employment opportunities and protections for women, persons with disabilities, and other vulnerable groups across multiple sectors of Jordan's economy.

The ILO's transformative work to advance gender equality and non-discrimination in Jordan's labour market has been made possible through the generous support of key development partners, whose strategic funding has enabled groundbreaking reforms, digital innovations, and inclusive workplace interventions. The United Nations Multi-Partner Trust Fund Office (UNDP) has been instrumental in addressing intersectional challenges through its "Climate Change, Disability Inclusion, and Intersectionality multi-country programme", while Norway's Ministry of Foreign Affairs has championed women's economic empowerment via two critical projects: "Advancing Decent Work for Women to Achieve Economic Development" and "Equality@Work", which promotes safe, healthy, and diverse workplaces. Additionally, the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), via funding from the Swedish International Development Cooperation Agency (SIDA), has expanded opportunities for women through its regional programme "Promoting Productive Employment and Decent Work for Women in Egypt, Jordan, and Palestine". Together, these partnerships have driven measurable progress in closing gender gaps, protecting workers' rights, and fostering inclusive economic growth.

A landmark achievement was the successful advancement of two critical labour law amendments now in final parliamentary approval stages. The first extends paid maternity leave from 70 to 90 days, as mentioned earlier in the Social Protection section and the Maternity benefits, while the second strengthens protections against pregnancy-based discrimination in the workplace. These reforms, championed through the National Committee for Pay Equity (NCPE) tripartite dialogue platform, represent the culmination of years of sustained advocacy and will directly benefit an estimated 250,000 working women across Jordan. The extended maternity leave provision is particularly significant as it brings Jordan closer to International Labour Standards while improving health outcomes for both mothers and newborns.

+300

Participants patook

Feb 2024 conference
on women & sustainable care

The February 2024 "Women Today, Quality and Sustainable Care Now" National Conference marked another pivotal moment, convening over 300 participants including government ministers, international ambassadors, and civil society leaders. This high-level gathering produced concrete policy recommendations that directly informed the landmark Nurseries Regulation No. (6) of 2024, which establishes stronger compliance mechanisms for workplace childcare facilities. The regulation represents a crucial step toward removing barriers to women's continued workforce participation by addressing one of the most persistent challenges facing working mothers.

The ILO's digital transformation initiatives achieved remarkable scale and impact in 2024.

Now fully integrated with the MOE, MOL, and SSC, this innovative platform has become a replicable model for reducing gender pay gaps and improving working conditions across sectors, with expansion plans already underway for domestic workers and retail employees in 2025.

The wage protection platform for private school teachers successfully formalized **30,157** employment contracts while simultaneously generating **JOD 55,000** in sustainable revenue to ensure the system's long-term viability.



Perhaps ILO's most visible impact emerged in Jordan's garment sector, where the ILO facilitated the employment of 975 workers with disabilities, 48 per cent of which were women, through targeted interventions. This achievement was supported by two groundbreaking resources: the first comprehensive Assessment Report on Workers with Disabilities in Jordan's Garment Sector, which provided an evidence-based analysis of barriers and opportunities, and practical Guidelines for Employers offering step-by-step guidance on inclusive recruitment and workplace accommodations. These tools have positioned Jordan as a regional leader in disability-inclusive employment practices, with adaptation already beginning for agriculture and logistics sectors.

Policy influence extended to corporate governance through the Companies Law amendment mandating 20 per cent women's representation on boards of public shareholding and large private companies - a watershed moment for gender equality in economic leadership.

This achievement was complemented by 16 formal agreements with schools to improve working conditions for female teachers and four nationwide awareness campaigns on equal pay and workplace violence prevention that reached over 15,000 workers and employers. The campaigns utilized innovative approaches to shift workplace attitudes and practices, including social media engagement, workplace training sessions, and community dialogues.

Capacity building remained central to the ILO's work in this field, with 20 officials from key institutions including the SSC and the JNCW receiving specialized training on gender-sensitive grievance mechanisms and workplace safety policies. These efforts were amplified through strategic partnerships that documented three successful case studies of transformative workplace improvements, providing models for replication across industries.

15,000

No. workers and employers reached by 4 nationwide awareness campaigns on equal pay and workplace violence prevention



16



Agreements improving female teachers' conditions

20



Officials trained on gender-sensitive policies

The ILO's 2024 gender equality initiatives in Jordan demonstrate how strategic policy interventions, coupled with technological innovation and social dialogue, can systematically transform labour market inclusion. As the ILO builds on these achievements - particularly the impending maternity leave extension and scalable disability inclusion framework – it is laying the foundation for truly equitable access to decent work opportunities across Jordanian society. The coming year will focus on ensuring swift implementation of adopted reforms, expanding successful digital solutions to new sectors, and scaling inclusive employment models nationwide, with special attention to rural areas where disparities remain most pronounced. These ongoing efforts reaffirm the ILO's commitment to creating a labour market that works for all Jordanians, regardless of gender, ability, or background.

Project in a Spotlight: Advancing Disability-Inclusive Climate Action in Jordan

This initiative empowers Jordan to integrate disability rights and intersectionality into its national climate policies, ensuring that persons with disabilities are included in climate resilience efforts. The project equips government ministries, civil society, and Organizations of Persons with Disabilities (OPDs) with the knowledge and tools to meaningfully engage in shaping inclusive National Adaptation Plans and Nationally Determined Contributions. Through capacity-building workshops, stakeholders learn to address gaps in climate policies, apply intersectional approaches, and advocate for disability-inclusive measures in sectors like green infrastructure and transport. Collaborative development of practical guidance notes, tested in Jordan's policy frameworks, helps align climate action with the UN Convention on the Rights of Persons with Disabilities. By fostering partnerships between OPDs, the Higher Council for the Rights of Persons with Disabilities, and UN agencies, the project ensures persons with disabilities are active contributors to climate solutions, driving equitable policies that leave no one behind in Jordan's sustainable development journey.





► Decent work for migrant workers

In 2024, Jordan's garment sector witnessed transformative progress in protecting migrant workers' rights through coordinated efforts by the ILO and its partners, made possible by the generous support of key donors including Canada's Employment and Social Development Canada, the Delegation of the European Union to Jordan, private sector contributors, and the United States Department of Labor. These partnerships enabled comprehensive interventions addressing the needs of migrant workers who comprise 76 per cent of the sector's 74,000-strong workforce, with women representing 74 per cent.

The USDOL's support for **"Working in Freedom in Jordan's QIZs"** sustained the Al-Hassan Workers' Centre in Ramtha's industrial zone in Irbid as a critical hub for garment workers. Staffed by a multicultural team of three social workers (Malagasy, Bengali, and Jordanian), an administrative assistant, and a project manager, the Centre provided services in five languages - Bengali, Arabic, Malagasy, Telugu, and Hindi - ensuring accessibility for all workers. Throughout 2024, the Centre recorded over 51,000 visits, with women constituting 48 per cent of visitors, reflecting its inclusive reach.

The Centre's educational programmes empowered 699 workers with basic computer skills, while 132 learned foundational English and 24 acquired Bengali literacy. Beyond skills training, 239 workers received vital support services including assistance with social security, passport renewals, and medical consultations.

The Centre's awareness campaigns achieved remarkable reach through 79 social media posts generating 26,604 impressions and 3,408 engagements on workers' rights topics. Its recreational facilities, including a gym used by 730 workers, a dance floor hosting 185 participants, and a soccer field attracting 1,644 workers, fostered community building and wellbeing. These spaces also facilitated 2,652 worker-organized community events and 256 participants in various games and sports. Notably, 160 workers participated in mental health education activities, aligning with broader sector initiatives.

Complementing these efforts, Canada's Employment and Social Development Canada funded "Building Capacity for a More Inclusive and Fair Working Environment," strengthening worker representation and trade union engagement. Meanwhile, the Delegation of the European Union to Jordan's "Employment Opportunities for Jordanian and Refugee Job-Seekers" programme enhanced employment services in export industries, creating pathways to decent work. Private sector support sustained Better Work Jordan's core operations, enabling factory-level improvements that benefited both migrant and Jordanian workers.



Better Work Jordan's mental health referral system, supported by private sector contributions, far exceeded expectations by assisting 815 migrant workers - surpassing its 100-case target eightfold. This achievement was part of a comprehensive mental health initiative that included training for factory psychologists and expanded services to Aqaba. However, challenges persist, as reflected in BWJ's 2024 survey of 78 factories and 1,564 workers, which showed an 11 per cent non-compliance rate on migration standards (exceeding the 8 per cent target) and job satisfaction at 67 per cent, slightly below the 71 per cent target.

The sector celebrated important milestones including Labour Day on 1 May, which recognized over 1,000 workers' contributions, and International Migrants Day on 18 December, where workers from Bangladesh, India, Sri Lanka, Madagascar, Myanmar, Nepal, and Pakistan showcased their cultures to an audience of 1,000. A November quiz competition engaged 15 worker groups in friendly competition and learning. Looking ahead, the ILO's sustainability roadmap, developed through extensive stakeholder consultations, will guide continued improvements in labour standards and worker protections.

815

Migrant workers
Supported with
mental health support



The establishment of a tripartite technical committee following BWJ's 52nd PAC meeting demonstrates growing institutional capacity for social dialogue. While disparities persist between migrant and Jordanian workers, particularly in access to grievance mechanisms and career progression, the combined efforts of the Al-Hassan Workers' Centre, Better Work Jordan, and their donor partners have established a strong foundation for achieving decent work for all in Jordan's garment sector.

This comprehensive approach – combining direct services, capacity building, policy development, and social dialogue – exemplifies how strategic partnerships can transform workplace conditions for migrant workers while strengthening Jordan's position in global supply chains. The continued commitment of international donors and private sector partners will be essential to sustain and expand these gains in the years ahead.

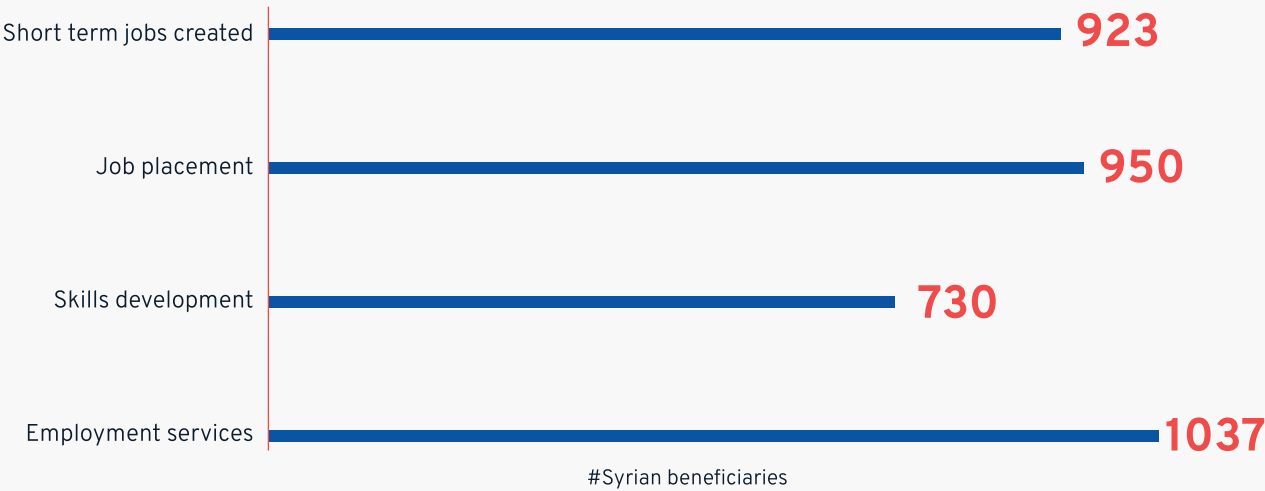


► Response to Syria refugee crisis



In 2024, the ILO implemented a range of projects to support refugees and host communities in Jordan, focusing on job creation, skills development, formalizing access to the labour market, and enhancing social protection. These initiatives were made possible through the generous support of various donors, including the European Union, the KfW Development Bank, the Netherlands, Norway, the United Kingdom, the USA Department of State, and Italy.

Key projects included the “Towards an inclusive national social protection system and accelerating decent job opportunities for Syrians and vulnerable Jordanians” project, funded by the EU and co-implemented with UNICEF, “Employment through Labour-Intensive Infrastructure Programme in Jordan - Phase VI” funded by the KfW Development Bank, the “Estidama++ Fund” funded by the Netherlands, Norway and the Foreign, Commonwealth and Development Office, the “Formalizing Access to the Legal Labour Market for Refugees and Host Communities in Jordan – Phase III” funded by USDOS, “PROSPECTS” funded by the Netherlands, and “Towards a More Inclusive Economy through Immediate Job Generation and Enterprise Development for Vulnerable Refugees and Host Communities in Jordan – Phase II” funded by MoFAIC through AICS, “Support to the MSSRP to assess, monitor and increase the labour-intensity of its capital investments” funded by the World Bank through MOLA, and “Decent Jobs for Cultural Heritage” funded by UNESCO.



The ILO's initiatives in 2024 achieved significant results in supporting refugees and host communities. Employment services were provided for 1,037 individuals, and 730 individuals benefited from skills development programmes. A total of 1,212 beneficiaries, including 262 Jordanians and 950 Syrians, were supported to transition from cash assistance via the National Aid Fund or humanitarian assistance to employment via the EU Madad project. This transition was facilitated through a holistic approach that combined skills training, job search and placement support, and on-the-job training. Additionally, and as mentioned in the EIIP section, the KfW-funded project created 828 short-term jobs for Syrian refugees across seven governorates, with 34 per cent of these jobs assumed by women and 3 per cent by PWDs. Similarly, under the AICS-funded project, 95 green jobs were created for Syrian refugees in Mafraq and Irbid, with 30 per cent of jobs assumed by women and 5 per cent by PWDs, promoting both economic and environmental sustainability.

Job Creation & Green Impact

828

short-term jobs
for Syrian refugees
across 7 governorates



%34

women



%3

PWDs

95

green jobs
under AICS-funded
project (Mafraq & Irbid)



%30

women



%5

PWDs

20,100

**green
workdays**

311

**workers
benefited**

The EIIP also created 20,100 green workdays, benefiting 311 workers and contributing to environmental sustainability through afforestation and tree-planting initiatives. The Estidama++ Fund played a critical role in formalizing employment and extending social security coverage to vulnerable workers, including refugees. Through coverage rewards and contribution subsidies, the fund helped reduce informality and ensure that more workers had access to social protection. In 2024, as mentioned in the Social Protection section, the programme enrolled 29,292 new beneficiaries, bringing the total enrolment to approximately 40,000, including both Jordanian and non-Jordanian workers, including refugees. The programme achieved a 97.5 per cent continuation rate of participants who completed the programme and remained engaged with the SSC, marking a significant achievement in fostering sustainable support for vulnerable workers. The ILO also contributed to amendments to the Social Security Law, which facilitated the inclusion of refugees and informal workers in social security schemes, providing them with enhanced protection. These legislative advancements were complemented by a data-driven approach to social protection coverage, implemented in collaboration with the SSC, to ensure evidence-based policymaking and targeted interventions.

The PROSPECTS programme made considerable contributions in promoting inclusive employment and education opportunities, addressing the unique challenges faced by refugees and host communities. These efforts were further strengthened through collaborations with UNICEF, equipping youth and adolescents with job search and employability skills tailored to labour market demands.



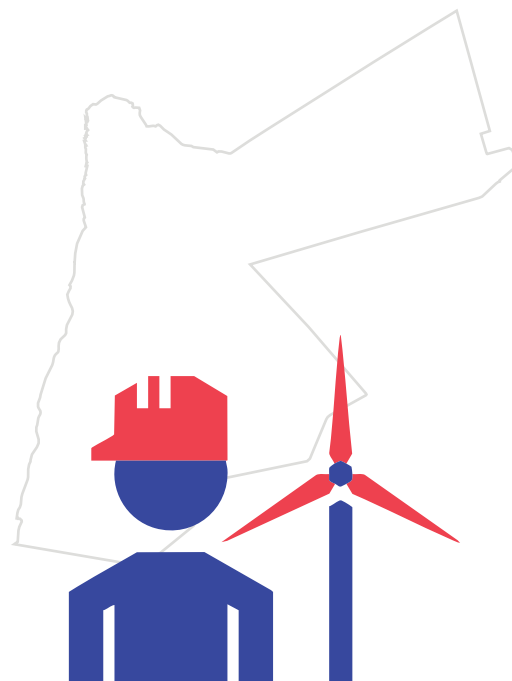
The programme also supported the Agriculture National Sector Skills Council (NSSC), developing National Occupational Standards (NOS) for priority occupations and implementing a Work-Based Learning (WBL) programme, which resulted in 359 young people completing the programme, of whom 318 obtained occupational licences.

In 2024, the EIIP in Jordan delivered substantial economic and social impact by creating 2,032 jobs with a minimum duration of 40 days. These jobs provided vital income opportunities for vulnerable households, directly benefiting 8,916 individuals, including 691 women, 986 Jordanians, 1,046 refugees, and 108 persons with disabilities. Through collaborative efforts, the EIIP Phase VI generated 1,721 jobs and 154,588 worker-days, while the initiative supported by Italy's Ministry of Foreign Affairs and International Cooperation added 311 jobs and 20,100 worker-days.

► Just transitions

In 2024, the ILO launched significant efforts to promote a just transition in Jordan, ensuring that the shift to a greener economy is inclusive, equitable, and centred on decent work principles. Two key projects supported this endeavour: **“Just Jordan – Putting the People Back in Planet and Prosperity”**, funded by the ILO’s core voluntary funds (Regular Budget Supplementary Account), and the **“Climate Change, Disability Inclusion, and Intersectionality Multi-Country Programme”**, funded by the Multi-Partner Trust Fund. These projects marked the beginning of a novel and promising initiative in Jordan, laying the foundation for a just transition that prioritizes social justice, worker protections, and inclusivity.

The Just Jordan project, set for full implementation in 2025, focused on the preparatory phase in 2024, aiming to support the green transformation of Jordan’s garment and food manufacturing sectors. Building on existing sectoral analyses and previous studies, the project identified key challenges and opportunities for integrating Just Transition principles into Jordan’s labour market. Efforts were made to align the initiative with Jordan’s EMV and national labour priorities, ensuring coherence with broader economic reforms. Through engagement with key stakeholders, including government bodies, employer organizations, and workers’ representatives, the project validated findings and refined its approach. This included promoting the formalization of green jobs, strengthening worker protections, and supporting enterprises in adopting sustainable business models. These efforts ensured that the transition process safeguards decent work and social justice, setting the stage for timely implementation in 2025.



As part of the ILO’s broader Just Transition efforts, **green job creation and sustainable employment initiatives were integrated into various programmes**, such as the Estdama++ Fund, which supported the formalization of workers in environmentally sustainable sectors.

Additionally, **green economy workforce planning was incorporated into the National Strategy for Career Counselling and Career Guidance**, ensuring that workers and youth receive training and career pathways aligned with climate adaptation and sustainability needs. This aligns with the broader goals of the EIIP in Jordan - Phase VI, which delivered transformative results in environmental sustainability and green job creation. As mentioned in the EIIP section, the ILO contributed to Jordan’s National Afforestation Plan by planting 100,000 trees using Cocoon technology, a water-efficient solution that addresses the country’s critical water scarcity challenges. The programme also rehabilitated infrastructure in 15 municipalities, utilizing local resources and fostering local partnerships, while certifying 100 engineers in Employment-Intensive Approaches. These efforts not only promoted environmental sustainability but also created 20,100 green workdays, benefiting 311 workers and contributing to the broader goals of a just transition.

Under the Climate Change, Disability Inclusion, and Intersectionality Multi-Country Programme and as mentioned in the Gender and Non-Discrimination section, the ILO conducted a comprehensive capacity needs assessment to integrate disability-inclusive and intersectional approaches into climate adaptation and mitigation planning. This included one workshop on disability inclusion in climate change, which brought together diverse stakeholders to discuss challenges and opportunities. The workshop was followed by a detailed synthesis report, which reviewed international and regional guidance, national legislation, and policies, while mapping key stakeholders in disability inclusion and just transition. The synthesis report informed a capacity needs assessment, which gathered qualitative data through 15 Key Informant Interviews (KIIs) with governmental and non-governmental entities, as well as Focus Group Discussions (FGDs) with over 20 civil society representatives, including persons with disabilities and environmental experts. Additionally, FGDs were held with representatives from 12 UN organizations, ensuring a multi-stakeholder approach to the assessment. The findings of this process were compiled into a capacity-building action plan, providing a roadmap for integrating disability-inclusive and intersectional approaches into climate action.



Training programmes in Green Local Resource-Based Methodologies were conducted for 63 municipal engineers and officials, equipping them with the skills to manage sustainable infrastructure and resource-efficient technologies.

In 2024, the ILO achieved several key milestones in advancing just transition principles in Jordan. One Just Transition-related workshop was conducted, fully meeting the target. Additionally, one capacity needs assessment and one capacity-building action plan were developed, both of which met their respective targets. Furthermore, training programmes in Green Local Resource-Based Methodologies were conducted for 63 engineers and municipal officials, equipping them with the skills to manage sustainable infrastructure and resource-efficient projects.

The ILO's just transition initiatives in Jordan in 2024 laid the groundwork for a transformative approach to green economic transformation. By prioritizing inclusivity, social justice, and decent work, these efforts have set the stage for meaningful progress in the years to come. The ILO remains committed to supporting Jordan in achieving a just transition that benefits all, ensuring that the shift to a greener economy is both sustainable and equitable.

► Project in a spotlight no. 1: youth NEETs in southern neighbourhood countries

In 2024, Jordan's Youth NEETs project made considerable progress in addressing challenges faced by youth Not in Employment, Education, or Training (NEET). The initiative prioritized data-driven analysis, stakeholder collaboration, alignment with national strategies, and capacity-building to empower young Jordanians.

Statistical profiling of NEET youth

A collaboration with Jordan's Department of Statistics (DOS) aimed to analyse NEET demographics faced initial data delays. The project utilized ILO's ILOSTAT microdata as an interim solution, validated for alignment with national methodologies. Stakeholder interviews and literature reviews were carried out to supplement findings.

Stakeholder engagement & endorsement

In June 2024, consultations with government ministries, employers'/workers' organizations, and the EU Delegation refined intervention priorities, sectoral targets, and coordination strategies. On 10 July 2024, Jordan's tripartite constituents formally endorsed the project, ensuring high-level political and institutional support.

Partnerships & labour market information system (LMIS)

The Ministry of Labour prioritized inclusive school-to-work transitions, particularly for youth with disabilities, while collaborating with the Ministry of Youth to enhance career guidance. Social partners advocated for an LMIS, leading to plans for a 2025 pilot targeting unemployed graduates. The LMIS will launch alongside Jordan's 2025 General Census, integrating updated labour data for evidence-based policymaking.

Regional training & national roadmap

Jordanian delegates joined a regional NEETs training programme in October 2024, contributing national insights and drafting a roadmap. Key priorities included expanding vocational training, reducing school dropouts, leveraging youth centres for outreach, and diversifying labour market opportunities.

Conclusion & next Steps

The 2024 activities established a robust foundation for 2025 deliverables, including the finalized NEET profiling report and LMIS launch. Broad stakeholder endorsement and alignment with national agendas ensure sustained momentum. Future efforts will focus on policy refinement, institutional capacity-building, and targeted programmes to transition NEET youth into education, training, or employment, reinforcing Jordan's economic resilience and youth empowerment.





► Project in a spotlight no. 2: mainstreaming employment into trade and investment (METI)

The programme, active across eight countries including Jordan, started in 2020 and is funded by the European Union. In 2025, METI entered its second phase which will implement the recommendations derived in phase I. With a focus on fostering inclusive economic growth, the project integrates employment objectives into trade and investment policies, prioritizing micro-, small-, and medium-sized enterprises (MSMEs) and creating opportunities for workers, especially women and youth.

Key components

METI II works to bridge the gap between economic policies and labour market needs through three pillars:

1. **Policy Integration:** Training government officials, social partners, and stakeholders to assess employment impacts of trade and investment decisions. This includes establishing national Policy Working Groups to enhance social dialogue and evidence-based policymaking.
1. **Sectoral Development:** Collaborating with partners to design export-oriented sectoral plans, addressing bottlenecks in value chains and promoting regional integration.
1. **MSME and Worker Support:** Piloting interventions to help businesses adopt sustainable practices, improve productivity, and transition to formality, while upskilling workers—particularly women and youth—to meet labour market demands.

Target beneficiaries

The project engages government ministries, trade unions, employer organizations, private sector representatives and other engagement groups. Its ultimate beneficiaries are workers in tradable sectors and MSME employers.

2024 Achievements

In 2024, METI achieved significant milestones in Jordan:



Policy and Research Advancements: **Multilingual reports, including a Policy Brief and sector analyses (STED and TRAVERA), provided actionable insights for aligning trade policies with job creation.** A draft Roadmap for Jordan's Engineering Sector and a Study on Productive Investment laid groundwork for MSME growth.



Capacity Building: A July validation meeting in Amman refined policy tools, while a September regional workshop at the Dead Sea fostered knowledge-sharing on employment-centric trade strategies.



Stakeholder Collaboration: A national closing workshop in Amman as well as a regional closing event in Geneva reviewed progress, emphasizing regional integration and sustainable production. Social dialogue was strengthened through Policy Working Groups, enabling stakeholders to jointly address trade barriers and labour market gaps.



► **Feature activity: start & improve your business (SIYB)**

The Start and Improve Your Business programme, a flagship initiative of the ILO, has become a driving force for entrepreneurial growth and economic resilience in Jordan. Since its inception, SIYB has equipped aspiring and existing entrepreneurs with practical skills to launch, manage, and expand sustainable businesses, aligning with Jordan's goals of fostering decent employment and inclusive economic opportunities. In 2024, supported by the PROSPECTS programme, funded by the Netherlands, and the Employment-Intensive Investment Programme (EIIP), funded by KFW Development Bank, SIYB achieved significant milestones, reinforcing its role as a catalyst for transformative change.



Programme overview

The SIYB programme offers a structured pathway for entrepreneurs through its four tailored modules: Generate Your Business Idea (GYB), Start Your Business (SYB), Improve Your Business (IYB), and Expand Your Business (EYB). Each module addresses critical stages of entrepreneurship, from conceptualizing viable business ideas to scaling operations. By partnering with local institutions, **SIYB emphasizes hands-on learning, business planning, and access to follow-up services, ensuring participants translate theoretical knowledge into actionable strategies.** This approach not only nurtures individual growth but also strengthens Jordan's broader ecosystem for small and medium enterprises.



Sustainability and forward vision

SIYB's institutional approach ensures its enduring impact. Local partner organizations, including vocational training centres, NGOs, and business associations, now independently deliver SIYB training, supported by a robust quality assurance system. Looking ahead, Jordan aims to strengthen linkages with financial institutions to address entrepreneurs' access-to-capital challenges, a critical barrier identified during training. Additionally, plans are underway to adapt SIYB modules for emerging sectors such as green industries and digital entrepreneurship, ensuring the programme remains responsive to evolving market demands.



2024 Impact and achievements

The year 2024 marked a landmark period for SIYB in Jordan, with 392 entrepreneurs—comprising 192 Jordanians and 200 non-Jordanians—receiving training. Nearly half of the trainees (186) were women, underscoring the programme's commitment to gender equality and women's economic empowerment. Among these participants, 200 non-Jordanians, including refugees, gained critical business skills, aligning with the programme's donors KFW Development Bank and Netherlands and their programme's focus on enhancing livelihoods for vulnerable populations. The programme also certified 32 trainers, including 12 women, who now deliver SIYB training nationwide, ensuring its reach extends to underserved communities. These efforts mirror SIYB's global legacy, which has spurred the creation of over 500,000 businesses and 2.7 million jobs worldwide.

392 **186 women** 
Entrepreneurs
received training



Part 3:

Support to the economic modernization vision



► ILO's support for Jordan's EMV 2033

In 2024, the ILO played a pivotal role in supporting Jordan's EMV 2033, aligning its programmes and projects with the vision's pillars, goals, and strategic objectives. Through a range of initiatives, the ILO contributed to economic growth, sustainability, and improved quality of life, while partnering with key government entities to ensure the successful implementation of these efforts. Below is a narrative showcasing how the ILO supported the EMV 2033:



Pillar 1: Economic growth

The ILO's projects directly supported the EMV's goal of creating 1+ million new income opportunities for Jordanians by 2033. Through EIIP initiatives such as the Employment through Labour-Intensive Infrastructure Programme in Jordan - Phase VI and the Towards a More Inclusive Economy through Immediate Job Generation and Enterprise Development for Vulnerable Refugees and Host Communities in Jordan – Phase II, the ILO created thousands of jobs, particularly for vulnerable groups, including refugees and women. These projects not only provided immediate income opportunities but also contributed to long-term economic resilience.

The ILO also supported the goal of improving Jordan's ranking in the World Economic Forum (WEF) Global Competitiveness Index to the top 30th percentile through programmes like Better Work Jordan and Equality@Work. By promoting decent work conditions for migrants, gender equality and decent work standards, the ILO helped enhance Jordan's labour market competitiveness and align it with international best practices.

%30 

Improvement in Jordan's
rank on the WEF
Competitiveness Index



Pillar 2: Quality of life

In 2024, the ILO's efforts to create decent work opportunities, extend social protection, and promote inclusive growth indirectly supported the EMV's goal of doubling the percentage of Jordanians satisfied with their quality of life to 80 per cent. By improving access to employment, skills development, and social security, the ILO contributed to enhancing the well-being of Jordanians and vulnerable communities.

%80 

Jordanians satisfaction
with quality of life



Pillar 3: Sustainability

The ILO made contributions to the EMV's sustainability goals, particularly through its work on Just Transitions which will expedite Jordan's transition to a green economy by promoting sustainable practices in the food and textiles sectors. By aligning with the EMV's goal of improving Jordan's ranking in the Global Sustainability Competitiveness Index to the top 40th percentile, the ILO helped position Jordan as a leader in sustainable economic practices.



Reach top 20% on
the Environmental
Performance Index

Additionally, the ILO's Climate Change, Disability Inclusion, and Intersectionality Multi-Country Programme contributed to the goal of improving Jordan's ranking in the Global Environmental Performance Index to the top 20th percentile. By integrating disability-inclusive and intersectional approaches into climate adaptation and mitigation planning, the ILO ensured that sustainability efforts were inclusive and equitable.



► Strategic objectives: economic growth drivers

The ILO's programme aligned with several strategic objectives under the EMV's economic growth drivers:



High-Value industries:

The ILO supported the development of Jordan as a regional industrial hub through projects like the Working in Freedom in Jordan's QIZ, the Formalizing Access to the Legal Labour Market for Refugees and Host Communities in Jordan – Phase III and PROSPECTS. These initiatives promoted decent work and formalized employment, enhancing the quality and value of Jordan's industrial output.



Smart Jordan:

The ILO contributed to preparing local talents for future skills through projects like Equality @ Work and PROSPECTS. By providing skills training and entrepreneurship development, the ILO helped bridge the skills gap and meet the needs of a rapidly evolving labour market.



Sustainable resources:

The ILO's Employment through Labour-Intensive Infrastructure Programme in Jordan - Phase VI optimized the use of natural resources by creating green jobs and promoting sustainable infrastructure development.



Green Jordan: The ILO's Just Jordan initiative and other green job creation projects supported sustainable practices as a pillar of Jordan's future economic growth. By promoting green jobs and sustainable business models, the ILO contributed to the EMV's goal of enhancing environmental performance and quality of life.

► Partnerships with Jordan's government entities

The ILO collaborated closely with key government entities to achieve these goals, including the ministries of Labour, Agriculture, Social Development, Environment, Local Administration, Planning and International Cooperation, Education and Youth. These partnerships ensured that the ILO's initiatives were aligned with national priorities and supported by strong institutional frameworks.

In 2024, the ILO's programmes and projects made significant contributions to Jordan's EMV 2033. By creating decent work opportunities, promoting sustainability, and enhancing skills development, the ILO supported the vision's goals of economic growth, improved quality of life, and environmental sustainability. Through its partnerships with Jordan's government entities, the ILO ensured that its efforts were aligned with national priorities and contributed to the broader objectives of the EMV. The ILO remains committed to supporting Jordan in achieving its vision of a prosperous, inclusive, and sustainable future.



Part 4:

Support to the United Nations sustainable development goals



Innovative Solutions for Sustainable Food Systems

- Strengthen global and national partnerships for food security.
- Invest in sustainable finance to support food system resilience.
- Promote innovation in sustainable agriculture and food supply chains.
- Climate-Smart Agriculture: Optimizing irrigation and fertilizers using technology for efficient resource management.
- Agroecology & Organic Fertilizers: Reducing reliance on harmful chemicals for healthier ecosystems and food.
- AI & Data Analytics: Predicting food crises and improving food distribution for better resource allocation and reduced waste.



► Support to the United Nations cooperation framework outcomes & sustainable development goals for Jordan

As a custodian agency for 14 SDG indicators across six different Goals, the ILO plays a pivotal role in monitoring Jordan's progress toward inclusive development. Beyond SDG 8 (Decent Work and Economic Growth), the organization oversees critical indicators under SDG 1 (No Poverty), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities), SDG 16 (Peace, Justice and Strong Institutions), and SDG 17 (Partnerships for the Goals). In Jordan, these indicators collectively paint a picture of gradual but uneven progress as of December 2024. **The social protection floor indicator (1.3.1) shows coverage has expanded, though significant gaps remain in unemployment protection.** For SDG 5.4.1 (time spent on unpaid care work), Jordan records one of the region's highest gender disparities, reflecting persistent cultural and structural barriers.



Data availability challenges persist across several ILO-custodian indicators. While labour-related statistics under SDG 8 benefit from regular Labor Force Surveys, other indicators like 10.7.1 (recruitment costs) and 16.10.1 (verified cases of violence against trade unionists) suffer from inconsistent measurement. The 2024 adoption of a new national reporting framework has improved tracking of SDG 5.a.1 (women's agricultural land rights), showing an increase in women's land ownership levels. However, indicators such as 17.18.1 (statistical capacity for sustainable development monitoring) reveal systemic limitations, particularly weak in gender and disability disaggregation.

The ILO's technical assistance has helped Jordan make progress in institutionalizing SDG monitoring, particularly through the modernization of the SSC's data systems and enhanced collaboration with the DOS. Yet critical gaps remain in real-time data on migrant workers (SDG 10.7) and workplace discrimination (SDG 8.5.2). As Jordan approaches the 2030 deadline, **the ILO is prioritizing capacity building for line ministries to improve reporting on hard-to-measure indicators like 16.b.1 (discriminatory laws) and 5.5.2 (women in managerial positions).** These efforts aim to create a more comprehensive evidence base for policy decisions that can accelerate progress across all ILO-custodian SDGs in Jordan's final push toward the 2030 Agenda.

► The ILO's contribution to the Jordan cooperation framework and the SDGs in 2024

In 2024, the ILO made significant contributions to the realization of Jordan's United Nations Sustainable Development Cooperation Framework (UNSDCF) 2023-2027, supporting the country's efforts to achieve inclusive economic growth, social protection, sustainable development, gender equality, and enhanced institutional accountability. Through a combination of policy reforms, job creation initiatives, skills development programmes, and social protection interventions, the ILO directly contributed to the four priority outcomes of the UNSDCF, aligning its efforts with the United Nations agencies and the SDGs.

Advancing inclusive green growth and decent work (UNSDCF Priority 1)

The ILO played a leading role in enhancing inclusive and gender-responsive economic growth in Jordan by implementing employment-focused programmes that expanded access to decent work opportunities, entrepreneurship, and skills development. The EIIP was a key initiative in this area, creating **2,032** jobs and generating **174,688** worker days in infrastructure and environmental projects. These efforts provided immediate income for vulnerable workers, particularly refugees and host community members, while also strengthening local economies.

A significant achievement was the expansion of entrepreneurship development opportunities, with **350** men and women trained in business management, exceeding expectations and fostering economic self-reliance and sustainable livelihoods. Additionally, the ILO focused on building institutional capacity for green and sustainable development, training **63** public sector engineers and officials in Green LRBM. This training ensured that municipalities and government officials had the technical expertise to implement cost-effective, environmentally sustainable infrastructure projects, reinforcing the country's broader climate resilience strategies.

The ILO also played a pivotal role in supporting Just Transition initiatives, ensuring that Jordan's shift toward a greener economy remains inclusive and equitable. The Just Jordan initiative and the Climate Change, Disability Inclusion, and Intersectionality Multi-Country Programme set the foundation for integrating green economy principles into Jordan's garment and food manufacturing sectors, in line with Jordan's EMV and national labour priorities.

The interventions in Jordan's garment sector significantly advanced decent work for migrant workers. Key achievements included delivering skills training to **855** workers, and providing mental health support to 815 workers, thereby strengthening social protection systems, enhanced labour rights awareness, and improved workplace inclusion through tripartite dialogue.

These initiatives have set the foundation for the contribution to SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation, and Infrastructure), and SDG 13 (Climate Action) by promoting sustainable business models, formalizing green jobs, and equipping workers with climate-resilient skills.

Strengthening social protection and basic services (UNSDCF Priority 2)

The ILO's efforts in social protection significantly contributed to expanding access to quality social services and strengthening self-reliance for vulnerable populations in Jordan. Through initiatives such as the Technical Advisory Services for Social Security, the Towards an Inclusive National Social Protection System project, the Estidama++ Fund, and PROSPECTS, the ILO played a key role in expanding social security coverage and reducing informality in employment.

In 2024, 31,097 individuals benefited from coverage rewards and contribution subsidies, far exceeding the original target of 20,000, demonstrating the effectiveness of the ILO's strategies in promoting formalization and worker protections. Additionally, 19,365 forcibly displaced persons and host community members gained access to social protection services, including legal documentation, child protection, and health services, ensuring that vulnerable groups were integrated into the national protection framework.

The ILO's capacity-building efforts strengthened Jordan's social security institutions, with 134 social security staff trained to conduct outreach activities, significantly surpassing the target. These staff members are now better equipped to engage with vulnerable workers and promote social security enrolment, improving access to benefits. Furthermore, 328,629 awareness messages were sent to vulnerable workers, playing a key role in informing workers of their rights and increasing participation in social security programmes.

Policy-level contributions were also a major focus in 2024. The ILO supported amendments to the Social Security Law, which facilitated expanded coverage for refugees, informal workers, and other vulnerable groups. Additionally, [regulatory improvements such as the introduction of Nurseries Regulation No. \(6\) of 2024 helped to ensure better workplace childcare support, making it easier for working parents—especially women—to participate in the labour force. These efforts directly advanced SDG 1 \(No Poverty\), SDG 3 \(Good Health and Well-being\), and SDG 10 \(Reduced Inequalities\).](#)



Promoting sustainable resource management and green economy (UNSDCF Priority 3)

The ILO played a key role in enhancing equitable access to sustainable resources and promoting green job creation in Jordan. The EIIP programme made notable achievements in afforestation efforts, covering 345 hectares of land and planting 100,000 trees, surpassing expectations and strengthening Jordan's climate resilience.

Another crucial milestone was the integration of green economy workforce planning into Jordan's National Strategy for Career Counseling and Career Guidance, ensuring that workers and youth are equipped with skills aligned with climate adaptation and sustainable employment trends. [The focus on green employment creation and environmentally friendly workforce development contributed to SDG 6 \(Clean Water and Sanitation\), SDG 12 \(Responsible Consumption and Production\), and SDG 15 \(Life on Land\).](#)

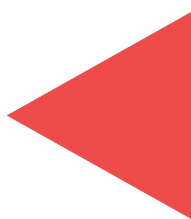


Fostering gender equality, inclusion, and institutional accountability (UNSDCF Priority 4)

In 2024, the ILO advanced gender equality and workplace inclusivity through targeted interventions that supported women's participation in the workforce and disability-inclusive employment policies. A significant achievement was the successful integration of 975 workers with disabilities into Jordan's garment sector, marking the first large-scale initiative of its kind. To further institutionalize disability inclusion, the ILO developed the Guidelines for Enhancing the Employment of Workers with Disabilities, providing practical recommendations for employers to ensure equitable recruitment and retention.

Women's participation in workplace decision-making also saw a marked improvement. In 2024, 68 per cent of representatives in workplace cooperation mechanisms were women, underscoring progress toward gender-balanced leadership in labour relations. Moreover, the ILO supported amendments to the Companies Law, mandating a minimum of 20 per cent female representation on corporate boards, a major milestone for gender equality in Jordan's economic and business sectors.

Labour protections for working parents were also strengthened through the implementation of the Nurseries Regulation No. (6) of 2024, ensuring better compliance and monitoring of workplace childcare facilities. Additionally, four awareness campaigns were launched, tackling issues such as equal pay, the gender pay gap, workplace violence, and gender discrimination, fostering greater accountability and cultural change in employment settings.



In terms of governance and institutional accountability, the ILO supported transparency and evidence-based policymaking by implementing a data-driven approach to tracking social protection coverage in collaboration with the SSC. The Better Work Jordan programme also played a key role in improving labour rights enforcement and compliance through tripartite dialogue mechanisms. [These efforts reinforced Jordan's commitment to SDG 5 \(Gender Equality\) and SDG 16 \(Peace, Justice, and Strong Institutions\).](#)



Part 5:

Challenges, lessons learned and opportunities



► Challenges

While the ILO's initiatives in Jordan have made notable achievements in promoting employment, social protection, gender equality, and sustainability, various structural and operational challenges have affected the full realization of programme targets. External factors such as regulatory frameworks, fiscal constraints, and socio-economic conditions have influenced implementation, while systemic barriers have underscored the need for adaptive strategies, strengthened coordination, and policy reforms. Addressing these challenges is essential to ensuring that inclusive economic growth, labour market integration, and social protection mechanisms continue to evolve in a way that benefits all segments of society.



Meeting programme targets

While many targets were met or exceeded, some programmes fell short of their goals. For example, the Employment Intensive Investment Programme (EIIP) achieved 81 per cent of its job creation target, creating 2,032 jobs against a goal of 2,500. Similarly, the number of beneficiaries with higher family incomes reached 8,605, falling short of the target of 12,500. These gaps underscore the need for more targeted interventions to address barriers faced by vulnerable groups, particularly women, who remain underrepresented in labour-intensive programmes.

In the Estidama++ Fund, only two out of three internal regulations and SOPs were adopted, and 11 out of 15 planned information and outreach sessions were convened. These delays highlight the need to streamline operational processes and expand outreach activities to ensure broader reach and impact.



Refugee integration into the labour market

Despite progress in creating jobs for refugees, challenges persist in fully integrating them into the formal labour market. Legal restrictions, limited access to formal employment, and social stigma continue to hinder their participation. For instance, the work permit waiver for Syrian refugees expired in June 2024, causing delays in issuing permits and starting project activities. Although the waiver was extended until December 2024, further delays are possible if it is not renewed in 2025. Additionally, government bureaucracy in the tendering process for municipal projects caused delays, slowing the implementation of activities in some areas.



Advancing gender equality and inclusion

Efforts to promote gender equality and disability inclusion face significant cultural and societal resistance. Deeply rooted norms and misconceptions about gender roles and disability create barriers to meaningful dialogue and action. Efforts to unionize agricultural workers faced government resistance, with the MOL declining to attend a meeting to discuss the establishment of a standalone agricultural union.



Just transition and green economy

The Just Jordan initiative, while promising, is still in its early stages, with full implementation set to begin in 2025. Challenges such as ensuring broad stakeholder buy-in, aligning policies with international standards, and securing sustainable funding remain. Additionally, the integration of green economy principles into Jordan's garment and food manufacturing sectors requires continued efforts to ensure that the transition is inclusive and equitable, particularly for vulnerable groups such as persons with disabilities.



Social protection system challenges

Jordan's social protection system faces fiscal constraints, limiting its ability to expand coverage while maintaining financial sustainability. Balancing the need for broader coverage with fiscal realities remains a complex issue. Additionally, informality in the labour market persists, requiring stronger institutional coordination, improved labour inspections, and better data systems to identify and reach uncovered workers.



Decent work for migrant workers

The ILO continues to encounter significant obstacles in promoting sustainable reforms within Jordan's garment industry, primarily due to misaligned priorities among tripartite stakeholders and limited institutional capacities, particularly among unions and smaller enterprises. Persistent operational challenges, including ineffective grievance mechanisms and transparency gaps, are compounded by mutual distrust and concerns over reputational impacts. These systemic barriers are further reinforced by restrictive gender norms that hinder women's leadership opportunities and external pressures stemming from regional economic and geopolitical instability, collectively impeding progress toward comprehensive sectoral transformation.



► Lessons learned

The implementation of the ILO's programmes in Jordan provided valuable insights into the factors that influence the effectiveness and sustainability of interventions. Engaging with stakeholders across different sectors revealed key considerations for enhancing collaboration, improving policy implementation, and addressing systemic challenges. Additionally, evolving labour market dynamics and socio-cultural factors highlighted the need for responsive strategies that ensure long-term impact and inclusivity. These reflections offer a foundation for refining future initiatives, strengthening partnerships, and reinforcing Jordan's progress toward sustainable and equitable development.



Strengthening stakeholder collaboration

The ILO's long engagement with Jordan's garment sector highlights the importance of strengthening collaboration among stakeholders. Divergent priorities among employers, unions, and government agencies often complicate efforts to align interests and implement coordinated reforms. Enhanced collaboration, coupled with capacity-building for tripartite institutions, is essential to address systemic issues and drive sustainable improvements.



Early stakeholder coordination

The delayed implementation of the Just Jordan project underscores the need for early stakeholder coordination to ensure smoother project rollouts. Engaging key stakeholders from the outset can help build consensus, align priorities, and address potential challenges before they arise.



Adaptive and evidence-based approaches

The success of the Estidama++ Fund demonstrates the importance of data-driven decision-making and adaptive learning. Real-time feedback, quarterly monitoring, and targeted financial incentives have proven effective in expanding social security coverage and informing policy reforms. Sustaining this approach requires continuous capacity-building, stronger inter-agency collaboration, and integrated data-sharing frameworks.



Addressing cultural and societal barriers

Efforts to promote gender equality and disability inclusion must address deeply rooted cultural and societal norms. Structured capacity-building and awareness-raising tailored to stakeholders' needs can help dismantle misconceptions and drive behavioural change. Participatory approaches that amplify marginalized voices are also critical to ensuring the relevance and sustainability of interventions.



Leveraging digital tools and partnerships

Digital platforms and tools offer significant potential for broadening awareness and overcoming logistical barriers. Enhanced partnerships with civil society organizations and advocacy groups can provide a collective framework for addressing resistance and amplifying the reach of interventions. Showcasing success stories and documented achievements can further inspire stakeholders to adopt inclusive practices.

► Opportunities

As Jordan continues its efforts to strengthen its labour market, social protection system, and economic resilience, several opportunities have emerged to enhance the impact of ongoing initiatives. The evolving policy landscape, including the development of Jordan's National Social Protection Strategy (NSPS) and the expansion of green job initiatives, presents a strong foundation for advancing inclusive and sustainable growth. Additionally, the momentum gained in gender equality and disability inclusion offers pathways for further integration of equitable labour practices. Addressing administrative and operational challenges, such as streamlining bureaucratic processes and improving coordination mechanisms, can enhance the efficiency and scalability of interventions. By aligning efforts with national priorities, strengthening partnerships, and leveraging innovative solutions, the ILO is well-positioned to support Jordan in achieving its long-term economic and social development goals.

Expanding social protection coverage

The ongoing development of Jordan's NSPS presents an opportunity to strengthen the social protection system. Building on the success of the Estidama++ Fund, innovative policy solutions such as contribution subsidies can help bridge gaps in coverage for low-income and informal workers. Improved coordination between social insurance and social assistance programmes can also ensure smoother transitions and more inclusive protection for vulnerable populations.

Promoting green jobs and sustainable practices

The Just Jordan initiative and other green job creation projects provide a foundation for integrating green economy principles into Jordan's labour market. By promoting sustainable business models and equipping workers with climate-resilient skills, the ILO can support Jordan's transition to a greener economy while ensuring inclusivity and equity.

Enhancing gender equality and disability inclusion

The ILO's efforts to promote gender equality and disability inclusion have laid the groundwork for systemic change. Building on these achievements, the ILO can leverage digital tools, partnerships, and success stories to further dismantle barriers and drive cultural transformation. Strengthening labour protections for working parents, such as through the Nurseries Regulation No. (6) of 2024, also offers opportunities to enhance women's participation in the labour force.

Streamlining operational processes

Addressing challenges related to government bureaucracy and tendering processes can improve the efficiency of programme implementation. Simplifying tendering procedures, exploring alternative procurement methods, and investing in capacity-building for staff can help overcome delays and ensure timely project delivery.

Fostering inclusive economic growth

By continuing to create decent work opportunities, extend social protection, and promote inclusive growth, the ILO can contribute to Jordan's EMV 2033. Aligning interventions with national priorities and leveraging partnerships with government entities, employers, and workers' organizations will be key to achieving sustainable and inclusive development.

Part 6:

Publications



► ILO's Strategic contributions to Jordan's development in 2024: advancing knowledge for inclusive growth

Throughout 2024, the ILO played a pivotal role in shaping Jordan's labour market policies and practices through its robust knowledge generation and technical expertise. Working in close partnership with the Jordanian government, workers' and employers' organizations, and development partners, the ILO produced a series of influential research studies, policy guidelines, and programmatic interventions that addressed the country's most pressing labour market challenges while charting a path toward more inclusive and sustainable economic growth.

The year saw significant advancements in gender equality and women's economic empowerment, with the ILO spearheading innovative approaches to break down barriers to women's workforce participation. **The "Goal for Life" initiative marked a groundbreaking effort to professionalize women's roles in Jordan's growing sports and fitness sector, combining skills development with awareness campaigns to shift societal perceptions.** This was complemented by the Decent Work for Women Programme's comprehensive strategy to align national policies with international labour standards, particularly in addressing workplace discrimination and expanding social protections. The ILO's research on structural transformation and informality provided critical insights into the gendered dimensions of labour market vulnerabilities, offering policymakers evidence-based pathways to reduce precarious employment conditions that disproportionately affect women workers.

In the realm of social inclusion, **the ILO broke new ground with its sector-specific guidelines for employing persons with disabilities in Jordan's garment industry.** This pioneering work not only provided practical tools for employers to create accessible workplaces but also established a model for disabili-

ty-inclusive employment that can be replicated across other industries. **The organization's research on labour migration governance similarly filled crucial knowledge gaps, delivering the first comprehensive assessment of migration data systems in Jordan** and proposing concrete measures to strengthen protections for migrant workers while maximizing their economic contributions.

The ILO's commitment to improving working conditions and labour rights was evident in its sustained advocacy for the ratification of ILO Convention No. 190 on violence and harassment, supported by rigorous policy analysis and stakeholder consultations. The operationalization of grievance redressal mechanisms under EIIP demonstrated how robust accountability systems can enhance workplace dignity while improving project outcomes. These efforts were reinforced by the ILO's strategic research on industrial policies for Jordan's textiles sector, which balanced competitiveness concerns with decent work imperatives to chart a sustainable future for this critical industry.

Perhaps most significantly, the ILO's 2024 knowledge products bridged the gap between research and practical application across multiple fronts. **Economic analyses of major infrastructure projects like the Wadi Al Arab Water System demonstrated how public investments can maximize employment impacts,** while value chain studies of Jordan's engineering sector identified untapped potential for quality job creation. By grounding these insights in Jordan's national development priorities, including the EMV, the ILO ensured its work would have lasting policy relevance.

As Jordan continues to navigate complex labour market transitions, the knowledge products developed by the ILO in 2024 will serve as critical reference points for evidence-based policymaking. The organization's unique ability to combine global expertise with local partnerships has produced actionable solutions that simultaneously address immediate challenges while laying institutional foundations for long-term progress toward decent work and inclusive sustainable development.

These contributions have not only advanced Jordan's labour market reforms but have also positioned the country as a regional leader in implementing innovative approaches to employment challenges. Looking ahead, the research frameworks, policy tools, and implementation models developed through these efforts will continue to guide Jordan's progress toward achieving the Sustainable Development Goals and building a more equitable future of work.



► Publications

Women in sports in Jordan - goal for life: upskilling fitness trainers and personal trainers

In conjunction with a strategic partnership between the Ministry of Youth in Jordan and the International Labour Organization (ILO), “Goal for Life” programme, was conceptualised and implemented by Mudarrib, known for its expertise in sports consultancy. Mudarrib, a social enterprise registered with the Jordanian Ministry of Industry and Trade (MoIT) and in collaboration with the ILO, is committed to fostering women’s empowerment through the creation of decent employment opportunities and the mitigation of unemployment rates. This programme specifically focuses on equipping participants with the necessary skills for employment in gyms, educational institutions, and various sports facilities. Through effective utilisation of the media, the Goal for Life programme seeks to break misconceptions and stereotypes about women’s capabilities.

Date of publication: 02 May 2024



[Click here](#)

Guidelines for enhancing the employment of people with disabilities in the Jordanian garments sector

The garment sector is considered one of the leading sectors in Jordan, and it has experienced continuous growth over the past years contributing to the creation of numerous job opportunities. The “Better Work” program is a partnership between the International Labour Organization (ILO) and the International Finance Corporation which cooperates directly with garment factories to improve working conditions and enforce labour regulations.

The primary goal of this guide is to promote a responsive and inclusive work environment for employing people with disabilities in garment factories. These guidelines promote an inclusive environment for Persons with Disabilities by empowering employers to recognize the value and potential of Persons with Disabilities, ensure fair treatment, and facilitate the development and implementation of reasonable accommodations necessary for integrating Persons with disabilities into the production process.



[Click here](#)

Date of publication: 22 May 2024

Informality and structural transformation in Egypt, Iraq and Jordan

Informality is a complex, multi-faceted phenomenon that encompasses a diverse array of activities, transactions, and individuals, operating largely outside formal businesses but, to a different extent, also inside them. It represents a critical, yet problematic component of global economic activity; that is: while informality can be a coping mechanism towards poverty alleviation when the economy is not producing enough formal jobs, high levels of structural informality expose economies to long-term vulnerabilities, which may be further reinforced when shocks hit them.

Considering the pervasiveness and persistence of informality in the MENA region and the increasing exposure to global and regional shocks, the ILO, OECD, and UNDP have joined forces to advocate for effective forward-looking policies in MENA countries that create resilience while considering their possible impact on formalisation. This joint report reflects the work so far conducted,



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which involved desk research and a series of consultations with policy makers were conducted in a group of three countries, namely Egypt, Iraq, and Jordan, with a view to broadening the scope to more countries at a later stage of the joint activity. The analysis focused on the short and long-term impact of policy measures adopted in response to the COVID-19 pandemic.

The preliminary conclusions were discussed at the ILO-OECD-UNDP Workshop on Addressing Informality in the MENA Region in Times of Shocks, held at the OECD Istanbul Centre in November 2022. The discussions reflected on how countries capitalised on emergency measures enforced during recurrent social and economic shocks to implement a long-term reform agenda to address underlying structural vulnerabilities of the informal economy and thereby gradually encourage formalisation.

The elaboration of an original framework for assessing the impact of selected economic and social policies, particularly policy measures implemented as a response to the COVID 19 pandemic, on formalisation of jobs and businesses.

Date of publication: 11 June 2024

Grievance redressal mechanism

EIIP programme has established a user-friendly grievance redressal mechanism for workers and stakeholders. This system ensures timely responses, promotes transparency, and supports the right to information. It also enables management to promptly address and resolve issues.

Since the beginning of the sixth phase, the helpline has received complaints and inquiries in daily basis. It is crucial that the EIIP continues to prioritize effective communication with its stakeholders especially the workers to maintain its positive impact and advance its objectives.

Date of publication: 11 June 2024



Click here

Recommendations for Jordan to ratify ILO violence and harassment convention, 2019 (no. 190)

Violence and harassment in the world of work constitute a dangerous and harmful phenomenon that is widespread globally. It has deeply rooted and costly effects that threaten the stability and security of workers, the sustainability of their work, and hinder progress and development.

To address this issue, the International Labour Organization (ILO) adopted Violence and Harassment Convention, 2019 (No. 190), along with its accompanying Recommendation (No. 206), in June 2019. These instruments provide essential tools for protecting the rights of workers, ensuring a safe working environment, and establishing a common framework to prevent and eliminate violence and harassment in the world of work, including gender-based violence and harassment.

This policy brief summarizes an extensive work conducted with ILO's national partners in Jordan including a national team established in 2020 by the National Committee for Pay Equity (NCPE) to promote a work environment free from all types of violence and harassment and to promote the ratification of C190.

Date of publication: 21 June 2024



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Assessment of labour migration statistics in the arab states

This Assessment of Labour Migration Statistics in the Arab States: Regional Report takes stock of existing data sources on labour migration and migrant workers in the Arab region, drawing on individual country profiles. The report aims to evaluate the state of labour migration statistics in the region as at the end of mid-2021, with a view to formulating a regional strategy to support the capacity-building efforts of countries in enhancing their collection and dissemination of labour migration statistics in the short and medium terms.

Date of publication: 11 June 2024

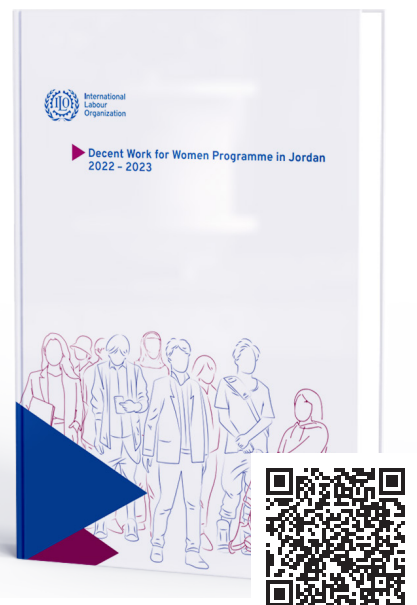


[Click here](#)

Decent work for women programme in Jordan 2023 – 2022

This report summarises the progress of the Decent Work for Women (DW4W) Programme of the International Labour Organization towards enhancing gender equality under the Jordan Decent Work Country Programme for the periods 2019–2022 and 2023–2027. It presents achievements and how the DW4W with its national partners leads change by advocating for decent work conditions across various sectors and ensuring national legislation and policies align with International Labour Standards.

The last two years have marked significant productivity for the DW4W Programme in Jordan, despite prevailing political and economic challenges, and has shown dedication, leadership, and resilience in advancing gender equality and social justice. It significantly benefits thousands of female and vulnerable workers annually by engaging closely with female workers, women-owned enterprises, and vulnerable women and girls to identify and understand their challenges and prospects. The DW4W programme also collaborates extensively with the



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Ministry of Labour, the Jordanian National Commission for Women, the Jordan Chamber of Industry, the General Federation of Jordanian Trade Unions, Social Security Corporation, and the Inter-Ministerial Committee for Women's Empowerment to tackle gender and decent work challenges, particularly among women and vulnerable groups. This endeavour is well institutionalised and nationally endorsed, as outlined in two key documents: the National Strategy for Women in Jordan (2020-2025) and the Economic Modernisation Vision workplans.

Date of publication: 11 June 2024

Workers' organizations responding to the needs of refugees and other forcibly displaced persons

This report highlights ILO's commitment to non-discrimination, protection from exploitation, and efforts to integrate refugees into the workforce, especially women and those in the informal sector.

Despite their strengths, trade unions face significant challenges in engaging refugees, including legal barriers, informality, funding shortages, and lack of thematic expertise. External factors, such as restrictions on freedom of association and collective bargaining, also hinder their efforts.

The report identifies good practices that promote greater inclusion of refugees, such as training, alliance-building, gender-responsive initiatives, and international cooperation. It emphasizes the importance of collaborative efforts between governments, development actors, and workers' organizations to address forced displacement.

The report even provides actionable recommendations for governments, employers, and international bodies, along with a self-assessment checklist for workers' organizations to enhance their engagement with refugees. This research underscores that building sustainable, inclusive responses requires coordinated support from multiple stakeholders.

Date of publication: 11 September 2024

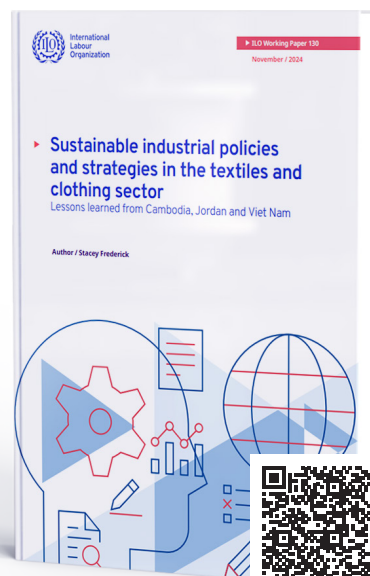


[Click here](#)

Sustainable industrial policies and strategies in the textiles and clothing sector: lessons learned from Cambodia, Jordan and Viet Nam

Countries are increasingly adopting industrial strategies and policies in response to global crises and emerging economic trends. With regards to the textiles and clothing sector, industrial strategies and policies, when developed in an inclusive manner, can address economic, social and environmental concerns. This paper summarizes and analyses textiles and clothing strategies developed in Cambodia, Jordan and Viet Nam. It sets out recommendations for the development of holistic industrial policies for the sector. In addition, it provides guidance on the inclusion of a diverse range of stakeholders during this process.

Date of publication: 18 November 2024



[Click here](#)

Employment and trade impacts of the Wadi Al Arab water system II project in Jordan

METI project has officially launched the employment and trade impact assessment in Jordan, the study focuses on assessing the employment impact of public infrastructure investment and providing policy orientations for policymakers. This launch marks a step forward in supporting data-driven policymaking to align investment policies with quality job creation.

The study highlights the employment outcomes of the Wadi Al Arab Water System II project, showcasing how public infrastructure investments can generate jobs and improve economic conditions in local communities.

The study's key findings and recommendations include the following:

Job creation: The Wadi Al Arab Water System II project contributed to the creation of local jobs, particularly during its construction phase.

Economic impact: Investments in water infrastructure enhanced local livelihoods and strengthened local economic activity.

Policy guidance: The study provides clear recommendations for integrating employment objectives into infrastructure policies to achieve sustainable and gender-responsive employment outcomes.

Date of publication: 6 December 2024



[Click here](#)

The impact of trade and investment policies on productive and decent employment in Jordan

The document summarizes the policy implications derived by three studies conducted in Jordan by the METI programme, and their respective policy recommendations. It emphasizes the importance of aligning trade and investment policies with employment goals to address labour market challenges and leverage economic opportunities in Jordan.

Date of publication: 20 December 2024



[Click here](#)

Exploring employment opportunities in Jordan's engineering sector

METI has released a comprehensive value chain assessment of Jordan's engineering sector, focusing on its potential to create decent jobs and drive economic development. This document provides insights into value chain bottlenecks and policy recommendations to enhance competitiveness and promote inclusive employment growth.

The study examines the engineering products and services subsectors, highlighting their contributions to GDP, export potential, and job creation while addressing key challenges such as skills gaps, financial constraints, and gender disparities.

The assessment's key findings and recommendations include the following:

Job creation: The engineering sector employs a significant portion of Jordan's workforce, with opportunities for women and youth through targeted policies.

Export potential: Leveraging free trade agreements and addressing logistical inefficiencies can boost global market integration.

Policy guidance: Recommendations include aligning education with industry needs, fostering technological adoption, and promoting sustainability to ensure inclusive and sustainable growth.

Date of publication: 20 December 2024





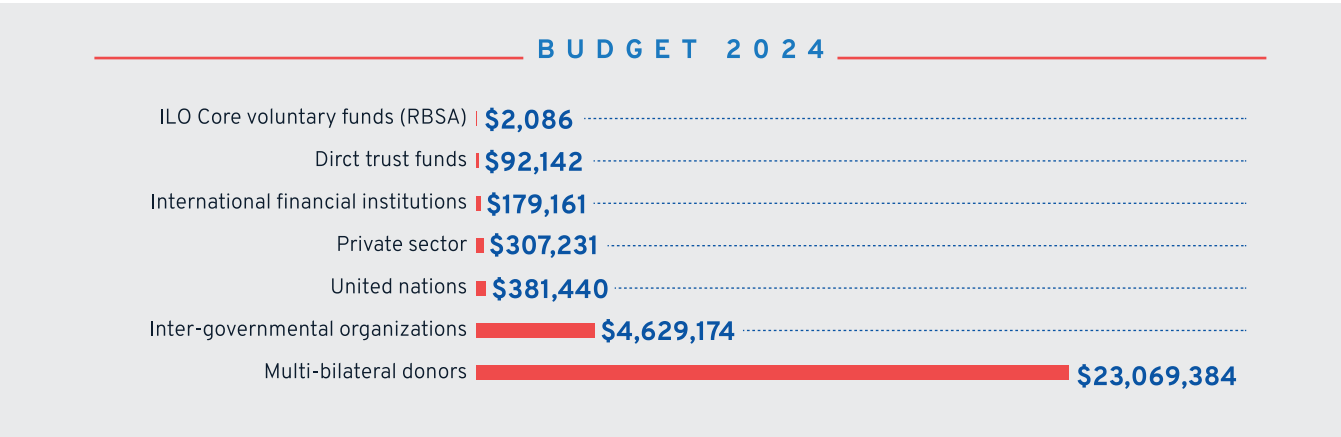
Part 7:

Financial overview



In 2024, the ILO's programmes in Jordan were supported by a diverse range of funding sources and partners, reflecting a strong commitment to advancing decent work, social justice, and inclusive growth. The total budget for the year was strategically allocated across various funding streams and partner classifications, ensuring the effective implementation of initiatives that align with Jordan's development priorities.

In terms of partner classification, the largest share came from Multi-Bilateral Donors, followed by Inter-Governmental Organizations who provided \$4,629,174, while the United Nations agencies allocated \$381,440 to support collaborative initiatives. Engagement with the Private Sector amounted to \$307,231, reflecting growing non-state actor participation in development efforts. International Financial Institutions contributed \$179,161, and Direct Trust Funds added \$92,142 to address targeted priorities. A modest yet flexible \$2,086 from ILO Core Voluntary Funds (RBSA) allowed the organization to adapt swiftly to emerging needs. Together, these funding streams underscored the importance of multi-stakeholder collaboration in fostering decent work, social equity, and sustainable growth in Jordan during 2024.



The largest contributions came from Multi Donor Funds, which provided \$9,370,790, followed by Germany with \$8,009,045 and the European Union with \$7,229,891. Other significant contributions included \$2,201,553 from the Netherlands, \$1,789,614 from the United States, and \$859,762 from Italy. Contributions from Norway (\$246,519), Canada (\$203,902), and the World Bank Group (\$179,161) further strengthened the ILO's ability to deliver on its mandate. Smaller but impactful contributions came from UN Women (\$275,913), UNICEF (\$40,000), Switzerland (\$28,757), UNESCO (\$14,227), and the SSC (\$92,142).

The ILO's 2024 budget for Jordan was bolstered by a coalition of international and local partners, with the Multi Donor group (Norway, the Netherlands, and the UK's Foreign, Commonwealth & Development Office) leading contributions at \$9,370,790 through

the Estidama++ programme, underscoring their focus on pandemic recovery and employment stabilization. Germany followed with \$8,009,045,

The Netherlands provided \$2,053,689, and Italy contributed \$859,762, reinforcing their commitments to Jordan's development agenda. The Private Sector demonstrated engagement with \$307,231, while UN Women allocated \$275,913 to advance gender equality initiatives. Norway supported programmes with \$246,519, and the World Bank Group contributed \$179,161 for reconstruction and development. Canada added \$147,424, and local ownership was reinforced by Jordan's contribution of \$92,142 through its Social Security Corporation.

Multilateral coordination included \$51,300 from the MPTF/UNDP and \$40,000 from UNICEF, while smaller yet critical support came from Switzerland (\$28,757), UNESCO (\$14,227), and the ILO Core Voluntary Funds (RBSA) (\$2,086).

Collaborative institutional partnerships included \$275,913 from UN Women, \$272,674 from the Delegation of the European Union to Jordan, and \$246,519 from Norway's Ministry of Foreign Affairs. Operational programmes were bolstered by \$179,161 from the World Bank and \$147,424 from

the Employment and Social Development Canada. Local ownership was reinforced by \$92,142 from Jordan's Social Security Corporation, and multilateral coordination flowed through the UNDP Multi Partner Trust Fund Office (\$51,300) and UNICEF (\$40,000). Smaller yet critical support came from Switzerland's Swiss Agency for Development and Cooperation (\$28,757), UNESCO (\$14,227), and ILO's core voluntary funds (RBSA) (\$2,086).



Part 8:

Public Awareness of ILO's Work - ILO in the News



[Jordan news agency \(31 December 2024\)](#)

Jordan cooperative corporation: qualitative achievements for 2024 to promote sustainable development

In 2024, the International Labour Organization (ILO) played a key role in supporting Jordan’s cooperative sector, particularly through its partnership with the Jordan Cooperative Corporation. The ILO collaborated on the development of a cooperative audit guide and signed a memorandum of understanding to support the growth of emerging cooperatives. These contributions were part of broader efforts to modernize cooperative legislation, enhance capacity, and promote sustainable development within Jordan’s cooperative movement. [\(link\)](#)



[Al-Ghad \(17 July 2024\)](#)

Al-Fanatseh discusses labour issues with the international labour organization and presents priorities for the next phase:

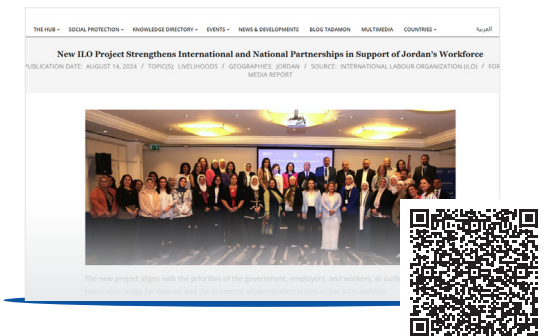
The International Labour Organization (ILO) reaffirmed its commitment to supporting the General Federation of Jordanian Trade Unions (GFJTU) during a high-level meeting at the Federation’s headquarters. Led by Deputy Regional Director Peter Rademaker and Jordan Office Coordinator Amal Mowafy, the ILO delegation discussed key labour issues, including reforms to labour and social security laws, migrant worker rights, and union organization efforts. The ILO welcomed the Federation’s strategic priorities, praised its transparency and achievements—such as the Unified Contract Platform—and expressed readiness to provide technical support, particularly in strengthening union structures and advancing decent work standards in Jordan. [\(link\)](#)



[Arab regional hub for social protection \(14 August 2024\)](#)

New ILO project strengthens international and national oartnerships in support of Jordan's workforce:

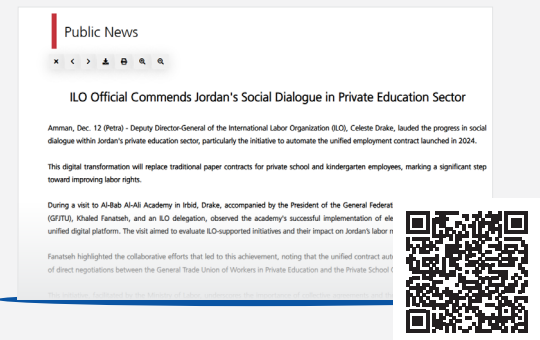
The ILO launched the “Equality at Work” project (2024–2027) under its Decent Work for Women Programme to promote gender equality, inclusion, and safe working environments in Jordan. Implemented in partnership with the Embassy of Norway, the project supports national efforts aligned with the National Strategy for Women and the Economic Modernization Vision. The ILO is providing technical support, leading multi-stakeholder dialogue, and developing digital tools such as wage transparency and unified contract platforms. The initiative also emphasizes legal reform, strengthening the care economy, and supporting vulnerable groups—including women, persons with disabilities, and migrant workers—to access and thrive in decent work [\(link\)](#).



Jordan news agency (12 December 2024)

ILO official commends Jordan's social dialogue in private education sector

The International Labour Organization (ILO) played a key role in advancing social dialogue and digital transformation in Jordan's private education sector through its support for the automation of the unified employment contract. ILO Deputy Director-General Celeste Drake praised the initiative during a site visit, recognizing it as a major step forward in enhancing labour rights and ensuring adherence to decent work standards. Implemented through collaboration between trade unions, school owners, and the Ministry of Labour, the ILO-backed digital contract platform replaces paper contracts, reduces workplace violations, and serves as a model for effective, rights-based dialogue in Jordan's labour market ([link](#)).



Caribbean news gobal (20 January 2024)

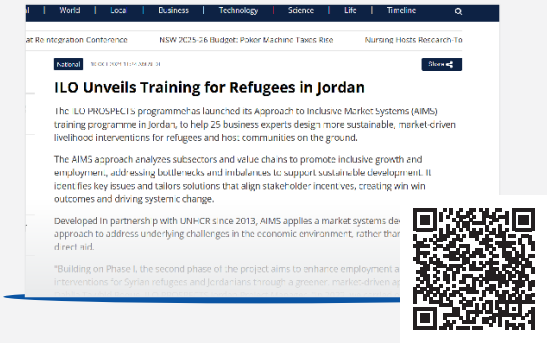
ILO sCORE programme makes strides in Jordan's agri-food sector

Under the ILO's PROSPECTS programme in Jordan, the Sustaining Competitive and Responsible Enterprises (SCORE) Programme was piloted in SMEs within the agri-food sector to enhance productivity and improve working conditions. At companies like Al-Subaih Food Industries, the ILO provided a combination of classroom training and on-site consulting, leading to measurable improvements in workplace safety, operational efficiency, and energy use. This initiative reflects the ILO's continued support for sustainable enterprise development and decent work in key economic sectors across Jordan ([link](#)).



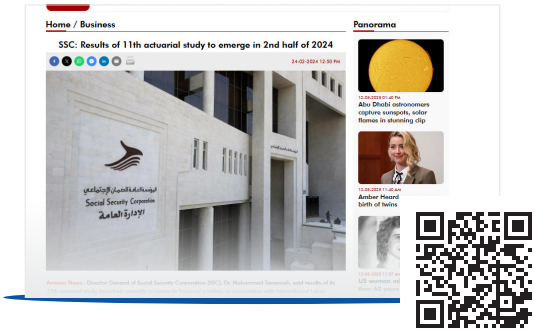
Mirage (10 October 2024)
ILO unveils training for refugees in Jordan

The International Labour Organization (ILO), under its PROSPECTS programme, launched the Approach to Inclusive Market Systems (AIMS) training in Jordan to equip 25 local business experts with the skills to design sustainable, market-driven livelihood interventions for Syrian refugees and host communities. Developed in partnership with UNHCR, AIMS focuses on analyzing value chains and addressing systemic market barriers to foster inclusive economic growth. The training blends theory with practical fieldwork and is part of a broader effort to shift from direct aid to structural, market-based solutions that improve employment opportunities and promote decent work for vulnerable populations in Jordan ([link](#)).



Ammon news (24 February 2024)
SSC: Results of 11th actuarial study to emerge in 2nd half of 2024:

collaborating with Jordan's Social Security Corporation (SSC) on its 11th actuarial study to assess the financial sustainability of the national social security system. The study, mandated by law every three years, was in the data preparation phase, with results planned for release in the second half of 2024. The ILO's technical support aims to help guide potential policy reforms to ensure the long-term viability of social protection services for current and future generations of Jordanian workers ([link](#)).





Part 9:

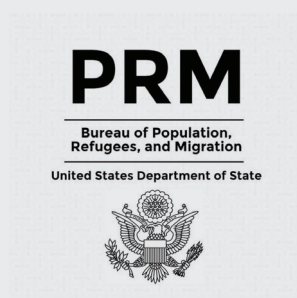
Our funding partners



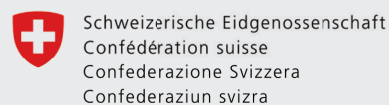
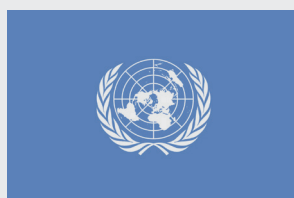
Funding partner name	Budget 2024
Norway, Netherlands and the Foreign, Commonwealth & Development Office of the UK	\$9,370,790
Germany, KfW Development Bank	\$8,009,045
European Commission, DG for Neighbourhood and Enlargement Negotiations	\$4,356,500
Netherlands, Ministry of Foreign Affairs	\$2,053,689
USA, Department of State	\$1,789,614
Italy, Ministry of Foreign Affairs and International Cooperation	\$859,762
USA, United States Department of Labor, Bureau for International Labor Affairs, Office of Trade and Labor Affairs	\$564,494
Private Sector	\$307,231
United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)	\$275,913
Delegation of the European Union to Jordan	\$272,674
Norway, Ministry of Foreign Affairs	\$246,519
World Bank, International Bank for Reconstruction and Development	\$179,161
Employment and Social Development Canada	\$147,424
Jordan, Social Security Corporation	\$92,142
Multi Partner Trust Fund Office, UNDP	\$51,300
United Nations Children's Fund (UNICEF)	\$40,000
Switzerland, Swiss Agency for Development and Cooperation	\$28,757
United Nations Education Scientific and Cultural Organization	\$14,227
Core voluntary funds (RBSA)	\$2,086



**Funded by
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**Ministry of Foreign Affairs
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Part 10:

Appendices



► Appendix I: ratification of labour conventions

As of 2024, Jordan has ratified 26 ILO Conventions which reflects its commitment to aligning its labour laws with the international standards. However, the ratification status reveals both progress and gaps, with significant implications for labour rights, social justice, and economic development in the country. Jordan has ratified 7 out of 10 fundamental conventions, which are critical for ensuring core labour rights, thereby demonstrating Jordan's alignment with global labour standards, particularly in areas such as forced labour, child labour, and non-discrimination. Jordan has ratified 3 out of 4 governance conventions, including C081 (Labour Inspection), C122 (Employment Policy), and C144 (Tripartite Consultation), which are essential for effective implementation and enforcement of labour laws.

The MOL in Jordan demonstrated a strong commitment to enhancing labour standards by expressing interest in ratifying five key International Labour Conventions. These include C155 (Occupational Safety and Health), C156 (Workers with Family Responsibilities), C183 (Maternity Protection), C184 (Safety and Health in Agriculture), and C187 (Promotional Framework for Occupational Safety and Health). The ILO had been providing essential technical support throughout 2024 to facilitate this process, which is expected to yield positive outcomes within the coming years, further aligning Jordan's labour laws with international standards and promoting safer, more inclusive workplaces.

Type	Convention Number	Convention Name	Date Ratified
Fundamental	C029	Forced Labour Convention, 1930 (No. 29)	6-Jun-66
	C098	Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	12-Dec-68
	C100	Equal Remuneration Convention, 1951 (No. 100)	22-Sep-66
	C105	Abolition of Forced Labour Convention, 1957 (No. 105)	31-Mar-58
	C111	Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	4-Jul-63
	C138	Minimum Age Convention, 1973 (No. 138)	23-Mar-98
	C182	Worst Forms of Child Labour Convention, 1999 (No. 182)	20-Apr-00
	C081	Labour Inspection Convention, 1947 (No. 81)	27-Mar-69
Governance (Priority)	C122	Employment Policy Convention, 1964 (No. 122)	10-Mar-66
	C144	Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	5-Aug-03
	C102	Social Security (Minimum Standards) Convention, 1952 (No. 102)	12-Feb-14
Technical	C106	Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)	23-Jul-79
	C116	Final Articles Revision Convention, 1961 (No. 116)	4-Jul-63
	C117	Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)	7-Mar-63
	C118	Equality of Treatment (Social Security) Convention, 1962 (No. 118)	7-Mar-63
	C119	Guarding of Machinery Convention, 1963 (No. 119)	4-May-64
	C120	Hygiene (Commerce and Offices) Convention, 1964 (No. 120)	11-Mar-65
	C124	Medical Examination of Young Persons (Underground Work) Convention, 1965 (No. 124)	6-Jun-66
	C135	Workers' Representatives Convention, 1971 (No. 135)	23-Jul-79
	C142	Human Resources Development Convention, 1975 (No. 142)	23-Jul-79
	C150	Labour Administration Convention, 1978 (No. 150)	10-Jul-03
	C159	Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)	13-May-03
	C185	Seafarers' Identity Documents Convention (Revised), 2003 (No. 185)	9-Aug-04
	MLC, 2006	Maritime Labour Convention, 2006 (MLC, 2006)	27-Apr-16

► Appendix II: committee of experts on the application of conventions & recommendations comments on Jordan

The Committee of Experts on the Application of Conventions and Recommendations (CEACR) has made several observations in relation to Jordan's application of the ratified standards. Under the Equal Remuneration Convention of 1951 (C100), CEACR recommends that a family allowance to the main "breadwinner" in a family be applied, whether that person is male or female, as at the present there tends to be an assumption that the main breadwinner is male. Related to the convention Discrimination or the Occupation and Employment Convention (C111), CEACR requested the Government to guarantee that the parental leave benefits both men and women and asked the Government to step up its efforts to ensure that a comprehensive definition and a clear prohibition of both forms of sexual harassment in employment and occupation (quid pro quo and hostile work environment) is included in the Labour Law.

As of 2024, CEACR shared five requests with the Government concerning conventions C100, C111, C117, C122, and C159. In 2022, observations were made on conventions C098 and C135 regarding allegations of anti-union actions against the Jordanian Teachers Association and a request from the Tripartite Committee for Labour Affairs (TCLA) for information on consultations about enabling trade union representation. A direct request in 2022 sought the submission of ILO recommendations No. 204, No. 205, No. 206 and Convention No. 190 to the House of Representatives. An active case on Freedom of Association is tabled and which challenges the Labour Code's restrictions on workers' rights to organize and bargain collectively, with concerns about anti-union discrimination by the Government. Jordan has not ratified Conventions 87 and 154, which limits the labour force's access to rights and weakening social dialogue.

► Appendix III: overview of the labour market

Due to conflicts in the neighbouring territories including the Gaza Strip, the West Bank, Syria, Israel, Iraq and Lebanon, presence of 657,857 non-Palestinian refugees in Jordan¹, a relatively high unemployment rate reaching an average of 22.0 per cent in 2023², and presence of 2.5 million Palestine refugees³ pose a risk to economic and social stability and hence to decent work and social justice in Jordan. Youth and women are the most vulnerable categories in Jordan. The average unemployment rate for the Youth category (15-24 years of age) in 2023 was 46 per cent⁴ while the female unemployment rate was 30.7 per cent⁵.

Overall, the Jordanian economy witnessed a 2.2 per cent GDP growth at current prices in 2021, 2.5 per cent in 2022, and 2.7 per cent in 2023⁶. Jordan is defined by the World Bank as a lower-middle-income country⁷, with a 15.7 per cent⁸ poverty ratio. The overall Economic Activity rate was a modest 34.1 per cent⁹ in 2023, a figure that is symptomatic of a weakened economy. Jordan's economy is heavily burdened by the high rate of informal employment, which harbours 55.1 per cent¹⁰ of the total labour force. Informality is more pronounced among men, with 57.7 per cent¹¹ thereof working in informal jobs, compared to 42.7 per cent¹² for women, indicating that a large portion of Jordan's workforce is engaged in low-productivity jobs and with no access to social protections including healthcare, pensions, and unemployment benefits.

The employment-to-population ratio in Jordan paints a similarly grim picture, with only 33.5 per cent¹³ of the working-age population being employed including 52.5 per cent¹⁴ for men versus 12.1 per cent¹⁵ for women. This trend is indicative of a labour market that is struggling to provide sufficient formal employment opportunities and particularly for women. The modest employment rate can be attributed to several factors, including high unemployment, job informality, and a sluggish private sector that is not creating jobs at the pace needed to absorb the growing labour force. This underutilization of the labour force—especially the female labour force—hampers economic growth, reduces household incomes, and limits the country's ability to achieve sustainable development goals.

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1. United Nations High Commissioner for Refugees official data, dated 27 February 2025: [Country - Jordan \(unhcr.org\)](#)
 2. [Jordan Department of Statistics, 2023](#)
 3. The United Nations Works & Relief Agency for Palestine Refugees in the Near East (UNRWA) [webpage](#), March 2024.
 4. [Jordan Department of Statistics, 2023](#)
 5. [Jordan Department of Statistics, 2023](#)
 6. [Jordan Department of Statistics, 2023](#)
 7. [World Bank classifications by income level for 2024-25, July 2024](#)
 8. [Jordan Department of Statistics, 2017](#)
 9. [Jordan Department of Statistics, 2023](#)
 10. [International Labour Organization, 2023](#)
 11. [International Labour Organization, 2023](#)
 12. [International Labour Organization, 2023](#)
 13. [International Labour Organization, 2023](#)
 14. [International Labour Organization, 2023](#)
 15. [International Labour Organization, 2023](#)

Based on a 2015 study by Jordan DOS¹⁶, 10.2 per cent of the employed Jordanians above the age of 15 and 10 per cent of the persons seeking employment have a disability. Furthermore, the share of persons with disability who are employed is less than 1 per cent in the public sector and 0.5 per cent in the private sector¹⁷. As of 2025, around 27.8 per cent¹⁸ of the total labour force is covered by at least one social protection benefit, highlighting the need for a more inclusive system that ensures wider access to social protection for all workers.

Disparities between men and women are stark: while 62.8 per cent of men were economically active in the labour market, only 14 per cent of women were. Jordan's rank on the Global Gender Gap Index is 126th with a score of 0.646¹⁹, and a sub-rank of 125th in economic participation and opportunity, 124th in political empowerment, and 66th in educational attainment. At 14 per cent²⁰, Jordan has one of the lowest women's Economic Activity rates in the world. Moreover, women who do work tend to be concentrated in economic sectors that align with socially acceptable gender roles and where the wages tend to be lower, with few reaching leadership positions. Women's low economic participation is not just inequitable; it is also a major loss of the economic potential as the country is not taking advantage of its full productive capacity, particularly as many Jordanian women outside the workforce are highly educated.

16. [Jordan Department of Statistics, 2015.](#)

17. Handicap International: [Disability & Social Protection in Jordan](#), 2023.

18. International Labour Organization: [World Social Protection Data Dashboard](#), 2025.

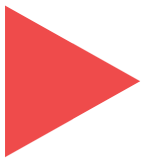
19. [Global Gender Gap Report](#), 2023.

20. [Jordan Department of Statistics](#), 2023



► Appendix IV: development cooperation projects implemented in 2024

Project title	Budget 2024	Funding partner
Building Capacity for a More Inclusive and Fair Working Environment for Workers and Trade Union	\$ 203,902	Canada, Employment and Social Development Canada
Just Jordan – Putting the people back in planet and prosperity	\$ 2,086	International Labour Organization
Employment Opportunities for Jordanian and refugee jobseekers, through Employment Services and Decent Work in Export Industries	\$ 272,674	Delegation of the European Union to Jordan
Towards an inclusive national social protection system and accelerating decent job opportunities for Syrians and vulnerable Jordanians	\$ 6,957,217	European Commission, DG for Neighbourhood and Enlargement Negotiations
Employment through Labour Intensive Infrastructure Programme in Jordan - Phase VI	\$ 8,009,045	Germany, KfW Development Bank
Towards a more inclusive economy through immediate job generation and enterprise development for vulnerable refugees and host communities in Jordan _ Phase II	\$ 859,762	Italy, Ministry of Foreign Affairs and International Cooperation
Technical advisory services for social security in Jordan, including the Eleventh Actuarial Review of the Social Security Corporation	\$ 35,987	Jordan, Social Security Corporation
Technical advisory services for strengthening, extension and reform of social security programmes in Jordan, including the Tenth Actuarial Review of the Social Security Corporation	\$ 56,155	Jordan, Social Security Corporation
Climate Change, disability inclusion and intersectionality multi country programme	\$ 51,300	Multi Partner Trust Fund Office, UNDP
Estdama++ Fund – Formalization and Extension of Coverage	\$ 9,370,790	Norway, Netherlands, United Kingdom
BW Jordan - USDOL Revenue Budget	\$ 51,450	United States Department of Labour
Revenue budget Better Work Jordan	\$ 2,198	private sector
Revenue budget BW Programme	\$ 969	private sector
Revenue budget for Better Work Jordan	\$ 252,614	private sector
PROSPECTS – Improving Prospects for Host Communities and Forcibly Displaced Persons in Jordan (Phase 2)	\$ 369,513	Netherlands, Ministry of Foreign Affairs
PROSPECTS - Inclusive jobs and education for refugees and host communities in Jordan	\$ 1,832,040	Netherlands, Ministry of Foreign Affairs
Advancing Decent Work for Women to Achieve Economic Development - Jordan	\$ 6,038	Norway, Ministry of Foreign Affairs
Equality @ Work: Advancing Healthy, Safe and Diverse Labour Force in Jordan	\$ 240,481	Norway, Ministry of Foreign Affairs
FAIRWAY	\$ 28,757	Switzerland, Swiss Agency for Development and Cooperation
Collaboration to engage and equip youth and adolescents with jobs search and employability skills	\$ 40,000	United Nations Children's Fund
Decent Jobs for Cultural Heritage	\$ 14,227	United Nations Education Scientific and Cultural Organization
Promoting Productive Employment and Decent Work for Women in Egypt, Jordan and Palestine_Funds from Sweden.	\$ 275,913	United Nations Entity for Gender Equality and the Empowerment of Women
Formalizing Access to the Legal Labour Market for Refugees and Host Communities in Jordan – Phase III	\$ 1,789,614	USA, Department of State
Support to the MSSRP to assess, monitor and increase the labour-intensity of its capital investments	\$ 179,161	World Bank, International Bank for Reconstruction and Development
Total	\$ 30,901,893	



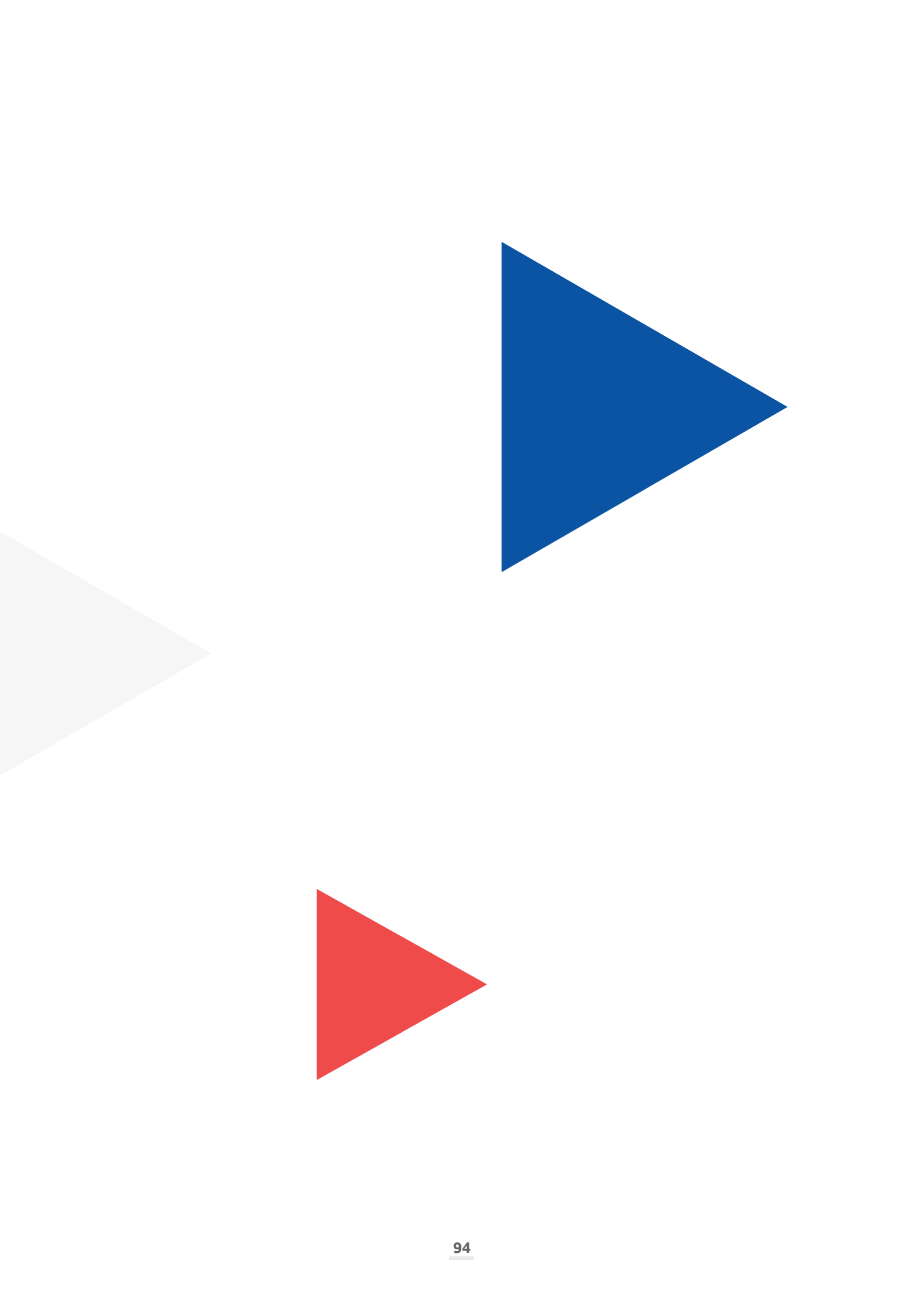






Jordan Annual Report 2024

Narrative recap of the development cooperation
implementation of the ILO programme in the
Hashemite Kingdom of Jordan





International
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Organization

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