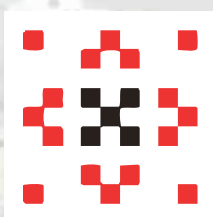
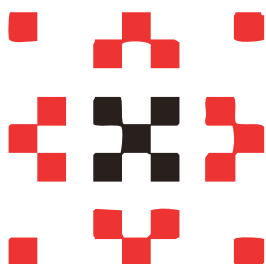


Hashemite Kingdom of Jordan

Decent work country programme







Hashemite Kingdom of Jordan

Decent work country programme

Word of thanks from the Minister of Labour

The launch of the ILO's Decent Work Agenda in 1999—built on four interlinked pillars—marked a milestone in international efforts to eradicate poverty and advance sustainable development. These pillars are: promoting opportunities for productive employment; guaranteeing fundamental rights at work; extending social protection; and strengthening social dialogue.

In Jordan, unemployment and the shortage of decent work opportunities remain major challenges—especially among youth and women—as many continue to face difficulties in accessing productive, stable jobs that match their abilities and aspirations. Although notable progress has been achieved, the social protection system still needs to be expanded and made more inclusive so that it covers workers in the informal economy and the most vulnerable groups.

In this context, the Economic Modernization Vision 2022–2033 serves as a unifying national framework that places social issues at the heart of development programmes and policies. It underscores the need to achieve inclusive and sustainable growth, expand social protection, empower youth and women, and ensure equal opportunity in the labour market.

The preparation of the Decent Work Country Programme (2025–2027), on the basis of tripartite partnership, is an important practical step to translate national orientations into tangible results. This Programme constitutes a direct contribution to the implementation of national strategies—particularly the National Employment Strategy and the National Social Protection Strategy—and it reflects Jordan's commitments to the 2030 Agenda for Sustainable Development.

Let me reaffirm that the Government of Jordan will spare no effort—in close cooperation with the International Labour Organization and in partnership with the tripartite social partners—to achieve the ambitious goals of this Programme and to continue Jordan's journey towards more decent work and equitable, inclusive development that places people at the centre of the development process.



Khaled Al-Bakkar
Minister of Labor
Hashemite Kingdom
of Jordan



Preface from the ILO Regional Director

I am pleased to present Jordan's Decent Work Country Programme 2025-2027, which was developed in close collaboration with the Government of Jordan, employers' and workers' organizations, and our partners in the UN system. This programme reflects Jordan's national priorities as outlined in the Economic Modernization Vision and associated strategies, while aligning with the ILO's Global Decent Work Agenda.

The programme comes at a pivotal stage in Jordan's history, which has proven its resilience and stability despite regional challenges. High unemployment, especially among youth and women, the pressures of hosting large numbers of refugees, as well as the global repercussions associated with climate change and economic volatility, underscore the urgent need for comprehensive and sustainable rights-based solutions. The programme sets out a common road-map to support job creation, expand social protection, promote equality and non-discrimination, and strengthen Standards of work, and activating social dialogue, to ensure that no one is left behind.

The programme builds on the achievements of previous cycles of cooperation, building on lessons learned, and reaffirming the ILO's commitment to supporting Jordan in achieving its development aspirations. The programme also focuses on partnerships, innovation, and capacity building, with particular priority to empowering youth and women, promoting green and digital jobs, and improving working conditions for all workers.

In this context, the programme is also in line with Jordan's firm commitment to the 2030 Agenda for Sustainable Development. Jordan has made ambitious commitments in the areas of food security, education, climate change, and data enhancement to ensure that progress towards achieving the Sustainable Development Goals is accelerated and a more inclusive, just and sustainable future for all in the Kingdom.

On this occasion, I would like to express my thanks and appreciation to our national tripartite partners, the international development community, and others who contributed to the preparation of this programme. At the ILO, we are confident that close cooperation between the various parties will contribute to the promotion of decent work, social justice and inclusive and sustainable growth in Jordan.



Ruba Jaradat
Regional Director
for Arab States
International Labour
Organization



MOU signed by the four parties (MOL, GFJTU, JCI, ILO)

Memorandum of Understanding on the National Decent Work Program (DWCP)

Whereas the Government of the Hashemite Kingdom of Jordan (the Government), the undersigned workers' and employers' organizations, and the International Labour Organization (ILO), represented by the International Labour Office (hereinafter collectively, the Parties), wish to cooperate in order to promote and promote decent work in Hashemite Kingdom of Jordan;

Whereas the Government of the Hashemite Kingdom of Jordan, the undersigned workers' and employers' organizations and the International Labor Organization ILO have adopted and implemented the Decent Work Programme in the Hashemite Kingdom of Jordan for the period 2018-2022, the Parties have agreed under this letter as follows:

1. Parties reaffirm their commitment to cooperate in the implementation of the Decent Work Programme in Jordan for the period (2025-2027) and the following were agreed as priorities for the National Decent Work Programme :
 - **Priority One** : Inclusive Green Growth and Decent Work
 - **Priority Two** : Social Protection and Quality Basic Services
 - **Priority Three**: Accountability, Transparency and Participation
2. The International Labor Organization (ILO) agrees to assist in the mobilization of resources and the provision of development cooperation in the implementation of the Decent Work Country Programme, in conformity with its rules, regulations, directives and procedures, and the availability of funds and conditions agreed upon in writing.
3. With regards to decent work programmes and any related activities of the ILO in Jordan, the Government shall apply to the Organization, its staff and any person designated by the ILO to participate in its activities the provisions of the host Country Agreement between the ILO and the Hashemite Kingdom of Jordan, signed on 23 February 2023, which entered into force on 17 April 2023.
4. This Memorandum of Understanding may be amended by agreement between the Parties.



5. Nothing in or in connection with this MoU shall be construed as constituting a waiver of the privileges and immunities of the ILO.
6. The text of the Decent Work Country Programme is annexed to this Memorandum of understanding. In the event that the conditions contained in the text of the program conflict with the terms of this Memorandum of understanding, within the provisions referred to in Article 3, the provisions of the latter shall prevail.
7. The original version of this MoU has been drafted and signed in *English*. If this MoU is translated into another language, the text in *English* will be considered.
8. This Memorandum of understanding supersedes all communications between the Parties and enters into force as of the date of its signature by the Parties' accredited representatives.

Issued on Date: / /2026

For and on behalf of the **Government**
Khalid Mahmoud Mohammad Al-Bakkar
Its Minister of Labour
In Amman
on

For and on behalf of the **International Labour Office**
Ruba Jaradat
Its Regional Director
In Amman
On

For and on behalf of the **Jordan Chamber of Industry**
Fathi Al-Jaghhbir
Its President
In Amman
On

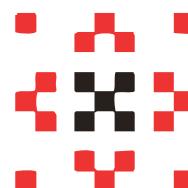
For and on behalf of the **General Federation
of Jordanian Trade Unions**
Khaled A-Fanatsah
Its President
In Amman
On

[Signatures]



Contents

12	1. Decent Work Country Diagnosis: Jordan
15	2. Country Progress Towards Decent Work and Sustainable Development
15	2.1 Introduction
16	2.2 Employment Creation and Enterprise Development
20	2.3 Social Protection
24	2.4 Gender Equality and Non-Discrimination
27	2.5 Social Dialogue
28	2.6. International Labour Standards
29	2.7. Migrant Workers
30	3. DWCP Priorities and Country Programme Outcomes
30	3.1 Background
30	3.2 Links to the SDGs and ILO's Policy Framework
35	3.3. Links To National Policy Frameworks
36	3.4 Leave No One Behind
38	3.5 Decent work Country Programme Priorities and Outcomes
46	Priority 1: Inclusive Green Growth and Decent Work
48	Priority 2: Social Protection and Quality Basic Services
49	Priority 3: Transparency and Participation
50	4. Implementation, Monitoring, and Reporting Arrangements
52	5. Coordination & Partnership Development
53	6. Funding Plan
55	7. Advocacy & Communication Plan
56	8. Risks
57	9. Annexes







List of acronyms

Acronym	Full Term
CEACR	Committee of Experts on the Application of Conventions and Recommendations
CPR	Country Programme Review
DoS	Department of Statistics
DWCP	Decent Work Country Programme
EIIP	Employment-Intensive Investment Programme
EMV	Economic Modernization Vision
GDP	Gross Domestic Product
GFJTU	General Federation of Jordanian Trade Unions
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
ICLS	International Conference of Labour Statisticians
ICSE-18	International Classification of Status in Employment (2018)
ILO	International Labour Organization
JCI	Jordan Chamber of Industry
LMIS	Labour Market Information System
LNOB	Leave No One Behind
MOL	Ministry of Labour
MOU	Memorandum of Understanding
MSMEs	Micro, Small and Medium-sized Enterprises
NAF	National Aid Fund
NSPS	National Social Protection Strategy
OSH	Occupational Safety and Health
P&B	Programme and Budget
RCO	Resident Coordinator's Office
RoO	Rules of Origin
SDG	Sustainable Development Goal
SDGs	Sustainable Development Goals
SME / SMEs	Small and Medium-sized Enterprise(s)
SSC	Social Security Corporation
TCLA	Tripartite Committee for Labour Affairs
TVET	Technical and Vocational Education and Training
UN	United Nations
UNCT	United Nations Country Team
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNRWA	United Nations Relief and Works Agency
UNSDCF	United Nations Sustainable Development Cooperation Framework



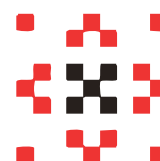
1 Decent Work Country Diagnosis: Jordan

The Decent Work Country Programme (DWCP) 2025 – 2027 for Jordan forms the foundation of all activities undertaken by the ILO constituents in Jordan. The DWCP reflects the priorities of the Government and workers' and employers' organizations, as well as those of the ILO Programme and Budget, the United Nations Sustainable Development Goals and Jordan SDG commitments.

The primary national frameworks and structures that the DWCP 2025-27 is guided by include the following:

Scope	Name of strategy/structure
Economic development	- Economic Modernization Vision 2022-2033¹ - Jordan Digital Transformation Strategy²
Gender equality and women's empowerment	- Engendered Strategy of the Economic Modernization Vision³ - National Strategy for Women in Jordan 2020-2025⁴ - National Strategy for Women Action Plan 2023-25⁵ - Jordanian National Committee for Pay Equity (NCPE) Plan - National Framework for Daycares
Enterprises	National Strategy for the Jordanian Cooperative Movement 2021-2025⁶
Social protection	Jordan National Social Protection Strategy 2020-2025⁷
Occupational protection	- Occupational Safety and Health Strategy for the Prevention and Reduction of Work Accidents and Injuries (2023-2027) - National Strategy to Combat Child Labor 2022-2030 - National Strategy for the Development of Labor Inspection 2024-2026
Crisis	Jordan Response Plan to the Syrian Crisis⁸
Just transition	Green Growth National Action Plan 2021-2025⁹
Youth	Jordan National Youth Strategy 2019-2025¹⁰

- [Economic Modernisation Vision \(jordanvision.jo\)](http://jordanvision.jo)
- [Jordan Digital Transformation Strategy 2020_English_Unofficial_Translation.Pdf \(modee.gov.jo\)](#)
- [Economic Modernisation Vision \(jordanvision.jo\)](http://jordanvision.jo)
- [National Strategy for Women in Jordan 2020-2025](#)
- [National Strategy for Women Action Plan 2023-2025_0.pdf](#)
- The National Strategy for the Jordanian Cooperative Movement 2021–2025, ILO and Government of Jordan, 2021
- [Jordan National Social Protection Strategy 2019-2025 | UNICEF Jordan](#)
- Jordan Response Plan Briefing Note, Ministry of Planning and International Cooperation, 2022
- [JORDAN PRIME MINISTER ELEVATES CLIMATE ACTION PLAN TO NATIONAL PRIORITY - Minister of Environment \(moenv.gov.jo\)](#)
- [National Youth Strategy in Jordan 2019-2025 - National Women Machineryes \(uneswa.org\)](#)

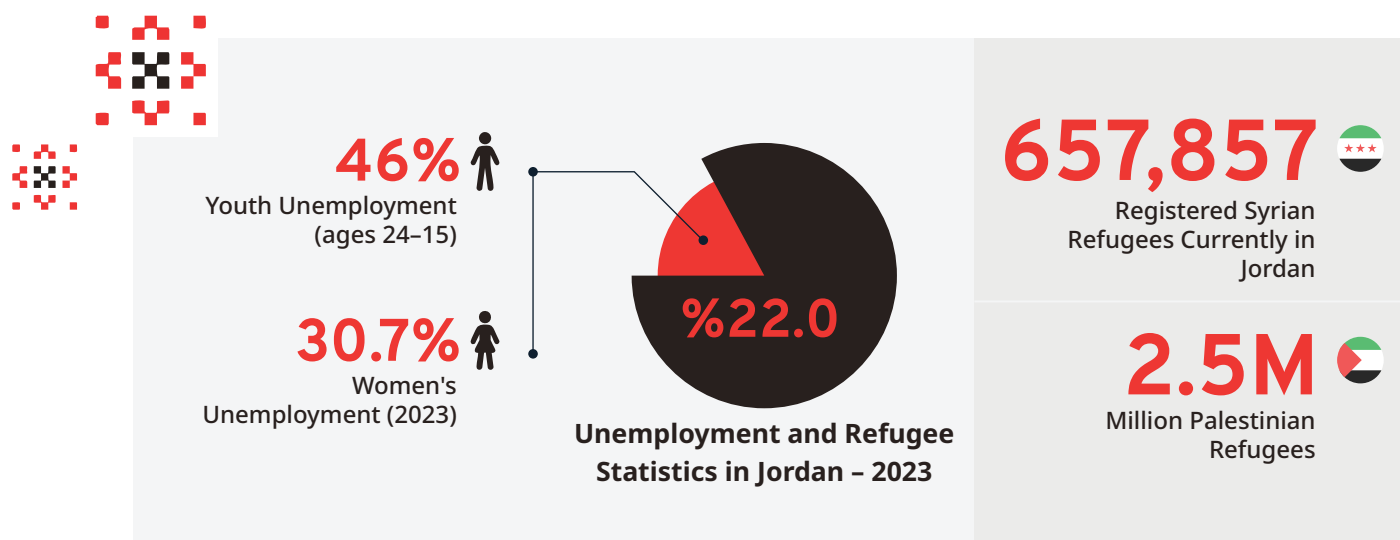


Three priorities and three outcomes of the DWCP are copied verbatim from the United Nations Sustainable Development Cooperation Framework (UNSDCF) 2023-27, which serves as the main reference for the work of the United Nations Country Team (UNCT) in Jordan. These priorities are: (1) inclusive green growth and decent work – ensuring that Jordan's growth is green, inclusive, and beneficial to all, while enabling everyone to acquire the skills and opportunities needed to contribute to this growth; (2) social protection and quality basic services – supporting people living in vulnerable situations in Jordan based on their needs and human rights, and empowering them to achieve self-reliance; and (3) accountability, transparency, and participation – ensuring that everyone in Jordan has the right to fair, affordable, sufficient, safe, sustainable, and reliable access to water, food, and energy. As for the outcomes, they are: (1) achieving inclusive socio-economic growth that is gender- and environment-sensitive, and that fosters entrepreneurship, decent work opportunities, and lifelong learning focused on market-relevant skills; (2) enhancing access for all people living in vulnerable conditions in the country to comprehensive and inclusive social protection, ensuring the inclusion of the most vulnerable groups — including persons with disabilities, women, children, and older persons; and (3) strengthening the responsiveness and accountability of Jordanian institutions and their partners regarding the meaningful and increasing engagement of women, youth, persons with disabilities, and marginalized groups in shaping and influencing policy choices and decisions that affect their lives.

The outputs reflect the constituents' priorities and needs, namely: (1) expanding the scope of social protection; (2) strengthening skills development and vocational training; and (3) improving workplace safety and workers' conditions, in line with the International Labour Organization's Programme and Budget for the periods 2024–2025 and 2026–2027. The DWCP is the result of a consultative and participatory process with the Government and the social partners and outlines how the ILO will assist the constituents in implementing national development plans of the UN's plans. This document reflects the priorities of the UNSDCF, thereby facilitating the alignment and comparability between the components of the DWCP and the UN framework priorities, and ensuring the coherence of objectives and results.

The document builds on lessons from the Jordan DWCP for 2018-22, emphasizing several key areas for improvement. It highlights the need for a robust monitoring instrument, complete with baselines, targets, data collection procedures, and a timetable, alongside an implementation plan based on the guidelines of the tripartite steering committee. Regular stakeholder meetings should be organized, and greater synergy between the DWCP and UNSDCF frameworks is recommended to address mutual concerns. Achievements under the DWCP's priorities should be consistently reported and publicized. Efforts should also focus on implementing employment and decent work schemes in areas less impacted by the Syrian refugee crisis. Additionally, the document stresses setting baselines and clear quantitative targets, streamlining crosscutting issues, and addressing risks like intervention duplication and project delays. It calls for increased donor investments, particularly from social partners, stronger institutional and local partnerships, and enhanced design of the Employment-Intensive Investment Programme (EIIP).





The document adopts the *humanitarian-development-peace nexus*¹¹ approach as it seeks to sustain peace and social cohesion in Jordan. It includes an analysis of the regional conflict drivers that could lead to instability, conflict and economic collapse. For instance, conflicts in neighbouring territories, including the Gaza Strip, the West Bank, Syria, Israel, Iraq and Lebanon, have led large numbers of people to seek refuge in Jordan. Currently, the number of registered Syrian refugees stands at 657,857 refugees¹², amid relatively high unemployment rates among Jordanians, which reached 22.0 per cent in 2023¹³, and presence of 2.5 million Palestinian refugees¹⁴ addition to the ongoing threat to economic and social stability. 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 cent¹⁵, while the female unemployment rate was 30.7 per cent¹⁶. Meanwhile, maintaining peace and stability in the context of these risks must therefore be seen as an important component of improving access to decent work in Jordan.

Jordan faces several key challenges in the world of work, including the mismatch between job seekers' skills and market requirements and relatively high unemployment levels, particularly among foreign workers, which further complicates the labour market. Limited access to social protection systems and a pronounced divide between the national workforce and that of refugees and migrant workers further exacerbates these issues, contributing to the continued inability to generate sufficient employment opportunities.

The DWCP will provide a means for the constituents to increase transparency and participation, with a particular focus on improving the representation of women and youth in the world of work. It will also allow the constituents to engage and empower these groups and thereby secure the sustainability of job opportunities. Lastly, the DWCP will support the constituents in realizing the Decent Work Agenda, the Economic Modernization Vision, and the UNSDCF.

-
11. Background paper on Humanitarian-Development-Peace Nexus, Inter-Agency Standing Committee and UN Working Group on Transitions Workshop, 20-21 October 2016
 12. United Nations High Commissioner for Refugees official data, dated 27 February 2025: [Country - Jordan \(unhcr.org\)](https://www.unhcr.org/country/jordan)
 13. [Jordan Department of Statistics, 2023](#)
 14. The United Nations Works & Relief Agency for Palestine Refugees in the Near East (UNRWA) [webpage](#), March 2024.
 15. [Jordan Department of Statistics, 2023](#)
 16. [Jordan Department of Statistics, 2023](#)

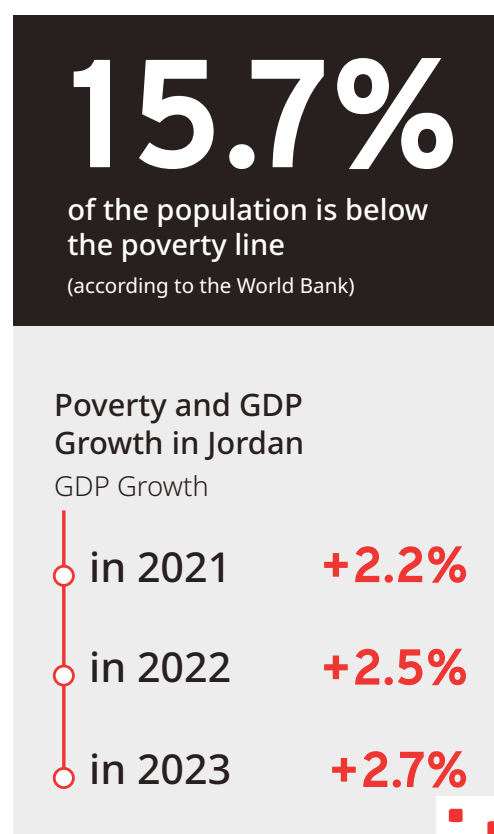
1 Country Progress Towards Decent Work and Sustainable Development

2.1 Introduction

Jordan has long been known as a stable state within a volatile region. Via the Economic Modernization Vision, Jordan aims to transform the nation into a dynamic, innovative economy and society by focusing on several key pillars. The latter include enhancing public sector efficiency, fostering a knowledge-based economy, promoting sustainable development, and improving the quality of education and healthcare. The vision emphasizes the importance of digital transformation, empowering youth and women, and attracting foreign investment to create job opportunities. By prioritizing these areas, Jordan seeks to build a resilient economy and improve the overall quality of life for its citizens, ensuring social and economic stability for the future.

Jordan experienced a decrease in trade caused by the Syria Crisis, which led to an 18 per cent loss in GDP growth since 2011¹⁷. While the Jordanian economy did return to modest GDP growth from 2015 onward, the COVID-19 pandemic and the ensuing lockdowns led to severely diminished economic activity and, consequently, to an upswing in unemployment¹⁸.

The war on Gaza has had significant repercussions on Jordan's economy, impacting it through various socioeconomic channels. Jordan faces potential disruptions in natural gas supplies from Israel, which is a key energy provider. Plans for a tripartite water-to-energy deal with the UAE have also been halted. Additionally, the conflict has triggered boycott campaigns in Jordan, affecting retail activity. The heightened insecurity and diplomatic strains are further slowing economic growth, which was already under pressure from the relatively high unemployment rates and fiscal challenges. The conflict is likely to exacerbate these vulnerabilities and strain Jordan's fiscal position¹⁹. Overall, Jordan's GDP witnessed a 2.2 per cent growth at current prices in 2021, 2.5 per cent in 2022, and 2.7 per cent in 2023²⁰. Jordan is defined by the World Bank as a lower-middle-income country²¹, with a 15.7 per cent²² poverty ratio. The climate crisis is likely to present some real and tangible challenges in terms of access to water and the sustainability of agricultural production in the coming decades.



17. [Jordanian Department of Statistics, 2024](#)

18. [Jordan Department of Statistics, 2020-24](#)

19. [Expected socioeconomic impacts of the Gaza war on neighbouring countries in the Arab region - United Nations Economic and Social Commission for Western Asia](#), February 2024

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

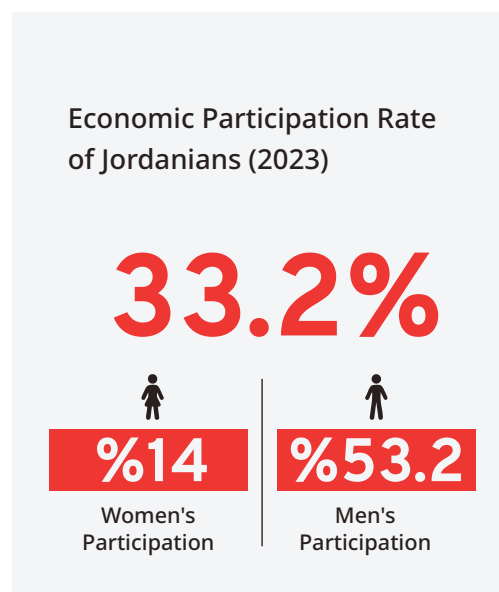
21. [World Bank classifications by income level for 2024-25, July 2024](#)

22. [Jordan Department of Statistics, 2017](#)

2.2 Employment Creation and Enterprise Development

The rise in the frequency of conflicts in the Near East and the displacement of populations during the Syrian crisis have amplified the structural weaknesses in Jordan's economy heightened the challenges of providing decent employment opportunities. The median age of the population in Jordan is 22.4 years²³, and 54 per cent²⁴ of its population is under the age of 30. Such a youthful population has the potential to be a source of economic growth and development. However, the rapid population growth is outpacing job creation, whereas the economy has been slow in creating jobs for new labour market entrants in sufficient numbers, which is exacerbated by the decrease in economic activity.

Jordan's economic performance in 2023, as reflected in key labour market indicators, reveals deep-seated structural challenges that are hindering growth and inclusivity. The overall economic activity rate was a modest 33.2 per cent²⁵ in 2023, a figure that is symptomatic of a weakened economy. Disparities between men and women are stark: while 53.2 per cent of men were economically active in the labour market, only 14 per cent of women were. This substantial gender gap points to a set of interrelated factors that limit women's participation in the labour market. Among the most prominent are low wages, employers' reluctance to hire women due to perceptions concerning the legal obligations associated with women's rights under national legislation, such as maternity leave, breastfeeding breaks, and requirements to provide childcare facilities. In addition, the nature of some jobs that require considerable physical effort or long working hours poses an added challenge, particularly in the absence of a flexible work environment that accommodates women's needs and supports work-life balance.



Moreover, Jordan's economy is heavily burdened by the high rate of informal employment, which harbours 55.1 per cent²⁶ of the total labour force. Informality is more pronounced among men, 86.8 per cent of whom work in informal jobs, compared to 13.2 per cent²⁷ of women, indicating that a large portion of Jordan's workforce is engaged in low-productivity jobs and with no access to social protections such as healthcare, pensions, and unemployment benefits. This situation leaves workers vulnerable to economic shocks and perpetuates income inequality. The high level of informality may also be indicative of a business environment that is overregulated or unaccommodating to small enterprises, thereby discouraging formal job creation. The prevalence of informal employment ties directly to broader economic inefficiencies, such as underinvestment in human capital and a mismatch between the skills produced by the education system and those demanded in the labour market.

The employment-to-population ratio in Jordan paints a similarly grim picture, with only 25.9 per cent²⁸ of the working-age population being employed, including 42.8 per cent²⁹ for men versus 9.7 per cent³⁰ for women. This trend is indicative of a labour market that is struggling to provide sufficient formal employment opportunities,

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

24. [Jordan Department of Statistics, 2024.](#)

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

26. [International Labour Organization, 2023.](#)

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

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

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

30. [International Labour Organization, 2023.](#)

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.

In the realm of education, thousands of young people graduate each year from schools, vocational centres, universities, and community colleges to enter the labour market, and they are unwilling to accept low-paid and low-status jobs. Given the limited availability of suitable employment opportunities, many are forced to turn to the informal sector or remain unemployed. This situation stems from the economy's inability to generate a sufficient number of jobs that match the qualifications of higher-education graduates, particularly in well-paid occupations. In the same context, ensued high rates of unemployment, in turn, lead to a fall in consumption in the economy, further harming economic performance and therefore the achievement of SDG Targets 8.3³¹ and 8.5³².

The Government and social partners are taking action to resolve these problems. Turning around Jordan's economic growth performance and addressing unemployment is a high priority for the Government as outlined in the *Economic Modernization Vision 2023-2033*, the chief avenue through which the government is striving to promote economic growth and jobs in Jordan. This 10-year blueprint for economic development and employment generation includes 366 initiatives in various sectors, as part of eight national economic growth drivers aimed at meeting the expected demand for one million jobs for Jordanians in the next decade. It is estimated it will require JOD 41 billion in funding, the majority of which is expected to come from the private sector, including foreign direct investment and public-private partnership projects³³.

In this context, the Ministry of Labour continues its efforts to regulate the labour market and enhance employment opportunities through a participatory approach with all partners, in a manner that promotes fairness and equal opportunity. These efforts include supporting the employment of qualified and productive labour, empowering entrepreneurship, marketing Jordanian competencies abroad, and developing an integrated system of effective standards, policies, and monitoring tools. The main programmes and initiatives implemented are as follows:

— **National Employment Programme:** Launched in April 2022, this programme resulted, as of December 2024, in the signing of 15,991 employment contracts, including 8,409 for women and 7,582 for men. Among the beneficiaries were 816 workers from households receiving assistance from the National Aid Fund, including 401 women.

— **Enhancing Employment and Career Guidance Services:** Efforts included organizing 1,713 individual and group career guidance sessions for job seekers in 2024, in addition to linking persons with disabilities to available job opportunities, resulting in the employment of 134 individuals from this group. Moreover, an agreement was signed with the German Agency for International Cooperation (GIZ) to implement the project "Employment in Jordan 2030," which aims to develop evidence- and data-based labour market policies.

31. SDG Target 8.3: Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.

32. SDG Target 8.5: By 2030, achieve full and productive employment and Decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

33. Economic Modernization Vision, unleashing potential to build the future, Government of Jordan, 2022

- **Productive Branches:** A total of 31 productive branches were established across various governorates, in addition to organizing 25 job fairs to facilitate access to employment opportunities, increase the number of employed men and women, and support these branches in reaching their full operational capacity. As of 31 December 2024, a total of 4,613 employment contracts had been signed within these branches, including 4,231 with women (92 percent) and 382 with men (8 percent).
- **Enhancing the Work Environment, Labour Inspection, and Enforcement of Labour Law:** The inspection system was automated and electronically linked with relevant entities such as the Ministry of Industry, Trade and Supply, and the Social Security Corporation. A control and monitoring room was also activated to oversee inspection procedures and ensure their effectiveness. In 2024, a total of 29082 inspection visits were conducted to verify compliance with the Jordanian Labour Law and ensure the provision of a decent work environment. Furthermore, the National Strategy to Combat Child Labour (2022–2030) was launched to reduce this phenomenon and strengthen the protection of children's rights in the workplace.
- **Improving the Work Environment and Occupational Safety:** Within the framework of strengthening occupational safety and health (OSH) systems, relevant legislation, including regulations, instructions, and decisions, was reviewed and amended. The “Golden List” criteria for factories in the textile and garment sector were also updated to align with decent work standards and requirements. In 2023, the “Occupational Safety and Health Systems and Instructions Guide (Questions and Answers)” was issued, along with a concise booklet summarizing OSH systems and a poster illustrating the classification of economic activity risk levels. Technical bulletins and awareness materials were also disseminated through the Ministry of Labour’s social media platforms. Risk assessment manuals were developed for several sectors, including the chemical and cosmetics industries, and the plastics and rubber industries.
- **Regulating Non-Jordanian Labour:** To better regulate the labour market and manage the status of migrant workers, the system of work permit fees for non-Jordanian workers was amended to introduce categories for specialized skills and to link the duration of employment to a minimum of three months, with reduced fees for these categories. The second phase of the electronic work permit system development has been completed and is currently undergoing technical testing. In addition, the employment ratios of Jordanian to non-Jordanian workers in the tourism sector were revised to ensure greater employment opportunities for Jordanians and increase their participation in this vital sector.
- **Strengthening Labour Relations:** In 2024, the Ministry of Labour handled 35 collective labour disputes, mediating in 31 of them and resulting in the registration of collective agreements that benefited 50,151 workers. These interventions involved facilitating direct negotiations and reconciliation processes between trade unions and employers, thus reinforcing the principles of social dialogue and effective participation among the tripartite partners³⁴.

34. Ministry of Labour.

Small and medium-sized enterprises (SMEs) constitute 99.5 per cent of companies in Jordan and employ around 60 percent of the Jordanian workforce³⁵. However, most SMEs focus on fulfilling daily operational demands and lack the time or capacity to set long-term productivity goals. Moreover, businesses that aim to measure productivity often lack the resources to invest in long-term growth initiatives such as workforce upskilling or upgrading machinery and business processes. Communication between employers and workers remains limited, and formal procedures related to job descriptions, performance evaluation, and wage and benefits management are often lacking³⁶. Consequently, many SMEs in Jordan concentrate on short-term business continuity rather than adopting long-term investment strategies that could enhance institutional growth and development.



1,713
Career Counseling
Sessions



816
Beneficiaries of the
National Aid Fund



657,857
National Employment
Contracts



50,151
Beneficiaries of
Collective Contracts



62,930
Inspection Visits



134
Employed Persons with
Disabilities



35. Website of the Jordan Chamber of Industry, 2025.

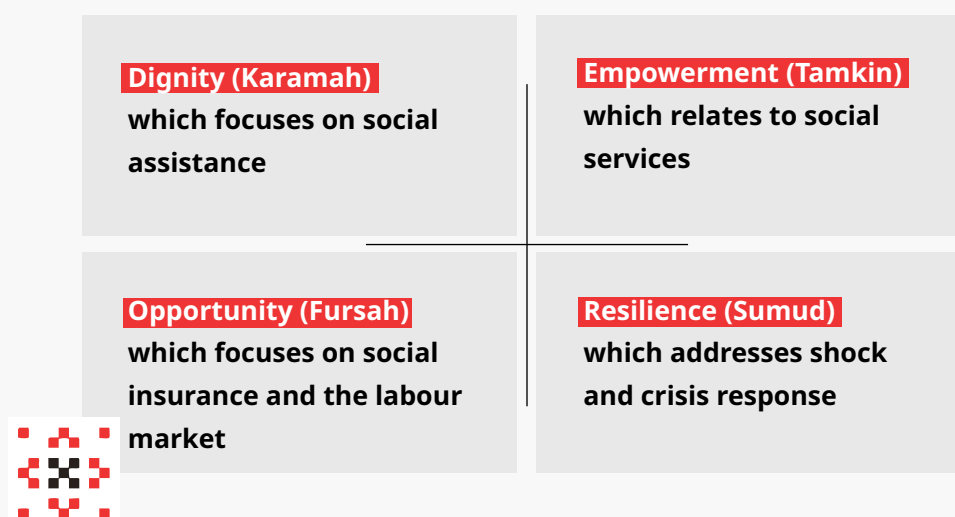
36. ILO report. International Labour Organization: [World Social Protection Data Dashboard](#), 2025.

2.3 Social Protection

Universal social protection is a priority for the Jordanian government, social partners, and the ILO in Jordan. Since 2008, social protection in Jordan has been evolving rapidly and strategically. Social protection policy is part of a broader global shift away from targeted assistance and towards a universal system of coverage as articulated by the ILO's Minimum Standards Convention (No. 102), the Equality of Treatment Convention (No. 118), and the Social Protection Floor Recommendation (No. 202). Also pertinent are the Maternity Protection Convention (No. 183) and the Workers with Family Responsibilities Convention (No. 156). Reforms over the past decade have included the adoption of the maternity and unemployment insurance and the inclusion of the self-employed and microenterprises in social security. There have been several significant developments in relation to social protection in Jordan since 2018, including:

- The issuance of the Agricultural Workers Regulation No. 19 of 2021 and its amendments aimed to regulate employment in the agricultural sector, protect workers' rights, and ensure their inclusion under the social protection framework.
- Adoption of a system that focuses on social assistance, social services, social insurance and the labour market.
- National Unified Registry: completion and testing of the first phase, including data from six governmental agencies.
- National Maternity Insurance expansion to provide subsidy to the cost of childcare as well as support to the operational cost of vulnerable nurseries.
- The adoption of a National Social Protection Strategy (2019 – 2025).
- Enhancing digital transformation within the labour inspection system of the Ministry of Labour, through the development of a control room and the implementation of systems to track inspection visits in the work environment. An integrated electronic inspection system for inspectors and employers, featuring the 'Himaya' labour complaints portal and domestic workers module, with full cross-platform integration.

The Social Protection Strategy comprises four main pillars:



The “Opportunity – Decent Work and Social Insurance” pillar focuses on ensuring a fair and equitable labour market that gives special attention to the private sector and creates sustainable employment opportunities, while providing a decent working environment and a social insurance system that enables Jordanians to achieve economic self-sufficiency. To achieve these goals, a set of high-priority measures related to decent work and social insurance has been identified.

The Ministry of Labour plays a central role in achieving the national strategic objectives of social protection by focusing on the labour market, strengthening social insurance, and providing employment opportunities for all citizens. The Ministry also strives to ensure decent working conditions and adherence to international labour standards, including fair wages, appropriate working hours, and a safe working environment.

Jordan's social protection system covers a significant portion of the population, but there are still major gaps, particularly among vulnerable groups. As of 2025, around 27.8 per cent³⁷ 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.

Jordan's social protection system is built on two main pillars: contributory and non-contributory schemes. The contributory scheme is led by the Social Security Corporation (SSC), which provides insurance-based benefits for workers in formal employment, while the non-contributory scheme is managed by the NAF and the Zakat Fund and offers cash assistance to the most vulnerable segments of the population. These schemes work together to address various risks across the life cycle, such as old age, disability, unemployment, and maternity, while also aiming to alleviate poverty and support low-income families. However, gaps remain in coverage and access, particularly for informal workers, women, migrant workers, refugees, and other marginalized groups, something that underscores the need for ongoing reforms to ensure that the social protection system is comprehensive and inclusive.

The NAF plays a crucial role in supporting vulnerable populations, primarily through cash transfers to Jordanian nationals aimed at alleviating poverty and ensuring a minimum level of economic stability. By 2023, it had extended its support to more than 50,819 households and 145,435 citizens³⁸. Many households continue to face significant financial hardship, as the average gross wage of a working poor individual stands at around 241 Jordanian dinars per month. Nearly half of these workers are employed informally (not enrolled in social security), reflecting the growing prevalence of informal employment within the Jordanian economy³⁹.

145,435

**individuals benefited
from the Support Fund
in 2023**

Zakat Fund

25.6 million
Jordanian
Dinars

**total collections
in 2023**

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

38. [National Aid Fund annual report](#), 2023.

39. National Social Protection Strategy, 2019.

In this context, the National Aid Fund (NAF) has achieved tangible results in implementing the Economic and Social Empowerment Programme, which represents a strategic shift from a welfare-based to an empowerment-based approach. The programme aims to integrate poor households into the labour market and strengthen their self-reliance. It is implemented in cooperation with the Ministry of Labour through the National Employment Platform, where individuals from beneficiary families register to receive training and financial support that prepare them to enter the labour market. By the end of 2024, the programme had registered 7,048 individuals, of whom 2,489 succeeded in obtaining actual employment. These efforts contributed to 399 families exiting the circle of need after improving and stabilising their economic conditions, which allowed the Fund to redirect support to households in greater need, in line with the principle of “benefit rotation.” The programme also featured an exemption of employment income from eligibility criteria for one year, in addition to providing full coverage of training costs and a monthly transportation allowance of 50 dinars.

This shift represents a key indicator of the Fund's success in establishing a practical link between social protection and the labour market. Despite these positive outcomes, there remain 373 families still in need of support despite improved conditions, underscoring the importance of strengthening job sustainability and aligning training with market requirements, particularly by empowering women and youth to ensure a lasting impact⁴⁰.

The Zakat Fund continues to play a central role in supporting the most vulnerable groups in Jordanian society through a range of integrated programmes targeting the poor, orphans, students, and people in need. The total collections for 2023 amounted to 25.6 million dinars, including 6.38 million from the Central Zakat Fund and 19.25 million from 183 local Zakat Committees across the Kingdom. This funding enabled the Fund to deliver a wide range of interventions in the fields of direct cash assistance, healthcare, education, housing, and economic empowerment, with a total value of 23.6 million dinars in 2023.

In terms of direct assistance, 2.2 million dinars were disbursed as regular monthly stipends to approximately 3,877 families, in addition to emergency aid provided to 4,500 families who approached the Fund, amounting to more than 117,000 dinars. Under the orphan care programme, 1,818 orphans were sponsored with a total of 728,745 dinars, and one-time assistance was distributed through charity forums to 1,115 orphans amounting to 111,500 dinars. Holiday grants were also distributed to 5,500 families at a total value of 240,930 dinars. The support further included the distribution of 20,500 vouchers and 9,450 food parcels with a combined value exceeding 850,000 dinars.

Regarding support for poor students, 1,125 students received assistance totalling 112,500 dinars, while 20,000 underprivileged students benefited from the schoolbag initiative, with a total cost of 237,680 dinars. In the housing field, the construction of nine housing units was nearing completion at a cost of 222,290 dinars, and 35 houses for underprivileged families were renovated at a cost of 139,615 dinars.



40. National Aid Fund.

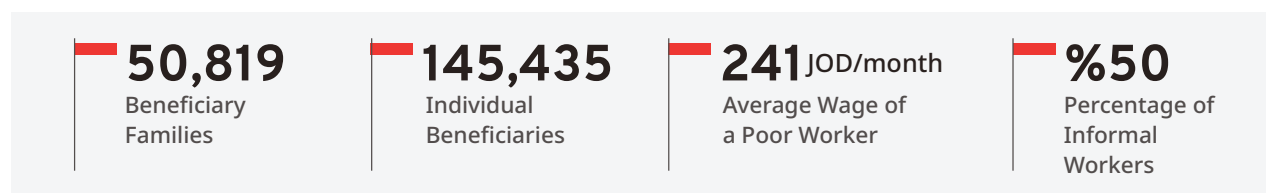
As for economic empowerment and productive projects, 95 rehabilitation projects were financed at a total value of 267,358 dinars, in addition to 35 projects supported through the Governorate Councils with a value of 96,600 dinars. These projects aimed to transform beneficiary families from recipients of aid into productive families capable of achieving self-sufficiency and contributing to the local economy. Under the "Sahm al-Gharimin" (debt relief) initiative, the Fund settled outstanding debts for 319 indebted women, amounting to 223,030 dinars. Between 2017 and the end of 2023, the total amount paid under this initiative reached 4.77 million dinars, benefiting 8,560 women⁴¹.

As of 2025, Jordan has been in the process of updating its National Social Protection Strategy (NSPS), which presents a critical opportunity to advance the agenda of universality in social protection. This update will allow the Government to address existing gaps between social assistance and social insurance, ensuring more integrated, efficient, and inclusive coverage. By working systemically across these areas, the Government will align the NSPS with its broader social and economic goals, fostering a social protection system that leaves no one behind, especially vulnerable populations like informal workers, women, and refugees.

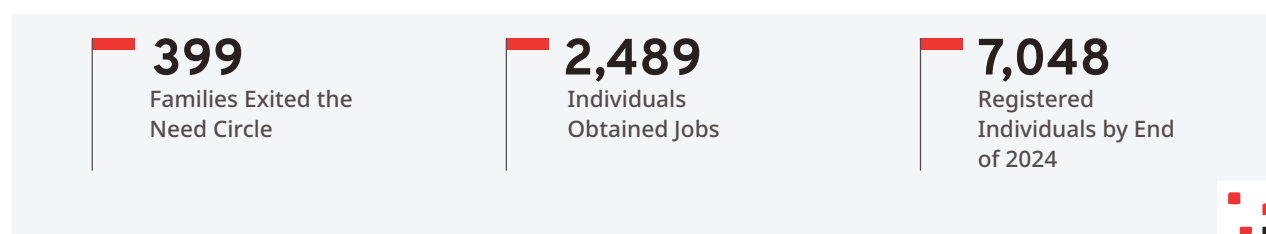
Jordan's social protection system must also play an active role in driving job creation and formalizing employment. By aligning social protection policies with economic strategies, the system can support both employers and workers, providing the necessary safety nets and incentives to boost labour market participation and entrepreneurship. This alignment is crucial for addressing Jordan's pressing need for job creation, particularly as the country seeks to recover from economic challenges and move toward sustainable, inclusive growth.

As Jordan continues to modernize its economy, it is essential to enhance both the contributory and non-contributory pillars of the social protection system, ensuring that all citizens and residents can access adequate social protection, thereby improving their quality of life and strengthening social justice.

National Aid Fund – 2023 Data



Economic and Social Empowerment Program



41. Zakat Fund annual report, 2023.

2.4 Gender Equality and Non-Discrimination

Jordan's rank on the Global Gender Gap Index is 123rd with a score of 0.652, and a sub-rank of 129th in economic participation and opportunity, 115th in political empowerment, and 45th in educational attainment⁴². Promoting gender equality and women's economic empowerment has also been a key policy focus for the Government and the social partners. The National Strategy for Women in Jordan 2020-2025 is one example of such Government policies. In essence, the strategy is built around five main ILO conventions related to gender equality and women's empowerment and seeks to advance non-discrimination, equal pay for work of equal value, maternity protection, a balance between work and family life, and to ensure that workplaces are free of violence and harassment⁴³. The implementation plan of the National Strategy for Women includes pillars and initiatives aimed at providing a safe and supportive legislative and institutional environment for women, strengthening their capacities and skills to enable their entry into the labour market, promoting women's entrepreneurship, and ensuring a supportive and safe work environment for women by raising workers' awareness of their legal rights in the world of work.

Despite these efforts, Jordanian women's participation in economic activity remains low, standing at only 14.9 per cent⁴⁴ — one of the lowest rates globally. 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.

As part of ongoing efforts to enhance women's participation in the labour market and promote gender equality, the year 2022 witnessed significant constitutional and legislative reforms. One of the most significant was the amendment of Article 6, paragraph 6 of the Jordanian Constitution, which now states:

“The state shall guarantee the empowerment and support of women to play an active role in building society in a way that guarantees equal opportunities on the basis of justice and equity and protects them from all forms of violence and discrimination.”

In addition to this constitutional change, a series of legal and procedural amendments were adopted to strengthen women's rights and improve the work environment. These included expanding the definition of domestic violence, amending labour legislation to enhance flexible work arrangements, mandating the provision of childcare facilities (nurseries) in workplaces, and introducing measures to prohibit gender-based wage discrimination. Amendments were also made to the Social Security Law, expanding maternity-related protection to include child allowances for working mothers and wage support for employees.

42. [Global Gender Gap Report](#), 2024.

43. The five key ILO gender equality Conventions are the Equal Remuneration Convention (No. 100), Discrimination (Employment and Occupation) Convention (No. 111) Workers with Family Responsibilities Convention (No. 156) and Maternity Protection Convention (No. 183), and the Violence and Harassment Convention, 2019 (No. 190)

44. [Jordan Department of Statistics](#), 2024.

In 2023, new regulations were issued to reinforce this direction, most notably:

- Instructions for the Protection of Pregnant and Breastfeeding Women, Persons with Disabilities, and Workers Performing Night Work (2023): aimed at ensuring a safe and supportive work environment for groups most vulnerable to risks.
- Instructions on Institutional Nursery Alternatives (2023): providing flexible options for employers to comply with childcare requirements, thereby supporting female workers and enabling them to remain in the labour market.

A Conference on International Labour Standards in Jordan in 2022 recommended the elimination of all forms of discrimination between men and women, particularly in pension pay, inheritance, and dependency allowance. The participants recommended pay equity awareness programmes, as well as electronic wage payment to facilitate compensation monitoring, ensure compliance with the minimum wage, protect worker rights, and help reduce gender-based pay inequality. Representatives of the government, the House of Representatives, employers, workers, and civil society organisations (CSOs) agreed that Jordan's constitution provides principles for the protection of women from discrimination and violence⁴⁵.

Since 2022, a series of awareness campaigns titled “Wa’i/Wa’iya” (Aware) has been launched, focusing on labour rights under the Labour Law that contribute to enhancing women’s participation in the labour market and increasing their economic participation. The most recent campaign, implemented in 2025, focused on the following legal provisions: the removal of restrictions on women’s employment, sexual harassment, the Instructions for the Protection of Pregnant and Breastfeeding Women, Persons with Disabilities, and Workers Performing Night Work, and flexible work arrangements.

Nevertheless, women in Jordan continue to face several challenges that limit their effective participation in the labour market. These include low wages, gender-based pay inequality, and a work environment that only partially accommodates family needs, particularly due to the limited availability of flexible work arrangements, childcare services, and adequate public transportation.



45. [International Labour Organization](#), 2022.

Despite these challenges, the Kingdom has recently witnessed a series of legislative and regulatory reforms aimed at enhancing women's empowerment and integration into the labour market. The most notable include:

01

Achieving pay equity:

Legislative amendments were adopted to ensure equal pay for work of equal value by incorporating the principle of pay equity into the Jordanian Labour Law (Articles 2, 53, and 54/a). The Jordanian Pay Equity Committee and the Pay Equity Project played an active role in advancing this objective.

02

Combating violence and sexual harassment in the workplace:

Article (29) of the Labour Law was amended to include and define sexual harassment, in addition to adopting the Policy on the Protection from Violence, Harassment and Discrimination in the World of Work and the Employers' Guide to a Safe and Healthy Work Environment.

03

Legislative amendments promoting gender equality and women's empowerment:

Several provisions of the Labour Law were revised to become more gender-responsive, including:

- Incorporating the principle of pay equity (Articles 2, 53, and 54/a(1));
- Introducing a definition of flexible work in Article (2);
- Amending Article (72) concerning workplace childcare facilities;
- Adding paternity leave under Article (66/c);
- Amending Article (12) to exempt the children of Jordanian women married to non-Jordanians from obtaining work permits;
- Amending Article (69) to allow women to work in the professions and during the hours they choose, in accordance with international standards and conventions, while prohibiting any gender-based discrimination that undermines equal opportunity;
- Introducing the definition of sexual harassment and related provisions within the amendment of Article (29).

04

Flexible Work Regulation:

Regulation No. (44) of 2024 on Flexible Work Arrangements was adopted and issued with the objective of expanding work options for individuals, particularly women, by providing more adaptable forms of employment. Work is underway to establish an electronic link between the Ministry of Labour and Social Security to obtain data regarding flexible work pattern statistics.

05

Mainstreaming gender equality and women's empowerment within the Ministry of Labour:

A Gender Equality and Women's Empowerment Policy was developed and endorsed within the Ministry of Labour, accompanied by an executive plan for the years 2024-2029. In addition, the Ministry adopted a gender-responsive budgeting approach within its planning and budgeting framework.

Women living with disabilities in poor communities face a double discrimination and are almost entirely absent from the labour force. There has been no regular statistical monitoring of the employment rates of persons with disabilities. However, there is provision for this under the Persons with Disabilities Act and the Labour Law with the aim of strengthening their integration into the labour market and guaranteeing their rights.

2.5 Social Dialogue

On the Road to Decent Work

In 2024, the Ministry of Labour in Jordan expressed interest in 2 International Labour Conventions, namely:

1. C156 - Workers with Family Responsibilities Convention, 1981 (No. 156)
1. C183 - Maternity Protection Convention, 2000 (No. 183)

The ILO in Arab States has been supporting the Ministry with the technical support necessary to facilitate the process.

The Jordanian Labour Law stipulates the right to establish trade unions by no fewer than fifty workers engaged in the same industry or economic activity, or in similar or interrelated industries and activities involved in a single production process. Under a decision issued by the Minister of Labour, only one trade union is permitted for each of the 17 designated sectors, with the General Federation of Jordanian Trade Unions (GFJTU) being the only recognized workers organization by the government. While migrants are permitted to join trade unions, the internal bylaws of the unions regulate the conditions and procedures for candidacy to leadership positions. According to the report of the Committee of Legal Experts, the right to run for leadership positions is restricted to Jordanian workers, which may limit balanced representation within the unions.

In recent years the Government has established a series of tripartite bodies that are mandated to lead on social dialogue in specific areas of work, in addition to the Tripartite Committee for Labour Affairs stated in the Labour Law. These tripartite bodies include the following:

- The Economic and Social Council
- The National Social Security Board
- The High Council for Human Resource Development
- The High Steering Committee for Occupational Safety and Health for the Prevention and Reduction of Work Accidents and Injuries (2023-2027)
- The DWCP Tripartite National Committee
- The National Committee for Pay Equity

Despite the existence of multiple frameworks, tripartism requires further strengthening in Jordan, particularly in transforming the outcomes of the discussions in the different social dialogue mechanisms into concrete reforms and legislative change. The COVID-19 pandemic underscored the importance of ensuring the continuity of these mechanisms, as that period witnessed a noticeable slowdown in the frequency of meetings and discussions. Furthermore, the role of social partners in policy formulation remains a crucial area that calls for stronger institutional support, as they are limited in their ability to set the agenda or lead the pace of reform.

Jordanian Committee for Pay Equity

The Pay Equity Committee was established in 2011 as a joint initiative between the Ministry of Labour and the Jordanian National Commission for Women. Its main objective is to address the gender pay gap by promoting the adoption of policies and practices that foster a more inclusive and gender-equitable work environment, and by enhancing women's access to the labour market.

The National Committee for Pay Equity has contributed to legislative reforms that safeguard women's rights, most notably in the following areas: flexible forms of work; Article 72 concerning workplace childcare facilities and the related nursery instructions; paternity leave; pay equity; the Instructions for the Protection of Pregnant and Breastfeeding Women, Persons with Disabilities, and Workers Performing Night Work; and Article (29) addressing sexual harassment.

The Committee also played a key role in developing and revising the unified contract for employees in private education institutions, marking an important step for both male and female workers as well as private school owners. This reform contributed to improving working conditions, ensuring a better work environment, and regulating employment in the private education sector, which is one of the most vital and female-dominated sectors in Jordan.



2.6. International Labour Standards

Since Jordan joined the International Labour Organization (ILO) in 1956, it has ratified 26 out of the 119 conventions adopted by the Organization, covering various areas of labour. These ratifications include seven out of ten fundamental conventions, three out of four governance conventions, and sixteen out of 177 technical conventions. Of the conventions ratified, twenty-four remain in force, while two (Nos. 123 and 147) have been withdrawn. No new ratifications have been recorded during the past twelve months.

As part of its regular review process, the Committee of Experts on the Application of Conventions and Recommendations (CEACR) has made a number of observations in relation to Jordan's application of the ratified standards.

With regard to the Discrimination (Employment and Occupation) Convention (C111), CEACR called for continued efforts to guarantee parental leave benefits for both men and women and asked the Government to step up its efforts to ensure that a comprehensive definition and a clear prohibition of sexual harassment is included in the Labour Law, a measure that has already been implemented through the recent amendment to the Law.

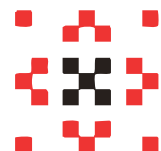
CEACR shared five requests with the Government concerning conventions C100, C111, C117, C122, and C159. In 2022, observations were made on conventions C098 and C135 regarding allegations of anti-union actions against the Jordanian Teachers Association and a request from the Tripartite Committee for Labour 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. A case on Freedom of Association was also raised, addressing some of the Labour Law's restrictions on workers' rights to organize and bargain collectively, and highlighting the need to review some legal provisions to ensure alignment with international labour

standards. In this context, it is worth noting that Jordan has not ratified Conventions No. 87 and No. 154, which may limit the scope of trade union rights.

Conversely, Jordan has taken a number of positive and concrete steps, particularly in developing the legal framework to protect the work environment from sexual harassment. In this regard, Article (29) of the Labour Law was amended under the 2023 amendment to include the following provisions:

1. The worker's right to leave work without notice in the event of exposure to any form of assault or sexual harassment by the employer or their representative, while retaining all legal rights (Article 29/a/6).
2. The imposition of clear financial penalties on perpetrators of assault or harassment, ranging from 2,000 to 5,000 dinars, with penalties doubled in cases of recurrence (Article 29/b).
3. The inclusion of an explicit and comprehensive definition of sexual harassment, covering physical or verbal acts of a sexual nature, or related threats, when such acts undermine the worker's dignity or cause psychological, physical, or sexual harm (Article 29/c).

These amendments reflect the government's commitment to fostering a safe and inclusive working environment for women, in line with international efforts to eliminate violence and harassment in the world of work.





2.7. Migrant Workers

Of Jordan's 11.734 million population⁴⁶, 3.639 million⁴⁷ (31.0 per cent) are foreign nationals, with migrant workers making up 44.0 per cent of Jordan's total workforce⁴⁸. The number of officially permitted migrant workers stands at 312,930⁴⁹. The Government has been exceptionally responsive to the Syria refugee influx, facilitating their entry into the labour market and accessing decent working conditions. As of 2025, 657,857 refugees have been registered with UNHCR⁵⁰, noting that the refugee community in Jordan constitutes the third largest ratio of refugees per capita in the world⁵¹. In 2023, a record 90,000 work permits⁵² were issued to Syrian refugees, which showcases the government's remarkable efforts to integrate refugees into the labour market and puts it apart in the region as a refugee-friendly country. In addition to these figures, Jordan hosts 2.39 million Palestinian refugees⁵³, many of whom live in refugee camps run by the United Nations Relief Works Agency (UNWRA). While the majority have been granted Jordanian citizenship, they retain their right of return to Palestine.



Improving SDG Reporting in Jordan: The Y-NEET Project

The Y-NEET Project, implemented by the International Labour Organization (ILO), aims to promote youth employment by providing comprehensive support, developing statistical profiles, reviewing policies, and assessing the capacities of the Department of Statistics in Jordan. The project focuses on developing learning packages, designing monitoring systems, and facilitating awareness on youth guarantees to address the challenges faced by young people who are not in employment, education, or training (NEET).

The International Labour Organization (ILO) continues to support the Rules of Origin (RoO) initiative in Jordan through a comprehensive approach aligned with international best practices and by strengthening labour inspection mechanisms led by the Ministry of Labour. The ILO also works to facilitate equitable access to work in sectors eligible under the RoO scheme, targeting key industries that drive Jordan's export market and economic resilience. The ILO intends to expand its partnership with Jordan by providing technical assistance to enhance the application of decent work standards, particularly in key sectors such as the ready-made garment industry. This initiative reflects the ILO's commitment to supporting national efforts to align workforce development in Jordan with the country's broader economic objectives, reinforcing the principles of decent work and fostering sustainable and inclusive economic development.

46. [Jordan Department of Statistics, 2024.](#)

47. [Jordan Department of Statistics, 2024.](#)

48. [Jordan Department of Statistics, 2024.](#)

49. Ministry of Labour, 2024.

50. United Nations High Commissioner for Refugees official data, dated 27 February 2025: [Country - Jordan \(unhcr.org\)](#)

51. [United Nations High Commissioner for Refugees, 2025.](#)

52. [United Nations High Commissioner for Refugees, 2023.](#)

53. [United Nations Works and Relief Agency for Palestine Refugees in the Near East, 2025.](#)

3 DWCP Priorities and Country Programme Outcomes

3.1 Background

Jordan's first Decent Work Country Programme was implemented from 2006 to 2009, the second DWCP was implemented from 2012 to 2017, and the third DWCP was implemented from 2018 to 2022. The latter was based on three priorities, namely: (1) employment creation to contribute to economic and social stability; (2) decent working conditions for all; and (3) a greater contribution from social partners to Decent work.

The final review of the Third Decent Work Country Programme highlighted that the implementation of activities took place through partnerships of varying levels, with the government playing a particularly prominent role. This underscores the need for greater engagement and more active participation of social partners in future planning and implementation phases.

3.2 Links to the SDGs and ILO's Policy Framework

Jordan has demonstrated a strong commitment to the Sustainable Development Goals (SDGs) through its comprehensive approach to domestic reforms and active international engagement. Jordan's key focus areas in the SDGs include climate action, quality education, food security, partnerships for the goals, gender equality, and decent work.

With regard to Decent Work (Goal 8), Jordan has implemented a series of initiatives aimed at regulating the labour market in a manner that ensures fairness and the protection of the rights of all production partners. The most notable of these include:

- Developing legislation to promote gender equality, ensure equal pay, expand flexible work arrangements, enhance women's economic empowerment, strengthen maternity and care systems, and improve occupational safety and health regulations.
- Raising the minimum wage in line with inflation rates.
- Launching the National Strategy for Women (2020–2025) to promote women's economic participation.
- Developing a National Entrepreneurship Policy and activating the programmes of the Development and Employment Fund, with support for women-led projects.
- Continuing the implementation of the Productive Branches Initiative to relocate investments to areas with high poverty and unemployment rates and to encourage women's employment.
- Implementing the Better Work Jordan Project, in cooperation with the International Labour Organization, to improve working conditions in the garment sector.
- Issuing the Regulation on the Employment of Persons with Disabilities (2021) and the Instructions for Regulating Labour Inspection and Appeals Procedures.

Jordan continues to advance the Sustainable Development Goals (SDGs) agenda, with the Decent Work Country Programme focusing on SDG 8 (Decent Work and Economic Growth) through an integrated approach that links various goals to ensure inclusive and sustainable development.

The Decent Work Country Programme is also aligned with the United Nations Sustainable Development Goals, including Goal 1.3 on social protection, Goal 4.4 on education, Goal 5.2 on gender equality, Goal 8.3 on decent work, Goal 9.4 on industry, innovation and infrastructure, Goal 16.6 on peace, justice and strong institutions, and Goal 17.4 on partnerships for the goals.

In climate action (SDG 13), Jordan is working to reduce greenhouse gas emissions by 31 per cent by 2030, aligned with its long-term goal of carbon neutrality by 2050. These efforts directly contribute to fostering a sustainable environment that supports green economic growth and creates new employment opportunities in the renewable energy and circular economy sectors, thereby enhancing both quality of life and access to decent work opportunities.

In the field of quality education (SDG 4), the country is enhancing access to inclusive, quality education, with reforms in early childhood education, teacher training, and vocational programmes. This investment in human capital equips young people with the skills needed for the labour market, thereby contributing to the reduction of unemployment and the promotion of inclusive and sustainable economic growth.

In food security (SDG 2), Jordan is developing its food systems to ensure resilience and sustainability, supported by a multi-stakeholder Food Security Council. This approach strengthens Jordan's capacity for resilience and self-sufficiency, while contributing to the creation of employment opportunities in the agricultural and food industries sectors — thereby supporting the national economy and promoting decent livelihoods.

Finally, for partnerships (SDG 17), Jordan is focusing on transforming its statistical system to better track progress and inform policymaking. These partnerships contribute to promoting good governance and attracting investment, thereby creating an enabling environment for sustainable economic growth and the generation of decent work opportunities.

These efforts collectively underscore Jordan's commitment to aligning its national policies with the SDGs and in driving economic and social development in a manner that promotes justice and equal opportunities for all.

Jordan produces quarterly data on the labour force, which align with the ILO international statistical standards. Further work is required to align their questionnaire and methodology with the 19th and 20th ICLS recommendations, including the new resolution on work relations (International Classification of Status in Employment, ICSE-18).



The ILO reports to the United Nations SDG targets 1.1.1, 1.3.1, 5.5.2, 8.2.1, 8.3.1, 8.5.1, 8.5.2, 8.6.1, 8.7.1, 8.8.1, 8.8.2, 9.2.2, 10.4.1 and on goals 1, 5, 8, 9, and 10. It has a vested interest in the production of quality and complete labour statistics and hence in strengthening Jordan's capacities in the production of high-quality labour statistics.

According to the Sustainable Development Report⁵⁴, Jordan ranks 86 out of 166 on the SDG Index Rank with an Index Score of 69.06 and a Spillover Score of 89.77. Nevertheless, Jordan continues to strengthen its efforts to develop reporting mechanisms for core decent work indicators including the following:

- **Indicator 8.3.1** Proportion of informal employment in non-agricultural employment, by sex.
- **Indicator 8.6.1** Proportion of youth (aged 15 - 24 years) not in education, employment, or training.
- **Indicator 8.8.2** Level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation, by sex and migrant status.
- **Indicator 5.5.2** Proportion of women in managerial positions.
- **Indicator 10.4.1** Labour share of GDP.

Another promising area for development is the national capacity to produce the missing SDG indicators. Efforts are underway to strengthen the skills of personnel at DoS require capacity-building in labour statistics on themes such as informality and labour statistics related to gender equality and women's empowerment. Proper capacity development on the use of rotation design would enhance their capacity to produce broader labour related indicators and have a better understanding of the movements in the labour market to draw proper policies targeted at vulnerable groups such as women and youth.

In this context, the ILO continues to support its partners in Jordan in enhancing access to labour market data by providing technical assistance for the development of a Labour Market Information System (LMIS), producing knowledge products, and implementing advanced programmes that promote decent work and social justice for the most vulnerable population groups, including women, youth, children, older persons, persons with disabilities, low-income workers, migrant workers, refugees, and individuals with chronic or critical health conditions. These efforts span multiple areas, including promoting and facilitating the ratification and implementation of the labour conventions and policy amendments to align them with the international labour standards. These efforts will be complemented via active coordination with the UNCT in Jordan for efficiency and effectiveness of the programme.

The DWCP is based on frameworks and guidelines adopted by the International Labour Organization (ILO), including the ILO Programme and Budget for the periods 2024-2025 and 2026-2027, as well as a number of key ILO declarations and reference instruments, the most prominent of which include:

- [Singapore Declaration](#)
- [The ILO Declaration on Social Justice for a Fair Globalization](#)
- [The 2016 Resolution on Advancing Social Justice through Decent Work](#)
- [The ILO Centenary Declaration for the Future of Work](#)

54. [Sustainable Development Report 2024 \(sdgindex.org\)](#)

The programme is implemented through an approach that takes into account national specificities and prevailing legislative contexts, ensuring its alignment with international frameworks while upholding national principles and priorities.

The DWCP is based on the four pillars of the Decent Work Agenda including promoting jobs, guaranteeing rights at work, extending social protection, and promoting social dialogue, which are ingrained in its outputs and the corresponding results chain, hence contributing to the Agenda's achievement and ultimately in the achievement of the SDGs.

To align the DWCP with the Six Transitions outlined in the UN SDG framework, focus will be placed on facilitating sustainable growth and equitable development across multiple sectors. Here's how each transition will be supported:



Food Systems: The DWCP will support inclusive green growth by promoting sustainable agricultural practices and creating decent jobs within the food sector. By fostering enterprise development and enhancing social protection in rural areas, the DWCP will contribute to resilient, sustainable food systems, supporting SDG 2 (Zero Hunger) and SDG 12 (Responsible Consumption and Production).



Energy Access and Affordability: Ensuring access to affordable, reliable energy will be central to employment creation, especially in emerging green sectors. The DWCP will promote energy-efficient technologies and support the creation of green jobs, helping to advance SDG 7 (Affordable and Clean Energy) while addressing climate challenges under SDG 13 (Climate Action).



Digital Connectivity: The DWCP will work to close the digital divide, providing opportunities for upskilling and increasing access to digital platforms. This will enhance job creation, innovation, and enterprise development, particularly for vulnerable groups. By promoting equitable digital access, the DWCP will foster inclusive growth and social dialogue, directly contributing to SDG 9 (Industry, Innovation, and Infrastructure).



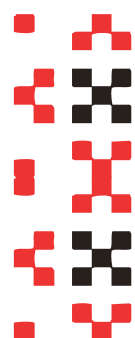
Education: The DWCP will prioritize education and skills development aligned with the needs of the future workforce. This will ensure that both youth and adults are equipped to participate in the modern economy, supporting SDG 4 (Quality Education) and SDG 8 (Decent Work and Economic Growth).



Jobs and Social Protection: Central to the DWCP, this transition focuses on improving labour conditions, expanding social protection systems, and ensuring that decent work opportunities are accessible to all. This transition helps advance SDG 8 (Decent Work) and SDG 10 (Reduced Inequalities), particularly by supporting vulnerable populations and ensuring non-discrimination in the workplace.



Climate Change, Biodiversity Loss, and Pollution: The DWCP's emphasis on green jobs and sustainable enterprise development will support efforts to mitigate climate change, reduce biodiversity loss, and combat pollution. By integrating these priorities, the DWCP will contribute to SDG 13 (Climate Action) and SDG 15 (Life on Land), ensuring that economic growth is environmentally sustainable.



These initiatives reflect an integrated approach to advancing the SDGs, leveraging the DWCP to support the broader transformation needed across these key sectors.

The following table presents the country programme outcomes for Jordan, which constitute the core pillars of the Decent Work Country Programme (2025-2027). These outcomes reflect the priority areas of cooperation between the International Labour Organization (ILO), the Government of Jordan, the tripartite constituents, and development partners. They are directly aligned with the ILO Programme and Budget framework, ensuring that national priorities contribute to advancing the global Decent Work Agenda. By strengthening these outcomes, the programme supports Jordan's commitment to establishing inclusive, sustainable, and rights-based labour market policies and practices. In doing so, it contributes to the achievement of the Sustainable Development Goals (SDGs), particularly those related to employment, social protection, equality, and decent work, thereby linking national efforts to global progress within the framework of the 2030 Agenda.

JOR101	Strengthening policies and programmes on women's entrepreneurship, market systems, productivity, access to finance, and the social and solidarity economy.
JOR103	Improving the governance of labour migration and mobility in line with international labour standards.
JOR105	Enhancing existing programmes to expand social security coverage through the gradual establishment of a national social protection floor.
JOR108	Integrating decent work indicators linked to the Sustainable Development Goals into the national SDG implementation strategy, while strengthening institutional capacities within the Labour Market Information System.
JOR109	Promoting youth access to employment opportunities among Syrian refugees and host communities in Jordan.
JOR110	Increasing the relevance of the national skills development system to labour market needs within the framework of the National Human Resources Development Strategy.
JOR126	Supporting an integrated approach to the formalisation of the informal economy in Jordan.
JOR127	Strengthening the effectiveness of labour inspection systems and occupational safety and health.
JOR130	Promoting decent work and improving the situation of agricultural workers through a compliance model that enhances productivity, national labour legislation, and adherence to international labour standards.
JOR152	Improving working conditions for women in the labour market and reducing discriminatory practices.
JOR153	Eliminating unacceptable forms of work through targeted interventions and policies.
JOR801	Strengthening the institutional capacities of employers' organisations.
JOR802	Strengthening the institutional capacities of workers' organisations.
JOR803	Increasing the capacity of employers' and workers' organisations to participate effectively in the development of social and labour policies.
JOR826	Enhancing the capacity of member States to ratify and implement international labour standards and to meet their reporting obligations.
JOR901	Reflecting a human-centred and decent work-focused recovery agenda within the United Nations Sustainable Development Cooperation Frameworks and Decent Work Country Programmes.

3.3. Links To National Policy Frameworks

The objectives of the International Labour Organization are aligned with the Jordanian Government's Economic Modernisation Vision (2022-2033). Within the framework of the Decent Work Country Programme, particular focus is placed on the following goals:

Integrating one million young men and women into the labour market.

Increasing real per capita income by an average of 3 per cent annually.

Improving Jordan's ranking in the Global Competitiveness Index to be among the top 30 per cent.

Doubling the percentage of Jordanians satisfied with their quality of life to reach 80 per cent.

Raising Jordan's position in the Global Sustainable Competitiveness Index to be among the top 40 per cent.

The ILO in Jordan manages a diverse portfolio of projects aimed at improving labour market access, supporting vulnerable communities, promoting gender equality, and fostering economic resilience. These initiatives align closely with Jordan's national frameworks, contributing to the EMV by promoting SMEs and enhancing labour market integration. The projects also support the National Strategy for Women in Jordan 2020-2025 and the National Strategy for Women Action Plan 2023-2025 by advocating for women's rights and improving their workforce participation, particularly in sectors like garment manufacturing.

The ILO will work with the constituents to facilitate the implementation of the National Strategy for Women in Jordan (2020-2025) by working on specific issues such as promoting women in leadership, facilitating women's (including women with disabilities) access to the labour market by working to improve and expand childcare, working to combat gender-based violence and empowering women in the workplace and working with community organizations led by women and persons with disabilities. The ILO will also work with the constituents to implement the plan by ensuring that all aspects of its work are gender responsive.

In addition, the ILO's work is supporting the Jordan National Social Protection Strategy 2020-2025 through efforts to expand social protection for refugees and vulnerable Jordanians. The Jordan Response Plan to the Syrian Crisis is bolstered by programmes that create job opportunities and foster entrepreneurship in host communities. The ILO also contributes to environmental sustainability and green growth initiatives, aligning with the Green Growth National Action Plan 2021-2025. These projects collectively strengthen Jordan's socio-economic development and align with its modernization and reform strategies.

The ILO will work with the constituents to implement the National Social Protection Strategy through the expansion of the NAF and social security coverage, the development of a national unified registry of vulnerable households, and the introduction of innovative digital payment mechanisms. The ILO will also strengthen its cooperation with the Ministry of Labour and the Ministry of Planning and International Cooperation to support the implementation of policies and strategies related to the regulation of informal employment and the extension of social protection to informal workers. In parallel, it will develop programmes aimed at integrating Syrian workers and host communities into the formal labour market. These efforts will also include supporting the government's initiatives to promote the green economy by creating sustainable employment opportunities and modernising vocational training programmes in line with the requirements of green transition and the evolving labour market, thereby contributing to inclusive and sustainable growth.



3.4 Leave No One Behind

The ILO in Jordan is committed to leave no one behind and seeks to eradicate poverty, end discrimination and exclusion, and reduce inequality and vulnerability. To achieve this, the ILO will pursue the following principles:



Inclusion of persons with disabilities in programmes

- Persons with disabilities will be involved in all stages of the project management cycle including design, planning, implementation, reporting, and evaluation. Efforts will be made to ensure their representation on the staff corps and projects steering committees. Furthermore, all projects planned for Jordan will be gauged against a disability marker to ensure that one or more of its indicators do include disability as an overarching criterion and target persons with disabilities in its activities.
- Furthermore, disabled persons organisations will be involved in ILO programmes as implementing partners and reference groups and will be sought out proactively to ensure their representation and participation.
- Needs assessment and corresponding action plans and implementation arrangements will take place to identify the root causes of discrimination including against persons with disabilities via tripartite constituents and ILO projects in the country.



Women's empowerment and representation

Women will be empowered via their representation on ILO staff corps and constituents' personnel and also via the prioritization of gender consideration in project design and implementation. Proactive measures will be taken to reflect strong gender considerations in all new project designs and setting and enforcing a gender quota in projects beneficiaries' pools and partners personnel. Women-led organisations will be sought for partnership opportunities and the gender programme will be maintained in its current scope and scale. The objective during the DWCP period is to maintain at least 20 per cent of the ILO Jordan portfolio targeting women's empowerment.



Information management

The ILO and constituents will ensure that labour market data are segregated by sex, age, disability, nationality, and professional and academic level, and ensuring that such data are continuously updated. This will facilitate decision-making, analysis, project design, targeting of vulnerable populations, and policymaking. The objective is to deliver the policies, programmes, and services that empower vulnerable populations and realise decent work and social justice for all, hence leaving no one behind.



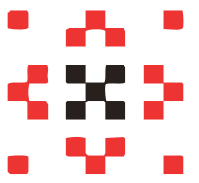
Violence and harassment

The Ministry of Labour, in cooperation with ILO programmes and the Jordanian National Commission for Women, successfully amended Articles 29 and 69 of the Labour Law of 2023 part of the government's efforts to promote equality and protection in the workplace. Under these amendments, protection against sexual harassment in the work environment was strengthened for all workers — both men and women — while ensuring women's right to work in any profession and hours of their choice while providing the necessary measures to protect vulnerable groups including pregnant and lactating women, and persons with disabilities. Moreover, the law now explicitly prohibits any gender discrimination between workers. The ILO will continue to support the implementation of these amendments by developing partnership programmes with the tripartite constituents to ensure their sustained support and active participation in promoting compliance with the law's provisions.



Youth

Youth play a critical role in Jordan's sustainable development and must be prioritized in all employment and empowerment initiatives. It is essential to create inclusive policies that address the specific needs of the youth, particularly in education, skills development, and decent work opportunities. By investing in youth, the DWCP can harness their potential to drive innovation and economic growth, while fostering social cohesion and preventing future economic and social exclusion. Youth engagement will also ensure that future policies are aligned with the aspirations of the next generation.



3.5 Decent work Country Programme Priorities and Outcomes

In accordance with ILO guidance in relation to DWCPs, and in order to facilitate the alignment of the ILO's work with that of the UN in Jordan, the three priorities and outcomes of the DWCP are drawn directly from the UNSDCF priorities and outcomes⁵⁵. Meanwhile, the DWCP Outputs are based on the Outputs of the UNSDCF and linked to the ILO Programme and Budget and constituents' needs.

Strategic Priority 1: Inclusive Green Growth and Decent Work – Ensuring that Jordan's growth is green, inclusive, and beneficial to all, while enabling everyone to acquire the skills and opportunities needed to contribute to this growth.

- **UNSDCF Outcome 1:** Achieve inclusive, gender-responsive and environment-sensitive green growth in Jordan that provides opportunities for entrepreneurship, decent work opportunities, lifelong learning, and market-relevant skills.

Strategy

The strategy for the first priority focuses on promoting inclusive green growth in Jordan and linking it to decent work so that all groups benefit and have access to the skills and opportunities necessary to participate in this growth. It is based on the development of employment policies and programmes grounded in a just transition approach from the informal to the formal economy, improving the business environment, fostering entrepreneurship, and supporting enterprises to increase productivity, create new jobs, and preserve existing ones. The strategy also includes building effective labour market information systems, expanding technical and vocational education and training (TVET), recognising prior learning and work-based learning, and emphasising occupational safety and health (OSH), social dialogue, childcare, and the rights of persons with disabilities — all to ensure improved working conditions for everyone within a framework of more sustainable and inclusive economic development.

P&B 2024-25 Supported Outcomes

- **Outcome 3:** Full and productive employment for just transitions
- **Outcome 4:** Sustainable enterprises for inclusive growth and decent work
- **Outcome 5:** Gender equality and equality of treatment and opportunities for all
- **Outcome 8:** Integrated policy and institutional responses for social justice through decent work



55. Outcome 3 of the UNSDCF is 'Enhanced national resource management models that ensure equitable access to water, food, and clean energy for all, address climate related and other risks, and empower local communities as agents of change for responsible production and consumption'. While there are world-of-work links in a general sense, from a programmatic perspective it is not of direct relevance to the ILO's mandate.

Efforts will be made to institute employment-related policies and programmes and transitioning persons from informality to formality, hence increasing constituents' capacities to formulate and implement employment policies and programmes. Also, efforts will be made to institute regulatory changes to improve the business environment, supporting companies to improve their productivity, create jobs, retain staff, and achieve just transitions with the aim of improving the business environment for entrepreneurship and create sustainable enterprises. Efforts will also be made to establish labour market information systems, drawing upon data from resources like the Jordan Labour Market Panel Survey and skills anticipation analysis, as well as to implement programmes in apprenticeship, recognition of prior learning, work-based learning, and employment-intensive investment programmes, alongside a legal gap analysis for the ratification of ILO and Arab Labour Organization conventions. Activities will also include career counselling, labour intermediation, and institutionalisation thereof via constituents for sustainability. These initiatives will lead to increased competencies and access to the labour market for improved employment outcomes in greener and digital economies, including those relevant to the care economy.

The focus will also be on labour inspection, grievances management, childcare, OSH in companies, collective bargaining, and persons with disabilities, with the aim of increasing constituent capacities to implement policies and strategies for improved working conditions for all.

Outcomes

Output 1.1: Strengthening the capacity of constituents to design and implement employment policies and programmes to achieve a just transition towards environmentally sustainable employment in the context of mixed migration..

- **1.1.1** Number of women and men supported through employment-related policies and programmes based on the ILO approach.
- **1.1.2** Share of women and men who received support and successfully transitioned into or within the labour market three months after the end of the service.
- **1.1.3** Number of women and men supported in transitioning to the formal economy (as outlined in Recommendation No. 204).

Output 1.2: Improving the enabling environment for promoting a creative culture and supporting entrepreneurial projects.

- **1.2.1** Number of laws and regulations that improve the enabling environment for promoting a creative culture.
- **1.2.2** Number of initiatives, programmes, and enterprises benefiting from support to improve productivity, create jobs, retain workers, and ensure just transitions, based on the ILO approach.
- **1.2.3** Percentage of start-ups and new enterprises that have benefited from improved productivity, job creation, worker retention, and environmentally responsible production processes.
- **1.2.4** Number of grants and loans utilised to establish initiatives and enterprises in the field of entrepreneurship.
- **1.2.5** Number of entrepreneurial projects benefiting from support.

Output 1.3: Enhancing skills and enabling all individuals to access the labour market to increase employment in a greener and more digital economy.

- **1.3.1** Launch of a unified national and sectoral data centre for skills identification in line with the ILO approach.
- **1.3.2** Development of empowerment and vocational and technical training plans for targeted jobs.
- **1.3.3** Number of job fairs organised by the public sector.
- **1.3.4** Number of women and men benefiting from job counselling for targeted occupations.
- **1.3.5** Number of projects and programmes supporting the green and digital economy.
- **1.3.6** Number of vocational training programmes accredited and aligned with labour market needs.
- **1.3.7** Number of employment days organised by the public sector.
- **1.3.8** Number of women and men benefiting from career guidance and counselling sessions.

Output 1.4: Increasing the capacity of ILO partners to implement strategic policies aimed at improving working conditions for all.

- **1.4.1** Number of complaints filed by workers with disabilities on the *Himaya* platform.
- **1.4.2** Percentage of registered complaints that were resolved.
- **1.4.3** Number of establishments inspected regarding the employment of persons with disabilities under Article (13) of the Jordanian Labour Law (including the number of violations and warnings issued).
- **1.4.4** Number of enterprises visited that improved occupational safety and health conditions in line with the Jordanian Labour Law.
- **1.4.5** Number of wage discrimination complaints.
- **1.4.6** Number of persons with disabilities registered on the national platform (registry).

Theory of Change

The theory of change for this priority is based on the premise that establishing a supportive policy, legislative, and institutional environment for inclusive green growth and decent work will stimulate entrepreneurship and create new and productive employment opportunities—particularly for youth, women, and vulnerable groups—while enhancing their employability through skills and training programmes. If laws and regulations are improved to encourage innovation and investment, accurate labour market data are made available to guide planning, and the capacities of social partners to design and implement policies are strengthened, this will facilitate the transition of individuals from the informal to the formal economy and foster just transitions in the business environment. Consequently, decent work opportunities will increase, working conditions will improve, and ultimately, Jordan will achieve green, inclusive, and equitable economic growth that integrates gender and environmental considerations and aligns with the Sustainable Development Goals (SDGs).

Framework Alignment

Decent Work Country Programme (DWCP) Outcomes	Economic Modernisation Vision Goals	UN Cooperation Framework Outcome	Sustainable Development Goals (SDGs)
Outcome 1: Achieving inclusive socio-economic growth that is gender- and environment-sensitive, and that promotes entrepreneurship, decent employment, and lifelong learning focused on market-relevant skills	Goal 1: Create more than one million new income opportunities for Jordanians by 2033	Outcome 1: Promoting inclusive, gender-responsive, and environmentally sustainable growth in Jordan	Goal 8: Decent Work and Economic Growth
	Goal 2: Increase real per capita income by 3% annually		Goal 9: Industry, Innovation and Infrastructure
	Goal 3: Improve Jordan's ranking in the World Economic Forum's Global Competitiveness Index to be among the top 30%		Goal 4: Quality Education
			Goal 8: Decent Work and Economic Growth

Strategic Priority 2: Social Protection and Quality Basic Services – Supporting people living in vulnerable situations in Jordan based on their needs and human rights, and enabling them to achieve self-reliance.

- **UNSDCF Outcome 2:** Expanding opportunities for all people living in vulnerable situations in Jordan to access comprehensive social protection for all, ensuring inclusion of the most vulnerable groups — including persons with disabilities, women, children, and older persons.

Strategy

This strategic priority focuses on strengthening social protection systems in Jordan and ensuring that all individuals — particularly the most vulnerable, such as persons with disabilities, women, children, and older persons — have access to essential, quality, and rights-based social services and protection. The strategy aims to develop sustainable legal and policy frameworks for social protection, enhance the technical and actuarial capacities of relevant institutions, and expand social security coverage to include everyone, such as through health insurance for workers and their families. It also seeks to strengthen the capacity of the National Aid Fund (NAF) and other relevant institutions to transition from social assistance to contributory social protection, while improving working conditions through safe and healthy labour systems and fair and efficient frameworks for labour migration management.

P&B 2024-25 Supported Outcomes

- **Outcome 6:** Protection at work for all
- **Outcome 7:** Universal social protection



Access to quality social services, protection and self-reliance opportunities for people living in vulnerable situations in the country will be made available via a fivefold approach. The constituents and the ILO will: build technical and actuarial capacities to develop and implement sustainable social protection legal frameworks policies and strategies; design policies and strategies to expand contributory social security coverage, including extending health insurance to workers and their families; extend benefits to workers via registration of the population on the social security database; implement initiatives, measures, programmes, systems, or frameworks that improve the quality and/or quantity and also the sustainability of the social protection system in Jordan. Efforts will be made to ensure safe and healthy working conditions and fair and effective labour migration frameworks, institutions, and services.

Outcomes

Output 2.1: Increased technical and actuarial capacity to develop and implement comprehensive, sustainable, and rights-based legal frameworks, policies, and strategies for social protection, while expanding the inclusiveness and coverage of contributory social security schemes to everyone.

- 2.1.1 Proportion of the population enrolled in social security.
- 2.1.2 Proportion of the population benefiting from social security.
- 2.1.3 Number of actuarial studies prepared and approved.
- 2.1.4 Number of social security staff trained in social protection.
- 2.1.5 Number of policies and laws amended based on actuarial study findings.

Output 2.2: The National Aid Fund and related institutions possess the technical capacity to support the most vulnerable groups and facilitate the transition from social assistance to social security.

- 2.2.1 Graduation model adopted by the National Aid Fund, aligned with a national economic empowerment policy and ILO standards.
- 2.2.2 Number of beneficiaries who have graduated from social assistance programmes.



Theory of change

The theory of change for this priority is based on the premise that achieving comprehensive and integrated social protection requires rights-based legal and policy frameworks, supported by strong technical and actuarial capacities and institutions capable of fair and effective implementation. If national institutions' capacities are strengthened, the social security database expanded, and gradual transition models from assistance to insurance systems adopted, this will enhance coverage and sustainability. At the same time, improving working conditions, ensuring a safe and healthy environment, and strengthening fair frameworks for labour migration will build trust in the system and reinforce individuals' self-reliance. Ultimately, this will lead to inclusive and equitable social protection that enables all, particularly the most vulnerable, to enjoy their rights and actively participate in economic and social development.

Framework Alignment

Decent Work Country Programme (DWCP) Outcomes	Economic Modernisation Vision Goals	UN Cooperation Framework Outcome	Sustainable Development Goals (SDGs)
Outcome 2: Expanding opportunities for all people living in vulnerable situations in Jordan to access comprehensive social protection for all, ensuring inclusion of the most vulnerable, including persons with disabilities, women, children, and older persons	Goal 1 (Quality of Life): Double citizen satisfaction with quality of life to reach 80%	Outcome 2: Expanding access to social services and protection for vulnerable groups	Goal 1: No Poverty
	Goal 3 (Sustainability): Improve Jordan's ranking in the Global Environmental Performance Index		Goal 5: Gender Equality

- **Strategic Priority 3:** Accountability, Transparency and Participation: Ensuring that everyone in Jordan has the right to access water, food, and energy equitably, affordably, adequately, safely, sustainably, and reliably.
- **UNSDCF Outcome 4:** Enhanced accountability and responsiveness of Jordanian institutions and their partners, and especially women, persons with disabilities, and youth, are increasingly and meaningfully involved in policy choices and decisions that affect their lives.

Strategy

This strategy is centred on strengthening transparency, accountability, and participation as a foundation for achieving social justice and building a more inclusive and balanced society in Jordan. Together with its tripartite constituents, the International Labour Organization (ILO) aims to empower women, youth, persons with disabilities, and vulnerable groups to actively participate in shaping the policies and decisions that affect their lives. This will be achieved by expanding the membership base of workers' and employers' organisations, developing legal frameworks, and improving their internal governance. The strategy also focuses on promoting constructive social dialogue between the government and social partners to ensure fairer and more equitable labour policies that support inclusive and sustainable growth.

P&B 2024-25 Supported Outcomes

- **Outcome 1:** Strong, modernized normative action for social justice
- **Outcome 2:** Strong, representative and influential tripartite constituents and effective social dialogue

The ILO and its tripartite constituents will work on enhancing transparency and active participation in policy-making related to the world of work. This focus on inclusivity aims to ensure that the perspectives and needs of all segments of society, particularly those often marginalized, are considered in the policymaking process. This includes expanding membership in workers' and employers' organisations and extending tripartite structures to cover additional economic sectors. By fostering greater participation and collaboration between the government and social partners, Jordan aims to create more effective and equitable labour policies that promote sustainable economic growth and social justice. Efforts will also be made to improve governance and strengthen the roles of social partners by updating legal frameworks through consultations, thereby fostering a constructive tripartite dialogue that contributes to shaping a more inclusive and balanced future of work in Jordan.

The ILO will improve the institutional capacities of the constituents via the establishment of an e-management system-designed to enhance their internal management and operational efficiency and the establishment of employment and social protection programmes that develop capacity for a systematic and timely analysis of results, for improved common understanding of what works, and for improved financial allocations.

The ILO will strengthen constituents' capacity to ratify, implement, and report on ILO Conventions via the increase in the number of cases of progress in the application of the ratified conventions noted with satisfaction by the supervisory bodies, submission of reports to the latter in a timely manner, and increase in the ratification of ILO conventions.

The ILO will champion the Fundamental Principles and Rights at Work via the implementation of a child labour awareness campaign to strengthen protections for children and create safer, healthier environments across supply chains and informal sectors. This initiative will reduce child labour rates, protect vulnerable populations, and promote sustainable, inclusive growth by building national awareness and fostering rights-based work practices.

Outcomes

Output 3.1: Strengthening governance of social partners and improving tripartite dialogue systems.

- **3.1.1** Increased membership of employers' and workers' organisations, with a focus on women and the informal economy.
- **3.1.2** Proportion of economic sectors with tripartite structures that have provided recommendations or made decisions within the past six months.
- **3.1.3** Proportion of recommendations issued by sectoral bodies that have been acted upon by government institutions.
- **3.1.4** Proportion of laws and decrees developed with the participation of social partners.

Output 3.2: Strengthening the institutional capacities of ILO constituents to improve management, monitoring, and analytical systems.

- **3.2.1** Number of government institutions and employers' and workers' organisations using an electronic management system to enhance transparency and accountability in decision-making.
- **3.2.2** Number of employment and social protection programmes improving their ability to systematically and timely analyse results, to strengthen shared understanding of effective practices and improve resource allocation.

Output 3.3: Enhancing the responsiveness and accountability of Jordanian institutions and their partners in ensuring the increasing and effective engagement of women, youth, persons with disabilities, and marginalised groups in policymaking and decision-making.

- **3.3.1** Number of progress cases in the application of ratified conventions noted by supervisory bodies.
- **3.3.2** Percentage of reports submitted to supervisory bodies on time.

Theory of change

The theory of change assumes that improving the internal governance of social partners, expanding tripartite representation to include new economic sectors, and strengthening institutional capacities through modern management and monitoring systems will lead to broader and more effective participation of diverse groups in decision-making processes. By supporting the ratification and implementation of ILO conventions and developing laws and procedures to reduce child labour, Jordan can build rights-based, safe, and inclusive workplaces. This transformation will reinforce transparency and accountability, establish a trust-based social dialogue, and drive policies that are responsive to societal needs, thereby advancing social justice and sustainable growth in Jordan.

Framework Alignment

Sustainable Development Goals (SDGs)	UN Cooperation Framework Outcome	Economic Modernisation Vision Goals	Decent Work Country Programme (DWCP) Outcomes
Outcome 3: Enhancing responsiveness and accountability of Jordanian institutions and their partners regarding the increasing and effective engagement of women, youth, persons with disabilities, and marginalised groups in policymaking and decision-making	Goal 2 (Quality of Life): Include at least one Jordanian city among the top 100 cities globally	Outcome 4: Strengthening institutional accountability and citizen participation	Goal 16: Peace, Justice and Strong Institutions
	Goal 3 (Sustainability): Improve Jordan's ranking in the Global Sustainable Competitiveness Index		Goal 10: Reduced Inequalities



Priority 1: Inclusive Green Growth and Decent Work

This priority emerged from consultations with constituents relates to employment promotion through the reform of the enabling environment for formalisation and business development, skills development and improvement, youth employment, green jobs, gender equality and non-discrimination. By building constituents' institutional capacity to promote productive employment, Jordan's economic recovery can be a jobs-rich recovery. It is important that the jobs being created reduce the consumption of energy and raw materials, limit greenhouse gas emissions, minimize waste and pollution, protect and restore ecosystems and enable enterprises and communities to adapt to climate change⁵⁶.

The focus will be on enhancing competitiveness by integrating MSMEs into international trade and mapping value chains, improving production and processing efficiencies, meeting export standards, and addressing market access challenges. By promoting product certifications and fair labour standards, support will be provided for both sustainable employment and decent work conditions, while export growth and sectoral diversification will be stimulated.

The ILO will continue to work with constituents on reforming the enabling environment to make it easier for enterprises to start, grow and formalize, which is a key component of decent work. The ILO will offer practical training via the Start and Improve Your Business training module in business planning, financial management, marketing, and operations, helping small entrepreneurs improve their business skills. This adaptable, scalable module promotes job creation and economic growth by empowering local trainers to reach diverse communities. Formalized enterprises can access Enterprise Development Services (EDS) and finance and can therefore grow and create decent, well-paid jobs. Moreover, formalization goes hand-in-hand with economic growth and better working conditions. It also increases tax revenues which in turn are needed to provide public

goods and services. Formal businesses benefit from a general drive for enterprise formalization as it reduces unfair competition by informal businesses⁵⁷.

The programme will place greater emphasis on promoting a culture of innovation and supporting entrepreneurship and start-ups as key drivers of sustainable economic growth and the creation of decent employment opportunities for youth and women. Investments will also be directed toward the digital and green economy through the establishment of integrated data platforms for skills forecasting, the implementation of vocational and technical training programmes aligned with labour market needs, and the organisation of job fairs and career guidance sessions. In parallel, labour market protection systems will be strengthened through the development of complaint mechanisms, the enhancement of labour inspection procedures concerning the employment conditions of persons with disabilities, and the promotion of compliance with equal pay and fair working conditions standards. Through this approach, Jordan's growth will become more inclusive and equitable, taking into account gender equality and environmental sustainability, while ensuring that all population groups can participate in the labour market.

The ILO will also work with constituents to adjust skills development programmes so that workers and enterprises can move from shrinking, low-productivity economic sectors and professions to expanding, high-productivity sectors and occupations, in particular the six priority sectors outlined in the EMV. Such adaptation requires permanent and regular re-skilling and skills upgrading for workers to maintain their employability and enterprises to remain competitive⁵⁸. A particular focus on skills to promote youth employment will ensure that the country can benefit from the demographic dividend of having a young population to boost the economy. Creating jobs for young people has immediate economic benefits but also enables them to gain the knowledge and experience

56. Greening with jobs – World Employment and Social Outlook, ILO 2018

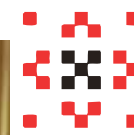
57. Enterprise Formalization Fact Sheet, ILO, 2022

58. ILO Skills Fact Sheet, 2022

that will ensure longer-term economic growth and sustainability. Moreover, ensuring that young people are working and contributing to society will serve to build social cohesion.

Increasing the participation of women and marginalised groups such as persons with disabilities and low-income earners in the labour force will also act as a spur to growth, as that would enable the Jordanian economy to benefit from the full potential of its human capital. While gender-equality and non-discrimination is a cross-cutting objective of the entire DWCP model, it is important to build a comprehensive understanding of how the social dimensions of

gender and of discrimination against people with disabilities impact the world of work and, in particular women's access to Decent work and work with the constituents to ensure that the legal and policy framework and the enabling environment are such that women and people with disabilities have equal access to paid work and equal treatment within the workplace. While this gender and non-discrimination-specific work is listed under Priority 1, it is important to emphasise that all work under all outputs in the DWCP must be responsive to gender and non-discrimination in all of their aspects.



Priority 2: Social Protection and Quality Basic Services

Extending and improving social protection has emerged as a key priority through consultations with government and social partners. Jordan's government, alongside workers' and employers' organizations, is committed to strengthening the country's social security system to enhance human capital, productivity, and resilience, while reducing inequality and breaking the cycles of poverty and exclusion. Recent developments, including ongoing recovery efforts and lessons learned from the COVID-19 pandemic, provide a unique opportunity to advance the goal of building a universal, comprehensive, and inclusive social protection system.

The ILO's support under this priority will focus on building the capacities of national stakeholders to develop and implement policies and strategies that enhance the social protection system in Jordan. This includes support for updating the NSPS, in collaboration with the Ministry of Social Development (MoSD), to ensure a more integrated and cohesive approach to addressing coverage gaps, especially for vulnerable populations such as informal workers, marginalized groups, and persons with disabilities. Additionally, our work with the SSC on initiatives like Estidama++ and other policy agendas aims to expand coverage and improve the sustainability of social protection systems, ensuring they meet the evolving needs of workers and employers.

The programme also focuses on ensuring universal access to social protection, particularly for the most vulnerable groups, including women, children, older persons, and persons with disabilities, in order to strengthen their self-reliance and economic inclusion. Efforts will be directed toward linking social assistance with social security systems by adopting policies and mechanisms that enable a gradual transition from social safety nets to economic empowerment opportunities and sustainable insurance coverage. The programme will also support the development of actuarial and technical capacities within national institutions to produce evidence-based studies and policies, thereby enhancing the sustainability and relevance of social protection systems to the population's needs. This integrated approach will

contribute to building a fair, inclusive, and resilient social protection system capable of withstanding future challenges and ensuring a decent standard of living for all Jordanians.

The collaboration with the Ministry of Planning and International Cooperation (MoPIC) includes efforts to strengthen their capacity for modelling the social impacts of labour and social protection reforms, as well as promoting coherence among various formalization initiatives. Close work will be conducted with national stakeholders to enhance institutional linkages between social insurance, social assistance, and labour market activation services. This integrated approach ensures that social protection systems are designed to support life and work transitions and are inclusive of all Jordanians.

In addition to policy development, capacity building remains a key priority, particularly for strengthening the ability of institutions to implement reforms and raising awareness among workers about the specific benefits and workings of the social protection system. ILO's studies and technical assistance aim to provide evidence-based recommendations to the constituents, including through rigorous impact assessments using randomized controlled trials, piloting innovative strategies that increase coverage and improve social protection systems' comprehensiveness, adequacy, and sustainability.

As part of this effort, ongoing initiatives such as Estidama++ play a crucial role in supporting the formalization of employment and extending social protection to workers in critical sectors, including refugees. The results of these studies and pilots will feed into broader reforms, providing the foundation for strategic amendments to social security and labour laws that focus on fairness and sustainability.

By enhancing the Government's capacity to generate reliable, disaggregated data, and strengthening institutional frameworks, these efforts will ensure that Jordan's social protection systems are equipped to meet the country's long-term development goals.



Priority 3: Transparency and Participation

For Outcomes 1 and 2 of this DWCP to be achieved, social dialogue between Government, employers and workers must be strengthened. The capacities of the constituents will be built in relation to internal governance and administrative capacities, their ability to effectively represent their members, and their ability to co-operate in tripartite negotiation and planning. Secondly, it is of vital importance to ensure that the process of social dialogue is robust and meaningful. The capacity of the constituents will be strengthened through their experience in tripartite strategic planning, managing and monitoring the process, and through the procedures and systems of social dialogue.

The programme will also strengthen accountability and responsiveness within Jordanian institutions to ensure broader and more effective participation of women, youth, persons with disabilities, and marginalised groups in shaping the policies and decisions that affect their lives. It will further support the development of electronic information management systems to enhance institutional transparency, while

improving the monitoring, analytical, and evaluation capacities of social partners to systematically and promptly assess the outcomes of social and employment programmes. This comprehensive approach will foster mutual trust among the tripartite partners, make social dialogue more inclusive and impactful, and help entrench the principles of transparency and accountability as core pillars of decent work and sustainable development in Jordan.

The reporting capacity of the constituents will be strengthened in relation to reporting on SDG indicators that are in the custodianship of the ILO in general and to SDG 8 in particular. The ILO, in collaboration with the constituents, will identify gaps, devise solutions, and implement programmes to instil the reporting capacity in the constituents' systems and coach them in the reporting process. The aim is to ensure that data on SDG indicators that ILO reports to UN on is generated and reported in a timely manner to allow for the achievement of these SDGs by 2030.

Strategic Alignment of the Decent Work Country Programme (DWCP) with the UN Sustainable Development Cooperation Framework (UNSDCF), the Economic Modernisation Vision, and the Sustainable Development Goals (SDGs)



4 Implementation, Monitoring, and Reporting Arrangements

The DWCP will be implemented by the tripartite constituents, in partnership with the ILO. The constituents will play a leading role in the implementation process, with the involvement of their affiliates, which include:

- **Strategic Partner:** Ministry of Labour.
- **Coordinating Partner:** Ministry of Planning and International Cooperation.
- **Line Ministries:** Ministry of Planning and International Cooperation, Ministry of Social Development, Ministry of Health, Ministry of Public Works and Housing, Ministry of Local Administration, Ministry of Youth, Ministry of Agriculture, Ministry of Industry, Trade and Supply, Ministry of Investment, Ministry of Education and Higher Education, and Ministry of Environment.
- **Other Governmental Institutions:** Department of Statistics, Aqaba Special Economic Zone Authority, Economic and Social Council, Social Security Corporation, Jordanian National Commission for Women, Development and Employment Fund, Vocational Training Corporation, and the Higher Council for the Rights of Persons with Disabilities.
- **Employers:** Jordan Chamber of Industry, its regional members, and sectoral employers' organizations.
- **Workers:** General Federation of Jordanian Trade Unions and workers' representatives.

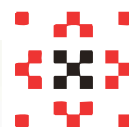
A tripartite steering committee will be established by the ILO with the constituents for the purpose of monitoring and overseeing the implementation of the DWCP and also for feeding constituents needs and feedback into ILO programme design and implementation. Based on a terms of reference document, the committee will meet annually and will be chaired by the Ministry of Labour. All meetings of the committee will be documented via meeting minutes, which will be shared with the stakeholders within 10 working days after the conclusion of the meetings. The ILO's focal point for the steering committee meetings will be the ILO Jordan Country Coordinator, or her designate.

The ILO and the constituents will adopt a comprehensive monitoring approach aimed at capturing the progress towards the DWCP results in a timely and qualitative manner and hence timely improvement of delivery to ensure the alignment with the plan and achievement of the envisioned results by 2027. For this purpose, the following means will be used:

- For each development cooperation project, a tripartite advisory committee will be formed and will monitor progress on a quarterly basis. The results will feed into project implementation thereafter.
- On-site monitoring will be conducted to oversee implementation arrangements and application relative to projects design and DWCP.
- Annual DWCP steering committee meetings aimed at capturing progress towards the DWCP will be held. Reporting on DWCP implementation will be conducted annually by the constituents in collaboration with the ILO in December of each year, with the product finalized and shared with the constituents and published on the ILO Jordan webpage by 31 March of the following year. The focal point for this role is the Jordan Country Coordinator, or her designate.
- An annual DWCP report will provide information about progress towards the results and highlight achievements, challenges, and corrective actions.
- Bilateral meetings between the ILO and constituents will take place monthly to align DWCP implementation with developments in the country including legislation, the economic situation, funding availability, and follow-up on project implementation.

While the Steering Committee will monitor and evaluate progress at every meeting, it is envisaged that more formal internal evaluations (CPRs) will take place after one and a half years and three years. The reviews will follow the [ILO Evaluation guidance](#), with the final independent evaluation to be undertaken by ILO in May 2028 or the end of the period covered by the DWCP.

In addition, as the DWCP forms part of the wider UNDSCF, the monitoring and evaluation processes of the latter are of direct relevance to DWCP implementation and reporting. For its part, the UNCT plans to develop a multiyear monitoring and evaluation plan with support from the RC Office and submitted for endorsement to the Joint Steering Committee. Close coordination will also be maintained with the United Nations system based on the UNDSCF, through multiple channels, including the UNCT, the Results Groups, and other relevant forums, to ensure that efforts are aligned and complementary in achieving shared goals.



5 Coordination & Partnership Development

The realization of the DWCP Jordan 2025-27 is contingent upon a robust partnership strategy that would allow the ILO to achieve the intended results efficiently and effectively. In 2025-27, the ILO's strategy is to build partnerships with all stakeholders in the DWCP implementation process to ensure their buy-in and participation in its governance and implementation, monitoring, and subsequent evaluation, with the ultimate purpose of maximizing its impact and achievement of synergies.

Four types of partnerships will be pursued in this regard:

■ i. Constituents

The ILO will work to strengthen its partnership with its constituents by including them in all aspects of ILO's work in Jordan starting from project design to evaluation and by proactively organizing social dialogue sessions. Partnerships are expected with relevant government entities and social partners.

■ ii. Donor Agencies

Partnerships with existing and potential donor agencies will be re-enforced via enhanced accountability and transparency and also inclusion in planning, implementation, monitoring, and evaluation.

■ iii. United Nations

Coordination with the Resident Coordinator's Office (RCO), and with the UNCT, will be enhanced to provide ILO's expertise into UN business, reflect DWCP's priorities, outcomes, and outputs in new initiatives, and partner with UN agencies such as the United Nations Children's Fund (UNICEF) and the United Nations High Commissioner for Refugees (UNHCR) in projects that would contribute to the realization of the DWCP by 2027.

■ iv. Civil Society Organizations

Instead of partnering with entities offering the best value for money and past suitable experience in implementation, the ILO will partner with entities that also offer sustainability the operation independently past the end of projects, with preference for public and semi-public entities.



6 Funding Plan

During the last DWCP period (2018-22), the ILO's portfolio in Jordan was US\$ 114,160,952, 92 per cent of which came from less than one third of the donors providing funding to the ILO in the four-year period. With US\$ 32.6 in funding budgeted for 2025 onwards from existing agreements as of February 2025 and considering that the same annual budget for 2025-27 period will be required as for 2018-22 period on an annual basis and which stands at US\$ 28,540,238, the amount that needs to be raised is US\$ 53 million, or US\$ 17.6 million annually.

For DWCP 2025-27, the ILO Jordan's funding strategy is the preservation of the current portfolio of projects and donors and the development of partnerships with the funding agencies to achieve common objectives in Jordan and globally. This strategy will be achieved via the following outcomes and outputs:

- The accountability and transparency of ILO programme is strengthened via the expansion of the monitoring, evaluation, and learning culture in DC projects.
- The relationship between the ILO and its funding agencies is transformed from an implementer to a partner of choice via strong ILO partnerships with its constituents and the Government of Jordan at large, prominent role in the development cooperation scene in Jordan, and innovative and forward-looking approach to programme delivery.

The focus of the ILO will be on the top 9 donors supporting Jordan in general and ILO in particular over the past four years, which include entities belonging to the following countries, in alphabetical order: Canada, European Union, Germany, Italy, Netherlands, Norway, Sweden, United Kingdom, and the United States. Increased efforts will be placed on exploring and possibly expanding cooperation with the United Kingdom, and Japan, whose support for Jordan has been substantial yet to ILO operations in Jordan moderate or low.

Constituents will play a leading role in the resource mobilization for the DWCP. Being the custodians of the DWCP, constituents will identify funding gaps and develop project ideas and share them with the ILO for development and submission to donors. Also, constituents, and especially the Government, will liaise with donors, in coordination with the ILO, to request projects for the realization of the DWCP.



METI Project

The "Mainstreaming Employment into Trade and Investment" (METI) project, funded by the European Union, aims to integrate employment considerations into trade and investment policies across the Southern Neighbourhood region. With a budget of nearly \$5 million, the project supports policymakers, trade unions, and the private sector in designing evidence-based policies to boost job creation, income growth, and competitiveness. METI leverages the ILO's TRAVERA tool to assess employment impacts, guide policy design, and improve trade-related infrastructure, ultimately fostering a supportive environment for sustainable economic modernization.



The table below illustrates the current funding situation for the DWCP 2025-27 as of 25 February 2025:

Strategic priority	P&b 24-25 outcomes	Dwcp 2023-27 outcomes	Project code	Budget 2025+ (usd)
Priority 1: Inclusive Green Growth and Decent Work	3, 4, 5, 8	Outcome 1: Enhanced inclusive, gender-responsive and green growth in Jordan that provides access to entrepreneurship and Decent Work opportunities, life-long learning, and market-relevant skills with a focus on Leave No-one Behind (LNOB)	GLO/23/14/UND	\$ 8,530
			GLO/24/27/EUR	\$ 364,119
			JOR/19/09/ITA	\$ 45,591
			JOR/19/50/NLD	\$ 49,294
			JOR/22/01/ITA	\$ 679,146
			JOR/22/02/CAN	\$ 191,163
			JOR/22/03/DEU	\$ 4,771,712
			JOR/23/06/NOR	\$ 127,497
			JOR/23/54/NLD	\$ 12,167,782
			JOR/24/01/RBS	\$ 397,914
			JOR/24/02/RBS	\$ 400,000
			JOR/24/03/MUL	\$ 1,112,395
			JOR/24/51/UND	\$ 125,000
			RAB/24/01/RBS	\$ 172,550
			JOR/24/51/UND	\$ 125,000.00
			RAB/24/01/RBS	\$ 172,550.00
Priority 2: Social Protection and Quality Basic Services	6, 7	Outcome 2: Enhanced access to quality social services, protection and self-reliance opportunities for all people living in vulnerable situations in the country	JOR/20/04/MUL	\$ 7,194,614
			JOR/23/06/NOR	\$ 324,722
			JOR/23/50/REV	\$ 221,782
			JOR/23/51/REV	\$ 272,591
			JOR/23/54/NLD	\$ 3,278,703
			JOR/24/04/JOR	\$ 140,918
Priority 3: Transparency and Participation	1, 2	Outcome 3: Enhanced transparency and responsiveness of Jordanian institutions and their partners, especially women, people with disabilities, and youth to increasingly and meaningfully become involved in policy choices and decisions that affect their lives	JOR/23/03/EUR	\$ 221,567
			JOR/23/06/NOR	\$ 124,722
			JOR/23/54/NLD	\$ 255,000

*Refer to Annex V for further information on the funding landscape in Jordan and ILO's historical overview in terms of donor engagement since 2014.

7 Advocacy & Communication Plan

The ILO will support the achievement of the DWCP outcomes through ongoing and regular communication with the tripartite constituents. Secondly, it will work in partnership with its constituents to ensure that achievements in promoting Decent Work in Jordan are effectively communicated to the general public, other UN agencies and the broader international community, including donors. Communication about the Jordan DWCP will be situated within the broader framework of the UNSDCF and will refer systematically to how the ILO is helping to advance the SDGs.

Through the print and broadcast media, social media, and via its public website, the ILO will work to ensure that its objectives and mission are communicated far and wide. One-page briefing notes, which can be regularly updated and outline the rationale, outreach and results of the ILO's work under its different programmes, are an effective way to communicate one message to a variety of audiences and can be given out at workshops and posted on-line and on social media..

The DWCP communication strategy will particularly target:

■ **Development Partners:**

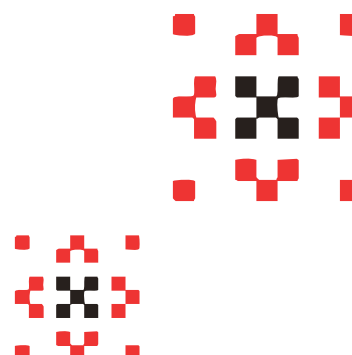
In partnership with the constituents the ILO will highlight the impact and real outcomes of its work under the DWCP on the lives of women and men living in Jordan. It will also communicate how the priorities of the DWCP align with the priorities of the ILO's development partners, and that how, through supporting the implementation of the DWCP, developmental outcomes can be achieved together.

■ **The UN System:**

As the DWCP sits within the UNSDCF it is imperative that there is ongoing communication with other UN agencies regarding ILO plans, progress and outcomes in its implementation of the DWCP, as this will feed directly into reporting on the implementation of the UNSDCF per se.

■ **The Jordanian Public:**

It is important that the work of the ILO is disseminated through print, broadcast and social media. It is also vital for public visibility and the image of the organisation that communication and advocacy materials are developed to this end in the form of media-friendly, jargon-free one-page information sheets that journalists can use.



8 Risks

The implementation of the DWCP is contingent upon the realization of the assumptions depicted in the Theory of Change, yet given the socio-political situation in the country and the geo-political developments on the world stage, many risks avail that could potentially derail implementation, and these include the following:

Risk	Probability	Importance	Mitigation
The Social partners do not take ownership of the DWCP and see it as an Office-led initiative where they are passive partners in the process	Medium	High	1. Hold biennial social dialogue sessions to allow partners to engage in DWCP progress monitoring and updates 2. Involve constituents in project design, resource mobilization, implementation, and evaluation to allow them the opportunity to ensure their voices are reflected in projects and also ensure that the linkage with DWCP is reflected in these projects 3. Establish project steering committees for all projects implemented to ensure constituents are represented in implementation
An unfavourable socioeconomic context beyond the control of the Jordanian constituents has developed	Medium	Medium	1. Focus on the development of projects, and mobilizing resources therefor, that address the emergent trends, with the involvement of constituents. 2. Establish a contingency plan for the Office in Jordan that delineates actions in each scenario including in priority programming, funding, and operation modality. 3. Actively participate in the UNCT for Jordan to ensure a coherent response is followed in such cases.
The longer-term cost-benefit analysis of introducing social protection systems are clouded by short-term benefits of informal wage employment for both workers and employers alike	High	Low	1. Work with constituents on raising awareness of the benefits of social protection via employers and workers organizations primarily 2. Build the capacities of labour inspectorates in monitoring compliance and setting incentive systems to this end.
The Information Technology and data collection and analysis are inadequately resourced	Low	Low	The ILO will carry out the following actions: 1. Build the capacities of constituents to collect, analyse, and store data 2. Provide resources to constituents to establish proper and sustainable data management systems
Insufficient political will, time, human capital or resources are dedicated to tripartite dialogue	Medium	High	The ILO will carry out the following actions to mitigate this risk: 1. Ensure tripartite dialogue is ongoing on a regular basis and is inclusive and productive. 2. Lead the coordination efforts with the constituents to ensure their engagement and active participation 3. Avail resources if needed 4. Engage constituents in project steering committees on regular and systematic basis.

9 Annexes

- **Annex I:** Ratification of ILO Conventions
- **Annex II:** Report on the Consultations with Constituents
- **Annex III:** Logical Framework for the DWCP 2025-2027
- **Annex IV:** Analysis of the Donor Landscape in Jordan
- **Annex V:** Agreement on the signature of the Memorandum of Understanding on the DWCP



Annex I

Jordan's Ratification of the ILO's Fundamental Conventions

Fundamental Principles and Rights at Work	Convention Number	Name of Convention	Ratification Year
The right to freedom of association and collective bargaining	C. 98	Right to Organise and Collective Bargaining	1968
Forced labour	C. 29	Forced Labour	1966
	C. 105	Abolition of Forced Labour	1958
Child labour	C. 138	Minimum Wage	1998
	C. 182	Worst Forms of Child Labour	2000
Discrimination	C. 100	Equal Remuneration	1966
	C. 111	Discrimination (Employment and Occupation)	1963

Jordan's Ratification of Other ILO Conventions

Convention Number	Name of Convention	Ratification Date
C. 081	Labour Inspection Convention, 1947	27 March 1969
C. 102	Social Security (Minimum Standards) Convention, 1952	12 February 2014
C. 106	Weekly Rest (Commerce and Offices) Convention, 1957	3 July 1963
C. 116	Final Articles Revision, 1961	4 July 1963
C. 117	Social Policy (Basic Aims and Standards) Convention, 1962	7 March 1963
C. 118	Equality of Treatment (Social Security) Convention, 1962	7 March 1963
C. 119	Guarding of Machinery Convention, 1963	4 May 1964
C. 120	Hygiene (Commerce and Offices) Convention, 1964 1	1 March 1965
C. 122	Employment Policy Convention, 1964	10 March 1966
C. 124	Medical Examination of Young Persons (Underground Work, 1965	6 June 1966
C. 135	Workers' Representatives 1971	23 July 1979
C. 142	Human Resources Development Convention, 1975	23 July 1979
C. 144	Tripartite Consultation (International Labour Standards) Convention, 1976	5 August 2003
C. 150	Labour Administration Convention, 1978	10 July 2003
C. 159	Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983	13 May 2003
C. 185	Seafarers' Identity Documents Convention (Revised), 2003	9 August 2004
MLC, 2006	Maritime Labour Convention (MLC, 2006)	27 April 2017
Amendments of 2016 to the MLC, 2006	Maritime Labour Convention (MLC, 2006)	08-Jan-2019
Amendments of 2016 to the Annexes of the Convention No. 185	Seafarers' Identity Documents Convention (Revised), 2003	08-Jun-2017
Amendments of 2018 to the MLC, 2006	Maritime Labour Convention (MLC, 2006)	26-Dec-2020



Annex II

Report on the Consultations with the Constituents in Jordan

The consultations were directly targeted at discerning the priorities of the Government, workers' organizations, and the employers' organization, within the structure of the UNSCDF. The consultations took the form of a short presentation by the-then Jordan Country Coordinator, Ms Frida Khan, followed by a brief introduction of the DWCP process by the consultant Ned Lawton. Afterwards, the delegates discussed the priorities in their groups and different delegates then took the floor in turn to outline their priorities.

The consultations took place as follows:

- 21 August 2022 (9.30 – 11.30): Government consultation
- 22 August 2022 (9.00 – 11.00) Employers' consultation
- 22 August 2022 (11.30 - 13.30) Workers' consultation
- 23 August 2022 (9.30 – 11.30) Consultation with Civil Society

The priorities that emerged from the consultations were the following:

A. Government Priorities

1. Reducing unemployment for women and men through the provision of skills and entrepreneurship development, with a particular focus on areas of the country suffering from economic disadvantage.
2. Involving local communities in employment-generation initiatives.
3. Enhance the participation of women in employment and guarantee equal opportunities through:
 - continuing to provide support to private industry that employ women (currently being done by the Ministry of Industry, Trade and Supply's Unit on Women's Empowerment)
 - Ensuring that demand for childcare is met which will provide jobs for women in the childcare sector and
 - enable women with children to enter the workforce
4. Continue to expand social security coverage under the National Strategy for Social Protection for all workers in Jordan by ensuring that both the employer and the employee pay into a social security fund so that all workers, including home-based workers, agricultural workers and the self-employed, have access to health insurance including maternity coverage, pension and work injuries.
5. Reform the enabling environment so that Small and Medium Enterprises can start and grow.
6. Ensure access to a safe working environment that ensures the protection of workers' safety and health.
7. Improve the transportation links between Amman and other cities to promote economic growth and employment.
8. Expand the youth employment through an ILO focus on Pillar 4 - Youth, Entrepreneurship and Economic Development - of the National Action Plan for Youth Development
9. Expand the work of the Child Labour Task Force to continue its strategy of:
 - legislative reform
 - awareness raising
 - Training and
 - promotion of a safe working environment for children aged 16 – 18
10. Upgrade labour inspection in all industries but particularly in agriculture.
11. Building the capacity of government institutions so they can better achieve '1' to '10' above.



B. Employers' Priorities

1. There is a need to expand Vocational Training Centres to upgrade skills in a way that is explicitly linked with industrial outputs, through outlining foundations of professional standards in different sectors, and developing training manuals to meet these professional standards. This would generate employment by:
 - having better qualified workers
 - it would lead to better quality Jordanian products and services. Consequently, demand for these products and services would grow, thus generating business growth and employment.
2. Foreign, migrant labour ought to be replaced with more Jordanians in the labour force. The government should set up a fund to incentivize the hiring of Jordanian labour.
3. Tertiary education needs to be geared more toward vocational education; courses need to be explicitly designed with the labour market in mind.
4. The system of apprenticeships needs to be massively expanded.
5. More Jordanians should be trained in the textile sector, in particular in upper and middle management.
6. Rather than resist technological change as a way to protect jobs, Jordan needs to accept that this change is happening and will continue to happen. Employment policy must be built around the fact that the world-of-work is dynamic and ever-changing, and workers need to be constantly up-skilling.
7. There needs to be a focus on financial literacy for youth.
8. Sexual harassment in the workplace must be addressed.
9. Social protection must be expanded, but in a way that makes it feasible for employers and employees to pay into such schemes, i.e. that the form can still meet its bottom line, and that workers still receive take-home pay that meets their needs. At present such payments are excessive, leading to businesses and employees simply opting out.
10. There should be a continued focus on health and safety in all workplaces, albeit a recognition that Small and Medium Enterprises find the costs of meeting the regulations challenging.

C. Workers' Priorities

1. All trade agreements entered into by the Jordanian government must contain a "certificate of excellence" in order for it to be fit for export. This certificate could only be obtained if the product or service is produced by a business in compliance with Fundamental Principles and Rights.
2. The provision of skills development must proceed in a manner that takes the just transition to a green economy and technological advancement (toward automation) into account.
3. There must be progress toward providing comprehensive social protection, including health insurance, to all workers, and social security contributions must be made more affordable for workers and employers alike.
4. The government should develop a social security database.
5. The GFJTU needs to conduct a study on gender equality to assess the challenges to its promotion both internally and in the Jordanian labour market
6. Significant training and capacity building of trade union officials is required in Jordan.
7. The Social and Economic Council should become more active in advancing tripartite dialogue, including in building trust between the partners.



D. Civil Society Priorities

1. There needs to be a greater match-up between the education system and the jobs market, and more particularly on the future job market, with a focus on technological issues such as coding, programming, artificial intelligence, etc. There is a need for ongoing market assessments to ensure that skills development matches the emerging job opportunities in the economy. Moreover, there is a need for ongoing support, follow-up and mentoring for trainees after the training has ended.
2. Women's participation in the paid labour force stands at 14.9 per cent. There is a need for family friendly policies to enable women to enter the paid labour force in greater numbers. Establishing nurseries would do this in two ways:
 - provide jobs in childcare for women and
 - enable mothers of young children (and children under the age of 13, as they finish school at 2 p.m.) to go to work. The government could incentivize workplaces to provide childcare through incentives such as subsidies
3. The Commission on Skills Development needs to ensure more robust certification standards for its skills development and training programmes.
4. Greater support is required for the National Framework for Restricting Child Labour, particularly in the agricultural sector. In particular, parents of child labourers need to be sensitized on the impact of children missing out on education.
5. There should be a focus on combatting violence and sexual harassment in the workplace.
6. Equal pay for work of equal value needs to be more robustly enforced.
7. Social dialogue should be broadened to include CSOs.
8. Social protection is a priority but, at present, the payments (21 per cent of wages) act as a disincentive for workers to agree to sign up to the programme. Moreover, the employers' contribution acts as a disincentive for employers to agree to it, and indeed to hiring workers per se. It can also act as a disincentive for people to invest in businesses as these payments can reduce profits and, therefore, minimize investment returns.
9. Encouraging informal businesses to formalize is important. However, the bureaucracy involved in registering a new business often acts as a disincentive for SMEs to register and enter the formal economy.
10. There is a need to inculcate a mindset shift among young Jordanians toward setting up their own business rather than expecting somebody else to provide them with a job. This could be included in school curricula, and businessmen and businesswomen should go to schools to motivate children.
11. The cash-transfer programme introduced during the COVID-19 pandemic, while it helped to meet basic needs in the immediate term, has created dependency.
12. Too small a percentage of the Jordanian labour force is unionized.

Annex III

ILO Decent Work Country Programme 2025-2027

Summary of Results

Results and Indicators
Strategic Priority One: Inclusive Green Growth and Decent Work – Ensuring that Jordan's growth is green, that it benefits everyone, and that everyone has access to skills and opportunities to contribute to that growth.
Outcome 1: Achieve inclusive socioeconomic growth, sensitive to gender and environmental issues, and enable entrepreneurship, decent job opportunities, and lifelong learning focused on market-relevant skills.
Output 1.1. Strengthen the capacity of components to formulate and implement employment policies and programmes in order to achieve a just transition towards environmentally sustainable employment, in the context of mixed migration.
Indicator 1.1.1. Number of women and men supported through employment-related policies and programmes, based on the ILO approach.
Indicator 1.1.2. Share of women and men who have received support and who have successfully transitioned into or within the labour market, three months after separation of service
Indicator 1.1.3. The number of women and men who supported this transition to the regulated market (as stated in recommendation 204),
Output 1.2. Improving the enabling environment to promote creative culture and support entrepreneurial projects
Indicator 1.2.1. Number of legislation and regulations that improve the environment conducive to the promotion of creative culture
Indicator 1.2.2. Number of initiatives, programmes and firms benefiting from support to improve productivity, job creation, employee retention and a just transition, based on the ILO approach
Indicator 1.2.3. Percentage of startups and new companies that reported improved productivity, job creation, improved employee retention and green production processes
Indicator 1.2.4. Number of grants and loans that have been availed for the purpose of establishing initiatives and companies in the field of entrepreneurship
Indicator 1.2.5. Number of entrepreneurial projects benefiting from the support
Output 1.3. Raise efficiencies and enable all individuals to access the labour market with the aim of increasing employment in a greener and more digital economy.
Indicator 1.3.1. Launch of a unified data centre at the national and sectoral levels to identify skills in line with the ILO approach
Indicator 1.3.2. Develop plans for vocational and technical empowerment and training for the jobs used
Indicator 1.3.3. Number of working days executed by the public sector
Indicator 1.3.4. Number of women and men benefiting from counselling for targeted jobs
Indicator 1.3.5. Number of projects and programs supporting the green economy and the digital economy
Indicator 1.3.6. Number of Vocational Training Programs Approved and Linked to the Needs of the Labor Market
Indicator 1.3.7. Number of Job Fairs Implemented by the Public Sector
Indicator 1.3.8. Number of women and men who benefited from career counselling and guidance sessions
Output 1.4. Increasing the capacity of ILO partners to implement strategic policies aimed at improving working conditions for all.
Indicator 1.4.1. Number of Complaints Registered from Workers with Special Needs on Hemaya Platform
Indicator 1.4.2. Percentage of registered complaints processed
Indicator 1.4.3. The number of establishments inspected for the employment of persons with disabilities according to Article (13) of the Jordanian Labor Law (number of violations and number of warnings)
Indicator 1.4.4. Number of companies visited and improved professional health and safety of working conditions based on Jordanian labour law
Indicator 1.4.5. Number of complaints about wage discrimination
Indicator 1.4.6. Number of persons with disabilities registered on the National Platform (register)

Priority Two: Social Protection and Quality Basic Services – Supporting people living in difficult situations in Jordan based on their human needs and rights and enabling them to become self-reliant.
Outcome 2: Enhance access to universal social protection for all people living in vulnerable circumstances in the country while ensuring access to the most vulnerable groups, including persons with disabilities, women, children, and the elderly.
Output 2.1. Increase technical and actuarial capacity to develop and implement comprehensive, sustainable and adequate legal frameworks, policies and strategies for rights-based social protection and to extend the coverage and coverage of contributory social security to all.
Indicator 2.1.1. Percentage of Social Security Contributors in the Total Population
Indicator 2.1.2. The percentage of social security beneficiaries in the total population
Indicator 2.1.3. Number of actuarial studies prepared and approved
Indicator 2.1.4 Number of social security personnel whose capacity has been built in the area of social protection
Indicator 2.1.5. Number of policies and laws that have been amended based on the results of actuarial studies
Output 2.2. The National Aid Fund and related institutions should have the technical capacity to support the most vulnerable and promote the transition from social assistance to social security.
Indicator 2.2.1. An approved and applicable NIF graduation model within a national economic empowerment policy and aligned with ILO standards
Indicator 2.2.2. Number of beneficiaries who have graduated from social assistance programs
Priority Three: Accountability, Transparency, and Participation: The right of everyone in Jordan to access water, food, and energy in a fair, affordable, adequate, safe, sustainable and reliable manner.
Outcome 3: Responsiveness to Jordanian institutions and their partners and accountability for the increasing and effective involvement of women, youth, persons with disabilities and marginalized groups in life-changing policy choices and decisions.
Output 3.1. Strengthening the governance of social partners and improving tripartite dialogue systems.
Indicator 3.1.1. Increasing the membership of employers' and workers' organizations, with a focus on women and the informal economy
Indicator 3.1.2. Proportion of economic sectors with a tripartite structure that make recommendations or take decisions in the past six months
Indicator 3.1.3. Proportion of recommendations issued by sectoral bodies on which government institutions have taken action
Indicator 3.1.4. Proportion of laws and decrees developed with the participation of social partners
Output 3.2. Strengthening the institutional capacities of ILO components to improve management, monitoring and analysis systems.
Indicator 3.2.1. Number of government institutions, employers' and workers' organizations that are leveraging an e-management system to improve transparency and accountability on management decisions.
Indicator 3.2.2. Number of operating and social protection programmes that are developing the capacity to systematically and timely analyse their results, in order to improve a common understanding of what works and improve financial allocations.
Output 3.3. Response of Jordanian institutions and their partners in the increasing and effective engagement and accountability of women, youth, persons with disabilities and marginalized groups in life-affecting policy choices and decisions.
Indicator 3.3.1. Number of Progress in the Implementation of Ratified Conventions Noted by Supervisory Bodies
Indicator 3.3.2. Proportion of timely reports submitted to supervisory bodies.



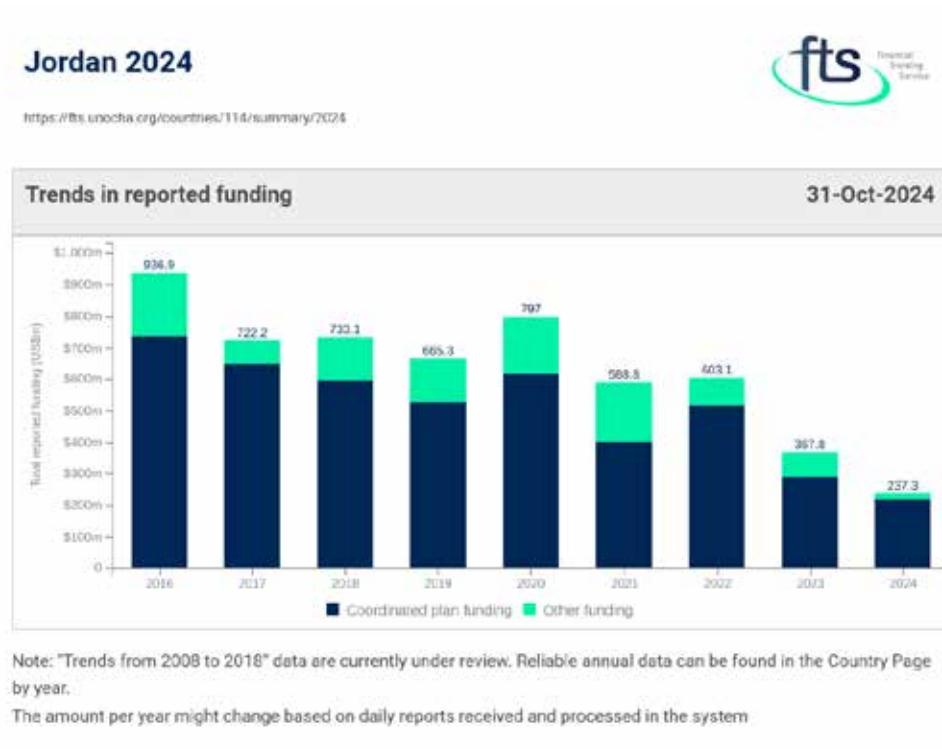
Annex IV

Analysis of the Donor Landscape in Jordan

Annual Funding Overview (2016-2024)

From 2016 to 2024, Jordan experienced fluctuations in funding levels, with contributions split between “within coordinated plans” and “outside coordinated plans.” Key observations include:

- 1. High Funding Period (2016-2019):** Funding peaked in 2016 at approximately \$936.9 million and gradually decreased through 2019. During this period, funding within coordinated plans was the primary approach, emphasizing structured, multi-party aid strategies.
- 2. Moderate Decrease (2020-2021):** Total funding began to decline, although coordinated plans still received substantial contributions. This trend might reflect donor reallocation or an evolving regional focus.
- 3. Significant Reduction (2022-2024):** By 2024, total funding dropped sharply to \$237.3 million. This decrease of over 60% from the 2016 high points to a need for alternative strategies to sustain Jordan’s humanitarian initiatives.



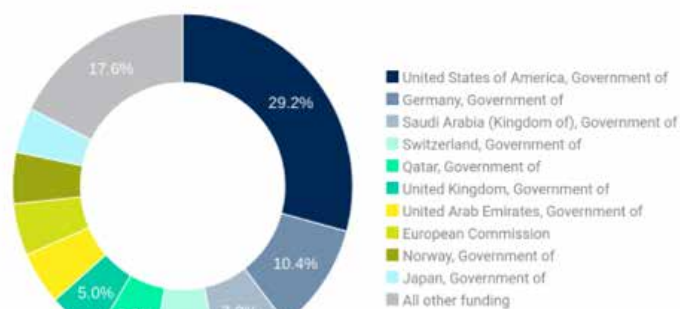
Jordan 2024

<https://fts.unocha.org/countries/114/summary/2024>



Funding by source

31-Oct-2024



The graph shows the top 10 sources of all reported humanitarian funding in the Country; a source of funding can be a UN member state, an international organization, a private donor, a UN Agency, etc...

Recipient country

Jordan

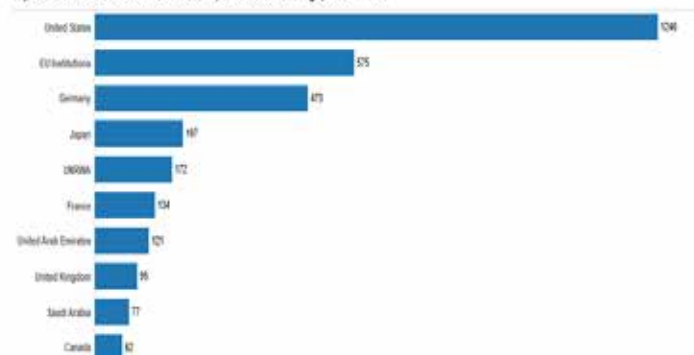
Receipts for Jordan

	2019	2020	2021
Net ODA (USD million)	203.9	214.0	244.2
Net ODA/GNI (%)	6.8	7.1	7.7
Gross ODA (USD million)	209.2	236.1	264.9
Bilateral share (gross ODA) (%)	86.1	78.2	72.6
Total net receipts (USD million)	204.2	210.7	266.0

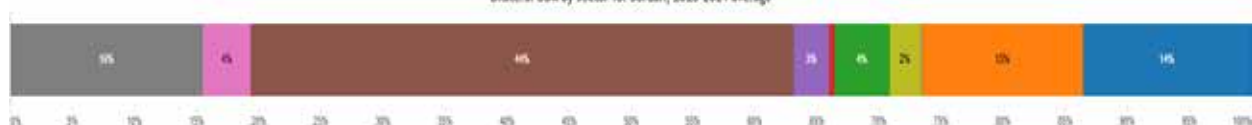
For reference

	2019	2020	2021
Population (million)	10.7	10.9	11.1
GNI per capita (Atlas USD)	4,410	4,710	4,400

Top Ten Donors of Gross ODA for Jordan, 2020-2021 average, USD million



Bilateral ODA by Sector for Jordan, 2020-2021 average



Annex V

Agreement on the signature of the Memorandum of Understanding on the DWCP



وزارة العمل

الرقم سياسات/1/3983.....

التاريخ 13 شعبان 1447.....

الموافق 2026/02/01.....

السادة منظمة العمل الدولية

الموضوع: الموافقة على توقيع مذكرة تفاهم حول البرنامج القطري للعمل اللائق

إشارة إلى كتاب دولة رئيس الوزراء رقم (1166/6/10/56) تاريخ 2026/01/14، المتضمن الموافقة على اتفاقية البرنامج القطري للعمل اللائق في المملكة الأردنية الهاشمية للأعوام (2025 - 2027)، وتقويضي للتوقيع على مذكرة التفاهم بشأن البرنامج المشار إليه نيابة عن الحكومة الأردنية. يرجى التكرم بالعلم أنه سيتم موافاتكم بالموعد المناسب لتوقيع المذكرة وإطلاق البرنامج.

وتفضلوا بقبول فائق الاحترام،،،

خالد محمود البكار
وزير العمل
الأمين العام
د. عبد الحليم دوجان



نسخة/ عطوفة الأمين العام.
نسخة/ مساعد الأمين العام.
نسخة/ مدير مديرية السياسات والدراسات.
نسخة/ مدير مديرية التعاون الدولي
نسخة/ معد الكتاب: م. هبة الكيلاني

المملكة الأردنية الهاشمية

هاتف: 962 6 2221020 + فاكس: 962 6 2223049 + ص. ب: 8160 عمان 11121 الاردن - الموقع الإلكتروني: www.mol.gov.jo البريد الإلكتروني: dewan@mol.gov.jo

67

Hashemite Kingdom of Jordan

Decent work country programme







**International
Labour
Organization**

Address | Al Sharif Abdul Hamid Sharaf St 62, 64, Shmeisani,
Amman. PO Box 942299, Amman 11194
Phone | +962 793625080
Email | Amman@ilo.org - iomamman@iom.int



**Ministry of Labor
Hashemite Kingdom of Jordan**

Address | Ministry of Labour, Issa Al Naouri St 11, Amman, Jordan
Phone | +962-6-5802666 or +962-6-2221020
Email | info@mol.gov.jo



**General Federation
of Jordanian Trade Unions**

Address | Al-Shmeisani - Al Qadi Iyas Street - Building 28,
Amman - Jordan (P.O. Box: 1065 Amman)
Phone | +962-6-5675533 or +962-6-5687911
Email | office@gjftu.org or gjftu@go.com.jo



**Jordan Chamber
of Industry**

Address | Amman - Jabal Amman - 2nd Circle - Islamic Scientific
College Street - next to Dubai Islamic Bank.
(P.O.Box: 811986 Amman 11181 Jordan)
Phone | +962-6-5675533 or +962-6-5687911
Email | office@gjftu.org or gjftu@go.com.jo