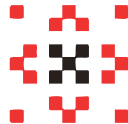


Hashemite Kingdom of Jordan

Delivering results for decent work





1 Overview

Jordan has been a key focus of the ILO engagement in the region since the launch of its operations in the country, advancing priorities on labour rights, employment, social protection and social dialogue. The long-standing partnership has positioned Jordan as a leading example in the region, with the Decent Work Country Programme (DWCP) guiding the country's priorities and providing a framework for results-driven decent work programming.

Jordan's government and employers' and workers' organizations have driven measurable progress in employment, social protection, labour rights and gender equality, with support from the ILO, development partners and the UN organizations. Reforms have advanced inclusive growth and social justice, aligned with international labour standards and the Sustainable Development Goals.

Building on these results, the DWCP will accelerate efforts towards more inclusive, resilient, and sustainable labour markets.



2 2016-2025 results at a glance

Jobs and economic opportunities


41,036
jobs created


2 million
workdays generated


13,412
job placements

Skills and youth employment


9,869
people trained


21,910
jobseekers received
career guidance


10,020
individuals benefit from
skills certification

Social protection



Contributed to the launch of the National Social Protection Strategy 2025–2033


13,000
vulnerable workers
prioritized for formalization


46,000
workers
supported to register for social security through expanded
social protection coverage and formalization efforts.


10,000+
enterprises

Gender equality



Childcare and maternity reforms implemented


70,000
care workers
(80% women) benefited


40,000
workers (84% women)
benefited from digital
reforms in private education


20%
quota for women on
company boards

3 Key transformations achieved

National efforts have improved livelihoods, strengthened systems and expanded opportunities through integrated policy and programme action.

- **More and better jobs created** through public works, enterprise support, and labour market programmes, benefiting both Jordanians and refugees
- **Expanded access to social protection**, enabling vulnerable and informal workers to transition toward formal employment and greater security
- **Stronger skills systems**, equipping thousands of young people and jobseekers with market-relevant skills and improving their employability
- **Enhanced productivity and competitiveness of enterprises**, particularly MSMEs, through support to supply chains, cooperatives and key sectors, leading to better working conditions and business performance for thousands of enterprises and workers.
- **Improved labour rights and working conditions**, including stronger labour inspection, occupational safety systems, and legal protections, with expanded inspection coverage and digital monitoring systems
- **Greater gender equality**, with reforms in childcare, workplace policies, and women's participation in economic activities
- **Increased resilience to climate change**, through green jobs, sustainable agriculture, and employment-intensive infrastructure programmes, generating hundreds of thousands of workdays



4 Stories of transformation

Ghada Al-Qudah: Growing businesses, strengthening communities

Through support to women-led cooperatives, Ghada Al-Qudah expanded her business and strengthened local economic opportunities. Working collectively and accessing new markets, her cooperative has increased productivity, created jobs and empowered women in her community.

Ghada's experience under the PROSPECTS Partnership, funded by the Government of the Netherlands, shows how supporting small enterprises and cooperatives can drive local economic growth, strengthen resilience and create sustainable livelihoods.



Eyad Al-Merjawi: Building stability through decent work



Eyad Al Merjawi's transition into formal employment has provided him with greater stability and security for the future. Through expanded access to social protection and formal work opportunities, he has been able to build a more reliable livelihood and plan ahead with confidence.

Eyad's story of transformation through the Estidama++ Fund, supported by the European Union, the Netherlands, Norway and the United Kingdom, illustrates how expanding social protection and access to formal employment can improve income security and dignity at work for vulnerable workers.



Samah: Breaking barriers through green employment

Samah gained access to employment through green infrastructure programmes, enabling her to earn an income while contributing to environmental sustainability. Her participation has helped challenge barriers to women's employment and opened new opportunities in non-traditional sectors.

Samah's journey, made possible through Employment-Intensive Investment Programme (EIIP), supported by the Government of Germany through KfW Development Bank, highlights how green jobs can create inclusive employment opportunities while strengthening climate resilience and community development.



5 A new Decent Work Country Programme for Jordan

Through the DWCP, Jordan will work towards a more inclusive and resilient world of work by focusing on three priorities

Inclusive green growth and decent work, through stronger employment policies, entrepreneurship support, better labour market access, skills development and improved working conditions

Social protection and quality basic services, through stronger legal and institutional frameworks and improved support for people in vulnerable situations

Accountability, transparency and participation, through stronger social dialogue, better governance of social partners, and more inclusive participation in policymaking

Across all priorities, the programme promotes gender equality, inclusion, institutional strengthening and decent work for all.

6 Partnerships driving results

Results were achieved under national leadership through key ILO partnerships with:

- **The Government of Jordan:** The Prime Ministry of the Hashemite Kingdom of Jordan, the Ministries of Labour; Social Development; Planning and International Cooperation; Industry, Trade and Supply; Digital Economy and Entrepreneurship; Environment; Energy and Mineral Resources; Agriculture; Local Administration; Water and Irrigation; Public Works; Education; Higher Education and Scientific Research; Youth; and Interior, the Social Security Corporation and other government institutions.
- **Employers' and workers' organizations:** Jordan Chamber of Industry, General Federation of Jordanian Trade Unions
- **Development partners:** Australia, Canada, Germany, European Union, Fafo Institute, Italy, International Bank for Reconstruction and Development, International Finance Corporation, Jordan, Netherlands, Norway, Switzerland, United Kingdom, United States of America
- **UN system:** IFC, UNESCO, UNHCR, UNICEF, UNIDO, UN Women, WFP, World Bank

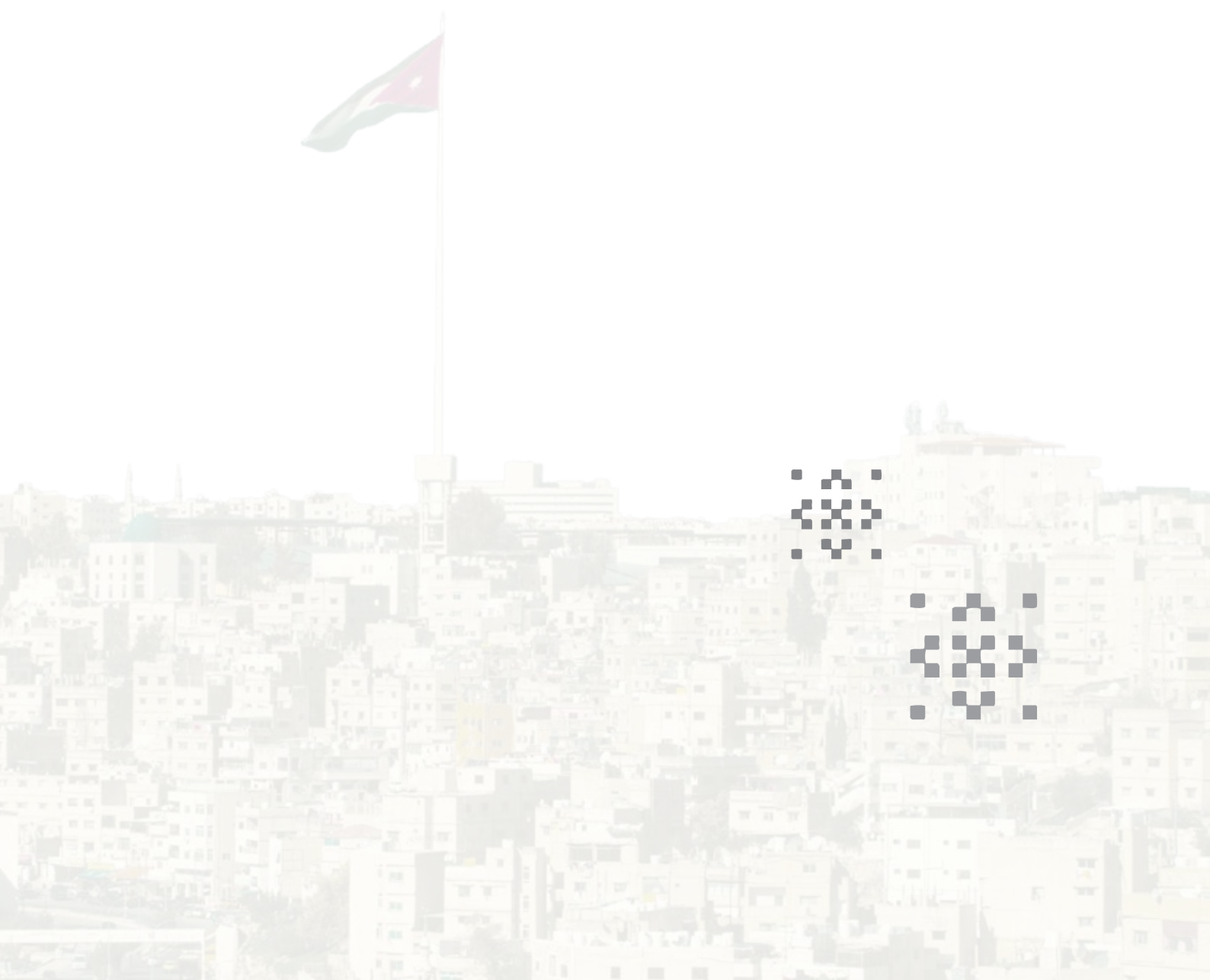


7 Conclusion

Jordan's government and social partners, with support from the ILO and UN and development partners, have translated reforms into tangible improvements in people's lives: creating jobs, expanding protection and advancing equality.

Building on this progress, the DWCP will deepen efforts to create more and better jobs, expand social protection and promote inclusive and sustainable growth.

Decent work is increasingly becoming a reality for all in Jordan.



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