

Employment through Labour Intensive Infrastructure in Jordan

July 2019



Project Summary



Since 2016, the ILO, with funding from the German Federal Ministry for Economic Cooperation and Development (BMZ) of the Federal Republic of Germany, through the German Development Bank (KfW), has been implementing an Employment Intensive Infrastructure Programme in Jordan that seeks to improve the living conditions of vulnerable Jordanians and Syrian refugees in host communities through the creation of short-term jobs. The project is part of the German Partnerships for Prospects Initiative which aims to create employment opportunities for refugees and people from host communities in the neighboring countries of Syria. It is also part of the long-lasting and impactful cooperation between the German and the Jordanian Government. In 2019 Germany and Jordan are commemorating 60 years of cooperation.



The project, now in its fourth phase of implementation, has played a critical role in facilitating short-term job opportunities that are both decent and help enhance overall employability.



It focuses on improving infrastructure through the use of labour intensive methods, which are benefitting communities as a whole in the longer-term. The work has included maintenance on national and secondary roads; soil improvement and water conservation activities on farms, such as the construction of terraces, water cisterns, greenhouses and irrigation systems; maintenance of schools; and environmental cleaning services and activities in selected municipalities.

The project targets some of the country's most vulnerable groups and has ensured that those who benefit from its interventions include 50 per cent Jordanians and 50 per cent Syrians, with more than 10 per cent being women and 3 per cent persons with disabilities.

In the first two phases of the project, 8,752 workers were supported through employment opportunities in the Governorates of Irbid and Mafrqa.

Phase III is anticipated to reach 4,040 workers to include Syrian refugees and Jordanian women and men, affected by the crisis in the two Governorates – with a total of 193,920 worker days to be created.

Phase IV is expected to create over 488,857 worker days of employment and provide jobs to more than 6,400 workers, while ensuring the maintenance of about 2,170 km of roads and improving community infrastructures in 6 governorates across Jordan.



The project “Employment through Labour Intensive infrastructure in Jordan” is funded by the German Federal Ministry for Economic Cooperation and Development (BMZ) of the Federal Republic of Germany, through the German Development Bank (KfW).

It is now in its fourth phase of implementation:



Total budget EUR 45 million

The overall development objective of the programme is that Syrian refugees and Jordanians have better living conditions due to increased employment and improved infrastructure.

The programme's immediate objectives are:

- (1) to improve infrastructure through the use of labour intensive methods for men and women.
- (2) to improve employability and access to the labour market for Syrian refugees and Jordanians.

Since July 2016, the project has reached...

It is anticipated that...

another **10,440** workers will be reached by September **2020** (Phase III & IV).



Geographical Coverage



Project activities in Phases I, II and III have been focused on the Governorates of Irbid and Mafraq.

With the launch of the fourth phase, the project has been working to extend its support to new Governorates, including Amman, Zarqa', Ajlun and Jerash, including six municipalities, as follows:

1) Amman Governorate

Municipalities of Naor and Al Moaqr

2) Zarqa' Governorate

Municipalities of Beerain Al-Jadedea and Al Hashmiya

3) Ajlun Governorate

Greater Ajloun Municipality

4) Jerash Governorate

Bab Amman Municipality.

Project Benefits

Besides providing employment to thousands of men and women, the project also benefits the country's larger population as a whole. This includes the following:

1 Jordanian economy benefitting from well-maintained roads, with farmers in particular benefitting from easier and faster access to markets for their produce.

2 Communities living in targeted municipalities benefitting from a cleaner and healthier environment.

3 Contractors and public authorities receiving training to enable them to improve their outputs.

4 Jordanian and Syrian workers participating in the infrastructure work receiving work experience, enabling them to find future employment.

Decent Working Conditions

The EIIP project promotes decent work conditions for all women and men, in line with Jordanian labour laws and regulations and with key ILO standards. This includes:

- **EQUALITY** for men and women in terms of opportunities, pay and employment conditions.
- **FAIR TREATMENT** of both women and men on site.
- **PREVENTION** of any form of discrimination and sexual harassment.
- **INCLUSION** to provide for the special needs of women and men with disabilities.
- **MINIMUM AGE** where all workers are 18 or over.
- **MINIMUM WAGE** which is applied to all workers is in compliance with Cash for Work Standard Operation Procedures.
- **OCCUPATIONAL SAFETY AND HEALTH** where all workplaces are safe and with low risk of injury to the safety and health of workers including corresponding mitigating measures.
- **SOCIAL SECURITY** coverage for all workers.
- **WORK PERMITS** for Syrian refugees employed under the programme, in line with Jordanian regulations, facilitating their access to the formal labour market.

Standards Operating Procedures on Cash for Work

The ILO has taken the lead in developing Standard Operating Procedures (SOPs) for all Cash for Works (CFW) and Employment Based (EB) projects in Jordan. The SOPs are aimed at harmonising practices among agencies. In the longer term, the aim is to align the procedures for all CFW and EB projects in Jordan with the Jordanian Labour Code with the precepts of the ILO's decent work agenda. The SOPs contribute to the project's overall objective of ensuring that workers are working under decent working conditions.



Workers Payment through Common Cash Facility



The project uses the Common Cash Facility (CCF) approach to pay workers' wages, with the aim of ensuring that secure, efficient and accountable payments are delivered to workers in real-time, through financial service providers (FSP). This has been a key component in motivating the ILO to use this payment approach in its EIIP project, funded by BMZ through KfW, as it protects workers' rights and enhances compliance with decent working conditions.

The approach has ensured that the privacy of workers' information is secured, while also ensuring that workers are paid accurately and in a timely manner.

Selection of Workers – The Balloting System

In order to ensure transparency of the recruitment process, a balloting system has been introduced to the project. It is expected that the system will build mutual trust between workers and municipal leaders, and generate a positive impact on identifying and implementing new suitable and more productive activities for women and men.

It is also expected that the system will represent a central instrument to promote community stability and to strengthen social cohesion from the very beginning.



Achievements in Numbers - July 2016 - April 2019

Ministry of Public Works and Housing	Ministry of Agriculture	Municipalities	Training of public officials	Training of private sector contractors
246,358 worker days were created.	73,835 worker days were created.	80,328 worker days were created.	1,121 public officials were trained from MoA, MoLA and MoL and MPWH.	995 contractors and farmers were trained.
5,304 workers were recruited.	1,987 workers were recruited.	1,461 workers were recruited.		
2,062 km of roads were maintained.	314 water cisterns were built. 14.73 km of terracing were built. 426.4 hectares of forestry were maintained. 4 nurseries were maintained. 2 hydroponics were built. 26 greenhouses were built.	4 municipalities were cleaned and maintained.		



IN TOTAL – PHASE 1 & PHASE 2

1,185

Total number of women employed

7,567

Total number of men employed

4,372

Total number of Syrian workers employed

4,380

Total number of Jordanian workers employed



Promoting Gender Equality in the Workplace



Jordanian and Syrian women face a number of challenging obstacles which prevent them from entering the labour market on an equal footing with men. Factors include cultural and societal pressures, lack of job opportunities which match their education, skills or training, as well as their childcare and housework responsibilities. For Syrian refugee women, access to work is further limited due to reasons related to the issuance of work permits.

The ILO seeks to encourage women's participation in EIIP projects, ensuring that they benefit from its activities through measures such as raising awareness aimed at breaking stereotypes.

It also seeks to provide women with technical skills-building and other support in efforts to attract more unskilled female workers, while also making gender mainstreaming a contractual obligation.

Various arrangements related to the organisation of work and logistics are also made to facilitate women's access to employment opportunities, such as the provision of child-care facilities, separate bathroom facilities for men and women, and transport.

Under the project, a gender-responsive strategy was prepared in Phase I and has become a central tool to guide implementation towards the creation of a gender-friendly work environment, maximising women's participation in the project.

Phase I of the project managed to include 13 per cent women in the total number of workers employed, which increased to 15.8 per cent in the project's second phase.

The Standard Operating Procedures developed by the project contains generic principles on "measures to improve gender balance and increase participation of women." This includes several gender provisions with regard to specific work organisation and remuneration-related issues such as worker rotation and contracts or payments systems, as well as a dedicated section on gender-balance.



Voices From the Field



Um Mohammed, female Jordanian worker

"I clean roads, mosques and public centres. I wanted to work because I was in need of money. Our financial situation is not great. This project and the income I receive is helping my family a lot."



Mohammed Al Jouma, male Syrian refugee worker

"I am now a refugee and have been in Jordan for 8 years, so I have to deal with the situation I am in. I thank everyone who helped me get this job. It helped me get a work permit and now my financial situation is better. This project has helped both Syrian refugees and members of host communities. We are all in need of work and income."



Khaled al Assaf, male Jordanian with disability

"I have a disability and it is hard for people like myself to find employment but as you can see, I have been working here and if I continue to work my situation will continue to improve."



Ali Al Kalab, Jordanian farmer

"Through this project I was able to construct a water tank to help me water my trees in the Summer season. We have also constructed terraces and bought plants. And as you can see, the trees are doing well. The project also enabled me to hire Syrian and Jordanian workers, including women, which has had an economic impact on their lives, even if it was a modest one."

Project Impact

This project has short, medium and long term impacts. In the short-term, it creates job opportunities and generates income that improves the quality of life for workers and their families and provides additional cash to the local economy.

In the medium-term, workers gain job experience and benefit from being employed, participating in teamwork, while integrating with different groups in society, which helps increase their employability in the future. In addition, workers improve their skills and gain access to financial services and work-related documentation, such as work permits. The long-term impact is the provision of improved transport infrastructure which facilitates more trade through access to markets, jobs and other economy activities.

In addition, the use of labour-based work methods ensures the participation of the local community in the entire work process, maximising benefits for women, men, youth and persons with disability. Jordanians and Syrians working together towards a common objective of improving their towns has a great effect on enhanced social cohesion.

The project also fosters ownership of labour-based methods and techniques by government authorities, ensuring its sustainability following the end of the project.

