

► ESTIDAMA++ FUND

Extension of Coverage and Formalization

In partnership with

المؤسسة العامة للضمان الاجتماعي
Social Security Corporation

MINISTRY OF PLANNING AND INTERNATIONAL COOPERATION

► At a glance



Objectives

Strengthen the situation of vulnerable workers in Jordan, through the extension of workers' social protection rights, access to a coverage reward and contribution subsidies, and registration in the social security system.



Expected outcome

Vulnerable male and female workers participate in a sustainable social security system, for the long-term.



Expected outputs

Output 1: Coverage reward and contribution subsidy mechanisms are in place and accessible to a significant number of vulnerable male and female workers, providing coverage incentive and enhancing resilience through the extension of social security coverage.

Output 2: Regulatory framework, systems, and capacity for extension of SSC coverage as part of a broader formalization agenda strengthened, including development of a national model to subsidize contributions of vulnerable workers.

Output 3: Vulnerable workers and their employers are engaged on labour and social protection rights through the establishment and increased use of outreach mechanisms and the development of SCC outreach capacity.



Duration

June 2022 – October 2025



Implementing partner

Social Security Corporation (SSC) in Jordan



Donors (as of June 2022)

- The Kingdom of Netherlands
- The Kingdom of Norway
- The United Kingdom



Total funds

Around USD 45 million

Gaps in Social Security Coverage in Jordan

The project addresses structural gaps in social security coverage in Jordan, with a focus on informal vulnerable workers that were excluded from the COVID-19 crisis national social protection response.

Over half of Jordan's workforce operates in the informal economy, and many lacked income-support during the COVID-19 crisis.

At the onset of the pandemic, around half of all workers in Jordan were not registered in the SCC.

Only a quarter of Jordanian female workers (and fewer non-Jordanian female workers) were registered, compared to three-quarters of all working Jordanian men.

Strengthening resilience and supporting national efforts

Estidama++ was designed as a new mechanism to foster inclusive social security and strengthen resilience of female and male vulnerable informal workers – including refugees and migrants – while promoting long-term participation in the SCC. Benefits include work injury insurance, maternity coverage, and other core social security benefits.

Estidama++ program supports SSC's initiatives to extend coverage to all workers in Jordan, in compliance with International Social Security and Labour standards. It builds on SCC's inclusive regulatory framework and is based on fundamental principles, such as the equality of treatment regardless of nationality or legal status. Estidama++ also supports the Social Protection National Strategy of the Government of Jordan by emphasizing the importance of increasing protection in the workplace and supporting decent working conditions and social security for workers.

Who will benefit from Phase II of Estdama++?

Estdama++ has two main components that target two different categories of workers in informal economy:

- Unregistered wage workers in MSMEs (Micro, Small, and Medium Enterprises) in all sectors.
- Self-employed workers.

The program targets more than 32.000 workers, with special focus on women and refugees (30% of non-Jordanians).

The Estdama++ programme will directly support vulnerable workers to participate in the SSC by:

- 1- Undertaking outreach campaigns to create awareness around social protection rights and the Estdama++ programme.
- 2- Providing a contribution subsidy and coverage reward to incentivize registration and reduce the financial barriers on vulnerable workers.
 - a) Coverage reward: Cover the worker's contribution to social security.
 - b) Contribution subsidy: Fund the employer's contribution to social security.
- 3- Institutionalizing the Estdama++ programme and strengthening wider legal and regulatory frameworks to support the extension of social security to vulnerable workers.

Learning Agenda

Estdama++ relies on a robust monitoring framework to inform programme development and ensure that the approach is continuously trialed, evaluated, and adjusted.

The approach is based on four pillars:

- 1- Coverage increase: Examine the impact of different downstream programmatic interventions to increase social security participation and review the global literature on contribution subsidies.
- 2- Benefit attractiveness: Incentivize participation through promoting policy reform in Jordan that addresses unemployment, health, and pensions.
- 3- Employer incentives: Enhance employers' knowledge of benefits related to social security participation and explore incentives to increase participation.
- 4- Sustainability: Assess the fiscal space to promote the adoption of a national contribution subsidy program.

Project implementation phases

Inception Phase (December 2020 – May 2022)

- The project design was validated by the SSC and the Ministry of Planning and International Cooperation, in consultation with the Ministry of Labour, social partners, and other relevant stakeholders. A Technical Steering Committee and an Operational Committee were formed and initiated their functions as the main body of governance of the fund.

Implementation phases (June 2022- October 2025)

- The project implementation phases adopt an iterative approach according to which the learnings of each phase are reflected on the following phase and the programme design is adapted based on inputs from the monitoring and feedback mechanisms. This includes programme application windows and participation timeframes, incentivizing registration (through a coverage reward), and monthly contribution subsidies to informal workers.

Contact details

International Labour Organization
Tayseer Nana'ah Street, South Abdoun
P.O. Box 831201
11183 Amman
Jordan

Fernando Martinez Cure
Project Manager
+962 (6) 565 39 91
martinezcure@ilo.org
www.ilo.org