



International
Labour
Organization

PROSPECTS

► Partnership for improving prospects for forcibly displaced persons and host communities (PROSPECTS)

Made possible by
support from:



Kingdom of the Netherlands

Jordan, Lebanon, Iraq

Partnership for improving prospects for forcibly displaced persons and host communities, also known as “**PROSPECTS**” is a unique four-year global partnership between the International Labour Organization (ILO), the International Finance Corporation (IFC), the UN Refugee Agency (UNHCR), the UN Children’s Fund (UNICEF) and the World Bank that seeks to devise approaches for inclusive job creation, education and protection in the context of forced displacement.

Funded by the Ministry of Foreign Affairs of the Netherlands, the programme operates in eight countries across the East and the Horn of Africa and the Middle East, covering Jordan, Lebanon, Iraq, Egypt, Ethiopia, Kenya, Sudan and Uganda.

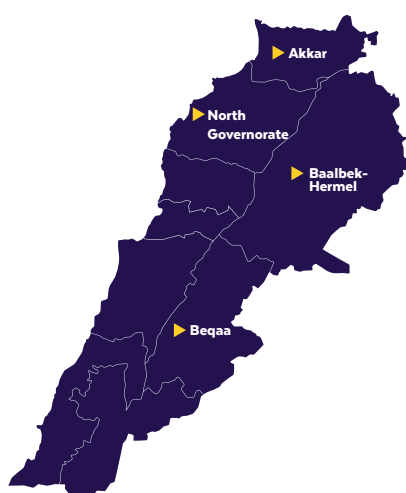
PROSPECTS’ focus on improving education and learning; employment and social protection; and protection and legal status are critical areas in enabling forcibly displaced persons to overcome their specific vulnerabilities, and for host communities to pursue their own development efforts.

The partnership seeks to bridge the humanitarian-development nexus, by tackling the immediate needs of vulnerable groups, and by addressing the longer-term challenges and the development needs of the countries that host them.

In Jordan, Lebanon and Iraq, the ILO under the PROSPECTS partnership is implementing interventions to address some of the critical decent work challenges facing both forcibly displaced persons and host communities, as part of efforts to enhance more sustainable livelihoods.



Jordan



Lebanon



Iraq



▶ Jordan

The **PROSPECTS Partnership in Jordan** aims to provide conditions for refugees and host communities to access quality and market relevant education and training; secure and retain decent employment; and benefit from more inclusive social protection.

Education and Learning	Employment with Dignity	Protection and Inclusion
▼ Strengthened Educational Systems	▼ Increased Access to Livelihoods and Decent Work	▼ Legal Mechanisms for Refugees
▼ Basic Education and Life Skills	▼ Entrepreneurship and Business Startups	▼ Enhanced Social Protection Systems
▼ Technical Vocational Education and Training	▼ Private Sector Opportunities and Development	▼ Reduced Child Labour

The ILO works to strengthen inclusive socio-economic growth and decent work. It supports the improvement of working conditions for refugees and host community members, alongside enhanced productivity at the sectoral level; supports workers to gain skills and certification for better jobs; improves labour market governance; and promotes a smooth transition to formal employment.

The ILO's work under PROSPECTS focuses on sectors where refugee and vulnerable host communities are heavily represented, particularly in agricultural and construction. Both sectors have the potential for growth and job creation for Jordanian and non-Jordanian workers. The agriculture sector in particular, provides a critical source of income, particularly for the poorest segments of society. Yet, the sector suffers from decent work deficits as its workers were not until recently covered under the Labour Law. Other decent work challenges facing the sector include the presence of child labour, poor Occupational Safety and Health (OSH) and the absence of social protection coverage.

During the Exploratory Phase in 2018, direct interventions were launched by the ILO on 30 farms to enhance working and living conditions for refugee, Jordanian and migrant workers. This included support to upgrade homes of workers living on farms to enhance sanitation and safety; skills training to enhance agriculture workers' employability; the provision of work injury insurance; and the supply of occupational safety and health equipment and training. It also facilitated access to informal education for the children of agriculture workers, including transport to nearby non-formal education centres and supported seven farm-based educational centres for children living with their parents on farms.

The ILO continues to contribute to these achievements through the following activities:

▶ SKILLS & EDUCATION

- ▶ Supporting the Jordanian Agriculture Engineers' Association (JAEA) to establish and operationalise a Sector Skills Council for the agriculture sector, leading the development of demand-driven occupational profiles and standards and nationally certified skills training curriculum for the sector.

- Conducting career guidance sessions for youth aged 16-24 with a focus on Technical and Vocational Education and Training (TVET) and practical skills training. ILO PROSPECTS supported the development of two career counselling manuals for students and counsellors in coordination with the Ministry of Labour (MOL) and Ministry of Education (MOE).

3715 youth received professional development and career counselling through one-on-one and small group sessions, focusing on technical and vocational training pathways to employment.

- Conducting on-the-job training for marginalised youth and agricultural workers.

By the end of 2020 **Five** skills certification programmes were launched and **500** Syrian, Jordanian and migrant agriculture workers were trained and certified, using on-the-job training.

- Providing farm workers in remote areas with skills training in the classroom and in the field, through a new initiative launched by the ILO and the Jordanian Agricultural Engineers Association. A mobile training station is visiting workers on various farms, providing them with training sessions in various occupations, such as grafting and pruning.

► EMPLOYMENT

- Supporting job matching and career guidance for Jordanian and Syrian job-seekers through the ILO's PROSPECTS-supported **employment service centres**. These include centres set up in urban areas, as well as the Azraq refugee camp to support job-seekers to find employment in a range of sectors.
- More recently, **six Agriculture Guidance and Employment Units (AGEUs)** have been established to enable cooperatives to provide career guidance and job placement services to Jordanian host communities and Syrian refugees in the agriculture sector.

2020 | **More than 3,000** workers were placed in jobs in the agriculture sector (**41%** females) through the AGEUs and **2,400** workers (**19.5%** female) were supported with work permits. In addition, over **2,000** were placed in jobs through the ILO-MOL Employment Service Centres.

- Supporting the Jordan Cooperative Corporation to **draft a national cooperative strategy** that sets out main objectives for the cooperative movement in Jordan.
- Training cooperatives members, Jordan Cooperative Corporation employees and community-based organizations on International Labour Standards and measures to enhance decent work in the agricultural sector by working with the International Training Centre of the ILO (ITC-ILO), to adapt an online **ILO COOP training platform** for Arabic speakers and updating material used by trainers.
- Supporting the tripartite working group - established with ILO's support during the exploratory phase - to tackle decent work challenges in the agriculture sector and propose measures to address them, including legislative changes and extension of social security coverage to agriculture workers.
- Continuous engagement with ILO's social partners, sector experts and key government representatives through evidence-based policy dialogue and technical guidance supported the recent adoption of a bylaw that now clarifies the labour rights and entitlements of agriculture workers. Through PROSPECTS engagement, ILO Senior Specialists provided technical guidance and input during the drafting process on areas related to social protection, gender, occupational safety and health, recruitment, trade unionism and international labour standards more broadly.
- Providing support to improve monitoring and inspection processes. Labour inspectors will have the tools and knowledge to conduct inspections in all sectors in a transparent and efficient manner. Activities include the use of body cameras during the inspection process, and the installation of a control room at the Ministry of Labour.
- Building the capacities of **Workers' Management Committees** on farms, established with ILO's support during the exploratory phase, to strengthen workers' voices and protection at work.

24 workers' committees have been set up on farms, representing **113** workers of different nationalities and status.

- The ILO is currently working with the General Federation of Jordanian Trade Unions (GFJTU) on the establishment of a national structure for trade union representation of workers in the agriculture sector.

- Raising awareness of agriculture workers, including Syrian refugees on the use of electronic wallets in response to COVID-19 restrictions, in addition to awareness on the labour law, and **Occupational Safety and Health**.

Over **900** Jordanian, refugee workers and migrant workers were reached in 2020.

► PROTECTION

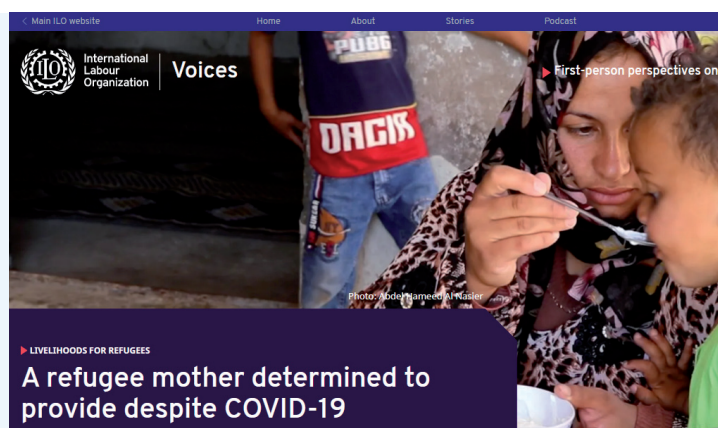
- Supporting the Social Security Corporation (SSC) through technical guidance and evidence based recommendations in the extension of social security coverage for vulnerable groups of workers, including those with heightened vulnerability in the wake of COVID-19. Two diagnostics on the extension of coverage fed into new bylaws that extend coverage under the Social Security Law.
- **Publishing a report on the extension of social security** in Jordan, which proposes policy approaches to extend coverage to groups who are often outside of the social security system, including agriculture workers, refugees and women.
- In collaboration with the SSC, working to develop communication tools that can reach current and potential social security members, on their rights and entitlements. This includes a mapping of communication tools and strategies, and convening a working group with the Social Security Media Centre, IT Department and Operations.
- Providing school transportation for children of agriculture workers to bridge access to formal education and reduce the risk of child labour and supporting local service providers to scale up education and extra-curricular services under a referral mechanisms for child labour.

Addressing child labour

Facilitating the provision of informal education for **155** children of farm workers. In coordination with UNICEF, **198** children of farm workers were identified as either working or at risk of engaging in child labour. They were registered in a nationally coordinated case management system for referral to services.

- Further support is facilitated through holistic case management services for children, as well as for their parents and family members. Together with UNICEF, the ILO supported the establishment of a referral mechanism at the district level.

Syrian Fatima Al Ahmad has been working on a farm in Jordan for years to support her young family. Yet, she lost her main source of income as a result of the COVID-19 outbreak. Fatima tells the ILO how she had to quickly adapt to changes in her life on the farm and find alternative ways to earn a living in the early months of the pandemic. ***“As a mother, I had to have an income to buy my baby daughter her milk. I would do any job just so I could secure the cost of the milk,”*** says the mother-of-four.





► Lebanon

Under PROSPECTS in Lebanon, the partnership focuses on reducing multidimensional vulnerabilities and increasing social stability for both Syrian refugees and Lebanese host communities, under the following key areas within the three pillars:

Education and Learning	Employment with Dignity	Protection and Inclusion
▼ Quality of Education and Learning	▼ Labour Market Governance	▼ Legal Position and Protection
▼ Increased Attendance	▼ Business Support and Financial Inclusion	▼ Partners Services
▼ School to Work Support	▼ Working Conditions	▼ Government Capacity

ILO's focus is on enhancing resilience of the country's labour market and creating better livelihoods for both Lebanese host communities and Syrian refugees. It is doing so by promoting the development of market relevant skills, enhancing employment placement services and labour market governance, promoting strengthened and more inclusive social protection schemes, and supporting micro, small and medium sized enterprises (MSMEs) as well as sectors, such as the agriculture and agri-food with potential for decent job creation.

During the exploratory phase, the ILO worked to improve quality assurance systems and conducted a mapping of TVET providers in Lebanon. Additionally, the ILO worked on enterprise development through business start-up development and market systems analysis.

The ILO supported business start-ups owned and run by Lebanese nationals and Syrian refugee youth. **A market assessment identified the horticulture sector** as the sector with the highest potential for refugee-inclusive growth, and a market systems analysis was then conducted to develop a strategy for decent job creation in the sector.

The ILO's work under the protection pillar laid the ground for evidence-based advocacy and beyond for the development of a national comprehensive social protection policy framework in Lebanon, and for the alignment of humanitarian interventions targeting refugees with national social security systems with a focus on the inclusion of people with disabilities.

The ILO continues to contribute to these achievements through the following activities:

► SKILLS & EDUCATION

- Supporting the formation of a Sector Skills Council, in collaboration with the Ministry of Agriculture to oversee the governance of TVET in agriculture.
- Training government partners, in coordination with the ILO International Training Centre (ILOITC), on sector based approaches to skills development (comprehensive training package in TVET systems on a systemic approach to skills development, skills anticipation, quality apprenticeship, digital TVET, career guidance, and sectoral approach).

- Drafting a report on **Quality Assurance and Accreditation in Technical and Vocational Education and Training in Lebanon**, with a view to inform nationally accredited skills training and certification systems, in addition to drafting a report on Testing and Certification practices in TVETs to inform an upgraded testing and certification system in TVET, both of which will contribute to strengthening of the TVET system, which will benefit Lebanese citizens and Syrian refugees.
- Providing certified skills training (in the classroom and on-the-job trainings) to 120 beneficiaries in agriculture by end of 2021.
- Working with Skills Lab to pilot an innovative application for youth skills identification and support. The tool helps in capturing the skills of a trainee (whether formal or informal); and generates a digital CV.
- Developing Competency-Based assessment tools (4) and curricula (2) for programmes in agriculture, based on the Occupational Standards developed by ILO and MoA
- Providing coaching to 10 public/private providers in agriculture to upgrade Work-Based Learning programs by end of 2021.

► EMPLOYMENT

- Supporting young Lebanese nationals and Syrian refugees to create businesses and income-generating initiatives in the agriculture and agrofood sectors and improve their entrepreneurial skills and financial literacy.

A total of 650 beneficiaries have been trained on the ILO **“My First Business”** entrepreneurship development programme; at least **50** income-generating initiatives will be supported with coaching and seed funding; and up to **10** social and solidarity initiatives will be supported in North-Lebanon and Akkar.

- Within the framework of the emergency response to the financial crisis in Lebanon and the outbreak of COVID-19, a programme for Small and Medium Enterprises (SMEs) was designed to support business continuity, resilience and decent job retention for host communities and Syrian refugees in Micro, Small and Medium Enterprises (MSMEs) in the agriculture/agrofood sectors by providing technical and financial assistance and developing tools that address the challenges.
- In the first year, the initiative supported **20** small and medium agricultural and food processing companies in North Lebanon, Beqaa and Akkar, employing approximately **1,200** Syrian and Lebanese workers.
- By end of programme, technical and financial support will be provided to **70-80** MSMEs and approximately **2,000** workers including business continuity and job retention coaching as well as business management and OSH.
- Developing and conducting Training of Trainers (ToT) on **business continuity and business resilience**, in addition to training on coaching and facilitation techniques for trainers helping struggling businesses improve their business continuity, resilience and decent job retention.
- Developing the **horticulture market system** for decent job creation, following the publication of the assessment **“Unlocking opportunities for decent job creation in Lebanon’s horticulture sector”** in April 2020.
- Pilot initiatives to raise awareness on the impact of modern greenhouse designs on productivity and working conditions were launched with 12 selected horticulture farms in Akkar and the Beqaa and will subsequently be scaled to benefit farmers and their workers in the two project regions.
- In order to support small-holder farmers in weathering the ongoing crises, ILO will join forces with the Food and Agriculture Organization (FAO) to provide vouchers for agricultural inputs for **500** selected farmers.
- Introducing **career guidance and job matching services** for Syrian refugees and vulnerable Lebanese in one of the Community Development Centers in Akkar through a collaboration with UNHCR and the Danish Refugee Council (DRC). The pilot intervention is targeting more **than 180** Syrian refugees and vulnerable Lebanese who are being supported with a range of career development and career guidance services, including skills training and job matching, in addition to awareness raising sessions on decent work principles, with an ultimate goal to support their transition and entry into decent employment.
- Conducting a legal review of the legislative framework governing work in the agriculture sector which will feed into policy dialogue with the Ministry of Labour and social partners to advocate for protection of rights of all agriculture workers, including Lebanese, refugees, and migrants in line with International Labour Standards.

► SOCIAL PROTECTION

- Supporting the development and operationalisation of a National Social Protection Framework, in collaboration with UNICEF. The process entails a series of national dialogue sessions and technical working groups, bringing together various governmental and non-governmental stakeholders to discuss needs and challenges and ensure their voices are included in the social protection framework. This also involves building a **strong evidence-base** for social protection reform in the country, and supporting the development of **policy** and **position papers** by international development partners, as well as workers' organizations, civil society groups, including Organizations of People with Disability, and social protection experts.
- Engaging various stakeholders in discussions around the establishment of a social protection floor in the country, including the introduction of core life-cycle social grants, starting with people with disability, older people, and children. More practical discussions around the possibility of operationalizing such grants are also underway with key stakeholders, most notably, partner organizations working on rights of people with disability who are being engaged in the design of a proposal for a disability-support allowance in Lebanon.
- Strengthening the main national social security and social assistance institutions, in particular the National Social Security Fund (NSSF), Ministry of Labour (MoL) and Ministry of Social Affairs (MOSA), through technical assistance. This involves support on reform of the End-of-Service Indemnity (EoSI) system under the NSSF into a long-term pension scheme, creation of an unemployment fund, and in the design and assessment of emergency cash transfer response programs.

► DECENT JOB CREATION

ILO RESPONSE TO THE BEIRUT BLAST - A decent work approach to quick recovery and job creation

In the aftermath of the Beirut blast, the ILO mobilised resources to support with the rubble removal and help create around 390 decent jobs for Lebanese nationals and Syrian refugees. These efforts were supported by Germany through the German Development Bank (KfW), which is funding the ILO's Employment Intensive Infrastructure Programme (EIIP), and through additional financial support provided by the Netherlands under PROSPECTS. Find out more: Video: [Workers help clear Beirut explosion wreckage under ILO programme](#)



The COVID-19 pandemic has created economic challenges for young people in Lebanon, many of whom are now trying to adapt to the new ways of work. Young Lebanese and Syrians tell the ILO of their struggles and resilience, and reflect on the realities of the multiples crises that they are currently facing in Lebanon. ***"The COVID-19 pandemic created many barriers preventing us from continuing to run our business. Yet, youth are the backbone of society. They are the ones who can change society to the better,"*** say Lebanese sisters Sarah and Zamzam Almajzoub.



► Iraq

In Iraq, the PROSPECTS partnership supports the national agenda of promoting inclusion and socio-economic development, whilst working closely with local authorities and communities to identify, maximize, and realize opportunities on the ground.

The partnership aims to empower forcibly displaced and host community members to meet their needs; it seeks to invest in the local economy; promote non-discrimination, and prepare young people – displaced and host community – for their futures; creating inclusive policies and strengthen service delivery systems.

Education and Learning	Employment with Dignity	Protection and Inclusion
Inclusive Quality Education and Learning	Labour Market Governance	Legal Policy and Regulatory Framework Protection Environment
Increased Enrollment in Skills Training	Public Investment for Economic Opportunity	
Transition from Training to Employment	Business Development Services	
	Labour Rights Protection and Decent Work	

ILO's efforts in Iraq under PROSPECTS focus on supporting thousands of forcibly displaced persons and host community members to access more and better livelihoods and decent job opportunities. It is doing so through an integrated approach which includes implementing labour intensive infrastructure projects; supporting market-driven skills training; promoting financial inclusion and entrepreneurship, in addition to improving public employment services.

► SKILLS & EDUCATION

- Under the education pillar, **500** refugee, internally displaced persons and host community youth will be supported to acquire occupational relevant skills, linked to occupations targeted in the employment pillar, primarily in the agricultural and construction sectors.

► EMPLOYMENT

- **Employment Intensive Investment Programme (EIIP) interventions** have been launched in water irrigation and waste management, supporting decent employment for internally displaced populations, Syrian refugees, and host community members, a large percentage of whom are women.
- Providing training for local governmental officials to apply decent work provisions in public works, as well as necessary tools to monitor decent working conditions.
- In addition, through a collaboration with UNICEF, the ILO will support youth to play an active role in monitoring these projects and serving as interlocutors with the local communities.



Up to April 2021, **4,070** working days and **123** jobs have been created through water irrigation and waste management.

By end of 2021, an estimated total of **12,000** working days and **300** jobs will be generated - **30%** of which will be for women.

- **Collaboration with UNICEF** has been launched to support youth to transition from learning and skills development to decent work through a range of self-employment and wage employment interventions.
- **A financial inclusion initiative** has been launched in collaboration with the Central Bank of Iraq, providing young women and men and small businesses with access to much-needed financial services that will help them start and develop their own businesses, while improving private sector capacity to address the needs of youth and MSMEs. **A financial inclusion strategy** was developed to support the expansion of access to finance.
- Efforts to improve entrepreneurship for women, youth, and forcibly displaced populations are underway through introducing **ILO's Start and Improve Your Business**.

20 trainers from **12** financial institutions and NGOs, and governmental partners have been trained as trainers on SIYB.

- A **financial education programme** adapted to the Iraqi context is being introduced with a range of partner financial institutions and NGOs to build trainers capacity to enhance young and entrepreneurs' financial knowledge and skills and prepare them to access financial services.

1,300 young people and existing businesses will enhance their skills and financial knowledge through entrepreneurship and financial literacy programmes. **600** new and existing businesses will obtain loans and saving accounts to help them set up and expand their businesses.

- **Employment service centres run by the Ministry of Labour and Social Affairs** in the Kurdistan Region of Iraq are being upgraded through the provision of integrated employment services.

Between September 2020-April 2021

- **2,798** job seekers have registered with the centres - **698** referred and **442** placed
- **231** new employers registered, and **1119** vacancies registered

- The ILO is helping develop and upgrade an existing online employment system, and train employment officers on the on-line platform as well as on business counselling, to further facilitate job-matching between job-seekers and employers.
- A Career Development and Employment Guidance Unit has been established in Domiz 1 camp in Duhok, in collaboration with the Swedish Development Aid Organization and UNHCR to extend career guidance and job matching services to Syrian refugee camp residents.

The ILO has launched its first employment intensive investment programme (EIIP) interventions in Iraq, supporting Syrian refugees, internally displaced persons and host community members, the majority of whom are women, to access decent work in water irrigation and solid waste management.

"Through this work a lot of things have changed for me. I am now able to rely on myself more. I am proud of my work and I am proud that I can buy food and other things for my children," says Ramla Abdel Jaleel Musto, Syrian refugee mother-of-five, who is employed in the programme.

