

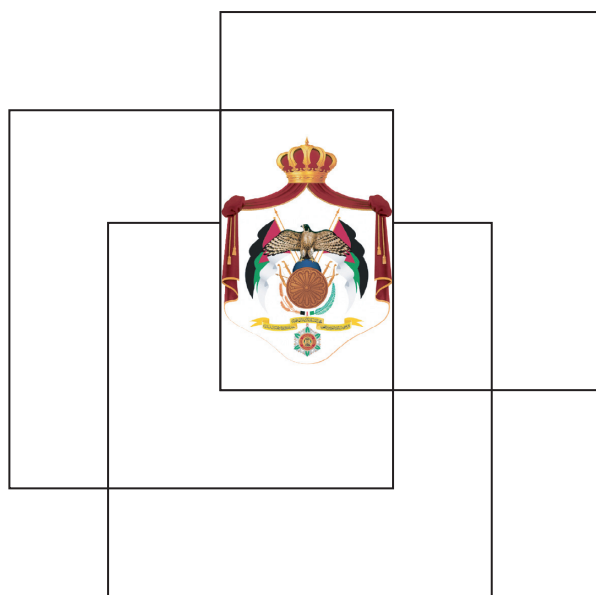


International
Labour
Office

Decent Work Country Programme 2012 - 2015



Jordan



March 2012



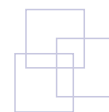


Decent Work Country Programme (2012 - 2015)

The Hashemite Kingdom of Jordan

**International Labour Organization
Regional Office for the Arab States**

March 2012



List of Acronyms

ALMP	Active Labour Market Programme
ASEZA	Aqaba Special Economic Zone Authority
BDC	Business Development Centre
BWJ	Better Work Jordan
C.	Convention
CIDA	Canadian International Development Agency
DWCP	Decent Work Country Programme
EDP	Executive Development Plan
GFJTU	General Federation of Jordanian Trade Unions
GJP	Global Jobs Pact
IFC	International Finance Corporation
ILO	International Labour Organization
ILS	International Labour Standards
JCI	Jordan Chamber of Industry
JEDCO	Jordan Enterprise Development Corporation
KAB	Know About Business
M&E	Monitoring and Evaluation
MOL	Ministry of Labour
NES	National Employment Strategy
NFCL	National Framework on Child Labour
NSCPE	National Steering Committee on Pay Equity
NSP	National Strategic Plan
QIZ	Qualified Industrial Zones
ROAS	ILO Regional Office for the Arab States
SPF	Social Protection Floor
SME	Small and medium-sized enterprise
SSC	Social Security Corporation
TVET	Technical and vocational education and training
UN	United Nations
UNDAF	United Nations Development Assistance Framework
UNICEF	United Nations Children's Fund
UNDP	United Nations Development Programme
USDOL	US Department of Labour
USDOS	US Department of State
WHO	World Health Organization



Introduction

Social Justice, decent jobs and respect for fundamental rights were at the heart of the popular uprisings which affected a number of Arab countries. Inspired by similar protests in Tunisia and Egypt, Jordan witnessed an unprecedented number of strikes and protests in 2011. The Government responded to the current wave of discontent by accelerating the pace of the reform process, including constitutional, legislative and socio-economic policy reform. The National Employment Strategy was officially endorsed in May 2011, placing decent work for Jordanians at the forefront of tripartite development priorities.

Through a new Decent Work Country Programme (DWCP), the ILO will work closely with tripartite partners to advance the national employment agenda and enhance access to decent work opportunities. The DWCP articulates the strategic framework for ILO interventions at the national level for the years 2012-2015. It represents the common commitment of the Government, workers' and employers' organizations and the ILO to collaborate on specific objectives in the area of employment promotion, rights at work, social protection and social dialogue, using a results-based approach. The goal of the DWCP is to support national initiatives aimed at reducing decent work deficits, and strengthening national capacity to mainstream decent work in social and economic policies.

Jordan was the first country in the Arab region to sign a DWCP in 2006. The previous Jordan DWCP (2006-2009) was completed at the end of 2009. The Programme had three chief priorities, namely to: (i) enhance employment opportunities and economic integration for young women and men; (ii) improve governance and social dialogue; and (iii) enhance social protection. The ILO Country Programme for Jordan 2002-2007 underwent an independent evaluation in 2008.

Since then, Jordan was selected as one of nine countries globally, and the only country in the Arab States region, to pilot the Global Jobs Pact (GJP). Adopted by the International Labour Conference in June 2009, the GJP contains a portfolio of policies to promote jobs and protect people, based on the Decent Work agenda.

The ILO launched a Rapid Assessment of the Effects of the Global Financial Crisis in April 2010, followed by the more in-depth Jordan Global Jobs Pact (GJP) Country Scan Report in November 2010. The Scan Report provided an overview of the impact of the economic and financial crisis on Jordan, a detailed description of policy responses using the GJP portfolio as checklist, and recommendations on how national policies can contribute to shaping a fair and sustainable globalization. In this way, the GJP exercise sought to establish tripartite consensus around a recovery package that will go beyond the crisis to include long-term considerations for inclusive and equitable growth.

Building on the results of the Global Jobs Pact exercise, ILO ROAS launched a series of consultations between May-September 2011 toward a new DWCP for Jordan. Decent Work Country Programme priorities are the result of this wide range of tripartite plus consultations, garnering consensus around three chief priority areas. The selection of priorities is based on a thorough analysis of labour issues, largely drawing from the results of the Jordan Global Jobs Pact Country Scan and national priorities, as outlined in the National Agenda, the Executive Development Plan, and most recently the National Employment Strategy. DWCP priorities are also based on ILO comparative advantage, achievements and lessons learned from previous ILO work in Jordan.

The DWCP 2012-2015 is closely aligned with Jordan's National Agenda, which also extends until 2015, and will be an integral part of the United Nations Development Assistance Framework (UNDAF) 2013-2017. It will be implemented with and through partnerships with the tripartite partners, with focus on the following three priorities:

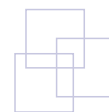
PRIORITY 1: Decent work opportunities for young Jordanian men and women are expanded through the promotion of better working conditions, non-discrimination and equal rights at work.

PRIORITY 2: A minimum level of social security is extended to the most vulnerable groups of society through the social protection floor, as part of a more comprehensive social security system in Jordan.

PRIORITY 3: Employment opportunities are enhanced, with focus on youth employment.

The following cross-cutting issues will be mainstreamed under the three priority areas mentioned above:

- (a) Social dialogue;
- (b) International labour standards;
- (c) Gender equality.



■ ■ I. Country Context

The appointment of Awn Khasawneh as head of government in October 2011 represented the appointment of the eighth Prime Minister (PM) over the past 12 years. In a step intended to diffuse mounting political tension, the King approved the resignation of PM Marouf Bakhit subsequent to a letter signed by 70 members of the Lower House, calling for a change of government. The incumbent government is tasked to spearhead national dialogue and “implement a political reform process with clear milestones, not just arbitrary timetables.”¹

Freedom of association, employment and decent work have featured prominently in the recent wave of unrest sweeping the country, with more than 550 labour-related protests and strikes taking place in Jordan since January 2011.² The Government has in turn placed employment and decent work for Jordanians at the heart of its response strategy, formally endorsing a National Employment Strategy in May 2011. In direct response to the National Employment Strategy, and in line with tripartite priorities, jobs, freedom of association and rights at work will be at the forefront of a new Decent Work Country Programme for Jordan (DWCPJ).

KEY FACTS AND FIGURES

Population (m)	6.4 (2010)
Real GDP Growth	3.1% (2010)
GDP Per head (\$US at PPP)	5,255
Employment to Population Ratio	35% (2009)
Overall Participation Rate	40.1% (2009)
Male Participation Rate	64.8% (2009)
Female Participation Rate	14.9% (2009)
Population Below Absolute Poverty	13.3% (2008)
Total Net Enrolment Primary Education	97.6% (2008-9)
Total Adult Literacy Rate	92% (2005-8)

Sources: *Economic Intelligence Unit; Keeping the Promise and Achieving Aspirations: The Second National Millennium Development Goals Report Jordan 2010.*

a. Socio-Economic Context

Jordan is currently ranked as an upper middle-income high human development country. The 2010 Human Development Report ranked it 82nd among 189 countries and eighth among 17 Arab countries for which the Human Development Index (HDI) was calculated.

Jordan has committed itself to the achievement of the Millennium Development Goals (MDG) by 2015. The country has achieved the second MDG, and is on track to achieving the fifth and six MDGs.

1) <http://www.jordantimes.com/?news=42390>

2) <http://labor-watch.net/en/index.php/news/41-top-headlines/3291--labour-activists-announce-independent-trade-unions-federation->

More concerted efforts, however, will be needed to achieve MDGs one, three, four and seven.

With respect to MDG 1, the percentage of the population living below the abject poverty rate has decreased by more than half since 1992, reaching less than 1% in 2008. The percentage of the population living below the absolute poverty line, on the other hand, marginally increased in 2008, rising from 13% in 2006 to 13.3% in 2008. Unemployment rates, however, have remained between 12-13% between 2006 and 2011. Jordan is, therefore, unlikely to achieve target 1b of MDG 1, which seeks to achieve full employment and decent work for all, including women and young people.

b. Labour Market Situation

Despite high economic growth prior to the international financial crisis (7% on average between 2004 and 2009), unemployment rates remained between 12-13% (13.2 % in 2006 and 12.3% in 2011). As such, economic growth rates have failed to translate into the creation of a sufficient number of quality jobs, leaving over 180,284 unemployed in 2009.

The impact of investment policies on employment similarly remains uncertain. Trade liberalisation has led to an increased dependence on migrant workers in export zones, in turn decreasing real wages of unskilled labour. Job creation, on the other hand, was in predominantly low-status low-skills jobs, instead of high value-added jobs that pay adequate wages, and are up to par with the expectations of Jordanian youth. As a result, over 600,000 Jordanians, a figure half the size of the Jordanian labour force at home, work abroad, mostly in skills intensive jobs; as the local supply of skills continues to exceed local demand.

Jordan therefore needs more careful planning of its economic policies and their impact on employment and income, coordinating macro, industrial, and trade policies, in order to gradually shift toward a high-skill knowledge-based economy, commensurate with the aspirations of prospective job seekers.³

In addition to structural unemployment, Jordan faces the added challenge of addressing the high proportion of inactive working age population. Economic participation rates remain one of the lowest globally, with only 40 per cent of the population above the age of 15 economically active. Jordan, in fact, is one of ten economies worldwide with the lowest employment-to-population ratios. The country also faces one of the lowest female participation rates in the world, with merely 14% of women participating in the labour force, in comparison to 65% of men. This huge gap between male and female employment may explain such low employment-to-population ratios.⁴

Against this backdrop, the Jordanian economy faces the formidable challenge of absorbing large numbers of young people entering the labour force, with over 70 per cent of the population under 30 years of age.⁵ Young people between 15-24 years of age constitute 22% of the total population, of which high school and university students make the larger part. Unemployment falls disproportionately on the young, with youth unemployment rates reaching 27%, more than double the over-all unemployment rate for 2009.

The rapidly expanding labour force represents a substantial challenge for the local economy to create sufficient jobs to absorb more than the 60,000 new entrants, the majority youth, to the labour market every year, when the government can only create 10,000 jobs.⁶ Until then, over 30% of Jordanians

3) ILO. 2011. Global Jobs Pact Country Scan: Jordan (Geneva, ILO), available at <http://www.ilo.org/jobspact/country/country-scans/lang--en/index.htm>.

4) ILO KILM 2 Employment-to-Population Ratio

5) Ahamad, B. (2010). "The Outlook for Employment by Occupation for Jordan." Canadian International Development Agency and the National Center for Human Resources Development.

6) http://www.kingabdullah.gov.jo/news/details.php?kn_serial=9117&menu_id=26&lang_hmka1=1



continue to be employed in the public sector,⁷ which many continue to perceive as more attractive in terms of wages, job security and social benefits.

The net result is that the jobs being created are predominantly going to expatriate workers. As a result, between 2005 and 2009, migrant workers occupied up to 63% of jobs created, while over 180,000 Jordanians remained unemployed. The trend has subsequently been for the development model in Jordan to increasingly rely on foreign workers, who today constitute almost half of private sector employees, up from 20 percent only 10 years ago.⁸ Confirming this trend, the proportion of non-Jordanians in total employment has increased from 23% in 2006 to a projected 27% in 2011.

At present, over 335,000 non-national workers are officially employed in Jordan.⁹ The majority are low-skilled workers, with statistics from 2009 confirming that almost 90% of registered foreign workers in Jordan are in fact illiterate. Only 0.53% of foreign workers holds a bachelor's degree or above. The majority of workers are in the production, agriculture and services sectors. In terms of nationality, the overwhelming majority (70% in 2009) are Egyptian, followed by Indonesian, Sri Lankan and Filipino workers.¹⁰

Over 96% of migrant workers in 2009 received wages ranging between 100-199 JD. Real wages are effectively declining over time, a prime indicator that foreign workers are in fact pushing Jordan's already surplus economy towards a low -skills, low-productivity, low-wage equilibrium.

The government is pushing toward tightened restrictions on the employment of migrant workers including through the imposition of quotas on certain professions. Other professions are entirely closed to foreign workers, with explicit priority given to the employment of local Jordanians. This general direction was confirmed as a national policy priority, with the official endorsement of the National Employment Strategy.

c. Social Dialogue

Jordan has made some tangible achievements in the direction of increased social dialogue in recent years. Milestones include the establishment of the Economic and Social Council in 2009 to facilitate dialogue on economic and social policies, followed by the official endorsement of the National Tripartite Labour Committee in Jordanian labour law in 2010. These tripartite social dialogue platforms, however, remain weak and largely inactive.¹¹

At the forefront of populist economic demands are higher salaries, freedom of association and jobs. Amidst a continued increase in the cost of living, the controversy over the minimum wage has come to the forefront of workers' demands. The latest official decree in 2009 set the minimum wage at 150 Jordanian Dinars (JD) per month. However the minimum wage doesn't apply to various segments of the labour force, including garment workers, cooks, gardeners and domestic workers, where the minimum wage for employment in domestic work and in the Qualified Industrial Zones (QIZ) remains JD 110. Responding to repeated calls by labour unions to raise the minimum wage from its current level of JD 150 to JD 250-300 per month, the King tasked the Tripartite Labour Committee in August 2011 to review the minimum wage, in accordance with article 52 of the Labour Code.¹² In response to popular demands, the minimum wage was successfully increased to 190 JD per month

7) ILO, KILM 6th edition

8) ILO (2011). ILO Global Jobs Pact Country Scan for Jordan.

9) NMDGR, p. 22

10) [www. Almanar.jo](http://www.Almanar.jo)

11) The Tripartite Labour Committee did not meet at all in 2010.

12) <http://www.jordantimes.com/index.php?news=40203>

in December 2011. The decision to increase the minimum wage, however, excludes non-Jordanians, whose minimum wage remains unchanged.¹³

Despite recent advancements, there are real legal restrictions on freedom of association and social dialogue in Jordan. Restrictions on freedom of association in Jordan are enshrined in law, including the prohibition on public sector workers to organize and the inability of non-Jordanians to establish trade unions. Otherwise only one trade union may be established in any given sector, for which the GFJTU is responsible for drafting the internal bylaws. Social dialogue in Jordan has, as a result, historically suffered from weak institutional capacity of the social partners, and similarly weak social dialogue platforms.

With respect to International Labour Conventions related to freedom of association and social dialogue, Jordan has most notably still not ratified Convention 87 on freedom of association and protection of the right to organize, nor Convention 154 on collective bargaining. It has, however, ratified C. 98 on the Right to organize and Collective Bargaining, C. 135 on Workers' Representatives and C. 144 on Tripartite Consultations. The latest amendments to the Jordanian Labour Code in 2010 confirmed the right to collective bargaining. The law now explicitly states that: "Employers and workers and their unions and associations may engage in collective bargaining concerning any matters related to the improvement of terms and conditions of employment and enhancement of workers' productivity."

Notwithstanding recent legislative advancements, collective bargaining at the national level has remained historically weak in Jordan. Over the period 2006-2010, the MOL registered a total of only 274 collective agreements, covering a total of 231,473 beneficiaries. Most of these agreements have been concluded at the enterprise level, with less than 1% of collective agreements concluded at the sectoral level (mostly in the garment and food manufacturing sectors). The Ministry of Labour's decision to promote model sector-based collective bargaining in 2010, however, is expected to significantly help the organization of the labour market to negotiate collective agreements.

To this end, collective bargaining, and capacity development of the social partners and social dialogue platforms will subsequently be an integral part of this DWCP, where social dialogue will be mainstreamed across the Programme as a cross-cutting priority.

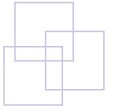
d. National Development Frameworks

The Decent Work Country Programme for Jordan is directly aligned with the National Agenda, Jordan's Executive Development Plan 2011-2013 and the National Employment Strategy. The National Agenda 2006-2015 reflects the developmental priorities of Jordan in the political, economic and social fields over the course of ten years, serving as the Government's medium term development framework. The Agenda sets eight themes with specific targets and initiatives necessary to achieve its objectives. Employment support and vocational training feature as one of eight themes of Jordan's National Agenda 2006-2015. Under this theme, Jordan seeks to increase workforce employability, improve labour market productivity, including through the introduction of safety nets, and increase workforce size through effective job placement.

Reflecting the objectives of the National Agenda, Jordan's Executive Development Plan 2011-2013 is designed around seven key pillars,¹⁴ The DWCP contributes to first four pillars, namely: (i) Social

¹³) Published on page 5616 of the issue no. 5134 official gazette 31 Dec. 2011 issued under Article 52 of Labour Law 8/1996 and its amendments

¹⁴) <http://www.mop.gov.jo/uploads/Overview-Ex%20%20Development%20Program%202011-2013-March%202011.pdf>



welfare; (ii) Employment Support and Vocational and Technical Training ; ¹⁵ (iii) Education, Higher Education, Scientific Research and Innovation; and (iv) Enabling Investment Environment. The EDP is based on broad consultations involving all concerned ministries and public institutions, and is the first national development plan to be directly linked to the budget.

In addition to the National Agenda and the EDP, the DWCP directly contributes to the National Employment Strategy (NES), which was formally endorsed in May 2011. The Strategy calls for the gradual reduction in the number of migrant workers and their replacement with Jordanian labour. To this end, the strategy seeks to address structural employment, calling for policies and programmes to amplify job creation including in the rural areas and governorates, while expanding social protection to all. The Strategy also calls for greater focus on youth employment, and the inclusion of those with special needs in the labour force. The Strategy emphasizes the need to upgrade the Technical Vocational Education and Training (TVET) system, in order for the local Jordanian workforce to meet labour market demands and the knowledge economy. The Strategy notably endorses the development and reinforcement of social dialogue mechanisms, designating a Tripartite Labour Committee to manage labour market disputes, promote compliance with Arab and International Labour Standards and look into the minimum wage.

The Ministry of Labour is tasked to lead the implementation plan of the NES, coordinating roles and responsibilities, and putting in place a monitoring and evaluation mechanism to track progress. Once operational, the NES will provide the institutional mechanism to coordinate labour market policies and link them to trade and industrial policies.

The DWCP is also closely aligned with the United Nations Development Assistance Framework (2013-2017), which has identified four priority areas including enhancing systemic reforms, ensuring social equity, investing in young people and preserving the environment.

15) The projected expenditure on the fourth pillar: Employment support and vocational and technical training for 2011-2013 is JD 151,093. This constitutes merely 2% of the total funding allocated to the EDP.

DWCP Priorities (2012 - 2015)	Alignment with National Development Frameworks	Alignment with the UNDAF (2013 - 2017)
Priority 1: Decent work opportunities for young Jordanian men and women are expanded through the promotion of better working conditions, non-discrimination and equal rights at work	Executive Development Plan 2011-2013: Improve the basis, means and methodologies of legislation preparation and drafting to ensure their responsiveness to new developments in all areas, as well as their comprehensiveness and ability to meet... international conventions	UNDAF Priority 1: Enhancing systemic reforms Output 1.8 National institutions are better able to incorporate Jordan's treaty obligations on human rights and international labour standards into their institutional strategies and policies UNDAF Priority 2: Ensuring Social Equity Output 2.1 National institutions have an improved legal and operational protection frameworks and services including... child labour Output 3.4 National institutions have improved capacities to implement prevention, control and care programmes for communicable diseases including care programmes for people living with HIV/AIDS...
Priority 2: A minimum level of social security is extended to the most vulnerable groups of society through the social protection floor, as part of a more comprehensive social security system in Jordan	National Agenda 2006 - 2015: - Strengthen principles of social justice and equal opportunity; EDP 2011 - 2013: - Provide a comprehensive & effective social security system for the poor; - Provide social welfare services in line with best practice	UNDAF Priority 2: Ensuring social equity Output 2.5 Improved capacity of national institutions to implement child and gender sensitive social protection programmes in Jordan
Priority 3: Employment opportunities are enhanced, with focus on youth employment	National Agenda 2006 - 2015: - Develop human and economic resources, upgrade the production base & expand development benefits EDP 2011 - 2013: - Prepare students equipped with skills and knowledge needed by the knowledge based economy - Match education outputs & Jordanian labour market needs	UNDAF Priority 3: Investing in young people Output 4.4 National institutional capacity enhanced to design and implement inclusive youth employability programmes to support young people's access to decent work



■ ■ II. Lessons Learned from past cooperation

UN Reform

This Decent Work Country Programme is strongly informed by, and builds on, the lessons learned from the independent evaluation (2008) of the previous Country Programme covering the period 2002 - 2007. Most notably, the evaluation recommended that the ILO strengthen its work as one, calling on the organization to identify other UN agencies to work with toward a favourable and integrated UNDAF outcome. Accordingly the ILO started engaging and identifying potential areas of collaboration with other UN agencies such as WHO, UNDP, UNICEF, and UNFPA early on in the formulation of this DWCP document. As a result, a number of initiatives related to social protection, youth employment, and entrepreneurship development are currently being conceptualized with the respective UN agencies. By the same token, and in order to ensure that employment and decent work are mainstreamed in the next UNDAF (2013 - 2017), the ILO has also been providing extensive inputs to the Country Analysis/UNDAF process, pushing along with a number of other UN agencies to include a joint UNDAF outcome on the social protection floor.

Programmatic Coherence

The Evaluation also called for more programmatic coherence between the different technical cooperation projects, towards a more integrated ILO programme in Jordan. To this end, ILO ROAS is working on ensuring greater quality assurance over new project proposals for Jordan, in order to ensure knowledge-sharing, programmatic coherence and alignment with DWCP priorities. The Evaluation similarly recommended that all ILO projects be housed in a single common location to enhance visibility.

Outreach and advocacy

Both the DWCP Country Evaluation and other technical cooperation project evaluations in Jordan further called for better supervision of monitoring and evaluation practices at the programme and project level, to identify weaknesses and strengths and better manage risks. The Country evaluation further advised stronger outreach and advocacy efforts. The Fundamental Principles and Rights at Work Project Evaluation similarly emphasized the importance of including a media component in projects of this type.

Capacity development

In terms of capacity building, the evaluation noted that projects achieve considerable multiplier effects if capacity building activities focus on institutions. Accordingly the ILO is anchoring its capacity development activities in institutions such as the Labour Inspection Directorate and the Child Labour Unit at the MOL, the Joint Anti-Trafficking Unit, the GFJTU, JCI and the Social Security Cooperation.

■ ■ III. Country Programme (CP) priorities

Building on ongoing work, the DWCP for Jordan will be implemented with and through partnerships with the tripartite partners, with focus on the following three priorities:

Priority 1: Decent work opportunities for young Jordanian men and women are expanded through the promotion of better work conditions, non-discrimination and equal rights at work.

OUTCOME 1.1: An enabling environment for the elimination of residual child labour is created

OUTCOME 1.2: Working conditions and respect for fundamental principles and rights at work including for migrant workers and vulnerable groups are enhanced through strengthened compliance with international labour standards

OUTCOME 1.3: Increased institutional capacity and mechanisms for social dialogue, collective bargaining and policy making

OUTCOME 1.4: Application of Conventions, Principles and Rights on Non-Discrimination with focus on women and people living with HIV/AIDS in the workplace is strengthened

Priority 2: minimum level of social security is extended to the most vulnerable groups of society through the social protection floor, as part of a more comprehensive social security system in Jordan.

OUTCOME 2.1: Social security provision is enhanced and strengthened

OUTCOME 2.2: Social protection floor is established

PRIORITY 3: Employment opportunities are enhanced, with focus on youth employment

OUTCOME 3.1: Employment promotion strategies for young women and men are enhanced

OUTCOME 3.2: Employment policy coherence is strengthened

The following three crosscutting issues will be mainstreamed under the three priority areas mentioned above:

- (a) Social dialogue;
- (b) International labour standards;
- (c) Gender equality.

Each of these priority areas includes a number of activities at the macro, sectoral and micro levels, spanning research, advocacy and technical cooperation projects.

PRIORITY I: Decent work opportunities for young men and women are expanded through the promotion of better work conditions, non-discrimination and equal rights at work

One of the chief priorities of the 2011 National Employment Strategy is to promote the employment of Jordanians, under the slogan “a Jordanian for every job opportunity.” The employment of Jordanians is in and of itself contingent on the availability of decent work opportunities, providing better working conditions in conditions of non-discrimination and equal rights at work.

Concentrated efforts will be taken to combat child labour, working at the policy level to support the implementation of the National Framework on Child Labour, officially endorsed in August 2011, and mainstream child labour in relevant national development frameworks. The ILO will also work to develop the capacities of the Child Labour Unit at the Ministry of Labour, which leads advocacy efforts around child labour issues and coordinates activities with the relevant national and international agencies. The Unit needs technical advisory support and training to successfully undertake its tasks.

In addition, the ILO will work to improve conditions in the workplace, promoting fundamental principles and rights at work including for migrant workers and vulnerable groups through strengthened labour administration and compliance. An effective labour inspectorate is a key component of a strong labour market administration and a basic condition for good governance in the world of work. After the wide exposure of working conditions in the Qualified Industrial Zones (QIZs) in 2006, the Government committed to modernizing and strengthening labour inspection, taking considerable strides to improve its labour inspectorate operations and capacity. The labour inspectorate subsequently underwent a serious revamp, with new trainings, responsibilities and inspection tools introduced in 2008. The Committee of Experts in its 2011 Report noted ‘with satisfaction that along with the strengthening of legal proceedings against employers in breach of legal provisions... blacklists are now published and enterprises concerned are refused bank guarantees, while undertakings which offer better conditions of work and services to their employees are included in a golden list, which helps them obtain bank guarantees.’¹⁶

¹⁶) <http://www.ilo.org/ilolex/english/index.htm>

Despite enhancements in inspection capacity, further work is needed to strengthen the resources and capacity of the labour inspectorate. Labour inspection services still need to be modernized, establishing automated labour inspection activities and an electronic database of all enterprises in the country, to which the labour law applies, and training staff on the new system. Sector-specific guidelines for labour inspectors also still need to be developed to provide inspectors with practical inspection guides for the different sectors including forced labour, child labour, domestic and agricultural workers, occupational safety and health, and collective bargaining. ILO will therefore be working directly with the Inspection Directorate to modernize labour inspection mechanisms, in line with government priorities.

At the same time, the ILO will put concerted efforts to strengthen migrant workers' rights, targeting specific sectors including the QIZs, the garment and construction sectors. The ILO will also invest in building the capacities of the Migration Directorate at the Ministry of Labour and the joint Anti-Trafficking Unit.

Migrant workers in Jordan lack unions, organizations and institutions to give them an effective voice in deliberating on issues of direct concern to them and in the development and implementation of policies concerning their work. In a step in the right direction, amendments to the labour law in July 2010 eliminated language strictly conditioning ability to join trade unions on Jordanian citizenship.

The Jordanian Government's decision to further exclude workers in the QIZ in 2008 and 2011¹⁷ from the minimum wage limit¹⁸ has only served to worsen working conditions. Harsh working conditions have led to low Jordanian engagement in the QIZ where only about 8,000 Jordanians (down from 17,000 in 2006), out of a total of an estimated 36,000 labours, work in the QIZs, the majority being from, Bangladesh and Sri Lanka.¹⁹

The QIZs have witnessed an increasing number of migrant workers' protests and mass mobilizations in 2010 and 2011 due to violations of labour rights, wages and working conditions of migrant workers in the apparel sector. To address the decent work deficits in the garment sector, the Better Work Jordan Programme is seeking to broker a collective bargaining agreement at the sectoral level between the General Trade Union of workers in Textile Garment and clothing Industries and the Jordan Garments, Accessories, & Textiles Exporters' Association (JGATE). The aim of this collective agreement is to negotiate better working conditions for migrant workers in the QIZs. The ILO BWJ Programme is also working at the legislative level to update ILO recommendations for labour law reform in line with international labour standards.

In seeking to promote better work conditions, the ILO will work to strengthen the capacity of the social partners including in the areas of workers' socio-economic literacy, sectoral collective bargaining, as well as ability to report and ratify new conventions.

17) Workers in the QIZs were included in the minimum wage limit in 2006 and excluded in 2008. In 2006 the minimum wage was raised from 95 to 110 JDs and there were no exclusions.

18) Minimum wage for workers in the apparel sector remains JD 110.

19) Labor Watch, April 2011. http://www.labor-watch.net/en/files/2010/Statement_on_Strikes_in_QIZ_25_April_2011.pdf



Jordan is bound by 23 international labour conventions of the ILO, including seven of the eight fundamental Conventions, with the notable exception of Convention 87 on Freedom of Association and the Right to Organize. Jordan has also ratified a number of international conventions that assert the principle of equal pay for equal value of work, including the Equal Remuneration Convention C. 100 (ratified by Jordan in 1966), the Discrimination Convention (Employment and Occupation) C. 111 (ratified in 1963), and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

However, as the Committee of Experts on the Application of Conventions and Recommendations (CEACR) observes, “the provisions in the Constitution and the Labour Code are inadequate to ensure the full application of the principle of equal remuneration... for work of equal value, and may hinder progress in eradicating gender-based pay discrimination.²⁰” The gender discrepancy in labour force participation in Jordan is wide, with merely 14% of women participating in the labour force in comparison to 65% of men. The average monthly wage for women is JD 314 (\$443) in comparison to JD 364 (\$514) for men.²¹ After adjusting the average number of hours, this amounts to a gender pay gap of 7%, with pay discrepancy being significantly larger in the private sector than in the public sector.

Pay equity, the principle of equal pay for work of equal value, is a priority in both the 2012 - 2015 National Strategy for Women and the National Employment Strategy. To this end, the MOL with ILO technical assistance and support launched a tripartite plus National Committee for Pay Equity in July 2011. The Committee, co-chaired by the Ministry of Labour and the Jordanian National Women Commission, is tasked to develop a Jordanian National Strategy and action plan to promote Pay Equity, the principle of equal pay for work of equal value. The ILO will work closely with the Tripartite Committee to combat gender discrimination at work, developing the capacities of the tripartite partners to conduct gender-neutral evaluations.

The ILO will also work to combat discrimination against people living with HIV/AIDS in the workplace, in line with ILO Resolution 200 on HIV/AIDS and the World of Work. Jordan’s National Strategic Plan (NSP) on HIV/AIDS for 2012-2016 highlights inter alia the role of the Ministry of Labour in working with the social partners to establish HIV-sensitive workplace programmes, and reaching out to migrants and the most-at-risk adolescents (including school drop-outs and the unemployed).

Jordan participated in the 99th Session of the International Labour Conference and supported the adoption of Recommendation No. 200 on HIV/AIDS, which calls for the adoption of national workplace policies and programmes on HIV and AIDS to facilitate access to HIV prevention, treatment, care and support services. Nonetheless, at present, national laws continue to sanction the dismissal of “persons with communicable and infectious” diseases; and HIV testing continues to be mandatory for the employment of migrant workers and Jordanian nationals in government agencies. According to the Ministry of Health, the majority of PLHIV in Jordan are thus unemployed, or have lost their job due to discrimination in the workplace. It is suspected that discriminatory work practices have in turn led to an increased rate of informality among PLHIV.²²

20) <http://www.ilo.org/ilolex/english/index.htm>

21) Jordan Department of Statistics 2010 quoted in the ILO Pay Equity in Jordan Policy Brief 9

22) http://www.unaids.org/en/dataanalysis/monitoringcountryprogress/2010progressreportsubmittedbycountries/jordan_2010_country_progress_report_en.pdf

To ensure greater adherence to international labour standards, the ILO will also seek to engage parliamentarians, raising their awareness about the importance of implementing international labour standards (ILS), in particular those concerning fundamental principles and rights at work as enshrined in the ILO Declaration. Jordan is bound by 23 International Labour Conventions of the ILO and is in a constant dialogue with the ILO supervisory bodies, especially the Committee of Experts on the Application of Conventions and Recommendations. The purpose of the Observations and direct requests of the Committee of Experts regarding Jordan is to guide the development of the country's labour law and practice.

Partially taking into account the comments of these supervisory bodies, a number of amendments to the Jordan Labour Code have been adopted in 2010. Due to internal developments in the country however, the amendments were never discussed in Parliament in a final reading. Therefore, raising awareness among Members of Parliament about ILS through trainings and other activities will help foster understanding of the mechanisms and questions involved, promoting greater awareness of the importance of adherence to International Labour Standards.

Priority I: CP Outcomes, indicators and brief strategy

OUTCOME 1.1: An enabling environment for the elimination of residual child labour is created

Strategy:

Building on the achievements of the USDOL - funded **Country Programme on the Elimination of Child Labour in Jordan** (2002-2007), the **ILO Moving Toward a Child Labour Free Jordan** (2011-2014) Project will assist the MOL in implementing the National Framework on Child Labour in Jordan.²³ The project has secured funding from the US Department of Labour (USDOL) for \$2 million over the period of 4 years, part of an over-all USDOL allocation of \$10 million earmarked for the elimination of child labour in Jordan.

The project will focus on policy level interventions to create an enabling environment for a child-labour free Jordan. Its main objective is to contribute to the implementation of the upcoming National Framework on Child Labour (NFCL) in Jordan, with specific focus on the capacity development of the Child Labour Unit at the MOL. To this end, the project will support the development of coordination mechanisms on action to combat child labour at national and community levels in the form of supported by Child Labour Monitoring Systems with a view to linking these to the National Family Protection Framework. The project will also seek to expand the existing knowledge base on child labour in Jordan, including in the tourism sector, looking at working conditions for young workers in the hotel and allied trades. This approach will be integrated into a broader focus on occupational safety and health and youth employment to guide future policy development in this area.

ILO will work closely with the Child Labour Unit at the Ministry of Labour and the social partners for the implementation of the NFCL. Other partners in this initiative include inter alia Save the Children, CHF, UNICEF and the National Council for Family Affairs.

23) Referred to Council of Ministers in 2011

Key areas for performance indicators

- Enhanced capacity to implement the National Framework on Child Labour through institutional capacity development support to the Child Labour Unit at the Ministry of Labour;
- Enhanced knowledge about child labour to inform decision-making in Jordan as a result of rapid assessment surveys, the School-to-Work Transition Survey and other sectoral studies;
- Improved coordination of action to address child labour at community, governorate and national levels through the establishment of monitoring mechanisms.

Outputs

Partners

Output 1.1.1 The capacity of ILO constituents to lead on the National Framework to Combat Child Labour is strengthened

Output 1.1.2 Research and knowledge base on child labour trends in Jordan to guide policy work is enhanced

Tripartite partners, working closely with the Child Labour Unit at the Ministry of Labour, Save the Children, CHF, UNICE, the National Council for Family Affairs.



OUTCOME 1.2: Working conditions and respect for fundamental principles and rights at work including for migrant workers and vulnerable groups are enhanced through strengthened compliance with international labour standards

Strategy:

In the area of labour inspection, the MOL's commitment to improved labour inspectorate capacity has resulted in a qualitative shift in the quality of labour inspections since 2008.

Through the ILO Fundamental Principles and Rights at Work Project (2007-August 2010), all MOL labour inspectors have been trained in modern labour inspection procedures. Labour inspectors now have the capacity to expand the content of collective agreements in terms of working conditions, employment, productivity, health and safety at work. Through ILO technical assistance, the MOL also set up a Training Centre for Labour Inspectorate in 2007, to promote continuous learning.

Consolidating a strong partnership with the Inspectorate Directorate at the MOL, the ILO will work in this next phase on assisting the MOL in modernizing and automating labour inspection²⁴ systems. The ILO will conduct a National Labour Inspection Audit in 2012 and provide capacity building on modern labour inspection procedures and human trafficking at the national level. Kick-starting this process, the ILO trained 64 labour inspectors and officials involved in migration governance at the Ministry of Labour and the Aqaba Special Economic Zone Authority in December 2011 in new approaches to labour inspection and fundamental principles and rights at work.

Building on this capacity development work, the ILO will continue to work closely with the MOL to systematize labour inspection mechanisms, through the endorsement of a National Inspection Strategy, the development and formal endorsement of the National Inspection Guide (not yet officially endorsed), and the subsequent development of sectoral labour inspection strategies. This work will include a strong communications component to raise public awareness on fundamental principles and rights at work.

In the area of forced labour and trafficking, Jordan passed its first Anti Human Trafficking Law in 2009, marking a stride in decent work achievement in Jordan. The Law prohibits all forms of trafficking and prescribes penalties of up to ten years of imprisonment for forced prostitution and trafficking, including child trafficking. The law is considered to be in line with the Palermo Protocol on Trafficking. As per the requirements of the new Law, a National Committee on Anti-Trafficking chaired by the Minister of Justice was formed in early 2010²⁵. The Committee launched the first National Strategy for Combating Human Trafficking (2010-2012) in March 2010.

The new law, which ILO directly contributed to through the 'Eliminating Forced Labour and Trafficking Project' funded by the Canadian International Development Agency (CIDA), called for the establishment of a joint Anti Trafficking Unit, under the joint mandate of the MOL, the Ministry of Interior and the Directorate of Public Security. This Unit will directly deal with human trafficking cases, conducting necessary investigations, referring cases for prosecution and providing comprehensive

24) The ILO commissioned Seagull Company in 2011 to work closely with the MOL to automate labour inspection mechanisms. Labour inspection processes should be fully automated by 2012.

25) Though supporting national anti-trafficking efforts, the GFJTU is not represented on the Anti-Trafficking Committee and was not consulted in the formation of the Strategy.

reports to the competent authorities.²⁶ For the duration of this upcoming DWCP, the ILO will, as per a direct request from the MOL, provide technical support for the establishment of this anti-trafficking unit, in the roll-out of the National Strategy for Anti-Trafficking, considered a major achievement of the ILO-CIDA collaboration. This will include technical support for the outreach and advocacy efforts of the Anti-Trafficking Unit within the framework of the National Strategy for Anti-Trafficking.

The ILO will also provide direct **capacity development to the Migration Directorate** at the Ministry of Labour, providing technical support in the areas of labour administration and inspection, development of procedures for recruitment of migrant workers (including the monitoring of private employment agencies), development of a standardized contract for migrant workers, and improvement of migration statistics.

In parallel, the ILO is working with the Aqaba Special Economic Zone Authority (ASEZA) to restructure its labour inspection mechanisms and migration governance processes. The ILO conducted a joint migration and labour inspection audit of ASEZA in May 2011, which identified various deficits including in the area of recruitment and training of labour inspectors, labour inspection services, migration governance, and coordination with the MOL. To address these deficits, the ILO will be providing technical assistance to ASEZA in 2011/2 to modernize labour inspection and human trafficking procedures, and establish a management structure to regulate the entry and work of migrant workers.

ILO will also continue to work, through Better Work Jordan to ensure compliance with international labour standards for migrant workers in the Qualified Industrial Zones in the garment sector. **Better Work Jordan** (BWJ) was launched in February 2008, as a partnership between the ILO and the International Finance Corporation (IFC). The programme aims to improve compliance with Jordanian labour law and international labour standards, and enhance economic performance at the enterprise level. In this way, BWJ seeks to contribute to expanding decent work opportunities in the apparel sector in Jordan.

BWJ services encompass enterprise-level assessments as well as advisory services to help enterprises identify the root causes of the issues that need improvement. This allows enterprises to systemically improve their business and retain and attract new international buyers. BWJ also provides training services educating both factory management and workers about cost efficient ways to improve compliance, production and operation of the firm itself. This ensures the sustainability of improvement in factories.

In March 2010 the Ministry of Labor decided to make BWJ a mandatory program for all garment factories. The decision was made effective in July 2011. Since then, BWJ has been working closely with the MOL and the apparel employer associations to register factories with the goal of ensuring full factory participation by the end of 2011. As of February 2012, 53 out of 80 garment factories have joined the Better Work Programme. These 50 factories account for approximately 85% of exports and employ over 85% of the labour force in the apparel sector.

To further promote the fundamental rights of foreign migrant workers in Jordan, the ILO will, through its **Protecting Migrant Workers' Rights Project**, develop the capacity of trade unions, including the General Federation of Trade Unions and the General Trade Union of Workers in Textile, Garment and Clothing Industries, to reach out to and empower migrant workers. It will in parallel work on the employers' front with factory managers, employers and recruitment agencies to improve their

26) <http://www.dol.gov/ilab/programs/ocft/FR20100224/Jordan/FLCLsubmission.pdf>



recruitment and employment practices, in line with international labour standards. Through working with both workers' and employers' organizations, the Project will seek to in turn promote labour-management cooperation through bipartite capacity development of the social partners in concluding collective bargaining agreements. Specific focus will be given to collective bargaining agreements in the Qualified Industrial Zone and the construction sectors, through the **Protecting Migrant Workers' Rights Project**.²⁷

In addition, the ILO through its Better Work Jordan Programme is also working to develop a Workers' Center, the first of its kind in the Qualified Industrial Zones. The Center will be established in close partnership with the Ministry of Labour, the Jordan Industrial Estates Company, the Jordan Garments, Accessories, & Textiles Exporters' Association (JGATE), and the General Trade Union for the Textile and Garment Industry (GTUTI). Its core objective will be to offer legal, psychosocial and counselling support to all workers, including migrant workers, providing them with access to recreational facilities and legal, psychosocial and educational services.

The Center will have the capacity to refer workers to legal and protection services available to them outside the zones. It will also provide a number of trainings for migrant workers to improve their job and life skills. A broader advisory group for this initiative will be established that will include representatives of NGOs, various migrant worker communities, international brands, donors, and other important stakeholders. The first Workers' Center will be piloted in the Al Hassan QIZ, with possible replication in Dulayl and Al Tajamuout.

Key areas for performance indicators

- Enhanced institutional capacity at the MOL to protect the rights of migrant workers and better manage the migration process;
- Enhanced labour inspection and migration management procedures in Aqaba as a result of the Aqaba Labour Inspection/Migration Assessment Report completed in 2011 and subsequent technical ILO support in 2011-2012;
- Enhanced efficiency and transparency of labour inspection systems through the successful automation of all labour inspection processes at the MOL in 2012;
- Enhanced systematization of labour inspection mechanisms as outlined in a National Inspection Guide and National Inspection Strategy to be developed in 2012-2013;
- Increased participation of factories in BWJ, achieving full participation in 2012.

Outputs

Output 1.2.1 Enforcement of migrant workers' rights is strengthened in specific sectors (garment, construction) in line with international labour standards

Output 1.2.2 Labour inspection mechanisms are streamlined through enhanced capacity of the tripartite plus partners (MOL, ASEZA, GFJTU, JCI) to implement modern labour inspection procedures in line with ILO Conventions C.81, C.129, C.155

Partners

Tripartite partners, ASEZA, Ministry of Justice, Public Security Department, General Trade Union of Workers in Textile, Garment and Clothing Industries, garment factories and apparel employer associations

27) The Migrant Workers' Rights Project is a 24 months project (2012-2014) funded by the US Department of State. The donor agreement has not been signed yet.

OUTCOME 1.3: Increased institutional capacity and mechanisms for social dialogue, collective bargaining and policy making

Strategy:

ILO, through its Fundamental Principles and Rights at Work Project (FPRW 2007-2010), has been working to strengthen social dialogue and the effective participation of the social partners in the decision-making process in Jordan since 2002.²⁸ This work led to some tangible achievements on the ground, including the establishment of the Economic and Social Council in 2009 to facilitate dialogue on economic and social policies. The National Tripartite Labour Committee was officially approved in 2007 and included in the labour law in 2010.

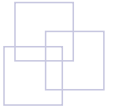
The ILO has since 2009 been active in enhancing constituents' capacity for collective bargaining, including the Aqaba Port, the petrochemical and the electricity sectors. The ILO's Better Work Jordan Project is also providing technical assistance to the Jordanian Union of Workers in Textile Garment and Clothing Industries, which has also been increasingly active in investigating complaints, negotiating solutions and developing collective-bargaining agreements in the garment industry.

Building on the successful introduction by the ILO of sectoral bargaining in the electricity sector, the ILO will, through the Protecting Migrant Workers' Rights Project, similarly develop the capacities of the social partners in collective bargaining in the construction, QIZ, and textiles/garments sectors.

Through its Regional Project **Strengthening Workers' Organizations in the Arab States Through Socioeconomic and Legal Literacy**, the ILO will further provide capacity development for workers' organizations in Jordan. The ILO will administer a socioeconomic and legal literacy training programme to enhance the technical and strategic capacities of workers' organizations for them to participate effectively in policy debates, influence public policies and better defend workers' rights. Capacity development efforts will target in addition to trade unionists, unorganized workers in the informal economy, migrant workers, and workers not formally registered in trade unions. In addition to traditional literacy activities, it will include training on the uses of social media for mobilisation, advocacy and information sharing.

In light of the recent establishment of the Tripartite Labour Committee as per 2010 legislation, ILO technical assistance to the social partners, particularly in socio-economic literacy, is all the more opportune. This is all the more pertinent in light of the envisioned tasks, the Tripartite Committee has been assigned, namely the minimum wage, labour policy and legislation and compliance with Arab and international labour standards.

28) USDOL-funded project entitled Strengthening the Social Partners' Capacity for Promotion of Social Dialogue in Jordan (2002-2006)



Key areas for performance indicators

- Successful completion of at least 3 collective bargaining sectoral agreements including in the construction and textiles/garments industry, as a direct result of ILO projects;
- Enhanced quality of trade union participation in tripartite policy dialogue;
- Strengthened capacity of tripartite partners, alongside the Jordanian Union of Workers in Textile Garment and Clothing Industries, in advocating migrant workers' rights.

Outputs

Partners

Output 1.3.1 A tripartite strategy to promote Freedom of association and collective bargaining (including at the sectoral level) is developed and implemented

Output 1.3.2 Social dialogue platforms (including the economic and social council and the tripartite committee on labour relations) are strengthened

Output 1.3.3 Enhanced capacity of ILO constituents to report on and ratify new conventions

Tripartite partners, Tripartite Labour Committee, Economic and Social Council

OUTCOME 1.4: Application of Conventions, Principles and Rights on Non-Discrimination with focus on women and people living with HIV/AIDS in the workplace is strengthened

Strategy:

The ILO Pay Equity Initiative addresses gender-based pay discrimination at work. It seeks to develop the capacity of ILO constituents to promote pay equity through undertaking gender-neutral job evaluations to close the gender pay gap.

The tripartite plus National Steering Committee on Pay Equity (NSCPE), co-chaired by the Ministry of Labour and the Jordanian National Commission for Women, was launched in July 2011. The Committee finalized its Terms of Reference in August 2011, establishing two sub-committees: (a) a legal sub-committee that will focus on making recommendations for legislative amendments aimed at achieving pay equity; (ii) a research sub-committee that will dedicate itself to conducting in-depth research on pay-based discrimination. The Committee, with ILO technical assistance, will develop a Jordanian National Strategy and action plan to promote pay equity.

To inform this work, ILO is organizing a series of training sessions for NSCPE members on the principles and application of equal pay for work of equal value. ILO is also currently conducting a comprehensive policy-oriented legal review on current legislation and its compliance with C. 100 and C. 111. Media and communications will be an integral part of the advocacy campaign to promote pay equity in Jordan.

Furthermore, and also in an effort to strengthen gender equality at the workplace, the ILO will provide technical support to the Ministry of Labour, and the National Committee on Workplace Solutions to Child Care, supporting national efforts, as per National Employment Strategy priorities.

The ILO will also work closely with the Parliamentary Labour Committee to enhance the role of Parliament in implementing international labour standards (ILS), in particular those concerning fundamental principles and rights at work as enshrined in the ILO Declaration. Working in close collaboration with the International Training Centre of the ILO in Turin, the ILO will train a selected number of parliamentarians in 2012 on how to incorporate international labour standards into national legislation and on how social dialogue can contribute to a more sustainable and compliant legislation. The general objective of such training is to strengthen the knowledge, skills and attitudes of Parliamentarians about the formulation and revision of labour legislation in line with international labour standards.

With respect to HIV/AIDS, the ILO will develop the capacities of the social partners in the development and/or effective implementation of HIV/AIDS workplace policies and programmes, based on ILO Recommendation 200. Through ILO technical assistance, a Tripartite plus Technical Committee on HIV and AIDS and World of Work, housed at the Ministry of Labour and chaired by the Minister of Labour, was established in December 2011. The Committee will lead the formulation, implementation and monitoring of the national policy “Toward the development of a national policy on HIV and AIDS and the World of Work.”



ILO will work to strengthen the capacity of ILO constituents through the Tripartite Committee to combat discrimination against people living with HIV/AIDS in the workplace, enabling them to formulate and effectively implement appropriate policies and programmes at the national and enterprise level, in line with R. 200. The ILO will also support the development of national policymaking through research and policy analysis on the socio-economic and labour market impact of HIV/AIDS and advocacy for compliance with international labour standards.

Key areas for performance indicators

- Enhanced institutional framework and tripartite capacity to promote pay equity, through the establishment of the Tripartite National Committee for Pay Equity and the rollout of its Strategy and Action plan to promote pay equity;
- Enhanced knowledge of the gender wage gap in one sector where the gender neutral job evaluation method is tested;
- Enhanced alignment of national legislation to ILS and the ILO Equal Remuneration Convention (No. 100);
- Increased capacity of the tripartite partners to design and implement HIV/AIDS workplace policies and programmes;
- Enhanced knowledge of the Parliamentary Labour Committee of international labour standards.

Outputs

Partners

Output 1.4.1 Enhanced institutional framework and national capacity to combat gender-based discrimination through action to promote pay equity and enhance work place solutions to child care needs

Output 1.4.2 Enhanced capacity of ILO constituents to support the National HIV/AIDS response and develop and promote HIV/AIDS in the work place policies according to the principles of R.200

Tripartite partners, National Steering Committee on Pay Equity, Jordanian National Commission for Women, Parliament, ITC, Ministry of Health, WHO

PRIORITY 2: A minimum level of social security is extended to the most vulnerable groups of society through the social protection floor, as part of a more comprehensive social security system in Jordan

The Social Security Corporation is currently seeking ILO technical advisory support in actuarial techniques and the extension of social protection schemes (maternity, unemployment, second-tier pensions, health coverage) including through the implementation of a Social Protection Floor (SPF). The SPF aims to promote access to (i) essential goods and services (health, water and sanitation, education, housing, food and other services) and (ii) social transfers, in cash and in kind, to provide a minimum income and livelihood security. Social transfers include four essential guarantees namely: (i) basic health care, (ii) assistance for the unemployed and poor, (iii) child benefits, and (iv) basic universal pensions (old age and disability benefits).

The SPF can be seen as both a tool for better policy coherence across programmes, as well as an instrument for the extension of social protection to those excluded from basic transfers and services, including those in the informal economy. In Jordan, a vision for universal social protection for all is clearly present in the National Employment Strategy. The implementation of these goals can be facilitated by the SPF approach, which reduces fragmentation across social protection programmes and increases efficiency through better targeting mechanisms and synergies with other strategies to reduce vulnerabilities of the poor and those working in the informal economy.

The right to social security is recognized in the Universal Declaration of Human Rights and the International Covenant on Economic, Social and Cultural Rights, which Jordan has ratified. The SPF is all the more pertinent for Jordan, as one of only nine other countries globally, currently piloting the Global Jobs Pact, which explicitly makes mention of the floor, as one of 9 crises responses. The Pact specifically calls on countries to give consideration to building “adequate social protection for all, drawing on a basic social protection floor including: access to health care, income security for the elderly and persons with disabilities, child benefits and income security combined with public employment guarantee schemes for the unemployed and working poor.”

Priority 2: CP Outcomes, indicators and brief strategy

OUTCOME 2.1: Social security provision is enhanced and strengthened

Strategy:

The ILO has a longstanding partnership with the Social Security Corporation, providing technical assistance in the implementation of actuarial valuations, pension and social security reforms. In 2011-2012, and as part of the **Funds-in-Trust** Project, the ILO will conduct the 7th actuarial review of the Social Security Corporation (SSC), and train SSC staff on actuarial techniques. The ILO will also assist in a package of social security reforms including conducting feasibility studies on the extension of social security to cover health insurance benefits and voluntary second-tier pension schemes.

In parallel, the ILO will assess the capacity of the SSC to implement the maternity cash benefits and unemployment cash benefits scheme adopted in 2010 and effectively implemented as of September 2011. The ILO will also provide a legal assessment of the Temporary Social Security Law No. 7 of 2010, in line with basic social security principles and ILO social security conventions. This will allow the necessary amendments to be made to the Draft Law, prior to its final adoption by Parliament.

Key areas for performance indicators

- Enhanced decision-making of the SSC based on increased knowledge of the feasibility of the various social security schemes, made available through the 7th actuarial review and feasibility studies on the extension of social security to cover health insurance benefits and voluntary second-tier pensions scheme completed in 2012;
- Increased knowledge and capacity of SSC staff and Board to use actuarial techniques and undertake actuarial reviews;
- Enhanced tripartite capacity to reform the Social Security Law based on the ILO Legal assessment of the Temporary Social Security Law No. 7 of 2010, in line with basic social security principles and ILO social security conventions completed in 2012.

Outputs

Partners

Output 2.1.1 Enhanced SSC actuarial know-how and capacity to review current schemes (pension, work injury, unemployment, maternity insurance), and introduce new social insurance benefits (new voluntary pension second tier and health insurance)

Output 2.1.2 Increased adherence of the current social security law to basic social security principles and the ILO Social Security Conventions

Social Security Corporation, Tripartite partners. Parliament

OUTCOME 2.2: Social protection floor is established

Strategy:

The Social Protection Floor (SPF) initiative in Jordan emanates from a global recognition that social security is a human right, and a social and economic necessity. The necessity of ensuring universal social protection through the introduction of the social protection floor (SPF), was adopted in April 2009 by the United Nations Chief Executives Board, and subsequently endorsed by the ILO Global Jobs Pact and the G20 Labour and Employment Ministers.

Pioneering efforts at the national level in the Arab States region, the Social Security Corporation requested ILO technical expertise in assessing the feasibility of implementing a social protection floor in Jordan. In response to SSC national demand, the ILO rolled-out the SPF initiative as an interagency effort implemented through a coherent, system-wide UN effort.

The ILO began raising awareness around the SPF in Jordan in June 2011, subsequent to the 100th session of the International Labour Conference, and its conclusions on social protection. A UN inter-Agency Task Force for Jordan, co-led by the ILO, the United Nations Children's Fund (UNICEF), and the World Health Organization (WHO), was put in place in July 2011 including ILO, UNDP, WHO, and UNICEF.

The first National SPF Workshop, organized by the SSC and the Ministry of Social Development, will take place in the first quarter of 2012 to map the actual social protection situation, and discuss existing schemes and coverage gaps. The workshop will present the platform for a national social dialogue process to discuss the extension of social security through the implementation of a national SPF. One of the main outcomes of the workshop will be the formation of a National SPF Committee.

To inform policy decision-making, a Rapid SPF Cost Assessment will be conducted to evaluate the cost of policy options, and evaluate the long-term financial sustainability of the SPF. Once national consensus is garnered around a specific SPF framework, the ILO will build national technical capacities for the management, administration and implementation of the elements of the SPF. The ILO will also develop a series of communications products on the social security reforms package to promote a greater understanding and encourage national ownership of the Social Protection Floor.

Key areas for performance indicators

- Increased capacity of the relevant decision-makers to assess the feasibility of implementing a SPF in Jordan, with better knowledge of the various options and associated costs made available through the planned Rapid SPF Cost Assessment;
- Increased national ownership of the SPF initiative through the formation and at least twice a year meetings of the National Tripartite plus SPF Committee.

Outputs

Output 2.2.1 Enhanced capacity and knowledge of the tripartite partners to develop the social protection floor

Partners

SSC, tripartite partners, UNDP, UNICEF, WHO, Ministry of Social Affairs, Ministry of Finance and other key line Ministries

PRIORITY 3: Employment opportunities are enhanced, with focus on youth employment

The rapidly expanding labour force represents a substantial challenge for the local economy to create sufficient jobs to absorb the increasing number of new entrants, the majority youth, to the labour market every year.²⁹

Inspired by the Arab Spring, young people were at the helm of proliferating protests, since January 2011, demanding jobs, constitutional reforms and greater freedoms. The Jordanian Government has been swift to respond to this challenge, with youth employment figuring prominently in all recent national policy documents. Jordan's Executive Development Plan 2011-2013, the National Employment Strategy, which was formally endorsed in May 2011, and the Jordan National Agenda 2006-2015 all address the structural employment problem in Jordan, calling for policies and programmes to amplify job creation with focus on youth employment and enhanced social protection coverage for all. They all call for the gradual reduction in the number of migrant workers and their replacement with Jordanian labour.

At the same time there are many programmes and projects that address youth participation and youth employment. These include inter alia programmes on technical and soft skills, micro-finance and entrepreneurship, job matching and job placement. While all these programmes address felt needs, they mostly relate to the supply side, focusing primarily on youth employability. Many of these programmes also function independently, with little national coordination and coherence between the different projects, so that the desired impact at the national level remains limited.

Addressing this fragmentation, the ILO will work at the policy level to enhance the policy coherence of employment policies and programmes. To this end, the ILO will provide direct technical support to the Ministry of Labour in the evaluation of active labour market programmes and the implementation of the National Employment Strategy.

The ILO will be seeking to harness partnerships with other UN agencies, particularly the United Nations Development Programme (UNDP) in promoting youth employment.

29) http://www.kingabdullah.gov.jo/news/details.php?kn_serial=9117&menu_id=26&lang_hmka1=1

Priority 3: CP Outcomes, indicators and brief strategy

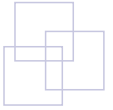
OUTCOME 3.1: Employment promotion strategies for young women and men are enhanced

Youth employment has come to the forefront of national priorities and demands, particularly in light of recent mass mobilizations and proliferating demands for freedom of association and jobs. To address this issue, the upcoming DWCPJ will focus on youth unemployment, and more specifically the mismatch between education supply and labour market demand. To inform this effort, the ILO will conduct a school-to-work transition survey to better understand the youth labour market and specific youth employment challenges. The survey will capture young people's education and training experience, their perceptions and aspirations regarding employment, and how working conditions are impacting their choices. Such information will inform the design of subsequent policies and programmes to ensure a better match between youth labour market supply and demand.

The government's Executive Development Programme (EDP) for 2011-13 specifically notes the role of education and skills development in tailoring the country's human capital to labour market needs. In line with EDP priorities, the ILO is also partnering with the Business Development Centre (BDC) and the Development and Employment Fund (DEF) for the piloting and implementation of the Know About Business (KAB) Programme in Jordan. The KAB Programme is designed to create awareness about entrepreneurship and self-employment as a career option, developing youth know-how on how to start and operate a business. The KAB programme allows students to develop the entrepreneurial skills required for them to either establish their business or become better employees. KAB has been piloted in the National Company for Employment and Training (NCET) since May 2011.

In the area of Technical Vocational Education and Training, the ILO will provide support to the National Institute for Handcraft Design, Production and Marketing at Salt, building on a historical partnership, which dates back to the 1990s when the Salt Handicrafts Training Centre was first established. The purpose of upcoming ILO support will be to enhance the relevance and quality of training courses provided, developing the Centre into a National Institute for Handcraft Design, Production and Marketing.

In addition, the ILO will also provide technical support to the Ministry on establishing a coherent and fair system for skills assessment and certification in selected sectors, in order to improve the



signalling of skills, and facilitate training to work transition.

The ILO will also work with employers' organizations to enhance the capacity of micro-and small enterprises to identify the skills they need for improved productivity, in order to secure greater export shares.

Key areas for performance indicators

- Increased number of high schools and community schools that officially adopt KAB in their curricula;
- Increased number of school and community teachers that are successfully able to serve as facilitators and administer the KAB training;
- Increased participation of UN agencies in joint youth employment strategies and projects.

Outputs

Partners

Output 3.1.1 Enhanced knowledge of the school to work transition period through a school-to-work transition survey to inform future work in this area

Tripartite partners, Department of Statistics, UNDP

Output 3.1.2 Enhanced access to entrepreneurship education opportunities for young men and women

Tripartite partners, Ministry of Education, DEF, JEDCO, BDC, VTC, NCET

OUTCOME 3.2: Employment policy coherence is strengthened

Strategy:

The Government of Jordan officially endorsed the National Employment Strategy in May 2011, clearly delineating national priorities in the area of job creation and skills. Since then, the Ministry of Labour has been designated the leading role in coordinating the implementation plan for the National Employment Strategy (NES).

The ILO will provide technical advisory support to the MOL in the implementation of the NES including through the mapping, review and evaluation of a selected number of active labour market programmes (ALMPs). ILO completed in 2011 a mapping of ALMPs with a description of their main features, including duration, executing agency, associated costs, target groups and beneficiaries. Based on the mapping, the MOL with ILO technical support will conduct an independent evaluation for a selected number of ALMPs in order to document best practice and lessons learned. This evaluation exercise will also include a strong capacity development component, where the managers currently running ALMPs will be trained on conducting similar assessments.

The ILO will also assist the MOL in devising modalities for the implementation, monitoring and evaluation of the NES. In this context, and as part of up a framework for the quality assurance of TVET programmes, the ILO will also support the MOL in developing an assessment methodology, to organize assessment centres and design occupational fact sheets for career guidance.

Also in line with the National Employment Strategy and the government's recently established National Economic Dialogue Committee, Better Work Jordan is supporting the development and implementation of a national strategy for the garment sector. At present, migrant workers fill around three-quarters of the jobs in the garment industry, despite high levels of unemployment among Jordanians with low levels of educational attainment. The aim of this long-term strategy is to increase the sector's contribution to the national economy, increasing Jordanian employment and investment in the garment industry. The Strategy will target poor rural young women who have been identified as a vulnerable group in the NES, suffering high unemployment rates.

Both the government Executive Development Plan and the NES have further emphasized the need for an improved enabling environment for business and investment, with the objective of enhancing the competitiveness of the economy and creating jobs. Small and Medium Enterprises (SMEs) represent 60% of the total private sector, and provide jobs to 37% of the total people employed in Jordan. The actual and potential contribution of SMEs to job creation is in fact considerable, with small new businesses serving as the largest single contributor to job creation during 2002-2007. As of 2008, there was a total of 146,707 SMEs³⁰ in Jordan, providing employment to a total of 431,609 persons, only 14% of which are women.³¹

30) This confirms the preference of women for public sector jobs, where the public sector in Jordan remains the main employer of females

31) UNDP: Jordan Human Development Report 2011.



Against this backdrop the ILO will be working closely with the Jordan Chamber of Industry to expand its SME support services, through its recently established SME Unit, housed at the Chamber. The ILO will provide an assessment of the enabling environment for sustainable enterprises, looking at access to finance, SMEs in the industrial sector, and constraints to SMEs in terms of market expansion. Based on the findings of this assessment, the ILO will provide technical assistance to the Chamber to lead efforts in advocating for a better enabling environment for sustainable enterprises. This work will contribute toward the formulation of a National SME Strategy for Jordan, to be done jointly with the Jordan Enterprise Development Corporation (JEDCO), allowing for great policy coherence in national policies, legislation and frameworks impacting the SME sector.

Key areas for performance indicators

- Enhanced capacity of the MOL to monitor the implementation of the NES in 2012;
- Enhanced qualitative social dialogue over the minimum wage as illustrated through number of meetings the Tripartite Labour Committee holds over the minimum wage and subsequent decisions reached;
- First draft of the National SME Strategy developed and shared with related national tripartite stakeholders;
- Enhanced capacity of the SME Unit at the Jordan Chamber of Industry to act as a knowledge repository and extend support services to SMEs in Jordan;
- Strengthened capacity of ILO constituents to support national policy-level decision-making on youth employment;
- Comprehensive strategy to increase Jordanian employment in the garment sector developed and approved by the sector's social partners in line with the National Employment Strategy.

Outputs

Output 3.2.1 Enhanced capacity of the tripartite constituents to lead employment policy formulation and implementation, playing a pro-active role in leading the roll-out of the National Employment Strategy

Output 3.2.2 Enhanced SME policy coherence through the development of a National SME Strategy

Partners

Tripartite partners, Ministry of Planning and International Cooperation

Tripartite partners, JEDCO, Ministry of Industry and Trade, Ministry of Education

■ ■ IV. Implementation planning, management and evaluation

a. Implementation, performance monitoring and evaluation arrangements

The DWCP presents a time-bound results-based partnership framework between the ILO and its constituents to advance Jordan's national development agenda. Three main tools will be used for the monitoring and evaluation of this DWCP, namely the: (i) implementation plan; (ii) results framework and (iii) M&E Plan.

At the national level, a Tripartite DWCP Committee, including representatives from the ILO and each of the tripartite partners, will be established to monitor and guide DWCP implementation. The Tripartite DWCP Committee will be responsible for designing the M&E tools, and overseeing the M&E Plan, which will define the role of implementing partners in monitoring and evaluating the DWCP, using results based management.³²

The DWCP Committee will meet at least twice a year to review progress against planned outputs and outcome indicators, and provide guidance and support where required. Meanwhile joint monitoring and evaluation of project activities will be undertaken on a regular basis, as detailed in ILO Technical Cooperation Projects for Jordan. Lessons learnt during the assessment and evaluation process will be used to adjust implementation where needed, and to inform planning and programming of future activities.

The ILO Regional Office for Arab States (ROAS) will manage the Programme, with support and close coordination from different technical departments at HQ and the International Training Centre of the ILO in Turin. ILO development assistance will apply OECD development effectiveness principles of ownership, alignment, harmonization, results-focus and mutual accountability. The Regional M&E Officer at ILO ROAS will provide regular M&E support to the DWCPJ, and will be closely associated with the M&E plan and its implementation process. The Regional Outreach and Advocacy Officer will support public information efforts to maintain sufficient levels of visibility for the DWCP and help to mobilize for its implementation. The Programme will be subject to annual reviews (self-evaluations) and an independent country programme evaluation, in collaboration with EVAL. In light of review findings, adjustments can be made to reflect any changes, and introduce improvements where necessary to ensure consistency and continued relevance to national priorities.

b. Role of ILO Constituents

ILO Constituents, represented by the Ministry of Labour, the Jordan Chamber of Industry and the General Federation of Jordanian Trade Unions, are seen as active partners in the implementation of DWCPJ.

One of the main lessons learned from previous DWCPs is the need for more national ownership, in a step intended to promote joint accountability in achieving DWCP outcomes. Evaluations of previous technical cooperation projects in Jordan have repeatedly emphasized the need to regularly involve project partners in the planning and implementation of joint activities, in order to promote national ownership and sustainable results. National ownership and increased accountability can be further advanced through sustained engagement with the national media and targeted outreach and

32) This process will benefit from the results of the training for ILO constituents on Results Based Management conducted in collaboration with the International Training Center in Turin in July 2011.



advocacy efforts amongst tripartite constituents and other actors.

ILO constituents under the current DWCPJ are therefore considered not merely participants but key partners in achieving results. Accordingly, constituents are closely involved in all stages of the DWCP process, from the inception and design of the programme, to resource mobilization, implementation, monitoring and evaluation.

To ensure tripartite high-level engagement, the previous DWCP for Jordan highlighted the need to strengthen the capacity of ILO constituents, for them to have equal opportunities to become more active partners in the results-based management of ILO programmes and projects. Capacity development activities and trainings for constituents therefore constitute an integral part of all upcoming ILO interventions in Jordan.

For their part, tripartite partners shall work with the ILO to mainstream decent work into the National Agenda, and other national development frameworks and policies, as relevant. In addition, the social partners will have a specific role to play, particularly in the ratification of ILO conventions and the application of ILS for the achievement of DWCP results.

In implementing DWCPJ, the Government and the social partners shall make available their respective expert staff to coordinate the work to be carried out through ILO projects and programmes. They will also provide the premises and required logistical support, as necessary. Tripartite partners further commit to undertake the necessary follow up activities to achieve the expected DWCP results, reporting on progress achieved, while flagging bottlenecks and challenges during DWCP Tripartite Committee meetings.

c. Assumptions and Risks

The DWCP presents tripartite commitment to the achievement of time-bound results to expand decent work opportunities in Jordan. Its implementation is contingent upon continued engagement and strong collaboration between tripartite constituents and the ILO. This necessitates strong and representative employers and workers organizations, as active partners in the implementation process. It also necessitates political will and continuity of representation and collaboration of ILO constituents, irrespective of political turnover, particularly at the Ministry of Labour where ILO policy work cannot advance without strong high-level engagement.

The success of ILO policy work in advancing national frameworks (including the National Employment Strategy and the National Framework to Combat Child Labour) and strengthening policy coherence (including the National Inspection Strategy, the Social Protection Floor, and the National SME Strategy) is subsequently dependent upon continued tripartite prioritization of these issues. If there is no political commitment to advance these policy frameworks, ILO technical assistance will remain ink on paper.

The implicit assumption, therefore, is that ILO counterparts will act as the national champions owning specific initiatives. The success of the SPF initiative, for instance, is contingent upon the SSC leading national efforts to champion the floor, expanding national ownership to include other key line Ministries. Similarly, progress toward a National SME Strategy is contingent upon JCI nationally championing policy coherence in the SME sector. The Labour Inspection Directorate is likewise in the lead on the National Inspection Strategy, while the CLU is coordinating the implementation of the NFCL.

Last but not least, it is assumed that ILO, in collaboration with the tripartite partners, will mobilize sufficient resources for the achievement of DWCP outcomes.³³ The successful achievement of DWCP outcomes is contingent upon the successful mobilization of resources. To this end, the tripartite partners will support the ILO, as necessary, for resource mobilization. Depending on the capacity to mobilize extra resources, adjustments will be made to the DWCP.

d. Synergies and coordination

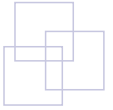
Throughout its work, the ILO will adopt an integrated approach to programming. One of the main lessons learned from the previous ILO Country Programme in Jordan is the importance of working as one, and ensuring close coordination and synergies between the different projects. Moving away from the piecemeal approach, the ILO will work to promote and maximize synergies between the various initiatives in Jordan.

In seeking to achieve DWCPJ Priority I, for example, the ILO will work to promote a cohesive programmatic approach to the promotion of better working conditions, non-discrimination and equal rights at work. The ILO will seek to consolidate previous work and build on the achievements made in the previous DWCPJ in this area. The ILO-CIDA Project “Eliminating Forced Labour and Trafficking (2009-2010),” for instance led to some tangible achievements in the endorsement of the anti-trafficking law, the roll out of the National Strategy for Anti-Trafficking together with an Action Plan and the establishment of the joint Anti-Trafficking Unit. The Project also worked to sensitize social partners about forced labour and trafficking. It provided capacity development support to the GFJTU, and in particular the Textile Union, as well as employers in the QIZs, raising awareness about forced labour. In addition, the Project worked with the MOL, conducting the first specialized trainings to labour inspectors in forced labour and trafficking.

In this upcoming DWCP, Better Work Jordan, the ILO-US DOS ‘Protecting Migrant Workers’ Rights in Jordan’ and ILO work on labour Inspection and migration will all directly contribute to consolidating previous achievements to promote migrant workers’ rights, in line with ILS. The pilot initiative with the Aqaba Special Economic Zone will also combine work in migration governance, labour inspection, HIV/AIDS, forced labour and human trafficking. The Sub-regional Workers’ Literacy Project, the ILO-US DOS Protecting Migrant Workers’ Project, and BWJ, on the other hand, will be working directly with trade unions to strengthen socio-economic literacy and capacity to support migrant workers’ rights.

Technical assistance in the area of labour inspection, particularly trainings for labour inspectors will be closely coordinated between the ILO-US DOL Child Labour Project, the US-DOS Migration Project, Better Work Jordan and the ILO RBSA on Migration and Labour Inspection in order to optimize on synergies and avoid duplication. In the area of employment promotion, the ILO School-to-Work Transition Survey, will inform and guide ILO policy work and planned interventions in the area of youth employment.

33) New donor initiatives that have been launched subsequent to the Arab Spring provide a potential pocket for resource mobilization. One such example is the G8 Deauville Declaration announcing \$38 billion to support partnership countries in the region, including Jordan, to advance social cohesion and more equitable growth,



To further promote this kind of programmatic coherence, and more at the logistical level, the ILO has restructured its Office in Jordan to support the DWCP approach, where all ILO projects are now housed on the same premises (effective November 2011). On the resource mobilization front, ILO ROAS and the tripartite partners will also seek to mobilize resources on a programmatic basis, rather than on an ad hoc individual project basis.

The Programme will adopt an integrated multimedia outreach and advocacy strategy, advocating for the goals of decent work, tripartism and social dialogue through enhanced information sharing and showcasing of Decent Work Country Programme achievements, lessons learned and best practice.

ILO constituents will be in the driving seat of all ILO work at the policy level. All policy interventions will be elaborated and guided by tripartite social dialogue, in direct alignment with national development frameworks and priorities. Several initiatives will contribute to strengthen policy coherence at the national level including the National Framework for Child Labour, work on the minimum wage, HIV/AIDS in the work place, pay equity, the social protection floor, the national SME Strategy, and the National Labour Inspection Strategy. In all of its policy work, the ILO will seek to engage a broad range of stakeholders, consolidating partnerships with other UN agencies, the Social Security Corporation, key line ministries, and other development partners as relevant.



**Memorandum of Understanding
Between the
International Labour Organization
and the
Hashemite Kingdom of Jordan**

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

Whereas the Decent Work Country Programme is based on the results of the Global Jobs Pact Country Scan and national priorities, as outlined in the National Agenda, the Executive Development Plan, and the National Employment Strategy.

Now therefore, the Parties hereby agree as follows:

1. The Parties affirm their commitment to collaborate in the implementation of the Decent Work Country Programme (DWCP). The following are agreed as priorities of the DWCP:

PRIORITY 1: Decent work opportunities for young men and women are expanded through the promotion of better working conditions, non-discrimination and equal rights at work.

PRIORITY 2: A minimum level of social security is extended to the most vulnerable groups of society through the social protection floor, as part of a more comprehensive social security system in Jordan.

PRIORITY 3: Employment opportunities are enhanced, with focus on youth employment.

2. The ILO agrees to assist in the mobilization of resources and to provide technical cooperation in the implementation of the DWCP, subject to its rules, regulations, directives and procedures, the availability of funds and conditions to be agreed upon in writing.

3. In relation to DWCPs and to any related activities of the ILO in the country, the Ministry of Labour will work with the official Jordanian Authorities to apply, to the Organization, its property, personnel and any person designated by the ILO to participate in ILO activities, the provisions of the Convention on the Privileges and Immunities of the Specialized Agencies and its Annex I relating to the ILO, as well as the provisions of the Revised Standard Agreement concerning technical assistance of 14 June 1955, as amended on 9 July 1964, between the UN, ILO, FAO, UNESCO, ICAO, WHO, ITU, WMO, IAEA, UPU and Jordan.

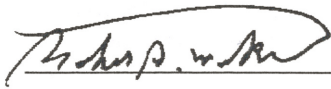
4. This Memorandum of Understanding (MoU) may be modified by agreement between the Parties. Nothing in or relating to this MoU shall be construed as constituting a waiver of the privileges and immunities enjoyed by the ILO.

5. The DWCP document is attached to this MoU. In the event that the terms contained in the DWCP document are incompatible with the terms of this MoU, including the provisions referenced in article 3, then the latter shall govern and prevail.

6. The original of the MoU has been written and signed in English. If this MoU is translated into another language, the English version shall govern and prevail.

7. This MoU, superseding all communications on this matter between the Parties if it is incompatible with the terms of this MOU, and shall enter into force with effect from its signature by the authorized representatives of the Parties.

For and on behalf of the Ministry
Labour



Minister of Labour

Dr. Maher Al-Waked
The Hashemite Kingdom of Jordan
Date

For and on behalf of the International Labour
Office



Regional Director, ILO Regional Office for Arab
States

Ms. Nada Al Nashif
The Hashemite Kingdom of Jordan
Date

For and on behalf of

General Federation of Jordanian
Trade Union

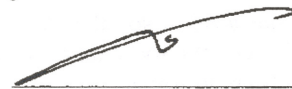
Mr. Mazen Al Ma'ayteh
President
The Hashemite Kingdom of Jordan
Date



For and on behalf of

Jordan Chamber of Industry

Dr. Hatem El-Halwani
President
The Hashemite Kingdom of Jordan
Date





For more information, contact:

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