



# **HARMONIZED APPROACH TO EMPLOYMENT SERVICES**



# WHY EMPLOYMENT SERVICES?

Facilitate matching  
of a new workforce  
with employers

Job matching is not  
only skills matching

Importance of other  
aspects: wages,  
working conditions

Lack of in-depth  
understanding of  
these aspects

Replacement of  
migrants by Syrians  
not “automatic”

Need for a new  
business model in  
manufacturing sector  
to be informed by ES

# ILO SOURCES

Employment Service Convention, 1948 (No. 88);

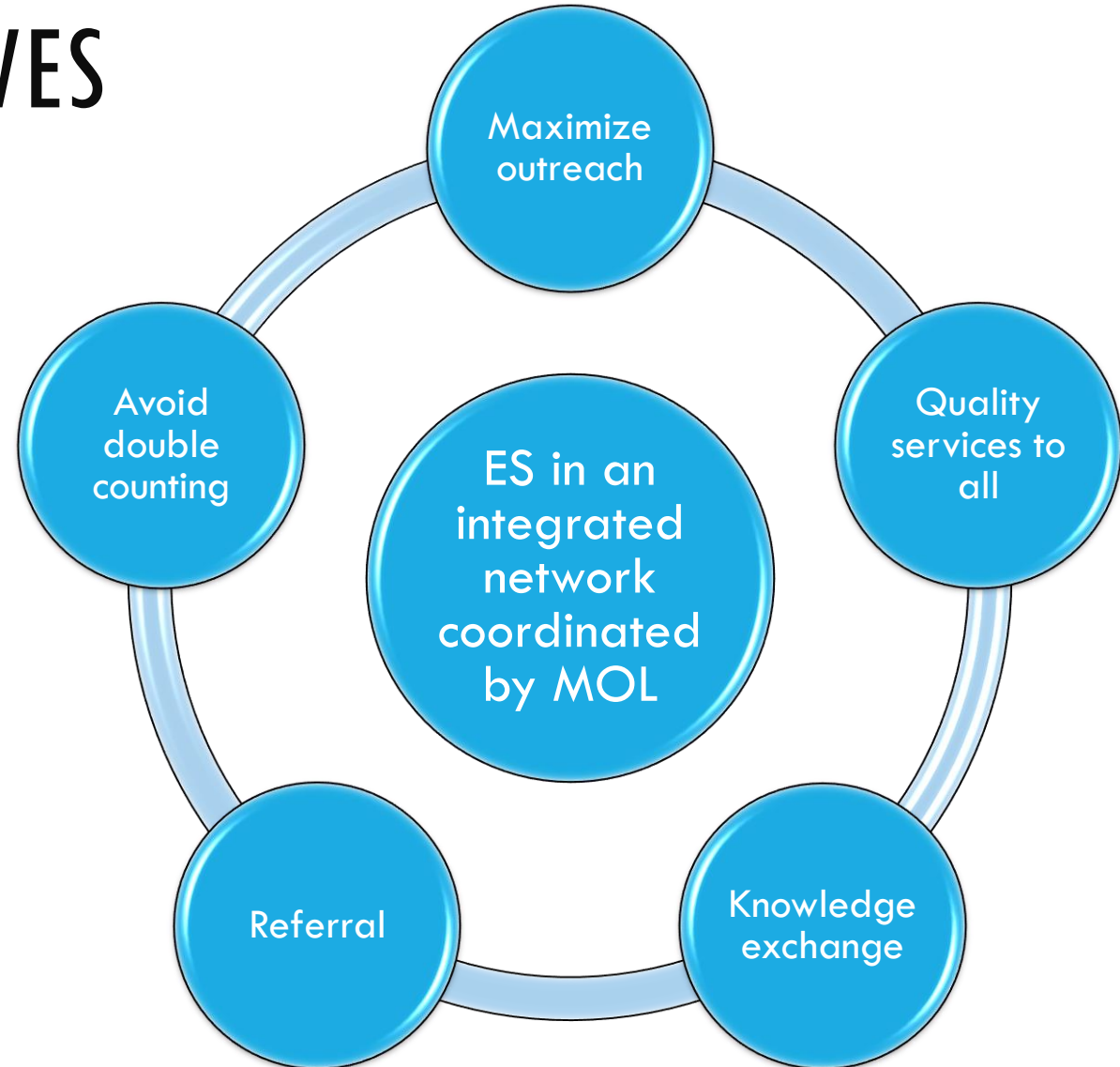
Private Employment Agencies Convention, 1997 (No. 181);

Guiding principles on the access of refugees and other forcibly displaced persons to the labour market (2016);

Guidelines for establishing Emergency Public Employment Services,

Manual for UNRWA Employment Service Centres (2013).

# PROPOSED OBJECTIVES



# CORE PRINCIPLES

**Free services**

**Confidentiality**

**Equity**

**Empowerment**

**Durable  
solutions**

**Social Partners**

**Work  
conditions and  
labour dispute**

**Coordination**

# MAIN SERVICES OF EMPLOYMENT SERVICE CENTERS

## Registration of Job Seekers and Vacancies

Common format job seekers and vacancies

3 hours group based job search

2 hours career guidance

Job search plan

Services to employers

## Job matching and placement

Matching criteria

No Child labour

Work permit and social security

Referral

## Active labour market programmes

Training + certification

Competency based

Occupational Safety and Health

In class and OTJ

Entrepreneurship and BDS

## Labour market information and analysis

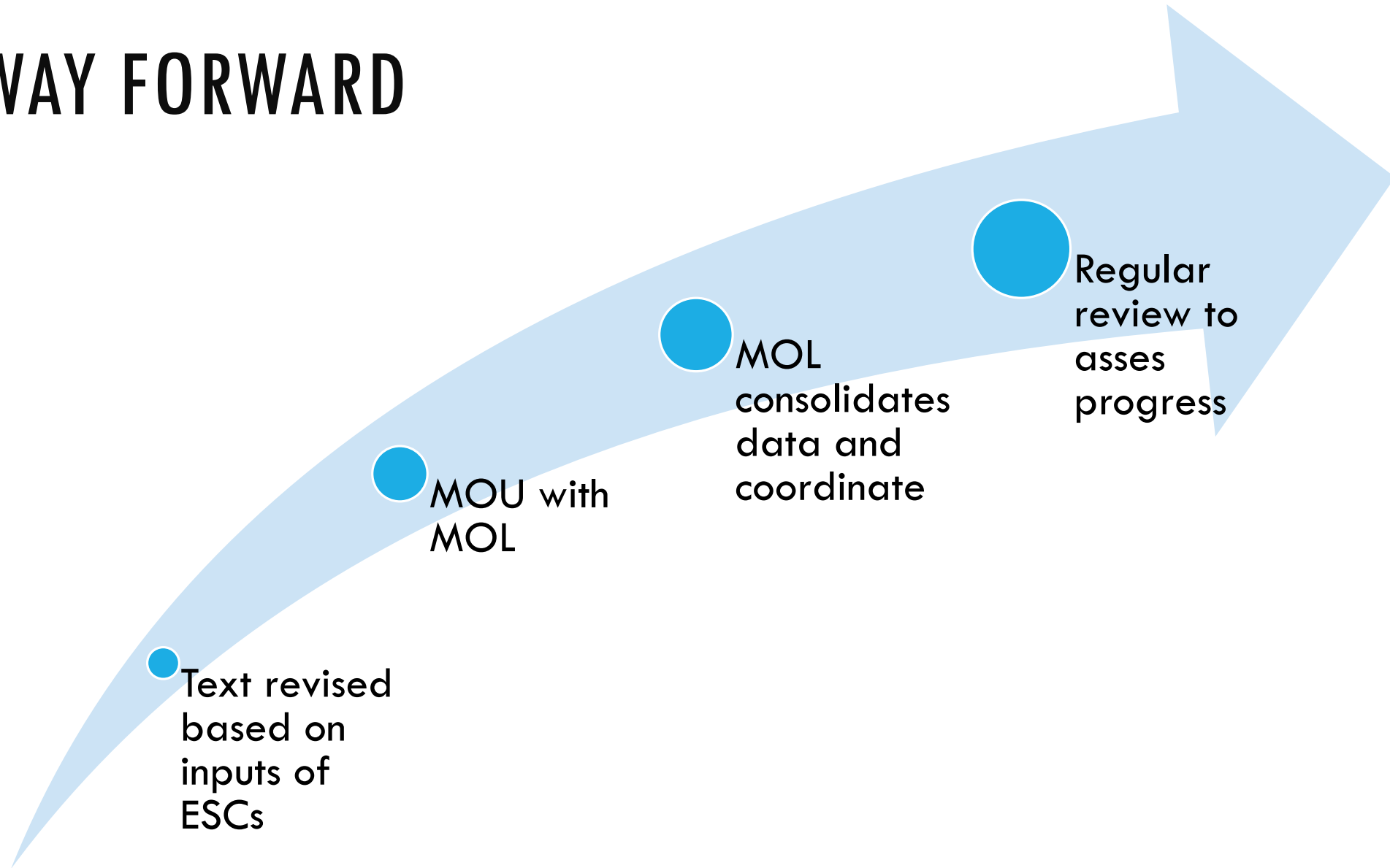
Monthly consolidation and analytical update

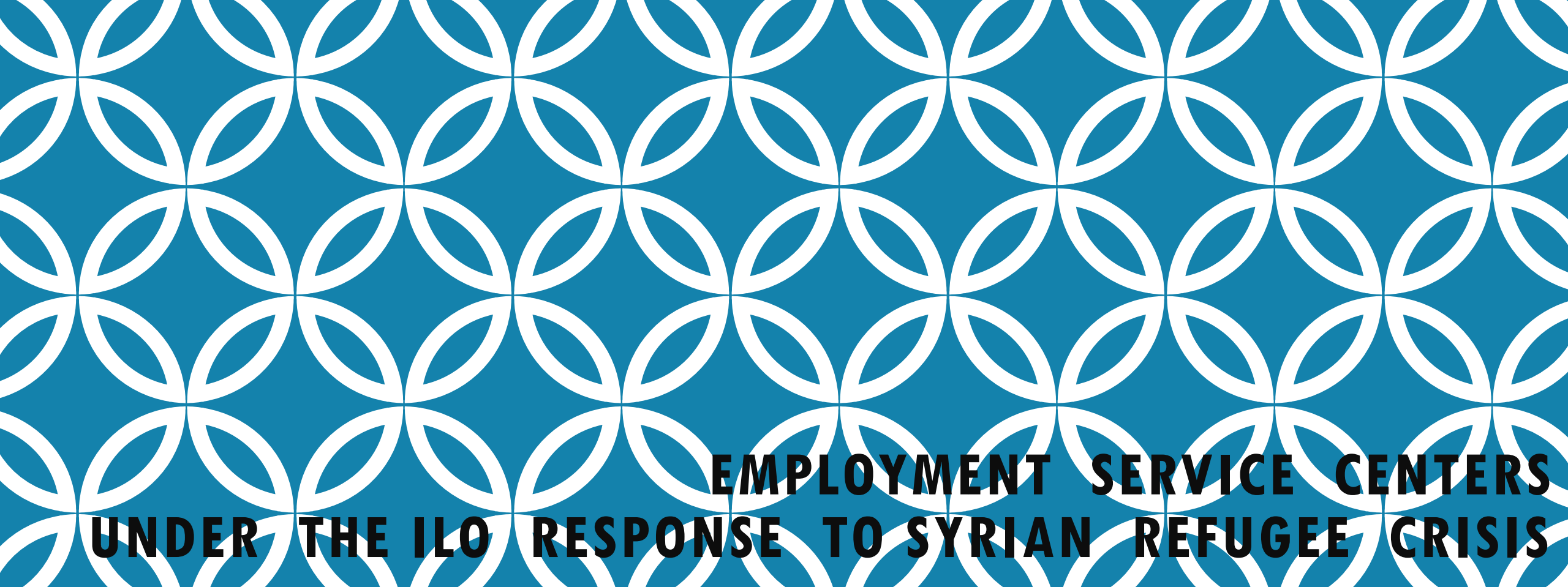
Same classifications

ESCs analysis of barriers to decent work

Open database for the best interest of job seeker

# WAY FORWARD



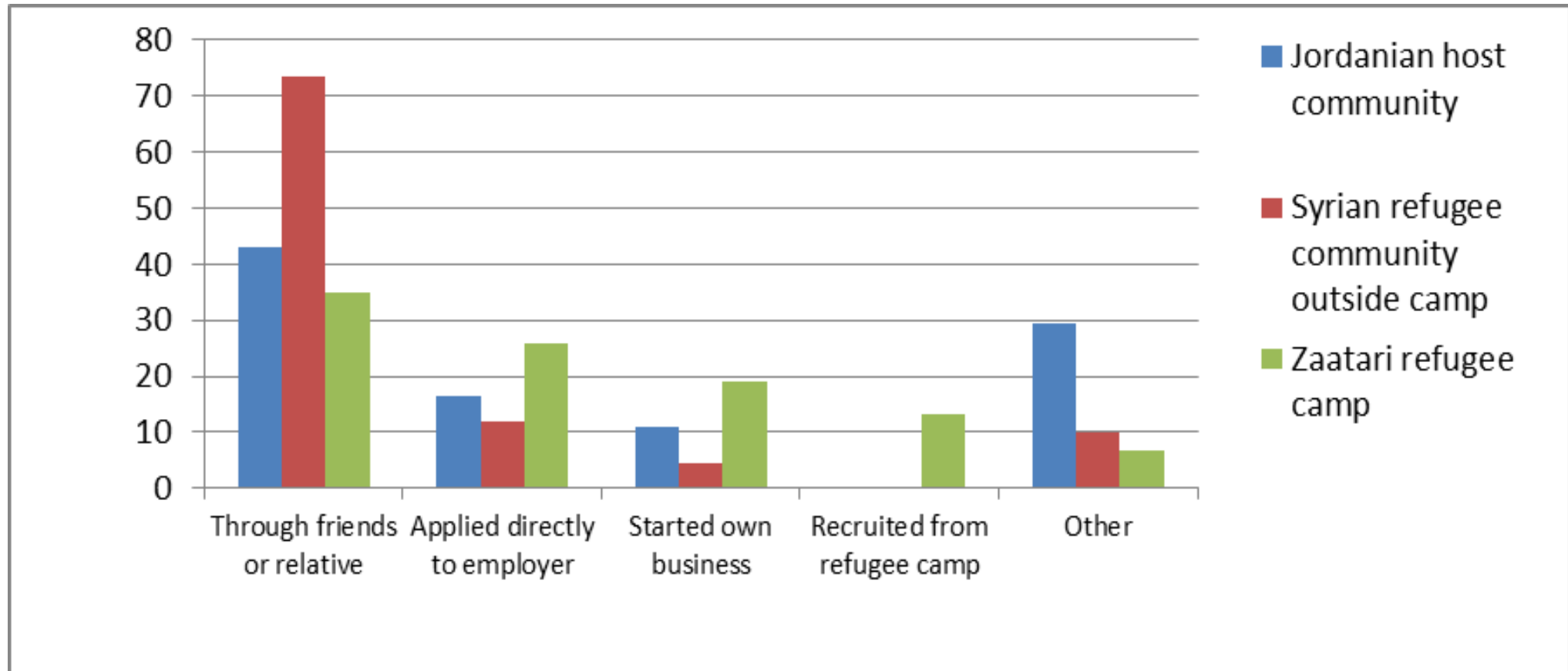


**EMPLOYMENT SERVICE CENTERS  
UNDER THE ILO RESPONSE TO SYRIAN REFUGEE CRISIS**

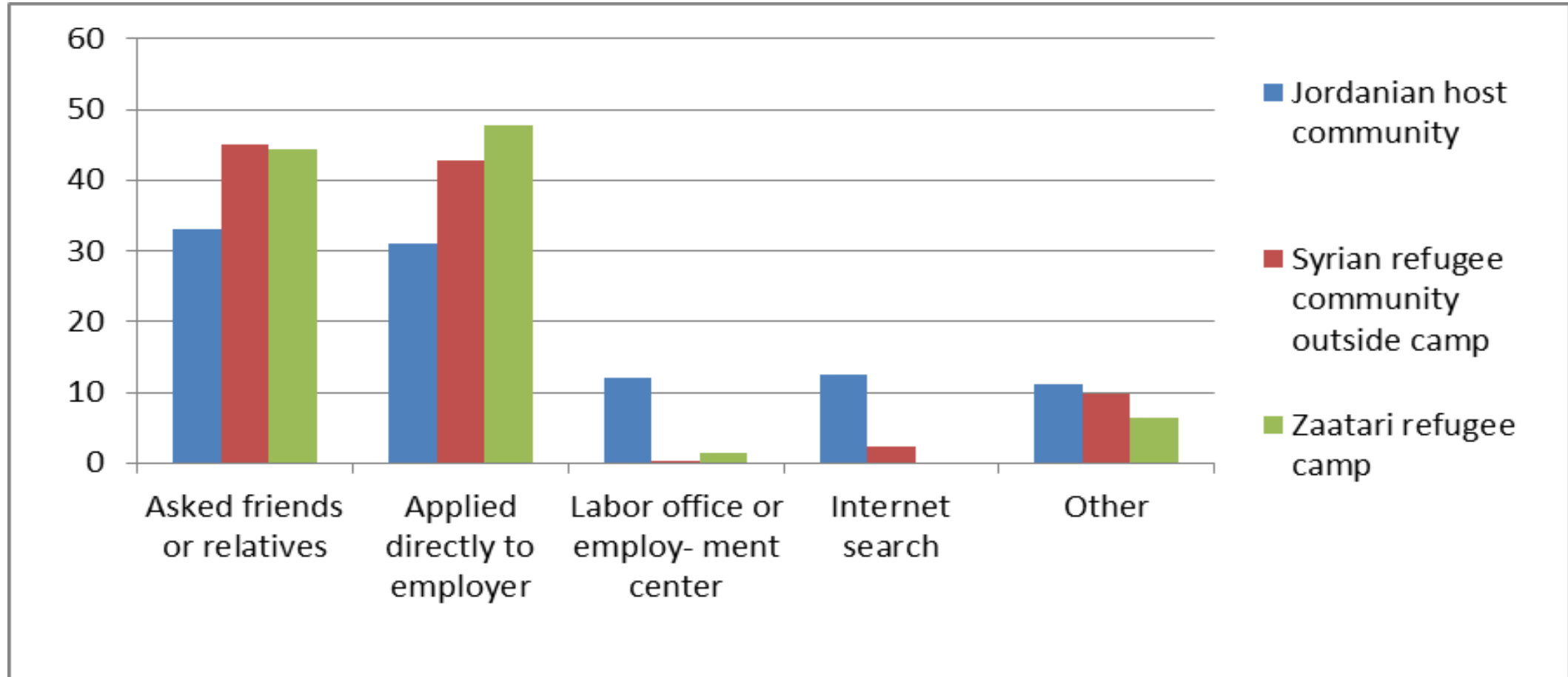




# MAIN METHOD USED TO FIND CURRENT JOB AMONG RANDOMLY SELECTED WORKERS, BY COMMUNITY



# MAIN METHOD APPLIED IN SEARCH FOR A JOB AMONG THE UNEMPLOYED, BY COMMUNITY



## 4 PROJECTS WILL PROVIDE EMPLOYMENT SERVICES

Project	Time Frame	Donor	Beneficiaries	Budget
<b>Decent Jobs for Jordanians and Syrian Refugees in the Manufacturing Sector</b>	2017 – 2019	Netherlands	5000 Jordanians and Syrians	5 M
<b>Creating job opportunities for Jordanians and Syrian in green work in agriculture and forestry</b>	2017 – 2018	Norway	1000 Jordanians and Syrians	1,8 M
<b>EU-ILO Collaboration in the monitoring of labour aspects in the implementation of the EU's rules of origin initiative for Jordan</b>	2017 – 2018	EU	1000 Jordanians and Syrians	1 M
<b>Decent Work opportunities for Jordanians and Syrian refugees in agriculture and construction sector in Jordan</b>	2017 – 2018	FCO/UK	4000 Jordanians and Syrians	1 M

# MAIN EMPLOYMENT SERVICE CENTERS WILL BE SUPPORTED BY THE ILO

## Agriculture

12 cooperatives in Mafraq

12 Cooperatives in Irbid

3 cooperatives in Jarash

3 cooperatives in Ajloun

3 cooperatives in Al Balka

3 cooperatives in Karak

3 cooperatives in Tafaileh

## Construction

Jordan Construction  
Contractors Association  
JCCA

Jordan General  
Federation Trade Unions  
JGFTU

Jordanian Investors in  
Housing sector Association

## Manufacturing

MOL directorate - Amman

MOL directorate- Irbid

MOL directorate -Mafraq-

MOL directorate - Zarqa

MOL directorate- Sahab

MOL directorate-  
Madaba?

Will be selected soon

## Camps

With UNHCR in Zaatari  
camp

With UNHCR in Azraq  
camp

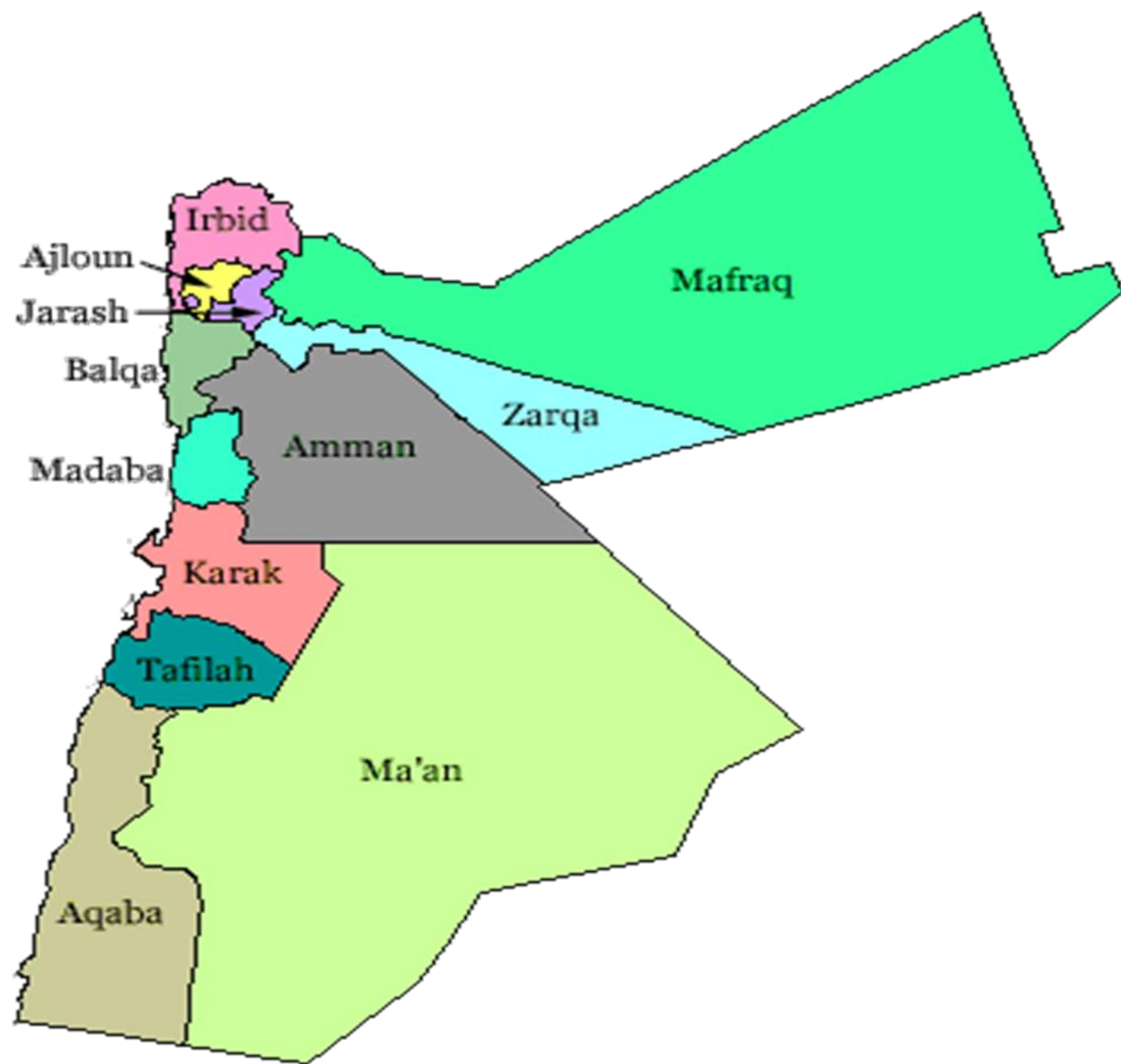
# SERVICES TO BE PROVIDED ON THREE LEVELS:

- Establishment of a One Stop Shop to provide an integrated package of employment support (i.e. counselling, tutoring, guidance and job matching, Work permits, social security, OSH etc.).
- Referral services to skills training and certification, Business Development Services (BDS) and cooperatives and associations group formation, which will facilitate access to decent work and entrepreneurship opportunities for Jordanians and Syrian refugees.

- The capacity of selected implementing partners to provide the required services will be built who may involve training on employment services (i.e. registration, job counselling, job matching, labour market information analysis, etc.).

Guidance on the process that needs to be followed to refer beneficiaries to other available services, etc.

- Assist in the development of a database containing labour market information on job seekers and job vacancies in different sectors..





**THANK YOU**