GIZ Jordan

Labour-Intensive Cash for Work Measures and Structured Employment Promotion for Refugees and Vulnerable Groups

Complementary short-term and long-term measures

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Agenda

I. GIZ Overall Strategy

II. Cash for Work+ Projects in Jordan
   • Overall Approach
   • Where we work and with who?
   • Achievements

III. Structured Employment Promotion
   • Overall Approach
   • Where we work and with who?
   • Achievements

IV. Questions
I. GIZ Overall Strategy to support Refugees and Vulnerable Groups in Jordan

- **Cash for Work**
  - Immediate relief in crisis situations &
  - Limited sustainability & short-term
  - Targeting a large number of beneficiaries

- **Cash for Work Plus**
  - Additional service provision
  - Medium term-assistance
  - Transition from crisis
  - Limited sustainability
  - More services / medium term for smaller number

- **Employment Promotion Measures**
  - Technical assistance & capacity building
  - Focus on individual and institutions
  - Focus on sustainability of approaches and employment (longer term employment)
II. GIZ Cash for Work+ Projects in Jordan

- Labor-intensive collection of recyclable waste in refugee hosting communities (Waste to positive Energy) >> Duration: 2016-2020 – WTPE Project
- Protection of Water Dams through labor-intensive activities >> Duration: 2017-2019 – CFWW
- Improvement of Green Infrastructure in Jordan through labor-intensive measures >> Duration: 2017-2019 – CFW-GI
>> Overall Approaches of the Projects

- Support vulnerable households to meet their basic needs, reduce negative coping strategies, and offer opportunities for more autonomy.
- Provide vulnerable women and men with a temporary income source and livelihood support.
- Improve or build infrastructure or implement social activities and with this aim to reduce tensions in society.
- Building on partnerships: Ministry of Environment, Jordan Valley Authority, Ministry of Municipal Affairs
>> Where We Work (26 Locations)

Currently / Upcoming

- **Irbid** (Ramtha, Greater Irbid, West Irbid, Kourah District, Bani Obaid District, Umm Qais Ruins, Wadi Arab Dam, Al Yarmouk)

- **Mafraq** (Greater Mafraq, Zaatari Camp, **Zaatari transitional area camp**, Zaatari municipality, Um al Jemal, Al Khaldia)

- **Jerash** (Dibeeen Forest)

- **Amman + Zarqa** (Greater Amman, Sahab, Baqa’a, Azraq andShaumari Reserve, Azraq camp)

- **Al Balqa** (King Talal Dam, Deir Alla)

- **Karak, Madaba + Aqaba** (Greater Karak, Mujib Dam, Madaba, Qweirah)
What We Do and With Who

- Improvement of green infrastructure (1050 jobs): Jordan needs green public networks…
- Protection of water dams (5600 jobs): Reservoirs in Jordan require conservation…
- Waste collection and recycling (28,000 jobs): Jordanian municipalities need support in municipal waste management…

…vulnerable Jordanians and Syrians need jobs (50-50)

Projects with dual benefits

Additional Services during / after CfW:

- Training and qualification services (DRC), Confidential complaint mechanism (DRC and NRC), Post-employment services (DRC and NRC)
## What We Achieved until 2018

<table>
<thead>
<tr>
<th>Year / Project</th>
<th>WTPE</th>
<th>CFWW</th>
<th>CFW-GI</th>
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</table>
| 2016/2017      | - 16,723 vulnerable Jordanians and Syrian refugees were employed 22.6% women  
- Direct partnership with 9 municipalities construction of recycling and composting facilities | 129 workers started                         |                                              |
| 2018           | - 790 vulnerable Jordanians and Syrian refugees were employed outside the camps  
- 4059 refugees took part in CfW inside the camps  
- Partnership with municipalities continues | Protection of Water Dams: 465 workers started (36% women) | 366 workers started (18% women) of whom 141 reached 40 working days / 305 (21% women) started with trainings |
III. Structured Employment Promotion: Towards Sustainable and Decent Employment

- Provision of formal and longer-term employment (at least 3 months) to former Cash for Work Workers & Vulnerable Groups and any Jordanian jobseeker through structured Employment Promotion Measures
- Focus on capacity and institution building (e.g. with MoL, MoITS & private sector associations) alongside implementing concrete measures
Overall Approach of Employment Projects

**Employment promotion**
Strengthen capacities, employment services and qualifications to promote job matching and a more skilled workforce. **Focus on vulnerable groups:** a) Long-term unemployed, b) women, c) Handicapped People and d) Refugees

**Support business development**
Increase economic opportunities in trade, micro & small business, access to finance and innovation, increase productivity through retention

**Inclusion**
Implement strategies to integrate vulnerable groups in the labour market, and connect urban and rural areas.

**Sustainability**
Improve evidence-based policymaking and sustainable business models. Focus on sustainable approaches: **Policy to not pay financial subsidies to companies**

6 GIZ Projects are ongoing (EPP, T4E, MSME, EconoWin, MFMR, Digi#ances) (Regional)

57 Mio. EUR Current budget of employment projects in Jordan
How we work and where

Framework conditions of economic and employment policy

Employment Promotion Programme (13.3 Mio)

- Trade for Employment (20 Mio)
- Employment oriented MSME promotion (7 Mio)
- Econowin (6 Mio, Regional project)
- MFMR (7 Mio, regional)
- Digiances (4.3 Mio)

Labour Demand

Matching/Mediation

Labour Supply

TVET Activities
Employment Promotion Programme

The Employment Situation in selection regions and sectors is improved.

A: Evidence-based policy-making
- Effective M&E w/ MoL
- Improved design of labor market policy based on evidence

B: Local economic development & employment
- Enhancing employment services in 4 gov.
- Employment promotion services with the private sector
- Local dialogues

C: Employment opportunities for women
- Regulation & qualification for child care and HB Daycare
- Promoting job opportunities in ICT, Health, Clean Tech
- 15% Syrian women quota

D: Recruiting & Retention for job quality
- Development of innovative HR instruments
- Recruiting & retention mechanisms
- Job Quality measures

Partner: Ministry of Labor

Duration: 2016 – 2022
Budget: 13.3 Mio. EUR

Governorates:
- Irbid
- Balqa
- Ma’an
- Karak
>> Trade for Employment Programme

Jordanian companies increase their trade performance in selected target markets to create jobs

A: Strengthening the private sector participation in shaping a conducive trade environment
- Joint positions
- Negotiation capacities
- Institutionalized PPD mechanism

B: Improve availability and quality of demand driven trade related services
- Consolidation of information - Portal
- Support BDO to provide BDS
- Organizational develop. of BDO

C: Facilitate trade across borders by simplifying trade procedures
- Analysis of trade procedures
- Reduction of time and costs
- Fees & charges

D: Support to identifying, hiring and retaining labor in trade related industries / sectors
- Matchmaking job seekers and trade companies
- Public and private incentives

Partner: Ministry of Industry, Trade and Supply

Duration: 2017 – 2021
Budget: 20 Mio. EUR
Governorates: - Countrywide
# Examples of Structured Employment Services Focusing on Refugees & Vulnerable Groups

<table>
<thead>
<tr>
<th>Partner / Category</th>
<th>East Amman Investors’ Industrial Association (EAIIA)</th>
<th>Irbid Chamber of Commerce (ICI)</th>
<th>International Rescue Committee (IRC)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Geographic Scope</td>
<td>• East Amman &amp; Marka &amp; Zarka</td>
<td>• Irbid &amp; Ajloun Governorates</td>
<td>• Irbid Area &amp; Greater Amman &amp; Zarka &amp; Mafrag</td>
</tr>
<tr>
<td>Beneficiaries</td>
<td></td>
<td></td>
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<tr>
<td>Target Group</td>
<td>• 925 Jordanian jobseekers <strong>placed for at least 3 months</strong> (15% women)</td>
<td>• At least 1200 Jordanians are placed <strong>for at least 6 months</strong> 15% women</td>
<td>• 3252 Jordanian &amp; Syrian jobseekers <strong>placed for at least 3 months</strong> (15% women) 50% Syrians Trade-oriented companies</td>
</tr>
<tr>
<td>Activities</td>
<td>• Employment service</td>
<td>• Employment service</td>
<td>• Employment service</td>
</tr>
<tr>
<td></td>
<td>• Retention and Recruitment</td>
<td>• Retention and Recruitment</td>
<td>• Matching algorithm</td>
</tr>
<tr>
<td></td>
<td>• Better personal management strategies</td>
<td>• Core employability skills</td>
<td>• Behavioral Notches</td>
</tr>
</tbody>
</table>

**Notes:**
- **Placed for at least**: Indicates the minimum duration of employment placement.
- **(15% women)**: Indicates the percentage of women in the target group.
- **Trade-oriented companies**: Refers to companies that rely on trade-related activities.
- **Core employability skills**: Includes essential skills for employment success.
Achievements and Goals of Structured Employment Services

2017
Establishment of the regulatory framework for the microfinance sector; regulation on home based day care finalized

2017
First National Employment Forum Conducted – Cooperations with EPU East Amman, Irbid EPU and IRC formalized

2018 (April)
Over 150 people put in a job & over 500 benefitted from measures (e.g. core employability skills)

PPP with Toyota for employment promotion

2018 (Dec)
Over 2,000 people put in a job & over 2,500 benefitted from employment promotion measures. Over 100 people have improved quality of employment. Retention study conducted and HR instruments developed

2020
Over 6,500 people put in a job & over 4,200 employed or self-employed 3 months after graduation from employment measure. Over 550 people have improved quality of employment

2022
Over 10,500 people put in a job & over 7,000 are employed or self-employed 3 months after graduation from employment measure. Over 800 people have improved quality of employment
Questions ???

Thank you for listening!

For further information on the projects please contact:

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