



MIGRANT SUPPORT MEASURES FROM AN EMPLOYMENT AND SKILLS PERSPECTIVE (MISMES)



JORDAN

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ETF ANGLE ON MIGRATION WORK

Migration is a fact and here to stay – with both challenges and opportunities it brought. Policies should deal with it for better results/ “win-win-win”

Education and VET systems are under pressure to produce qualified human capital for job markets – transparency, quality and portability of migrant skills

“Migration-skills nexus” is key for the migration outcome and development: brain drain, brain gain, brain waste, brain circulation



FOCUS ON EMIGRANTS IN 3 MIGRATION CYCLES

MIGRATION AND SKILLS SURVEYS

MAPPING OF POLICY MEASURES

MISMES MODELS AND COUNTRIES

LESSONS LEARNT

2007

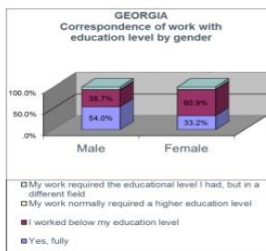
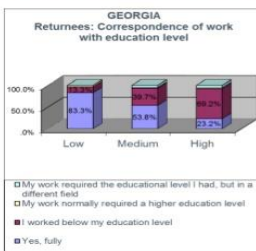
2013

2015

2016/17



Returns: correspondence of work with education level



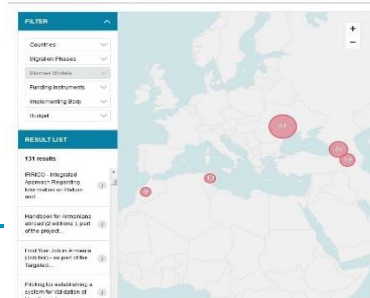
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GLOBAL INVENTORY WITH A FOCUS ON COUNTRIES OF ORIGIN



Migrant Support Measures From An Employment And Skills Perspective



Full list can be refined by
 Country
 Migration phase
 Mismes Model
 Funding instrument
 Implementing body
 Budget range



3

Migrant Support Measures from Employment and Skills Perspective (MISMES)

- ✓ International job matching and placement services/ platforms
- ✓ Pre-departure information, orientation and worker protection measures
- ✓ Training and professional skills development for migration
- ✓ Pre-return information, orientation and job-finding platforms
- ✓ Labour market reintegration of returnees, including entrepreneurship
- ✓ Recognition and validation of migrants' qualifications and skills
- ✓ Links with diaspora for cross-border skills transfer programmes

MISMES IN JORDAN AND LEBANON

REVIEW OF EXISTING SITUATION (POLICY ANALYSIS) TARGETING:

- ✓ Potential emigrants, expatriates and returnees
- ✓ Foreign immigrant workers
- ✓ Asylum seekers/ refugees

METHODOLOGY AND ANGLE

LIMITATIONS AND OPPORTUNITIES



HOW DID WE GATHER THE INFORMATION?



5 EXPERTS



30 INSTITUTIONS



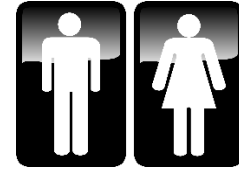
**70+ PEOPLE
INTERVIEWED**



**100+ DOCUMENTS
AND REPORTS**



50+ WEBSITES



BUILDING BLOCKS

**MIGRATION
BACKGROUND**

**NATIONAL
INVENTORY
OF MISMES**

**CASE
STUDIES**

**CONCLUSIONS
AND
RECOMMEND-
ATIONS**



FACTS AND FIGURES IN JORDAN

2015 CENSUS: 9,5 MILLION

2,9 million are foreign nationals (31%)

- ✓ Syrians: 1,26 million
- ✓ Egyptians: 636,000
- ✓ Palestinians: 634,000
- ✓ Iraqis: 130,000
- ✓ Yemenis: 31,000
- ✓ Libyans: 22,000
- ✓ Others: 197,000

EMIGRANT STOCK (2015):

~785 000 (12% of population)

IMMIGRANT LABOUR (March 2017):

~403 000 registered foreign workers
~400 000 unregistered foreign workers

REFUGEES (March 2017):

- ✓ 2.1 million Palestinians registered with UNRWA: ~160 thou. ex-Gazans
- ✓ ~730 000 other refugees registered with UNHCR: 91% is Syrians

PATTERNS OF JORDANIAN EMIGRATION

- ✓ Temporary/ circular pattern
- ✓ Mainly directed to the Gulf countries
- ✓ Mostly (high)skilled professionals: engineers, IT experts, teachers, medical staff, technicians
- ✓ 55% relied in 2015 on private contacts/ diaspora networks to go abroad
- ✓ 27% used state institutions or private recruitment agencies to go abroad

32% Saudi
Arabia

25%
UAE

14%
USA
Canada
EU

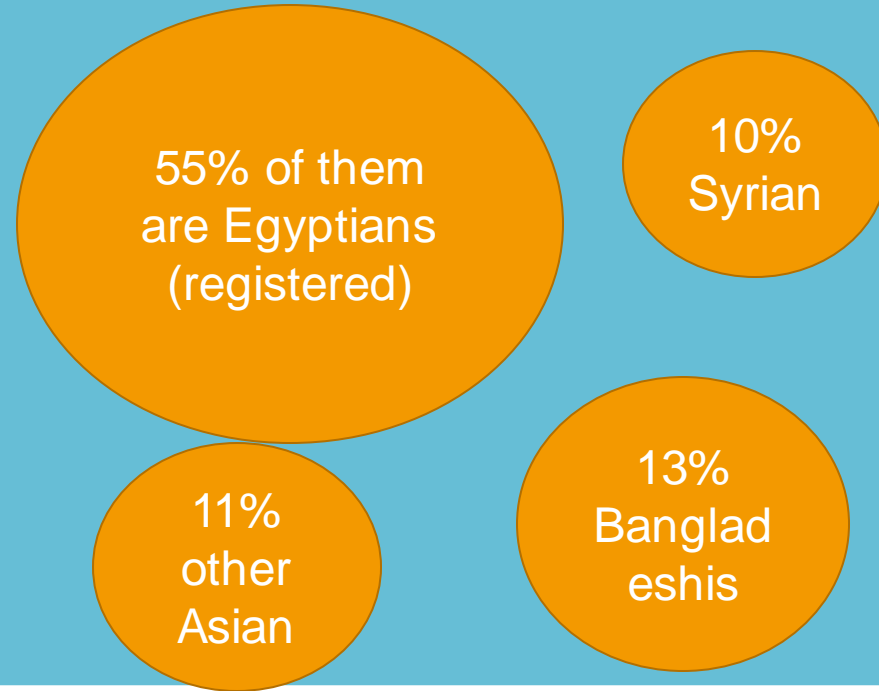
25%
other
Gulf

POLICIES AND INSTITUTIONS

- ✓ **Constitution**
- ✓ **Labour law**
- ✓ **Social security law**
- ✓ **Citizenship law (double nationality)**
- ✓ **Bilateral labour agreements (e.g. Kuwait, UAE, Qatar)**
- ✓ **Regulation of private recruitment agencies**
- ✓ **EU-Jordan Mobility Partnership**
- ✓ **Ministry of Foreign Affairs and Expatriates (labour attaches)**
- ✓ **Ministry of Labour**
- ✓ **Social Security Corporation**
- ✓ **Ministries of Education and Higher Education**
- ✓ **Association of private recruitment agencies (ORCA)**
- ✓ **Universities**
- ✓ **Professional associations**
- ✓ **Diaspora communities**

PATTERNS OF LABOUR IMMIGRATION

- ✓ Temporary/ circular pattern
- ✓ Mainly coming from Egypt, Syria, Bangladesh, Sri Lanka, Philippines
- ✓ Around half of them are registered, with work permit from MoL
- ✓ Mostly low-skilled workers in domestic work, construction and agriculture
- ✓ Plus manufacturing workers in QIZ, tourism and trade workers

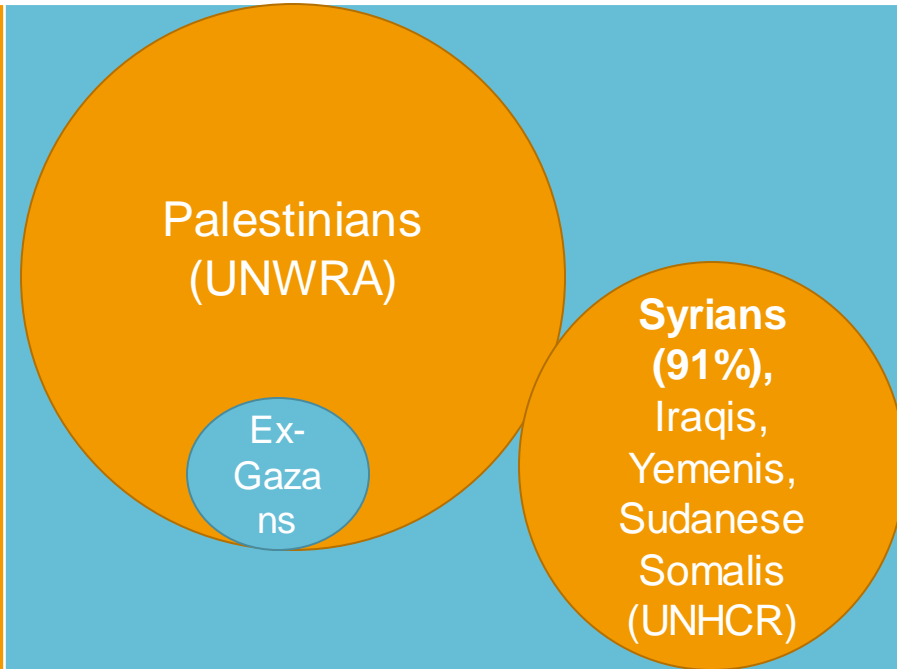


POLICIES AND INSTITUTIONS

- ✓ Labour law
- ✓ Social security law
- ✓ MoL's decision on 'open sectors with quota for immigrant labour'
- ✓ Kafala system (employer-driven sponsorship) with recruitment firms
- ✓ Bilateral labour agreements (e.g. Egypt, Bangladesh, Philippines, Sri Lanka, India, Pakistan)
- ✓ EU-Jordan Mobility Partnership
- ✓ Ministries of Interior and Justice
- ✓ Ministry of Labour
- ✓ Social Security Corporation
- ✓ Employer associations
- ✓ Trade unions
- ✓ Professional associations
- ✓ Local and international NGOs
- ✓ International organisations (e.g. ILO)

PATTERNS OF REFUGEE FLOWS

- ✓ Palestinians from different periods with different status (1948, 1967, etc.)
- ✓ All registered with UNWRA, but ~160 000 ex-Gazans are the most vulnerable
- ✓ Syrians (656,000), Iraqis (62 000), Yemenis, etc. registered with UNHCR
- ✓ Zatari and Azraq camps for Syrian refugees, but 85% live outside camps
- ✓ Majority are low-skilled, tries to earn livelihood in informal sector



POLICIES AND INSTITUTIONS

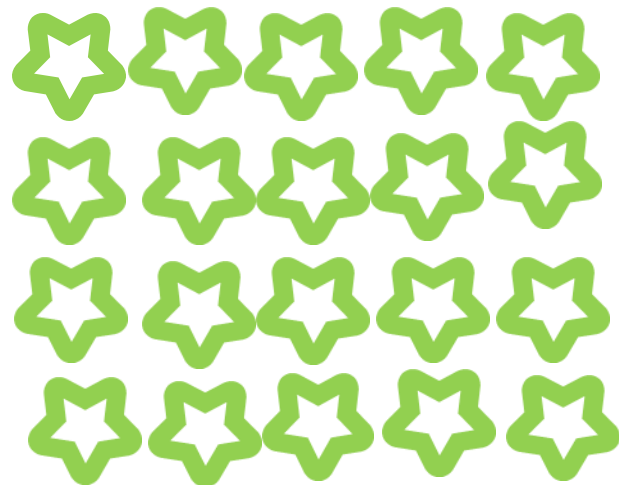
- ✓ **Constitution**
- ✓ **Law on residence and foreigners' affairs**
- ✓ **Jordan Response Plan for the Syria Crisis (JRP), Jordan Compact**
- ✓ **Labour law and social security law**
- ✓ **MoU with UNWRA since 1951**
- ✓ **MoU with UNHCR since 1998, renewed in 2003 for Iraq**
- ✓ **Ministry of Planning and International Cooperation**
- ✓ **Ministry of Interior**
- ✓ **Ministry of Labour**
- ✓ **Ministries of Education and Higher Education**
- ✓ **Other line ministries included JRP**
- ✓ **International donors/ organisations**
- ✓ **Local and international NGOs**

NATIONAL INVENTORY OF MISMES



JORDANIAN
EMIGRANTS

33
MISMES



REFUGEES/
ASYLUM SEEKERS



LABOUR IMMIGRANTS



MISMES FOR JORDANIAN EMIGRANTS (5)

- ✓ Support for job searching and job placement abroad (MoL and MoFAE)
- ✓ Verifying/guaranteeing diplomas and work experience (MoL)
- ✓ Regulating private agencies to support emigration of Jordanians abroad (MoL)
- ✓ Med-Generation Project for Jordanian expatriates (ANIMA)
- ✓ JEMPAS Project (Support to the Mobility Partnership between the EU and Jordan) (ICMPD)

MISMES FOR LABOUR IMMIGRANTS IN JORDAN (7)

- ✓ **Monitoring the employment conditions of foreign immigrant workers**
- ✓ **Better Work for Jordan programme (BWJ): ILO, MoL, social partners**
- ✓ **Workers' Centre to serve the needs of immigrant workers: ILO, locals**
- ✓ **Integrated Programme on Fair Recruitment (FAIR): ILO**
- ✓ **Migrant Workers Protection programme: Tamkeen (local NGO)**
- ✓ **Migration and Governance Network ('Magnet') programme: ILO, locals**
- ✓ **Domestic Workers Solidarity Network: local/int. NGOs**

MISMES FOR REFUGEES IN JORDAN (21)

- ✓ TVET programmes, career guidance, employment and social services for Palestinians: UNWRA
- ✓ Community Development and Support Programme: CARE, VTC
- ✓ 'Water Wise Plumbers': GIZ, VTC
- ✓ Skills Training Centres in the Syrian refugee camps: NRC
- ✓ Sustaining Quality Education and Promoting Skills Development: UNESCO
- ✓ Informal education programme for youth/adolescents: Save the Children
- ✓ Makani holistic soft and life skills training: UNICEF, JOHUD
- ✓ Delivery of educational services (English, higher education): different actors
- ✓ Incentive-based volunteering scheme in Azraq refugee camp: Care
- ✓ 'Oasis' safe spaces for women and girls –life skills: UN women
- ✓ Employment of the Syrian refugees in the apparel factories: UNHCR
- ✓ Employment Intensive Investment Programme (EIIP): ILO
- ✓ Skills exchange programme between Syrians and Jordanians: UNDP
- ✓ Assisting displaced Syrians and vulnerable Jordanians/improving coping strategies: Caritas
- ✓ Village Savings and Loans Associations (Care) or Enhancing economic resilience (NEF)

MAIN CONCLUSIONS (1)

Many innovative ideas and good examples of MISMES

Dynamic environment with constant evolution every day

Uneven distribution among target groups (and quotas for host community)

Primary focus on non-formal training (life/soft skills) + some cash-for-work programmes



MAIN CONCLUSIONS (2)

Remain a marginal tool: few beneficiaries, high operational costs

Project-based: time-bound, many actors with fragmentation

Weak 'learning from experience' and cross-fertilisation

Relatively low ownership and sustainability



RECOMMENDATIONS (1)

Embedding more MISMES in national system – with special focus on local authorities

Developing more integrated MISMES packages – with special focus on employers

Improving working conditions for all workers in Jordan – importance of social cohesion

Access and quality assurance of training, delivery modes and flexibility – recognition and validation of skills



RECOMMENDATIONS (2)

More programmes on entrepreneurship support and self-employment

Rigorous information collection, monitoring and evaluation on MISMEs

Developing a shared vision (societal consensus) on the role of Jordanian emigration in economy

Developing a shared vision (societal consensus) on the role of labour immigrants in Jordan's economy



YOUR COMMENTS AND SUGGESTIONS

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