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

JORDAN

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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
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 Recommendations
## FACTS AND FIGURES IN JORDAN

### 2015 CENSUS: 9,5 MILLION
- 2.9 million are foreign nationals (31%)
  - Syrian: 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
- 25% other Gulf
- 25% EU
## 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

55% of them are Egyptians (registered)
10% Syrian
13% Bangladeshis
11% other Asian

55% of them are Egyptians (registered)
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

33 MISMES

JORDANIAN EMIGRANTS

LABOUR IMMIGRANTS

REFUGEES/ASYLUM SEEKERS
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
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)

- Relatively low ownership and sustainability
- 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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