ECONOMIC INCLUSION OF SYRIAN REFUGEES

UNHCR JORDAN

31 December 2025

420,835 Syrian refugees **registered** with UNHCR in Jordan

195,810 Are **working-age** "18 -59 years old" (**46.5 %**)

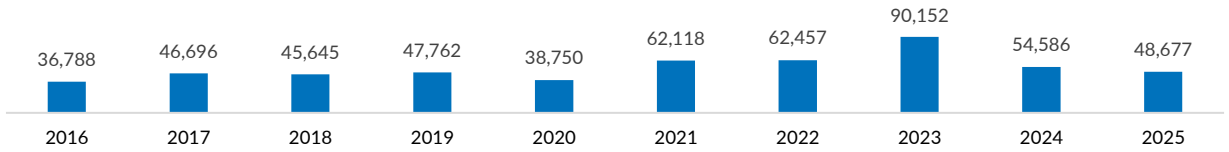
22.2 % Male & working-age

24.4% Female & working-age

Regulations

- Syrian refugees' participation in the labor market is regulated by the 1996 Labor Law, as per non-Jordanians. The open sectors are: sales & services, agriculture & fishing, trade, construction, and industry.
- Syrian refugees can register and operate a business in the sectors food processing, artisan, and tailoring.

Work permits issued in Jordan*

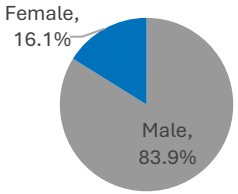


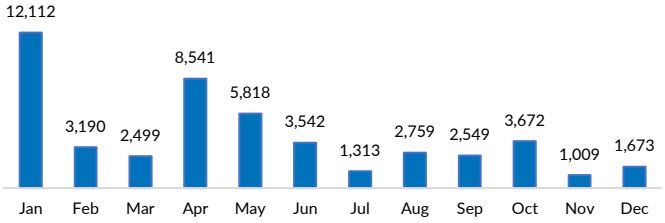
*Source: Ministry of Labor. The numbers do not present the total number of work permit holders. Multiple work permits may be issued to the same person in the same year, including short-term and retroactive permits.

Work permits issued in Jordan in 2025*

6,354 permits issued to Syrian refugees in quarter 4 of 2025.

Total of **48,677** permits issued in 2025.





Work permits in camps

29,314 permits were self-reported to the Zaatari Office for Employment since 2017. Total number of **active work permits** in December 2025 is **527**.

4,528 permits were self-reported to the Azraq Centre for Employment since 2018. Total number of **active work permits** in December 2025 is **63**.

Evolution of economic rules over time

Feb 2016 'Supporting Syria & the Region Conference', London

June 2016 Agricultural Cooperative facilitates access to work permits

2017 Camp-based Syrian refugees allowed to work

Sep 2017 'Freelance' work permits in construction through General Federation of Jordanian Trade Unions

Nov 2018 Syrian refugees allowed to operate home-based businesses in three sectors

Dec 2020 Syrian refugees are allowed to move freely between employers & sectors (flexible work permits)

2021 Ministry of Labor authorized flexible work permits for open sectors and established a unit to facilitate Syrian cash-for-work projects

July 2021 Social security registration becomes mandatory for flexible work permit holders

2023 Monthly social security contribution increased for flexible work permit holders

July 2024 Fee waiver not extended for flexible or employer-sponsored work permits

2024 Monthly social security contribution set to two trenches: 50% and 75%

2025 A waiver on WP previous years penalties was provided until July 2025

In partnership and coordination with: