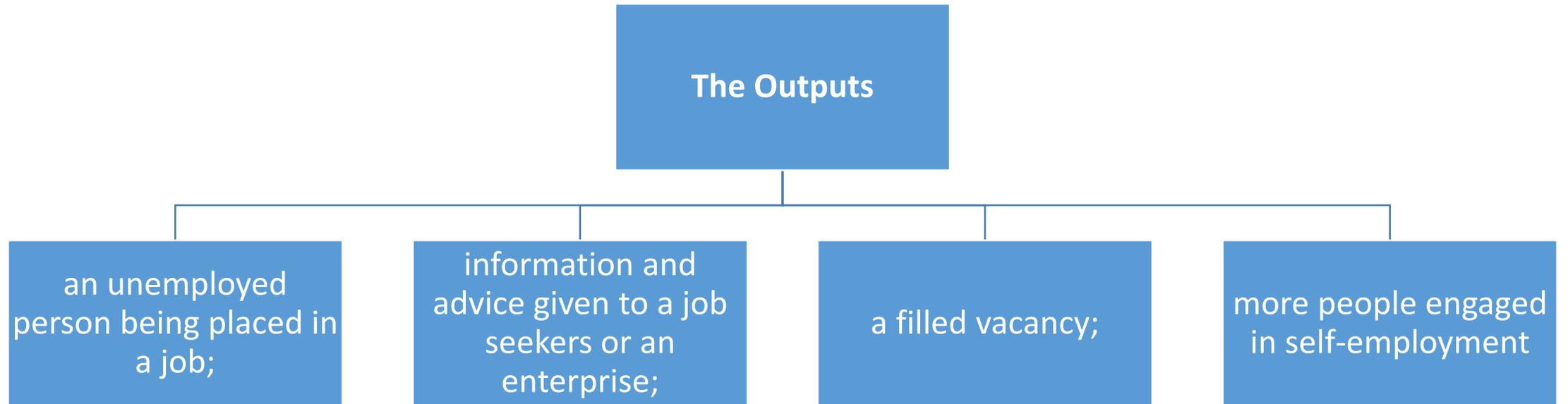




# EMPLOYMENT CENTERS INSIDE AND OUTSIDE THE CAMPS

**Maha Kattaa**

# Employment services center



# Why Employment Services?

Facilitate matching of a new workforce with employers

Job matching is not only skills matching

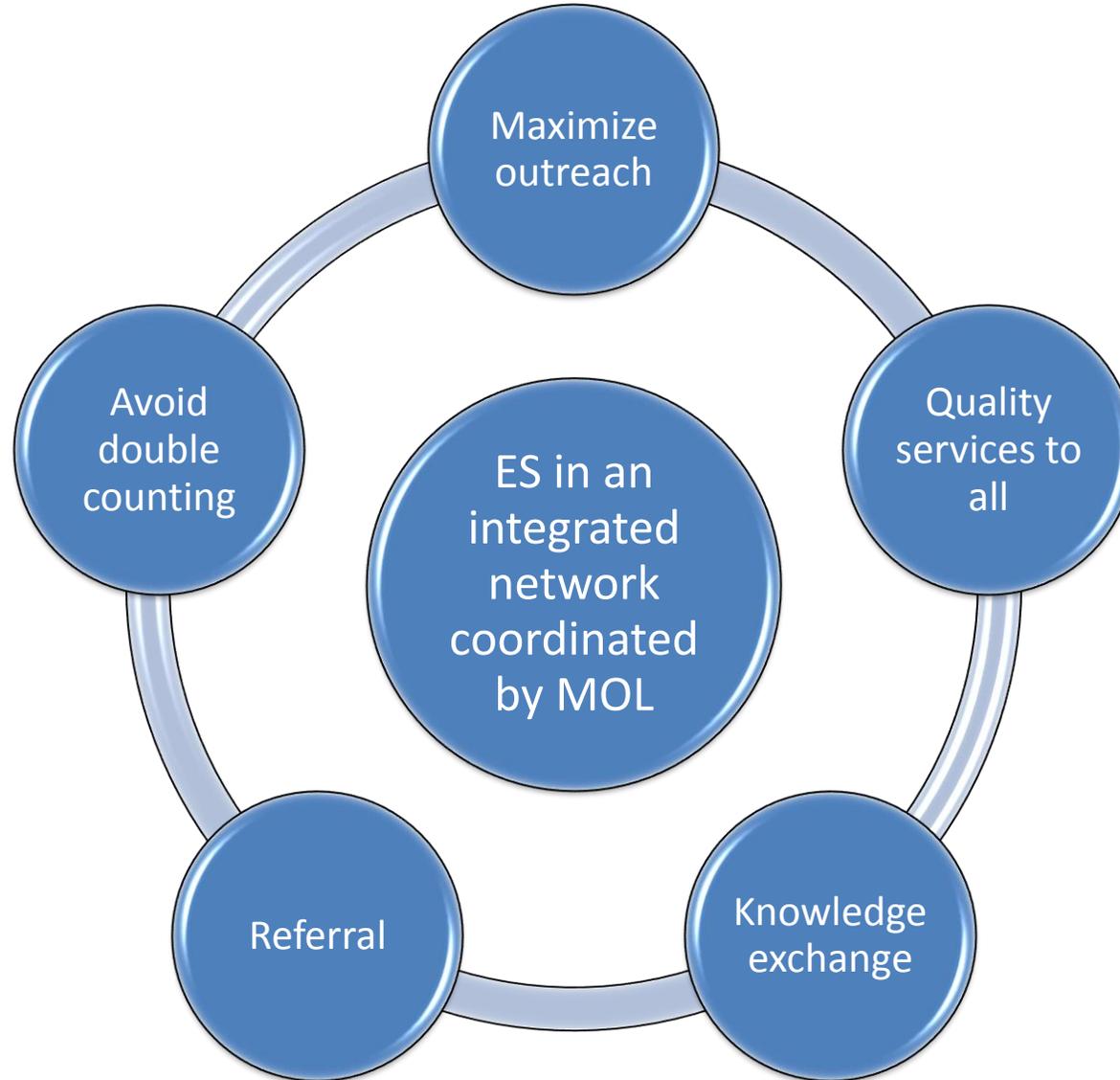
Importance of other aspects: wages, working conditions

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

# Proposed Objectives



# 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 OJT

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

# EMPLOYMENT SERVICES UNDER THE LABOUR CODE

## Article 10

(1) The Ministry shall be in charge of the organization of the labour market and of careers counselling , and shall draw up the necessary guidelines for the promotion of jobs and recruitment opportunities for Jordanians within the Kingdom and abroad, in cooperation with the appropriate bodies.

(2) Private employment offices may be established upon authorization by the Minister. Their conditions of establishment, objectives, functions and methods of management, as well as their supervision by the Ministry shall be set out in regulations that shall be issued for that purpose.

(3) The minister can allow Associations, syndicates, professional associations, universities, municipalities, chamber of industries and commerce or any public bodies to be the intermediaries to facilitate the employment of the Jordanians without fees.

## Article 11

Public and authorized private employment offices shall be the sole intermediaries empowered to recruit or facilitate the recruitment of workers within the Kingdom or abroad. The Minister may close down offices violating the provisions of this section and bring judicial proceedings against them. Convicted violators shall be fined no less than two hundred and no more than one thousand Dinars and/or shall be sentenced to a minimum of thirty days in prison; offices found to be acting in violation of the provisions of this section shall be closed down, and all their assets relating to employment activities shall be confiscated.

الفصل الثالث

التشغيل والتوجيه المهني

المادة 10-

أ- تتولى الوزارة ، بالتنسيق والتعاون مع الجهات المختصة ، مهام تنظيم سوق العمل والتوجيه المهني وتوفير فرص العمل والتشغيل للاردنيين داخل المملكة وخارجها ولهذه الغاية يجوز لها انشاء مكاتب لتشغيل الاردنيين او الترخيص بانشاء مكاتب خاصة لهذه الغاية 0

ب- مع مراعاة احكام أي تشريع آخر ، يجوز للوزير الترخيص بانشاء مكاتب خاصة لتنظيم استخدام واستقدام العمال غير الاردنيين في القطاعات التالية :-

1-قطاع العاملين في المنازل وبستانيتها وطهايتها ومن في حكمهم 0

2- أي قطاع آخر يوافق عليه مجلس الوزراء وبما لا يتعارض مع اهداف الوزارة وسياستها في توفير فرص العمل و تشغيل الأردنيين 0

ج- تحدد احكام وشروط انشاء المكاتب الخاصة المشار اليها في الفقرتين (أ) و(ب) من هذه المادة بما في ذلك اسس وشروط تجديد ترخيص هذه المكاتب سنوياً وحالات الغاء الترخيص وكيفية ادارتها واشراف الوزارة عليها وتحديد بدل الخدمات التي تقدمها هذه المكاتب بمقتضى انظمة تصدر لهذه الغاية.

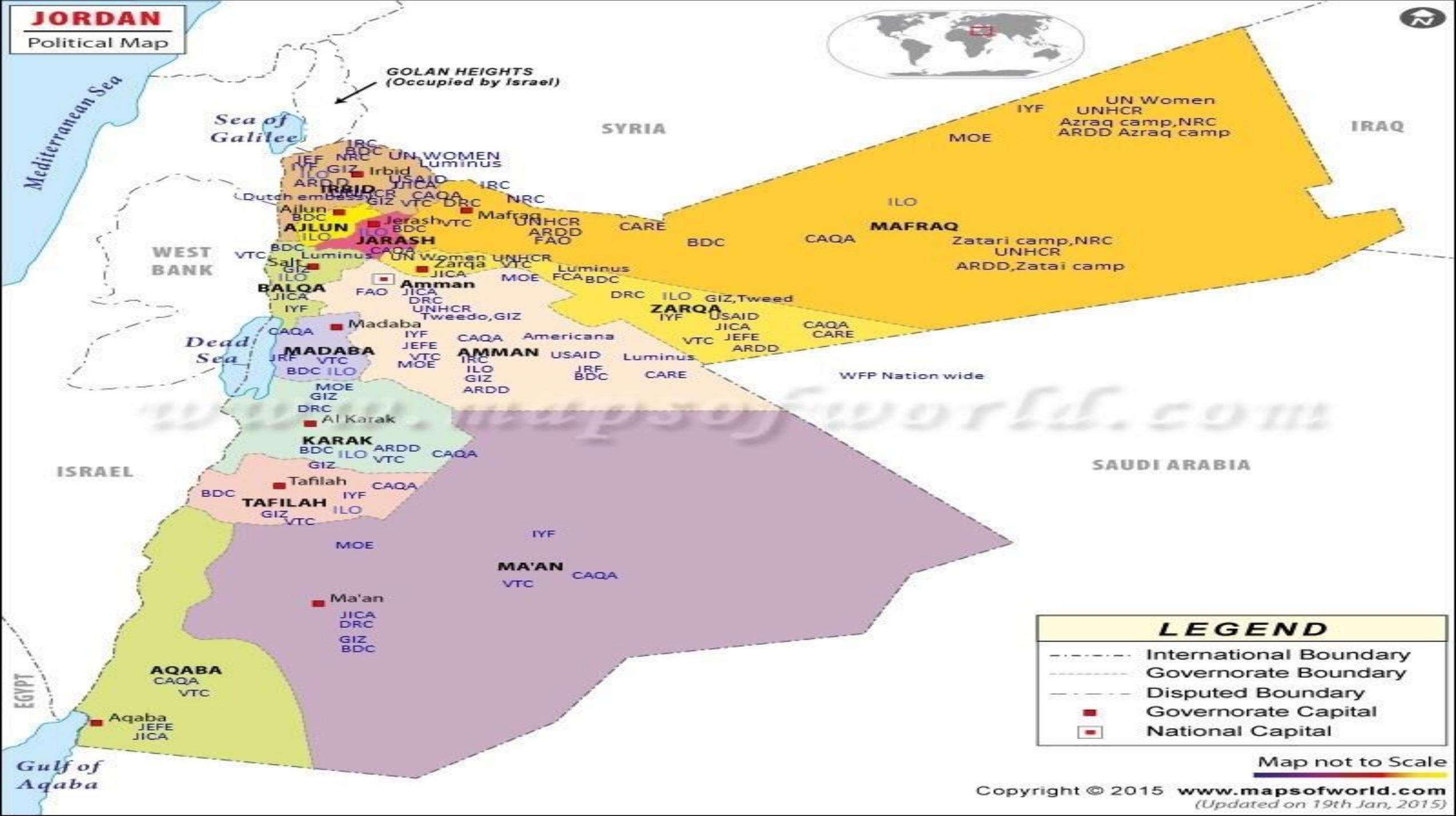
د- للوزير السماح للنقابات ونقابات اصحاب العمل والنقابات المهنية والجامعات والبلديات والغرف الصناعية والتجارية واي هيئات عامة اخرى للقيام باعمال الوساطة لتشغيل الأردنيين شريطة عدم تقاضي أي بدل مقابل ذلك 0

المادة (11)

مع مراعاة احكام الفقرة (د) من المادة (10) من هذا القانون لا يجوز لغير مديريات التشغيل العامة ومكاتب التشغيل الخاصة المرخصة القيام بأعمال الوساطة لتشغيل أو تسهيل تشغيل العمال في داخل المملكة وخارجها ، وللوزير إغلاق المحل المخالف لأحكام هذه المادة واحالته إلى المحكمة ويعاقب كل من يخالف أحكام هذه المادة بغرامة لا تقل عن مئتي دينار ولا تزيد على ألف دينار أو بالحبس لمدة لا تقل عن ثلاثين يوماً ولا تزيد على ستة اشهر أو بكلتا العقوبتين وإقفال أي محل يستعمل لهذه الغاية ومصادرة موجوداته المتعلقة بغرض التشغيل.

# JORDAN

Political Map



LEGEND	
	International Boundary
	Governorate Boundary
	Disputed Boundary
	Governorate Capital
	National Capital

## PRELIMINARY MAPPING OF EMPLOYMENT SERVICES IN JORDAN

	Service Providers	Registration or Job Seekers	Career guidance and job search training	Referral to training and certification	Referral to other benefits	Services to employers	Current number of Employment Services Centres	Current number of job seekers registered	Current number of vacancies
1	ILO	Yes	Yes	Yes	Yes	Yes	10	4,000	250
2	IRC	X	X				3 (soon to be 5)	+ 5,000	Unknown
3	USAID	Yes	yes	yes	yes	yes	3 (Irbid, Zarqa, East Amman)	10,609	+ 100
4	JICA (Project on Disability)	X	Job Coach Training to Support	X	X	In-house Job Coach Training	X	X	X
5	JICA (Project for Career Counselling)	X	Yes	Yes	Yes	Awareness	X	X	X
6	DRC	X	X	X	X	X	4 (Amman, Maan, Karak, Mafraq) + 1 (Azraq Camp)	4,000 – 5,000	Unknown
7	GIZ	X	X	X	X	X	2 in preparation		
8	Dutch Embassy	X	X	X	X	X	- Through IRC-Dutch embassy exploring - Through ILO-Dutch embassy cooperation	-	-
9	UNHCR	Registered refugees – in working age	X	X	X	job fairs	Ad hoc	-	400
10	NCHRD	No	No	No		Labour market information	-	-	-
11	JEFE	Yes	Yes	Yes	X	Yes	1	-	-
12	Tweed/GIZ	Yes	Yes	Yes		Yes	VTC and NET Centres (37)	546	116
13	MOL	Yes	Yes	Yes	Yes	Yes	~ 120	+ 100,000	
14	JRF	Yes	Yes	Yes	Yes	Yes/job seekers	Amman + Madaba	+ 500	200

# 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, SARD, MOL  
in Zaatar camp

With UNHCR, SARD, MOL  
in Azraq camp

## PRELIMINARY MAPPING OF EMPLOYMENT SERVICES IN JORDAN

	Service Providers	Registration or Job Seekers	Career guidance and job search training	Referral to training and certification	Referral to other benefits	Services to employers	Current number of Employment Services Centres	Current number of job seekers registered	Current number of vacancies
15	Americana	Yes	Yes	Yes	No	No	1	50	500 for current year 2,000 over the coming years
16	BDC	Yes	Yes	Yes	Yes	Yes	3 main (7 sub offices)	100,000	Around 1,000
17	ARDD - legaid	No	No	No	No	Yes/legal service	7 branches	-	-
18	WFP	X	X	X	X	X	X	-	Approximately 3,000
19	NRC	No	Yes	Yes	Yes	No	With CBOs in Irbid + Mafraq 4 training coming in Zatari + Azraq	-	-
20	FCA	No	Yes	Yes	Yes	No	3 centres 5 in VTCs	-	-
21	Luminus	Yes	Yes	Yes	Yes	Yes	1	+ 5,000	+ 2,200
22	IYF	Yes	Yes	Yes	Yes	Yes	5-7 centres	Depending on funds	X
23	MOE	Yes	Yes			Yes			
24	BWJ	N/A (for all)							
25	CAQA	X	Yes	Yes					
26	UN Women	No	Yes	No	Yes	Yes	X	650	Around 300 currently placed
27	CARE	Yes	No	Yes	Yes	Awareness	3 (Amman, Mafraq, Azraq Camp)	+ 30	- 50

# The Super Counselling Center

How it will work?



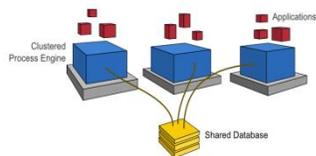
Fully Integrated Online System



Online Network that connect all the counseling centers in the targeted areas



Online platform that enables job seekers to register their information



Shared database for employers and job seekers that enable online job matching

# Super Counselling System

## Management Functions

- Integration Of counseling centers
- Coordination of management activities
- Coordination of HR activities
- Coordination of Administration, purchasing, logistics, etc.
- Coordination of Administration, purchasing, logistics, etc.
- Coordination of meetings, appoints, and schedules of events

## Online Counselling Functions

- Online assessment test
- Building a resume online
- Online courses for skills development
- Job search and online job matching facility
- Job seekers database management
- Online Training courses

# Awareness and communication

- The ILO has launched an e-learning programme for Syrian refugees in Jordan that explains their rights and responsibilities under the country's labour law.

The online programme is part of on-going efforts by the ILO to help formalise the work of Syrian refugees in Jordan. It outlines the benefits of working legally through obtaining work permits, as well as the procedures needed to obtain them.

- [https://www.youtube.com/watch?v=oYdMeYoT\\_0U](https://www.youtube.com/watch?v=oYdMeYoT_0U)
- <https://www.facebook.com/yourlegalrights/>
- [https://www.facebook.com/jobsinjordanforsyrians/?ref=aymt\\_homepage\\_panel](https://www.facebook.com/jobsinjordanforsyrians/?ref=aymt_homepage_panel)

Thank you

WP issued starting 1st Jan 2016 to 31 May 2017	WP issued starting 1st Jan 2017 to 31 May 2017	Valid work permits at 31 May 2017
52906	16116	36762