



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**.
- Instrument for **stabilization** through short-term-relief measures during crisis situations.
- 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** (Dibeen Forest)
- **Amman + Zarqa** (**Greater Amman, Sahab, Baqa'a**, Azraq and Shaumari 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

Year / Project	WTPE	CFWW	CFW-GI
2016/ 2017	<ul style="list-style-type: none"> - 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	<ul style="list-style-type: none"> - 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

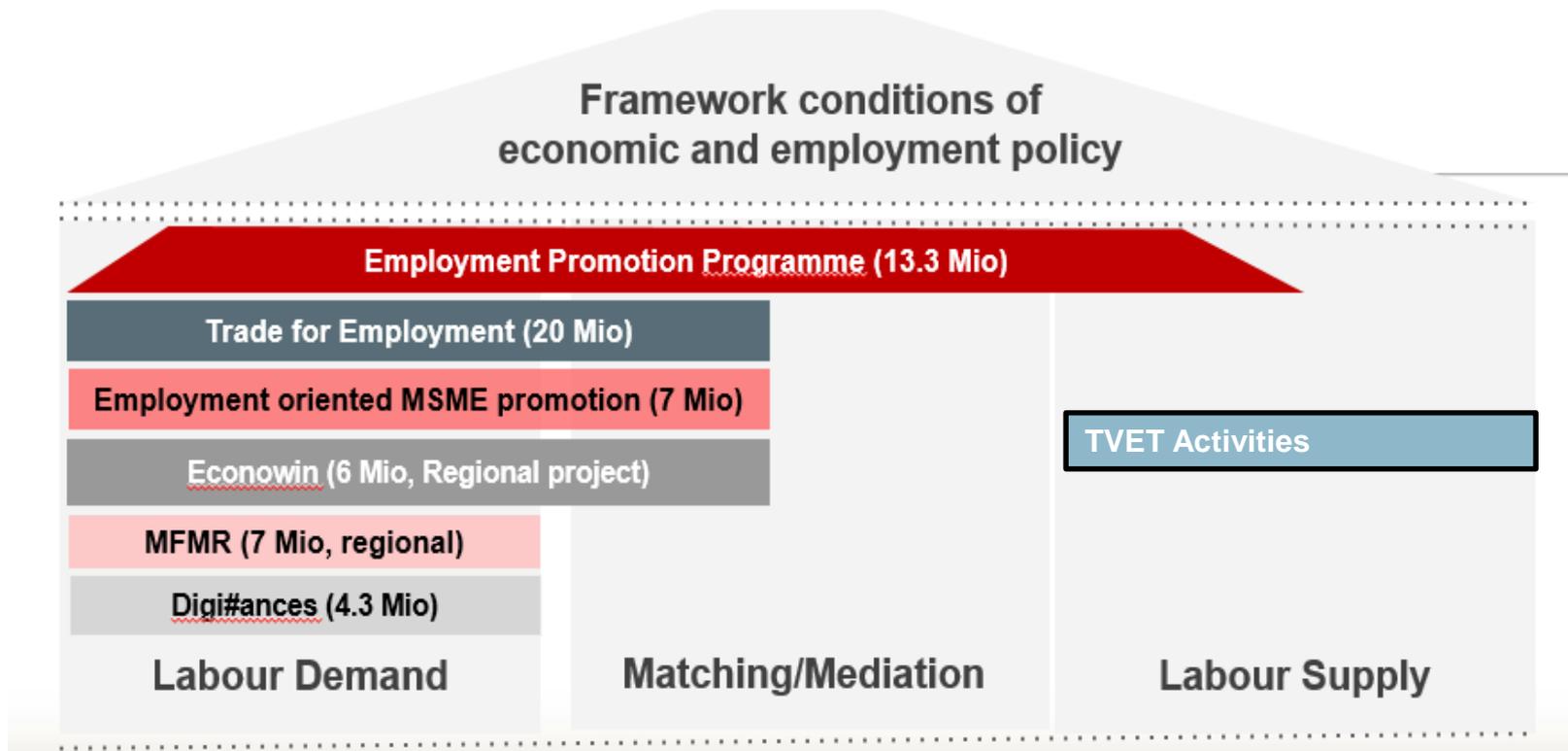
are ongoing (EPP, T4E, MSME, EconoWin, MFMR, Digi#ances) (Regional)

57 Mio. EUR

Current budget of employment projects in Jordan



>> How we work and where



GIZ Jordan



>> Employment Promotion Programme



The Employment Situation in selection regions and sectors is improved.

Partner: Ministry of Labor



وَدَارَةُ الْعَمَلِ

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

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

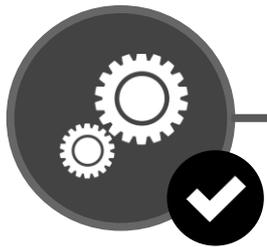


>> Examples of Structured Employment Services Focusing on Refugees & Vulnerable Groups

Partner / Category	East Amman Investors' Industrial Association (EAIIA)	Irbid Chamber of Commerce (ICI)	International Rescue Committee (IRC)
Geographic Scope	<ul style="list-style-type: none"> East Amman & Marka & Zarka 	<ul style="list-style-type: none"> Irbid & Ajloun Governorates 	<ul style="list-style-type: none"> Irbid Area & Greater Amman & Zarka & Mafrag
Beneficiaries Target Group	<ul style="list-style-type: none"> 925 Jordanian jobseekers placed for at least 3 months (15% women) 75 Syrians Trade-oriented companies 	<ul style="list-style-type: none"> At least 1200 Jordanians are placed for at least 6 months 15% women 	<ul style="list-style-type: none"> 3252 Jordanian & Syrian jobseekers placed for at least 3 months (15% women) 50% Syrians Trade-oriented companies
Activities	<ul style="list-style-type: none"> Employment service Retention and Recruitment Better personal management strategies 	<ul style="list-style-type: none"> Employment service Retention and Recruitment Core employability skills 	<ul style="list-style-type: none"> Employment service Matching algorithm Behavioral Notches

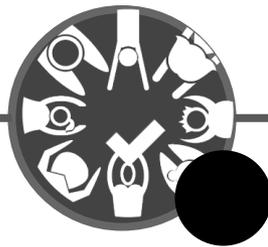


Achievements and Goals of Structured Employment Services



2017

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



2017

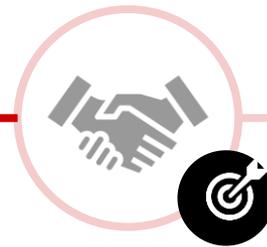
First National Employment Forum Conducted – Cooperations with EPU East Amman, Irbid EPU and IRC formalized



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



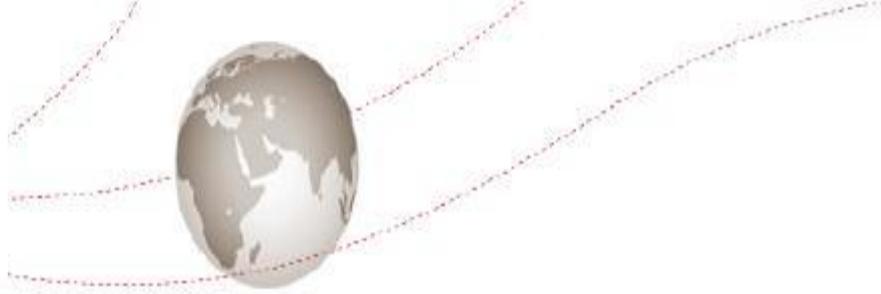
2020

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!

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