

DECENT WORK AND THE AGRICULTURE SECTOR IN JORDAN

Evidence from Workers' and Employers' Surveys

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Main Objective (s)

- Collect **empirical evidence** of working conditions amongst Syrian workers in the agriculture sector;
- Develop a better understanding of **the state of decent work** in the sector;
- Generate **baseline data** for future interventions to enhance working conditions



Methodology

- Sample of 1400 Syrian agriculture workers **with** work permits (17% women).
 - Distributed between Mafrq (37%) and Irbid Governorates (50%), including participants from Zaatari (13%)
 - 68.5% of respondents between the ages of 15-45
- Surveys (multiple choice and open ended) distributed and collected between March-February, 2018.
 - Demographic data
 - Work permit history
 - Economic activities
 - Perceptions of work permits (advantages/disadvantages)
 - Wages and working hours
 - Recruitment and work contracts
 - Working arrangements (transportation, accommodation)
 - Labour inspection
- Focus group discussions with 33 employers (Farmers) from Mafrq and Irbid.
 - Questions followed similar format to worker's survey
- Focus group discussions with 16 labour recruiters (Shaweesh)
 - Objective to better understand their business model



Main Findings



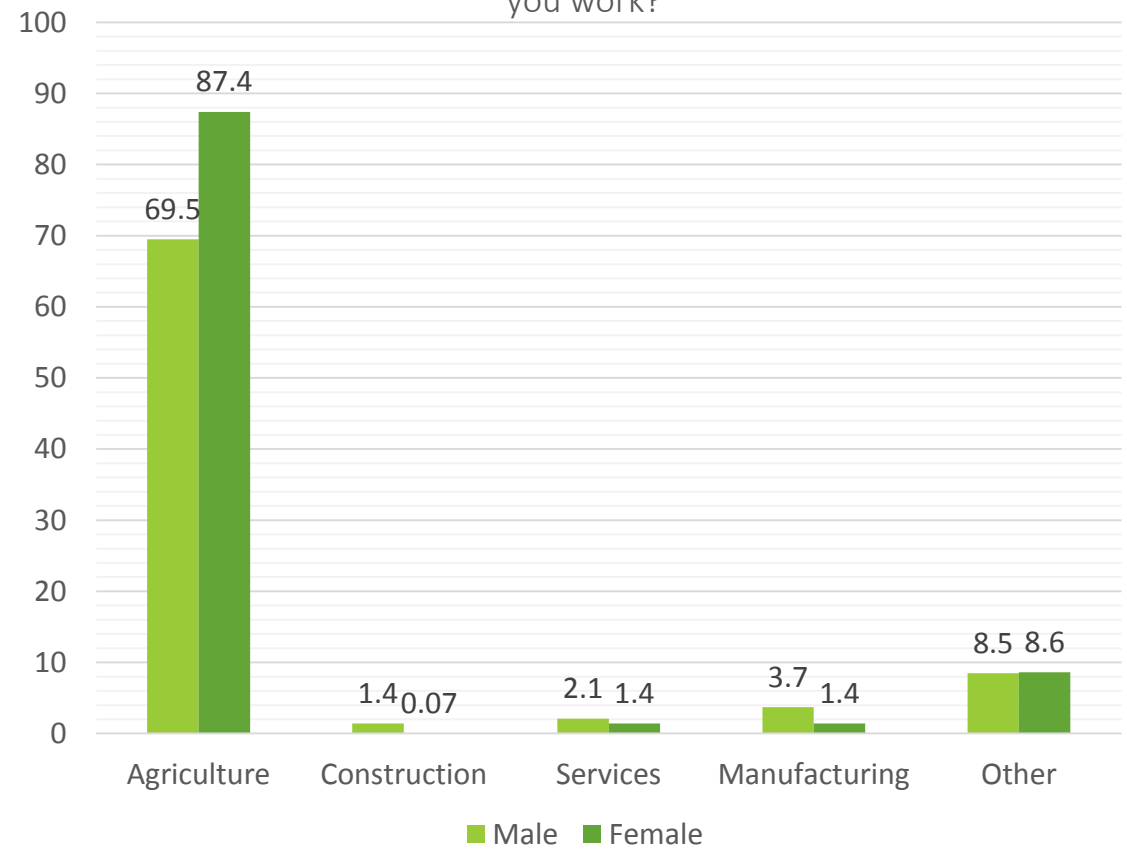
Syrian workers accounted for an estimated 70% of the total work force on surveyed farms

| Workers' Nationalities | Workers | Percentage |
|------------------------|---------|------------|
| Syrian | 1653 | 68.50% |
| Egyptian | 365 | 15.13% |
| Jordanian | 252 | 10.44% |
| Pakistani | 85 | 3.52% |
| Unspecified | 43 | 1.78% |
| Indian | 9 | 0.37% |
| Yemeni | 6 | 0.25% |
| Total | 2413 | 100.00% |



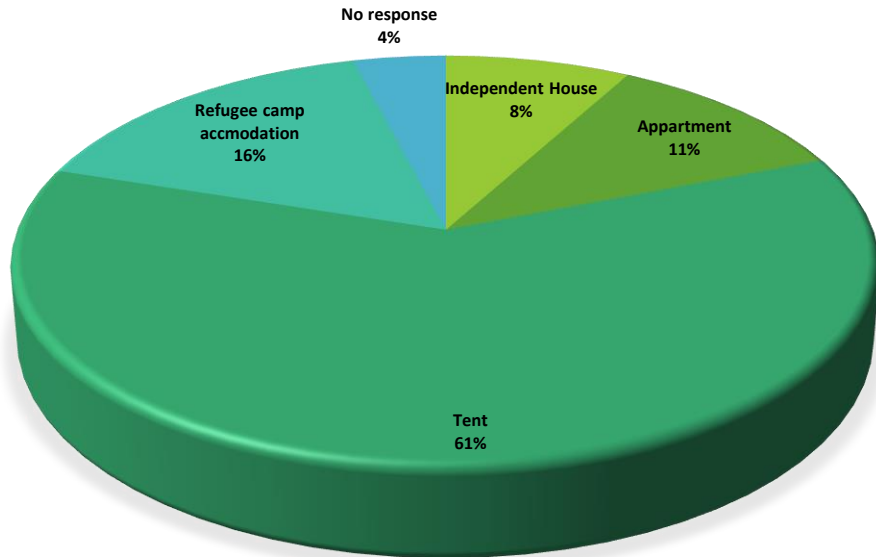
At the time of data collection, 61.3% of surveyed Syrian workers reported being actively employed, 65% had previously employed in agriculture sector before coming to Jordan

If you worked prior to coming to Jordan, in what sector did you work?



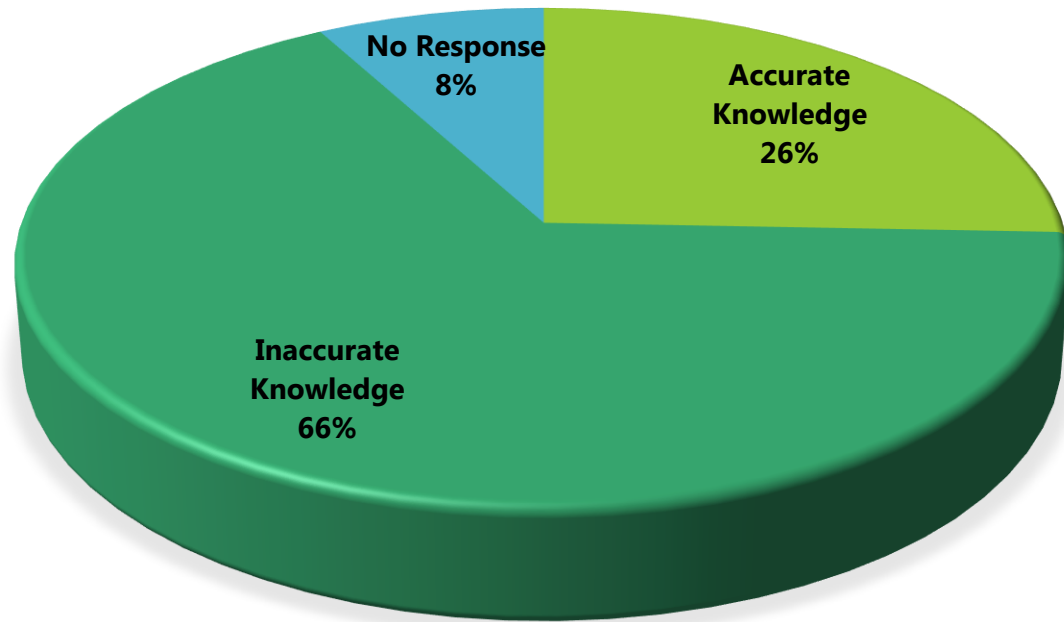
When asked what type of accommodation arrangements they had, 61% of Syrian workers reported living in a tent

ACCOMODATION TYPE



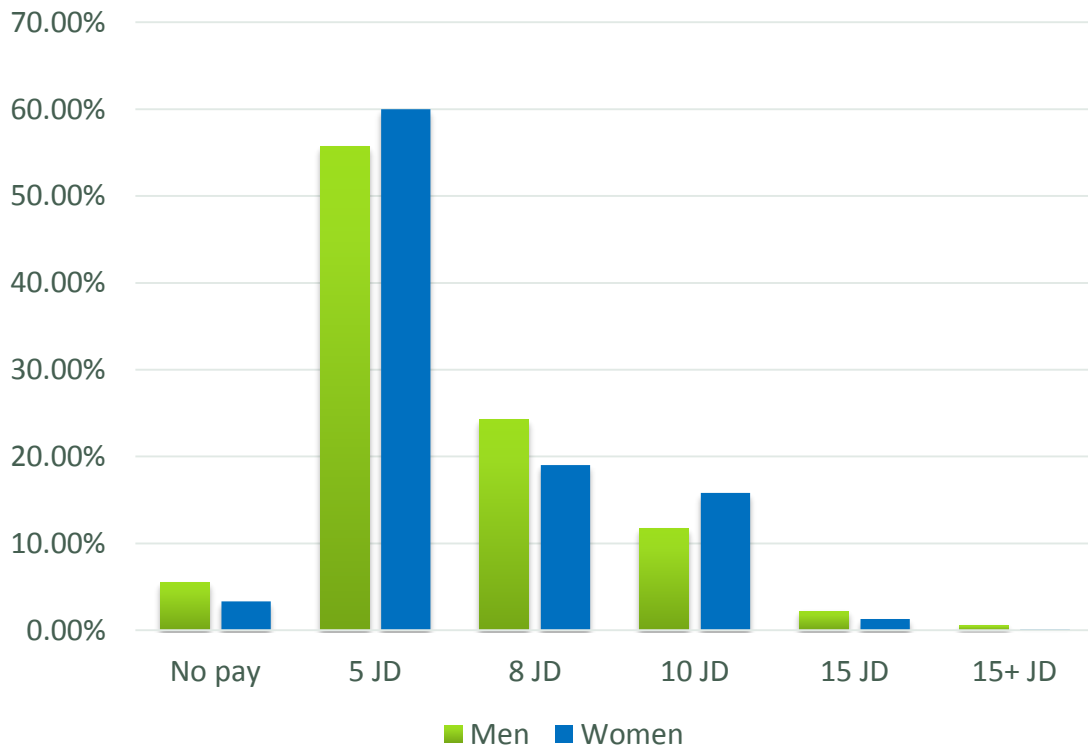
The majority of surveyed Syrian workers obtained their work permits through agricultural cooperatives

PERCENT OF WORKERS WITH ACCURATE INFORMATION ON WORK PERMIT FEES



Half of the workers reported receiving 5 JD per day and most worked 8 hours or less.

Daily Wages Earned by Syrian Men and Women



The majority of Syrian workers, both male and female, reported working 8-hours or less, 5 days a week

Shift Hours

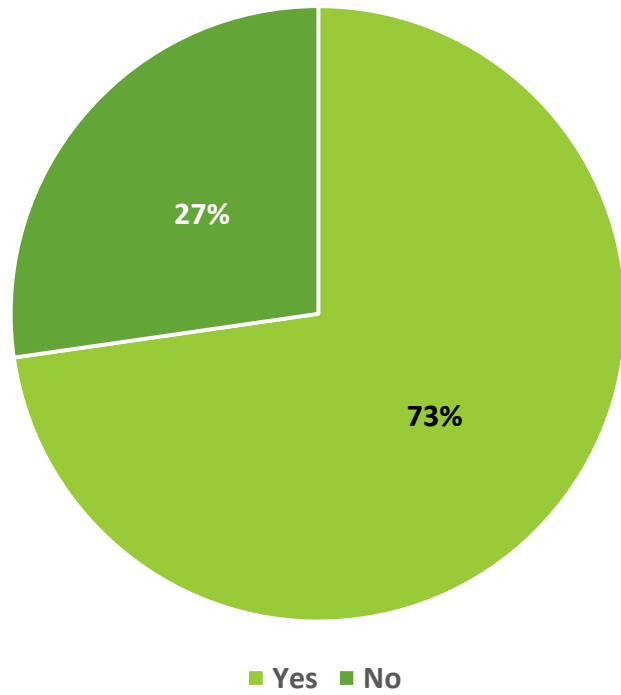
| Shift Hours | Female Percentage | Male Percentage | Total Percentage |
|-------------|-------------------|-----------------|------------------|
| 8 < | 90% | 82% | 84% |
| 10 | 7% | 12 | 11% |
| 12 | 2% | 5% | 4% |
| 12+ | 1% | 1% | 1% |

What do you (the employer) pay your workers per hour?

| Wages (JOD) | Percentage |
|----------------|------------|
| 0.5 – 1 | 27% |
| 1 – 2 | 64% |
| More than that | 6% |
| Unspecified | 3% |
| Grand Total | 100.0% |

50% of Syrian workers reported that children under the age of 15 were working with them in agriculture fields and 72% of employers reported that children under 15 years of age were present on their farms.

Do you have children under the age of 15 who work with their families on your farm?



The majority of surveyed Syrian workers were either not enrolled or unsure if they were enrolled in social security.

- 83% of respondents were not enrolled in social security, with an additional 10% unsure if they were enrolled or not.
- No surveyed employer had registering their Syrian workers in social security.



76% of surveyed employers also reported not providing occupational safety and health information or equipment to their workers

- 78% of Syrian workers indicated that their place of work had never being visited by a labour inspector and 75% of employers reported the same.
- Of Syrian workers who reported a labour inspection visit, over half (51%) indicated that a labour inspector visited more than once a month and only checked if workers had work permits.



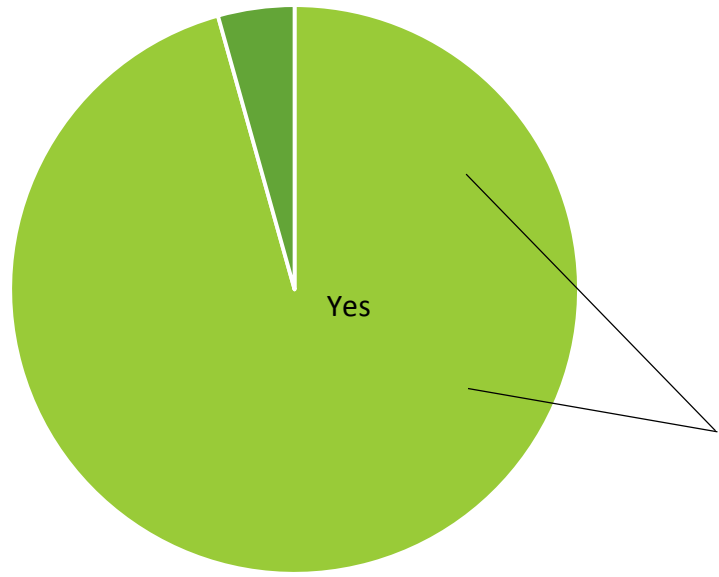
Half of Syrian workers reported using a Shaweesh to find work and 70% of employers reportedly relied on the Shaweesh to find workers.

| Did you find work through a Shaweesh? | Count | % |
|---------------------------------------|-------|---------|
| No | 539 | 47.91% |
| Yes | 533 | 47.38% |
| No Response | 53 | 4.71% |
| Grand Total | 1125 | 100.00% |

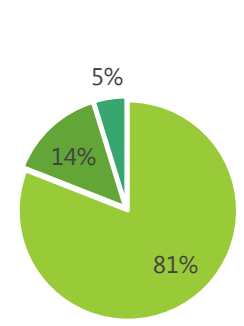
| Did you (the worker) pay the Shaweesh for his or her services? | Count | Percent |
|--|-------|---------|
| Yes | 167 | 14.84% |
| No | 855 | 76% |
| No response | 103 | 9.16% |
| Total | 1124 | 100% |

81% employers reported paying the Shaweesh themselves and did not deduct fees from their workers' wages

Do you use the service of a Shaweesh?



If so, what payment arrangements do you have?



- I pay the Shaweesh directly (81%)
- I deduct from workers' wages (14%)
- Unspecified (5%)



Recommendations

1. **Employment service providers** could consider the role played by informal labour brokers, known as Shaweesh, and assess their possible contributions to community based awareness raising and dialogue between workers and employers on minimum wage and working conditions.
2. **The Ministry of Labour** could clarify the minimum wage in agriculture for both migrant workers and Jordanians, taking into account hourly pay and variations in seasonal labour demand.
3. **Labour Inspectors** could enhance the scope and frequency of labour inspections in the agriculture sector, including inspection of occupational safety and health measures.
4. **The Ministry of Labour, together with the Ministry of Social Development and Ministry of Education** could support targeted interventions to combat child labour, including the installation of mobile schools, childcare facilities and awareness raising on the dangers of child labour.
5. **The Ministry of Labour** could support the elaboration of a model on labour compliance in the agriculture sector, reflecting occupational safety and health, wage protection and relevant international labour standards.
6. **NGOs and UN Agencies** could initiate further research to better understand the state of living arrangements amongst agricultural workers, with a view to provide dignified shelter and living arrangements.





Thank you