

Livelihood Working Group

Amman, Jordan

16.06.2016

Meeting Location	EMOPS Room UNHCR Khaldia	Meeting Date	16.06.2016
Facilitator	Anna Gaunt (chair) Bryn Boyce (co-chair)	Meeting Time	12:00– 14:00
Minutes Prepared by	Remaa Alawi UNHCR		

Agenda

- 1) Introduction of new co-chair
- 2) General updates (updates on town hall meetings, and labor directorate's visits, research meeting)
- 3) Gender focal points update –Sector strategy
- 4) ARDD update –legal questions (driving licenses, homebased business, small enterprises)
- 5) NGOs, INGOs and Organizations – project briefs (ILO, CARE, DRC, others welcome)
- 6) JRP revision in August (checking with Nicole on more guidance)
- 7) Discussion on short-term and temporary employment protocols (including cash for work)
- 8) Protection-Livelihoods intersections – toward a common monitoring and case management approach?
- 9) AOB

General updates (updates on town hall meetings, and labor directorate's visits, research meeting)

ACTION POINTS

- As part of UNHCR'S awareness raising campaign, town hall meetings were conducted over the past 3 weeks in every directorate. The following are some findings:
 - Some questions from refugees arose such as "Can I work in other sectors than the closed professions";
 - Does a work permit entitle me to travel abroad?"
 - Concept of the work permit itself was not clear among some refugees, Some thought it gives them more security (from a legal aspect) to walk in the streets;
 - Majority of women in the meetings did not imagine themselves applying for work permits;
 - The question of whether aid and cash assistance would decrease was raised several times and clarified. UNHCR send messages to all aid beneficiaries informing them that no aid cuts would be made this year in association with WPs.
 - Mobile work permits were often requested; as many sectors cannot be accommodated into one employer.
- UNHCR conducted joint visits with MoL HQ to all labor directorates to better understand bottle necks and see how the MoL directives are implemented on the ground:

<ul style="list-style-type: none"> • UNHCR had set aside a budget under its original pilot project to pay for work permits, given that these are currently free, this funding is available to strengthen the capacity of the MoL to cope with the new work load, to establish a refugee unit and support the labour directorates . • Prior to the visits Adam Smith International, and ILO conducted a workshop for heads of Labour directorates. This workshop uncovered numerous discrepancies in the application of the new directives. An important issue was the payment of social security – many employer required a year’s payment up front in order to obtain a work permit. Following the workshop, it was clarified by MoL to all labour directorates that social security does not need to be paid in order to process a new permit, but rather on a monthly basis beginning two weeks following the issuance of a work permit (monthly payments). We found that understanding confirmed on the ground. • Mol health certificates a not widely recognised, about half of the directorates request a new 30 JD health certificate • An administration fee of 10 JD is charged by MoL for WPs • General perceptions: a lot of Syrians are employed in SMEs that can’t regularise their status due to investment law restrictions, a lot of growth potential exist in Sahab’s industrial zone (1000 WP issued to Syrians in the factories); a lot of Syrians work informally in agriculture and will benefit from the new agricultural union initiative, as many framers already completed their WP quotas with Egyptian workers. <p>- Livelihoods research on the March 29th. Topics discussed:</p> <ul style="list-style-type: none"> • What research is currently being undertaken –research workshop summary here . • UNHCR started drafting a joint research proposal with BCARS to summarise encountered issues on: institutional level, the level of enterprises, and with regards to refugees • Completed research was uploaded on LWG website. Organizations that are planning research are encouraged to inform LWG chairs and use the assessment registration tool in order to avoid duplication and to avoid research fatigue among beneficiaries. <p>- UNHCR’s small pilot with the garment sector:</p> <ul style="list-style-type: none"> • Garment exporting companies didn’t want to accept any intake of refugees because they wanted to bargain for the money during the training period. This issue was resolved by the acceptance of factories to hire unskilled refugees in an initial period. <p>Comment by EU on issues encountered getting participants for and SME training:</p> <ul style="list-style-type: none"> • One of their funded projects found it challenging to get sufficient participants as some, refugees have said that they were told “that a certain organization paid a specific amount” so refugees are doing “beneficiary shopping”. 	<p>Suggestion to have a sub working group even if for 1 separate meeting to develop joint guidelines and how to approach the issue of allowance/fee for refugees while receiving training for work.</p> <p>Once WANA research is presented, more discussion can occur. After which we can brainstorm for the policy recommendation jointly upon that.</p> <p>Follow up on standardisation/mapping of sitting fees, stipends/trainings etc. Unclear who will lead the process as it is broader than LL for refugees</p>
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<ul style="list-style-type: none"> • Mercy Corps said they raised this through coordination meeting, MECI will start a vocational training and soft skills training in Irbid through the Malala Fund but they won't pay refugees to attend the trainings. They might give transportation allowance- even though they prefer not to. • CARE said based on their evaluation since 2004, that an important factor to encourage refugees to work is a recognised certificate. All selected applicants are part of a case management system and only in certain cases transportation allowance is provided. • British Council mentioned that some vocational and higher educational programs pay 500 euros stipends a month which includes expenses and transportation. <p>- MoL general updates and findings presented by Maha Katta (ILO): (full presentation found here)</p> <ul style="list-style-type: none"> • 11,781 work permits issued to Syrian refugees for the total of this year so far. 2 % of Syrian females have applied for the work permits. WP to Syrians in the Agriculture occupations before the London conference amounted to. Now it is approx. 1,500. • Govt. is working towards issuing 200,000 during the grace period, although the grace period (which is to end on July 4th 2016) might be extended. • New Minister of Labor is open to hearing suggestions regarding work permits and removing the closed professions from refugees. Staff from MoL said the new minister "is not in favour but is open to new scenarios and discussion". • Question was raised regarding an article in AL-Raei Newspaper allowing work permits for household assistants. The MoL is planning on starting a pilot, to train some women to enter this as a profession and present it to the labor market. This domestic work is not gender specific, so a watchman "haaris" can work like this as well. • MoL discovered that domestic workers are moving from one employer to another moving between families and they are aware that some inspectors may be going into homes to check if refugees that are working in homes have work permits- which is why work permits are important/beneficial to have as they are a form of protection and rights. • Refugees holding a work permit can't be sent to Azraq Camp if they are caught and can fully rely on Jordanian labor law, receive minimum wage, maternity leave, health provisions etc (see details on FAQs). <p>- Updates from the INGO forum:</p> <ul style="list-style-type: none"> • Yannick Martin is the new coordinator for the forum replacing Sarah Ferris. • An internal JIF mapping was conducted with 13 organisations regarding livelihoods projects showing that Tafila, Madaba, Balqa had no livelihoods programming, unserved governorates, with most programming in Irbid, Mafraq, Zarqa and Amman. 	
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<ul style="list-style-type: none"> • Most of work is in incentive based volunteering/cash for work as well as camps in IBV formal program/Cash for Work mechanism. 	
<p>Gender focal points update –Sector strategy</p> <ul style="list-style-type: none"> - Update by the Gender trained focal points: <ul style="list-style-type: none"> • Gender mainstreaming as well as gender analysis framework will be applied to the livelihoods strategy to make sure the gender components are taken into consideration. • The focal points are ready to support LH projects and can provide capacity building and organize different trainings/sessions that are gender related. • The workshop also spoke about on how to include men and boys in gender issues, programming on Livelihoods, LGBTI issues, how to monitor, evaluate and design strategies that take gender into consideration. • Welcoming any organizations that are willing to nominate their Livelihoods proposals, to be examined under the updated gender IASC gender marker tool. There is no specific format required for the submitted proposal. The aim of the exercise is to test the updated tool on the current proposed livelihoods project and monitor and evaluate gender components in livelihoods humanitarian projects. 	<p>Gender performance key indicators will be presented by next meeting.</p> <p>Email if interested. No specific format, send any to both focal points.</p>
<p>ARDD update –legal questions (driving licenses, homebased business, small enterprises)</p> <ul style="list-style-type: none"> - Driving license for non-Jordanians: two important requirements; legal entry to Jordan and a residency. But for Syrian refugees; the Mol card is sufficient. This license however is only for driving your own private vehicle- as driving for public transportation purposes as a job is prohibited for non-Jordanians. As Syrians have to pass security clearance/check after which the Mol is advised to ensure that refugees are approved prior to obtaining the license the process takes long and is challenging in practice. - Obtaining it for work purposes- if it is part of their job- will be very restricted. 	<p>ARDD will present a summary of their SME and home business report in the next meeting</p> <p>-</p>

NGOS, INGOs and Organizations – project briefs (ILO, CARE, DRC, others welcome)

- **CARE:** Care Jordan has finalized a global resilience framework, expanding and targeting around 12,000 refugees along with some from the local community.
 - Key pillars that CARE is currently working on include: Access to finance (impact groups both Jordanians and refugees) in east Amman, Zarqa, Mafraq, Irbid and Azraq town by facilitating resources and money through local CBO's.
 - 3 objectives have been fulfilled: social cohesion, capacity building for CBO's by vocational training and income generating opportunities as well as wellbeing.
 - Economic empowerment to refugees: collaborated with UNHCR and BWJ in to provide sewing training for Syrian women to prepare them for work in the garment sector.
- **Mercy Corps:** project of 3 components in Sahil Houran municipality that is funded by the EU:
 - Cash for work (both Syrians and Jordanians) with an emphasis on building infrastructure, an economic development plan, and the 3rd component of supporting home based business and small to medium size enterprises, foster grants and technical training.
 - A project that is to start up soon funded by PepsiCo in Sahil Houran and supporting Azraq businesses by providing services and products for camp population (depending on what barriers that are identified there by bringing people together and have conversations and work on any challenges that they are facing).
 - Thirdly, a DIFD funded project on social stability by having research fund for economic opportunities. Mercy Corps has a partnership with WANA looking at the macroeconomic side of things and action oriented research on economic causes of tension.
- **Talent Beyond Borders:** A new organization that started in 2014 and has just brought the field operations in Jordan and Lebanon. Mainly working in labor migration for refugees. TBB's goal is to connect refugees to international employment. In the meantime, TBB is meeting with different organizations and exploring collaboration for outreach initiative as well as building awareness for what they are doing in the communities.
- **KHF/NHF:** KHF/NHF just started implementing a project in Azraq Camp for entrepreneurship opportunities for Syrian refugees in camp and host communities. Objective is to provide Syrians in both inside and outside Azraq camp with livelihood skills and access to livelihood opportunities as well as providing opportunities for Jordanians to be employed mainly as potential investors. They will select 50 women in Azraq Camp and they will be trained to start their own businesses. 25 women will be selected for grants then for vocational and technical training workshop on starting their own business.

<ul style="list-style-type: none"> - British Council: Aside from working extensively in access to higher education, they have conducted an assessment: <ul style="list-style-type: none"> • Training people to access freelance work outside Jordan, through massive online learning i.e. creating portfolio, CV writing for work but it is still in the thinking phase and it will be regional. 35,000 people have taken the courses online. • The British Council has been looking into perceptions of employers and how they make their choice upon. • They have also into areas outside of Amman and how they can increase the absorption of the employers. • All programs that train Syrians will target micro size enterprises because they are in host communities. - ILO/MOL: joint initiative to issue work permits in agriculture in Irbid and Mafraq via agricultural unions. The project is well received by Syrian refugees. - DRC: 2 programming platforms: <ul style="list-style-type: none"> • Local economic development municipal support platform which aims to support host communities first and foremost (what potential for temporary employment generations followed through plans of investment priorities in civil societies and how they identify). • Another priority that is larger: community centers (safe spaces) for engaging with refugees and with households through conflict mitigation, legal assistance access to info through developing similar linkages with industrial zone such as trainings and between the center activities and similar placements in communities. - Small pilots in the south to support refugee work permits and placements in order to develop and test a protection monitoring approach with a small case load – including referral trees and mechanisms with partners. - General comment on referral mechanisms: While developing the formal referral trees, routine labour disputes related to refugees should be referred to the MOL's helpline. If request isn't answered, they can contact ARDD. 	<p>British Council is conducting a study on SME's and it will be completed in July upon which it will be shared.</p>
<p>JRP revision in August</p> <ul style="list-style-type: none"> - For the rolling revision of the JRP (2017-2019) a substantive amount of work will need to be done jointly in August and a joint LWG strategy drafted that will be subsequently harmonised with the existing resilience agenda. 	<p>Invitation for follow up meeting will follow.</p>

<p>- A suggestion to break the LWG into sub groups (SME, work permits, LED and other investment teams) split and come back in a month's time and see how we can pull it back into a single document.</p> <p>10) Discussion on short-term and temporary employment protocols (including cash for work)</p> <p>11) Protection-Livelihoods intersections – toward a common monitoring and case management approach?</p>	<p>Postponed till next meeting for lack of time.</p>
<p>Next meeting date: 28th of July EMOPS Room UNHCR</p> <p>Next Meeting Agenda:</p> <ol style="list-style-type: none"> 1) Legal presentation from UNHCR on ARDD's work for the UN's workshop on Livelihoods. 2) Presentation on Za'atari Camp's Livelihood's plan. 3) Discussion on short-term and temporary employment protocols (including cash for work) 4) Protection- Livelihoods intersections – toward a common monitoring and case management approach 	

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