



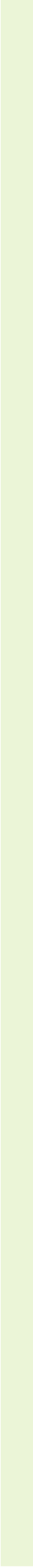
International  
Labour  
Organization

# DECENT WORK AND THE AGRICULTURE SECTOR IN JORDAN

Evidence from  
Workers' and Employers' Surveys



International Labour Organization  
Regional Office for Arab States



# **DECENT WORK AND THE AGRICULTURE SECTOR IN JORDAN**

**Evidence from Workers' and Employers' Surveys**

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First published 2018

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Title: *Decent Work and the Agriculture Sector in Jordan: Evidence from Workers' and Employers' Surveys, Jordan, 2018.*

ISBN: 978-92-2-132127-9 (Print)

ISBN: 978-92-2-132128-6 (Web PDF)

Also available in Arabic:

أدلة من مسوحات ميدانية مع العمال وأصحاب العمل : العمل اللاتق والقطاع الزراعي في الأردن، ISBN: 978-92-2-132129-3 (print) / 978-92-2-132130-9 (web pdf), Jordan, 2018.

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Beirut - Lebanon

Website: [www.ilo.org/arabstates](http://www.ilo.org/arabstates)

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Printed in Jordan.

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## Acknowledgements

This publication was developed by the ILO's Regional Office for Arab States/Amman Office under a research and advocacy project that was generously financed by the Norwegian government.

The publication was co-authored by Dr. Maha Kattaa, ILO Regional Resilience and Crisis Response Specialist, Meredith Byrne, Junior Technical Officer, and Alaa Al-Arabiya, Data Analyst Consultant.

A special thanks goes to the over 1,125 Syrian agriculture workers who gave their time to support this research, through interviews, and to the 18 cooperatives and we would also like to thank the 33 employers and 15 labour brokers for providing us with their insight in reaching out to the workers surveyed.

A final word of thanks to Amal Mustafa, Israa Alsarhan, Mursi Abo Dames, Mohammad Al-Zboun, Ahmad Alkhaldeh, Nisreen Bathish Abou Ragheb and Abdel Hameed Alnaseer. Without their support, this research would not have been possible.

## Executive Summary

The agriculture sector in Jordan provides a critical source of sustenance and income, particularly for the poorest segments of society. Despite its relative level of importance, there is a lack of empirical evidence documenting employment and working conditions in the agriculture sector in Jordan. While small focus group discussions and anecdotal evidence suggest informality and unfavourable working conditions, little data exists to support these claims. This analysis provides an initial overview of employment and decent work in the agriculture sector from the points of view of 1125 Syrian workers and their employers.<sup>1</sup>

1. Syrians accounted for close to **70%** of the total work force on farms included in this study.
2. **95%** of Syrian workers in the sector reported having a work permit, with female workers reporting lower rates (**90%**) compared to men (**97%**).
3. **49%** of Syrian agriculture workers believed that a worker permit provided more job opportunities and **41.5%** felt it protected their labour rights.
4. **48%** of Syrian agriculture workers reported using an informal labour broker, known as the “Shaweesh,”<sup>2</sup> to find work. A Shaweesh was also used by **82%** of surveyed employers to help find workers.
5. **55%** of Syrian agriculture workers earned **five** JD per day, with **83%** reporting shifts that lasted **8 hours or less**.
6. **78%** of Syrian agriculture workers indicated that their place of work had never being visited by a labour inspector and **75%** of surveyed employers reported the same.
7. **76%** of surveyed employers did not provide occupational safety and health training or equipment for agriculture workers on their farms.
8. **83%** of Syrian agriculture workers were not registered in social security, with an additional **10%** unsure if they were registered or not.
9. **72%** of interviewed employers reported that children under **15** years of age worked on their farms. In almost **70%** of reported cases, children were paid for their work.
10. **50%** of Syrian agriculture workers reported that children under the age of **15** were working with them in agriculture fields. **75%** of Syrian agriculture workers with children did not have their children in school. **50%** of agriculture workers reported that there was no school in their community.

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<sup>1</sup> The study targeted Syrian workers with valid work permits. 95% of the sample had a valid permit.

<sup>2</sup> Since the emergence of the crisis in Syria, informal networks of labour brokers have emerged in Jordan to match willing workers with farmers in need to daily labour. The so-called “Shaweesh” model was previously used on farms in Lebanon, but has since been exported to Jordan to take advantage of the large supply of informal Syrian workers looking for income and the relatively large demand for daily labour on farms. The Shaweesh fill a need for employers to quickly find labour, and equally provide vulnerable workers with a much-needed source of income. While the work is largely unregulated and provides no wage, social security and safety protections, the Shaweesh effectively rally large groups of workers through WhatsApp messages and are, in many instances, well regarded and trusted members of the community.

## Introduction

The agriculture sector in Jordan provides a critical source of sustenance and income, particularly for the poorest segments of society. The Government estimates that **25%** of poor households rely on the sector for income.<sup>3</sup> While its overall contributions to GDP are modest (4%), the sector has doubled its share of GDP over the last 5 years (from 2-4%).<sup>4</sup> Domestic demand has largely driven growth, particularly for fruits and vegetables. However, the overall share of Jordanian labour in the sector has been on the decline over the last decade. Foreign labour is a key input in this regard.

The presence of Syrians in Jordan has placed additional strain on an already challenging labour market. Even prior to the crisis in Syria, the informal economy was estimated to represent almost half of all employment in Jordan.<sup>5</sup> Starting in 2013, the large inflow of Syrians created a new bottom layer of workers with few formal labour market opportunities. With no better option, many resorted to work in the informal economy characterized by low wages and indecent working conditions.

The principles expressed at the 2016 London Pledging Conference<sup>6</sup> have helped re-framed the crisis in Syria as a development opportunity for the region. It supported increased economic opportunities for Syrian refugees and host communities in exchange for enhanced trade access to European markets and concessional finance. In return, the Government of Jordan, through the Jordan Compact<sup>7</sup>, took steps to change the macro-level situation for job creation in the country.

The Jordan Compact highlights sectors with potential for growth and job creation, including those with low rates of Jordanian labour force participation. Among key sectors are construction, agriculture and services.<sup>8</sup> Realising job creation and employment potential will, **however**, require reforms that make the sectors more attractive to domestic, as well as foreign, workers.

Jordanian labour laws do not largely apply to agriculture workers. These workers are not covered under the Social Security Corporation. Supplemental work injury insurance is available for workers to purchase, but this does not provide comprehensive coverage, nor do payments contribute toward the national social security system.

Agriculture work has failed to attract Jordanian workers. It is unappealing due to the labour intensive nature of work with poor pay and under poor working conditions. Work places are often far from

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<sup>3</sup> Ministry of Planning and International Cooperation. Assessment of the Agriculture Sector in Jordan.

<http://inform.gov.jo/en-us/By-Date/Report-Details/ArticleId/63/smid/420/ArticleCategory/216/Assessment-of-the-Agricultural-Sector-in-Jordan>

<sup>4</sup> The Economic Policy Council. Jordan Economic Growth Plan 2018-2022.

<http://www.ssif.gov.jo/UploadFiles/JEGProgramEnglish.pdf?lang=ar>

<sup>5</sup> Ministry of Planning and International Cooperation. The Informal Sector in the Jordanian Economy.

<http://inform.gov.jo/en-us/By-Date/Report-Details/ArticleId/34/The-Informal-Sector-in-the-Jordanian-Economy>

<sup>6</sup> The UK National Archives: Supporting Syria 2016 Conference.

<http://webarchive.nationalarchives.gov.uk/20180313172041/https://www.supportingsyria2016.com/>

<sup>7</sup> The Government of Jordan (2016) The Jordan Compact: A New Holistic Approach between the Hashemite Kingdom of Jordan and the International Community to deal with the Syrian Refugee Crisis.

<https://reliefweb.int/report/jordan/jordan-compact-new-holistic-approach-between-hashemite-kingdom-jordan-and>

<sup>8</sup> Government of Jordan (2016) The Jordan Compact: A New Holistic Approach between the Hashemite Kingdom of Jordan and the International Community to deal with the Syrian Refugee Crisis.



cities and accessible mainly by small buses, trucks or 4x4 vehicles. The seasonal nature of work requires workers that are willing to move to different locations to meet the demand of different peak harvest seasons. For workers with families, this presents a challenge to find stable housing, healthcare, childcare and schooling.

Most of the evidence that exists concerning workers' reservations about employment in agriculture is anecdotal and overwhelmingly comes from the perspectives of workers. There is a lack of systematic data collection on workers', as well as employers', views toward employment and working conditions in agriculture. Through ILO's Employment Service Centres, and in partnership with local agricultural cooperatives, this analysis evaluates the views of Syrian agricultural workers and their employers. Initial findings suggest areas for future research and inform recommendations that are made at the conclusion of this study, to improve compliance with decent work principles.

The present analysis is based on data collected in the Mafraq and Irbid governorates in Jordan. The regions were selected due to the relative size of the agriculture sector and the number of Syrians and vulnerable Jordanians employed. In Irbid, 13% of all formally employed Syrians workers are employed in agriculture, while the total is 24% in Mafraq.

Table 1. Percent of Syrians Working Across Sectors in Irbid and Mafraq<sup>9</sup>

Sector	Irbid	Mafraq
Manufacturing	19%	13%
Construction	21%	26%
Wholesale & retail trade, repair of vehicles	18%	14%
Accommodation & food service	10%	5%
Education, health & social work	1%	1%
Agriculture & mining	13%	24%
Administrative/support service	3%	1%
Other service	12%	14%
Other	3%	2%
<b>Total</b>	<b>100%</b>	<b>100%</b>



<sup>9</sup> Fafo Research Foundation, Forthcoming Publication (2018)

## Methodology

Survey methods were used to generate quantitative data on decent work and employment trends in the agriculture sector. Follow-up focus group discussions generated qualitative data to enrich the quantitative findings. The dual perspectives, of both workers and employers, were solicited to provide a balanced view on labour market characteristics and challenges.

The surveys used in this analysis included **42** multiple-choice questions. They were administered to Syrian workers and their employers between March-February, **2018**. The survey questions were adapted from a **2017** ILO study with employers and workers in the agriculture, construction, manufacturing and service sectors.<sup>10</sup> The surveys that were used to guide the 2017 study shared the objective to better understand working conditions at the sectoral level from the points of view of workers, as well as their employers.

After initial analysis of qualitative data, a reoccurring theme emerged concerning the role of “the Shaweesh.” Without formal job placement services, Syrian job seekers came to rely on informal labour brokers to help them find work. At the same time, employers reported a dependency on these same labour brokers to help them find workers, particularly during peak harvest seasons. These brokers, known as “Shaweesh”, were important to facilitate the employment of Syrians in the sector, but little was known about the networks they ran or the services they provided. ILO Staff in Amman facilitated four follow-up focus group discussions with the labour brokers with an objective to better understand their role. A full summary of discussions can be found in Annex I of this study.

## Workers’ Survey

Surveys were distributed to **1400** Syrian agricultural workers in the Irbid and Mafraq Governorates, including Syrian workers from the Zaatari refugee camp. The survey targeted Syrian workers with work permits. The surveys contained **42** questions concerning workers’ employment histories, work permits, working conditions and work arrangements.<sup>11</sup>



Table 2. Distribution of Survey Participants by Governorate

Governorate	Irbid	Al Mafraq	Al Zaatari Camp	Total
% of Respondents	49.4%	37.4%	13.2%	100.0%

<sup>10</sup> International Labour Organisation (2017) Work Permits and Employment of Syrian Refugees in Jordan: Toward Formalising the Work of Syrian Refugees.

[https://www.ilo.org/wcmsp5/groups/public/---arabstates/---ro-beirut/documents/publication/wcms\\_559151.pdf](https://www.ilo.org/wcmsp5/groups/public/---arabstates/---ro-beirut/documents/publication/wcms_559151.pdf)

<sup>11</sup> See Annex II for Survey Questions.

Surveys were administered by ILO Employment Service Officers from the Irbid and Mafrq Employment Service Centres (ESCs), in cooperation with members of local agricultural cooperatives and with the support of ILO Staff from Amman.

Syrian workers were invited to participate in the study at the end of trainings conducted by the ILO Employment Service Centres.<sup>12</sup> ILO Staff dictated the survey questions for participants who were willing to participate, but unable to read and/or write.

Of the **1400** surveys that were distributed at the end of trainings, **1125** were returned.

## Employers' Survey

Quantitative data from employers was collected through surveys administered by ILO Employment Outreach Officers from the Mafrq and Irbid ESCs. Four Outreach Officers visited the farms of **33** employers and interviewed them using the survey questions.<sup>13</sup> For the most part, these farms were the same farms that the sample of Syrian workers worked on.

Employers were identified through local agricultural cooperatives, which represent groups of farmers at the municipal level. ILO Outreach Officers selected employers who met three criteria:

- 1) Maintain a commercial farm.
- 2) Employ both foreign and domestic labour.
- 3) Cultivate the majority of their land in either the Mafrq or Irbid Governorates.



<sup>12</sup> The trainings were launched by the ILO through 18 local agricultural cooperatives. They targeted Syrian Workers in the agriculture sector to raise awareness about occupational safety and health and improve compliance with labour legislation. Participants were enlisted through eighteen local agricultural cooperatives.

<sup>13</sup> See Annex II for Survey Questions.

# 1. Demographics

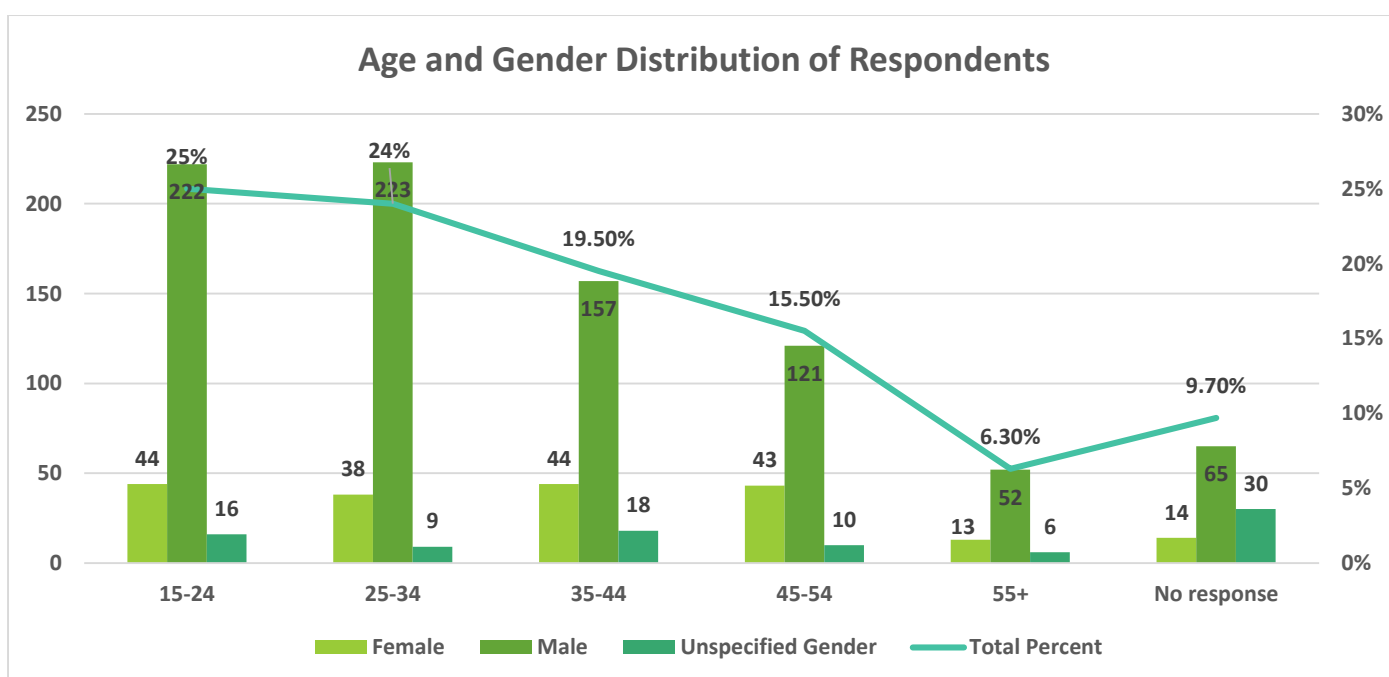
## 1.1. Gender and Age

- **17%** of Syrian workers who participated in this study were women.
- The majority of respondents, both male and female, were between the ages of 15-45, with the largest concentration between 15-24 years of age.
- The age distribution between female and male Syrian workers followed similar patterns, with a slightly higher proportion of female workers over the age of 45 and fewer between the ages of 25-34.

Table 4. Age and Gender Distribution of Respondents

Age	Female	Male	Unspecified Gender	Total Count	Total Percent
15-24	44	222	16	282	25%
25-34	38	223	9	270	24%
35-44	44	157	18	219	19.5%
45-54	43	121	10	174	15.5%
55+	13	52	6	71	6.3%
No response	14	65	30	109	9.7%
<b>Total</b>	<b>196</b>	<b>840</b>	<b>89</b>	<b>1125</b>	<b>100%</b>

Graph1. Age and Gender Distribution of Respondents



## 1.2. Family Structure

- The majority of Syrian survey participants were the heads of their households, with a small minority (**4%**) being female household heads.
- The second largest group were spouses of the household head.
- **46%** of respondents indicated that they were the only members of their family working.
- For those who did have other family members working, the large majority (**78%**) also worked in agriculture.

Table 5. Relationship to Household Head

Relationship to Household Head	Female	Male	Total	Total Percent
Self	45	462	533	47%
Spouse	116	224	380	34%
Child	15	87	104	9%
Sibling	6	13	21	2%
Other <sup>14</sup>	2	5	8	1%
No response	12	49	79	7%
<b>Total</b>	<b>196</b>	<b>840</b>	<b>1125</b>	<b>100%</b>

## 2. Main Findings

### 2.1. Work Force Composition

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

Agriculture work is physically demanding and filled mostly by low-skilled, waged workers. In Jordan, the sector is dominated by foreign labour. Prior to the crisis in Syria, these workers were primarily Egyptian migrant workers, but now a sizable number of workers are Syrian.

The majority of farms in Jordan cultivate on areas of land not exceeding **3.5** hectares. Production is constrained by space, water and other resource availability. The 33 employers employed a total of **2413** workers of various nationalities. All relied on foreign labour to supply the majority of their work force.

Employers estimated that roughly **70%** of their work force was Syrian.

- Of surveyed employers, the average number of workers per farm was **74**, while the largest farm employed **275** workers and the smallest only **5**.
- Together, the 33 employers who participated in this study employed a total of **2413** workers of various nationalities.
- Jordanian workers accounted for roughly **10%** of all workers, while Syrians accounted for close to **70%**.

<sup>14</sup> "Other" included stepchildren, nieces, nephews, and domestic help.

- Prior to the crisis in Syria, **42%** of the interviewed employers had never employed a Syrian on their farm.
- Among migrant workers, Egyptians accounted for the largest group accounting for roughly **50%** of non-Syrian and non-Jordanian workers, and **15%** of all workers.

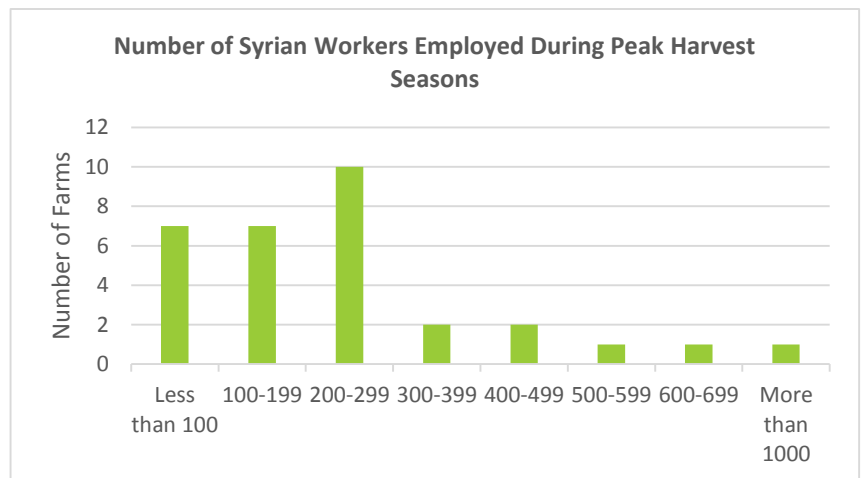
Table 6. Work Force by Nationality

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%
<b>Total</b>	<b>2413</b>	<b>100.00%</b>

- The demand for labour varied according to the season. In both Mafraq and Irbid, the peak harvest seasons when there was the greatest demand for labour was between March and May.

Graph2. Number of Syrian Workers Employed During Peak Harvest Season

- The majority of employers estimated that they employed between **200** and **299** Syrian workers during peak harvest seasons. No estimate was available for the number of non-Syrian workers.



## 2.2. Employment rates

*At the time of data collection, 61.3% of surveyed Syrian workers reported being actively employed.*

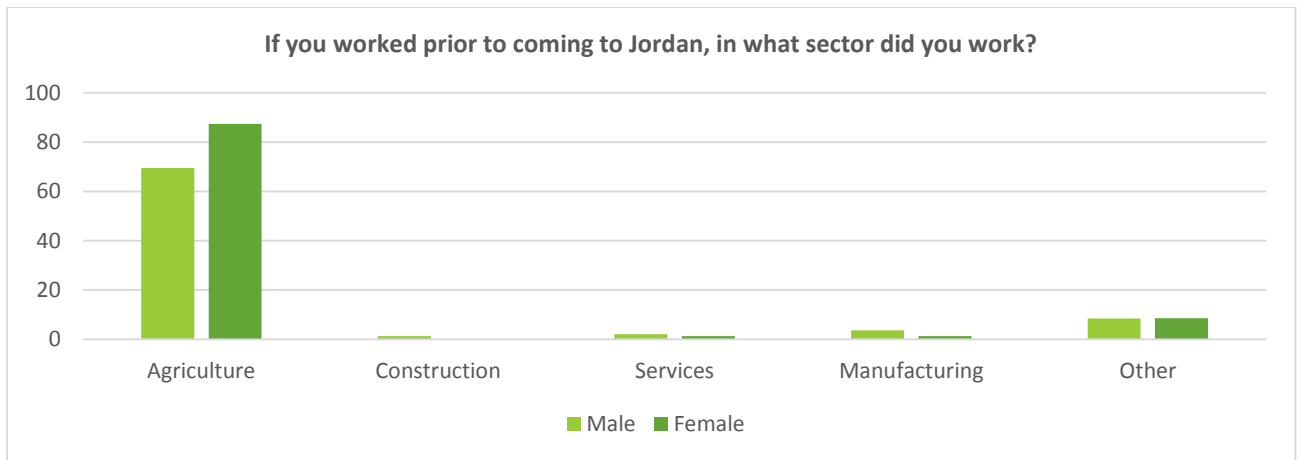
- At the time of data collection, **61.3%** of Syrian participants were actively employed.<sup>15</sup> An additional **27%** reported that they were not working.<sup>16</sup>

<sup>15</sup> Participants were considered to be actively employed if they reported working in the sector during the month the survey was distributed.

<sup>16</sup> 134 respondents chose not to reply to this question

- Of those actively employed, the majority of respondents (**65%**) had previously been employed in the agriculture sector before coming to Jordan.

Graph3. Previous sectors that the workers had occupied before coming to Jordan



- Syrian men were more likely than Syrian women to have worked in sectors other than agriculture, including services, manufacturing and construction.

Table 7. Number of Workers Engaged in Previous Employment, by Sector

Sector	Male	Female
Construction	14	1
Services	17	2
Agriculture	561	118
Manufacturing	30	2
Other	69	12

- Of the Syrian workers who participated in the survey, roughly **23%** had received training for their current job.
- Of those who were trained, **43%** received on-the-job training,<sup>17</sup> followed by Occupational Safety and Health trainings (**26.5%**) and trainings on labour rights (**20.5%**).
- When asked what would enhance their employment outlook the most, Syrian participants indicated that enhanced wages and living accommodations would have the greatest impact.



<sup>17</sup> On-the-job training refers to practical trainings for specifically defined competencies related to a worker’s current job. These trainings are conducted in the workplace where workers learn by doing.

Table 8. What would enhance your employment outlook the most (select all)?

Areas of Enhancement	Percent of Respondents
Wages	27.3%
Accommodation	20.0%
Working hours	14.3%
Occupational safety and health	8.6%
Work permits	7.5%
Transportation	7.0%
Obtaining jobs	6.2%
Training opportunities	5.2%
None	3%
Other	.9%

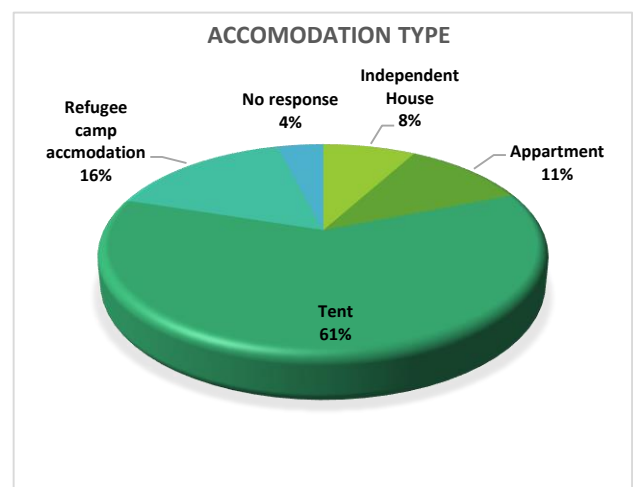
### 2.3. Living Conditions

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

Agricultural workers often follow seasonal labour demand, changing their residence frequently.

Fields where crops are cultivated are often at a distance from towns and cities where there are basic services (schools, childcare, hospitals etc.) and housing options. Residing in tents close to agricultural fields provides a temporary solution and limits transportation costs. While tents and temporary housing may provide a quick solution, there are no standards for such housing arrangements.

Graph4. Accommodation Type



- **61%** of Syrian workers reported living in a tent. Only **11%** reported living in an apartment and **8%** in an independent house.
- All Syrian workers from Zaatari reported living in the camp, although they are permitted to leave for up to one month with a valid work permit.
- Among respondents, **25%** received free accommodation from their employers.
- **35%** indicated that their employer paid for electricity.
- The most frequently used transportation by Syrian workers were buses **48%**, followed by pick-up trucks and 4x4s **39%**.



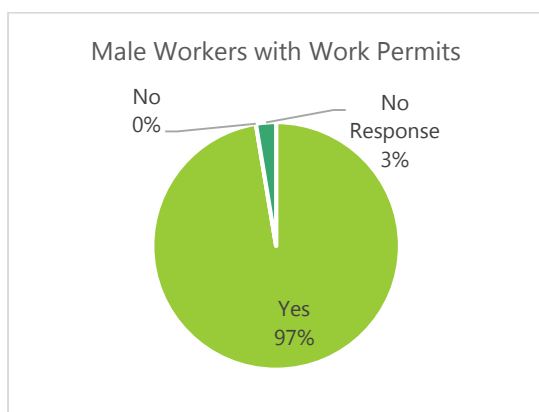
## 2.4. Work permit costs and procedures

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

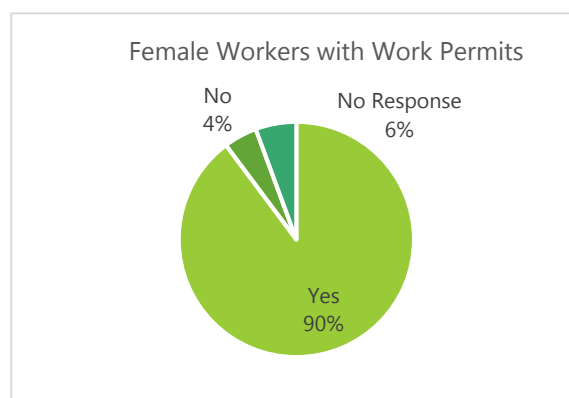
In the agriculture sector, Syrian workers can obtain a work permit through local agricultural cooperatives, permitting them to move between employers rather than having their work status tied to a single employer. At the time of data collection, work permits required a **10JD** processing fee and **3JD** fee to support the work of the cooperatives.

- **95%** of Syrian workers reported having a work permit, with female workers reporting lower rates (**90%**) compared to men (**97%**).<sup>18</sup>

Graph 4. Males Workers with work permits



Graph 5. Females Workers with work permits



- The majority of survey participants obtained their work permit through agricultural cooperatives (**92%**), with only **2%** indicating that they has obtained the permit through a single employer.
- When asked if a work permit was easy to obtain, the majority of Syrian workers (**63.2%**) indicated that it was very easy.<sup>19</sup>
- Of the **1125** Syrian participants, **18.5%** reported that their work permit requests had been rejected in the past.
- Of those who indicated a reason for this rejection, most cited not want to pay the related fee.

<sup>18</sup> No male participants answered “no” when asked if they had a work permit, although 22 did not respond to the question.

<sup>19</sup> Rated 5 on a 5-point scale, 1 being very difficult- 5 being very easy.

## Work Permit Costs

- Roughly, **78%** of the respondents reported paying for work permit fees themselves. An additional **11.3%** indicated that the agricultural cooperative paid for the permit. And **3%** were paid for by a labour intermediary, known as the Shaweesh.

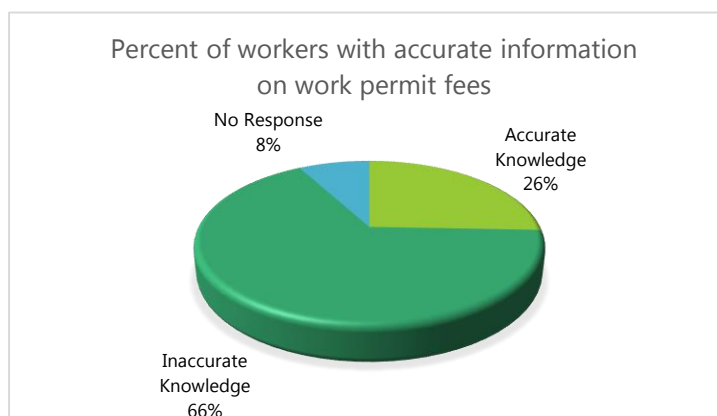


Table 9. Work Permit Payment Arrangements

Payee	Count <sup>20</sup>	Percent
Myself	872	77.9%
Agricultural Cooperative	126	11.3%
Labour Intermediary (Shaweesh)	31	2.8%
Employer	18	1.6%
No Response	72	6.4%
<b>Total</b>	<b>1119</b>	<b>100%</b>

- 66.4%** of Syrian respondents did not know the correct cost of a work permit obtained through agriculture cooperatives (**13 JOD** at the time of the study).
- Only **25.6%** indicated the correct cost when asked.<sup>21</sup>
- Of all respondents, **8%** reported paying less than the **13 JOD** cost, while **30%** paid more. The remaining workers paid the correct fee.

Table 10. Knowledge of permit fees

Accuracy of Knowledge	Percent
Inaccurate	66.4%
Accurate	25.6%
No Response	8%
<b>Grand Total</b>	<b>1125</b>

*83.5% of Syrian workers intended to apply or renew their work permit. Among refugees living in the Zaatari camp, this percentage was 93.8%*

- 83.5%** of responding Syrian workers intended to apply or renew their work permit.
- This rate was higher among Syrian workers from the Zaatari refugee camp, where **93.8%** intended to renew or apply for a work permit. For camp residents, work permits allow them to move outside the camp.<sup>22</sup>

<sup>20</sup> In addition, 6 respondents indicated that the General Federation of Trade Unions paid for their permit, but the GFTU does not help with the issuance of work permits in agriculture. These responses were not considered to be valid.

<sup>21</sup> See Annex II, for Survey questions.

<sup>22</sup> A work permit is a prerequisite for leaving the camp, although additional approval from camp management is required to exit.

- Of all Syrian workers who intended to renew their work permits, a large majority (**88%**) intended to renew or apply through agricultural cooperatives.
- Of Syrian workers who did not have permits, only **11.1%** wanted to apply for one. In comparison, **62.7%** of Syrian workers without a permit expressed their interest to apply for one in a 2017 ILO assessment.<sup>23</sup>
- Among Syrian workers without work permits, the largest concentration (**40.5%**) reported that the cost of the permit was too high, although a large number of respondents (**66.4%**) also did not know the correct cost of a permit (see Table 10 above).

*More than the half of surveyed Syrian workers believed that work permits provided additional legitimacy to their status in Jordan and 49% that it provided more job opportunities.*

- Syrian workers without permits reported a concern that permits would limit their mobility and income earning potential.
- Approximately **20%** believed that they could earn more if they worked without a permit.
- Among Syrian workers with a permit, **58%** of respondents indicated that it provided additional legitimacy to their status in Jordan and safety if stopped by security or the police.
- **49%** believed that a worker permit provided more job opportunities and **41.5%** felt it protected labour rights.
- When comparing findings from a 2017 ILO assessment with Syrian workers,<sup>24</sup> there is an increase in the number of workers who feel that work permits protect their labour rights: **41.5%** in 2018, compared to just **19%** in 2017 (See Table 11).
- Relatively more Syrian workers seem to believe that work permits grant them greater job opportunities when compared to 2017 findings: **31.3%** in 2018, compared to **13%** in 2017 (See Table 11).

Table 11. Perceived benefits of Work Permits

Benefits of Work Permits	2017	2018
Safety and Security	48%	58%
More job opportunities	19%	49%
Protect labour rights	19%	41.5%
Greater job stability	16%	31.3%
No Benefits	NA	4.3%

<sup>23</sup>International Labour Organisation (2018). Work Permits and Employment of Syrian Refugees in Jordan: Toward Formalizing the Work of Syrian Refugees.

[https://www.ilo.org/wcmsp5/groups/public/---arabstates/---ro-beirut/documents/publication/wcms\\_559151.pdf](https://www.ilo.org/wcmsp5/groups/public/---arabstates/---ro-beirut/documents/publication/wcms_559151.pdf) Findings based on a sample of 450 Syrian workers, 225 of whom did not have a work permit. Syrian respondents were working in construction, manufacturing, agriculture and services.

<sup>24</sup> The findings of these two studies cannot be used to draw definitive conclusions. The 2017 assessment includes Syrian workers from different sectors (construction, agriculture, services and manufacturing) while this assessment only surveys workers in agriculture.

In the agriculture sector, work permits are generally perceived to be easier to obtain when compared to permits in other sectors. In a 2017 study conducted by the ILO, the sector was rated by Syrian workers to be the easiest to get a permit in.

- Despite the perceived ease of obtaining permits, **27%** of interviewed employers indicated that less than half of their foreign workers had work permits and two employers indicated that no employee on their farm had a permit.<sup>25</sup>
- In almost all instances, employers relied on cooperatives to sponsor work permits (**97%** of employers).

Table 12: How many of your foreign workers have work permits?

Proportion of foreign workers with permits	Percentage of Employers
Less than the half	27.27%
Half	3.03%
More than the half	27.27%
All	21.21%
None	6.06%
I don't know	15.15%
<b>Grand Total</b>	<b>100.0%</b>

## 2.5. Recruitment

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

Since the emergence of the crisis in Syria, informal networks of labour brokers have emerged in Jordan to match Syrian workers with farmers in need to daily labour. **70%** of surveyed employers reported using an informal labour broker, known as the Shaweesh, to find workers.<sup>26</sup> In some instances, the Shaweesh had a network of intermediaries who brought workers to work sites, distribute their wages and collected any fees<sup>27</sup>.

- **47.3%** of Syrian workers reported using a Shaweesh to find work, which was roughly the same as those who reported that they did not (**47.9%**).
- When compared to the **70%** of employers who reportedly relied on the Shaweesh to find workers, it appears that employers rely more heavily on the intermediaries to find labour, whereas workers may find it easier to find work on their own.

<sup>25</sup> Data was not collected to distinguish between the number of Syrian and non-Syrian foreign workers with permits.

<sup>26</sup> See Annex I. Focus group discussion with Shaweesh. Jordan Valley, Irbid and Mafraq, Jordan, May 16-19, 2018

<sup>27</sup> See Annex I for further detail on wages and fees.

Table 13. Workers who report using a Shaweesh to find work

Did you find work through a Shaweesh?	Count	%
No	539	47.91%
Yes	533	47.38%
No Response	53	4.71%
<b>Grand Total</b>	<b>1125</b>	<b>100.00%</b>

- In **76%** of cases, Syrian workers did not pay the Shaweesh directly for their job placement, although **26%** reported paying an intermediary working as part of the Shaweesh's network.
- **81%** of employers reported paying the Shaweesh directly, with **14%** of employers deducting these fees from their workers' wages.

Table 14. Worker's Payments to the Shaweesh

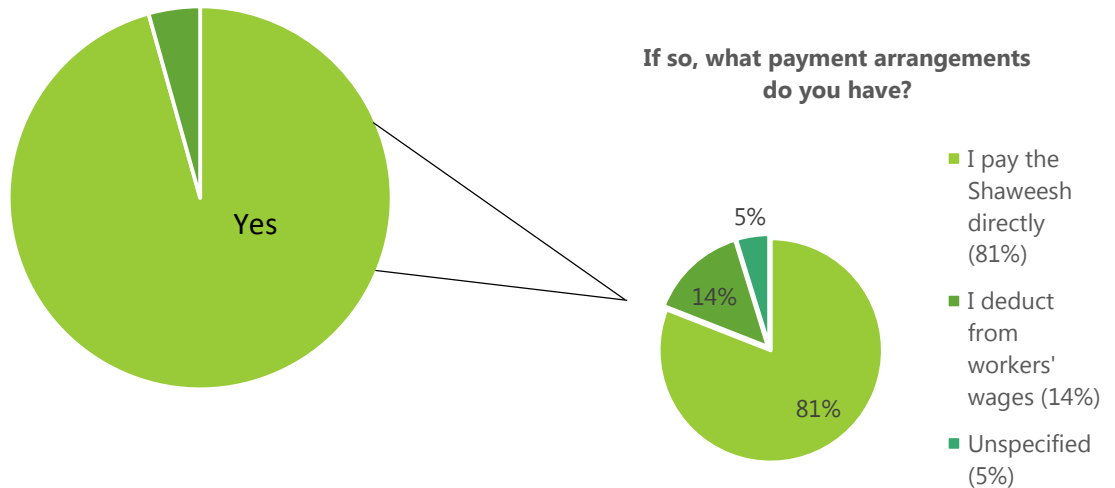
Did you (the worker) pay the Shaweesh for his or her services?	Count	Percent
Yes	<b>167</b>	<b>14.84%</b>
No	<b>855</b>	<b>76%</b>
No response	<b>103</b>	<b>9.16%</b>
<b>Total</b>	<b>1124</b>	<b>100%</b>

Survey results indicate that employers overwhelmingly rely on informal networks to find workers. Whether by referral from past workers or through the Shaweesh, employers depend on social contacts to find workers.

- A Shaweesh was used by **82%** of employers. The remainder relied on referrals from other farmers, family members or former employees.
- Of the employers who reported using a Shaweesh<sup>28</sup>, almost all (**96%**) paid for their service.
- In most cases **81%** employers reported paying the Shaweesh themselves and did not deduct fees from their workers' wages. However, three employers did report deducting from their workers' wages.

<sup>28</sup> Since the emergence of the crisis in Syria, informal networks of labour brokers have emerged in Jordan to match willing workers with farmers in need to daily labour. The so-called "Shaweesh" model was previously used on farms in Lebanon, but has since been exported to Jordan to take advantage of the large supply of informal Syrian workers looking for income and the relatively large demand for daily labour on farms. The Shaweesh fill a need for employers to quickly find labour, and equally provide vulnerable workers with a much-needed source of income. While the work is largely unregulated and provides no wage, social security and safety protections, the Shaweesh effectively rally large groups of workers through WhatsApp messages and are, in many instances, well regarded and trusted members of the community.

## Do you use the service of a Shaweesh?



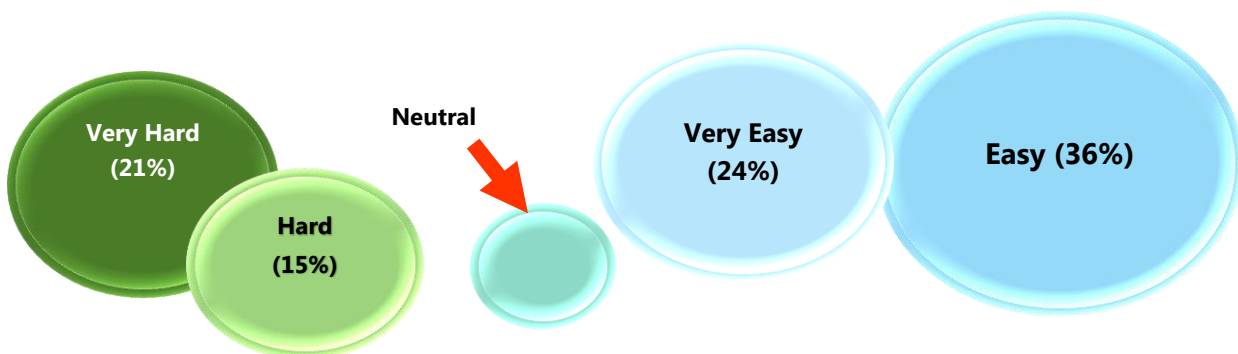
- Of the **33** employers, **94%** employed at least some workers who had previously worked for them. **30%** indicated that all of their current workers had also worked from them in the past.

Table 15. Proportion of returning workers among current work force.

Proportion of Returning Workers	Percent of Reporting Employers
Less than the half	42.42%
Half of them	6.06%
More than the half	15.15%
All of them	30.30%
None	6.06%

- Employers were split by those who found it easy to find workers and those who found it more difficult.

Graph 6. Easiness to find workers.



- Of those that had difficulty finding workers, a lack of adequate outreach was the primary reason cited for not finding workers (**21%**), followed by employer’s inability to pay high enough wages to attract workers (**18%**) and supply their desired working hours (**18%**).
- Among Syrian workers, **48%** indicated that they preferred to work with their families.

Table 16. What are the reasons for your difficulty-finding workers (select all)?

Reported Difficulty	%
Wages	17.9%
Working Hours	17.9%
Outreach	21.4%
Work permits	10.7%
Accommodation	7.1%
Working with their families	17.9%
Others	7.1%
<b>Total</b>	<b>100.0%</b>

## 2.6. Working Conditions<sup>29</sup>

*The large majority of Syrian workers had a contract for their current job, but most were done on an oral basis.*

- The majority of workers (**78%**) reported having a contract for their current job, which compares to the **30%** of employers who reported having contracts with their employees. Of workers with contracts, almost all (**88%**) were oral. Less than **10%** had a written contract.
- In cases where contracts were provided, **50%** did not specify the duration of employment.
- The majority of workers reported working on a daily basis, rather than on monthly contracts. Of those with contracts, half had contracts covering a period less than **3** months.
- **75%** of employers reported that workers remained with them for less than six months, with a little over half (**52%**) reporting **1-3** months.

Table 17. Types of Work Contracts Reported by Syrian Workers

Do you (The worker) have a job contract?	Percent	If yes, what type?	Percent
Yes	78.9%	Oral	88.06%
		Written	9.57%
		Both	1.24%
		No Response	1.13%
No	16.6%	-	-
No Response	4.5%	-	-
<b>Total</b>	<b>100%</b>	-	<b>100%</b>

<sup>29</sup> Working conditions in the sector are difficult to assess and monitor based on the remote location of work places (agricultural fields) and the high worker turn over between seasons. The sector demands a mobile work force that can adapt to variations in seasonal work including picking, ploughing and seeding. Short term and daily labour characterise most work opportunities, providing unclear employment relationships and responsibilities. This includes the provision of social security, occupational safety and health measures and redress mechanisms.

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

Calculating monthly or annual wages in the sector is difficult, as workers often work on a daily or even hourly basis. Their incomes fluctuate according to the season. According to Labour Law No. 8, hourly minimum wage is calculated by dividing monthly wages by 30.<sup>30</sup> However, labour legislation also stipulates that workers are entitled to a rest day each Friday, which would leave only 26 paid working days per month.<sup>31</sup>

The private sector in Jordan has agreed to a minimum wage of **220 JD** per month for Jordanians.<sup>32</sup> For non-Jordanian workers, including Syrians, it is set at **150 JD** per month. Migrant workers employed on a daily basis are therefore entitled to at least **five JD/day** while for Jordanians it is **7.3 JD/day**.

In agriculture, wages are a product of both time and the hourly rate of pay. During harvest seasons, wages may increase, as there is more work available. During winter, however, wages may fall short, reflecting fewer work opportunities and low overall labour demand. All employers reported paying workers per hour, or shift. On average, employers reported paying their workers between **1-2JD** per hour.<sup>33</sup>

- **55%** of Syrian agriculture workers reported receiving **5 JD** per day.
- **64%** of employers report paying between **1-2JD** per hour.<sup>34</sup>
- Wage differences reported between men and women respondents were not significant. Both groups were most likely to earn **5 JD** per day, with the second largest group for both genders reporting **8 JD** per day.

Table 18. Daily Wages Reported by Syrian Workers

Daily wages	All Workers	Working last month
5 JD	49.78%	48.84%
8 JD	21.07%	23.19%
10 JD	11.56%	13.33%
15 JD	1.69%	1.16%
15 JD+	0.62%	0.72%
No Response	10.76%	10.58%
Work Without Wages	4.53%	2.17%
<b>Total</b>	<b>100.00%</b>	<b>100.00%</b>

- Among Syrian workers, roughly **61%** knew the minimum wage for Non-Jordanian workers.
- **23%** of Syrian workers reported working jobs in addition to the work they did in agriculture.

<sup>30</sup> According to the Labour Law, the minimum wage for day workers is calculated as one-thirtieth of the monthly minimum wage.

<sup>31</sup> Law No. 8 of 1996 (Labour Code) Article 60.

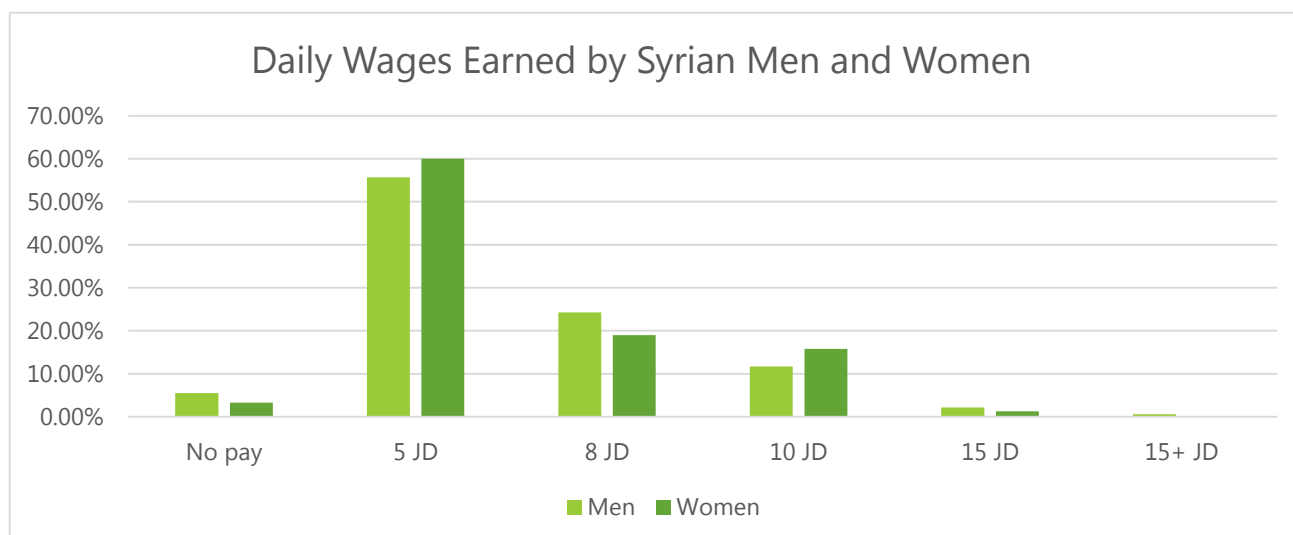
<sup>32</sup> Law No. 8 of 1996 (Labour Code). The Cabinet Decision on 5/2/2017 increased the minimum wage from JOD 190 to JOD 220 per month for all Jordanian workers covered under the Labour Law 8/1996 and its amendments.

<sup>33</sup> See [Decent Work and the Agriculture Sector in Jordan: Evidence from Employer Surveys](#)

<sup>34</sup> The survey did not have the option for workers to report working shifts less than 8 hours, so no conclusions on the discrepancy between employers and employees reported wages could be made at this time. Follow-up data is needed.



Table 18. Daily Wages Reported by Syrian Workers



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

- The majority of Syrian workers, both male and female, reported working **8-hour shifts (83%)**, **5 days a week (29.4%)**.
- The study failed to specify the exact hours workers, making it difficult to determine if workers who earn **5 JD** per day are being paid at or less than the minimum wage rate of **1 JD/hour**.
- If **5 JD** does represent the daily earnings of most Syrian agriculture workers, those that work 5 hours a day are earning the hourly minimum wage rate of **1 JD/hour**.<sup>35</sup>
- However, **5 JD** per day equates to **100-120 JD/month**, which is below the monthly minimum wage of **150 JD**.
- Roughly, **17%** of respondents reported working more than **8-hour shifts**, with men being more likely than women to work in excess of **8 hours**.<sup>36</sup>

Table 19. Hours worked per shift

Total Percentage <sup>37</sup>	Male Percentage	Female Percentage	Shift Hours
84%	82%	90%	8
11%	12	7%	10
4%	5%	2%	12
1%	1%	1%	12+

- **14%** of female respondents reported working more than **5 days a week**, while **28%** of men reported the same.

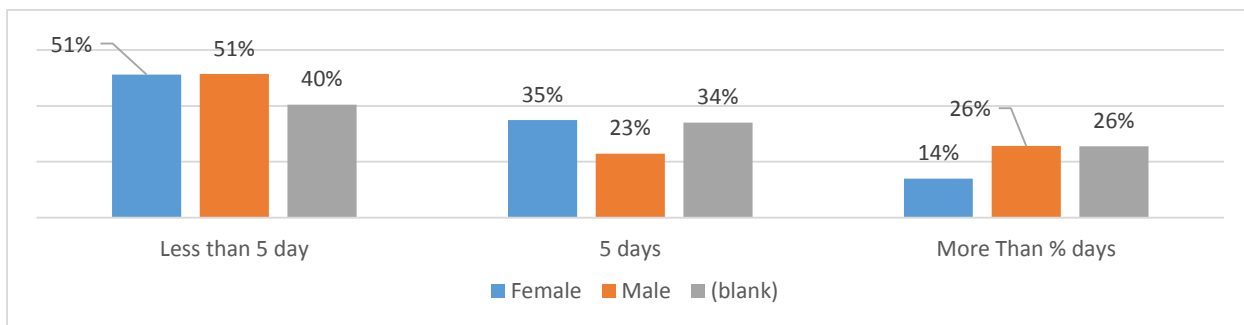
<sup>35</sup> The Labour Law No.8 excluded agriculture workers from most provisions. A bylaw covering these workers was intended to be developed, but has yet to be applied.

<sup>36</sup> More female respondents chose not to answer this question, which may bias results. (18.3% of men worked more than 8 hour shifts, and roughly 10% of women)

<sup>37</sup> There were 140 participants that chose not to respond to this question, 52 women and 88 men

- **40%** of employers reported that workers spent less than **5** days a week working on their farms. It is not known if workers combine these workdays with other jobs.

Graph7. On average, how many days per week do you work in the sector?



- The majority of employers (**58%**) paid their workers directly in cash, while **42%** paid a Shaweesh, who would then distribute income to their workers.
- Outside of wages, approximately **60%** of surveyed employers reported regularly providing additional benefits in the form of transportation (**22%** of employers), food (**24%**), left over harvest (**27%**) accommodation (**7%**) and water and electricity (**15%**). No additional cash incentives were reported.

Table 20. What do you (the employer) pay your workers per hour?

Percentage	Wages (JOD)
<b>27%</b>	<b>0.5 – 1</b>
<b>64%</b>	<b>1 – 2</b>
<b>6%</b>	<b>More than that</b>
<b>3%</b>	<b>Unspecified</b>
<b>100.0%</b>	<b>Grand Total</b>

- Most workers relied on pick-up trucks or **4x4s** to transport them to and from work. In almost half of all cases reported by Syrian workers, transportation was provided by the employer (**51%**).

*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.<sup>38</sup>
- No surveyed employer had registering their Syrian workers in social security.
- Despite the hazardous forms of work in the sector, the majority of workers (**67%**) reported receiving no information on occupational safety and health from their employer.
- When asked about safety provisions taken at the work place, **86%** of Syrian workers indicated inadequate provisions.<sup>39</sup>

<sup>38</sup>In Jordan, agriculture workers are not required to be enrolled in social security. This differs from other sectors where employers are mandated to do so for all workers.

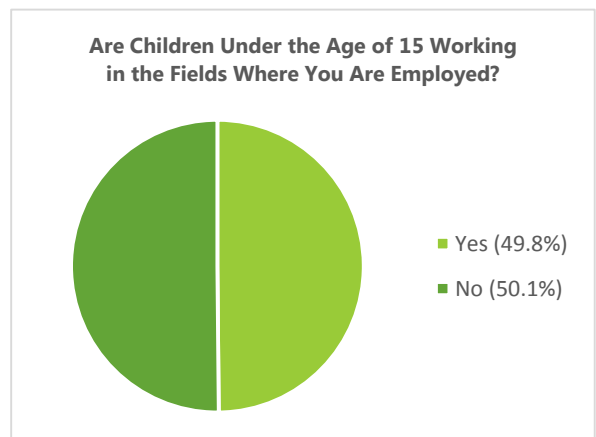
<sup>39</sup> Participants were asked what safety equipment they received and instructions on its use. These responses were compared to international labour standards, namely Safety and Health in Agriculture Convention 2001.

- **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.
- **53%** of employers had *both* working conditions and work permits checked by inspectors.

*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.*

The scale of child labour in Jordan is not well known, although estimated from the National Child Labour Survey indicate that it is on the rise.<sup>40</sup> In some instances, children without access to school or childcare may have to accompany their parents to work. Under these circumstances, children’s presence at work may not constitute child labour. In other instances, children may be kept out of school or brought to work with the intention to earn an income. Syrians workers who were included in this survey preferred that their children work, rather than sit idle in cases where schools were not accessible. This was perceived to in still work ethic. At the global level, agriculture is among sectors with the highest incidents of child labour. Findings of earlier surveys in Jordan suggests that this applies.<sup>41</sup>

Graph8. Field workers from under the age of 15



- The prevalence of child labour in the sector was confirmed by **82%** of employers who reported that children under **15** years of age worked with their families on farms.

<sup>40</sup> The National Survey on Child Labour 2016 reported a two-fold increase in the number of children working since its 2007 addition.

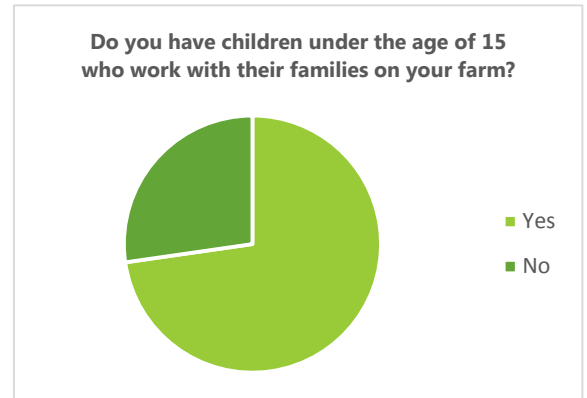
See: [https://www.ilo.org/beirut/publications/WCMS\\_510520/lang--en/index.htm](https://www.ilo.org/beirut/publications/WCMS_510520/lang--en/index.htm)

<sup>41</sup> International Labour Organisation (2018). Work Permits and Employment of Syrian Refugees in Jordan: Toward Formalizing the Work of Syrian Refugees.

[http://www.ilo.org/wcmsp5/groups/public/---arabstates/---ro-beirut/documents/publication/wcms\\_510520.pdf](http://www.ilo.org/wcmsp5/groups/public/---arabstates/---ro-beirut/documents/publication/wcms_510520.pdf)

- **50%** of Syrian workers reported that children under the age of **15** were working with them in agriculture fields.
- Despite the frequency of incidents, **89%** of Syrian respondents agreed that children should not work.
- In almost **70%** of reported cases, children were paid for their work. Most children reportedly received 5 JD per day.
- In **88%** of cases, children were reported to be working 5 days or less.
- Most children (**75%** of cases) were not in school during the academic year the survey was conducted.
- A large proportion of the children were simply too young to attend school (**50%** of cases).
- When omitting age, **47%** of cases of school absenteeism was due to a child's disability.
- **12.9%** of cases were attributed to school being too far away. When asked if there was a school in their community, **half** of all Syrian respondents reported that there was.

Graph8. Field workers from under the age of 15



## Conclusions

The findings in this analysis relied on a relatively small sample size and cannot be used to draw conclusions across the sector. Instead, this data points to areas that warrant further investigation and would benefit from follow-up research. These include:

- ***The role of the Shaweesh***

A large proportion of surveyed employers reported using the Shaweesh to find workers, while half of all workers reported the same. Furthermore, **42%** of employers using the Shaweesh relied on him or her to distribute wages to the workers. Little is known about the intermediary services the Shaweesh provides, including the conditions under which they provide services.

- ***Incidents of child labour and family work***

**48%** of Syrian workers indicated a preference to work with members of their families. For logistical purposes (transportation, childcare), families may remain together to lower the overall cost of finding work. Anecdotal evidence suggests that parents bring their children with them to the field, but it is not clear if the children are actually working. Syrian workers indicated that they preferred their children to work, rather than sit idle at home in instances where school are not accessible. This was considered to in still work ethic. **72%** of employers that were interviewed in this survey indicated that children did in fact work on their property.

- ***Decent Work and labour inspection***

**75%** of all employers reported never being visited by a labour inspector. The distance of the work sites (agricultural fields) partially explains this finding. **76%** of employers reported that they did not provide occupational safety and health information or safety equipment to their workers. Labour inspectors have a role to play to both enforce standards and help employers implement safety protocol. More information is needed to understand the actual occupational safety and health measures that are taken by employers and how labour inspectors can support more robust measures.

## 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.

## Annex I. Summary of Focus Group Discussions with Informal Labour Brokers

### Decent Work and Labour Brokers in the Agriculture Sector: Evidence from a focus groups discussion in the Jordan Valley

#### **I. Executive Summary:**

Between May 16-19, 2018, four focus group discussions were convened with sixteen informal labour brokers, referred to as “Shaweesh.”<sup>42</sup> The labour brokers covered areas in northern Jordan Valley, Irbid, Ramtha and Mafraq. They primarily helped connect employers in the agriculture sector with Syrian workers in need of work opportunities.

Through these discussions, a nuanced image of the labour brokers emerged. They rejected the name “Shaweesh,” as it had a negative connotation, often associated with tyranny and forced labour. Participants instead saw themselves working for the interest of workers and employers.

1. The “Shaweesh”, or labour broker, negotiates wages and work arrangements, in consultation with both employers and Syrian workers.
2. All labour brokers denied being paid by workers. They instead received payment for their services from employers.
3. The average monthly wage of a labour brokers varied between 100-500 JD. Most reported being paid per workers placed in a job, per day.
4. The services provided by informal labour brokers were perceived to be on the decline, as Syrians were more familiar with local labour markets and no longer needed a third party to facilitate job placements.
5. Most labour brokers recognize a demand for child labour in certain tasks, including harvesting fruit.

This summary provides a narrative to the focus group discussions. It does not reflect views other than the ones expressed by the labour brokers themselves.

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<sup>42</sup> Attendees did not like being referred to as “Shaweesh” because it is linked to a military rank, a sergeant, and implies domination, tyranny and lack of interest in work conditions and workers’ needs.

## II. Background of labour intermediary services

The origins of the “Shaweesh” profession in Jordan date to the onset of the Syria crisis in 2013. Most participants had previously helped host Syrian refugees prior to facilitating their work placements.

In the course of hosting Syrians, they saw a need for someone to represent the vulnerable group of workers, particularly to identify jobs and ensure against non-payment or late payment of wages. Syrian workers were unfamiliar with the local labour market and employers were not yet acquainted with the skills and expertise of Syrian refugees in their communities.

They found that employers were equally in need of a representative, as the sector had experienced growth and many were in need of additional labour.

The labour brokers helped bridge this gap.

However, in recent years, Syrian workers have become well acquainted with local employers and employers are familiar with the skills and qualifications Syrians possess.

For these reasons, the services provided by labour brokers are on the decline.

## III. Services:

The focus group discussion opened by asking the participants what **services they provided for employers**.

Prior to the placement of workers, the labour brokers negotiate with the employer to set (i) the number of workers needed, (ii) the duration of work (hours, days, months etc.), (iii) the wages that would be paid and (iv) transportation arrangements.

*Services to employers:*

The following services were specified:

- 1- Providing employers with an adequate supply of daily labour;
- 2- Keeping records of workers’ names and contacts,
- 3- Keeping records of working hours;
- 4- Negotiating hourly and daily wage rates with employers;
- 5- Receiving wages from employers and distributing them to workers;

*Services to workers:*

The following services were specified:

- 1- Providing Syrian workers with daily work opportunities, taking into account workers’ skills and preferences (e.g. to work with their families);
- 2- Insuring workers’ payments are received on time;
- 3- Keeping records of work hours and payments;



- 4- Arranging transportation for workers to and from the workplace, at the expense of employers;<sup>43</sup>
- 5- Arranging meals for workers, which were sometimes deducted from workers' wages.

Labour brokers agreed that there was inadequate expertise to address work injuries on the job. In instances where accidents did occur, the labour brokers would take the injured worker to nearby health centres or hospitals. In some cases, where no health services were nearby, labour brokers took injured workers to the nearest aid centre or called Civil Defence.

In Mafraq, labour brokers reported covering some work injury payments on behalf of the injured worker. It was not clear under what conditions this was done.

#### **IV. Payments**

Labour brokers were asked how much they were paid for their services, by whom and how they received payments. Different arrangements were reported and appeared to vary based on what was negotiated with the employer.

In some instances, labour brokers were paid by employers for every worker they placed in jobs in a single day. In other instances, they agreed to a lump sum payment with employers, which was usually around 10 JD per day. Participants in Irbid estimated that they earned between 100-250 JOD per month, which varied by season. In Mafraq, the estimate was put between 300-500 JOD per month.

All payments were reportedly made in cash.

#### **V. Communication**

Labour brokers indicated that most workers lived in their communities, making face-to-face communication about work opportunities easy.

Many Syrian workers preferred to work with their families. One family member would arrange for work placements on behalf of their entire family.

In instances where more than one day of work was required, labour brokers would consult with workers in advance and come to a common agreement on working arrangements (payment, hours, transportation etc.)

#### **A. Networks of Workers**

Labour brokers used networks of workers to help them organise. Group "leaders" were appointed and responsible for communicating work placements to 8-20 workers in their immediate communities. During harvest seasons, a single group leader might be responsible for facilitating up to 100 workers.

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<sup>43</sup> Transportation was provided for most workers, but depended on the distance between the workplace and workers' homes. Common drop off and pick up points were arranged when workers lived in proximity to one another. In most cases, employers provide for the transportation or paid a transportation allowance.

Group leaders were responsible for assembling workers on the agreed work day, and ensuring transportation to and from the work site.

In the Zaatari refugee camp, where there were fewer labour brokers, but many workers, a single labour broker conducted a network of 60 group leaders, each responsible for 10-20 workers each.

Group leaders received benefits in addition to work opportunities, including a share of transportation stipends.

## **B. Networks of Employers**

Each labour broker reported working with between 1-4 farmers.

## **C. Networks of labour brokers**

Labour brokers in Irbid did not work with other labour brokers. They preferred to work with a smaller number of farmers and groups of workers to avoid spreading their networks too thin.

In Mafraq, the labour brokers sometimes communicated with each other when they had more workers than work opportunities, or more work opportunities than workers.

## **VI. Child labour**

Labour brokers found that Syrian workers preferred to work with their families because they could split childcare responsibilities while on the job and felt safer. This was particularly true for female workers, who generally refused to work with strangers.

Family work arrangements generally included work for children under the age of 15. Labour brokers found that Syrians perceived the harvest season as an opportunity to increase their income. Syrians preferred that their children work, rather than sit idle in cases where schools were not accessible. This was perceived to be a still work ethic.

Children between the age of 13 and 18 were not typically considered to be children and were preferred for picking fruit and other tasks requiring agility and a small stature.

## **VII. Workers' Rights**

Labour brokers agreed that workers had the right to decline work offers, stop work if they found it undesirable and leave the job site without explanation.

However, in Mafraq, labour brokers reported terminating workers' contracts when they declined to follow direction.

All labour brokers requested to have their role formalized, so that they could better enforce labour standards in the sector and report violations.

## Annex II. QUESTIONNAIRE

هذا استبيان خاص لتحديد آراء العمالة السورية فيما يتعلق ببيئة وظروف العمل في الأردن.

لذا من فضلك عزيزي العامل/ة، ضع/ي إشارة ( ✓ ) تحت ما تجده/ تجديه يتناسب مع رأيك وما هو موجود فعلاً في حياتك العملية .

شكراً لمنحك جزءاً من وقتك للإجابة على الاستبيان لما لها من دور في تحسين ظروف وبيئة العمل للعمالة السورية، علماً بأن الإجابات ستعامل بسرية تامة ولأغراض بحثية فقط.

1	الجنس:	ذكر <input type="checkbox"/>	أنثى <input type="checkbox"/>
2	ما هي علاقتك مع رب الأسرة	نفسه <input type="checkbox"/>	أخ / أخت <input type="checkbox"/>
		زوج / زوجة <input type="checkbox"/>	ابن الأخ أو الأخت <input type="checkbox"/>
		ابن / ابنة <input type="checkbox"/>	ابن الزوج أو الزوجة <input type="checkbox"/>
		حفيد / حفيدة <input type="checkbox"/>	والد مسن / نسيب <input type="checkbox"/>
		لا ينطبق <input type="checkbox"/>	قريب <input type="checkbox"/>
3	العمر:	24 - 15 <input type="checkbox"/>	34-25 <input type="checkbox"/>
		44-35 <input type="checkbox"/>	54-45 <input type="checkbox"/>
		55 فأكثر <input type="checkbox"/>	
4	هل عملت خلال الشهر الماضي؟	نعم <input type="checkbox"/>	لا <input type="checkbox"/>
5	المحافظة:		
أ	خلال الأشهر التالية، أين قضيت أكثر فترة عمل؟	1 كانون ثاني - آذار <input type="checkbox"/>	2 نيسان - حزيران <input type="checkbox"/>
		3 تموز - أيلول <input type="checkbox"/>	4 تشرين الأول - كانون الأول <input type="checkbox"/>
ب	خلال الأشهر التالية، أين قضيت أكثر فترة خارج أوقات العمل؟	1 كانون ثاني - آذار <input type="checkbox"/>	2 نيسان - حزيران <input type="checkbox"/>
		3 تموز - أيلول <input type="checkbox"/>	4 تشرين الأول - كانون الأول <input type="checkbox"/>
6	كيف حصلت على تصريح عملك؟	مكتب التشغيل <input type="checkbox"/>	الشاويش <input type="checkbox"/>
		صاحب العمل نفسه <input type="checkbox"/>	أخرى <input type="checkbox"/>
7	هل تعاملت مع الشاويش للحصول على فرصة عمل	نعم <input type="checkbox"/>	لا <input type="checkbox"/>
8	إذا كنت قد حصلت على عمل من خلال الشاويش، هل طلب منك أي رسوم؟	نعم <input type="checkbox"/>	لا <input type="checkbox"/>
9	في خلال السنة الماضية، أين سكنت أغلب الوقت؟	خيمة <input type="checkbox"/>	شقة <input type="checkbox"/>
		منزل مستقل <input type="checkbox"/>	مخيم <input type="checkbox"/>
10	هل لديك عقد عمل شفوي أو مكتوب في عملك الحالي	نعم (يرجى الاختيار) <input type="checkbox"/>	مكتوب <input type="checkbox"/>
		لا <input type="checkbox"/>	شفوي <input type="checkbox"/>
		كلاهما <input type="checkbox"/>	
11	ما هي مدة عقد العمل؟ (بالأشهر)	أقل من شهر <input type="checkbox"/>	3-1 <input type="checkbox"/>
		9-7 <input type="checkbox"/>	12-10 <input type="checkbox"/>
		6-4 <input type="checkbox"/>	لا أعلم <input type="checkbox"/>

هل تقوم بأي أنشطة اقتصادية أخرى بالإضافة إلى وظيفتك الرئيسية	نعم (في أي قطاع)	الزراعة	الانشاءات	الصناعة	أخرى	لا	12
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هل يقوم أي من أفراد الأسرة بأنشطة اقتصادية؟	نعم (في أي قطاع)	الزراعة	الانشاءات	الصناعة	أخرى	لا	13
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هل لديك تصريح عمل	نعم	لا	14
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كيف تقيم سهولة الحصول على تصريح العمل؟ (1 الأسوأ و 5 الأفضل)	1	2	3	4	5	15
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من قام بالتقديم لتصريح العمل	أنا	صاحب العمل	الجمعية التعاونية	طرف ثالث آخر	الاتحاد العام لنقابات العمال	16
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من قام بالدفع لتصريح العمل	أنا	صاحب العمل	الجمعية التعاونية	طرف ثالث آخر	الاتحاد العام لنقابات العمال	17
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كم دفعت لتصريح العمل بالدينار	أقل من 10	10	13	أكثر من 13	18
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هل تنوي للتقديم لتصريح العمل أو تجديد تصريح العمل عند انتهاء صلاحيته	نعم (من سيقوم بالتجديد)	أنا	صاحب العمل	جمعية تعاونية	الاتحاد العام لنقابات العمال	طرف ثالث آخر	19
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تجدد تصريح العمل عند انتهاء صلاحيته	لا (اختر ما ينطبق)	مكلف جداً	الإجراءات معقدة	صاحب العمل لا يريد	سيحد من حرية التنقل	لا توجد فوائد كافية	أخرى، حدد من فضلك	19
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فرص عمل أكثر	<input type="checkbox"/>	الأمان (لا يتم توقيفي من قبل الأمن أو الشرطة)	<input type="checkbox"/>
باعتقادك ما هي فوائد تصريح العمل؟ (اختر كل ما ينطبق)		حقوق العمل	<input type="checkbox"/>
الاستقرار الوظيفي	<input type="checkbox"/>	لا توجد فوائد	<input type="checkbox"/>

استغلال من صاحب العمل	<input type="checkbox"/>	أقل مرونة والحد من التنقل	<input type="checkbox"/>
باعتقادك ما هي سلبيات تصريح العمل؟ (اختر كل ما ينطبق)		أجور أقل	<input type="checkbox"/>
		لا توجد سلبيات	<input type="checkbox"/>

لا	<input type="checkbox"/>		
نعم، لماذا؟ (اختر كل ما ينطبق)	<input type="checkbox"/>		
هل سبق وأن قدمت على تصريح عمل ورُفِّض إصدارها؟		ليس لدي ضمان اجتماعي	<input type="checkbox"/>
		ليس لدي بطاقة أمنية (من وزارة الداخلية)	<input type="checkbox"/>
صاحب العمل غير مسجل قانونياً (السجل التجاري)	<input type="checkbox"/>	لا أريد دفع رسوم ١٠ دنانير	<input type="checkbox"/>
المهنة مغلقة (للسوريين)	<input type="checkbox"/>	لم يقم صاحب العمل بالإجراءات	<input type="checkbox"/>
لا أعرف السبب	<input type="checkbox"/>		
أخرى، حدد من فضلك	<input type="checkbox"/>		

هل لديك علاقة جيدة مع صاحب العمل؟	<input type="checkbox"/>	نعم	<input type="checkbox"/>	لا	<input type="checkbox"/>	لا توجد علاقة	<input type="checkbox"/>
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هل لديك اشتراك في الضمان الاجتماعي؟	<input type="checkbox"/>	نعم	<input type="checkbox"/>	لا	<input type="checkbox"/>	لا اعرف	<input type="checkbox"/>
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ما هو الحد الأدنى للأجور في الأردن؟	<input type="checkbox"/>	١٥٠ دينار	<input type="checkbox"/>	١٩٠ دينار	<input type="checkbox"/>	٢٢٠ دينار	<input type="checkbox"/>	أخرى	<input type="checkbox"/>
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تقريباً كم كان مقدار أجرك اليومي خلال الشهر الماضي في عملك الأساسي؟	<input type="checkbox"/>	بدون أجر	<input type="checkbox"/>	5 دنانير	<input type="checkbox"/>	8 دنانير	<input type="checkbox"/>
		10 دنانير	<input type="checkbox"/>	15 دنانير	<input type="checkbox"/>	أكثر من ذلك	<input type="checkbox"/>

كم عدد ساعات العمل في الشفت الواحد؟	<input type="checkbox"/>	8 ساعات	<input type="checkbox"/>	10 ساعات	<input type="checkbox"/>	12 ساعة	<input type="checkbox"/>	أكثر من ذلك	<input type="checkbox"/>
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خلال الشهر الماضي بشكل عام، كم عدد الأيام التي عملت بها خلال الأسبوع؟	<input type="checkbox"/>	1 يوم	<input type="checkbox"/>	2 يوم	<input type="checkbox"/>	3 أيام	<input type="checkbox"/>	4 أيام	<input type="checkbox"/>
		5 أيام	<input type="checkbox"/>	6 أيام	<input type="checkbox"/>	7 أيام	<input type="checkbox"/>		

هل تتلقى أي مبالغ إضافية من وظيفتك الرئيسية؟	<input type="checkbox"/>	لا	<input type="checkbox"/>	نعم، (اختر كل ما ينطبق)	<input type="checkbox"/>
		أجر العمل الإضافي	<input type="checkbox"/>	عمولات	<input type="checkbox"/>
		مكافآت	<input type="checkbox"/>	أخرى، حدد من فضلك	<input type="checkbox"/>

30	كيف تتلقى أجورك؟	من صاحب العمل	طرف ثالث	أخرى حدد .....
31	هل تدفع نسبة من أجورك للشاويش؟	نعم	لا	
32	هل تتلقى أي مميزات غير مادية من وظيفتك الرئيسية؟	نعم	سكن مجاني	ملايس أو أحذية
		لا	نقل مجاني أو مدعوم	كهرباء
33	هل تعمل لوحدهك أو مع مجموعة؟	لوحدي	مع مجموعة	أفراد عائلتك
				عمال آخرون
34	هل لديك أطفال في بيتك من عمر 15 أو أقل يعملون معك؟	نعم (كم؟ .....	لا (تخطى الأسئلة 35-39)	
35	هل يتلقى هؤلاء الأطفال أجور أو عمولات أو دفعات من أي نوع؟	نعم	لا (تخطى الأسئلة 36-38)	
36	إذا أجبت بنعم، ما هو معدل الأجور اليومي	بدون أجر	5	8
		15	أكثر	
37	إذا أجبت بنعم، ما هي عدد الساعات اليومية التي يعملها الأطفال في سن 15 أو أقل؟ (كموظف، أو عامل مستقل، أو صاحب عمل، أو عامل لأسرة بدون أجر)	8	10	12
		أكثر من 12		
38	إذا أجبت بنعم، ما هو عدد الأيام في الأسبوع التي يعمل الأطفال في سن 15 أو أقل؟ (كموظف، أو عامل مستقل، أو صاحب عمل، أو عامل لأسرة بدون أجر؟)	1	2	3
		4	5	6
		7		
39-أ	هل يذهب الأطفال في عائلتك إلى الروضة أو المدرسة خلال السنة الدراسية	نعم	لا	

لا توجد مدرسة / المدرسة بعيدة	<input type="checkbox"/>	ذوي إعاقة / مرضى	<input type="checkbox"/>	صغيرين في السن	<input type="checkbox"/>	إذا أجبت بلا أو بعضاً منهم، ما هي أحد أهم الأسباب لعدم ذهابهم؟ (اختر كل ما ينطبق)
غير مهتمين بالمدرسة	<input type="checkbox"/>	العائلة لا تسمح بالذهاب إلى المدرسة	<input type="checkbox"/>	ليس بالإمكان تحمل نفقات الدراسة	<input type="checkbox"/>	
التدريب للعمل	<input type="checkbox"/>	المدرسة غير آمنة	<input type="checkbox"/>	الدراسة غير مهمة	<input type="checkbox"/>	
المساعدة في المنزل ضمن أشغال المنزل	<input type="checkbox"/>	العمل بدون مقابل ضمن شغل العائلة	<input type="checkbox"/>	العمل مقابل أجر	<input type="checkbox"/>	
				أخرى، حدد من فضلك	<input type="checkbox"/>	

ب-39

هل هناك مدارس قريبة منك في مجتمعك؟	نعم <input type="checkbox"/>	لا <input type="checkbox"/>	40
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هل باعتقادك أن الأطفال في سن 15 أو أقل عليهم العمل؟	نعم <input type="checkbox"/>	لا <input type="checkbox"/>	41
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كيف تنتقل من مكان لآخر للعمل؟	باص <input type="checkbox"/>	تكسي <input type="checkbox"/>	سيارتي الخاصة <input type="checkbox"/>	أخرى حدد من فضلك <input type="checkbox"/>	42
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هل قام صاحب العمل بتبليغك بمعلومات عن إجراءات السلامة في العمل	نعم <input type="checkbox"/>	لا <input type="checkbox"/>	43
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ما هي معدات السلامة التي قام صاحب العمل بتوفيرها لك	تشير الإجابة إلى مؤشرات كافية <input type="checkbox"/>	لا تشير الإجابة إلى مؤشرات كافية <input type="checkbox"/>	44
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إذا كنت قد حصلت/تحصل على معدات السلامة، هل قمت/تقوم باستخدامها	نعم <input type="checkbox"/>	لا <input type="checkbox"/>	45
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هل قام مفتش عمل بزيارة مكان عملك خلال السنة الماضية (2017)؟ كم مرة؟	أبداً <input type="checkbox"/>	أكثر من مرة في الشهر <input type="checkbox"/>	مرتين خلال السنة الماضية <input type="checkbox"/>	3-4 مرات خلال السنة الماضية <input type="checkbox"/>	5 مرات أو أكثر خلال السنة الماضية <input type="checkbox"/>	46
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هل قام مفتش العمل بالتحقق من التالي	تصاريح العمل <input type="checkbox"/>	كلاهما <input type="checkbox"/>	أوضاع العمل <input type="checkbox"/>	أخرى (حدد)..... <input type="checkbox"/>	47
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ما هي خلفيتك الوظيفية السابقة؟	التشييد <input type="checkbox"/>	الزراعة <input type="checkbox"/>	الصناعة <input type="checkbox"/>	الخدمات <input type="checkbox"/>	أخرى (يرجى تحديدها) ..... <input type="checkbox"/>	48
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هل تلقيت أي تدريب يتعلق بوظيفتك الحالية؟	نعم (اختر كل ما ينطبق)	<input type="checkbox"/>
	السلامة والصحة المهنية	<input type="checkbox"/>
	توعية بخصوص عمالة الأطفال	<input type="checkbox"/>
	تدريب لا يتعلق بعملك الحالي	<input type="checkbox"/>
	لا	<input type="checkbox"/>
حقوق وواجبات العمال		<input type="checkbox"/>
تدريب داخل العمل		<input type="checkbox"/>

أين ترغب بالتحسينات على وظيفتك الحالية؟ (اختر كل ما ينطبق)	إجراءات الحصول على تصريح العمل	<input type="checkbox"/>
	ساعات العمل	<input type="checkbox"/>
	المعيشة والإقامة	<input type="checkbox"/>
	إجراءات الحصول على العمل	<input type="checkbox"/>
	أخرى (يرجى تحديدها) .....	<input type="checkbox"/>
الأجور		<input type="checkbox"/>
التنقلات		<input type="checkbox"/>
فرص التدريب		<input type="checkbox"/>
السلامة والصحة المهنية		<input type="checkbox"/>
لا يوجد		<input type="checkbox"/>

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ISBN 978-92-2-132127-9



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