



Public Services Welcoming Migrants

Strengthening the role of Public service trade unions

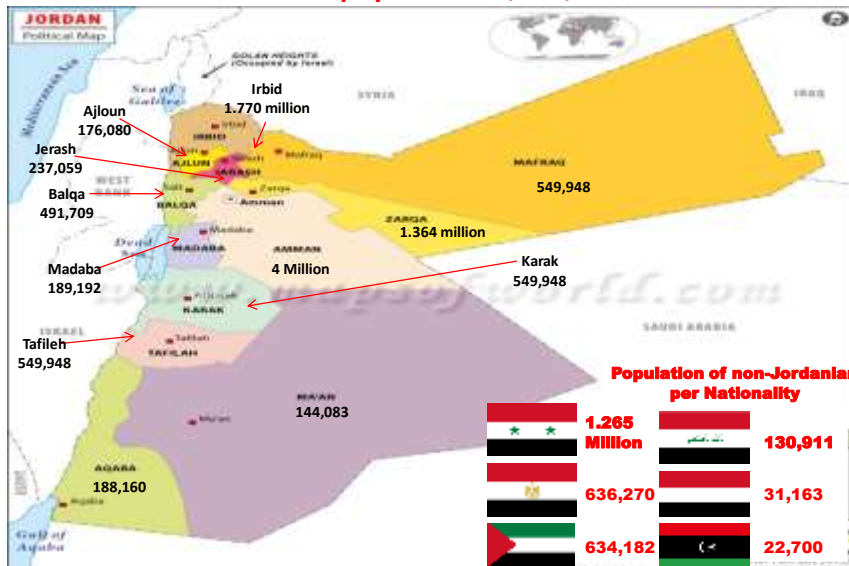
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Jordan

Jordan Political Map - 2016

Jordan's population 9,523,712



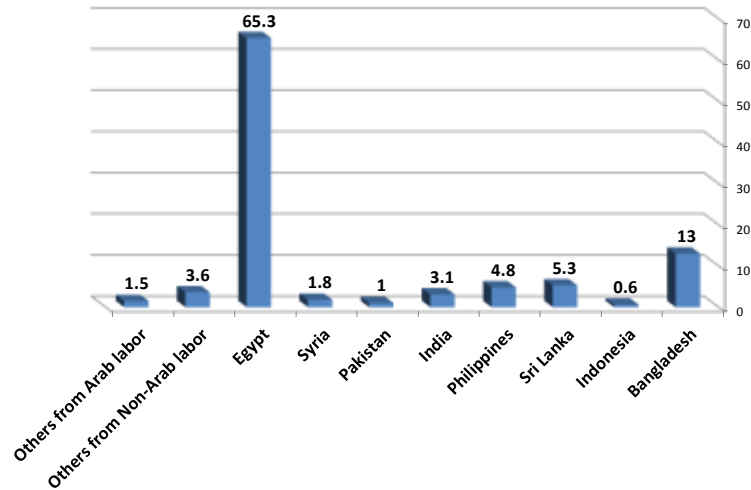
Jordan

- 69.4% Jordanian , 30.6 % of the total population is non-Jordanians.
- Jordan is facing economic difficulties as a result of its policy to host Arab refugees
- Budget deficit in 2014 reached nearly 22 billion dinars, about \$ 31 billion USD.
- Jordan is a country with limited resources, so providing service to these refugees for such a large population is not easy.
- The unemployment rate is 13.6%, which means that the number of unemployed Jordanians is about 200,000 people.
- Jordan has certain obligations and commitments to ensure the basic rights for these non-Jordanians such as health, education and the right to work.

Jordan

- The control of terrorist organizations widened on our border areas with Iraq and Syria, which led to the closure of the borders with Jordan, and these two countries have played the role of strategic business partner to Jordan for decades.
- The crisis in neighbor countries and the situation in Libya & Yemen led to a flow of Iraqi; Syrian; Libyan and Yemeni to Jordan between refugees and non-refugees, posing a severe pressure on the state and the Jordanian economy and society.

Percentage Distribution of Non-Jordanian Work Permits by Nationality -2014



Statistical Jordanian labor market indicators 2010-2014

القيمة					المؤشر
2014	2013	2012	2011	2010	
1,460,817	1,444,699	1,443,563	1,436,020	1,411,134	عدد قوود العمل الأردنية
1,186,688	1,262,636	1,268,093	1,250,971	1,235,948	المتطوعون
1,088,865	1,065,318	1,056,003	1,041,263	1,033,015	المتطوعون/ذكور
197,813	197,318	212,090	209,708	202,933	المتطوعون/إناث
32.1%	32.4%	33.4%	34.0%	34.5%	نسبة التشغيل
173,649	182,063	175,470	185,049	176,186	المتطوعون
121,967	125,922	122,872	128,524	119,838	المتطوعون/ذكور
51,683	56,141	52,598	56,524	56,348	المتطوعون/إناث
11.9%	11.6%	12.1%	11.9%	12.5%	معدل البطالة
10.1%	10.6%	10.4%	11.0%	10.4%	معدل البطالة للذكور
20.7%	22.2%	19.9%	21.2%	21.7%	معدل البطالة للإناث
51.5%	50.2%	53.5%	55.2%	54.4%	نسبة المتطوعين من عمل قانوني فيما دون (لقانوني نقل من قانوني أجنبي)
36.4%	37.1%	38.0%	39.0%	39.5%	معدل المشاركة الاقتصادية الوطنية
59.7%	60.4%	61.3%	62.5%	63.5%	معدل المشاركة الاقتصادية الوطنية/ذكور
12.6%	13.2%	14.1%	14.7%	14.7%	معدل المشاركة الاقتصادية الوطنية/إناث
93.0%	41.7%	36.6%	29.5%	38.0%	نسبة التشغيل من عدال. مديروفت التشغيل للقيمة للأوردة
20,585	48,571	48,068	52,888	62,813	من حق العمل المستهدفة
324,410	286,197	279,796	280,263	298,342	عدد التغطية الوافدة المسجلة
22.2%	19.8%	19.4%	19.5%	21.1%	نسبة التغطية الوافدة المسجلة التي قوود العمل الأردنية
190	190	190	150	150	عدد الأردنيين الأجانب
51,812	46,786	39,279	36,643	35,941	عدد المتقدمين في المناطق المستهدفة المؤقتة
75.5%	76.4%	78.1%	78.7%	77.4%	نسبة الوافدين في المناطق المستهدفة المؤقتة إلى مناطق العمل فيها
24.5%	23.6%	21.9%	21.3%	22.6%	نسبة الأردنيين في المناطق المستهدفة المؤقتة التي أصبحت المناطق فيها

The Direct Cost of expatriate workers (expats -- share of government support)-2014

- Government support for goods (foodstuffs and fuel) nearly: **17 million JOD (24 million USD)**
- Government support for the electricity bill the domestic sector nearly: **6 million JOD (8.5 million USD)**
- Government support for the bill for water for domestic consumption nearly: **2 million JOD (3 million USD)**

The total cost of expatriate labor on public benefits:
25 million JOD (35.5 million USD)

The In-Direct Cost of expatriate workers (expats share of government support)-2014

- Deprive the treasury from the tax revenue
- Decline in consumer spending of this category, where the percentage of money spent on domestic consumption from the foreign workers does not exceed 38% of the total wages
- Revenues collected in the form of work permit fees and accommodation fees only 67% of the direct and indirect costs incurred by the Jordanian economy covers
- Official foreign remittances abroad amounted to : 378 million JOD
- Unofficial remittances amounted to: 252 million JOD
- Total transfers: 630 million UOD (892 million USD)
- These transfers have a negative impact on Jordan reserves of foreign currency

Jordan & Syrian Refugees

- 80 % of Syrian refugees in Jordan are living below the local poverty line according to the Amnesty International
- Jordan Prime Minister declared that Jordan estimates the time for the return of Syrian refugees is 15 years , in the event of an agreement to end the Syrian crisis, while international studies show that 25% to 40 % of these refugees will not return to their country.

Jordan & Syrian Refugees

- Jordan, announced in London conference of explicitly donors' for Syrian refugees that Jordan intents to provide 200 thousand jobs for Syrian refugees “
- The Ministry of Labor will develop a plan to implement it on the ground and in a way that will not affect the Jordanian employment opportunities

Ministry of Labor Policy in Jordan

Ministry of Labor has developed five axes to deal with the issue of migrant /foreign workers & refugees to organize labor market:

- 1- The issue of Migrant or Foreign employment is not to prejudice the Jordanian labor, while maintaining the competitiveness between them.
- 2- Migrant or Foreign workers compete only on permitted migrant/foreign employment rate for the private sector and controlled by supply and demand.
- 3- Closed professions in front of foreign or migrant workers from different nationalities will remain closed which is 18 specific profession

Ministry of Labor Policy in Jordan

- 4- Creation of job opportunities for refugees workers from the Syrian & other nationalities, will be through new investments and with rates agreed in cooperation with the private sector, were the priority will be given to the Jordanian labor first to occupy these jobs .
- 5- Reorganizing the Jordanian labor market and integrating migrant & refugees workers with Jordanian labor while controlling foreign/migrant workers and their proportions in Jordanian labor market through agreements with the private sector.

QIZ in Jordan (Jan 2016)

Area	No. of Companies	Jordanian			Non-Jordanian			Global Total	% Jor.
		Male	Female	Total	Male	Female	Total		
Irbid	8	220	267	487	608	1331	1939	2426	20.07
Al-Hasan Irbid	12	1487	1748	3235	4524	10508	15032	18267	17.71
Rusaifa-Zarqa	1	186	160	346	171	155	326	672	51.49
Karak	2	283	473	756	283	2658	2941	3697	20.45
Amman	20	595	1945	2540	2825	3768	6593	9133	27.81
Duleil-Mafraq	12	693	3245	3938	3860	8724	12584	16522	23.83
Total	55	3464	7838	11302	12271	27144	39415	50717	

QIZ in Jordan

- Allowing migrant workers & refugees to work in newly developed Qualifying Industrial Zones (QIZ).
- No matter how big these zones are and how much an investment is required for them, they will not solve the problem of refugees and non-refugees workers .

Challenges /Overcome

Challenges	Overcomes
- Creation job opportunities	<ul style="list-style-type: none"> - Some of Syrian workers have entrepreneurship skills and must be encouraged to create new jobs for their people and for Jordanians. - Exploitation of non- jordanian workers in sectors with weak demand from Jordanians labor , such as construction, agriculture and public services (opened), or in sectors that require the skills available among refugees (such as handicrafts and textiles).
- Low or Lack of skills	<ul style="list-style-type: none"> -Build capacity of foreign ,migrant and refugees workers . -Reform investments conditions and committing employers and investors to rehabilitate and train workers

Challenges /Overcome

Challenges	Overcomes
- Not allowed to work which allows employers in some sectors to take advantage of them.	- facilitate the procedures for the Foreign, migrant and refugees to get work permits and reduce permit cost
-Working under the national minimum wage of JD190 per month nearly 269 USD.	<ul style="list-style-type: none"> -To increase number of Ministry of labor inspectors and build their capacity -To Increase penalties and fines on enterprises and employers who violate workers' rights whatever their nationality
- Working without social security benefits and health insurance.	<ul style="list-style-type: none"> - To increase number of Ministry of labor & Social security inspectors and build their capacity - To Increase penalties and fines on enterprises and employers who violate workers' rights whatever their nationality

Trade Union Challenges/Overcomes

Challenges	Overcomes
1- The organization of Jordanian and non-Jordanian workers in unions	
- Lack of sufficient capacities and competencies of trade unionists to organize these workers	-Capacity building of trade unions and their members
-The lack of the union's headquarters in some places due to In sufficient finance resources	-Funding and establishing new union's headquarters
-Lack of awareness among workers about the importance of workers' unions affiliations (some of them due to cultural background)	- Held workshops to raise their awareness in the role and the importance of trade union affiliations and its benefits
-Workers' lack of knowledge of the laws	-Holding workshops on Jordanian labor law, social security and international conventions and agreements to know their rights and duties

Trade Union Challenges/Overcomes

Challenges	Overcomes
2-Workers' lack of knowledge of the laws	
-Low wages under the national minimum wage -Long working hours -Delay in payment of wages -Lack of registering in the social security -Poor working conditions -Lack of Health Insurance -Denial of vacations -Lack of nurseries -Gender discrimination in wages -Deprive some women of maternity leave -Unfair dismissal	-Holding workshops on Jordanian labor law, social security and international conventions and agreements to know their rights and duties - Holding workshops on Occupational Health and Safety Standards -Empowering women -Collective Bargaining agreements
3-Low or lack of skills	-Build their professional and technical capacity -Empowering women skills

Thank you