



## **ERASMUS+ PROGRAMME**

Promoting Youth Employment in Prompt Areas in Jordan/ Job-Jo  
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# **Report about Employment Policy in Jordan**

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## **The National Charter for Employment.**

Every Jordanian deserves the opportunity that enables him to learn, succeed, accomplish, and distinguish, but none of this will be achieved unless we join hands. All national efforts are in its way to overcome unemployment problem. Accordingly, all efforts must be united within an integrated national projects, based on participatory to reduce the problem of unemployment. The greatest challenge facing Jordan, through the adoption of policies, capabilities and reform measures aimed at finding job opportunities and providing young people with skills and expert. It is necessary to meet the requirements of the labor market. In light of the limited job opportunities, high rates of unemployment and poverty caused by economic and social challenges, it is necessary to focus on priorities through a national employment charter, which is a reference for successive governments and guarantees partnerships between the public and private sectors in developing solutions to alleviate the problem of unemployment and work to developing human resources, raising their technical and professional adequacy in a way that suits the needs of the labor market and achieving the desired change.

The state guarantees work and education within the limits of its capabilities and guarantees reassurance and equal opportunities for all Jordanians.

**(The Jordanian Constitution Article 3-1)**

The Jordanian government has taken many steps and adopted numerous policies to counter unemployment. We will present in this report with a summary of these policies:

**First: The National Operating Platform**

**Second: Watan Service Program**

**Third: Upgrading the Vocational and Technical Training System**

**Fourth: The National Framework for Empowerment and Employment**

**Fifth: Regulating the Labor Market**

**Sixth: The stand-up program**

### **First: The National Operating Platform**

In line with the government's plans to focus on priorities for the purpose of employing Jordanians and that given the limited job opportunities and the large number of job seekers. Survey to count an actual and accurate inventory of the numbers, skills, and experiences of the unemployed and active and serious job seekers. Then, the need to launch a national platform for employment became necessary so that it is a comprehensive reference for job seekers, through which it is possible to register all the unemployed and job seekers.

This platform also aims to allow Jordanians to enhance their career paths through competition for job opportunities available in the Jordanian market and to market these competencies and experiences at national and international levels.

## **Second: Watan Service Program**

The Watan service program comes as the main pillar of the government programs in employment so that it is an aspect for everyone looking for a job. Confidence for those who have finished school or university education. This program was approved to be an entry point for appointment in the civil and military public sector. From the initial experience of the Watan service program after evaluating the experience and listing the lessons learned as part of the continuous development efforts, fundamental changes have been made to the goals of the program so that it ends by providing job opportunities for all those enrolled in it.

The duration of the program and its courses to be linked to the needs of the labor market, by signing training and employment agreements with all employers' employers. The implementation of the Watan service program comes in several stages that start with the preparation phase for a period of one month, so that it includes training for honing skills, developing national sense, discipline, physical fitness and enhancing the spirit of belonging, in cooperation with the Jordanian Armed Forces. The Arab Army in the second stage, it includes training within programs based on the actual need of labor market. The trainees will be distributed based on their options after clarifying all options available to them in the labor market or those related to entrepreneurship and other options in coordination with government agencies and the armed forces, taking into account the classification of those enrolled in the program. Include according to the educational level, including university graduates with different specializations to join this program, and the training period will be at least three months, of which the vocational and technical training providers are provided, and the rest of the period as a practical training for one year.

### **Third: Upgrading the Vocational and Technical Training System**

The establishment of a national body for the development of professional and technical skills came with the aim of providing skilled and authorized Jordanian labor to practice the profession in accordance with the highest standards after passing a high-quality training that is carried out through accredited training institutions curricula, tools, courses and training cadres, as well. The Authority aims to create a state of partnership between the public and private sectors through sectoral skill councils that represent all economic activities and that will have the primary role in upgrading the vocational and technical training system and to meet the actual needs. The labor market is from qualified and trained Jordanian labor. The government will also organize the practice of technical and technical professions in the Jordanian market within specific controls and conditions to upgrade the level of services provided to the Jordanian citizen and ensure that he gets them from qualified and accredited bodies.

#### **Fourth: The National Framework for Empowerment and Employment**

The government pledged to provide 60 thousand decent job opportunities for the two years 2019-2020 by launching a national framework for employment in which national efforts by all partners to reduce the problems of poverty and unemployment are achieved through a constant and persistent endeavor to provide employment opportunities in all governorates. The Kingdom, where awareness-raising and production branches will be expanded to increase the number of Jordanians' employment agreements with the private sector, which are based on the principle of training ending in employment by providing incentives to operators, in addition to providing the necessary financing for business leaders to enable them to create projects. They are small in various construction and service sectors, work to inventory government projects and decentralization projects implemented by the private sector and network this disk with job seekers and registered on the national platform for employment.

### **Fifth: Regulating the Labor Market**

The control and regulation of the labor market in a way that achieves the interests of all partners is one of the main goals that must be achieved through the application of legislation governing the labor market without discrimination while providing adequate protection for the rights of the three production parties in a manner that achieves justice and ensuring decent work conditions for all in addition to removing all distortions in the labor market. In addition, attention must focus on providing the actual needs of operators with qualified and trained workers, whether they are national or expatriate workers, expansion of professions closed to expatriate workers and reducing wrong practices in the market and work by issuing types. New work permits a work permit for daily laborers in agriculture (or) construction, loading and unloading and a permit for specialized skills workers and work to gradually reduce rates for expatriate workers in economic sectors over a period of 3 years. In addition to strengthening all efforts to support and enable women to work by adopting suitable policy. Implementing several female employment projects, especially those registered in the Civil Service Bureau stock, for stagnant specializations in the fields of kindergarten and the pursuit of fair play in the Jordanian labor market.



### **Sixth: The stand-up program**

The stand-up program was launched with the aim of providing integrated financing services to young entrepreneurs, and this includes the provision of soft loans by the banking sector by the Central Bank. In addition to providing all forms of technical and guidance support starting from the stages of selection, qualification, preparation of feasibility studies and follow-up. Receiving projects, all with the aim of creating sustainable small projects that create job opportunities for Jordanian youth

### **Government obligations**

- 1 - Coordination with all partners from government agencies, armed forces, security agencies, chambers of commerce and industry, and senior operators, so that this coordination results in operating agreements.
- 2- Investing in training applicants for jobs in the targeted productive and service sectors, so that the training is of high quality and targeted to the actual needs of these sectors through career counseling programs and awareness campaigns.
- 3- Supporting the productive and service sectors through incentive incentives supporting the employment of Jordanians.
- 4 - Mobilizing efforts with sister and friendly countries, international organizations and donors to obtain grants that support employment, as agreed upon in the charter with the aim of contributing to reducing unemployment rates
- 5 - Developing legislation, to ensure the rights of employers and workers and advance production.
- 6 - Create an attractive and stable work environment for Jordanian youth in the private sector.
- 7- Striving with the private sector to reach a rate of 100% in employing Jordanians and working to provide incentives for them,
- 8 - Participating the private sector in the expenses of establishing productive branches in various governorates of the Kingdom in exchange for a commitment to employ Jordanians.
- 9 - Adopting policies that raise the competitiveness of economic sectors by reducing production costs, especially energy costs, and improving the investment environment, especially the export sectors.
- 10- Implementing government policies and procedures aimed at encouraging and stimulating investment leading to employing Jordanians in all productive and service sectors.

### **Private sector obligation**

- 1-Providing the government represented by the Ministry of Labor with current available and future job opportunities (vacancies, opportunities for Jordanian workers to replace the expatriate workers currently with the operator), and signing training agreements ending in employment.
- 2 - Provide the necessary support to provide practical training in the workplace.
- 3- Implementing the operating agreements and abiding by the targets specified therein.
- 4- Commitment to employment from the outputs of Watan Service Program and the National Employment Platform. Together, through this charter, we seek to empower Jordanian youth and unleash their energies in line with the vision of His Majesty King Abdullah II Ibn Al-Hussein in achieving a comprehensive renaissance project.



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