In 7 Minutes! Jordan Experience
Hashemite Kingdom of Jordan

+ 962 – LTD .JO

GDP (nominal) 2015 ambitious estimate

Total $35 Billion
Per capita $5,599
Jordan is witnessing an increasing influx of new arrivals from the neighboring country – this had an impact on unemployment and poverty as the study found that a total of more than 150K Jobs were offered to Syrian refugees during the said time span. - www.jordantimes.com/news/local/syrian-refugees
FACTS - 2

- FORMAL Unemployment rate is estimated at 13 per cent - City ?

- But is MUCH higher in dessert & Rural regions mainly due to the absence of job-creating investments there ! This of course can be solved, requires major investments to incite labor and Jobs in the Rural areas.

Jordan finished a serious process aimed at tackling the labour rights of the increased immigrant’s workers which required an ILO intervention, and some collective agreements.

- The compensation of labor law 1927
1946 First Strike - 1953 labor Union Law 1947
1960 - The first Labor law
Only 15% of the labor force is member of the trade unions

- Syndicates are very strong
- Private Sector seems is open to do the right thing! -Gov is really trying with Limited finances
- The Civil assemblies are booming

The Role of Social Media - working as a civil mediator

Year 2000-2014 registered an increased Level of Labor protests. In Essence due to increased freedom of speech, change to young leaderships
NEW TRENDS!

✓ Jordan has a highest rate of educated people in the Region and has the highest rate of engineers & doctors per capita

✓ Young people are driving new skills an increased number of entities working with design & technology, art music, drama & theater social media, some research, the financial sector thus adding a new spice to the traditional working environment.

✓ The emergence of the ICT sector with New Labor standards, remote working, mobile and young
NEW TRENDS!

Competition on the skills is raising standards!

Some Brain Drain
Some Brain Gain

Women are mobilizing e.g
www.becauseicare.jo

Privitization and Some investments brought best practices with it, thus raised standards
Decreed 2007/Commenced 2009 as an advisory body to the Government has the mandate to advise the executive body on the outlines

Works to promote social dialogue on matters of concern to Jordanian citizens, e.g. poverty, income distribution, unemployment and job opportunities, collective bargaining, investment climate, Women and gender issues, Youth problems, educational issues, political & economic reform *inter alia*

Consists of 4 groups of experienced figures representing the Government, businesses, trade unions and NGOs. Each group elects its own chairman.

Standing committees, namely: i) Economic Policies Committee; ii) Labour Policies Committee; iii) Social Policies Committee; and, iv) Educational Policies Committee.
Child Labor Estimation - 2014-2016

The Socio-Economic Situation in Ma’an Governorate: Diagnostic Study / Comprehensive Field Study- 2014.

The Impact of Syrian refugees on the Jordanian Economy / Study - 2012

Observations on the proposed Civil Status Law - Opinion / 2010
Middle Class in Jordan in 2008 / Study- 2010.
• Women Participation in Municipal Councils / Study - 2013
• The Impact of Syrian Refugees on Women’s Socio-economic Characteristics – Al-Mafraq Case Study / Field Study - 2013.

• Corporate Social Responsibility in Jordan / Study / 2011.
• Credit Facilities Development / Report / 2011.

A lot of good will but, need to bring that into the law of the land at all times.

Old Habits die Hard, Training & Competence Development to be followed by self with international Mapping against international standards.

In most sectors the Minimum Wage discussion is way surpassed by private sector initiatives and is an evolving discussion for public servants. Minimum Wage Discussions on going increased twice.

Great improvement in the Social Security System: Obligatory & Selective, also a choice for overseas Jordanian, Maternity absence. Plans to include insurances (Unemployment & Health Care at pension).

The Informal economy? V. Social Stability.
• Gender pay gap for undergraduate or above for lacked specialist surged up to 27.1% in the public sector and 40% in the private sector,

• *MOL Department of statistics*, pointed to high unemployment for Jordanian women to reach 19.1% in 2014,

- Each New working woman add JD 13,000 to Jordan Economy @ JSF Jordan
- Quotas? At a board and Management level
- Violence or Harassment at the working place
OPPORTUNITIES - 1 - THE ICT Sector

- Increased Internet Penetration: 85%
- Direct employment: 20,000 x 1.5
- ICT revenues: around $3.15 Billion
- Increase investments to: $450M

- Remote working - Clean working - Smart working? What is that?

And I have a feeling that in the new CLOUD we will all do the right thing?!
And that is to take care of the most important! Workers and our precious human resources

THANK YOU

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