Methodology

In line with the Turin Learning Approach implemented by the ITC, the workshop will be highly participatory and will allow for discussions and explorations of ILO, Government, Workers and Employers perspectives. The methodology will be based, essentially, on a combination of individual presentations by recognized subject-specialists, participant panel discussions, and group work of a "hands-on" nature, including the drafting of a "new policy agenda". Participants are invited to bring along all documents that they feel are worth sharing with the international audience.
Background

“The Jordanian labour force is characterized by a young age structure due to the high population growth rates. Each year the Labour market needs to absorb 50,000 new people, which represents a major challenge. The workforce is projected to grow even faster in the future — about 4 percent per year within 10 years. These demographic factors also affect participation rates as only 40% of the population aged 15-64 is economically active. This means that one economically active Jordanian supports 4 other non-active family members. There is a marked gender imbalance as 67% of men participate in the labour force, while the figure for women is around 12%.

Unemployment rates stand at around 15% with 56% of those unemployed below the age of 25 years. As much as 50% of the unemployed men have an education below secondary level while as much as 77% of unemployed women have an intermediate and university level education. Major contributing factors to unemployment are the capacity of the labour market to generate new jobs, the inefficiency of information channels which coordinate labour market demand and supply and also the mismatch between labour market demand and the outputs of the education and training system. Additionally, however, behavioral and attitudinal dimensions play a role as many young people may shun manual and service jobs, especially those emerging new jobs in the new export zones. However, it is often argued that young people reject the available jobs due to their low quality in terms of pay, working conditions and security. Therefore, in addition to the issues related to unemployment per se, it is important to point out the extent to which available jobs are not quality jobs. For example, only 42% of the labour force is covered by the Jordanian social security system which means many workers remain unprotected in terms of health and old age benefits. Wages remain low and especially in relation to the inflation rates. However, the Government has recently increased the minimum wage by 20 percent, from 90 to 110 Jordanian Dinars (from $127 to $155 US Dollars).

Paradoxical to the high unemployment rates among Jordanians, and perhaps one of the underlying reasons for pushing down wages, are migrant workers who amount to as much as 20% of the Jordanian labour force.

The new emerging jobs in Jordan are therefore mostly in manufacturing which has, for whatever reason, attracted more migrant than Jordanian workers. Nevertheless, the employment structure in Jordan remains to be dominated first by small private sector firms, which constitute 98% of all firms in Jordan, and second, by the public sector which employs 37% of the Jordanian labour force.

As much as 94% of the private sector has 4 or fewer workers. It is estimated that the number of persons employed in these micro enterprises account for 46% of total private sector employment, and firms with 5-19 workers another 19%. In other words, micro-enterprises are responsible for almost half to two-thirds of total private sector employment in the country. The structure of the private sector sharply limits the capacity to modernize the labour market in view of competitive pressures. Additionally workers in small enterprises have limited access to training and career development and a large number of them are not covered by social security. As for public sector employment, the main attraction is the job security and the fringe benefits.

Target group

This course Youth Employment is primarily addressed to, Directors and employment Officers from employment bureaus in the field, National employment Centre and Ministry of Labour. Participants who will attend the training workshop are responsible for the implementation of the employment policy, or to the management of employment services.

Course Objectives

The general objective of the course is to reinforce and improve the quality and impact of employment, labour market and training policies addressing youth employment problems in Jordan including vulnerable groups. To this end, the course will follow a policy cycle framework, looking in-depth at the three stages of the policy cycle, i.e. problem analysis, policy design and finally policy implementation and monitoring. At the end of the training, it is expected that participants will:

- have strengthened their knowledge of basic labour economic concepts;
- improved their capacity at making good use of labour market information (LMI);
- improved their capacity at setting, implementing and monitoring active labour market programmes targeting youth including vulnerable groups in Jordan.

- be able to identify and put in practice the requirements for effective and efficient implementation and monitoring of such programmes;
- have been exposed to the importance and complementarities of the respective needs and roles of social partners at each stage of the policy cycle.

Contents

Guided by current ILO thinking about employment and decent work and by examples of policies and practices worth taking note of, the course will, in the limited time available, cover the subject matter in as comprehensive a manner as possible.

More specifically, modules on the following topics will be proposed: