

التقرير الختامي والتوصيات

المؤتمر الاقليمي الرابع للمنشآت الصغيرة والمتوسطة
"الحوار بين أصحاب العمل والعمّال: نحو سياسات سوق عمل فعّالة"

SME 4th Regional Conference

**"Employers-Employees Dialogue (EED): Towards Achieve
Active Labor Market Policies"**



1. Introduction:

On Tuesday, November 15, 2022 at The Ritz–Carlton Hotel– Amman, under the patronage of His Excellency the Minister of Industry, Trade and Supply and the Minister of Labor, in cooperation and partnership with the General Federation of Jordan Trade Unions, and in the presence of more than 150 representatives of employers, trade unions and the government sector represented by delegates from each of the (Ministry of Labor, Ministry of Social Development, Ministry of Education, Social Security Corporation, Technical and Vocational Skills Development Commission, Vocational Training Corporation, Jordan Standards and Metrology Organization (JSMO), Jordan Enterprise Development Corporation (JEDCO), the Jordanian National Commission For Women) and with the participation of representatives of the House of Representatives of Jordan, a number of Jordanian universities, embassies of some countries and donors, as well as a group of experts and academics concerned with the labor market, Jordan Chamber of Industry has held the Fourth Small and Medium Enterprises Conference entitled "**Employers–Employees Dialogue (EED): Towards Active Labor Market Policies**".

During the course of the Conference, the effect of the joint workshops held during the previous months with the participation of representatives of employees and employers have been addressed; and three main areas of the labor market (training, education, vocational and technical guidance, social dialogue, social protection) have been discussed extensively;



consensual visions and recommendations representing the point of view of both parties were produced thereafter, which we hope will be adopted by the Government as a roadmap towards effective and active labor market policies that contribute to organizing the labor market and raising its efficiency, leading to contributing in addressing the problem of unemployment.

The idea of the Conference and the labor market policies it focused on came as one of the main tools supporting the work of small and medium enterprises as the Chamber seeks to bring about a positive change in the labor market policies as an important part of the national occupation and employment strategies in accordance with the best international practices, in a manner that guarantees a reduction in unemployment rates and the achievement of the economic growth promised.

The Chamber aims to bring about a positive change in the labor market, especially given the ambitious goals of employing one million young men and women, through an inclusive dialogue between the parties involved in the production process and concerned with supply and demand (employers and employees) in the labor market with the aim of reaching consensus and converging viewpoints for submission to the Government in order to adopt effective labor market policies capable of addressing imbalances in the labor market, in a manner that guarantees, as a result, the realization of the interests of all production parties.

2. Mechanism of Work:



In order to reach tangible, realistic and effective results and recommendations on labor market policies, the Chamber worked with a systematic mechanism to ensure compatibility between employers and employees, and in order to serve the objective of the conference. A genuine partnership was held with the General Federation of Jordanian Trade Unions, and they were involved in all the preparatory steps for the Conference.

The mechanism of action can be summarized in the following steps.

First: Preparing specialized diagnostic papers:

With a view to discussing and influencing policies governing the labor market that affect the advancement of Jordan's economic, especially industrial, sectors, labor market policies have been analyzed and three main areas that serve as the foundation of the labor market and the key factors influencing it, namely:

- I. Training and vocational and technical guidance
- II. Social Dialogue
- III. Social protection.

Based on these main areas, specialized experts prepared diagnostic papers for each of them, which analyzed the reality of each area on the ground, and showed the views of both employers and employees on these policies and their impact on the labor market; the strengths and weaknesses were identified, and preliminary recommendations were



presented in each of them, in order to make the labor market policies effective and enabling the work environment.

Thus, a series of meetings and extensive dialogues were held with representatives of the sectorial skills boards, representatives of the industrial sub-sectors of the Jordan Chamber of Industry and the three industrial chambers, and representatives of General Federation of Jordanian Trade Unions and a number of specialized trade unions with the aim of taking observations and feedback on these papers and improving them for the purposes of harmonizing and communicating the viewpoint of the private sector parties, including employers and employees' representatives, and achieving consensus between them, thereby improving the labor market, supporting the performance of the industrial sector and creating more sustainable and decent jobs.

Second: Holding specialized workshops:

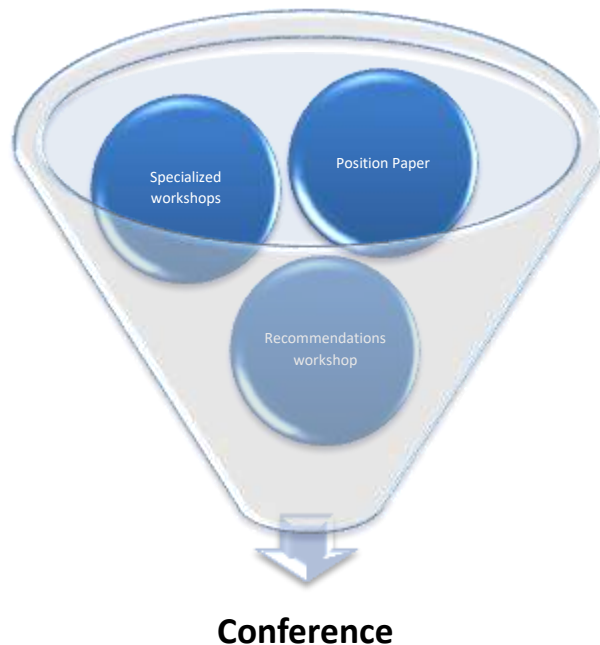
Jordan Chamber of Industry held three workshops specialized in each of the three policies chosen for the Conference. During these workshops, diagnostic papers on these policies were discussed, in the presence of representatives of employers and employees, and experts specialized in the policy at hand.

Consensus between employees and employers on these policies papers was reached, and they were finalized.

Third: Recommendations Workshop:



In cooperation with the General Federation of Jordan Trade Unions, Jordan Chamber of Industry held a final specialized workshop on the final recommendations on labor market policies that were put forward during the Conference as the parties have established a technical committee specializing in these policies in order to carry out this task and come up with the final recommendations agreed upon between the two parties.



3. Recommendations:

Based on the previous, employers' and labor unions' representatives agreed on joint recommendations on each of the main policies and areas of the labor market, as follows:

First: Recommendations on the training and vocational and technical guidance

1. Improving the quality of vocational and technical training:



- ✓ To improve the environment of vocational and technical training centers and their equipment and programs through real partnership with the private sector to meet the needs of the labor market and attract youth.
 - ✓ To encourage twinning with counterpart international training centers in developed countries.
 - ✓ To change the names of the centers to academies similar to the Royal Academy.
 - ✓ The need for the vocational training institution and its centers to adhere to the application of the standards of the King Abdullah Award for Excellence.
2. Establishing a national labor market information system that includes labor market requirements and is under joint responsibility (employees' organizations – employers' organizations – the Government).
 3. Reformulating the school curricula by adding a course that directs students to vocational and technical education, starting from preparatory school.
 4. Developing vocational and technical guidance and counseling centers that provide services in all regions of the Kingdom, and creating an accredited major for vocational and technical guidance in universities.
 5. Activating the National Qualifications Framework (NQF).



6. Activating the role of the Vocational and Technical Skills Development Commission to be a unified umbrella for all vocational and technical training institutions, and expediting the issuance of a system for forming sectorial skills councils.
7. Rehabilitating the unemployed who hold university degrees within programs that guarantee to be integrated into the labor market.

Second: Recommendations on the policy of social dialogue

1. Stable policies and legislation.

- ✓ The need for any change in labor market legislation and policies to be based first on a comprehensive review and study, and the need for prior consultation and agreement between all production parties on an equal basis, in a manner that guarantees its stability.

2. The role of the Trilateral Commission.

- ✓ The need to activate the role of the Trilateral Commission and the broad powers entrusted to it, in Article 43 of the Labor Law, and Article 6 of the Trilateral Commission Regulation No. (21) for the Year 2011.
- ✓ To allow Committee meetings to be held at least 3 times a year, as required by its statute, so that it can carry out its duties.



3. The role of the Economic and Social Council.

- ✓ The need to activate the role of the Council as an advisory body to which the government and the National Assembly are committed to consulting it on economic and social issues and policies.
- ✓ To activate the role of the Council's work teams, which consist of experts, academics, and representatives of employers and employees from the industrial and commercial sectors.

Third: Recommendations on the social protection policy

1. Concerning Social Security

- ✓ To establish comprehensive health insurance for employers and employees, and ensure that it is at acceptable and reasonable conditions and costs.
- ✓ To conduct an in-depth study to reduce social security contributions without affecting the type of services, especially in view of the surpluses in a number of funds.

2. Concerning transport

- ✓ To improve the public transportation system.



- ✓ To provide specialized transportation for business centers, especially industrial ones.

- ✓ To support transportation for companies and employers.

3. Concerning social protection

The need to review and update the occupational safety and health regulations and instructions promulgated by the Labor Law since 1997 and not reviewed from that time, so that they are specialized for each sector in particular due to the specificity of health and safety conditions required for each sector.