

# 2019 Biannual Newsletter

## A mid-year review

### Dear Friends,

This year marks 10 years of operation of Better Work Jordan in the country and joining forces with workers, employers and the government to achieve its vision in creating a global garment industry that lifts millions of people out of poverty by providing decent work, empowering women, driving business competitiveness and promoting inclusive economic growth.

Over the years, we worked tirelessly with our international and national stakeholders to build trust and partnerships to last for a thriving garment and non-garment industries. This was articulated through the signing of four operational collaboration agreements with national institutions, the expansion of our core services, amplifying our capacity building efforts, promoting social dialogue in the enterprise and sector-level through worker-management committees in garment factories. Our scope of work continues to grow with the support of the Ministry of Labour (MoL), US Department of Labour (USDOL), the European Union (EU), the Labour Program of Employment and Social Development Canada (Labour-ESDC). This year During the first four months of 2019, exports exceeded 544 USD million in the first four months of 2019 based on the department of statistics. And according to the MoL, the industry now employs over 72,000 people, women represent 75 percent of the total workforce. Our four-year Gender Strategy comes to support the empowerment of Jordanian and migrant women in the garment industry and calls for a stronger women's voice and representation in social dialogue mechanisms.

As we step into ILO second centenary of advancing social justice and promoting decent work, we gear up our efforts to go beyond the garment sector. Our collaboration with the European Union (EU) continues to promote decent work in enterprises authorised to benefit from the EU's relaxed Rules of Origin (RoO), promote job creation for Jordanians and Syrians in the sector, in addition to building the capacity with the MoL as well as trade unions and employer associations. To achieve this, we tailored our assessment and advisory tools to comply with the three new industrial sectors chemicals, plastics and engineering and we saw the publish of the Inspection instructions for enterprises under the simplified Rules of Origin (RoO) scheme the official gazette.

Our conversation on mental health goes far and beyond this year with our partners to better understand and respond to the psychological needs of the garment sector's workforce, especially migrant workers.

In this issue, we look at Better Work Jordan's main achievements and activities implemented during the first half of 2019, which of course we could not have reached without the continuous support of our stakeholders and partners.

We look forward to continued success and more achievements to celebrate this year with you all.

Thank you!

**The BWJ team**

Better Work is a partnership between the International Labour Organization (ILO) and the International Finance Corporation (IFC) in collaboration with local and international stakeholders. It unites the expertise of the ILO in labour standards with that of the IFC in private sector development

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## The EU-ILO partnership - Phase II More decent jobs in Jordan

The European Union (EU) and International Labor Organisation (ILO) have been working together since 2017 to support enterprises that can benefit from the EU-Jordan

Agreement for the relaxation of rules of origin and to promote decent work opportunities for Jordanians and Syrian refugees.

### Examining the impact of the EU-ILO interventions to promote decent work in Jordan

The EU Ambassador to Jordan, H.E. Andrea Matteo Fontana visited Sahab Employment Service Center (ESC), one of the five EU-funded employment centres located in Amman's industrial area of Sahab and MAS KREEDA AL SAFI, the Jordanian manufacturing arm of MAS KREEDA for high-performance sportswear.

Accompanied by the former Secretary General of Jordan's Ministry of Labour, H.E. Ziad Obeidat, the EU Ambassador met with Jordanian and Syrian workers to hear first-hand about their experiences in accessing training and job opportunities, as part of EU-ILO initiatives that seek to promote employment and advance decent work in the country's manufacturing sector.

"Jobs are the centre of our effort to help Jordan get on a path to sustainable economic growth. Our collaboration with the ILO and Better Work Jordan tackles both the supply and demand side of the job market. The EU-funded employment centres, like the one we visited today, match Jordanians and Syrians with opportunities in multiple sectors. At the same time, Better Work Jordan through its assessment and advisory programme helps companies improve standards for their employees. This helps their reputation and often leads to higher productivity.

Today's motto was "ambition" – from the side of job seekers who actively look for opportunities and from employers who want to improve and export to new markets, including the EU," said Ambassador Fontana during his visit.

The visit also included a tour of MAS KREEDA AL SAFI, the Jordanian manufacturing arm of MAS KREEDA for high-performance sportswear. This factory recently recruited Syrian workers for the first time, with the centre's support. The new recruits join the factory's 375 workers, the majority of whom are Jordanian female workers.

Under the EU-ILO partnership, the EU funds five ESCs across Jordan located in Sahab, Zarqa, Mafraq, Irbid and Zaatari refugee camp, which is run in collaboration with the UN Refugee Agency (UNHCR).

A total of 12,626 Jordanian and Syrian job-seekers have been registered at these centres. 3,756 workers have been placed in jobs through EU-supported centres.

To learn more about the event, please visit the following [link](#).

### Sharing Knowledge

Under the latest collaboration between the EU and the ILO, Better Work Jordan core services have been extended to three new industries eligible to export to EU under the RoO agreement. These include chemicals, plastic and engineering, in addition to garment. The Labour Law Guide for non-garment sectors has been published, and the labour law application was launched earlier this year. The user-friendly application

is available in 6 languages and it provides factory managers, HR officers, compliance staff, workers, buyers and vendors in the four industrial sectors with easy access to the Labor Guide, Frequently Asked Questions (FAQs), salary calculator, Labour-related quiz and recent features from the program. The application is available on [Play Store](#) for Android and [App Store](#) for IOS.



## Enabling access to non-garment factories

With the support of the EU, BWJ collaborated with MOL and MoIT to develop inspection instructions to help Jordanian companies abide by the country's labour law and meet international labour standards. These instructions will allow them better opportunities to export under the new trade agreement. Following many meetings and discussions with different actors, the Inspection Instructions for enterprises that benefit from the RoO came into effect as of 16 July, 2019 upon its publish in the official gazette.

This year, Better Work Jordan mapped the 13 operating enterprises and eligible under the RoO trade scheme, these enterprises comprise of eight non-garment factories and five textile/ garment factories, of which three have been already registered with the program since its inception and they are Needle Craft, Jerash factory, Classic Fashion Factory.

During the 2<sup>nd</sup> quarter of 2019, Better Work Jordan enterprise

advisors conducted visits to 8 of these enterprises to introduce Better Work model and the added value in being enrolled, these efforts were crowned with the voluntary registration of four non-garment factories in our program.

We are delighted in Better Work Jordan to have Al Rawi for Jordanian Cables and Wires, Sigma Detergents Industry Co. L.L.C, Muwaffaq Iriqsousi Clothing EST and Winner International Plastic Industries CO on board and we are looking forward to have all enterprises authorized under the RoO in our program soon in accordance with the provisions of the above mentioned Inspection Instructions for enterprises.

"I feel very optimistic," said **Majd Kanaker**, HR Manager, Winner International Plastic Industries. "with our factory joining Better Work Program, I anticipate to witness improvements in Human Resources policies and procedures and more organized working environment"

## Supervisory Skills Training to promote decent work in Jordan's manufacturing sector

Based on a 2018 internal monitoring exercise, the ILO Employment Service Centres identified 'problems with supervisors' as the fourth most frequently cited reason for Syrian and Jordanian workers leaving a job. This was proceeded by difficulty of the tasks, family responsibilities and low wages.

Based on that and under the framework of the EU-ILO collaboration, ILO held a series of Supervisory Skills Training (SST) workshops between June-July 2019 for supervisors in selected factories as part of efforts to enhance working conditions in Jordan's manufacturing sector.

The three-day training programme was held in three locations; Irbid, Sahab and Ad-Dulyl areas which host industrial zones, over a period of one month. It targeted 60 female and male supervisors from garment and non-garment factories that benefit from the EU's relaxed Rules of Origin agreement with Jordan. The training focused on issues related to the roles and responsibilities of supervisors; fairness and integrity at the workplace; effective listening; worker rights; and conflict resolution, among others.



"The training was an eye-opener for me on better skills in dealing with subordinates, it made me work more to develop my communication skills. I realized how being positive improves the work environment" said **Diala Mohammed**, Packing Department Supervisor, Sigma Factory and one of the participants in the training.

The training was jointly implemented by the ILO's team responsible for the Syrian Response programme at the agency and Better Work Jordan (BWJ) a joint initiative of the ILO and the International Finance Corporation. Read more about the training programme [here](#).

To learn more about the EU-ILO collaboration in the monitoring of labour aspects in the implementation of the EU's rules of origin initiative for Jordan (Phase II), please visit the following [link](#).



## Better Work Jordan and the Ministry of Labour A flourishing Partnership

To amplify the impact of collaboration between Better Work Jordan and the MoL, Better Work Jordan, with the support of the EU, continued its long-term secondment programme with three Labour Inspectors and initiated a new short-term secondment with three Labour Inspectors per quarter. So far, 11 Labour Inspectors (LI) benefitted from this experience and received both classroom and field training by the program. Training topics include, but are not limited to, the Better Work model and compliance tool and investigating and addressing sexual harassment.

Better Work Jordan is working with the MoL in preparation of the upcoming 5-month short-secondment program that is projected to start in August 2019 for 10 inspectors divided into 2 LIs every month where they receive the needed training

and accompany the program Enterprise Advisors in their assessments and advisory visits to factories across the country. Better Work Jordan delivered different trainings to 36 LIs from both the MoL, main topics included induction, BW Module and tool, dorms guidelines, sexual harassment prevention and Collective Bargaining Agreement (CBA).

Maha Ghrayyeb, MoL OSH inspector with eleven years of experience, joined Better Work Jordan under the short secondment programme. Reflecting on that, Maha said, “This experience has proved to me how organized team work result in better inspection visits to factories.” Maha also emphasized how rotating tasks among team members adds more experience to the labour inspector and equips them with better knowledge.

## Strategic Compliance Planning (SCP)

Better Work Jordan also carried out its activities with the MoL around designing a strategic compliance program in collaboration with the ILO branch on Labour Administration, Labour Inspection and Occupational Safety and Health (LAB/ADMIN). The objective of the intervention is to assist labour inspectors in the implementation of effective compliance in light of limited resources and a need to adjust to the ever-evolving world of work.

Following the two SCP refinement workshops conducted last May and November 2018 that aimed at putting together an inspection plan for each the car mechanics, chemical,

construction and garment sectors. LAB/ADMIN continued its work this February by delivering another refinement workshop to 15 inspectors in the construction sector, another workshop was delivered on 14 May to 42 participants including all members of the Task Team and focal points to the four sectors (mechanic, garment, chemicals and construction) in addition to the main focal points of the SCP. The workshop addressed the following topics: the inspection checklist, tracking sheet and procedures for inspectors to follow during the assessment visits. A pilot on these tools will be conducted during June 3 to July 15, 2019.

To read more about SCP, please follow this link.





## The 11th Annual Better Work Jordan Stakeholders' Forum

**B**etter Work Jordan continues to annually organize its Stakeholders' Forum that brings together government representatives, international buyers, garment sector stakeholders and civil society representatives to discuss cooperation in the country's garment sector.

During this year's forum, held on 17-18 June and which was funded by the USDoL and EU, delegates discussed the current economic situation in Jordan, the need to address workers' wellbeing among employers and other relevant stakeholders, and how to sustain the impact of Better Work Jordan in the garments industry.

"We have come a long way in the past 10 years," said the Director of Inspectorate at the Ministry of Labour Mr. Adnan Rababah in his opening speech, referring to the successful steps accomplished so far to achieve a consistent approach to labour inspection at the Ministry. He added "It was with the support of Better Work Jordan and our strategic partners that we were able to reach a satisfying level of the implementation of the Jordanian labour law and labour standards in line with the labour inspection reform project launched in 2006".

Talks this year centred on partnership and collaboration. "Collaboration is the driving force for change," H.E. the EU

Ambassador Andrea Matteo Fontana underlined. "We are proud to support Better Work Jordan and its efforts to lead the discussion between the private and public sectors. After operating in Jordan for 10 years Better Work has gathered enough evidence to demonstrate that collaboration is the key to unlock change in practices and attitudes in the garment sector and beyond."

"The 'Made in Jordan' label means something: It means quality, it means reliability, and it means a stable supply chain. Jordan offers a young, educated, and tech-savvy workforce -- a perfect match for the garment industry of the 21st century. You'll find no better partner than Jordan," said the Acting Deputy Chief of the US Mission to Amman H.E. Mr. John Kowalski complementing the thriving industry during his speech at the forum.

The event also included a testimonial by Mr. Ahmad Abu Al Filat - a labour inspector seconded to Better Work Jordan, "I was fortunate to join Better Work Jordan in the secondment programme implemented in collaboration the Ministry of Labor, the experience has equipped me with more knowledge to pass to my colleagues at the Ministry" said Abu Al Filat in his speech.

Read more about the Buyers' Forum [here](#)

## Annual Report

**T**he Better Work Annual Report provides an overview on the present compliance status of its participating factories and the garment industry, and to inform future policy discussions and actions. Better Work Jordan released its 10th Annual report in April 2019, the report covers assessments and activities between January and December 2018 and also highlights trends in non-compliance rates over the past three years. Compliance findings are drawn from 79 assessments reports from 2018. And it includes detailed compliance findings from factory assessments and observations from advisory and training visits and moving forward.

In the reporting period, the average non-compliance rate across the 79 factories was 10.3 per cent, which decreased by some three percentage points since the previous year. In 2018, Better Work Jordan observed improvements in several compliance areas, including contracting procedures, electrical safety and overtime pay. There is also a growing number of factories implementing the sectoral CBA and a growing number of factories are making needed changes. The report is available in both English and Arabic languages, and can be downloaded from [here](#), main highlights of the annual have been articulated in this [infographic video](#).



## Better Work Jordan Gender Strategy (2019-2022)

Better Work Jordan published its four-year **Gender Strategy** for the years (2019-2022) that aims to amplify our work to provide gender-responsive services and promote gender equality.

Better Work Jordan is committed under this strategy to implement activities to support the empowerment of Jordanian and migrant women in the garment sector and beyond by leveraging on its convening power to create change around themes related to discrimination, health and wellbeing, voice and representation, and skill development in addition to scaling services and introducing new initiatives.

Within this framework, BWJ organized a two-day **Training of Trainer for Respectful Workplace Programme** on June 11-12 for about 15 factory participants which was jointly facilitated by BWG gender specialist and BWJ trainers. Through facilitation-based activities, the participants got better understanding about prevention of sexual harassment, policies and grievance procedures; and roles and responsibility.

On June 27th, Better Work Jordan conducted an industrial seminar on **Sexual Harassment Prevention** in Arabic in collaboration with MOL Women and Childrens Affairs Directorate. 44 participants mainly OSH officers and managers from different factories joined the seminar and exchanged different

levels of expertise. The discussion was around the definition, types and forms of sexual harassment, work-related national laws in regards to Sexual Harassment and its implementation. Participants shared ideas on the implementation of sexual harassment policies at the factory level. For instance, one factory hired female trainers to facilitate communication between male supervisors and female workers and to prevent misconduct.

“I learned a lot from this training,” says Manar Alyyan, Compliance Manager, El Zay Ready Wear Manufacturing Co, “Discussing sexual abuse in our society is very sensitive. This training made me feel more at ease to address it, it also provided me with better ways to run investigations discreetly and smoothly when violations are reported.

In the same context, Ra’ed Foudeh, Factory Manager at Tusker Apparel emphasized on the importance of these trainings in supporting factories to develop their sexual harassment policies, and raise awareness among workers on this issue.

On June 10th, Better Work Jordan also delivered a workshop on Gender norms to the garment trade union (GTU) in addition to an initial gender participatory audit through the desk check. More information can be found under collaboration with the Union.

## On Workers’ Wellbeing

Better Work Jordan has been engaging with WHO since 2017 and has been an active member of the Mental Health Psycho-Social Support committee; a global platform for connecting people, networks and organizations, for sharing resources and for building knowledge related to mental health and psychosocial support both in emergency settings and in situations of chronic hardship. Better Work Jordan is working closely with WHO, Ministry of Health and other stakeholders to better understand the psychological and psychosocial needs of the garment sector’s workforce.

As part of Better Work Jordan efforts to ensure a decent life to all workers through better understanding and responding to the psychological and psychosocial needs of the garment sector’s workforce, especially for migrant workers, a mental health round table discussion was held in collaboration with WHO in

March 2019 for 21 representatives from the garment factories and The General Trade Union of Workers in Textile, Garment, and Clothing Industries.

Based on recommendations stemming from the roundtable discussion, a Mental Health Gap training was delivered in April 2019 to 26 medical staff in 10 Garment factories and it aimed to provide the participants with the needed knowledge and tools on how to assess, manage and follow up on workers seeking mental health support in garment factories.

The program is currently working on potential future steps to improve workers’ wellbeing which might include increasing the resilience and coping mechanisms of workers and reducing suicide risks by raising the awareness of migrant workers in the garment industry.



## Wall murals painting initiative

In the same context, Better Work Jordan lauds Jerash Garments and Fashions Manufacturing Company efforts in creating a space for all workers inside their factory through their wall mural painting activities launched in March this year. On the initiative, Executive Manager Oryana Awaysheh said “The activity aimed to create a safe place for workers inside the factory and in dorms to express their feelings and at the same time make them feel at home, we collaborated with students from Luminus Technical University College to draw the murals, but we discovered we have our own creative painters.” She added, “it was a huge success! Everyone participated including management staff and supervisors, dorms and facilities got cleaner and workers are asking us for more murals to draw!”



## 1<sup>st</sup> psychologist in the garment sector

In this respect, Better Work Jordan also lauds Pine Tree Company for Textile Manufacturing efforts to improve their workers' wellbeing and working conditions. In 2017, a psychologist joined Pine Tree team as a welfare officer to provide psychological advice and consultancy to workers, conducts awareness sessions on communication skills, mental health and sexual harassment prevention. The welfare officer also works with members of the psychological first aid committee comprised

of representatives of migrant and Jordanian workers, dorms supervisors, and members from PICC committee to discuss wellbeing-related issues and workers' social activities.

Better Work Jordan continues to work with its partners and stakeholders to advocate for better workplace health and workers' wellbeing.

## Collaboration with Columbia School of International Public Affairs (SIPA) Towards understanding mental health issues

To increase research on the topic of mental health, Better Work Jordan collaborated with Columbia University's School of International & Public Affairs (SIPA) to conduct a research on the topic of mental health, existing institutional

responses in Jordan and some potential ways that BWJ and national constituents can promote workers' wellbeing in the garment sector, the research is currently under review for final clearance, a reader-friendly copy will be available online soon.

# المركز الوطني لحقوق الإنسان The National Centre for Human Rights



## Collaboration with the National Center for Human Rights (NCHR)

Driven by their vision in promoting better working environment, decent work opportunities and strengthening workers' ability to advocate for their right, Better Work Jordan has collaborated numerous times with the National Center for Human Rights over the past years with a special focus to migrant workers in QIZs.

As part of their mandate, the National Center for Human Rights records violations complaints received from workers' across the kingdom related to wages, decent living, adequate housing, health insurance and social security and conducting inspection visits through the center's team to these factories. Detailed reports are later compiled and sent to the Prime Ministry with

copies to the relevant labour department and the factory management for required action.

Last year, NCHR joined Better Work Jordan in our regular Project Advisory Committee (PAC) meetings to discuss topics of mutual interest. "We in NCHR share the same values with Better Work Jordan, we both seek better working conditions and ensure decent work for all with no human rights violations," said Mohammed Al Hilo Director of the Economic and Social Directorate at NCHR "concerted efforts of all relevant actors will help us in achieving our objectives". Al Hilo also added "one of the potential areas of collaboration is conducting joint trainings and later carry it out to all different industries across Jordan"

## Collaboration with the Union

Under the programme's phase III strategy [2018-2022], Better Work Jordan aspires to, inter alia, strengthen the capacity of national stakeholders including the General Trade Union to promote compliance, engage in social dialogue and improve working conditions at the factory and sectoral levels. Through "Strengthening the Capacity of the Trade Union in Jordan's Garment Sector" project launched in March 2019 with the support of the Labour Program of Employment and Social Development Canada (Labour-ESDC), Better Work Jordan is working with the union to strengthen the union's capacity to effectively organize and represent all workers in Jordan's garment sector.

So far, BWJ observed the union's election process at Ad-Dulyl Industrial zone which resulted in electing 40 board members comprised of 28 female and 12 male workers representing five different nationalities- Bengali, Sinhalese, Indian, Pakistani, and Nepali.

A consultative session on the CBA and workers' rights was conducted in April 2019, the training support and gender officer at Better Work Global delivered a gender audit to the union earlier this month that aimed to enhance the union's organizational model and ensure the integration of gender equality in its model.

On 10 June, 2019, Better Work Jordan Industrial relation and training officer and Global team's gender and training officer delivered a workshop to the garment trade union (GTU) executive members for gender norms, GTU timeline related



to gender and challenges vs. opportunities; also conducted an initial gender participatory audit through the desk check on June 10th.

Within efforts to support the union's capacity to reach out to migrant workers, a Bengali female was hired in June lead on this and support in conducting training to migrant workers in industrial zones.

In this context, Fathallah Al Omrani, president of the Union said, "This activity complements our work in the union as women present around 75 percent of the workforce in the garment industry not to mention that we have 7 women as board members out of a total of 9, the workshop adds to what we are calling for in terms of promoting better work environments inside factories and preventing sexual harassment"

Ultimately, the 30-month project is focused on developing a new long-term strategy for the union complemented with a new organisational model and sustainable mechanism to elect leaders in addition to.





## Program's highlights

On April 29th, Better Work Jordan delivered a learning seminar on **Dorms' Management System** 46 participants from 21 different registered factories to discuss ways and structure to manage workers' dormitories. The seminar came as a result of conducting several activities including a focus group activity with middle management in participating factories which helped in developing a draft document which was later presented in the seminar that outlined and identified management main challenges and discussed different approaches towards building a self-governance structure for the dorms.

The learning seminar was a stepping stone for participants to develop their own customized dorms' systems based on the factory's need and structure.

Ms. Saravanapriyai, head warden-dorms at Tusker factory and one of the participants in the learning seminar expressed how well-informative the session was and how it helped her think of more systematically in managing dorms and the importance of supporting migrant workers' physical and mental health through creating a good living place for them.

## Advancing Jordan's Satellite Garment Factories

As part of closing out BWJ/IFC 18-month productivity project implemented between 2017-2018, IFC carried out a survey to collect feedback from managers and a randomized sample of workers and supervisors from the participating factories with a view to capture changes in absenteeism, retention, product quality and productivity in the 16 participating factories between the starting date of the project and the end date.

*The surveys reveal that, since the trainings,* 84% of workers feel more engaged and committed in their role, 91% better understand their role and responsibilities, and 82% better understand why their presence at work is important.

83% of workers feel more comfortable talking to their supervisor about the problems they face and telling her/him when they made a mistake.

84% of workers feel more capable to complete their tasks at the required level of quality, and 89% feel more capable to complete their tasks within the required time.

Data collected from factories express improvement in these areas as shown below:

**The Retention rate increased in 9 factories** over the course of the project.

The **absenteeism rate decreased in 7 factories** over the course of the project.

**The product quality (as measured by the inverse of the defect/rejection rate) improved in 6 factories** over the course of the project.

**Productivity (as measured by the number of pieces produced**



**per day) improved in 8 factories** over the course of the project.

"After participating in the training, I am now more aware of the importance of performance to improve productivity, I am more committed to my work and treat it with full responsibility." – Survey respondent (worker)

Better Work Jordan is currently in process of designing phase II for the productivity project per the national stakeholders' request, which aims to increase Jordanians participation in the sector, through sustainable and decent jobs.



## BWJ and GAP Inc.'s P.A.C.E programme empowering women across Jordan's garment industry

Last November, BWJ joined forces with GAP to implement the Personal Advancement and Career Enhancement (P.A.C.E.) programme in five participating satellite garment factories in Jordan to provide female garment workers with the knowledge and confidence needed to advance in their career and their role within their communities.

In May 2019, Better Work Jordan concluded the activities of the 1st round of P.A.C.E training during which 134 Jordanian female garment workers received 46.5 hour gender sensitive trainings in Problem Solving & Decision Making and Financial Literacy.

Building on the positive feedback received from Jordanian female participants, Better Work Jordan (BWJ) is collaboratively working with GAP to kick off the second round of the training and amplify its impact by expanding the target audience to include 110-120 Syrian refugee and migrants' female workers, and job seekers from different communities across Jordan.

The five-month upcoming round is projected to launch in

August 2019 and its activities will be led by Better Work Jordan's four P.A.C.E. master trainers.

The training which also falls under the activities under the framework of Better Work Jordan Gender Strategy aims to benefit the participants as well as their communities in the long term.

### Reema's Testimonial

Reema Awad is a sewing operator in United Creations satellite unit in Al Azraq and lives in Al Safawi (52Km far from the factory).

As a worker in the satellite factory, Reema joined the P.A.C.E. training which provided her with better tools to invest in herself, so she finally decided to accommodate one of her house rooms and open a mini market to sell goods in the area she lives in, she is now more financially independent and wishes to further expand her small business.

## Promoting Decent Work in SMEs

In continuation of the effort to boost industrial competitiveness among SMEs and improve working conditions and based on the Memorandum of Understanding signed between Better Work Jordan and the Jordan Chamber of Industry (JCI) on April 13, 2018, BWJ completed assessing 8 SMEs early 2019. In total, 20 SMEs have collaborated with us in conducting two-hour assessments in their enterprises, the compliance findings were compiled in two reports and shared accordingly with relevant actors.

Building on the recommendations that stemmed from these assessments, an induction seminar titled (Together towards increasing productivity by applying an effective labour law) was delivered by Better Work Jordan on 4 March to raise awareness on Jordanian Labour Law and HR tools and manual for SMEs that these enterprises can use to better manage their employees and develop their internal policies in line with the Jordanian Labour Law.

The seminar was organised in cooperation with German development agency (GIZ), Jordan Chamber of Industry (JCI), Jordan Garments, Accessories, & Textiles Exporters' Association



(JGATE) and the Association of Owners of Factories, Workshops and Garments (AOFWG) at InterContinental Amman, and was attended by 23 participants representing different garment SMEs in Amman.

Leather and textile industry representative Ehab Qadri lauded Better Work Jordan efforts in equipping the participants with policies and information to help them better manage their enterprises and personnel and develop their own internal policies in line with the Jordanian Labour Law.



## Better Work Jordan during the 1<sup>st</sup> half of 2019 in numbers

- There are currently **16 international buyers and partners** with BWJ.
- There are **67,790 Jordanian and migrant workers** in the program's registered garment factories.
- BWJ conducted **32 assessments** and **216 advisory visits**.
- Since 2015, Better Work Jordan has signed **4 MOUs** to strengthen ties with national stakeholders and ensure the sustainability of the programme. Our social partners are the Ministry of Labour, Social Security Corporation, the Jordanian Chamber of Industry and the Garment Union.
- **30 training** sessions were delivered to **446 workers and managers**. Women make up almost 61% of the total participants.
- **3 industrial seminars** on Sexual Harrasment Prevention, mental Health GAP and Dorm's Management System.
- **90 factories**, including their subcontractors, employing **95 percent of the industry's workforce** and accounting for **95 percent of Jordan's apparel exports**, participate in Better Work Jordan's programme.

## Upcoming events

**July 28th, 2019** - Better Work Jordan will host a meeting with employers' associations and trade union to discuss the renewal of the Collective Bargaining Agreement (CBA).

**27 August, 2019** - Better Work Jordan will organize the 42nd Project Advisory Committee (PAC) meeting, this meeting is the latest in a series of meetings which Better Work Jordan regularly organizes to bring together members of the committee as well as specialists and representatives of various organizations to discuss industry updates and challenges and to advance potential solutions.

Next month's meeting agenda will include an initial discussion on developing a road map for sustaining BWJ impact, in addition to outlining the parameters for sector strategy.

## Better Work Jordan/ILO in the Media

- Job creation at core of EU efforts to support Jordan – ambassador
- ILO and Jordan celebrate agency's centenary
- Advancing social justice, promoting decent work in Jordan - Video

Better Work Jordan is supported by the following key donor partners



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