

Ministry of Labor

Strategic Plan and Executive Program
(2009-2011)

This document has been prepared in cooperation with the governmental performance follow up directorate at the Prime Ministry in order to ensure its connection with the comprehensive strategic plan system for the employment and technical vocational training and education sector emanated from the recommendations of the national agenda and Kullona Al Urdon documents and the directives of the Royal letter of assignment to the present government.

Message of Minister of Labor

In implementation of the recommendations of the National Agenda and Kullona Al Urdon, as a national reference in the field of upgrading competency and effectiveness in employment and training sector, I am pleased to place in your hands the strategic plan of the Ministry of Labor for the period 2009-2011 in facing the challenges of this sector and create the required changes to ensure availability of skilled manpower meeting the need of labor market and investment projects in the Kingdom quantitatively and qualifiedly.

This plan is abundant with several measures, activities and programs, which the ministry was keen to perform in implementation of the new role of the ministry and also in implementation of the Royal directives and governmental strategies and directions with regard to employment and vocational and technical education and training sector.

Priorities of the Ministry of Labor are often derived from the National Agenda Programs launched by His Majesty King Abdullah Ibn Al Hussein II and which has placed the employment process, social protection and elimination of poverty within such priorities, this is in addition to Jordan tendency towards knowledge economy to be a main factor for the future of Jordan.

All these and other issues have been taken into consideration when drawing up this strategic plan where the National Agenda initiatives have been translated into a national strategy and a comprehensive executive plan, which include:

- Restructuring the Ministry of Labor to be able to execute, follow up and evaluate the policies and programs related to training and employment.
- Establishing the higher council for human resources development.
- Restructuring the vocational and technical training and education council.
- Restructuring the Vocational Training Corporation.
- Restructuring the vocational and technical education and training fund.
- Establishing a national commission for quality assurance, accreditation and licensing.

This strategy has turned all challenges into applicable work programs that include the legislations regulating the Ministry's activities and the

Jordanian labor market, which would achieve the Ministry's message and vision in the optimal use through compatibility between inputs and outputs and the current and future needs in the labor market, advancement of national economy, achieve comprehensive development and ensure protection of labor rights.

Finally, I hope that the Ministry will be able, with cooperation of all parties concerned, to implement this strategic plan so that it shall have positive effect on work and workmen in particular and the Jordanian society in general.

Basem Khalil Al Salem

Minister of Labor

Background

The Ministry of Labor was established as an independent ministry in 1976 under Regulation No. 1976. Since its establishment, the Ministry is assuming the responsibility of achieving the general objectives for work and workmen in the Kingdom. It represents the connecting link between employers and employees in addition to controlling labor market and sponsoring Jordanian laborers working abroad and registering and supervising labor unions and employers in a way that guarantees worker's efficiency level. In 2008 the number of the Ministry of Labor employees was about (500) civil servants distributed on 7 central directorates and (32) labor directorates and office and field employment in all parts of the Kingdom.

**Summary of Recommendations of the National Agenda and
Kullona Al Urdon Documents
(As a Reference for the Strategic Plan)**

The national Agenda document has dealt with the current unemployment problems and those expected in the near future and dealt also with the low level average of income of Jordanian laborer and the decline of his productivity in three phases that can be summarized as follows:

Phase one (2007-2012): Minimize current unemployment rate (about 60% of the unemployed holding Tawjihi certificate and below by developing export industries with condensed labor.

Phase two (2013-2017): Raise average income of Jordanian citizens through productivity enhancement programs and direct labor towards jobs with value added that increases continuously.

Phase three (2018-onward): Transfer economic sectors towards knowledge economy.

Consequently, the employment and technical and vocational training and education sector has mainly focused on achieving the national objective, represented in "enabling the national economy accommodate the growing annual flow of Jordanian manpower" as a first phase. This phase can be summed up in attracting densely manpower industries that aim to employ around 60% of the unemployed represented in unskilled labor (Tawjihi and below).

Based on this, the general goal of the sector is "to guarantee finding skilled labor totally with labor market requirements" by adopting the following policies:

- 1- Upgrade skills of the unemployed through training programs oriented towards labor market.
- 2- Replace imported labor with qualified local one.
- 3- Involve private sector in vocational training management and in the provision and funding of training programs.
- 4- Restructure employment and technical and vocational training and education sector.

As regards restructuring the sector, the "National Agenda" recommended to reconsider the duties of the institutions operating therein in order to specify their role and responsibilities in a way commensurate with the recommendations of the "National Agenda" with the aim to upgrade the

competency and efficiency of the sector in general. Therefore, the institutions affiliated to the sector can be summarized in the following:

First: Higher Council for Human Resources Development: The National Agenda recommended setting up a higher council for human resources development to assume the duty of supervision of and coordination between different sectors in regard of public policies and strategies concerned with human resources development.

Second: Higher Council for Education: Its duties can be summarized in laying down public policies for higher education sector, licensing new universities, evaluate of education quality and identify main admission requirements.

Third: Education Council: Concerned with setting public policies related to education stages' curricula and expressing opinion in respect of educational policy in the Kingdom.

Fourth: Council of Employment and Technical and Vocational Education and Training: Its duties are summarized in laying down public policies and strategies concerning employment and vocational and technical education and training.

Fifth: Ministry of Labor: In view of this, duties of the Ministry of Labor can be summed up in achieving the general objectives for work and workmen in the Kingdom. It represents the connecting link between employers and employees and controls labor market, protects Jordanian working abroad and registers and supervise labor unions and employers in a manner that guarantees upgrading the laborer level through the following:

- 1- Supervise work and workmen affairs.
- 2- Organize Jordanian labor market in a way that guarantees provision of job opportunities for Jordanian citizens.
- 3- Sponsoring union work of employees and employers.
- 4- Regulate the affairs related to imported labor.

Sixth: Vocational Training Corporation: Its function concentrates on preparing professional work force in accordance with labor market requirements.

Problems facing Ministry of Labor in achieving its Strategic Objectives and the Proposed Solutions

First: Legislations regulating labor market

Effect of Problem	Proposed Solution	Action taken to Solve this Problem
Delay in implementing Ministry of Labor Strategy, which affects achieving the sector and national objective	Amending Labor Legislations	Labor law draft amendment was presented and it will be brought forward to the ordinary session of the Parliament

Second: Legislations regulating Ministry's function (financial and administrative system)

Effect of Problem	Proposed Solution	Action taken to Solve this Problem
Delay in upgrading Ministry's performance, which has an adverse effect on the competency and efficiency of achieving strategic objectives (2009-2011)	Draw up a draft for Ministry of Labor independence, financially and administratively	A committee was formed to draw up such draft

Third: Lack of qualified and technical human resources:

Effect of Problem	Proposed Solution	Action taken to Solve this Problem
Delay in upgrading Ministry's performance, which has an adverse effect on the competency and efficiency of achieving strategic objectives (2009-2011)	Effective implementation of all strategic objectives by appointing necessary and qualified staff	Form competent committees to expedite appointments

Analysis of points of strength, weakness, opportunities and threats (SWOT) in the internal and external environment of the Ministry of Labor

Points of strength and weakness inside the Ministry were identified as follows:

Points of Strength	Points of Weakness
1- Internal leadership belief in modernization & development	1- Ministry is subjected to civil service statute (for appointment purposes)
2- Availability of an infrastructure suitable for work environment	2- Lack of specialized technical staff
3- Geographic dissemination of Ministry of Labor's offices	3- Lack of studies linking supply and demand in the labor market
4- Flexibility in design and execution of training programs	4- Weak follow up mechanisms to evaluate Ministry's functions
5- Automatic linkage with borders' checkpoints and embassies	5- Lack of unified database on the labor market

Opportunities and external threats facing the Ministry were defined as follows:

Opportunities	Threats
1- Government tendency towards development and support of public sector institutions	1- Internal and external contingent economic circumstances
2- Existence of valid cooperation agreements with surrounding countries	2- Lack of compatibility between education system outputs and labor market requirements (unemployment rate)
3- Tendency towards integration in the function of public sector institutions (strategic maps)	3- Increasing imported labor
4- Easy access to finance from donors concerning employment and labor	4- Jordanians refrain from taking certain profession (disgrace culture)
5- Higher political leadership belief in the importance of labor sector	5- Decrease of average minimum wages in the labor law

Vision & Message of Ministry of Labor

Vision: Driving Jordanian labor market to the stage of optimal employment through consistency between its inputs and current and future needs in different aspects.

Message: Contribute to building modern Jordan by optimal use of labor factor in order to enhance national economy and achieve comprehensive development.

National, Sectorial and Institutional Objectives

The main national objective, which the Ministry of Labor contributes to achieve, is:

Prepare Jordanians for persistent learning and motivate them to work in jobs with added value continuously increasing.

Sectorial Objective

Compatibility between supply and demand in labor market	<u>Performance indices</u> Ratio of those employed from the total unemployed Ratio of unemployment according to specialization and academic achievement qualification Ratio of occupation of available job opportunities of Jordan labor
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Institutional objectives according to legislation in force

- **Supervise work and workmen affairs.**
- **Organize Jordanian labor market in a manner that guarantees provision of job opportunities for Jordanians.**
- **Attend and support union work for employers and employees.**
- **Organize the affairs related to imported labor.**

Strategic Objectives of the Ministry of Labor & Performance Measurement Indices

Objective	Performance Measurement Indices
Contribute to harmonize between supply & demand in Jordan labor market	<ol style="list-style-type: none"> 1- Number of researchers registered with the Ministry. 2- Ratio of currently employed from among total researchers registered with the Ministry 3- Ratio of those employed out of the total unemployed. 4- Unemployment rate. 5- Ratio of Jordanian employed from the total employed in the labor market or ratio of imported labor of total employed in the labor market 6- Value of labor productivity index in Jordan. <p>(World Labor Organization/ Report of major indices for labor market).</p>
Organize Jordan labor market	<ol style="list-style-type: none"> 1- Ratio of licensed imported labor to total imported labor. 2- Ratio of Jordanian labor classified in accordance with skills technical scale according to occupational work regulating law to the number of those employed in vocational work sectors. 3- Number of job opportunities created.
Guarantee and protection of labor rights in the Jordan labor market	<ol style="list-style-type: none"> 1- Number of violations of work conditions and circumstances in accordance with labor law. 2- Ratio of disputes resolved by direct negotiations to disputes resolved by other legal methods 3- Ratio of labor strikes to total number of labor disputes

	<ul style="list-style-type: none"> 4- Average frequency of work injuries. 5- Ratio of subscribers in social security to the total employed. 6- Number of labor complaints lodged before labor counsels. 7- Create a clear and specific mechanism to activate the provision of private law to employ 4% of those with special needs in the institutions in which the number of employees exceeds fifty to oblige them to enforce the law. 8- Number of labor complaints in Jordan.
<p>Contribute to restructuring the technical and vocational education, training and employment sector</p>	<ul style="list-style-type: none"> 1- Law of employment and vocational and technical training & education council. 2- Regulation of employment and technical and vocational training and education support Fund. 3- Set up accreditation and quality control center 4- New approved organization structure. 5- Job description of administrative structures. 6- Strategic plan of the council.

Detailed Strategic Objectives

First: Contribute to compatibility between supply and demand in Jordan labor market

Performance Indices	Basic Value		Target Value		
	Base Year	Value	2009	2010	2011
Supply side: Number of researchers registered with the Ministry of Labor	2007	18.000	25.000	28.000	30.000
Ratio of employees to the total researchers registered with the Ministry	2006	50%	32%	32%	32%
Ratio of those who have been employed out of the unemployed	2006	4%	4.5%	4.8%	4.9%
Ratio of Jordanian employees to the total number of employees in the labor market or ratio of imported labor to total employees in the labor market	2006	77%	78%	79%	80%
Value of labor productivity index in Jordan					

Program/ Projects	Performance Measurement Index
National employment and training company project	1- Number of employees trained 2- Ratio of dropout 3- Cost of trainer
National training and employment project	1- Number of employees out of those trained 2- Ratio of local labor to imported labor in the institutions benefiting from the project 3- Number of signed and active agreements
Satellite/ Productive branches factories in high rate unemployment areas	1- Number of investments transferred to target areas 2- Number of employees through investments (transferred to target areas)
Activation of directorate of employees working abroad	1- Volume of Jordanian labor employed through labor counsel 2- Number of appropriate job opportunities provided by labor counsel
National employment center	1- Number of beneficiaries from services provided by the system 2- Number of beneficiaries from National Center services
Employing and training of girls in remote areas	1- Family income level in poverty pocket areas 2- Number of girls employed one year after employment date
Unemployment alleviation training project Poverty & unemployment alleviation project- National Employment Center	1- Number of trainers joining the project 2- Number of graduates 3- Number of participants in self- employment projects 4- Level of satisfaction of trainees 5- Number of employees
Skills development project from employers' perspective	Number of trainees rehabilitated
Al Manar project/ electronic exchange of labor market information	Ratio of contribution between compatibility between supply and demand- number of movements

Tourism Project	Number of graduate trainees employed in tourism sector
Education & training council restructuring project	<ol style="list-style-type: none"> 1- Set employment and technical and vocational training and education policies 2- Coordinate with bodies concerned with vocational and technical education and training and employment in terms of duties & responsibilities thereof. 3- Establish a vocational effective accreditation licensing and examinations commission. 4- Ratio of the unemployed of holders of general secondary education certificate and below to total unemployed rate 5- Volume of imported labor
Set up of higher council for human resources development	<ol style="list-style-type: none"> 1- Issuance of a unified national strategy for human resources development 2- Institutional strategies emanated from the unified national strategy.
Sector restructuring project (ETVET)	Compatibility of organization structure of Ministry of Labor to sectorial objectives agreed upon.
Training system capacity building project	<ol style="list-style-type: none"> 1- Number of designed and executed training programs 2- Level of success in involving employers in projects executed at sector level 3- Number and type of continued education programs and number of male and female participants in such programs 4- Number of opportunities available for females and those with special needs 5- Number of graduates of training institutes employed or who managed to set up their own business.
Ministry of Labor restructuring project Projects management unit	Compatibility of organization structure of Ministry of Labor to sectorial objectives agreed upon
Telecommunication strategy: Training of information and studies directorate staff	<ol style="list-style-type: none"> 1- Number of contracts concluded with foreign entities for software maintenance and set up 2- Number of programs and systems created and operated by information

	director staff
Medium- range spending project	Medium- range financial plan
Security and data protection project	1- Number of penetrations of Ministry's systems 2- Number of viruses discovered on Ministry's systems

Second: Organization of Jordanian Labor Market

Performance Indices	Current Value	Target Value			
	Base year	Value	2009	2010	2011
Ratio of licensed imported labor to total imported labor	Average years 2003-2006	80%	82%	84%	85%
Ratio of Jordanian labor classified according to technical scale of skills in accordance with vocational work organization law to the total number of employees in vocational work sectors	2006	0.5%	1%	2.5%	5%

Programs/ Projects	Performance Measurement Indices
Ministry and directorates' computerization	1- Satisfaction level of service recipients 2- Number of relevant institutions electronically linked
Enhancing institutional capacities	3- Satisfaction degree of service recipients
Telecommunications strategy: Integrated electronic service for issuing work permits (phase two)	1- Time period needed for issuing work permit 2- Level of satisfaction of service recipients
Telecommunications strategy: Training Ministry of Labor and labor directorates staff on computer skills	1- Number of concerned and trained employees 2- Number of concerned and trained employees who hold computer skills certificates
Telecommunications strategy: Computerization of certain sectors of the Ministry	1- Level of satisfaction of service recipients 2- Number of relevant institutions electronically linked
Restricting children labor	3- Number of qualified children 4- Number of children returned to schools

Third: Guarantee & Protection of labor's Rights

Performance Indices	Basic Value		Target Value		
	Base Year	Value	2009	2010	2011
Number of violations of work conditions and circumstances according to Labor Law	2006	10.10639	5.000	3.000	2.000
Ratio of disputes resolved by direct negotiation to disputes resolved by other legal methods	2006	85%	80%	81%	81%
Ratio of labor strikes to the total number of labor disputes	2006	5%	7%	5%	3%
Average frequency of work injuries	2006	31%	28%	25%	22%
Ratio of subscribers in social security to the total number of employees	2006	46%	52%	55%	60%
Number of labor complaints lodged before labor counsels	2006				

Programs and Projects

Programs/ Projects	Performance Measurement Indices
Suitable work program/ ILO and human trafficking project/ ILO	1- Number of seminars and activities held or performed to increase awareness 2- To what extent attendees benefit from awareness programs 3- Number of relevant persons trained 4- Number of mechanisms set or developed for combating human trafficking 5- Number of cases filed with courts
Tri- committee project for work affairs	Efficiency and effectiveness of the tri-committee
Review of legislation regulating workmen rights	Labor law to include articles handling human rights
Social dialogue project	Formation of an effective tri- national committee for work sector
Establishment of labor inspector training center	1- Preparation of labor inspector training center: For preparing an inspection staff able to perform its work in accordance with the programs prepared by the Ministry 2- Number of training courses 3- Number of instructors from local community 4- Number of inspectors benefiting from these programs 5- Availability of a comprehensive and efficient database for labor inspectors

Programs/ Projects	Performance Measurement Indices
Work conditions improvement project	<ul style="list-style-type: none"> 1- Extent of compliance with international labor standards 2- Improvement of workmen productivity 3- Share of companies trained from sector market to which they belong 4- Extent of expansion in production factors (manufacturing raw materials for marketing)... maximizing profit margin 5- Product produced by companies observing international labor standards 6- Number of international conventions ratified by the Ministry of Labor
Hot line project	<ul style="list-style-type: none"> 1- Number of complaints registered from the hot line for different workmen 2- Number of complaints received and resolved through the hot line
Inspection and licensing measures unifying & simplifying project (IFC)	<ul style="list-style-type: none"> 1- Time period needed for licensing process 2- Level of satisfaction of services recipients
Inspection advancement project (TIFT)	<ul style="list-style-type: none"> 1- Number of work injures average frequency of injuries for the same institution 2- Severity of injury 3- Frequency average (national) 4- Number of warnings and violations issued by labor 5- Number of complaints lodged with the Ministry 6- Number of cases filed with courts 7- Ratio of coverage by Ministry's inspectors of labor institutions

* Frequency average for each 1000 workmen

Cards of Projects
Serving First Strategic Objective
Contribution to Compatibility between Supply and Demand in the Jordanian Labor Market

Project/ Program name	1-1 National employment and training com
Project/ program objectives	<p>1- Train and employ the unemployed on construction vocation sectors: number of trainees joining the program: number of employees out of trainees: ratio of dropout: trainee's cost</p> <p>2- Meeting the needs of contracting companies for qualified Jordanian manpower Substituting Jordanian manpower for imported labor in construction sector</p>
Project/ program justifications	<p>1- High rate of employment among the youth in Jordan, especially holder of less than general secondary certificate</p> <p>2- Volume of imported labor in construction sector</p> <p>3- Shortage of Jordanian labor in construction sector</p> <p>Current and expected growth in volume of investments in construction sector during the next five years</p>
Project/ program components (factors)	<p>1- Formation of the national employment and training company</p> <p>2- Awareness campaign to introduce the company and its objectives</p> <p>3- Register the unemployed to join relevant programs</p> <p>4- Military training of those joining training programs</p> <p>5- Specialized vocational training for trainees joining training programs</p> <p>6- Employ trainees joining the program with construction companies in labor market</p> <p>7- Follow up and evaluate the program</p>

Project/ program implementation period	Period in month ()	Expected date of commencement ()	Expected date of completion ()										
Entity concerned with implementation													
Groups targeted by project													
Geographical location	All areas of the Kingdom												
Cash flows expected for the project/ program (thousand JD)	Finance source (thousand JD)	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
	Treasury												
	Grants												
	Loans												
	Others....												
	Total												
Present status of project	Continuing ()	New											
		Ready								Not ready			
Expected results	Training and employment (30.000) unemployed for five years												

Project/ Program name	National training & employment project: Eng. Hesham Rawashdeh/ National training & employment project: (Education Fund Finance)
Project/ program objectives	<ul style="list-style-type: none"> 1- Train and employ the unemployed in Jordan labor market: Number of trainees joining project program: Number of graduates: Ratio of trainees' dropout: Ratio of employed graduates dropout: Number of employed graduates 2- Meet companies' need for skilled and limited skilled vocational labor: Number of companies beneficiary from the project 3- Replace Jordanian labor instead of imported labor: Ratio of local labor to imported labor in companies beneficiary from the project 4- Activate partnership with private sector in training and employment field: Number of agreement signed and effective
Project/ program justifications	<ul style="list-style-type: none"> 1- High unemployment rate among Jordanian youth 2- Shortage of qualified manpower needed for employment in companies 3- Existence of large numbers of imported labor in Jordanian companies
Project/ program components (elements)	<ul style="list-style-type: none"> 1- Awareness and media campaigns 2- Observe companies needs for labor 3- Register jobseekers 4- Conclude training and employment agreements with institutions operating in the labor market 5- Military training 6- Specialized vocational training 7- Employment in institutions 8- Follow up and evaluate project programs <p>Train the unemployed at work sites/ Field in addition to other training centers and employ them in the private sector within in advance agreements</p>

	Directing children of beneficiaries from the national aid fund to join training and employment project												
Project/program implementation period	Period in months (Continuing)	Expected date of commencement (2005)						Expected date of completion (Continuing)					
Entity concerned with implementation	Ministry of Labor												
Groups targeted by project	The unemployed												
Geographical location	All governorates												
Cash flows expected for the project/ program (thousand JD)	Finance source	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
	Treasury												
	Grants												
	Loans												
	Others....												
	Total												
Present status of project	Continuing (X)										New		
	Completion percentage: training 3000 unemployed in 2006										Ready	Not ready	
Expected results	Training and employment of 15.000 unemployed during the years 2007, 2008, 2009												

Project/ Program name	3-1 Activation of the role of labor consultants and personal dept abroad at the Ministry of Labor: Hanan Hattar
Project/ program objectives	<ul style="list-style-type: none"> 1- Increasing employment rates of Jordanians in countries where consultants are available: volume of Jordanian labor employed through the labor consultant: Number of suitable job opportunities provided by the labor consultant. 2- Caring for labor rights abroad
Project/ program justifications	<ul style="list-style-type: none"> 1- Decreasing in employment rate 2- Follow up and protection of the rights of Jordanian labor abroad, Implementation 3- Coordinating with exporting countries with the aim to regulate inflow of labor into Jordan
Project/ program components (elements)	<ul style="list-style-type: none"> 1- Activate the role of labor consultant and follow up their activities 2- Activate the role of labor unit abroad at the ministry of labor and follow up their activities N.B.: All the following components are tabulated under (a, b) above: <ul style="list-style-type: none"> 1- Review and activate criteria of selection, appointment and promotion of labor consultant abroad 2- Follow up technical and administrative subordination of labor consultant 3- Review job description of labor consultant 4- Upgrade efficiency of current labor consultant based on criteria of (employment, work relations, international relations, knowledge of labor laws and legislations, languages, computer, dealing with relevant studies, marketing skills). 1- Provision of assistant human cadres: appointment of human cadres to enable labor consultant proceed with the labor issue abroad and inside. 2- Provision of assistant human cadres inside the Ministry of Labor (inside the Kingdom)

	<p>3- Provision of logistic support: number of available labor consultants with facilities necessary for work.</p> <p>4- Caring for Jordanian labor currently abroad (rights and needs) and strengthen relations ties with labor abroad: Number of cases being followed up with labor consultant</p> <p>5- Improving labor relations with the concerned countries: Extent of activating signed conventions concluded with the concerned countries</p> <p>6- Studying labor markets needs in the concerned countries: submitting reports/ studies on labor market needs and trends</p> <p>7- Cooperate with local concerned bodies to prepare programs for training local qualified personnel according to the needs of foreign labor markets.</p> <p>8- Coordinate with all concerned bodies inside the Ministry of Labor in employment and training fields: Percentage of applications, studies and documents referred to other concerned bodies in due time.</p> <p>9- Set up a database on characteristics of Jordanian labor abroad.</p> <p>10- Link labor consultants with private employment offices and the national employment center</p>		
Project/ program implementation period	Period in month (36)	Expected date of commencement (2007)	Expected date of completion (2009)
Entity concerned with implementation	Ministry of Labor		
Groups targeted by project	Jordanian qualified personnel willing to work outside Jordan		
Geographical location	Jordan		

Cash flows expected for the project/ program (thousand JD)	Finance source	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total	
	Treasury		200	300	400	500								1400
	Grants													
	Loans													
	Others....													
	Total		200	300	400	500								1400
Present status of project	Continuing (Yes)			New										
	Completion percentage %			Ready					Not ready					
Expected results	Employment of Jordanians abroad													

Project/ Program name	1-4 Enhance the National Employment Center role: Eng. Hesham Rawashdeh/ National Employment Center												
Project/ program objectives	1- Linkage between supply and demand in the labor market by providing employment services: -Complete set up of supply and demand database - Number of users of services provided by the system - Number of beneficiaries from the national center services - Number of employed through the national center services 2- Contribute to direct training programs according to labor market needs 3- Provide guidance to jobseekers: Number of jobseekers who benefited from guidance programs through the center												
Project/ program justifications	1- High employment rate in the Kingdom 2- Existence of information gap on jobseekers and available job opportunities												
Project/ program components (elements)	- Develop an e- database for jobseekers and employers, hold training courses for jobseekers, employment - Launch a promotional and awareness campaign												
Period of project / program implementation	Period in months (Continuing)						Expected date of commencement (2005)			Expected date of completion (2009)			
Entity concerned with implementation	Ministry of Labor												
Groups targeted by project	Jobseekers from Jordanians, employers, students, inventors												
Geographical location	All parts of the Kingdom												
Cash flows expected for the project/ program (thousand JD)	Finance source	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
	Treasury			350	800	1700							2850

	Grants												
	Loans												
	Others....												
	Total			350	800	1700							2850
Present status of project	Continuing (✓)	New											
	Completion percentage:.... Jobseekers were employed	Ready						Not ready					
Expected results	Employing 25% of the number of jobseekers, availability of an e-employment system, availability of national computerized databases for human resources, availability of vocational guidance manuals												

Project / program name	1-5 National employment project (employment of girls from the less privileged areas): Etaf Halaseh / Women employment unit												
Project/ program objectives	1- Contribute to improving family level income in poverty pockets areas : Family income level in poverty pocket areas : Percentage of contribution of girls joining the program to family income : Number of girls employed after the lapse of one year from employment date												
Project/ program justifications	1- High employment rate in remote areas 2- Low participation of women in the work force 3- Remoteness of poverty pockets areas from labor attraction centers												
Project/ program components (elements)	- Train girls from the poverty pocket areas at place of employment - Provide dwelling and food for girl employees, provide transportation means from and to places of employment -Employ girls from poverty pockets areas												
Period of project / program implementation	Period in months (48)				Expected date of commencement (2006)				Expected date of completion (2009)				
Entity concerned with implementation	Ministry of Labor												
Groups targeted by project	Unemployed girls from poverty areas												
Geographical location	Remote areas (less privileged) in the Kingdom												
Cash flows expected for the project/ program (thousand JD)	Finance source	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
	Treasury		200	220	150	300							870
	Grants												
	Loans												
	Others....												

	Total		200	220	150	300						870
Present status of project	Continuing (✓)	New										
	Completion percentage 25%	Ready							Not ready			
Expected results	Employment of girls and improving their families standard of living											

Project/ Program name	1-6 Skills development project from the perspective of employers/ World Bank: Ghazi Daboobi												
Project/ program objectives	1- Train and employ Jordanians 2- Upgrade the degree of compatibility between labor market requirements and Jordanian labor skills												
Project/ program justifications	Weak consistency between supply and demand in the labor market												
Project/ program components (elements)	Involving private sector												
Period of project / program implementation	Period in months ()			Expected date of commencement ()				Expected date of completion ()					
Entity concerned with implementation													
Groups targeted by project													
Geographical location													
Cash flows expected for the project/ program (thousand JD)	Finance source	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
	Treasury			100	250	300							650
	Grants												
	Loans												
	Others....												
	Total			100	250	300							650
Present status of project	Continuing ()			New									
	Completion percentage			Ready					Not ready				
Expected results	Employment of girls and improving standards of living of their families												

Project / program name	1-8 Project of investments transfer to poverty areas: Eng. Hesham Rawashdeh and Etaf Halaseh												
Project/ program objectives	1- Train and employ Jordanians 2- Upgrade the degree of compatibility between labor market requirements and Jordanian labor skills												
Project/ program justifications	Weak consistency between supply and demand in the labor market												
Project/ program components (elements)	Involving private sector and civil society organizations for contributing in employing Jordanians in poverty areas												
Period of project / program implementation	Period in months (Continuing)			Expected date of commencement (1/2008)				Expected date of completion (Continuing)					
Entity concerned with implementation the project	Ministry of Labor												
Groups targeted by project	Unemployed Jordanians in poverty areas												
Geographical location	All areas of the Kingdom												
Cash flows expected for the project/ program (thousand JD)	Finance source	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
	Treasury			100	150	142.5							392.5
	Grants												
	Loans												
	Others....												
	Total			100	150	142.5							392.5
Present status of project	Continuing ()			New									
				Ready					Not ready				
Expected results	Create job opportunities and employ manpower in poverty areas												
Project / program name	9-1 Al Manar project of e- linkage between employment directorates and the National												

	Employment Center/ Dr. Moh'd Qudah												
Project/ program objectives	1- Training and employ Jordanian 2- Upgrade consistency degree between labor market requirements and Jordanian labor skills 3- Create a unified database for jobseekers and available job opportunities?												
Project/ program justifications	Weak consistency between supply and demand in the labor market												
Project/ program components (elements)	Involve private sector												
Period of project / program	Period in months ()			expected date of commencement ()				Expected date of completion ()					
Entity concerned with implementation the project													
Groups targeted by project													
Geographical location	All areas of the Kingdom												
Cash flows expected for the project/ program (thousand JD)	Finance source	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
	Treasury			150	500	600							1250
	Grants												
	Loans												
	Others....												
	Total			150	500	600							1250
Present status of project	Continuing ()			New									
	Ready						Not ready						
Expected results													

Project / program name	1-10 Tourists Projects: Suzan / Projects Management Unit USAID												
Project/ program objectives													
Project/ program justifications													
Project/ program components (elements)													
Period of project / program	Period in months ()	expected date of commencement ()							Expected date of completion ()				
Entity concerned with implementation													
Groups targeted by project													
Geographical location	All areas of the Kingdom												
Cash flows expected for the project/ program (thousand JD)	Finance source	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
	Treasury												
	Grants												
	Loans												
	Others....												
	Total												
Present status of project	Continuing ()			New									
	Ready							Not ready					
Expected results													

Project / program name	1-11 Restructuring Project/ EU: Suzan /Projects Management Unit/ Nadira Bakhit/ Restructuring Committee from the Ministry												
Project/ program objectives	Raising institutional capacities of the Ministry of Labor towards achieving its objectives												
Project/ program justifications	<p>Conflict and overlap of the functions of the Ministry's directorates</p> <p>Weakness of the current organization structure to activate the main functions of the Ministry</p> <p>Weakness in clarity of administrative hierarchy</p> <p>Failure to activate powers delegation policy in administration</p> <p>Multiplicity of bodies carrying out same functions inside the Ministry and weak coordination mechanism among them</p> <p>Modesty of quality of services provided by the Ministry</p>												
Project/ program components (elements)	<p>Study of the status quo including strategies and objectives</p> <p>Study of governing legislations at the Ministry</p> <p>Set and discuss preliminary conceptions for the organization structure consistent with achieving the strategic objectives of the Ministry</p> <p>Evaluate the proposed organization structure to guarantee handling project's justifications</p> <p>Approval of the organization structure</p> <p>Evaluate results after implementation</p>												
Period of project / program	Period in months ()	Expected date of commencement ()						Expected date of completion ()					
Entity concerned with implementation													
Groups targeted by project													
Geographical location	All areas of the Kingdom												
Cash flows expected for the	Finance	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total

project/ program (thousand JD)	source												
	Treasury		70	250	300	350							970
	Grants												
	Loans												
	Others....												
	Total		70	250	300	350							970
Present status of project	Continuing ()		New										
			Ready								Not ready		
Expected results													

Project / program name	1-12 Establishing higher council for human resources development – Nadira Bakhit		
Project/ program objectives	General objective: Guarantee coordination between bodies concerned with human resources development: establish the higher council for human resources management: issuance of a unified national human resources development strategy: Institutional strategies emanating from the unified national strategy		
Project/ program justifications	<p>Weak coordination between the concerned councils</p> <ul style="list-style-type: none"> - Overlap and conflict of powers between concerned councils - Lack of a comprehensive strategy for human resources development and management - Weak compatibility between training and education sectors outputs and labor markets requirements - Unavailability of a database for human resources 		
Project/ program components (elements)	<ul style="list-style-type: none"> - Prepare the legal framework for establishing the higher council for human resources development - Approving the council and proceed with its agenda - Draw up a unified national strategy for human resources development - Draw up strategies for the concerned bodies emanating from the unified national strategy - Follow up and evaluate strategy of the concerned councils 		
Period of project / program implementation	Period in months ...	Expected date of commencement: 2006	Expected date of completion: Existing
Entity concerned with implementation	Ministry of Labor		
Groups targeted by project	Council of Education, council for higher education and council for employment and		

	technical and vocational education and training												
Geographical location	All areas of the Kingdom												
Cash flows expected for the project/ program (thousand JD)	Finance source	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
	Treasury		80	80	110	120							390
	Grants												
	Loans												
	Others....												
	Total		80	80	110	120							
Present status of project	Continuing				New								
	Completion ... %	percentage			Ready					Not ready			
Expected results	Raising the efficiency of outputs of bodies concerned with human resources development												

**Cards of Projects Serving the Second
Strategic Objective
Regulating Jordanian Labor Market**

Project / program name	2-1 Enhancing institutional capacities at the Ministry of Labor and its directorates Including improving employment services and computerization and linkage of ministry's works and its directorates: Dr. Moh'd Al Ali		
Project/ program objectives	Upgrade efficiency of the Ministry of Labor and its directorates: 1- Improve services provided to the public: Satisfaction of service recipients 2- Increase employment rates through labor directorates: Number of Jordanian employed through the Ministry of Labor: Number of jobseekers registered at labor directorates		
Project/ program justifications	Low level performance in different directorates of the Ministry of Labor, weak technical and logistic performance at the Ministry and its directorates, modesty of employment services level Modesty of capacities and experiences of persons employed at the employment departments of the labor directorates affiliated to the Ministry		
Project/ program components (elements)	Restructuring the organization structure of the Ministry of Labor and reviewing job description Train Ministry of Labor staff (employment duties, inspection, hiring, work relations, management, computerization and public service) Provide the Ministry and labor directorates with all hardware needed for computerization and the linkage thereof Provide the Ministry of Labor with necessary human cadres Improve services and simplify measures		
Period of project / program	Period in months (24)	expected date of commencement (2007)	of expected date of completion (2008)

Entity concerned with implementation	Ministry of Labor												
Groups targeted by project	Labor directorates, beneficiaries from Ministry of Labor services, staff of employment departments at the labor directorates												
Geographical location	Jordan												
Cash flows expected for the project/ program (thousand JD)	Finance source	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
	Treasury		450	400	600	700							2150
	Grants												
	Loans												
	Others....												
	Total		450	400	600	700							
Present status of project	Continuing ()			New									
	Completion percentage 10%			Ready					Not ready				
Expected results	Improve performance of labor directorates of the Ministry of Labor, computerization and linkage of functions of the Ministry and its directorates, set up of operating system to connect the Ministry's offices with labor directorates and the National Employment Center												

Project / program name	2-2 Alleviate Child Labor/ Mr. Hamada Abu Nijmeh													
Project/ program objectives	1- Rehabilitation of (3000) child of age group (16-18) years: number of children rehabilitated 2- Alleviate the worst form of child labor in Jordan: Number of children returned to schools													
Project/ program justifications	1- Existence of about (40,000) child in the Jordanian labor market / it is necessary to make a resurvey 2008													
Project/ program components (elements)	1-Vocational training programs according to children needs (training cost, transportation, bonus) 2- Contribute to the return of dropout children back to school 1+2 Prepare regulations and laws related to minimizing child labor, finance													
Period of project / program implementation	Period in months (Continuing)				Expected date of commencement (2004)				Expected date of completion (2009)					
Entity concerned with implementation the project	Ministry of Labor in cooperation with local and international organizations and agencies													
Groups targeted by project	Employed children													
Geographical location	All areas of the Kingdom													
Cash flows expected for the project/ program (thousand JD)	Finance source	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total	
	Treasury		300	300	450	500							1550	
	Grants													
	Loans													
	Others....													
	Total		300	300	450	500							1550	

Present status of project	Continuing (Yes)	New	
	Completion percentage 40% since project commencement	Ready	Not ready
Expected results	Alleviate child labor		

**Cards of Projects Serving the Third
Strategic Objective
Guarantee and Protection of Labor Rights**

Project / program name	3-1 appropriate work program- ILO/ Mr. Leo-Dr. Amin Wreidat												
Project/ program objectives	1- Increasing job opportunities appropriate for men and women 2- Concentrating on quality and type of work 3- Increasing work productivity 4- Supporting capacity of the three parties to production												
Project/ program justifications													
Project/ program components (elements)													
Period of project / program	Period in months ()				Expected date of commencement ()			Expected date of completion ()					
Entity concerned with implementation													
Groups targeted by project													
Geographical location	All areas of the Kingdom												
Cash flows expected for the project/ program (thousand JD)	Finance source	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
	Treasury			250	500	500							1250
	Grants												
	Loans												
	Others....												

	Total			250	500	500						1250
Present status of project	Continuing ()		New									
			Ready							Not ready		
Expected results												

Project / program name	3-2 Human Trafficking Project/ ILO:		Purpose: Contribute to eliminating forced labor and human trafficking										
Project/ program objectives	1- Enlighten the parties concerned with human trafficking and forced labor: Number of seminars and activities held or carried out to increase awareness: The extent to which attendance benefit from enlightenment programs. 2- Upgrade efficiency of authorities concerned with chasing trespassers who were trained: Number of mechanisms set or developed: Number of trials												
Project/ program justifications	1- Multiplicity of current problems in different sectors (cloth and domestic servants) 2- Decline of awareness level of the concerned bodies 3- Weakness of clear laws and legislations 4- Jordan rating in the American report on human trafficking												
Project/ program components (elements)	1- Studying laws and legislations related to forced labor and human trafficking 2- Holding other seminars and activities to enhance awareness 3- Holding seminars or symposiums Setting mechanisms for corporation between ministries												
Period of project / program implementation	Period in months ()			Expected date of commencement ()				Expected date of completion ()					
Entity concerned with implementation													
Groups targeted by project													
Geographical location	All areas of the Kingdom												
Cash flows expected for the project/ program (thousand JD)	Finance source	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
	Treasury												

	Grants												
	Loans												
	Others....												
	Total												
Present status of project	Continuing ()		New										
			Ready							Not ready			
Expected results													

Project / program name	3-3 Establishing the Economic & Social Council Project- Mr. Hamada Abu Nijmeh												
Project/ program objectives	1- Provide consultation in all economic, social, cultural and environmental issues to the executive and legislative authorities 2- Enhance citizens' participation in the decision making process												
Project/ program justifications	1- Lack of legally framed social dialogue institutions 2- Weak level of social and economic dialogue between social partners												
Project/ program components (elements)	Ratification of the establishment of the economic and social council												
Period of project / program	Period in months (24)				Expected date of commencement (2008)				Expected date of completion (2009)				
Entity concerned with implementation	Ministry of Labor												
Groups targeted by project	The three social partners (Government, employers & employees) and civil society institutions												
Geographical location	Jordan												
Cash flows expected for the project/ program (thousand JD)	Finance source	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
	Treasury		150	250	500	500							1400
	Grants												
	Loans												
	Others....												
	Total		150	250	500	500							1400
Present status of project	Continuing			New (Yes)									
	Completion percentage (30%)			Ready					Not ready				
Expected results	Establishment of the Economic and Social Council												

Project / program name	3-4 Labor inspectors training center and labor relations- Dr. Amin Wreidat
Project/ program objectives	<ul style="list-style-type: none"> • Provide a local training environment appropriate for labor inspections: Equip labor inspectors' training center • Create a qualified labor inspection staff: Inspection staff able to perform its work in accordance with programs developed by the Ministry • Adopt self- training approach and benefit from experiences available at the Ministry of Labor and local experiences: Number of trainers participating in training courses from Ministry of Labor staff: Number of trainers from the local community: Benefit which local trainers earn from training (1,3) • Maximize possible benefit from experts delegated by relevant international agencies: Number of inspectors benefiting from such programs • Strength and upgrade capabilities of social partners: Number of training workshops held to raise social partners' capacities: Extent of efficiency and effectiveness of the tri- committee • Build a database for labor inspectors: Availability of a comprehensive and effective database for labor inspectors
Project/ program justifications	<ol style="list-style-type: none"> 1- Weak efficiency of labor inspectors 2- Weak training programs 3- Weak efficiency of social partners 4- Weak benefit from training experiences 5- Unavailability of a database for labor inspectors
Project/ program components (elements)	<p>Equip a training center</p> <p>Appoint technical and administrative staff</p> <p>Provide logistic support needed for progress of work of the center</p>

	Provide a continued training program												
	Build a database for labor inspectors												
Period of project / program	Period in months ()				Expected date of commencement ()				Expected date of completion ()				
Entity concerned with implementation													
Groups targeted by project													
Geographical location	All areas of the Kingdom												
Cash flows expected for the project/ program (thousand JD)	Finance source	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
	Treasury			80	250	250							580
	Grants												
	Loans												
	Others....												
	Total			80	250	250							
Present status of project	Continuing ()			New									
				Ready							Not ready		
Expected results													

Project / program name	3-5 Implementation of work conditions and productivity project/ ILO (part of the appropriate work program): Mr. Leo		
Project/ program objectives	<p>1- Improvement of work conditions (labor rights and obligations) : Extent of compliance with international labor standards</p> <p>2- Improvement of competition of exporting companies: Improvement of product quality: Improvement of labor productivity: Share of companies trained from sector's market to which they belong: Extent of expansion in production factors (manufacturing new materials for marketing)... maximize profit margin: Product produced by institutions observing international labor standards</p>		
Project/ program justifications	<ul style="list-style-type: none"> • Failure of concerned institutions to apply international labor standards 		
Project/ program components (elements)	<ul style="list-style-type: none"> • Evaluation of institutions-in Partnership with Ministry of Labor and International Labor Organization (work conditions, productivity, product quality) 30 to 40 garment factories as s first step: Number of institutions evaluated: Number of reports published: 1- Companies training (managers and employees) (training bodies concerned with training for persistence purposes): Number of institutions and/ or bodies trained. Extent of knowledge transfer (experience acquisition) (regarding improvement of operations and measures). 2- Customers' participation in meetings: Effectiveness of participation of concerned bodies (statements, minutes and joint meetings): Number of companies/ customers participating efficiently in meetings 		
Period of project / program implementation	Period in months ()	Expected date of commencement ()	Expected date of completion ()
Entity concerned with			

implementation													
Groups targeted by project													
Geographical location	All areas of the Kingdom												
Cash flows expected for the project/ program (thousand JD)	Finance source	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
	Treasury												
	Grants												
	Loans												
	Others....												
	Total												
Present status of project	Continuing ()			New									
	Ready							Not ready					
Expected results													

Project / program name	3-6 Hot line- Dr. Amin Wreidat		
Project/ program objectives	Assisting Jordanian and foreign labor to convey their complaint in their different languages to the concerned at the Ministry of Labor: Number of complaints recorded from the hot line for different labor: Number of complaints settled through the hot line Assistance in creating a sound work environment and protecting labor rights: Number of complaints recorded through the hot line		
Project/ program justifications	Weak mechanism currently adopted in communicating local labor/ complaints (Jordanian and foreign) Multitude of violations involving labor rights		
Project/ program components (elements)	<ol style="list-style-type: none"> 1- Appointment of Jordanians mastering the following languages in addition to Arabic language (Philippine, Sri-lank, Indian, Chinese, Indonesian, Bangladesh) 2- Designing and printing brochures in different languages of imported labor for distribution on embassies, labor offices, factories, companies and industrial estates. 3- Allocating a free toll line bearing No. (080022208) and installing a telephone exchange and four direct lines to serve the project 4- Providing an operation room with stationery, offices, telephones, fax machines, a closet, files and all necessary supplies 5- A clear mechanism to handle complaints 		
Period of project / program	Period in months 36	Expected date of commencement 2003	Expected date of completion 2009
Entity concerned with implementation project	Ministry of Labor		
Groups targeted by project	Projects managers at the Ministry of Labor and persons concerned with Ministry of Labor's policies		

Geographical location	The Hashemite Kingdom of Jordan												
Cash flows expected for the project/ program (thousand JD)	Finance source	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
	Treasury			50	100	100							250
	Grants												
	Loans												
	Others....												
	Total			50	100	100							
Present status of project	Continuing			New									
	Completion percentage (0%)			Ready					Not ready				
Expected results	Improvement of projects management performance and Ministry's duties and link them with the strategic objectives of the Ministry												

Project / program name	3-7 Unifying and simplifying inspection and licensing measures project: Dr. Amin Wreidat		
Project/ program objectives	1- Uniting efforts of bodies concerned with inspection and licensing: Sanction of and implementation of a unified national strategy 2- Simplifying the measures related to licensing and inspection: Approving a unified manual for inspection and licensing: Duration needed for licensing process: Satisfaction of service recipients: Number of steps necessary for licensing: 2 with 4 3- Upgrading efficiency of control staff of the concerned institutions: Level of satisfaction of employers		
Project/ program justifications	1- Multitude of bodies concerned with inspection and licensing and overlap of work among them 2- Conflict of recommendations resulting from multiplicity of controlling bodies 3- Weak bodies in-charge of inspection and licensing processes		
Project/ program components (elements)	<ul style="list-style-type: none"> • Surveying controlling bodies (duties and powers) • Draw up a strategy for inspections and licensing • Review of relevant laws and legislations • Developing an executive programs to unify controlling efforts (inspection and licensing) • Simplification of measures related to licensing and inspection • Developing programs for upgrading the efficiency of working staff • Providing technical and logistic support for implementing approval programs • Follow up and evaluate progress of work programs 		
Period of project / program	Period in months ()	Expected date of commencement ()	Expected date of completion ()

Entity concerned with implementation	Inspection: Ministry of Labor in coordination with the bodies concerned with inspections Licensing: Ministry of Industry & Trade in coordination with concerned bodies												
Geographical location	All parts of the Kingdom												
Cash flows expected for the project/ program (thousand JD)	Finance source	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
	Treasury												
	Grants												
	Loans												
	Others....												
	Total												
Present status of project	Continuing ()			New									
	Ready							Not ready					
Expected results													

Project / program name	3-8 Inspection upgrading project: Dr. Amin Wreidat
Project/ program objectives	<ul style="list-style-type: none"> • Providing health and safe labor- attracting work environment: • Number of work injuries: Employment ratio of Jordanians: Frequency of work injuries for the same institution: Severity of injury: Frequency rate (national): • Protecting labor rights: Number of warnings and violations issued by labor inspectors: Number of complaints filed with the Ministry : Number of cases filed with courts
Project/ program justifications	<ol style="list-style-type: none"> 1- Weak inspections and outputs thereof 2- Multitude of violations of law and labor legislations 3- Weak efficiency of human cadres 4- Shortage of human cadres 5- Weak resources necessary for completing inspections 6- Multitude of administrative staff supervising inspections within Ministry of Labor 7- Lack of a study specifying coefficient correlation regarding extent relations between work conditions improvement and increase of employment of Jordanians
Project/ program components (elements)	<ol style="list-style-type: none"> 1- Draw up a strategy for inspection to be in agreement with the requirements and variables of labor market and the provisions of relevant labor law and local and international legislations 2- Review relevant legislations 3- Merge the vocational safety & health directorate with labor inspection directorate 4- Provide necessary numbers 5- Upgrade labor inspector efficiency 6- Provide necessary logistic support to enable inspections staff carry out their duties (communication equipment, incentives, accountants, data entry operators....) 7- Provide technical information and advise to employer regarding observance of

	<p>implementation of the provisions of labor law and international standards</p> <p>8- Conduct a study to specify correlation coefficient concerning the relation between improvement of work conditions and increase of opportunities for employing Jordanians</p> <p>9- Conduct field survey studies for service recipients</p>												
Period of project / program	Period in months ()				Expected date of commencement ()				Expected date of completion ()				
Entity concerned with implementation													
Geographical location	All areas of the Kingdom												
Cash flows expected for the project/ program (thousand JD)	Finance source	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
	Treasury												
	Grants												
	Loans												
	Others....												
	Total												
Present status of project	Continuing ()			New									
	Ready							Not ready					
Expected results													

**Cards of Projects that Serve
The Fourth Strategic Objective
Contribution to Restructuring the Technical Vocational Education and Training and Employment Sector**

Project / program name	4-1 Programs management unit- Management and support services program- Dr. Moh'd Oudeh												
Project/ program objectives	Provide technical support for achieving Ministry's objectives: Number of reports issued by the unit: Number of plans developed by the unit with projects' managers												
Project/ program justifications	Unavailability of a unit specialized in directing policies and programs that serve the Ministry's functions Unavailability of a specialized unit concerned with coordination between different projects of the Ministry												
Project/ program components (elements)	- Human resources development specialist - Woman specialists from labor market - Information & communication specialist - Strategic cooperation specialist												
Period of project / program	Period in months 36			Expected date of commencement 2003				Expected date of completion 2009					
Entity concerned with implementation	Ministry of Labor												
Groups targeted by project	Projects' managers at the Ministry of Labor and persons concerned with Ministry of Labor policies												
Geographical location	The Hashemite Kingdom of Jordan												
Cash flows expected for the project/ program (thousand JD)	Finance source	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
	Treasury			150	150	150							450
	Grants												
	Loans												

	Others....												
	Total			150	150	150							450
Present status of project	Continuing			New									
	Completion percentage 0%			Ready						Not ready			
Expected results	Improvement of performance of projects' management and Ministry's function and linkage with the strategic objectives of the Ministry												
Project / program name	Communication strategy: Training information & communication directorate staff												
Project/ program objectives	1- Upgrade efficiency of information directorate staff to enable them set up and maintain information systems at the Ministry and keep abreast with latest developments in information technology domain: Number of contracts concluded in the field of software maintenance and set up with foreign entities: Number of training courses being held in this domain												
Project/ program justifications	1- Inability of the present cadre to set up and maintain information systems at the Ministry of Labor												
Project/ program components (elements)	1- Specialized training program in equipment maintenance 2- Specialized training program in networks maintenance 3- Specialized training program in (operating systems and database) 4- Specialized training program in programming languages (Number of trainees, Number of those passing the exam, Number of personnel annual performance reports)												
Period of project / program	Period in months ()				Expected date of commencement ()				Expected date of completion ()				
Entity concerned with													

implementation the project													
Groups targeted by project													
Geographical location	All areas of the Kingdom												
Cash flows expected for the project/ program (thousand JD)	Finance source	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
	Treasury												
	Grants												
	Loans												
	Others....												
	Total												
Present status of project	Continuing ()			New									
	Ready							Not ready					
Expected results													

Project / program name	4-2 Performance indices development project for technical and vocational education and training and employment sector- Nadira Bakhit												
Project/ program objectives	1- Training and employment of Jordanians 2- Raising degree of compatibility between labor market requirements and Jordanian labor skills												
Project/ program justifications	Weak consistency between supply and demand in the labor market												
Project/ program components (elements)	Involve private sector												
Period of project / program implementation	Period in months ()				Expected date of commencement ()				Expected date of completion ()				
Entity concerned with implementation													
Groups targeted by project													
Geographical location	All areas of the Kingdom												
Cash flows expected for the project/ program (thousand JD)	Finance source	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
	Treasury												
	Grants												
	Loans												
	Others....												
	Total												
Present status of project	Continuing ()			New									
	Ready						Not ready						
Expected results													

Project / program name	Training system project for capacity building- Project manager/ Mr. John Nab
Project/ program objectives	Development and advancement of human resources for restructuring the technical vocational education and training and employment sector and connect it with employment and enhance Ministry's capability to encounter labor market changes
Project/ program justifications	
Project/ program components (elements)	
Period of project / program implementation	March 2008 to 2012
Entity concerned with implementation	The Canadian SIST Institute
Groups targeted by project	
Geographical location	
Cash flows expected for the project/ program (thousand JD)	Finance source/ 6 million Canadian dollar
	Treasury 420 thousand dollars
	Grants from CIDA 4.898.392 dollar
	Loans
	Other 1.035.000 dollar SIAST
	Total
Present status of project	Continuing
Expected results	1- Strengthen human resources system supported through restructuring the sector from employer's perspective

	<ul style="list-style-type: none">2- Improve capabilities of Ministry of Labor in the field planning and coordination for the technical vocational education and training sector3- Increasing opportunities of employment and self employment for females and males in the main sectors
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