



Looking for Solutions: Jordan's Case

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Background

- Population = 5.9 m
- Annual growth rate = 2.5%
- The size of the labor market is about 1.5 million
- About three fourths of the Jordanian workers are in the services sector, 22% in industry and 3% in agriculture
- The new entrants to the labor market amount to 60,000 annually, of whom about 40,000 seek employment.
- The participation rate in the labor force is low,
 - 23% of the total population.
 - 39.5% of the working age group
 - 64% of the male working age group
 - 13.7% of the female working age group(very low)

Background continued

- The dependency ratio is about 1:4
- Expatriate (non-Jordanian) labor :
 - # of expats = 350,000,
 - = 20% of labor force
 - 75% are of Arab nationalities
- Non-formal sector accommodates about 250,000 workers.
- The public sector accommodates one third of the total labor force(High compared with international figures)
- Employment and skill mismatches
- Poor quality and relevance of training

The National Agenda

- To tackle these challenges Jordan Developed a “National Agenda” in 2005. The Agenda identified Jordan’s priorities for the next ten years and adopted a holistic approach to achieve sustainable development through a transformation program .
- Under the Employment Support and Vocational Training theme, the N.A recommends
 - Restructuring the institutional framework (HRD council-TVET council ,Accreditation Centre and QA...)
 - Inclusion of private sector
 - KPIs to be realized (examples enclosed)
- Under the Education, Higher Education.... theme, the N.A proposes the following major initiatives to overcome Public Education problems
 - Decentralize decision-making authority and improve M & E of the sector
 - Improve the quality of basic and secondary education
 - Increase private sector involvement
- And the following key proposals for the Higher Education
 - Develop a comprehensive higher education strategy
 - Revise universities admission policies
 - Reform curricula to be in line of the knowledge economy
 - Upgrade skills

KPI	current	Tgt (2012)	Tgt(2017)
Percentage of the unemployed that are registered at the employment support network	N/A	50%	60%
# of Jordanians directly placed into jobs by the employment support network	N/A	10000	20000
Percentage of employers “satisfied” or “completely satisfied” with the skills of trainees	N/A	70%	80%
Percentage of employed females out of the total employed population	12.5%	15%	20%



Initiatives/programs



Employer Driven Skills development project

- **Component 1: E-TVET System and Council Development with employer participation**
- **Component 2: Restructuring the Vocational Training Corporation**
- **Component 3: Strengthening E-TVET Fund**
- **Component 4: Ministry of Labor capacity building**




EDUCATION REFORM FOR KNOWLEDGE ECONOMY PROJECT (ERfKE I)

- **Component 1: Transform the education system at the basic and secondary levels to produce graduates with skills necessary for the knowledge economy.**
- **Component 2 : Transform Education Programs and Practices for the Knowledge Economy**
- **Component 3: Support Provision of Quality Physical Learning Environments**
- **Component 4: Promote Readiness for Learning**



ERFKE 2

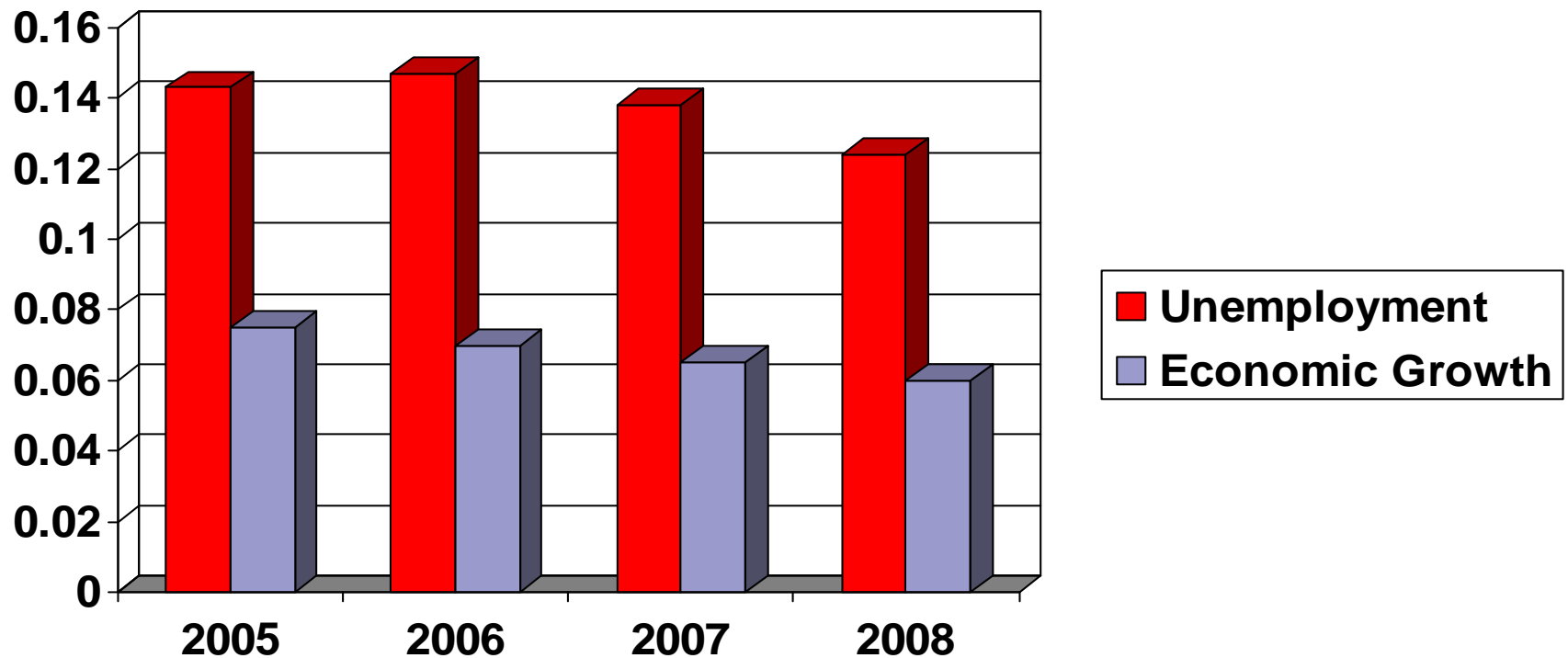
- **Component 1: Establishment of a national School-based Development System**
- **Component 2: Policy, Planning, M&E and Organizational Change**
- **Component 3: Teaching and Learning Resources**
- **Component 4: Special Focus Program Development**
- **Component 5: Quality Physical Learning Environments**



Jordan Higher Education Reform for Knowledge Economy (HERFKE)

- *Component 1 : Sustainable Financing.*
- *Component 2 : Accreditation and Quality Assurance*
- *Component 3 : Strengthening Sector Management*

Unemployment Rate:





Initiatives to provide work opportunities

■ Attracting Investments

- Aqaba Special Economic Zone
- Qualifying Zones
- Free Zones
- Investment incentives

■ Employment programs



Challenges & learned lessons

- Holistic approach
- Policy alignment
- Inclusion of social partners
- Sustainability
- Necessity of M&E and information
- Funding



Thank You