



BetterWork

Jordan

AT A GLANCE



International
Labour
Organization



In numbers



1.93 billion

Value of apparel exports in USD (20% of national exports)



81

Factories enrolled with Better Work (91% of industry)



61,800

Workers in Better Work-registered factories



75

Percentage of migrant workers, largely from South and South-East Asia



75

Percentage of female workers

Better Work Jordan strives for a thriving garment industry that supports national growth, empowers women and lifts tens of thousands of Jordanian and migrant workers and their families out of poverty.

Over the next five years, the programme will build on its proven impact improving working conditions and boosting business competitiveness. Already active in all exporting garment factories and their subcontractors, Better Work Jordan will use transparent reporting to promote decent work and propose practical solutions to regional challenges like high unemployment, low participation of women in the workforce and the Syrian refugee crisis.

The programme will also share its expertise beyond the garment sector for the first time, broadening impact to other manufacturing sectors. Scalability and sustainability will be top priorities, placing emphasis on strengthening the capacity of national actors, shaping policies and forging strategic partnerships.

“For me, decent working conditions and successful business go hand-in-hand. Better Work Jordan will engage with local and international partners to keep improving the working and living conditions of the sector’s workers while improving Jordan’s attractiveness within the global supply chain.”

TAREQ ABU QAUD, BETTER WORK JORDAN PROGRAMME MANAGER

Impact to date

Since 2009, Better Work Jordan—a joint initiative of the UN's International Labour Organization (ILO) and the International Finance Corporation (IFC), a member of the World Bank Group—has engaged workers, employers, the government and multinational businesses to transform the garment industry. Through assessments, training and advisory work at the factory level, as well as research and advocacy at the national and regional level, the programme has:



IMPROVED WORKING CONDITIONS,

curbing the use of forced labour tactics and boosting compliance with wage law to increase the take-home pay of workers.



ENHANCED GENDER EQUALITY,

reducing the proportion of workers concerned with sexual harassment by 18%.



BOOSTED BUSINESS

by eliminating harmful workplace abuses and training supervisors. For example, training female supervisors in particular was shown to result in a 22% increase in productivity.



SPURRED LEGAL REFORM,

helping employers and unions negotiate two landmark Collective Bargaining Agreements which – among other successes – recognized unions and their right to access factories for the first time.



IMPROVED LIVES,

reducing severe hunger among workers, improving access to maternal healthcare and increasing the proportion of wages workers invest in children's education and health, rather than debt repayment.



SUPPORTED MIGRANTS AND SYRIAN REFUGEES,

facilitating a unified contract for all workers, with clearer terms and conditions of employment and no recruitment fees.

Facts and figures drawn from an independent study of 15,000 workers and 2,000 managers by Tufts University: go.betterwork.org/impact.

Where next?

During its next strategic phase (2017-22), Better Work Jordan will build on its impact to date with four key objectives.

1. IMPROVE FACTORY WORKING CONDITIONS AND PRODUCTIVITY IN—AND BEYOND—THE GARMENT SECTOR.

- ◆ Expand engagement in apparel supply chains, reaching subcontractors where working conditions may be even more precarious.

- ◆ Incubate new initiatives in non-garment factories, transferring Better Work's garment industry tools and expertise to other manufacturing sectors and enhancing Jordan's export prospects following a new trade agreement with the European Union.

- ◆ Use instruments such as the public reporting of factory compliance data and new technologies to drive sustainable improvements at the factory level.

- ◆ Prioritize the rights of migrant workers, given that some 75% of Jordan's garment employees relocate from South and South East Asia. Focus areas will include eliminating recruitment fees, providing training in mother tongue languages, expanding pre-departure activities in workers' countries of origin, and helping unions attract more migrant workers to leadership roles
- ◆ Collaborate with the IFC to roll out a project to enhance the productivity of rural factory units, promoting these factories as examples of locally-run enterprises that employ and empower Jordanian women working outside of the home for the first time.
- ◆ Focus on opportunities for youth employment to address severe underemployment of young people and provide a safe and reliable entry point into the formal economy.

2. HELP NATIONAL STAKEHOLDERS IDENTIFY FACTORY ISSUES AND IMPLEMENT LASTING SOLUTIONS.

- ◆ Gradually transfer the delivery of elements of the Better Work programme to local entities, ensuring that by the end of 2022, all registered factories will be partially serviced by local stakeholders. During the next five years, focus will be on training for trade unions, employers' associations and the government, enabling Better Work to focus on quality assurance and advocacy.
- ◆ Assist in building the capacity of Jordanian actors to effectively represent their constituents and actively engage in dialogue with other national and international actors.

3. SUPPORT POLICY REFORM THAT PROTECTS WORKERS AND ALLOWS BUSINESSES TO THRIVE.

- ◆ Help stakeholders in Jordan attract additional business to the industry. Better Work will play a crucial role supporting World Bank and European Union efforts to develop a new garment industry strategy.
- ◆ Collaborate with other programmes across the ILO, UN, World Bank Group and other international agencies to provide coordinated advice to the government on best practice and policy reforms.
- ◆ Continue collaborating closely with the UN Refugee Agency, UNHCR, to support the recruitment and training of Syrian refugees in the garment sector, overseeing labour conditions and advocating for decent work for all.

4. EMPOWER WOMEN, REDUCE SEXUAL HARASSMENT AND CLOSE THE GENDER PAY GAP.

- ◆ Work to ensure the garment industry in Jordan is a safe environment for all women and can be a model of good practice for other industries.
- ◆ Better Work Jordan will embed gender equality in all operations, from in-factory services to policy work. The programme aims to ensure women are always represented on factory assessment teams, promote women's participation in leadership roles in worker and employer associations, expand sexual harassment prevention training, and collaborate with organizations working on gender and reproductive rights.

Key Partners



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