

JORDANIAN NATIONAL CONTEXT OF WORK IN THE AGRICULTURAL SECTOR:

1. Current Jordanian laws have not ratified Convention)No. 87(, limiting union establishment to Jordanians only.
2. Jordan has taken legal steps to combat forced labour and human trafficking but needs to strengthen the implementation of these laws.

Recommendations:

1. Activating the role of governmental institutions, especially MoA and its affiliated bodies, in providing necessary support to farmers, organising their work, adopting agricultural patterns, and opening new export markets.
2. Strengthening the role of agricultural cooperatives by improving access to finance and technical support to support small farmers, especially through cooperation between MoA, the Jordan Cooperative Corporation, and non-governmental organisations.
3. Implementing specialised training on the role and importance of agricultural cooperatives for the development of the sector and its workers through cooperation with the Jordan Cooperative Corporation and the International Labour Organization.
4. Raising awareness among agricultural workers about the importance of unionization and collective bargaining and working to enhance social dialogue between social partners (government, workers, and employers).
5. Ratifying International Labour Organization Convention No.87 to enhance freedom of association rights and protect the right to organize, and amending the Jordanian Labour Law to allow migrant workers to establish and join unions.



Labour Rights & Decent Work In Jordanian Agriculture Sector

About Grow Economy Project:

Grow Economy Project is one of the projects being implemented in Jordan, covering (Irbid, Ajloun, Madaba, and Balqa) governorates. The project is funded by (AFD), led by a consortium of actors including (Acted), Action Against Hunger (ACF), Terre des Hommes (Tdh), Phenix Center for Sustainable Development, ECO Consult, and Royal Society for the Protection of Nature (RSCN). The third objective of the project is covered by Phenix Center and it is about promoting decent working conditions and labour rights in the Jordanian Agricultural sector. In the project's first phase, Phenix Center prepared a baseline assessment of Jordanian Agricultural sector, this Fact Sheet shows the key findings and recommendations.



Methodology

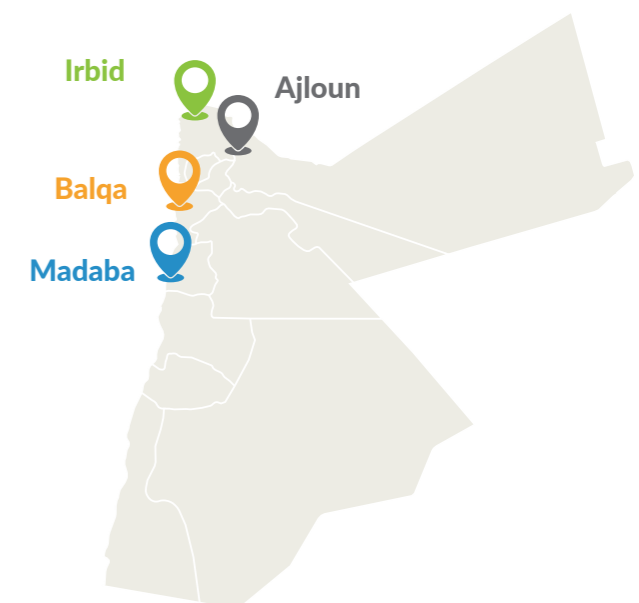
448 Total Number of participations.

384 Respondents Survey.

6 FGDs sessions
(2 in Irbid, 2 in Balqa, 1 in Ajloun, 1 in Madaba).
58 Total participants in all FGDs

8 Klls interviews.

Targeted Governorates



Irbid

153 Respondents Survey.
20 workers and employers attend FGDs.
2 KII one of them was with Female Shawish and the other one with a CBO.

Balqa

117 Respondents Survey.
20 workers and employers attend FGDs.
2 KII one with a male Shawish and the other one with Jordanian Cooperative Corporation.

Ajloun

58 Respondents Survey.
9 workers attend FGDs.

Madaba

56 Respondents Survey.
9 workers attend FGDs.

Amman

- Ministry of Agricultural
- Ministry of Labour
- International Labour Organization
- Agricultural Activist

Key Findings

CHALLENGES OF WORKING IN THE AGRICULTURAL SECTOR:

1. The agricultural sector faces numerous challenges, including difficult climatic conditions, lack of resources, and high production costs.
2. Traditional methods limit productivity and adaptation to changes.
3. The Agricultural Workers Law 2021 excludes some groups, like people with disabilities and women, leaving them unprotected.
4. There is a lack of awareness of decent work standards, and the Shawish phenomenon hinders employer accountability, exposing workers to exploitation.
5. The social protection system is weak, with few workers registered for social security.
6. Wages are not aligned with local and international laws, and there is insufficient oversight of work permits for Syrian workers.
7. Organizing workers into unions is challenging due to the sector's informal nature.

Recommendations:

1. Provide trained labour through targeted technical training for youth in speciality crops, modern farming methods, and occupational safety and health.
2. Support rural and marginalized groups with employment programs, grants, and interest-free loans for small agricultural projects in collaboration with government agencies and donors.
3. Review and update legislation to align with international standards, ensuring comprehensive coverage and enforcement for agricultural workers.
4. Standardize payment methods to ensure transparency and stability, promoting the use of official banking systems for wage disbursement.
5. Implement initiatives to promote gender equality, ensuring fair employment opportunities and equal working conditions.

WORKING CONDITIONS AND DECENT WORK IN THE AGRICULTURAL SECTOR:

1. Agricultural workers endure difficult and dangerous conditions with low wages, working 6 to 7 hours a day, 6 days a week.
2. Women and Syrian refugees experience discrimination and lack of protection during pregnancy and lactation, including the absence of paid leave.
3. Many workers live on farms with poor infrastructure and rely on inadequate employer-provided transportation.
4. The sector is prone to abuse and harassment, with insufficient national legislation to protect workers from discrimination and violence.

Recommendations:

1. Simplify social security enrolment for agricultural workers and provide financial support to employers. Collaborate with international donor agencies for targeted financial support programs.
2. Increase labour inspection visits and enhance the capacities of supervisory authorities like MoL to ensure effective enforcement of labour laws through training and resource provision.
3. Enhance coordination between government agencies (MoL, MoA, trade unions, and international organizations) to improve working conditions in agriculture.
4. Conduct awareness campaigns and continuous training for workers and employers on legal rights and responsibilities, including the dangers of child labour, reporting harassment, and the needs of persons with disabilities.
5. Enhance cooperation between the government and international organizations to combat forced labour and human trafficking.

