

**The Higher Population Council**

**Tender # (33/2017)**

**Secound Time**

**Terms of Reference**

**Study and Policy Brief on**

**“Population Characteristics of the Syrians in Jordan:**

**The Opportunities to Address the Challenges on the Jordanian labor market”**

**March 2017**

1. **Background**

The Syrian crisis has led to the influx of a large number of Syrian refugees to Jordan in the past six years. The General Population and Housing Census conducted in 2015 indicated that the total number of Syrians reached 1.3 million. According to statistics of the United Nations High Commissioner for Refugees, it is noted that Jordan until 2016 hosted 655217 registered Syrian refugees, 80% of whom live in local hosting communities, and 78% of Syrian refugees live in the governorates of Mafraq, Irbid and Amman.[[1]](#footnote-1)

This emergent population growth constituted a great pressure on the economic infra structure and resources in Jordon , and weakned employment chances of the Jordonians, where the unemployment rate[[2]](#footnote-2) has increased from 12.9% in 2011 to 15.3% in 2016. Given the expectation that most of the Syrian refugees will remain in Jordan for a number of years, the continuation of this situation without intervention threatens Jordan's chances of benefiting from its development project which is linked to the benefit of the opportunity generated by the demographic transition it faces.

A number of studies have been conducted on the effects of Syrian refugees on many aspects of life, including social and economic impacts at several levels -regional, national and international - due to the widespread migration of Syrian nationals around the world. A study[[3]](#footnote-3) titled "Refugees and Economic Growth in the European Union: Challenges And opportunities", aimed at examining the impact of influx of refugees from the Arab region, due to long conflicts and civil wars, on economic growth. The study utilized multidisciplinary analysis of specialized literature and empirical investigations, the study showed that the views of The European Union leaders are divided into two parts; some believe that refugee flows are a humanitarian crisis to which member states must respond accordingly, while others believe that these people are migrants, not refugees, who want to go to the more developed countries of the European Union, where they can have better opportunities to live, and therefore these leaders conclude that the phenomenon is a challenge and a threat to hosting countries. Economically, some analysts believe that the large influx of refugees is an economic and social opportunity because of the demographic challenge facing Europe. Population aging is one of the main issues facing most EU countries. One of the possible measures against the effects of aging may be immigration, as new arrivals contribute to the increase in the population and increase the number of young people in the long term.

Other economists believe that refugees can adversely affect the well-being of hosting countries through disease outbreaks, food scarcity, wage competition, burdensome education and health care facilities, environmental degradation and increased criminality. Moreover, there are opinions that the level of human capital of refugees is less than that of the hosting countries, a situation that will affect the sustainable economic growth of the EU. The study concluded that the effect of the refugees on the economic growth can be viewed from several perspectives; expanding on the negative effects on the human capital of the hosting countries, another point considers the difficulty of integration with the hosting country and its connection to the social environment and the different cultural and religious backgrounds of refugees, as well as the risk of internal conflicts that may increase in countries receiving more refugees.

Many studies were also conducted to study the effects of the Syrian influx on the Jordanian economy, including the effects on labor market. Some of these studies was "the study of economic and social effects of the Syrian refugees crises on the Jordanian economy and the hosting societies[[4]](#footnote-4)", This study concluded that despite the financial gains Jordon received as a result of the influx of the Syrian refugees and residents, the cost of current and future burdens on the Jordanian economy as a result of this crises outweigh the gains.

The Independent Jordanian Economic Observatory prepared a study in 2015[[5]](#footnote-5) titled "Economic and social impact of the Syrian refugees on Jordan, turning challenges into opportunities," and tackled the challenges imposed by the Syrian refugees on various sectors such as education, finance, food, water, shelter, etc., as well as the benefits that may be achieved as a result of the "current situation". The study suggested that, through the conversion of refugee-related challenges into opportunities that contribute to boost the economy of the host country, the refugee influx may positively influence the local economy, as the refugees increase the consumer market, create new markets, bring new skills and employment opportunities, and create more space for workers in sectors with heavy human consumption which are not occupied by Jordanians such as agriculture and construction, thus increasing production and profits for Jordanian employers. The study indicated that the Syrian refugees should be looked upon not as a burden on the state but rather creators of opportunities to the socio-economic development and, therefore, there is a need for more efforts to create an encouraging investment environment for refugees to stop relying on the government and humanitarian aid for the benefit of the Jordanian economy. To realize these potential gains requires a comprehensive strategy for integration and acceptance in order to chanel the actions and policies that the government enacts towards investing in the opportunities arising from the reception of Syrian refugees; creating appropriate methods and tools to grant economic and social freedoms to refugees; the formulation of a supportive legislative environment to increase the benefits and reduce costs; and the facilitation of investment through more encouraging incentive measures.

In a study[[6]](#footnote-6) of the International Labor Organization in 2015, which aimed evaluating the results of the great numbers of Syrian refugees on the labor market in Mafraq, Irbid and Amman, the most important finding was the change in industrial professions among Jordonians: about 30% of those are no longer working in this field today. The study also revealed that the Syrian workers are competing jordanian workers in the sectors of constructions and retail, there are 23% of employed Syrian refugees working in the field of retail sales.

The study showed that all Syrian refugees outside the camps did not have a work permit and therefore they are working in an informal economy not subject to the Jordinian labor law, four main effects of the influx of Syrian refugees on the Jordanian labor market have been identified by this study as, the loss of the opportunity to increase Jordanians' employment in newly emerging and low-skilled jobs; the increase competition for existing jobs; the future threats of overcrowdedness in the labor market; and the general deterioration in work conditions which leads to improper work conditions in Jordon. The study shows that about 51% of Syrian men living outside the camps joined the Jordanian labor market, while only 7% of Syrian women participated in the Jordanian labor market. More than 40% of Syrians workers outside the camps in the governorates of Amman, Irbid and Mafraq work in the field of building industry, and 23% work in the wholesale, retail and repair industries, 12% in the manufacturing industries, 8% in the accommodation and food services industry, and according of occupations; 53% of the Syrian refugees working outside the camps work as craftsmen and workers in related occupations, 24% as workers in services and sales, and 12% in primary occupations.

Despite what has been mentioned before of the passive effects of resorting to Jordon, the influx of the refugees is an important factor in the Jordonian population and resources and the imbalance between supply and demand, and pressure on the infrastructure. Jordan has repeatedly stated its commitment to its long-standing responsibilities in hosting the refugees as brothers, displaced by wars and conflicts and seeking security and safety. This humanitarian commitment goes beyond all the potential negative effects of refugees, and with taking into consideration the situation facing the Jordanian economy, It has become necessary to build on the demographic characteristics of the Syrians in Jordan, and what they enjoy of skills, scientific experience and qualifications and to do what is necessary to transform challenges into opportunities to integrate them in the Jordanian society, thus achieving benefits for all parties until they return to their country.

The 2016 "Helping Syria and the region " Conference held in London launched new approaches for the states hosting refugees. Jordan's approach was called "a comprehensive new approach between the Hashemite Kingdom of Jordan and the international community to deal with the Syrian refugee crisis." [[7]](#footnote-7) The support of Jordan's 2016 response plan was about 700 million dollars . The Jordanian government agreed to make the necessary administrative changes to allow Syrian refugees to apply for work permits within and outside the designated development areas, to be renewed annually in accordance with applicable regulations. Additionally, as of next summer they will be allowed to register their existing business officially and establish new taxable business, including the establishment of work for investors, as provided by the laws and regulations in force. The Jordanian government will also allow a specific percentage of Syrian participation in the work of municipalities by hiring them under private sector contracts without committing to a pension or other long-term financial obligations to work on donor-funded projects in areas where the labor force of non-Jordanian is high.

In view of the role of the Higher Population Council (HPC), in coordination with stakeholders involved in population and development, including proposing policies, strategies and action plans, advocacy and raising awareness at the national level, and in consideration of many studies that have been carried out on the effects of the influx of Syrian refugees on the Jordanian economy and the impact on the labor market, HPC intends to undertake a study based on previous research efforts and programs to better understand the demographic characteristics of the Syrians in Jordan and the type and level of their skills.

The study aims to produce a matrix of policies that address the challenges imposed by Syrian refugees on Jordan's labor market; contribute to the benefit of all parties (refugees and host societies), and enable Jordan to benefit from its ongoing demographic transition. The study will also prepare a advocacy plan to gain support for these policies and mechanisms, and building a program for building the abilities of the staff of the Higher Population Council.

1. **The study problem/Problem Statement**

The arrival of Syrian refugees has put great pressure on the labor market in Jordan , on top of the already the weak job opportunities for Jordanians. Many studies have highlighted the negative effects on the labor market, the most prominent of which is the increase in competition for existing jobs, the future threats to the labor market, and the general deterioration in the working conditions leading to  a lack of decent work opportunities.

Unemployment among Jordanians increased from 12.9% in 2011 to 15.3% in 2016, likely due, in part, to the refugee influx. Therefore, the continuation of this situation without interference threatens the chances of Jordan to benefit from its development project, which is linked to the benefit of the opportunity generated by the demographic transition as part of expectations that most Syrian refugees will remain in Jordan for a number of years to come.

Despite the negative impact on Jordan, Jordan is deeply committed to hosting its refugee brothers. Taking into consideration the situation facing the Jordanian economy and the failure of donors to cover the full costs of refugees, it is necessary to build upon the demographic characteristics of the Syrians in Jordan and leverage their potential assets such as scientific qualifications, skills and practical experience in order to lay the foundations for transforming the challenges imposed by Syrian refugees on the labor market into opportunities and for the benefit of all parties until they return to their country.

Thus, this study aims to answer the following questions:

* What are the demographic characteristics of Syrians in Jordan (male and female) ?
* What is the level of qualifications, expertise and skills of the Syrians in Jordan, and how are they distributed geographically and among age groups? What are the possible mechanisms for transferring and sharing skills with Jordanians?
* What are the legislative obstacles that prevent Syrian access to the Jordanian labor market ?
* Are there any working examples of Jordanian-Syrian partnerships in Jordan that can be considered best practices?
* What are the possible policies and mechanisms to maximize the use of the Syrian labor force in Jordan in supporting economic development ?
* What are the possible policies and mechanisms that can be employed to support the establishment of new partnerships and professions between the experienced and skilled people of Jordanians and Syrians ?
* What are the policies and mechanisms by which the informal economy can be transformed into a regulator and reduce unregulated Syrian employment?
* What are the policies and possible amendments to the investment environment in Jordan to attract Syrian investments in Jordan ?
* What is the appropriate advocacy plan after the completion of the study to support the recommendations of the study and the proposed policies.

1. **The importance of the study**

The importance of the study is as follows:

* Building upon the research efforts and programs mentioned above, and the diversity of research tools, in order to serve the main objective of studying the demographic characteristics of the Syrians and their skills and addressing the challenges imposed by Syrian refugees on the Jordanian labor market to serve all parties (refugees and host communities).
* Highlighting real and successful partnerships between Jordanians and Syrians in Jordan as best practices that citizens can return to and imitate.
* Submiting recommendations for specific amendments in the legislation, and regulations governing the presence of Syrian refugees in Jordan, for contributing the Syrian on labor market in Jordan.
* Recommending mechanisms and policies to address issues related to the strengthening of the Jordanian economic sectors, which are characterized by high skills and reduce unregulated labor.
* Proposing policies and mechanisms to reduce competition between Jordanian and Syrian labor, supporting the establishment of new partnerships and professions, and expanding existing partnerships, if any.
* Introducing recommendations for mechanisms and policies to enhance the Syrian investment environment in Jordan, creating more jobs for Jordanians and Syrians, and increasing public revenues through taxes.
* Strengthening Jordan's longstanding principles in hosting refugees, who came to seek security and safety, and to propose recommendations to enhance the empowerment of Syrian refugees from the integration and economic integration in Jordanian society until they return to their country.

1. **Objectives of the study**

The study aims at a clearer understanding of the demographic characteristics of the Syrians in Jordan and the level of their skills to come up with recommendations for a set of mechanisms and policies that contribute to addressing the challenges created by the Syrian refugees situation on the Jordanian labor market to serve all parties and mitigate the effects of resorting to Jordan's labor market and to achieve the following sub-objectives:

* Mitigating the effects of the Syrian refugees on the Jordanian labor market and the challenges it poses to the high unemployment rates among Jordanian youth.
* Maximizing the benefit of the Syrian labor force in supporting Joran’s economic development process.
* Providing job opportunities for Syrian refugees to serve themselves instead of competing with the Jordanians in job opportunities.
* Creating the appropriate legislative environment for refugees' access to the labor market.
* Utilizing the skills of the Jordanians and Syrians to build local capacities, support the establishment of new partnerships and professions, and expand existing partnerships.
* Reducing the informal employment.
* Enhancing the suitable environment for Syrian investment in Jordan.

1. **Functions and Responsibilities of the consultant**

**The first stage:**

1. Conducting a desk review of all Jordanian studies and initiatives that dealt with or monitored the effects of Syrian refugees on the Jordanian economy, specifically the labor market, contribute assessing the effects of the influx of Syrian refugees on the labor market and the threats posed on the Jordanian labor market.
2. Conducting a desk review of the literature and international experiences that have been able to deal with the effects of resorting to the labor market and turn them into opportunities that support the national economy and invest in the demographic transition.
3. Conducting a desk review of VTC's programs and future training plans.
4. Study of the demographic characteristics of the Syrians in Jordan, including educational background, economic activity, the sectors in which they work, current job status and occupations, the level of skills they enjoy and how these skills distributed geographicaly and among age groups.
5. Monitoring the economic activity(formal and informal) of the Syrians in Jordan, whether industrial or commercial, and its effects on the Jordanian labor market.
6. A qualitative study comprising focus groups representing the governorates of the capital, Irbid, Mafraq, Zarqa and Karak, and aimed to:

* Highlighting the real and successful partnerships between Jordanians and Syrians in Jordan as best practices ..
* Address the challenges posed by Syrian refugees including the development of mechanisms that promote joint work between Jordanians and Syrians in the field of small and medium industries the Syrian industrialists are known of.
* Establish mechanisms for transfer and exchange of skills between Jordanians and Syrians.
* Attracting Syrian investors,
* Regulate the informal economy and reduce informal Syrian labor
* Mechanisms, and strengthen the roles of national institutions in integrating Syrian companies into local economic life.

Focus groups comprising:

* Jordanian and Syrian workers.
* Unemployed Jordanians and Syrians.
* Jordanian and Syrian investor.
* Jordanian-Syrian partnerships in Jordan.
* Representatives of relevant national institutions such as the Ministry of Planning and International Cooperation, The Ministry of Industry and Trade, the Vocational Training Corporation, the Chambers of Industry and Commerce, the professional associations and the civil society institutions working with the Syrians.
* The relevant international organizations such as ILO and UNFPA.

The consultative entity will need to get the approval of the HPC before the start of the qualitative study.

1. Reviewing the legislations and regulations governing the presence of Syrian refugees in Jordan and propose amendments to help the government to transform the Syrian refugees challenges into opportunities to benefit from the large number of refugees and for the benefit of all parties.
2. Preparing a draft policy brief based on desk review, quantitative and qualitative analysis; review legislation and regulations, and outline procedures and policies to address the main issues and achieve the main objective of the study.
3. Conducting a workshop attended by partners of the Higher Population Council (government and private sectors, civil society organizations and relevant international institutions) to discuss the draft study and draft policy brief, taking the feedback to come out with final recommendations of the study and final policy document.
4. Submiting a study and a policy brief checked technically and linguisticly in both Arabic and English, and typed on CD's.
5. Delivering policy brief in printed form in Arabic and English.

**The second stage: Binding to the contractor entity, and optional to the The Higher Population Council, and related to the availability of funding.**

Delivery of advocacy plan to support the recommendations of the study and the proposed policies printed in Arabic and English, including:

* Determine the issue of advocacy support.
* Analyzing the issue.
* Setting the goals of advocacy campaign and drafting it .
* Determining the popularity base.
* Determining the targeted primary and secondary public.
* Determining an advocacy messages.
* Determining an advocacy strategy.
* Determining methods to acquire support.
* Executive plan for an advocacy campaign.
* Media plan for the advocacy campaign.

1. Implementation of the abilities building program of the Higher Population Council staff to raise HPC staff abilities to work on the implementation of the recommendations of the study in order to take advantage of the presence of the Syrian in the labor market, provided that the program includes:

* Implementation of a training program (training by trainers) for the employees of the HPC.
* Preparation of a specialized training bag on the subject of the training program for the employees of the HPC.
* Preparation of IEC Materials for use in the Council's work on the subject.

1. **Expected outputs from the advisory body:**

**The first stage:**

1. A study report titled "Population Characteristics of Syrians in Jordan and Opportunities to Address the Challenges on the Jordanian Labor Market" in Arabic and English.
2. Policies Brief in the light of the results of the study report and any other studies supporting the work of the abstract in both Arabic and English, that presents the issue and its determinants and proposes and evaluates policy alternatives to address this issue in order to achieve the study objectives..
3. A workshop to discuss the study and the policies brief, attended by representatives of the Council's partners (government and private sector, civil society organizations, academicians , international institutions).
4. The study report and the final policies brief (paper copy and electronic copy) after making all the amendments in the light of the feedback documented by the consultant through the workshop of the partners that will be implemented specifically for this, to be checked technically and linguistically in both Arabic and English according to the writing specifications approved by the council which will provide them at that time, and to take the council's approval to start producing the technical design of the study and the policies brief.
5. The study design and the policy brief in their final form and in both languages ​​(Arabic and English) according to the specifications of the council which will provide on time.
6. Delivering the study and the policy brief in Arabic and English on (100 CD's)
7. Printing the policy brief in (50 copies) for each of the Arabic and English versions according to the specifications to provided by the council on time.
8. Displaying a computerised version of the report in both English and Arabic using (PowerPoint) for the purpoces of launching the study and others of uses.

**The second stage:**

1. An excutive plan for advocacy, including the issue, objectives, messages, methods, tools and targeted groups, in both languages ​​(Arabic and English), which is not binding on the Higher Population Council, to be refered to the advisory body for implementation, it is in the second stage and the implementation depends on availablty of the necessary finance .
2. The capacity building program of the Higher Population Council is implemented in order to increase their abilities to carry out the study recommendations in order to benefit from the presence of Syrians in the Jordanian labor market.
3. **The period needed to prepare the study report, policy brief, plan for advocacy and the capacity building program:**

* The maximum limit is six months from the date of signing the contract (including official holidays).

**Payment distribution: payments will be distributed as follows:**

* First payment: 10% to be paid upon providing a business plan.
* Second payment: 30% to be paid upon providing the first draft of the study.
* Third payment: 30% to be paid upon providing the final version of the study in both Arabic and English.
* Fourth payment: 15% to be paid upon providing the first drafted Policy brief, advocacy plan and building capacity program.
* Fifth payment: 15% to be paid upon providing the final version of the advocacy plan, building capacity program and Policy brief in both Arabic and English printed out(Hard copy) into 50 copies for each version, Arabic and English and together with 100 CDs containing the study and Policy brief in both Arabic and English.

1. **The technical, financial and administrative requirements of the consultancy body applying for the tender for the first stage:**

**First: Technical Requirements:**

Submission of the proposal for the tender in both Arabic and English, including a detailed work plan showing the following:

* Introduction that includes a description of the problem and the importance of the study.
* Objectives of the study.
* Methodology of the study.
* The work plan distributed according to an appropriate timetable.
* Qualifications of the research team.
* Attaching the experts CVs.
* Attaching the consultancy entity profile.

**Second: Financial and administrative requirements:**

* Submitting a separate technical offer and a financial offer in closed envelopes having the (name of tender) and delivered by hand to the Rapporteur of the Tender Committee of the Jordanian Hashemite Fund for Human Development, located at Madina Al Munawarah Street, Building No. 127, telephone no. (5560741), **on a time not exceeding 3.00 PM, on monday corresponding to 22/5/2017 .**
* The financial offer shall indicate the detailed cost of each of the items mentioned above and in Jordanian Dinars to be inclusive of all taxes and fees.
* The consultancy entity is responsible for all logistic arrangements of coordinating meetings, preparing and writing reports, minutes of meetings, and other matters assisting in the execution of the tender.
* Submitting the financial offer in both Arabic and English.
* Submitting a guarantee for the tender of 5% of the financial offer and shall be returned upon its completion .
* Submitting a performance bond guarantee with a value of 10% of the value of the tender from the advisory body to which the tender is allocated.
* The consultancy entity to which the tender is allocated shall be bound by the period of time for the execution according to the offer submitted by them. The Council is not responsible for any delay occurring whether justified or unjustified.
* Submitting the names and qualifications of the technical staff and their CVs.
* The Consultancy entity bears the responsibility of the accuracy of the information submitted in this regard.
* The advertising charges shall be borne by the winning bidder regardless of the number of its advertisements.

1. **Procedures for evaluation of offers and referral:**
2. **Evaluation Basis of the technical offer:** a weight of (80%), shall be given to evaluation of the technical offers in accordance with the terms of reference indicated in the tender and according to the following items:

|  |  |  |
| --- | --- | --- |
| **Item** | | **Mark** |
| The consultative entity profile | | 10 |
| CVs of the study team divided as follows | Head of the team | 20 |
| The international expert in the field of labor market and attracting investments | 15 |
| Economist | 10 |
| Expert in legislations | 6 |
| Other experiences | 9 |
| Study methodology | | 25 |
| General impression | | 5 |
| Total | | 100 |

The following is a detail of the required experiences and qualifications:

1. **The consultative Body:** The upper limit of the mark is (10) marks distributed according to the following items:

* Experience in the preparation of population, social and economic studies, policies proposals and analysis of legislation not less than 10 years, the consultative body not meeting this requirement will be excluded.
* Experience in preparing programs and plans for training programs and advocacy.
* Experience in the analysis and preparation of qualitative studies

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1. **Experiences and qualifications of the research team:** The maximum limit of the mark is (60) distributed according to the items shown in the following table:

|  |  |  |
| --- | --- | --- |
| Cader | Qualifications | Experience |
| Team leader | Holds a doctorate degree in economics or related field | • 10 years’ experience in preparing economic studies and policy briefs.  • Experience in the preparation of training programs and advocacy.  • Adequate knowledge and expertise in population, development, labor market, investment and refugee affairs. |
| Regional or international expert | Holds a master's degree in economics | • At least 10 years of experience in implementing labor market studies projects and attracting investments.  • Experience in the preparation training programs and advocacy. |
| Economic Researcher | Holds at least a Masters degree in economics | • Experience in the preparation of economic and labor market studies.   * Experience in the preparation of policy briefs |
| Legislation Researcher | Holds a Masters degree in law | • Practical experience of at least 5 years in amending legislation  • Experience and adequate knowledge of legislation, strategies, policies and operational programs related to refugees |
| Statistics Researcher | Holds a master's degree in statistics | Practical experience in processing and analyzing quantitative and qualitative data and sampling. |
| Social Researcher | Holds a master's degree in sociology or population | Experience of at least five years in the preparation of studies and policy briefs relevant to the subject of the study. |

1. **Methodology:** The methodology is given (25) marks as follows:

* Use an appropriate scientific methodology that meets the objectives of the study and supports representing of results at the national level.
* The clarity of the methodology for qualitative and quantitative research.

1. **Overall Impression:** is given (5) marks according to the compeleteness of the presentation of the technical offer, the information documentation submitted from the consultancy entity and its commitment to the basic data of the evaluation.

**Technical evaluation mark = S % × Technical mark of the consultancy entity/highest technical mark**

**Where S % represents the percentage of (the weight of the technical offer ) that is equal to 80%.**

1. **Evaluation basis of the financial offer:** is given the weight (20%) mark.

* The financial offer will be opened if the technical offer is qualified and receives a score of (80) or more of the technical evaluation mark. The financial assessment is calculated from the following equation:

**The Financial evaluation mark = R% × the least total Pricing/the consultative entity price .**

**R% represents the percentage of (the weight of the financial offer) which equals to 20%.**

1. **Referral:**

Referral shall be to the winner having the highest number of technical and financial marks according to the following equation:

**The final mark = S% × The technical mark of the consultative entity /highest technical mark + R % × Lowest total prices/price of the consultative entity.**

**Where S % represents the percent of (the weight of the technical offer) which is equal to 80%.**

**R % represents the percentage (weight of financial offer) which is equal to 20%.**

1. **General Conditions:**
2. The tenders committee shall have the right to exclude the offer in the case of violation of the tender conditions, or if it exceeds the budget allocated for the tender or it is much more than the the cost prices or the known or estimated prices.
3. The Tender Committee shall have the right to cancel or postpone the tender, extend its duration, re-offer or divide it on partial basis without giving any reasons, without the right to claim any explanation, iterpritation or compensation.
4. Advertising fees on the bidder the tender is allocated to .
5. The design of the study and the summary shall be in both Arabic and English shall take into consideration the Council's specifications in the design, provided that the Council shall receive the internal and external design rehearsal to submit its observations thereon before adopted.
6. The typing of the study and the summary, whether paper or electronic, shall consider the specifications of the council.
7. The outputs of the mission shall be the property of the Higher Population Council . The consultative entity shall not be entitled to use it after completion of the mission or during it unless with a written consent of the Supreme Population Council.
8. The consultative entity is committed to provide a set of images related to the subject with high resolution and its owners agree to be used by the HPC.
9. The consultative entity is committed to providing an active Excel sheet file of the data, tables and graphs of the study.

1. 1-Department of Statistics, 2016, Report of the main results of the General Population and Housing Census 2015. [↑](#footnote-ref-1)
2. 2- Dos\_home\_a/main/linked-html/Emp\_unEmp.htm [↑](#footnote-ref-2)
3. 3- Laura Diaconu,The Refugees and the economic growth in the EU States: Challenges and opportunities CES Working Papers – Volume VII, Issue 4 [↑](#footnote-ref-3)
4. 4-Khalid Al-Wzani, 2014, The Economic and Social Impacts of Syrian Refugees on Jordan- , Konrad Adenauer Foundation Jordan Office. [↑](#footnote-ref-4)
5. 5-Jordan Independent Economic Observatory, 2015, Economic and Social Impact of Syrian Refugees on Jordan, Turning Challenges into Opportunities, 2015. [↑](#footnote-ref-5)
6. 6-International Labor Organization, FAFO, 2015, Impact of the Syrian Refugee Flow on the Jordanian Labor Market, 2015. [↑](#footnote-ref-6)
7. https://www.supportingsyria2016.com/media-ar/ [↑](#footnote-ref-7)