Main topics covered:

- Challenges to include youth in Jordan and Palestine on the labor market, who are facing high unemployment and struggling to find job opportunities:
  - Chronic constraints for the absorption in the labor market
  - Facing corruption and nepotism (example in Palestine)
  - The importance of the private sector is not enough recognized, neither by youth (who aspire to be employed in public sectors) nor by policy makers.
  - Youth lack appropriate vocational skills, soft skills, entreprise culture (such as English language, computer, etc.)
  - Lack of “decent jobs”: low wages and low job standards appear difficult to accept for educated youth
  - Employment of women
- Additional Challenges to include refugee youth in the labor market:
  - Work regulations
  - Different work culture (vocational skills) ex: Turkey, working hours different
  - Need to identify the skills and qualifications of refugees: experience shows that the skills that are declared often do not match the expected skills by the employers (definitions and standards are often different in the host country)
  - Question of low skills vs high skills: for example, currently the dominant choice is to employ refugees in low skilled sectors in Jordan (agriculture and construction) – it is
important to identify the absorption capacity of the labor market, along with the sectors
  o Question of political and community will: Competition between refugees and host communities in jobs
  o Consequence: refugees work mainly in the informal sector or in low paid jobs

- Solutions:
  o Vocational training centers for youth
  o Working on matching youth job demand with employers’ demand (job fairs, job database, etc.)

**Best practices:**

- Improve the refugees and local youth capacities: the need for soft skills very important, the work on the work culture: JOHUD and Pyalara work on vocational training.
- Organize training on technical skills as well, for lower educated youth (JOHUD)
- When working on youth employment, interest of working in a decentralized manner, close to the local economic ecosystem (JOHUD)
- Identify available skills and qualification: for example a Data base of refugee skills was established in Sultanbeyli (Istanbul, Turkey), with complementary workshops where applicants can better present their skills.
- Engaging the youth and refugees in voluntary work with the civil society so that their capacities and skills could be built and improved, and thus prepare them for the labor market (PYALARA)

**Lessons learnt:**

1. Build resilient citizen: work on the culture that brings people together, knowing their rights and responsibilities, to enhance social cohesion and avoid friction, rivalries and hatred
2. Vocational skills as key for the inclusion of youth on the labor market, and can be developed in many ways, including targeted training, but also involvement of youth in volunteer work.

**Recommendations and follow up:**

- Insuring opportunities for young refugee, maintaining their qualification, etc. is key: to create opportunities for when they return to their country, for the reconstruction of Syria.
- Make sure to transmit the international expertise from the international organizations to the local civil society organization in order to insure sustainability and impact on the long term after they exist.
- Activate the role of the local leaders among the refugees so they can play a very important role in spreading awareness, lead people into action, etc. (ex: “wise men” in Turkey).
- Better identify available skills and qualification of refugees (through databases, and job fairs and workshops)
- Need for national framework, national policies for the private sector to involve them in national development
- Better adapt the legal framework: even in Turkey, it was reported that issuance of work permits is still relatively low.
- Using the skills of the Syrian refugees: look at the refugees not only as service recipients but as service providers (instrumentals in the camps for example).
- Encourage entrepreneurship among refugees.