



## **Classic Fashion Apparel Industry Ltd. Co: Employment Opportunities for Refugees in Jordan**

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Classic Fashion Apparel Industry Ltd is the largest apparel manufacturer in the Middle East with a total of 19 units across Jordan. As of March 2021, the company had offered employment opportunities to 30,000 multi-national refugees coming from Jordan, Bangladesh, India, Sri Lanka, Nepal and Syria.

In 2018, the company started a program called “Friends from Syria” which is specifically tailored to offer employment and training opportunities to Syrian refugees living in Jordan. Refugees are invited to follow a one-month training on employee rights (i.e., labour laws, wage system, social security, other benefits); soft skills (i.e., peer to peer communication, work life balance) and technical skills at the end of which they undergo a test. Those who pass are offered employment at Classic Fashion Apparel Industry, while the others retake the test after 15 days of additional training. During the preparation, the company offers a legal minimum wage, as well as free lunch and transportation from/to the Zaitri Refugee camp.

More than 450 Syrian refugees (mostly women) have been offered training and employment, with some rising to the level of supervisor or training coordinator. Classic Fashion employers also benefit from membership to the International Trade Unions and other committees working with the Welfare & HR team.

Global partners:



Confederation of Danish Industry



European Investment Bank  
The EIB bank



INTERNATIONAL CHAMBER OF COMMERCE  
The world business organization



UNHCR  
The UN Refugee Agency



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