Summer 2016

Self Sufficiency in Refugees

Sarah Zayed
SIT Study Abroad

Follow this and additional works at: https://digitalcollections.sit.edu/isp_collection

Part of the International Law Commons, International Relations Commons, Near and Middle Eastern Studies Commons, Other Public Affairs, Public Policy and Public Administration Commons, and the Social Welfare Commons

Recommended Citation
https://digitalcollections.sit.edu/isp_collection/2477

This Unpublished Paper is brought to you for free and open access by the SIT Study Abroad at SIT Digital Collections. It has been accepted for inclusion in Independent Study Project (ISP) Collection by an authorized administrator of SIT Digital Collections. For more information, please contact digitalcollections@sit.edu.
Self Sufficiency in Refugees

Sarah Zayed
Indiana University Bloomington
Global and International Studies
SIT, Middle East, Jordan, Amman
Modernization and Social Change, SIT Study Abroad, Fall 2016
Academic Director: Ashraf F. Alqudah, Ph. D.
Project Advisor: Haitham Al-Zou’bi Ph. D.

Submitted in partial fulfillment of the requirements for Modernization and Social Change, SIT
Study Abroad, Fall 2016
Copyright Permission

The author hereby grants permission for World Learning to include this ISP in its permanent library collection.

The author hereby grants permission for World Learning to release this ISP in any format to individuals, organizations, or libraries in the host country for educational purposes as determined by SIT.

Signed: Sarah Zayed

Date: December 11, 2016
# Table of Contents

Acknowledgements.................................................................................................4  
Abstract..................................................................................................................5  
Introduction............................................................................................................6  
Literature Review....................................................................................................8  
Methodology...........................................................................................................12  
Results....................................................................................................................16  
  Questionnaire/Statistics......................................................................................16  
  Interviews............................................................................................................22  
Conclusion.............................................................................................................32  
Study Limitations...................................................................................................34  
Recommendations for Further Study.................................................................36  
Bibliography............................................................................................................37  
Appendices.............................................................................................................39
Acknowledgements

First and foremost, thank you staff at School for International Training for all their patience and support in this research. Specifically Dr. Ashraf Alqudah, Dema Aloun, and Dr. Raed Altabini who provided their insights and expertise that greatly assisted in the process of this research. Also, a big thank you to Riham Al-Naimat for editing and revising the Arabic version of the questionnaire used in this research.

Also, a sincere appreciation towards Dr. Haitham Al-Zou’bi for advising this Independent Study Project. His assistance in connecting me with professionals in the field and subjects to study was a great asset to this research. This study would not have been possible without his knowledge and expertise in the field of the refugee crisis.

I would also like to show my gratitude to all interviewees and participants for sharing their experiences and wisdom with me during the course of this research.
Abstract

The Syrian refugee crisis has taken the world by storm as it is not only a Jordanian issue or a Middle Eastern issue but rather it is a humanitarian crisis. The intent of this research is to study Syrian refugees living in Jordan whom are living outside of refugee camps and their level of self-sufficiency. A few ideas the researcher has kept in mind throughout this study are: Are refugees working in the same fields as they did in Syria? Does Jordan really invest in these workers? What is the Syrian point of view? What is the Jordanian government point of view? What are the barriers and obstacles in terms of Syrian self-sufficiency? What about legal barriers and resource barriers and availability? Through various methods, the researcher took initiative to study this topic through interviews and material culture. If Syrian refugees are living outside of camps and living within Jordan then they are struggling with self-sufficiency which may be difficult to reach due to barriers and obstacles living in Jordan. This study contributes to the modern day Syrian refugee crisis specifically in the borders of Jordan. By analyzing the results in this study on how Syrians are struggling to be self-sufficient, these issues can be taken into consideration and changes can be made to increase sufficiency for Syrians living in Jordan. This can be done through awareness, changes in the system, and reaching out to Syrians by providing more resources and educating refugees on what is available.

Key Words: Political Science, Regional Studies: Middle East, Public and Social Welfare
**Introduction**

Syrian refugees in Jordan are working in hard labor jobs, usually in poor and unsafe environments. Many Syrians come from skilled employment backgrounds. Although some may find themselves working in the same field or a similar one after fleeing Syria, the circumstances are different. Syrian workers may be treated differently because they are working illegally. This means they are paid under wage, working long hours, and working in unsafe environments. Many refugees work in jobs such as agriculture, construction, painting, restaurants. Although a majority of Syrians do not have legal permission to work, they have brought investment in industry, agriculture, and technology. Some companies allow Syrians to work without a work permit and under the table; they are underpaid and work in skilled/hard labor jobs.

According to governmental statistics there are 1.4 million Syrians in Jordan. About every four out of five Syrian refugees live outside of a camp and in Jordan. According to the United Nations High Commissioner for Refugees (UNHCR) there are 210,000 Syrian workers in Jordan. Only 32,000-33,000 of those Syrian workers are under a work permit and are working legally (Dr. H. Al-Zou’bi, personal communication, November 11, 2016). There is no clear understanding about employment in Jordan and in terms of refugees. Allowing Syrians to work in Jordan is a controversial topic. In fact, when unemployment rate is calculated in Jordan refugees and immigrants are not included. Only Jordanians are included in the unemployment rate. The official number, given by the Jordanian government, for the unemployment rate is 13%, but in reality it is higher than 20% (Dr. S. Toqan, personal communication, October 20, 2016). Many nongovernmental organizations (NGOs) have been pushing the government and requesting to open jobs for Syrians.
The topic of this study is self-sufficiency of Syrian refugees living in Jordan and outside of refugee camps. The researcher is more specifically interested in studying self-sufficiency of Syrian refugees outside refugee camps in terms of financial stability, employment, and education. Interest in this topic comes from a variety of sources. The researcher is majoring in Global and International Studies with a regional concentration on the Middle East and a thematic concentration on civil societies and social change. The researcher has previous experience in working with refugees from across the world and resettling in the United States. The researcher specialized in seeking employment for refugees and the resettlement process and has an interest in further studies on the current Syrian refugee crisis in Jordan. The researcher decided on this topic also due to personal observations by living in Jordan and studying the refugee crisis in Jordan, economy in Jordan, and politics in Jordan for five months. Through observation, the researcher was able to determine that this topic was important to study and the issue at hand needed to be addressed. This study is meant to launch a future study to analyze the refugee crisis in terms of this topic more closely. The researcher will use this independent study project in a senior thesis which will also provide the researcher with the opportunity to study this topic in a longer time frame.

The refugee crisis has placed a strain on the Jordan economy and created an impact on everyday life for all living in Jordan. It is important and significant to study this topic because it is necessary to ensure refugees are able to be self-sufficient without leaning on government aid. The theoretical framework the researcher will be basing this study on is that Syrian refugees living outside of camps are not self-sufficient and are living below the poverty line in Jordan (UNHCR). If Syrian refugees are living outside of camps and living within Jordan then they are
struggling with self-sufficiency which may be difficult to reach due to barriers and obstacles living in Jordan.
Literature Review

Prior to conducting this research, material culture was collected to provide the researcher with background information and data on the topic of interest. Material culture was collected from a variety of sources and forms such as documents provided by NGOs, newspaper articles, and journals. Although it was difficult to locate materials specifically on self-sufficiency of Syrian refugees living in Jordan, collectively these materials provide a strong backbone to this research. These materials all highlight the topic of Syrian refugees in Jordan, whether that may be economically, socially, statistically, currently, or futuristically.

The UNHCR, a non-governmental organization set out to assist refugees, conducted a study on Syrians and employment in Jordan. The study included the following, “Over 640,000 Syrian refugees are registered with UNHCR in Jordan, with more than 85 per cent living outside of camps. A recent study showed nine out of 10 Syrians living outside camps live below the Jordanian poverty line of JOD68 (US$87) per capita per month” (UNHCR). This article will assist the researcher in further researching this theory. This is also used as the theoretical framework for this independent study project.

In a journal, written by the International Labor Organization, a study is done to understand how Syrians can work legally and their impact on the economy in Jordan. This study was important for the researcher because it assisted in understanding the legality of refugees working in Jordan along with updated statistics. Refugees and immigrants in Jordan need a work-permit in order to work legally. This study finds that many Syrians are in fact working illegally with a small percentage that is in fact working legally with formal documentation and a work-permit. This journal also discusses labor laws in Jordan and connects it to refugee law in Jordan. The journal then continues to highlight the connection of a refugee and their right to
work in Jordan, comparing it to refugees in other countries in the region. A main point in the study’s findings is that Jordan has received a large amount of refugees prior to the Syrian refugee crisis. Jordan’s ability to maintain its stability has been a rough journey due to the Palestinian refugee wave, the Lebanese refugee wave, the Iraqi refugee wave, and finally the Syrian refugee wave. Once it was time for Jordan to accept Syrians into the country, jobs and resources had already been taken by other refugees, immigrants, and Jordanians. This study finds that Jordan has been stricter on the process of allowing Syrians the right to work. This restriction has given Syrians limited options and has created a difficult obstacle in order for self-sufficiency to be reached.

This Jordan Times newspaper article, written by Muath Freij, discusses self-sufficiency in refugee women. This article specifically identifies a Syrian woman that started her own business and used her position to empower other refugees, both Palestinian and Syrian, to work and be self-sufficient. Lara Shaheen supports the right for Syrian refugees to employment in Jordan. She encourages Syrian and Palestinian women to work in her company that makes soaps, food, and candles. Her ideology is as follows, “The idea is to enable members of the Syrian community to integrate with the local society in Jordan so that they can be productive and depend on themselves” (Jordan Times). The journalist also highlights a few statements by Syrian refugees themselves, stating that their idea was to live in Jordan temporarily. However, that was not the case for Syrian refugees so it was a dire need for them to find employment and stabilize their self-sufficiency. The journalist emphasizes the importance of self-sufficiency within Syrian refugees living in Jordan. This article provided the researcher with an example of the possible option refugees may find themselves in living outside of refugee camps.
Another study that will be used to assist the researcher is previous research done by another student, Rebecca Harris, at the School for International Training. This study focuses on how the government formulates refugee employment policy and rhetoric in reaction to diverse forms of public pressure. This study also suggests that the chief advantage of the government’s current refugee policy and rhetoric lies in their flexibility and ambiguity; the same policy and rhetoric can convey very different ideas to various groups within Jordanian society, thus appeasing several groups at once. The researcher’s argument coordinated with the researcher of the current ISP and therefore agreed with many arguments held in Harris’ research project. This research assisted the current researcher in providing updated information and insight on a common topic.

The Jordan Response Plan, conducted by the Ministry of Planning and International Cooperation, is a summary plan of what should be done and taken in consideration to have a successful 2016-2018 in terms of Syrian refugees in Jordan. This plan takes multiple factors into consideration. Factors that will assist the researcher in the study may include but will not be limited to, direct budget support needs, macroeconomic implications of the crisis, and response plans by sector. The Jordan Response Plan has been established before and its purpose it to set goals that Jordan hopes to reach by the end of each period. It is an organized method in order to continue to prosper and improve conditions for Syrian refugees that have resettled in Jordan whom are expected to be hosted by Jordan for a long period of time.

The Jordan Economic Monitor: Maintaining Stability and Fostering Shared Prosperity amid Regional Turmoil is a journal written by the World Bank. This journal provides findings from the World Bank on updates from an economic viewpoint in Jordan concerning the refugee crisis. By providing tables, statistics, and discussions on Jordan’s economy over the years of
2010-2015, it is simpler to compare and contrast the differences and factors that have affected the economy before and during the Syrian refugee crisis and the wave of Syrians coming into Jordan. This study assisted the researcher by providing a perspective on how Syrian refugees have impacted the Jordan economy, whether it may be negatively and/or positively.

Coping with the Crisis, written by the Center for Strategic Studies, a reliable source used for data and statistics, is a journal article that evaluates multiple factors of the refugee crisis in Jordan. The study evaluates the crisis in political, economic, social, and demographic perspectives on Jordan. This journal provided the researcher with updated statistics and the impact on Syrian refugees on Jordan in a variety of perspectives. The Center for Strategic Studies developed this review in order to analyze every way Syrian refugees have affected Jordan, whether positively or negatively. Using this study is a beneficial way to keep data unbiased considering there is data provided that covers every field. This journal will provide the researcher with background information on a variety of perspectives concerning the Syrian crisis.

Coming across a study as specific as Syrian refugees living in Jordan and outside of refugee camps and studying their level of self-sufficiency was difficult to come across. With a mixture of material culture through a diverse amount of sources and materials, the researcher was able to combine the relevant information to match the study of the ISP.
Methodology

The researcher has chosen to study refugees living in Jordan to further study self-sufficiency outside of refugee camps. Any professionals that were interviewed were selected with the assistance of SIT and the researcher’s advisor, Dr. Haitham Zou’bi. Any Syrian refugees that participated in this study and were interviewed were selected with the assistance of an NGO located in Amman, Jordan. Methods such as interviews and observations during interviews were be used. Material culture was also used to gather data and background information such as journal articles, news outlets, newspapers, statistics/resources given by NGOs. These methods were used as they were most appropriate for the study to avoid any ethical issues or concerns of participants.

Identities that may have come into play as the researcher conducted interviews and analyzed the research are female, bilingual, Arabic speaker, English speaker, college-educated, Muslim, Arab, Palestinian, American, and middle-class. These identities may have manifested themselves while studying the topic especially when conducting face-to-face interviews. Interviewees may have felt more comfortable speaking to a researcher that comes from a background that can be connected with such as Palestinian, Muslim, Arab, and Arabic speaker. Some identities that may have interfered with the study in the perspective interviewees may perceive the researcher such as female, college-educated, American, and middle-class. Identities that may negatively affect the study was taken into consideration to overcome them if had played a role.

The only major obstacle that arose during the course of this research was the limit of time. With a four-week time-span, the researcher was able to conduct a beginning to this study. There were a few obstacles that occurred during the research period that could not have been
prevented that unexpectedly took time away from the researcher. Some of these obstacles included interviews that were cancelled thus the researcher having to put other tasks during research period on halt until these interviews were completed. The research could not move forward until done so. Also, the researcher fell ill and was unable to conduct research, again taking time away from the researcher. A short amount of research time did not affect quality; however, it affected the depth and scope of data. The researcher initially developed a plan to distribute a questionnaire to a minimum of thirty and a maximum of one hundred refugees in the workforce. Again, due to the short time-frame, this was a difficult task. The questionnaire was not done in this study; however, the researcher may use it in a future study in order to collect mass data. If the researcher had conducted the questionnaire in this research, the plan to provide a nonbiased and clear questionnaire was to distribute it to at least three subjects as practice. After they would have completed the questionnaire, the researcher would have asked for any questions, suggestions, and/or concerns about the questionnaire. After these practice subjects, the questionnaire would have been edited and adjusted according to their suggestions and the researcher’s preferences. These practice subjects would have been included in the methodology section and not included in the results section. This way data would not have had an outlier by using different questionnaires and data would have also been clear and concise. The questionnaire is provided in the Appendices section as a reference point for future use and to provide as an idea of what was intended on studying further in this research. This independent study project was a seed for what is to grow and develop in the future. With this independent study, the researcher will have a base of information and data to fuel a senior thesis in the coming semester. The senior thesis will provide the researcher with a longer time-span to gather data and analyze research deeper.
Primarily, the researcher decided on interviewing all subjects individually. The researcher was able to interview professionals individually. Syrian interviewees were meant to be interviewed individually as well; however, due to the nature of the research, interviews developed into a group interview. Interviewees A, B, and C were interviewed in a group setting. Because these interviews were in a group setting, interviewees were comfortable speaking to the researchers. There was also another researcher present and therefore, it motivated the speakers to discuss questions more as a conversation. The group interview was completed within a 45 minute time span. A group interview was a convenient and time-saving method for both the researchers and interviewees.

Initially, the researcher did not have any ethical or cultural concerns or considerations. During the interviews the researcher discovered a few ethical and cultural concerns. Interviewee A held a deep concern about using his name in this research and any future research. His concern was that his name will be reported to the Syrian government whom will discover him and have him arrested. Although interviewees A, B, and C were open to expressing their thoughts and opinions, interviewing refugees about their current life in Jordan also exposed ethical concerns about privacy. A few cultural concerns that arose during interviews (individual and group interviews) that were held into consideration. Interviewees at times would answer their cell phones and leave the room during the time of the interview. This affected the interview in terms of staying focused and on task of the purpose and topic. All interviews took place in professional settings such as the workplace of interviewees or the school building of the researcher. This created an ethical and professional environment between the researcher and interviewees. There were no other cultural or ethical challenges in this research.
A concern that may affect research results is the translation of responses by interviewees from Arabic to English. Language barrier is not a concern in this research as the researcher is fluent in both Arabic and English; however, when translating from one language to another, depth and meaning of the information is lost within the translation. Any professionals interviewed spoke English fluently and therefore interviews were conducted in English. However, Arabic is their first language which may have affected the interpretation of questions and responses. Not all subjects that were interviewed in a group setting spoke English. In order to avoid any misunderstanding or misinterpretation of data, the researcher compared notes with the other researcher present in the room during the time of group interview. The researcher also annotated notes directly after each interview, whether conducted in Arabic or English, in order to add in data that may have been missed and the researcher was able to process but could not record quickly enough at the time of the interview. These methods were used to keep responses of interviewees as accurate as possible.

In order to maintain integrity of participants and the data within this research, interviewees have the option to receive a copy of this ISP upon their request. Also, in order to protect the identity of participants, interviewees had the option to include their name or omit their name and remain anonymous in this research study. These options were all included in an informed consent form which was given to participants with the option to hold a copy for themselves. If the interviewee was not fluent in English, the document was verbally translated into Arabic considering the consent form was in English.
Results

Questionnaire:

Due to limited time, the questionnaire was not conducted. However, the following charts and diagrams reflect studies and research questions similar to the researcher’s questionnaire. The following charts provide a better understanding of this study and prove the researcher’s theory. These results are collected from The Council of Economics of Jordanian Society which is sourced from the UNHCR.

Figure A:

<table>
<thead>
<tr>
<th>City</th>
<th>Jordanian Refugess Distribution (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mafraq</td>
<td>12.4</td>
</tr>
<tr>
<td>Za’atari Camp</td>
<td>14.5</td>
</tr>
<tr>
<td>Mareejab AlFahud</td>
<td>0.7</td>
</tr>
<tr>
<td>Irbid</td>
<td>23.5</td>
</tr>
<tr>
<td>Amman</td>
<td>28.0</td>
</tr>
<tr>
<td>Zarqa</td>
<td>8.4</td>
</tr>
<tr>
<td>Halqa</td>
<td>3.2</td>
</tr>
<tr>
<td>Jerash</td>
<td>1.8</td>
</tr>
<tr>
<td>Aqaba</td>
<td>1.6</td>
</tr>
<tr>
<td>Tfeela</td>
<td>1.2</td>
</tr>
<tr>
<td>Karak</td>
<td>1.8</td>
</tr>
<tr>
<td>Ma’an</td>
<td>1.6</td>
</tr>
<tr>
<td>Aqaba</td>
<td>0.4</td>
</tr>
<tr>
<td>Tfeela</td>
<td>0.4</td>
</tr>
<tr>
<td>Akhra</td>
<td>0.5</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Ministry of Interior, Jordan, General Directorate of Refugees, Jordanian Refugees, Source: UNHCR.
This study is titled “The Distribution of Syrian Refugees in the Kingdom (of Jordan)”. It is evident that larger amounts of Syrians resettle in large cities and cities in the northern and central part of Jordan. Syrians find it easier to resettle in these northern and central areas because they are closer to Syria, in the case that it will be time to return. The amount of Syrian refugees in Al-Za’atari Refugee Camp has been decreasing over time meanwhile city populations have been increasing with Syrians. More Syrians are moving out of camps to resettle in bigger cities to become self-sufficient. Resettlement is found to be higher in larger cities mainly based on survival, job opportunities, educational opportunities, and because other family may have resettled in these areas. It is no surprise that the largest population of Syrians are in Amman and Irbid, two of the largest cities in Jordan.

Figure B:

<table>
<thead>
<tr>
<th>المستوى التعليمي</th>
<th>النسبة (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>أمي</td>
<td>5.0</td>
</tr>
<tr>
<td>مالم</td>
<td>0.0</td>
</tr>
<tr>
<td>ابتدائي</td>
<td>5.8</td>
</tr>
<tr>
<td>إعدادي</td>
<td>12.5</td>
</tr>
<tr>
<td>ثانوي</td>
<td>31.6</td>
</tr>
<tr>
<td>دبلوم متوسط</td>
<td>13.3</td>
</tr>
<tr>
<td>بكالوريوس</td>
<td>27.3</td>
</tr>
<tr>
<td>دراسات عليا</td>
<td>4.2</td>
</tr>
</tbody>
</table>

This study is titled “A Survey on the Level of Education”. A majority of Syrians living in Jordan do not have an education higher than secondary school, 31.6%. Meanwhile, 13.3% of
Syrians sampled in this study have a high school diploma and 27.3% have a Bachelor’s degree. Although some Syrians may have an education, many find that it is still difficult to find jobs that match their skill sets and capabilities. Also, Syrians that are illiterate or have a lower level of education such as secondary school and below, do find themselves having a more difficult time finding employment. Many that fall under this category work in hard labor jobs such as agriculture, construction, and house-keeping.

Figure C:

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
<th>2011</th>
<th>2010</th>
<th>المجموع</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>المحافظة</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>العاصمية</td>
</tr>
<tr>
<td>2856</td>
<td>1664</td>
<td>1335</td>
<td>1547</td>
<td></td>
<td>مادبا</td>
</tr>
<tr>
<td>29</td>
<td>15</td>
<td>19</td>
<td>32</td>
<td></td>
<td>إربد</td>
</tr>
<tr>
<td>557</td>
<td>192</td>
<td>149</td>
<td>212</td>
<td></td>
<td>جرش</td>
</tr>
<tr>
<td>33</td>
<td>28</td>
<td>21</td>
<td>36</td>
<td></td>
<td>عجلون</td>
</tr>
<tr>
<td>22</td>
<td>8</td>
<td>12</td>
<td>28</td>
<td></td>
<td>البلقاء</td>
</tr>
<tr>
<td>85</td>
<td>54</td>
<td>54</td>
<td>83</td>
<td></td>
<td>الكرك</td>
</tr>
<tr>
<td>79</td>
<td>51</td>
<td>47</td>
<td>71</td>
<td></td>
<td>معان</td>
</tr>
<tr>
<td>53</td>
<td>31</td>
<td>38</td>
<td>44</td>
<td></td>
<td>الزرقاء</td>
</tr>
<tr>
<td>223</td>
<td>65</td>
<td>81</td>
<td>130</td>
<td></td>
<td>الفرق</td>
</tr>
<tr>
<td>108</td>
<td>71</td>
<td>73</td>
<td>111</td>
<td></td>
<td>الحليلة</td>
</tr>
<tr>
<td>19</td>
<td>12</td>
<td>17</td>
<td>33</td>
<td></td>
<td>العقبة</td>
</tr>
<tr>
<td>5</td>
<td>2</td>
<td>6</td>
<td>6</td>
<td></td>
<td>المجموع</td>
</tr>
<tr>
<td>10447</td>
<td>4069</td>
<td>2193</td>
<td>1852</td>
<td>2333</td>
<td></td>
</tr>
</tbody>
</table>

This survey reflects “Employment for Syrian Developments on Work Permits by Geography (by city/area in Jordan)”. In order to work legally in Jordan, one must hold a work permit. In general, it is difficult to obtain a work permit as a Syrian refugee, as mentioned and
discussed earlier in this ISP. This study shows that even over a period of three years (2010-2013) there is a slow movement in the increase of Syrians that obtain work permits and legally work. This study also supports the theory that Syrians resettle in larger cities or highly populated areas in Jordan for better job opportunities.

Figure D:

This study is titled “Survey on Syrians in the Provinces of the Kingdom (of Jordan) whom have specifically left a Refugee Camp.” In other words, Syrians that had first resettled in a refugee camp in Jordan such as Al-Za’atari or Al-Azraq left to then resettle in another city. Again, this study supports the theory that Syrians would like to be self-sufficient and move to larger cities in order to do so. 28% of refugees that had previously been in a refugee camp have
now resettled in Amman, 27.6% have resettled in Al-Mafraq, and 23.5% have resettled in Irbid. Compared to smaller cities such as Al Zarqa with only 8.4% of Syrians having resettled in these cities and 1.6% in Ajloun. This study also supports that many Syrains tend to stay in cities in northern Jordan and central Jordan. There is a small population of Syrians that have resettled in southern parts of Jordan such as 1.2% in Ma’an and 0.4% in Al Aqaba.

Figure E:

This study is titled “Average Rent Predominantly in the Market for Syrians”. To give a brief overview on this, Syrians are paid under normal working wage, whether working legally under a work permit or illegally without a work permit. A low income makes it difficult to pay for rent when it tends to be so high. High rent is an obstacle for Syrian refugees living in Jordan in which makes self-sufficiency difficult to reach. This will be expanded on later in the interview section.
This study is titled “The Rate of Income in Syrian Families due to Child Labor”. To expand, this study sample shows how many Syrian children are working illegally in order to support their families. As discussed earlier, many refugee children that are in the work force often times miss out on the opportunity of education. Children are forced to work and support their families and are not given education at a young age, or at all for that matter. Thus, this will inevitably affect their futures in terms of self-sufficiency.
Interviews:

Interviewees A, B, and C were conducted in a group setting along with a second researcher. These interviewees are Syrian refugees that have resettled in Jordan but outside of refugee camps, more specifically living in Amman. Interviewee D was conducted individually along with a second researcher. Interviewee D is a professional that works at a non-governmental organization that assists Iraqi and Syrian refugees in Amman. Two additional interviews were conducted, Dr. Haitham Al Zou’bi and Dr. Safwan Toqan, whom are professionals in the topic of this study and assisted in providing background information for the researcher’s knowledge and for the purpose of this study. Dr. Zou’bi and Dr. Toqan have been referenced throughout this research in previous sections. (Dr. H. Al-Zou’bi, personal communication, November 11, 2016), (Dr. S. Toqan, personal communication, October 20, 2016).

Interviewee A:

Interviewee A is a Syrian male and prefers not to release his affiliated organization, name, or job position. He works as an employee at a nongovernmental organization in Amman. His body language suggested that he was nervous towards the beginning of the interview. Throughout the time of the interview the interviewee opened up and provided a lot of information however he remained frustrated and tense. He expressed his concerns about using his name within this research and having it reported to the Syrian government to have in arrested. He explained that it would be a big issue if his name was reported because he does have a history of issues with the government in Syria that would affect his safety. After explaining his rights as a subject in this research he was put at ease. The researcher explained that only his answers will be used in the research and that nothing will be sent to an official agency rather his interview will
only be used for educational purposes. He also requested for a copy of the Informed Consent Form which he now has on hand. Interviewee A is fluent in both Arabic and English and spoke both during the interview.

Interviewee A fled Syria and entered Jordan without a valid passport. He came directly to Amman because he had connections with family and therefore it was easier to resettle in Amman. He has been in Jordan for over five years and he expressed that he is simply waiting for a solution in Syria so he can go back. He also explained that now Syrians are not allowed in Jordan unless it is a special case or they are important officials.

When asked about obstacles in resettling from Syria to Jordan he mentioned the renewal of his passport. He mentioned that it is a big issue and a difficult obstacle for Syrians to renew their passports. He stated, “I was told I needed documents to be stamped back in Damascus. How can I do that? How am I supposed to get papers with so many obstacles?” He explained that Syrians are treated like this because, “It is a way to insult people”. He expressed that, “For Jordanians it is easier, there are no obstacles”. He felt that there is clear discrimination against Syrians living in Jordan and that he does not feel welcome in a country that is not his own.

When asked the following: Have you ever used an attorney for assistance during your stay in Jordan or during the process of crossing from Syria to Jordan? Interviewee A expressed his thoughts without hesitation. “What do they do? Do they actually help? Do they answer? I have never seen them and I do not know where they are exactly. I would not know how to find one.” For the researcher, this raised the question and concern that either there is a lack of resources or rather a lack of awareness of resources available to Syrian refugees in Jordan.

Interviewee A is working illegally without a work permit. When discussing this topic he expressed the idea that it is difficult to get by and have self-sufficiency when undocumented. He
stated, “Papers make you a man. Without papers you are not a man.” He felt that without papers or documentation it is difficult because it is as if the individual means nothing in the country. All Syrians that have entered Jordan are required to register with the Ministry of Interior and acquire a service card. Interviewee A mentioned that he made an appointment to receive his Ministry of Interior service card within 11 months, but in reality it was completed earlier and done within two to three months. This suggested that at least in this service, work and assistance for refugees is efficient.

Interviewee A was previously employed in Syria as a teacher and now works in a similar field and level of work. This answers the researcher’s question that Syrians may be working in similar fields as they previously did; however it is not enough to conclude the Jordan is investing in the skills and experience of Syrians. His typical work day is six to seven hours a day. When asked about satisfaction with his job he stated, “This is not an official or permanent job, but what can we do? If you are able to work and are allowed to work, you will be happier.” He was not employed anywhere else while living in Jordan and has been working with the same organization for a few years. This suggests that he is self-sufficient in terms of employment but not without obstacles.

When discussing the topic of income, the researcher framed the question in a way that asked if the income is enough each month. The interviewee stated, “At any organization, a refugee employee may get paid 250 JD or less. But here we get paid a little more. A normal teacher in Jordan, working legally may get paid 700JD a month. They may live comfortable with little or no financial worries.” His response suggested that he was hesitant in providing a direct answer. Although, it is evident that there is a difference in the equality between Jordanians and Syrians refugees/refugees and immigrants in general living in Jordan.
The next topic that arose in the interview was about human rights as a Syrian refugee living in Jordan. The question was phrased ‘do you feel like you have human rights living in Jordan?’ Interviewee A did not provide a verbal answer; however his body language provided a clear response to the question. He hesitated to provide a response and held himself back from speaking any further. The interview then came to an end and the researcher thanked him for his time. He expressed his gratitude by reaching into his pocket and grabbed a vanilla wafer. He then handed it to the second researcher to split between both. This one action summed up Syrian hospitality. Despite all they have been through and the little amount they have, they are still giving (Interviewee A, personal communication, November 24, 2016).

**Interviewee B:**

Interviewee B is a Syrian female employed in a nongovernmental organization. Her position in is the outreach department of the nongovernmental organization. Her body language expressed that she was very calm and open to answering any questions. She was open with using her responses for the purpose of this study but preferred to remain anonymous for safety and security purposes. Interviewee B spoke Arabic.

Interviewee B had been in Jordan for three years. She fled Syria with her four children and entered Jordan without a passport. She directly went to Al-Azraq refugee camp and then resettled in Amman after a few days to live with her husband. The topic of registration for Syrian refugees that have resettled in Jordan came up. She mentioned that all Syrians must be registered and must obtain a Ministry of Interior service card. She expressed that if a Syrian refugee has family living in Jordan, it is easier to obtain the Ministry of Interior service card and resettle in Jordan. In regards to the Ministry of Interior service card, she mentioned that the card must be renewed and reregistered every year for each individual. Interviewee C complained that
this is a huge hassle and each year it is a full day process due to the high demand. “There can be up to one hundred other families that are there to renew their registration card as well. Even with an appointment it does not do us any good, it is an obstacle and a pain to have to keep up with. But without it we cannot do anything as Syrians living in Jordan.” This concern aligns with the researcher’s theory that Syrians find themselves upon obstacles that affects their self-sufficiency in Jordan.

Interviewee B never used a lawyer in the process of her and her children coming to Jordan or during her resettlement. Although she never reached out for legal services, she mentioned that in terms of the registration process the United Nations was very helpful. Other than this assistance she did not mention receiving any other assistance other than from the nongovernmental organization she is employed at.

Interviewee B does not hold a work permit and therefore she is working illegally. She previously worked in Syria as a teacher. In fact she expressed herself cheerfully and said, “I now work in a position that I feel is better. I am very happy with where I work and I am pleased with my work conditions. I work in a very safe environment.” She stated that she works about six to seven hours a day. Interviewee B has been working in the same organization for a few years and had not worked anywhere else in Jordan other than this nongovernmental organization.

When asked about the income she did not provide a specific amount. The way the researcher framed the question was whether the income each month was enough. Therefore, she specified that the monthly income is not enough but it is good. She then went on to explain that most of the income she receives goes towards making payments for rent each month. She stated that, “Rent is very high and very expensive.” Considering that the chart in Figure E states a Syrian living in Jordan pays an average of about 200-250 JD a month, her concerns reflect this
theory to be correct. Her concerns prove this theory and chart in Figure E. If she is getting paid over 250 JD a month and with the assumption that her husband is also employed she is correct to say that a majority of the income goes towards rent. This Syrian family is barely making ends meet due to the obstacles of low incomes and high rent. Her testimony proves the researcher’s theory correct that self-sufficiency is difficult to obtain due to obstacles that come into the path of Syrian refugees living in Jordan. It may not be impossible to be self-sufficient in Jordan, but it is quite difficult with the amount of obstacles and challenges.

When the researcher asked Interviewee B about human rights as a Syrian living in Jordan she responded with, “I feel like I do have human rights in Jordan, compared to in Syria. I am living in peace. I am happy here” (Interviewee B, personal communication, November 24, 2016).

**Interviewee C:**

Interviewee C is a Syrian female employed in a nongovernmental organization. Her position in is the outreach department of the nongovernmental organization. Her body language expressed that she was very calm and open to answering any questions. She was open with using her responses for the purpose of this study but preferred to remain anonymous for safety and security purposes. Interviewee C spoke Arabic.

Interviewee C fled Syria and came to Jordan with a passport but even with documentation she expressed that she came across a lot of obstacles with the resettlement process. She has been in Jordan for four years. She did not come through a refugee camp but rather resettled in Amman directly. She was able to resettle in Amman because she had connections with family that was already settled in the city.
On the topic of the registration process as a refugee in Jordan Interviewee C mentioned that without a Ministry of Interior service card, no services are provided to Syrians. She explained that this meant no education, work, or health services would be provided if a Syrian refugee was not registered under the Ministry of Interior. She expressed that this is an extra barrier they have to face as Syrian refugees.

The researcher then asked the question, ‘If you found yourself in a problem, are you able to seek assistance from an organization such as UNHCR or UNICEF?’ Interviewee C felt confident in responding and stated the following, “When seeking help or assistance, no sides help. We try to solve things on our own. We bear all obstacles. We carry all that we can because we have no other choice. There is no one to help us. We have no other choice. I am sorry for my answer but it is the truth.” Interviewee C’s testimony strongly stands by the researcher’s theory that there are obstacles that Syrians face that keep them from reaching self-sufficiency as they have resettled in Jordan.

Interviewee C was not employed in Syria and was rather a stay-at-home mother. Her rough conditions living in Jordan forced her to find employment in order to support her family and get by. Currently, in Jordan she works six to seven hours a day and has not been employed anywhere else in Jordan.

When the researcher asked the question concerning human rights for Syrians living in Jordan, the interviewee was very honest and blunt in providing the researcher her response. “Of course we do not have human rights. “First of all, our name is ‘refugee’. Anything after that does not matter. This is not our country so of course we do not have human rights.” The lack of human rights is a barrier and clear indication that reaching self-sufficiency is not their only
struggle as Syrians that have resettled in Jordan (Interviewee C, personal communication, November 24, 2016).

**Interviewee D:**

Interviewee D is a non-Syrian male. He is a professional working as an advisor with a nongovernmental organization. He was willing to allow the researcher to use his name, organization, and job title for the researcher’s study. However, for the purpose and safety of the other interviewee’s used in this study, the researcher has chosen to withhold this information as they are all affiliated with the same organization. His body language indicated that he was very calm and relaxed. Interviewee D was very open and willing to answer any of the researcher’s questions and provide a large base of information.

The researcher began with asking the question ‘what is the situation currently like for a Syrian refugee in your organization?’ Interviewee D responded with a brief overview of the process. He explained that they have four chances/choices. The first choice that they have is to go back to their country. The second choice they have is to stay in Jordan and go through formal school through the Ministry of Education. This is done through a contract with the country of Jordan and with UNICEF. UNICEF has assisted in opening hundreds of schools to involve over 50,000 Syrian refugee students that have resettled in Jordan. The third choice they have is to stay in the education center (the organization Interviewee D is affiliated with) and receive the services. The fourth choice a Syrian refugee can make is to seek refuge in other areas/countries such as in America, Europe, Canada etc. Due to the three other options available, the population of this organization is decreased. His explanation of how his organization works to assist people suggests that Syrians are striving to be self-sufficient in a variety of ways. It also suggests that
Syrians do strive to be independent and self-sufficient, rather than relying on an organization such as the one he is affiliated with.

The conversation then moved towards refugee children. The researcher framed the question as follows, ‘What is the situation like for children?’ He responded that there are many male children that work illegally and of course are under-aged. They work to support their family. Some end up going to school but a majority just work. It is a situation that is out of their control. This aligns with the chart in Figure F which displays that children are in the work force and contribute to supporting their families financially. Children working to support their families often times miss out on the opportunity of education and thus has a long-term effect in their level and rate of self-sufficiency.

Interviewee D then went on to explain the services that his organization provides to refugees, both Syrian and Iraqi. “Our organization promotes informal education which is provided in the center as well as formal education which is provided by the Ministry of Education. We also provide life skills courses such as computer skills, life skills, science, English, and math. Also we provide social support. English, science, and math is for the ages of 6-18 while life skills courses and social support is provided for 18 and older.” Organizations such as the one Interviewee D is affiliated with are important for refugees in the process of assisting reaching self-sufficiency (Interviewee D, personal communication, November 24, 2016).
Conclusion

A diverse collection of data was placed in the making of this research such as interviews, newspaper articles, and journal articles. The researcher successfully gathered data in this study that will be used in the future to study and analyze in depth.

Every Syrian comes with a unique story and a background of their own. Even with a small data sample one thing that is clear is that Syrians come to resettle in Jordan for a better life. It is also evident even with a small sample size that it is difficult for Syrians to reach self-sufficiency due to the countless obstacles placed in the way. Regardless of the numerous obstacles and difficulties Syrians face, they continue to strive and continue to be resilient in order to provide for themselves and their family. The researcher can conclude that Syrians refugees are given difficult obstacles that prevent them from reaching self-sufficiency in Jordan.

With the information gathered in this study it is evident that Syrians need more outreach programs for those living outside of refugee camps. In today’s society there has been an intense focus on assisting refugees in camps, but as a society we have neglected to acknowledge those living outside of camps and striving for self-sufficiency. Through the interviews conducted, it came to the researcher’s attention that Syrian refugees may not be aware of the resources available to them. This is the first step in assisting Syrians in reaching a level of self-sufficiency, awareness of resources and taking advantage of those needed resources. Another necessary step to take is to support nongovernmental organizations, such as the UNHCR, in order for organizations such as these to remain functioning. Without these nongovernmental organizations, Syrian and Iraqi refugees would struggle and self-sufficiency would be near to impossible.
The data collected during this study aligns with the researcher’s theory. However, a larger sample size will be needed in order to draw a closer conclusion to legitimize the theory that Syrians living in Jordan are struggling to reach self-sufficiency. This study analyzed if Syrian refugees are living outside of camps and living within Jordan then they are struggling with self-sufficiency which may be difficult to reach due to barriers and obstacles living in Jordan. This study will need more data collection such as interviews and surveys to efficiently answer the following research questions that are mainly driving the study. These research questions were: Are refugees working in the same fields as they did in Syria? Does Jordan really invest in these workers? What is the Syrian point of view? What is the Jordanian government point of view? What are the barriers and obstacles in terms of Syrian self-sufficiency? What about legal barriers and resource barriers and availability? The researcher of this study was able to provide a brief overview. The researcher’s senior thesis will provide another opportunity to pick back up on the study and continue further research.
Study Limitations

There were a few limiting factors that may have affected the study. These factors include sample size, time limit, and language barrier. In terms of sample size, there was only a small set of subjects and professionals that were interviewed. Syrian refugees that were interviewed lived in Amman and were interviewed within the same network which may have contributed to a bias in results. This contributed to a limited set of perspectives due to time and logistic limitations. Overall, the small study sample is not enough to draw a final conclusion as to whether Syrians are truly self-sufficient living outside of refugee camps in Jordan. A larger sample size will be needed in order to draw a closer conclusion to legitimate the theory that Syrians living in Jordan are struggling to reach self-sufficiency.

Syrians that were interviewed were done so in a group setting, which may have also contributed to a possible bias such as group think. The second researcher was not fluent in Arabic and therefore translation was needed. Only one interviewee in the group setting spoke English which created a barrier for those that did not speak English. Having to translate interviews from Arabic to English also contributed to a loss in translation. All interviewees’ (professionals and subjects) first language is Arabic. This should be taken into consideration when analyzing interviewee’s responses and body language due to culture and background.

Specifically in the group interview, there may have also been the pressure to even speak up more or hold back from speaking their mind due to their colleagues interviewed in the same setting. With that being said, there was also a second researcher which identities may have contributed to a bias. These may have contributed within the group setting as well as interviewee D as the second researcher was also present. The second researcher’s identities that may have created an obstacle include American, Female, English speaker, and college-student.
Interviews done individually by the researcher of this study also have a similar bias. Identities of the individual may have played a role considering all interviewees had a fear of giving out too much information. This may be due to the identities of the researcher’s and considering that the researcher is a stranger. Although the researcher explained the purpose of the research and the rights of the interviewees before each interview, all interviewees held back from giving all of their thoughts at some point, or as detailed earlier in the research, the interviewees apologized for their honest answers. Along with identities playing a role in a bias, the researcher did not provide a personal introduction before each interview. Rather, the focus was more on completing the research and the interviews. Rapport was not established in the beginning of the interviews which may have affected the comfort level of interviewees and the relationship between the researcher and interviewees.
Recommendations for Future Study

The researcher intends on continuing this study during the time of senior thesis. The research question will be expanded and done with greater detail and analyzation. This research may also be used as a base for future studies or ISPs and taken as an example to improve. In order to have a successful research project, the following recommendations should be taken into consideration. Recommendations for future study include the following:

- Interview a larger amount of subjects in a variety of environments (Syrian refugees) in order to collect more data
- Conduct a questionnaire with a large sample size for more data and deeper analyzation
- Take advantage of time provided, whether it is a small or large amount
- Network with as many people and sources as possible, even if at the time some may seem irrelevant
- Document thorough notes throughout the research period
- Keep ethics in mind at all times throughout the research period
- If interested in this same topic, delve into these questions that arose during this research:
  - Do Jordanian employers hold a bias when hiring Jordanians vs Syrians?
  - How do Syrians compare in terms of self-sufficiency between those resettled in Jordan vs those resettled in other countries?
  - Have more Syrian women joined the work force for self-sufficiency? Is this an effect of the Syrian war?
Bibliography

Primary Sources:

(Dr. H. Al-Zou’bi, personal communication, November 11, 2016).

(Dr. S. Toqan, personal communication, October 20, 2016).

(Interviewee A, personal communication, November 24, 2016).

(Interviewee B, personal communication, November 24, 2016).

(Interviewee C, personal communication, November 24, 2016).

(Interviewee D, personal communication, November 24, 2016).

Secondary Sources:


المجلس الاقتصادي الاجتماعي الاردني: دراسة اثر تدفق اللاجئين السوريين على سوق العمل الاردني (٤١٠٦).


Harris, Rebecca. There Must Be Control: Refugee Employment (Spring 2015): ISP 354.


Appendices

Sample Interview Questions

Questions for Syrian refugees:

1. How many people live with you? Do you have any kids? Are you married?
2. How long have you been in Jordan?
3. Have you ever used an attorney for assistance during your stay in Jordan or during the process of crossing from Syrian to Jordan?
4. Are you working with a permit or without? (Legally or illegally)
5. Did you work in Syria? What was your job in Syria?
6. What do you work now?
7. How many hours do you work a day/week? Do you feel like your weekly/monthly income is enough?
8. Is your environment safe? What are your conditions like?
9. Are you satisfied with your job?
10. Have you worked anywhere else in Jordan?
11. What hardships are you facing in work or in supporting your family?
12. Do you feel like you have human rights?

Questions for Professionals:

1. What is the situation currently like for a Syrian refugee?
2. What is the situation like for children?
3. How are refugees finding jobs to support themselves?
4. How are/would Syrians impact the unemployment rate?
5. If Syrians are unable to work due to work permit issues, how do they support themselves (outside of a camp)?

6. In the future, if Syrians are allowed work permits, how would this impact the economy?

7. What can be done to create more jobs for Jordanians, immigrants, and refugees?

8. How are refugees finding jobs to support themselves?

9. How do Syrians support themselves outside of refugee camps if they are not allowed work permits?

10. How are NGOs involved in supporting Syrian refugees living outside of camps?

11. How many Syrians are in Jordan, but living outside of a camp?

12. How many Syrians are employed, with and without a permit?
Questionnaire in English

Employment Survey
Please answer all questions to the best of your ability.

1: Gender
Female  Male

2: Age
>18  19-28  29-38  39-48  49+

3: How many individuals are currently living with you?
0-1  2-4  5-6  7+

4: How many of them work?
0-1  2-4  5-6  7+

5: What is the highest education level in your family?
A. None  B. Elementary  C. Middle  D. High School
E. Bachelor’s  F. Masters  G. PhD

6: Do you receive assistance from the government?
A. Yes  B. No

7: Do you receive assistance from an NGO?
A. Yes  B. No

8: Do you believe you make enough money to support your family? If not, how much is enough?
A. Yes  B. No, _____________

9: How far do you think you are from the minimum to cover expenses?

10: What are your long term goals?

Thank you for your participation.
الدراسة الاستقصائية للتوظيف
يرجى الإجابة على جميع الأسئلة بوضع دائرة على الإجابة الأكثر مصداقية وموافقة لرأيك.

1: الجنس
أ. ذكر
ب. أنثى

2: العمر
أ. ٤٨ - ٠٧
ب. ٣٧ - ٣٥
ج. ٤٥ - ٤٤
د. ٥٤ - ٥٣
ه. أثر

3: كم شخص يسكن معك؟
أ. لوحدي
ب. ٢ - ١
ج. ٤ - ٣
د. ٦ - ٥
ه. ٨ أو أكثر

4: كم شخص عنده عمل؟
أ. لوحدي
ب. ٢ - ١
ج. ٤ - ٣
د. ٦ - ٥
ه. ٨ أو أكثر

5: ما درجة التعليم العليا في عائلتك؟
أ. لا شيء
ب. ابتدائي
ج. إعدادي
د. ثاني
ه. البكالوريوس
ك. الماجستير
ل. الدكتوراه

6: هل تتلقى المساعدة من الحكومة؟
أ. نعم
ب. لا

7: هل تتلقى المساعدة من منظمة غير حكومية؟
أ. نعم
ب. لا

8: هل تعتقد أنك تجني ما يكفي من المال لدعم عائلتك إذا لم يكن كذلك، كم هو المبلغ الكافي؟
أ. نعم
ب. لا

9: إلى أي مدى تعتقد أنك بعيد عن الحد الأدنى لتغطية النفقات؟

10: ما هي أهدافك على المدى الطويل؟

أشكركم على مشاركتكم.
Informed Consent Form in English

1. The purpose of this study is to study Syrian refugees living in Jordan and their self-sufficiency outside of refugee camps.

2. Rights Notice
   If at any time, you feel that you are at risk or exposed to unreasonable harm, you may terminate and stop the interview. Please take some time to carefully read the statements provided below.
   
   a. Privacy - all information you present in this interview may be recorded and safeguarded. If you do not want the information recorded, you need to let the interviewer know.
   b. Anonymity - all names in this study will be kept anonymous unless the participant chooses otherwise.
   c. Confidentiality - all names will remain completely confidential and fully protected by the interviewer. By signing below, you give the interviewer full responsibility to uphold this contract and its contents. The interviewer will also sign a copy of this contract and give it to the participant.

3. Instructions:
   Please read the following statements carefully and mark your preferences where indicated. Signing below indicates your agreement with all statements and your voluntary participation in the study. Signing below while failing to mark a preference where indicated will be interpreted as an affirmative preference. Please ask the researcher if you have any questions regarding this consent form.

   I am aware that this interview is conducted by an independent undergraduate researcher with the goal of producing a descriptive case study on Syrian refugees living in Jordan and their self-sufficiency outside of refugee camps.

   I am aware that the information I provide is for research purposes only. I understand that my responses will be confidential and that my name will not be associated with any results of this study.

   I am aware that I have the right to full anonymity upon request, and that upon request the researcher will omit all identifying information from both notes and drafts.

   I am aware that I have the right to refuse to answer any question and to terminate my participation at any time, and that the researcher will answer any questions I have about the study.
I am aware of and take full responsibility for any risk, physical, psychological, legal, or social, associated with participation in this study.

I am aware that I will not receive monetary compensation for participation in this study, but a copy of the final study will be made available to me upon request.

I [ do / do not ] give the researcher permission to use my name and position in the final study.

I [ do / do not ] give the researcher permission to use my organizational affiliation in the final study.

I [ do / do not ] give the researcher permission to use data collected in this interview in a later study.

Date: ________________________________  Participant’s Signature: ________________________________

Participant’s Printed Name: ________________________________

Researcher’s Signature: ________________________________

Thank you for participating!

Questions, comments, complaints, and requests for the final written study can be directed to:

Dr. Ashraf F. Alquudah, SIT Jordan Academic Director

Telephone (962) 0785422478

Email: ashraf.alquudah@sit.edu