



Al Manar Project

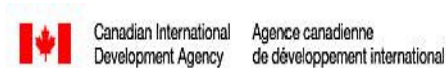


NCHRD

Assessment of Trends of Demand on Labor through Job Advertisement in Al Rai Newspaper

Second Quarter 2005

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Canada

The Human Resources database, which the National Center for Human Resources Development continuously develops, points out to a large leap forward in demand for labor inside and outside Jordan during the second quarter of this year (2005). Such growth is viewed as continued growth for demand on labor which has been witnessed by previous quarters. Moreover, it conforms with the high averages of demand witnessed by the Jordanian Economy.

Owing to the absence of detailed information about the number and nature of the job opportunities which are periodically afforded by economy because of the absence of specialized surveys in this field, and due to the inability of the existent surveys to define the number of working people during short periods of time, Al Manar Project has built a database for assessment of demand of labor through the classification, categorization and data input of the job opportunities advertised daily in Al Rai Newspaper. The data derived from these advertisements constitute important indicators which reflect the size and nature of demand on labor and show the nature and trends of growth in various economic activities. On the other hand, many countries rely on the daily newspapers advertisements to investigate what is going in the labor market on the one side, and make these advertisements accessible to job seekers on the other side, through specialized sites on the internet, which will be made available by Al Manar Project in the forthcoming period.

The figures shown in the following tables point out that the Jordanian labor market is a living state of activity which has been illustrated by a high rise on demand for labor in the second quarter of this year, where the average growth on demand for labor has risen to 70% during the second quarter as compared with the first quarter. Local demand for labor has accounted for 85% of the total demand and 15% of the external (Arab) demand for labor at the same period of time.

Table (1): Assessment of Demand for Jordanian Labor during the Second Quarter of the Year 2005

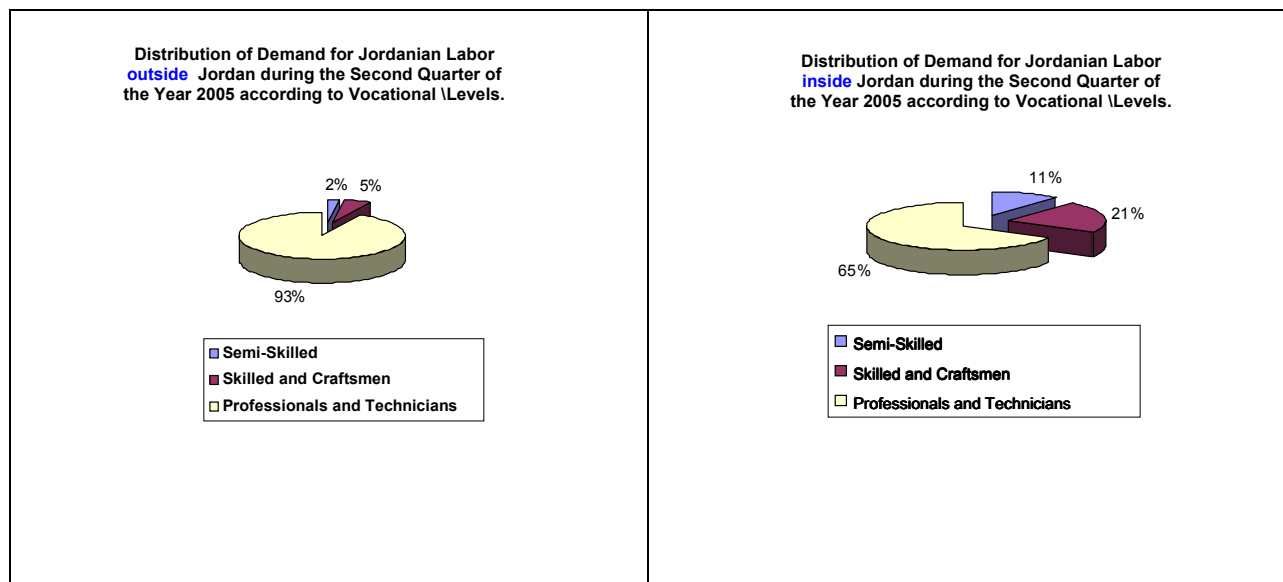
Profession	Second Quarter 2005					
	Inside Jordan		Outside Jordan		Total	
Specialists in Marketing and Promotion	696	9%	58	4%	754	9%
Directors of Financial & Admin. Departments	48	1%	24	2%	72	1%
Directors of Sales & Marketing Departments	78	1%	27	2%	105	1%
Directors of other Departments	207	3%	59	4%	266	3%
Hotels & Restaurants Supervisors	93	1%	5	0%	98	1%
Teachers	268	4%	106	7%	374	4%
Programmers and computer systems Analysts	44	1%	10	1%	54	1%
Architectural Engineers	132	2%	32	2%	164	2%
Civil Engineers	320	4%	193	13%	513	6%
Electrical Engineers	131	2%	77	5%	208	2%
Electronic & Telecommunication Engineers	55	1%	11	1%	66	1%
Mechanical Engineers	206	3%	111	8%	317	4%
Industrial Engineers & Environmental Engineers	72	1%	6	0%	78	1%
Engineers/ Others	19	0%	4	0%	23	0%
Physicians	83	1%	109	8%	192	2%
Specialists in Nursing and Midwifery	91	1%	49	3%	140	2%
Dentists	16	0%	30	2%	46	1%
Pharmacists	51	1%	37	3%	88	1%
College and University Faculty Members	67	1%	49	3%	116	1%
Accountants	397	5%	24	2%	421	5%
Surveyors & Architectural Engineering Technicians	188	3%	17	1%	205	2%
Data Entry	57	1%	5	0%	62	1%
Engineering Technicians	406	5%	44	3%	450	5%
Medical Professions Technicians	85	1%	52	4%	137	2%
Technicians/Others	55	1%	4	0%	59	1%
Salesmen	324	4%	34	2%	358	4%
Secretaries	517	7%	27	2%	544	6%
Receptionists & Store Keepers (Clerks)	154	2%	17	1%	171	2%
Waiters	271	4%	7	0%	278	3%
Cooks	110	1%	5	0%	115	1%
Workers	317	4%	30	2%	347	4%
Blacksmiths	178	2%	10	1%	188	2%
Mechanics	38	1%	5	0%	43	0%
Constructions Technicians	126	2%	9	1%	135	2%
Carpenters and Furniture Technicians	419	6%	14	1%	433	5%
Tailors	42	1%	3	0%	45	1%
Machines & Equipment Operators	51	1%	1	0%	52	1%
Drivers	161	2%	7	0%	168	2%
Hotel & Office Workers	334	5%	3	0%	337	4%
Doorkeepers & Guards	60	1%	0	0%	60	1%
Messengers & Porters	81	1%	0	0%	81	1%
Others	373	3%	119	12%	492	2%
Total	7421	100%	1434	100%	8855	100%

Local demand for labor shows that there is a large scale of activity that embraces most economic activities. This can be gathered from the demand for wide range of occupations that range between administrative jobs such as financial managers, administrative managers and marketing directors; in addition to technical jobs such as engineers, medical doctors (physicians, programmers, accountants, marketers, secretaries, over and above technicians such as: carpenters, blacksmiths, drivers, constructions technicians, and ordinary laborers also. On the other hand, and although there is a high rate of unemployment among uneducated people, some technicians and graduates of some university and intermediate specializations, advertisements of job opportunities have included all vocational or professional levels although in varying degrees. In this context, figures point out that the ratio of advertised vocational (or professional) and technical works has amounted to 65% of the total advertised job opportunities. In most cases, these works require their occupants to hold an intermediate diploma or a university degree. The ratio of demand for skilled and craftsmen workers amounted to 21% of the total advertised job opportunities and nearly 11% as regards ordinary workers. It is possible to use the last two ratios which indicate that about one third of the advertised job opportunities belong to skilled and semi-skilled laborers, which reflects a high demand in the labor market. As this type of working people are, more often than not, directly available to the employer who does not need to advertise them.

Table (2) : Distribution of Demand for Jordanian Labor during the Second Quarter of the Year 2005

Vocational Level	Second Quarter 2005	
	Inside Jordan	Outside Jordan
Semi-Skilled	11%	2%
Skilled and Craftsmen	21%	5%
Professionals and Technicians	65%	87%

Figure (1) : Distribution of Demand for Jordanian Labor Outside & Inside Jordan during the Second Quarter of the Year 2005 according to Vocational \Levels.



At the sectoral level, on the other hand, the structure of demand for labor reflects considerable activity and expansion in investment and establishment of projects in the sector of constructions. This is evidenced through the big demand for engineers, engineering technicians, constructions technicians, carpenters and furniture technicians. The ratio of demand on these jobs amounted to approximately 28% of the total number of advertised job opportunities. Tourism sector ranks second in this respect as the ratio of jobs demanded in this sector amounted to nearly 15% of advertised job opportunities. This pattern of economic growth underlines what has been said above about the two former quarters in that the constructions and tourism sectors spearhead economic activity and growth. Observers of the present local economic actual situation notice that briskness in these two sectors will continue for the coming months and perhaps years.

The structure of demand for labor enhances concentration of demand for some fields of work more than others. In this regards, high and continuous demand for several consecutive quarters for jobs of marketing and sale is remarkable. The ratio of demand for these fields of work amounted to about 15%, thereby ranking first among all the demanded works. The heavy demand on these works does not only reflect an all-embracing economic activity but also a transformation in the methodology of the management of companies and firms that have become more convinced of the function of marketing for raising their sales and improvement of their competitive ability. This is also demonstrated in the active embracement of official and semi-official institutions to launch awareness campaigns to acquaint the public with their aims, activities and services for the targeted segments of society.

Demand for engineers comes next where this particular demand amounted to about 13% of the total advertised works, which is a continuation of former demand during previous periods. Moreover, demand for engineers and engineering technicians accounted for 21% of the total advertised works to reflect a large-scale demand on engineering works at all their various professional levels. It is noteworthy also to have high and continued demand on secretarial works where demand accounted for 7% of the total opportunities that have been advertised. The same applies to accountants whose demand amounted to 5%.

The high and continued demand for secretarial works in particular points out to an evident shortage in this field. Meanwhile, there are large numbers of unemployed female graduates of community colleges and universities who can be qualified through intensive training programs and during short-term training programs to be able to occupy available job opportunities in the labor market. One also should make sure that there are no social and behavioral restrictions, which obstruct women's entrance into these fields. In case where such obstacles exist, it is necessary to launch awareness, counseling and guidance campaigns for female job seekers and their families and offer further information about the nature and circumstances of work and the income which is expected to accrue therefrom.

Furthermore, accounting, education, medicine and nursing works are witnessing a relatively high and continuous rise in demand, which reflects diversity and vivacity in

economic activity. On the other hand, the rise in job opportunities during the second quarter of this year to a higher and perhaps unprecedented demand for labor where the growth rate on the labor demand in tourist activities during the second quarter alone amounted to 166%, 137% for demand on engineers and 111% on engineering technicians. The average growth rate of demand for the Major Works Group, during the same period amounted to 64% in health services and to 166% in tourism.

Demand for labor in the surrounding Arab Markets constitutes supplementary tributary for local demand and absorbs good numbers of Jordanians workforce especially because of the increasing demand on the Jordanian labor in these markets. Data of the second quarter of this year points out that 1434 job opportunities outside Jordan were advertised (i.e. 15% of the total advertised job opportunities). Some similarity is noticed between the major works demanded inside and those demanded outside Jordan. For demand on engineers comprises about 30% of the total outside demand; 16% of the demand was on physicians (medical doctors), dentists, pharmacists and nurses, 8% for marketing and 7% for teachers.

Table (3): Assessment of Demand on Labor inside Jordan according to the Major Works Groups during the Second Quarter 2005

Major Professions	Second Quarter 2005	Distribution
Marketing	1,098	14.8%
Tourism	962	13.0%
Health Services (Physicians, Nurses, Pharmacists)	241	3.2%
Engineers	935	12.6%
Engineering Technicians	594	8.0%
Accountants	397	5.3%
Teachers	268	3.6%
Female Secretaries	517	7.0%
Total	5,012	67.5%

Figure (2) Assessment of Demand on Labor inside Jordan according to the Major Work Groups during the Second Quarter 2005

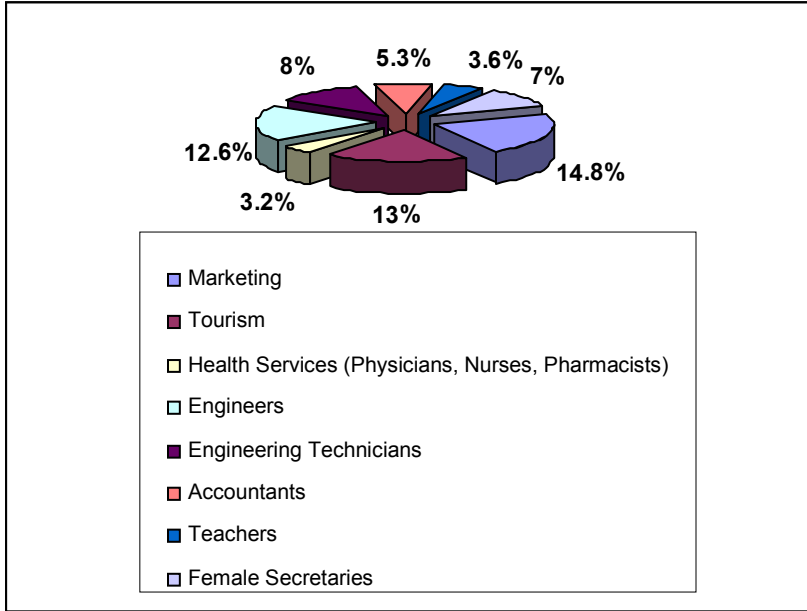
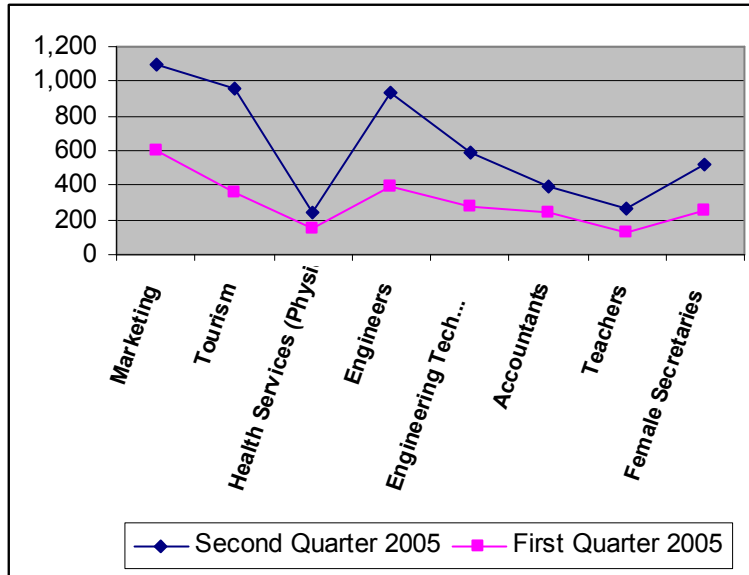


Table (4): Average Growth Rate for Demand on Labor inside Jordan According to Major Works Groups.

Major Professions Group	First Quarter 2005	Second Quarter 2005	Total
Marketing	599	1,098	83%
Tourism	362	962	166%
Health Services (Physicians, Nurses, Pharmacists)	147	241	64%
Engineers	395	935	137%
Engineering Technicians	281	594	111%
Accountants	240	397	65%
Teachers	125	268	114%
Female Secretaries	255	517	103%
Total	2,404	5,012	108%

Figure (3) Average Growth Rate for Demand on Labor inside Jordan according to Major Works Group



Average growth rates for demand on outside labor points out to a big growth in the demand for engineers during the second quarter of this year as compared with the preceding (first) quarter, where the ratio of increase in the demand of engineers amounted to 157% which also reflects the economic upswing in the Gulf States markets and the great leap forward in the construction projects in these states. This quarter also witnessed a rise in demand for teachers where the growth rate reached 104%. Such demand may be seasonal because the Gulf States announce their needs for teachers during this period and in most cases the needed teachers are interviewed and contracted with during the summer months. Demand for marketing works and sales in turn, witnessed a growth rate of 29% during this period while demand for health services retreated.

Table (5): Assessment of Demand for Labor outside Jordan according to major work Groups during the Second Quarter of 2005

Major Professions Group	Second Quarter 2005	Distribution
Marketing	119	8%
Health Services (Physicians, Nurses, Pharmacists)	225	16%
Engineers	434	30%
Teachers	106	7%
Total	884	62%

Figure (4)Assessment of Demand for Labor outside Jordan according to major work Groups during the Second Quarter of 2005

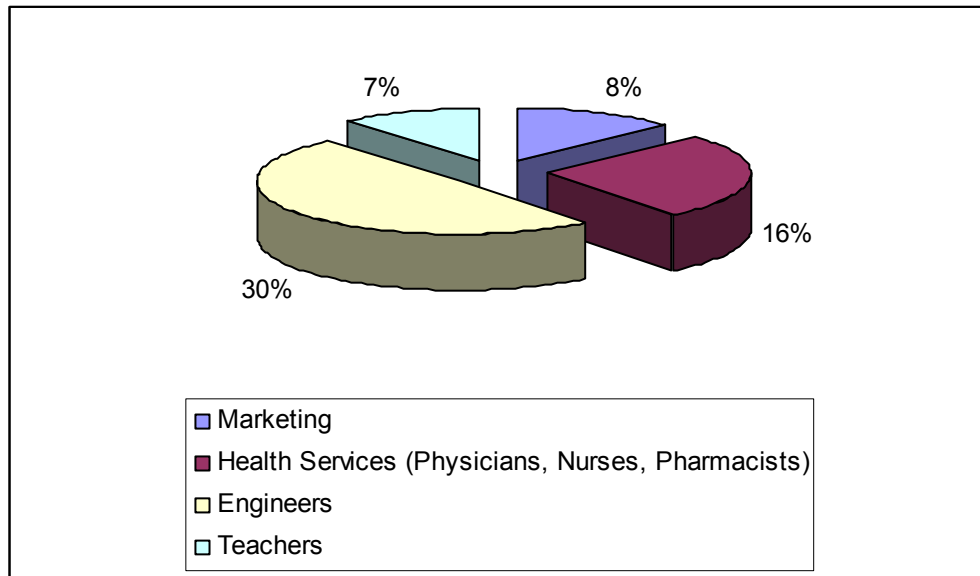
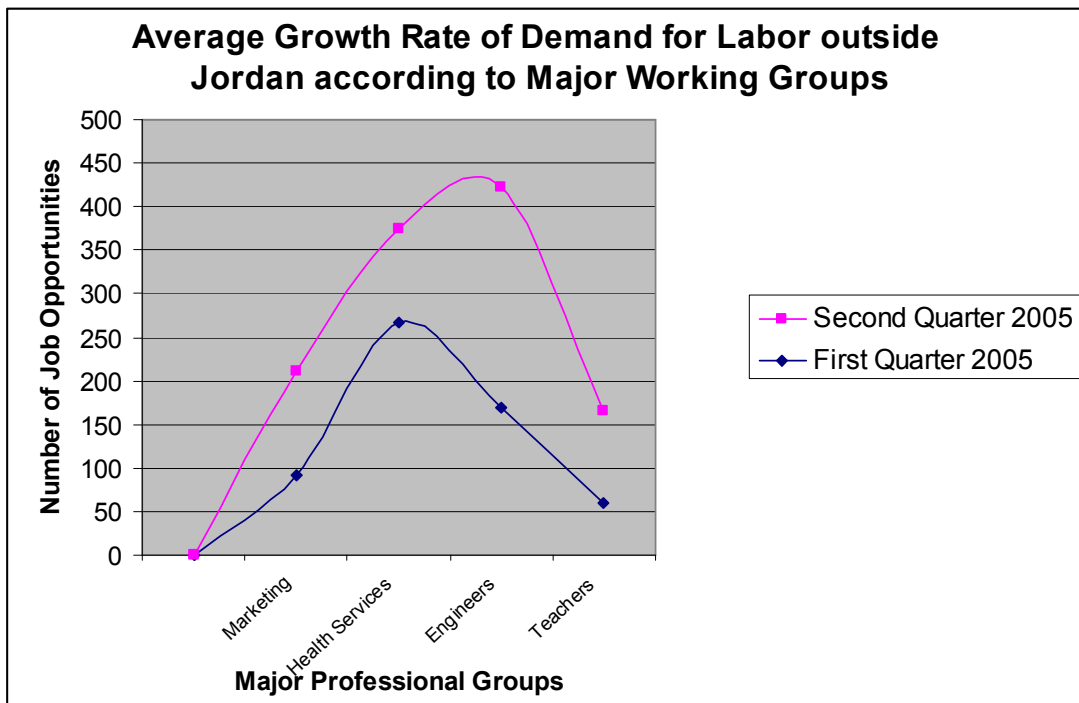


Table (6): Average Growth Rate for Demand on Labor outside Jordan according to Major Work Groups

Major Professions Group	First Quarter 2005	Second Quarter 2005	Average Growth Rate
Marketing	92	119	29%
Health Services (Physicians, Nurses, Pharmacists)	266	225	-15%
Engineers	169	434	157%
Teachers	52	106	104%
Total	579	884	53%



To sum up what has been said above, it can be said that the high growth rate averages of the labor demand, both inside and outside Jordan, and the continuity of this demand at present and in the future should put an end to the high figures of unemployment. It should also sharply cut down the unemployment rates to low levels while the majority of job seekers would find job opportunities which are commensurate with their qualifications and abilities.

Moreover, it is necessary more than ever before, to have a national programme for employment which builds up the data of labor market step by step and convey it to those who are searching for work as well as to employers. This program has also to offer vocational counseling and direct job seekers to works that suit them. Furthermore, the program is to adopt the policies required for making Jordanians join available opportunities and for guaranteeing their continuity in such jobs.