



**The National Center for Human
Resources Development**



Al Manar Project

Estimates of Demand for Labor during the Year 2005 Through Job Advertisements in Al-Rai Newspaper



**Canadian International
Development Agency**

**Agence canadienne
de développement international**

The size of demand for labor in economy during a particular period of time reflects the movement of economic activity and reflects what is going on in that economy in terms of production, investment and construction of new projects and expansion in the already existent projects. It also shows the character of such economic performance and the places where it exists. On the other hand, the estimates of demand for labor largely affect employment rate and the number and characteristics of the unemployed, which is reflected on combating unemployment and also on unemployment compensations. For this reason, we notice the increasing attention paid by the countries which incur high expenses in combating unemployment in the periodic estimate of the size of demand for labor, so much so, that some countries carry out these estimates monthly or quarterly through periodic family surveys. Moreover, some of them build databases about job opportunities “job advertisements” published in various media means and particularly in the daily newspaper. Then these data are classified, analyzed and used as an indicator of the total estimate of demand for labor.

Al-Manar Project in the National Center for Human Resources Development is currently building up a comprehensive database of human resources, which includes information about students and trainees in various educational stages. The project has started to build a detailed database about the higher education and will be expanded to encompass the stages of vocational, basic and secondary education. On the other side, the database includes information about the employed and unemployed in the Jordanian labor market and their different characteristics in addition to information about the institutions in which they work. The projects also built a database about the job opportunities daily advertised in Al-Rai Newspaper.

The volume of advertisement in the daily newspaper about job opportunities constitutes a ratio of the total volume of demand for labor. The size of this ratio varied from one country to another depending on the degree of the labor market progress and development and on the spread of internet systems and how popular they are. In Jordan, however, advertisement of available job opportunities is regarded to be compulsory only for governmental institutions while it is optional for the private sector companies in the formal and non-formal sector. Furthermore, some enterprises, specially the small-sized ones, tend to advertise on the technical and specialized job opportunities through media and to get ordinary laborers through direct methods of advertising. Until the present moment, there is no objective and reliable estimation on the total demand for labor in Jordan.. Despite that, the size of advertised job opportunities offers a good estimate of the size and nature of total demand for labor during the past period.

The size of demand for labor as advertised in Al-Rai newspaper during the year 2005 amounted to 32,000 job opportunities: 26,992 job opportunities inside i.e. 85%, and 4726 job opportunities outside Jordan i.e. 15%. From a preliminary standpoint, this figure or number reflects a strong total demand for Jordanian labor inside Jordan. At the worst estimate, the size of this demand exceeds the size of the supply of labor at the same period. Another point, which is not less important than the previous one is the fact that the demand for labor has come to cover the different educational and occupational levels in the labor market, which makes it more consistent with the distinctive qualities of job seeker and consequently more effective in the alleviation of the impact of unemployment.

Table 1: Estimates of demand for labor inside Jordan according to the main working groups for the year 2005

Main working group	2005				Total	Ratio
	1 st quarter	2 nd quarter	3 rd quarter	4 th quarter		
Employees in marketing ¹	599	1,098	1,078	1,080	3,855	14.30%
Employees in Tourism ²	362	962	892	919	3,135	11.60%
Employees in Health services ³	147	241	239	187	814	3.00%
Engineers	395	935	985	843	3,158	11.70%
Engineering Technicians	281	594	456	645	1,976	7.30%
Accountants	240	397	408	331	1,376	5.10%
Teachers	125	268	541	187	1,121	4.20%
Secretaries	255	517	603	489	1,864	6.90%
Laborers	139	317	301	270	1,027	3.80%
Craftsmen ⁴	357	247	638	170	1,412	5.20%
Carpenters and Furniture Technicians	90	419	341	211	1,061	3.90%
Others	1,234	1,426	1,781	1,752	6,193	22.90%
Total	4,224	7,421	8,263	7,084	26,992	100%

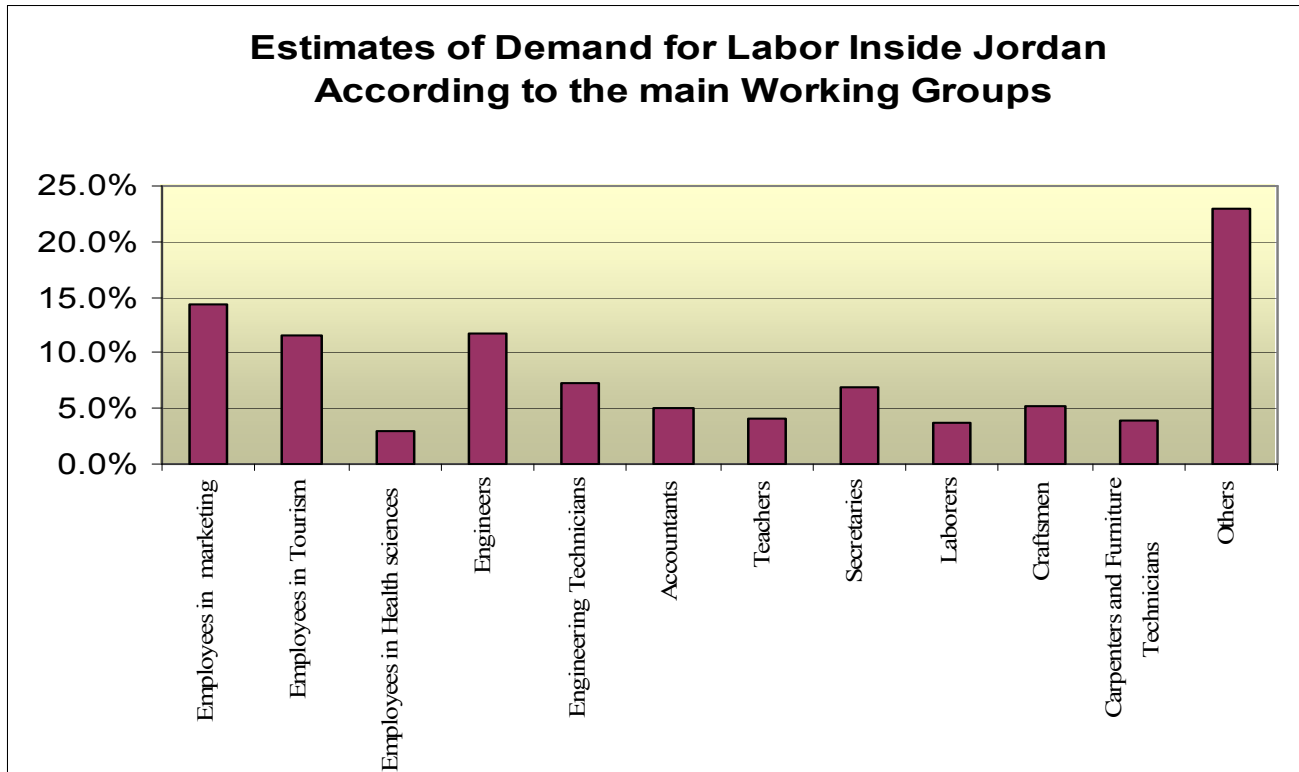
⁽¹⁾ Marketing employees include specialists in marketing and promotion, managers of sales & marketing, salesmen.

⁽²⁾ Tourist employees include hotel and office workers, cooks, waiters, receptionists and storekeeper (clerks), hotel and restaurant super visors.

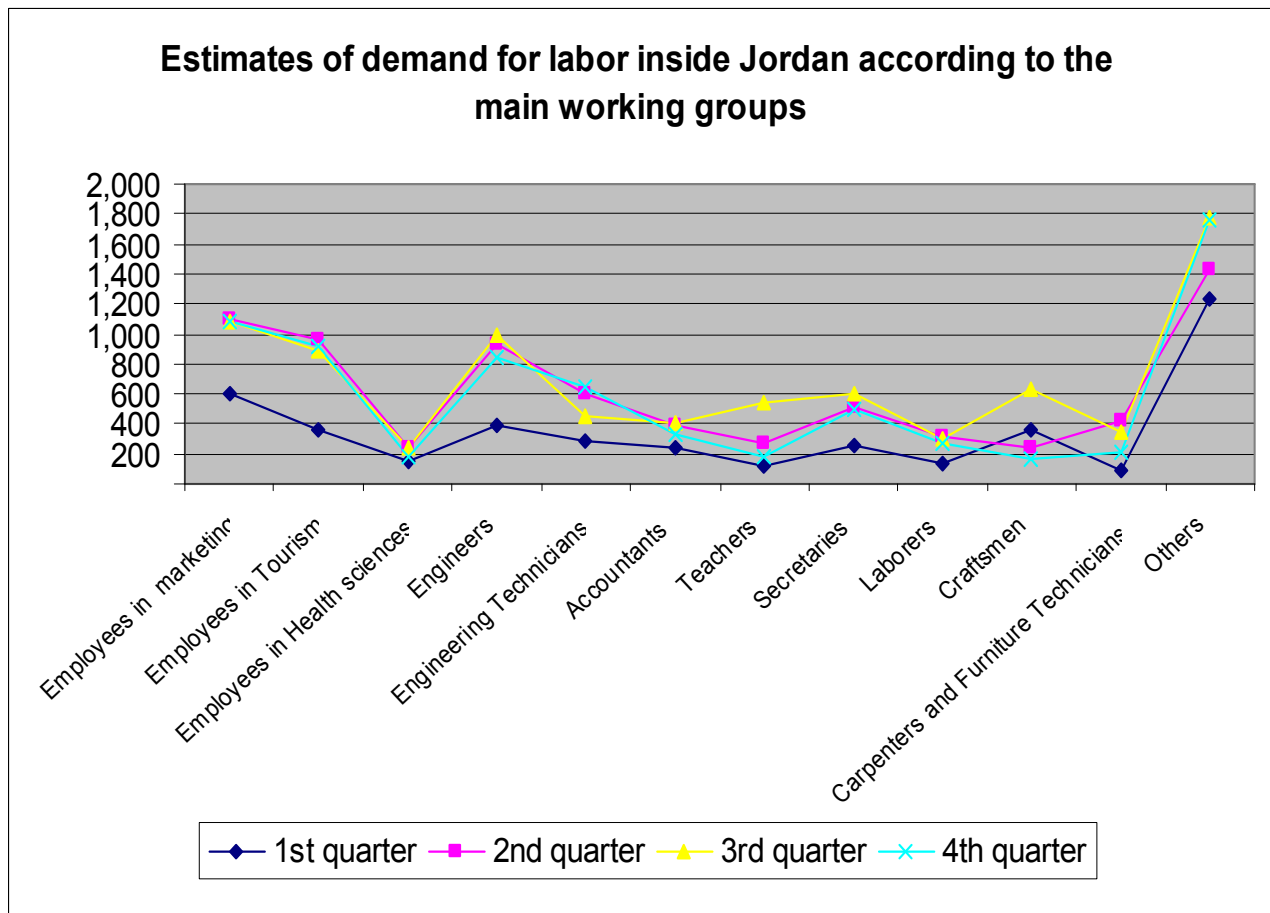
⁽³⁾ Health services employees include, medical doctors, nurses and pharmacists.

⁽⁴⁾ Craftsmen include lathers, blacksmiths, and tailors.

Figure (1)



Figure(2)



Statistics point out that demand for engineers and engineering technicians inside Jordan ranked first in the demand for labor with a ratio which amounted to 19% of the demand sum total. What is striking here also is the rise of demand for carpenters and furniture technicians with a ratio of nearly 4% strengthens the belief that the constructions sector is heading economic activity since it is one of main sectors that employ engineers and engineering technicians. Moreover, augmentation of the volume of activity therein is directly reflected on the furniture industry. Demand for marketing employees (marketing and sales managers, specialists in marketing and promotion and sales representatives) ranks second with a ratio of 14% of the sum total of demand. This ratio points out to a change in the administrative mentality of Jordanian companies represented in the rising interest in marketing as a means to increase sales and raise the competitiveness thereof. This becomes clearly evident through the promotion campaigns carried out by the various telecommunication companies. This is followed by people employed in tourist activities (hotel and restaurant supervisors, receptionists, cooks, waiters and ordinary works). This high demand for tourist activities is harmonious with the briskness which this sector witnessed during the past year which is expected to enjoy continued during this year too. In addition, demand for some craftsmen (lathers, blacksmiths and tailors) has constituted a high ratio of up to 5%. When required works are taking into account at the level of each single work, demand for female secretaries emerges as number one in demand at the ratio of round of 7% accountants at the ratio of 5 % and teachers at the ratio of 4%.

Notwithstanding the general prevalent impression that job advertisements in the newspapers is almost confined to professional labor because semi skilled and unskilled labor is abundantly available in the labor market and particularly under widespread unemployment, statistics point out that demand for skilled and semiskilled labor has exceeded 1/3 of the advertised opportunities. This relatively high demand for labor with modest skill level reflects a strong and comprehensive demand for labor as a whole. It may also point out to a shortage of supply with regards to these type of works and as a result more demand for works from expatriate labor. This is confirmed by some official estimates which put the size of expatriate incoming labor at about 450,000 workers during 2005(H.E. Minister of labor. Al- Ra'i, January 22.)

With regard to demand for jobs according to skill level, there emerges the demand for drivers of nearly 4% of the same total of demand and the same ratio for carpenters and for furniture technicians and 3% for waiters within the skilled labor category. Within the technicians and professionals category teachers jobs account for 4% and the same ratio concerning civil engineers too, while the demand for accountants and engineering technicians account for 5% for each.

Table (2) : Estimates for demand for labor inside Jordan according to skill levels for the year 2005

Skill level	2005				Total	Ratio
	1 st quarter	2 nd quarter	3 rd quarter	4 th quarter		
Semi Skill	314	792	691	716	2513	9.3%
Skilled and Craftsmen	1128	1577	2150	1614	6469	24%
Professionals & Technicians	2701	4829	5191	4435	17.56	63.6%
Other	81	223	231	319	854	3.2%
Total	4224	7421	8263	7084	26992	100.0%

Figure (3)

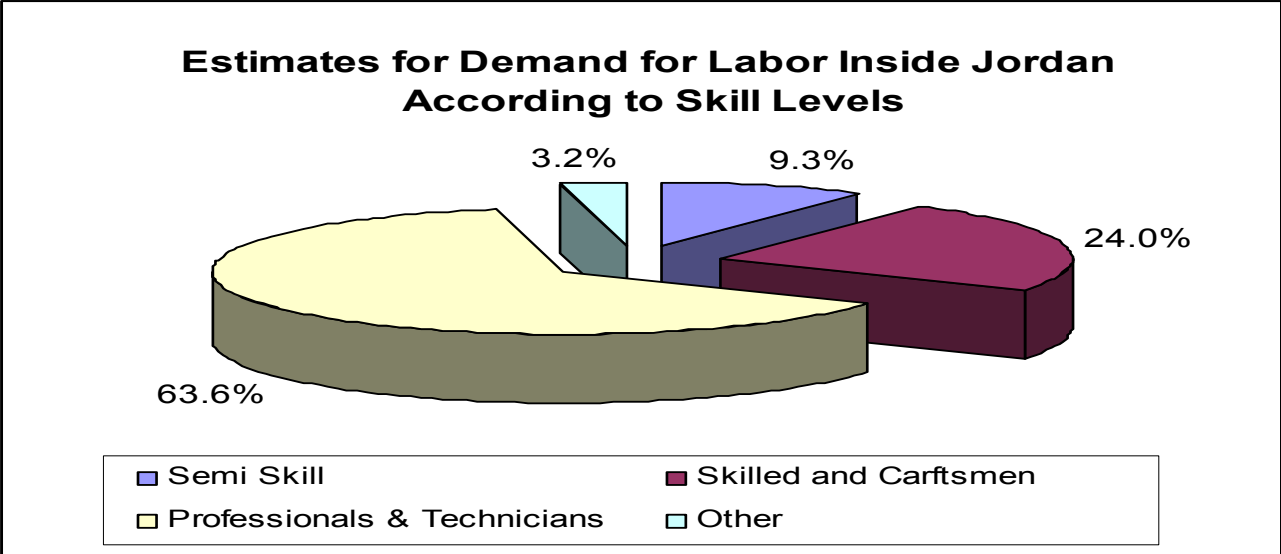
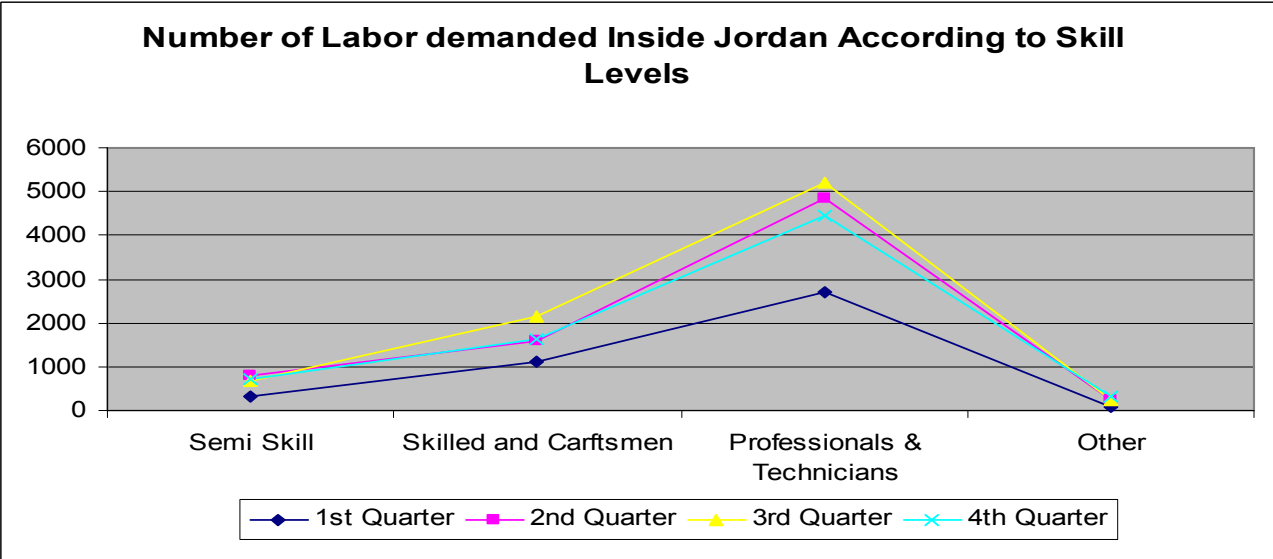


Figure (4)



On the other hand, the demand for Jordanian labor in the neighboring Arab countries is still going on at low levels accounting for 15 % of the size of total demand. However, this demand is almost confined to demand for special and technical professional labor as demand for engineers and engineering technicians comprised more than 31 % of the total outside demand. Next to it comes demand for jobs in health services (medical doctors, pharmacists, nurses), amounting to 23 %. This is followed by demand for those who work in selling and marketing with a ratio of 8%, teachers 7% and accountants with over 3%. These figures point out even from a long distance that the nature of activity in Jordan and the neighboring countries (after excepting oil production) is similar since strong demand for engineers in these countries reflects a brisk activity in the sector of constructions. Moreover, high demand on the selling and marketing business reflects commercial prosperity. These are the pioneering sectors in Jordanian economy.

Table(3): Estimates of Demand for Labor Outside Jordan According to the Main Working Groups

Main working group	2005				Total	Ratio
	1 st quarter	2 nd quarter	3 rd quarter	4 th quarter		
Marketing Employees (1)	92	119	67	89	367	7.8%
Tourism Employees (2)	16	37	15	23	91	1.9%
Health sciences Employees (3)	266	225	258	337	1,086	23.0%
Engineers	169	434	284	285	1,172	24.8%
Engineering Technicians	86	61	67	83	297	6.3%
Accountants	24	24	74	36	158	3.3%
Teachers	52	106	119	49	326	6.9%
Secretaries	13	27	22	23	85	1.8%
Laborers	1	30	3	14	48	1.0%
Craftsmen (4)	19	13	5	9	46	1.0%
Carpenter and furniture technicians	24	14	5	1	44	0.9%
Others	214	344	217	231	1,006	21.3%
Total	976	1,434	1,136	1,180	4,726	100.0%

(1) Marketing employees include specialists in marketing and promotion, managers of sales & marketing, salesmen.

(2) Tourist employees include hotel and office workers, cooks, waiters, receptionists and storekeeper (clerks), hotel and restaurant super visors.

(3) Health services employees include, medical doctors, nurses and pharmacists.

(4) Craftsmen include lathers, blacksmiths, and tailors.

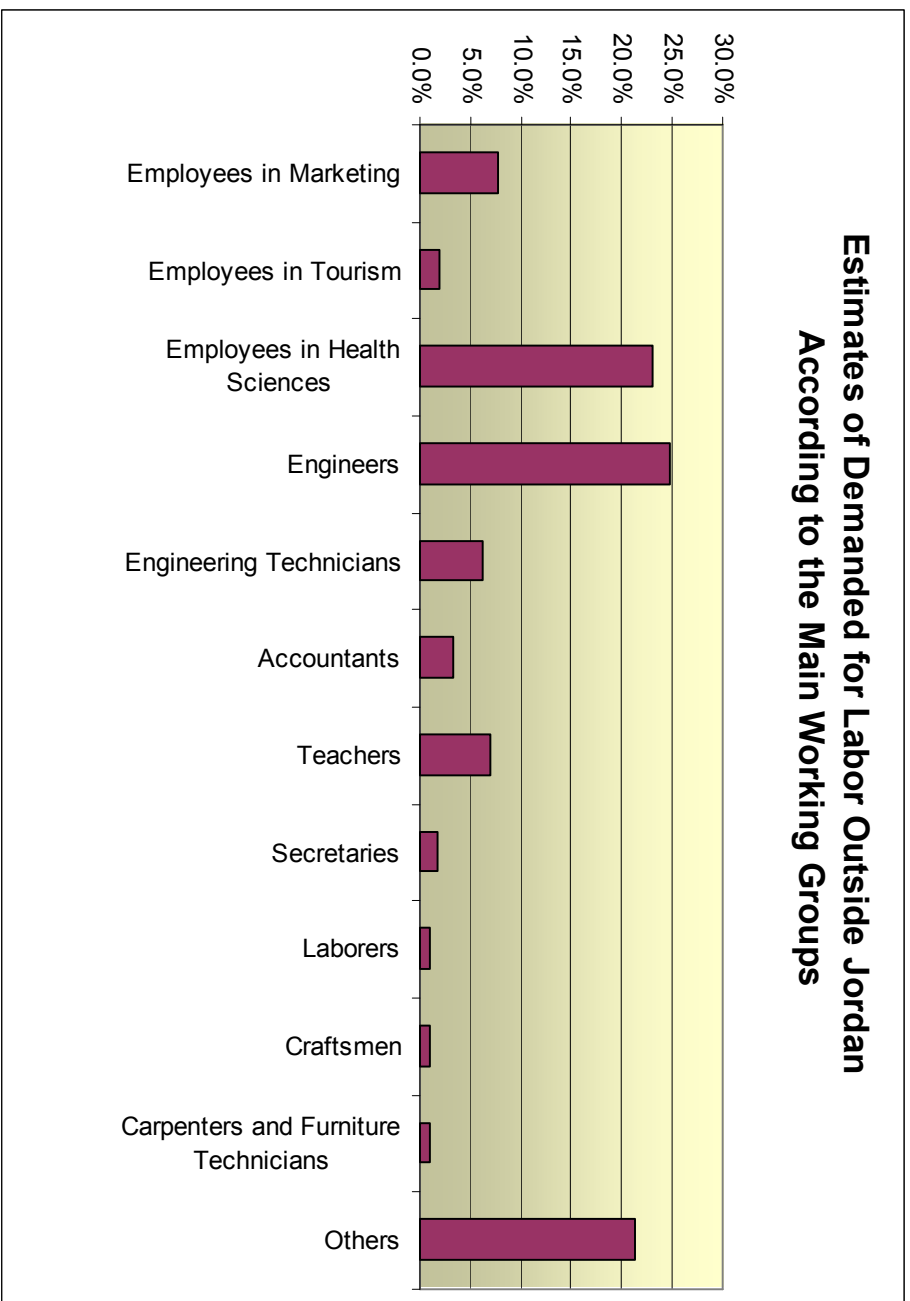


Figure (5)

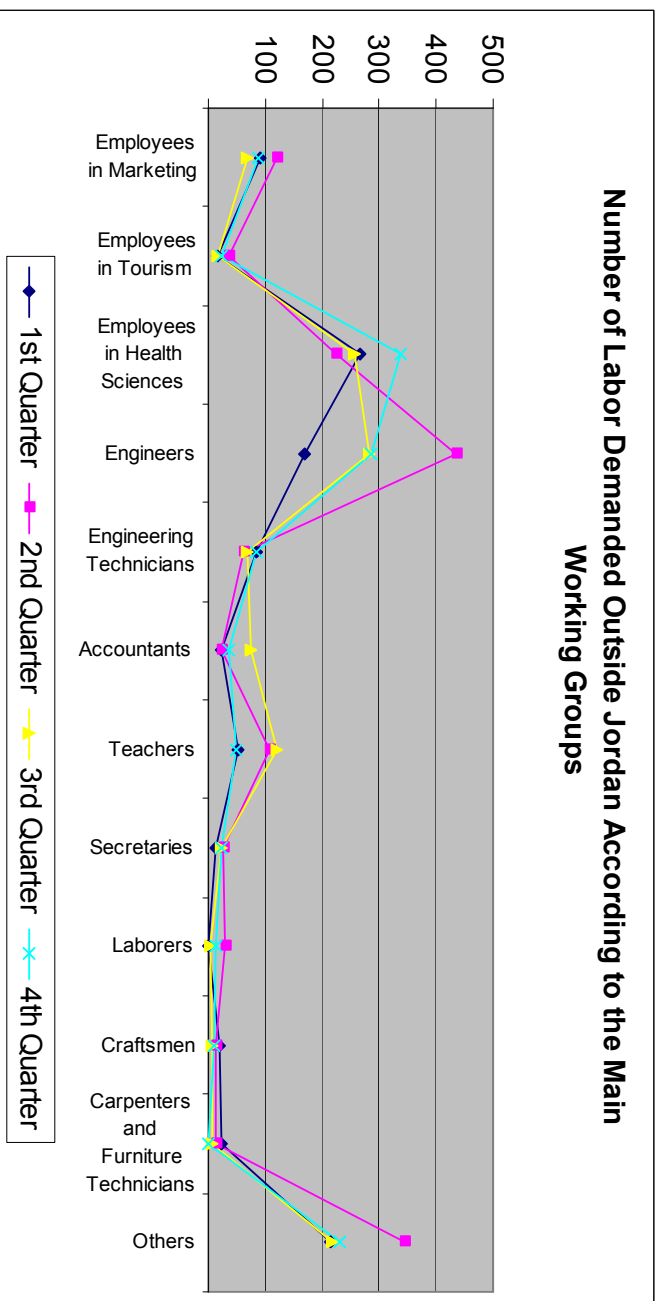


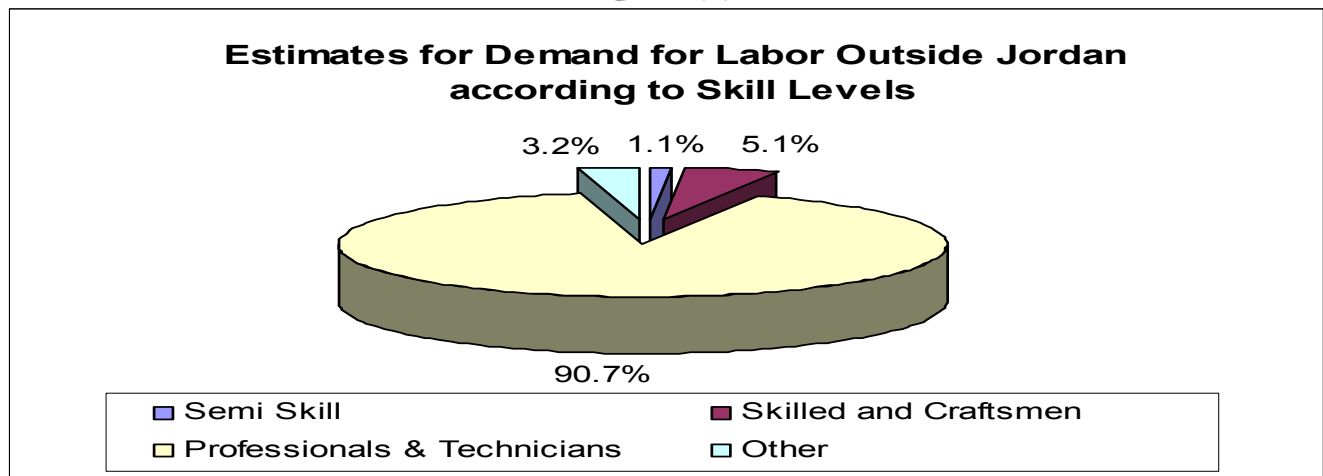
Figure (6)

With regards to demand for labor outside Jordan according to the skill level, this demand is concentrated, as has been said above, on professional and technical labor. Demand has been mainly concentrated on two jobs human medical at the ratio of 14% and civil engineers as the ratio of 11%.

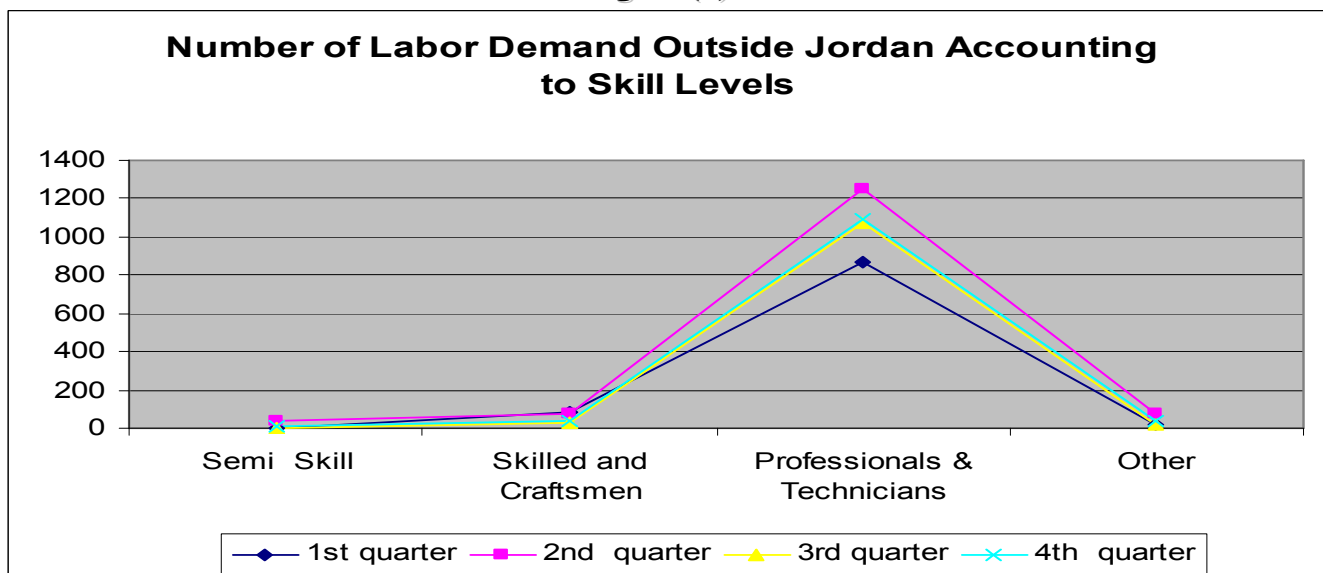
Table (4) : Estimates for Demand for Labor Outside Jordan According to Skill Levels for the Year 2005

Skill level	2005				Total	Ratio
	1 st quarter	2 nd quarter	3 rd quarter	4 th quarter		
Semi Skill	1	33	3	14	51	1.1%
Skilled and Craftsmen	88	78	32	41	239	5.1%
Professionals & Technicians	869	1250	1078	1088	4285	90.7%
Other	18	73	23	37	151	3.2%
Total	976	1434	1136	1180	4726	100%

Figure (7)

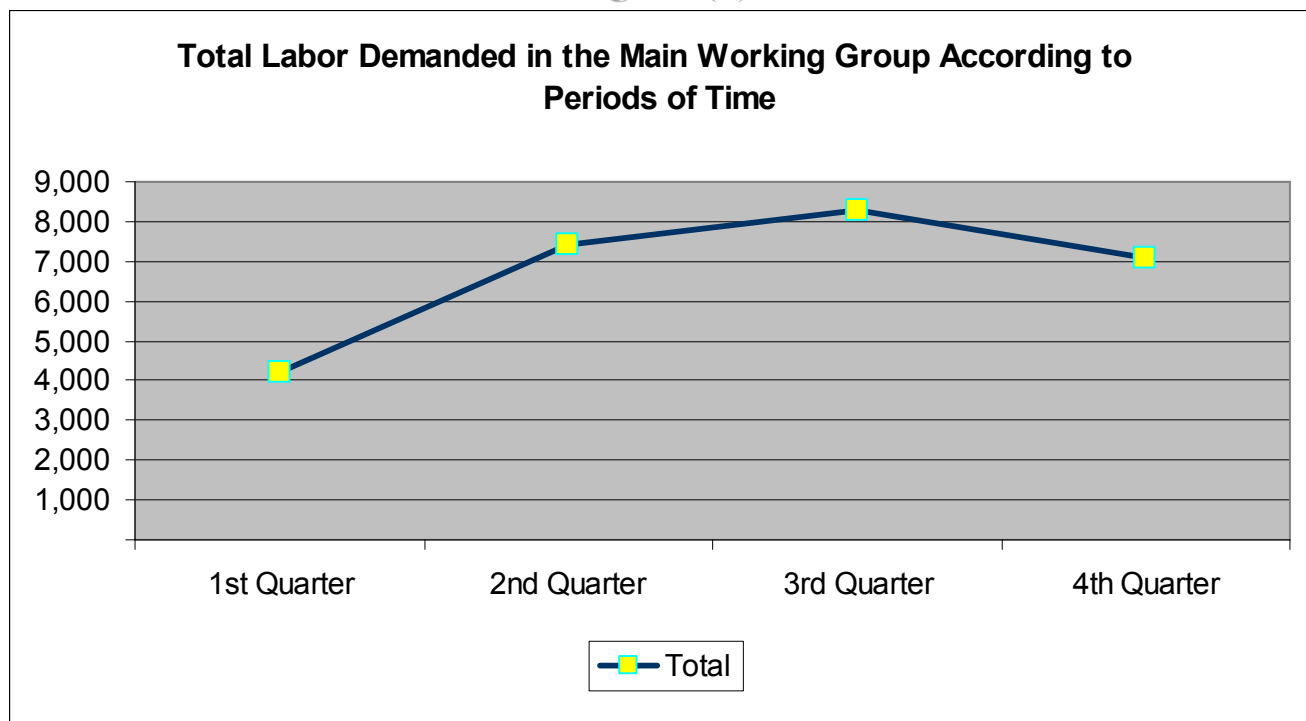


Figure(8)



With regard to the trend of demand for labor according to the months or quarter of the year, statistics have shown that there was a big rise in the demand for labor inside Jordan in the second quarter of the year as compared with the first quarter thereof and at a rate of growth which amounted to 75%. After that, however, this trend was transformed into stability. The third quarter (summer)(July, August, September) witnessed the highest rate of demand for labor which amounted to 30% of the sum total of demand. On the other hand, the trend of demand for labor does not show any seasonal change in demand. This may be due to the decline in the importance of the agricultural sector which has a seasonal character, inelasticity of the labor market and the rising reliance on expatriate labor in the times of economic top activity.

Figure (9)



From what has been stated above, we can conclude the following:

1. Demand for labor through advertisement in the press constitutes a good indicator on the size of total demand for labor especially when there is no detailed information about the volume of total demand.
2. The relatively large size points out to the number of job opportunities advertised in Al-Ra'i newspaper during the year 2005 and to the fact that these opportunities include numerous economic activities and different vocational

levels, which shows that there is prominent economic activity during the year. This activity is expected to be reflected in the realization of high rates of economic growth and unemployment rates in the light of which employment rates will inevitably decline.

3. Demand for engineers topped the list of demand for labor, followed by demand for specialists in marketing and selling. Next come the vocations demanded in the tourist sector.
4. Secretarial work, and works of drivers, carpenters and furniture technicians are thriving in the labor market.
5. Outside demand of Jordanian labor is a technical and specialized demand. It was concentrated on physicians and civil engineers.
6. The absence of decline in the unemployment rates in the light of heavy demand for labor points out to more reliance on expatriate labor.
7. Combating unemployment in an open labor market has to be associated with the policies of supply (such as: training & education, organization of expatriate labor) and with the policies of demand (such as: work conditions, working hours, wages, social security and pension salaries).

Appendix(1): Estimates of demand for labor inside Jordan for the year2005

Vocations	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	Rated
Specialists in marketing and promotion	223	696	497	506	1922	7.10%
Managers of financial and administrative Departments	35	48	26	36	145	0.50%
Managers of sales and marketing departments	41	78	38	48	205	0.80%
Managers of other departments	120	207	214	159	700	2.60%
Hotel and restaurant supervisors	43	93	44	44	224	0.80%
Teachers	125	268	541	187	1121	4.20%
Computer systems programmers and analysts	60	44	50	51	205	0.80%
Architectural engineers	94	132	155	111	492	1.80%
Civil engineers	114	320	376	378	1188	4.40%
Electrical engineers	55	131	114	95	395	1.50%
Electrical and communications engineers	16	55	33	37	141	0.50%
Mechanical engineers	78	206	251	178	713	2.60%
Industrial and environment engineers	28	72	35	35	170	0.60%
Engineers / other	10	19	21	9	59	0.20%
Specialists in Agriculture	11	14	36	19	80	0.30%
Physicians	41	83	76	40	240	0.90%
Specialists in nursing and midwifery	47	91	99	82	319	1.20%
Dentists	16	16	17	17	66	0.20%
Pharmacists	43	51	47	48	189	0.70%
College and university professors	36	67	41	23	167	0.60%
Specialists in teaching people with special needs	8	5	0	0	13	0.00%
Specialists in research and development	8	16	8	2	34	0.10%
Accountants	240	397	408	331	1376	5.10%
Translators	16	8	21	24	69	0.30%
Journalist and media people	20	14	34	18	86	0.30%
Specialists in Personal affairs Management	76	27	37	39	179	0.70%
Surveyors & architectural engineering specialists	56	188	129	177	550	2.00%
Engineering technicians	40	57	90	63	250	0.90%
Data entry	225	406	327	468	1426	5.30%
Allied health sciences specialists	65	85	120	108	378	1.40%
Technicians / other	61	55	85	53	254	0.90%
Financial brokers	21	25	55	29	130	0.50%
Salesmen	335	324	543	526	1728	6.40%
Purchases representatives	39	14	20	5	78	0.30%
Secretaries	255	517	603	489	1864	6.90%
Receptionists and storekeepers (clerks)	80	154	124	80	438	1.60%
Waiters	58	271	276	248	853	3.20%
Cooks	65	110	196	246	617	2.30%
Laborers	139	317	301	270	1027	3.80%
Blacksmiths	101	178	287	149	715	2.60%
Lathers	39	27	22	12	100	0.40%
Mechanics	55	38	47	37	177	0.70%
Constructions technicians	155	126	136	263	680	2.50%
Carpenters and furniture technicians	90	419	341	211	1061	3.90%
Tailors	217	42	329	9	597	2.20%
Machinery and equipment operators	104	51	59	58	272	1.00%
Drivers	164	161	333	301	959	3.60%
Hotel and office workers	116	334	252	301	1003	3.70%
Janitors and guards	32	60	66	101	259	1.00%
Messengers and porters	27	81	72	44	224	0.80%
Others	81	223	231	319	854	3.20%
Total	4224	7421	8263	7084	26,992	100.00%

Appendix(2) Estimates of demand for labor outside Jordan for the year 2005

Vocations	1 st Quarter	2 nd Quarter	3 rd Quarter	4 th Quarter	Total	Rated
Specialists in marketing and promotion	3	58	22	47	130	2.80%
Managers of financial and administrative departments	18	24	33	16	91	0.50%
Managers of sales and marketing Departments	14	27	22	25	88	0.80%
Managers of other departments	47	59	37	69	212	2.60%
Hotel and restaurant supervisors	3	5	8	7	23	0.80%
Teachers	52	106	119	49	326	4.20%
Computer systems programmers and analysts	2	10	7	7	26	0.80%
Architectural engineers	13	32	45	22	112	1.80%
Civil engineers	79	193	133	123	528	4.40%
Electrical engineers	16	77	43	35	171	1.50%
Electrical and communications engineers	18	11	7	17	53	0.50%
Mechanical engineers	33	111	51	66	261	2.60%
Industrial and environment engineers	7	6	5	15	33	0.60%
Engineers / other	3	4	0	7	14	0.20%
Specialists in Agriculture	6	4	10	11	31	0.30%
Physicians	193	109	147	208	657	0.90%
Specialists in nursing and midwifery	47	49	70	42	208	1.20%
Dentists	17	30	32	63	142	0.20%
Pharmacists	9	37	9	24	79	0.70%
College and university professors	35	49	20	23	127	0.60%
Specialists in teaching people with special needs	8	9	10	2	29	0.00%
Specialists in research and development	3	0	5	0	8	0.10%
Accounts	24	24	74	36	158	5.10%
Translators	1	10	12	12	35	0.30%
Journalist and media people	4	1	1	1	7	0.30%
Specialists in Personal affairs Management	4	11	2	7	24	0.70%
Surveyors and architectural engineering specialists	48	17	51	54	170	2.00%
Engineering technicians	2	5	0	0	7	0.90%
Data entry	38	44	16	29	127	5.30%
Allied health seines specialists	5	52	14	12	83	1.40%
Technicians / other	11	4	6	3	24	0.90%
Financial brokers	15	9	18	10	52	0.50%
Salesmen	75	34	23	17	149	6.40%
Purchases representatives	3	2	4	6	15	0.30%
Secretaries	13	27	22	23	85	6.90%
Receptionists and storekeepers (clerks)	8	17	0	3	28	1.60%
Waiters	5	7	0	6	18	3.20%
Cooks	0	5	7	7	19	2.30%
Laborers	1	30	3	14	48	3.80%
Blacksmiths	18	10	3	6	37	2.60%
Lathers	1	0	1	0	2	0.40%
Mechanics	6	5	2	1	14	0.70%
Constructions technicians	18	9	9	13	49	2.50%
Carpenters and furniture technicians	24	14	5	1	44	3.90%
Tailors	0	3	1	3	7	2.20%
Machinery and equipment operators	4	1	0	0	5	1.00%
Drivers	4	7	4	1	16	3.60%
Hotel and office workers	0	3	0	0	3	3.70%
Janitors and guards	0	0	0	0	0	1.00%
Messengers and porters	0	0	0	0	0	0.80%
Others	18	73	23	37	151	3.20%
Total	976	1434	1136	1180	4726	100.00%

Appendix(3) Estimates of demand for labor outside Jordan according to skill level for the year 2005

Vocations	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	Rated
Semi-skilled	314	792	691	716	2513	9.30%
Messengers and porters	27	81	72	44	224	0.80%
Janitors and guards	32	60	66	101	259	1.00%
Hotel and office workers	116	334	252	301	1003	3.70%
Laborers	139	317	301	270	1027	3.80%
Skilled and craftsman	1128	1577	2150	1614	6469	24.00%
Drivers	164	161	333	301	959	3.60%
Machinery and equipment operators	104	51	59	58	272	1.00%
Tailors	217	42	329	9	597	2.20%
Carpenters and furniture technicians	90	419	341	211	1061	3.90%
Constructions technicians	155	126	136	263	680	2.50%
Mechanics	55	38	47	37	177	0.70%
Lathers	39	27	22	12	100	0.40%
Blacksmiths	101	178	287	149	715	2.60%
Cooks	65	110	196	246	617	2.30%
Waiters	58	271	276	248	853	3.20%
Receptionists and storekeepers (clerks)	80	154	124	80	438	1.60%
Professionals and technicians	2701	4829	5191	4435	17156	63.60%
Marketing and promotion specialists	223	696	497	506	1922	7.10%
Managers of financial and administrative departments	35	48	26	36	145	0.50%
Managers of sales and marketing departments	41	78	38	48	205	0.80%
Managers of other departments	120	207	214	159	700	2.60%
Hotel and restaurant supervisors	43	93	44	44	224	0.80%
Teachers	125	268	541	187	1121	4.20%
Computer systems programmers and analysts	60	44	50	51	205	0.80%
Architectural engineers	94	132	155	111	492	1.80%
Civil engineers	114	320	376	378	1188	4.40%
Electrical engineers	55	131	114	95	395	1.50%
Electronic and communications engineers	16	55	33	37	141	0.50%
Mechanical engineers	78	206	251	178	713	2.60%
Industrial and environment engineers	28	72	35	35	170	0.60%
Engineers/others	10	19	21	9	59	0.20%
Specialists in agriculture	11	14	36	19	80	0.30%
Physicians	41	83	76	40	240	0.90%
Specialists in nursing and midwifery	47	91	99	82	319	1.20%
Dentists	16	16	17	17	66	0.20%
Pharmacists	43	51	47	48	189	0.70%
College and university professors	36	67	41	23	167	0.60%
Specialists in teaching people with special needs	8	5	0	0	13	0.00%
Research and development Specialists	8	16	8	2	34	0.10%
Accountants	240	397	408	331	1376	5.10%
Translators	16	8	21	24	69	0.30%
Journalists and media people	20	14	34	18	86	0.30%
Specialists in personnel affairs Management	76	27	37	39	179	0.70%
Surveyors and Architectural engineering specialists	56	188	129	177	550	2.00%
Data entry	40	57	90	63	250	0.90%
Engineering technicians	225	406	327	468	1426	5.30%
Allied health sciences technicians	65	85	120	108	378	1.40%
Technicians /other	61	55	85	53	254	0.90%
Financial brokers	21	25	55	29	130	0.50%
Salesmen	335	324	543	526	1728	6.40%
Purchases representative	39	14	20	5	78	0.30%
Secretaries	255	517	603	489	1864	6.90%
Others	81	223	231	319	854	3.20%
Total	4224	7421	8263	7084	26992	100.00%

Appendix(4) Estimates of demand for labor inside Jordan according to skill level for the year 2005

Vocations	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total	Rated
Semi-skilled	1	33	3	14	51	1.10%
Messengers and porters	0	0	0	0	0	0.00%
Janitors and guards	0	0	0	0	0	0.00%
Hotel and office workers	0	3	0	0	3	0.10%
Laborers	1	30	3	14	48	1.00%
Skilled and craftsman	88	78	32	41	239	5.10%
Drivers	4	7	4	1	16	0.30%
Machinery and equipment operators	4	1	0	0	5	0.10%
Tailors	0	3	1	3	7	0.10%
Carpenters and furniture technicians	24	14	5	1	44	0.90%
Constructions technicians	18	9	9	13	49	1.00%
Mechanics	6	5	2	1	14	0.30%
Lathers	1	0	1	0	2	0.00%
Blacksmiths	18	10	3	6	37	0.80%
Cooks	0	5	7	7	19	0.40%
Waiters	5	7	0	6	18	0.40%
Receptions and storekeepers (clerks)	8	17	0	3	28	0.60%
Professionals and technicians	869	1250	1078	1088	4285	90.70%
Marketing and promotion specialists	3	58	22	47	130	2.80%
Managers of financial and administrative departments	18	24	33	16	91	1.90%
Managers of sales and marketing Departments	14	27	22	25	88	1.90%
Managers of other departments	47	59	37	69	212	4.50%
Hotel and restaurant supervisors	3	5	8	7	23	0.50%
Teachers	52	106	119	49	326	6.90%
Computer systems programmers and analysts	2	10	7	7	26	0.60%
Architectural engineers	13	32	45	22	112	2.40%
Civil engineers	79	193	133	123	528	11.20%
Electrical engineers	16	77	43	35	171	3.60%
Electronic and communications engineers	18	11	7	17	53	1.10%
Mechanical engineers	33	111	51	66	261	5.50%
Industrial and environment engineers	7	6	5	15	33	0.70%
Engineers/others	3	4	0	7	14	0.30%
Specialists in agriculture	6	4	10	11	31	0.70%
Physicians	193	109	147	208	657	13.90%
Specialists in nursing and midwifery	47	49	70	42	208	4.40%
Dentists	17	30	32	63	142	3.00%
Pharmacists	9	37	9	24	79	1.70%
College and university professors	35	49	20	23	127	2.70%
Specialists in teaching people with special needs	8	9	10	2	29	0.60%
Research and development Specialists	3	0	5	0	8	0.20%
Accounts	24	24	74	36	158	3.30%
Translators	1	10	12	12	35	0.70%
Journalists and media people	4	1	1	1	7	0.10%
Specialists in personnel affairs Management	4	11	2	7	24	0.50%
Surveyors and Architectural engineering technicians	48	17	51	54	170	3.60%
Data entry	2	5	0	0	7	0.10%
Engineering technicians	38	44	16	29	127	2.70%
Allied health sciences technicians	5	52	14	12	83	1.80%
Technicians /other	11	4	6	3	24	0.50%
Financial brokers	15	9	18	10	52	1.10%
Salesmen	75	34	23	17	149	3.20%
Purchases representative	3	2	4	6	15	0.30%
Secretaries	13	27	22	23	85	1.80%
Others	18	73	23	37	151	3.20%
Total	976	1434	1136	1180	4726	100.00%