**Al Manar Project**

**National Human Resources Information (HRI) Database**

The Human Resources Information (HRI) component aims at creating a specialized national HRI database, maintaining and updating the database, and coordinating among HRI producers and users.

The HRI system provides students, job seekers, employers, as well as policy makers, with information to assess the state of the labor market from their perspectives. This system categorizes and coordinates relevant information about the Jordanian labor market and enables users to view the national labor market trends, which encompasses statistics on students, graduates, workers, job seekers and unemployed, in addition to some basic information about the establishments that are part of the labor market.

The HRI database is composed of two main databases: the Labor Market Information (LMI) and the Education Information (EDI).

**Labor Market Information (LMI) database**

LMI gathers two types of information: survey information from the Department of Statistics (DOS) and administrative statistics from administrative databases of the Civil Service Bureau (CSB), the Social Security Corporation (SSC) and the Ministry of Labor (MOL).

1. **The Department of Statistics**
   1.1 Employment and Unemployment  Survey
   A quarterly household sample survey issued by DOS and provided to Al Manar as raw data -without names of individuals included in the survey- about  population, employed and unemployed Jordanians according to their age, gender, level of education, occupation, education specialization, marital status, economic activity of the establishment he/she is working in, economic status, governorate of residence (urban/rural), education enrollment status (enrolled/not enrolled), employment status (paid/unpaid), income level, economic sector, job seeking methods and unemployment duration.
   The data is available for the years 2001-2008.

   1.2 Employment  Survey
   An annual survey for all establishments in the public sector, as well as all private sector establishments with more than 50 employees and a sample representing all other formal sector remaining establishments. DOS provides Al Manar with raw data --without names-  about employees by gender, nationality, level of education, occupation, education specialization, average wage, employment type, employment status, governorate of residence, economic activity of the establishment, establishment's size and legal status.
   The data is available for the years 2001 to 2006.

2. **Social Security Corporation (SSC)**
   The Social Security Corporation has its own administrative database with information about individuals who work in private and public sectors' establishments with more than five employees. This database includes information about retirees and active participants related to their wage, gender, age, place of work and years in service.

For retirees, information covering their type of retirement and the type of economic activity of the last establishment where they worked was gathered. Al Manar's database also has information about establishments registered in the Social Security Corporation by their economic activity, sector of employment and type of ownership. The data is available for the years 2001 to 2008.

3. **Civil Service Bureau (CSB)**
   The Civil Service Bureau is a governmental organization which has its own administrative database that contains individual information about government employees and retirees under the Civil Service By Law. The information is characterized by age, gender, education specialization, level of education, employment category, employment degree ($1^{st}$, $2^{nd}$, etc.), occupation and the ministry/institute he/she works for.
   The database also contains information about applicants to CSB, characterized by their age, gender, education specialization, place of work, graduation year and the university that he/she graduated from.
   The data is available for the years 2001 to 2008.

4. **Ministry Of Labor (MOL)**
   MOL has its own administrative database with information about those permitted foreign workers and the names of the establishments they work for. Basically, it has details about foreign workers including their wages, nationality, gender, age, occupation, field of education, level of education and the economic activity of the establishment where they work.
   The data is available for the years 2001 to 2008.

## Education database

This is a specialized database of the supply side which includes information about currently enrolled students, graduates, academic and administrative staff at universities and community colleges.

1. **Universities**
   Integrated information from all Jordanian universities includes:
   1.1 Enrolled students
      Information about enrolled students at each university which covers age, gender, nationality, educational level and specialization, academic department, tawjihi average grade and its nationality, source of funding and program type (regular, international, etc.).
      The data is available for the years 2005 to 2009.

   1.2 Graduates
      Information about Graduates from each university covers age, gender, nationality, educational level and specialization, academic department, tawjihi average grade and its nationality, source of funding, program type (regular, international, etc.), graduation date and graduation GPA average.
      The data is available for the years 2000 to 2009

   1.3 Academic staff
      Information about the academic staff at each university covers their

age, gender, nationality, educational level and specialization,
academic department, academic rank, name of university and country where
they obtained the last degree, and their current salary.
Data is available for the year 2008/2009.

1.4 Administrative staff
Information about the administrative staff at each university covers their
age, gender, nationality, educational level and specialization, the
department they work for, occupation and current salary.
Data is available for the years 2008/2009.

## 2. University colleges
Integrated information from Jordanian university colleges includes:
2.1 Enrolled students
Information about enrolled students at each university college which covers
age, gender, nationality, educational level and specialization, academic
department, tawjihi average grade and its nationality, source of funding and
program type (regular, international, etc.).
The data is available for the first semester 2009/2010.

2.2 Graduates
Information about Graduates from each university college, that covers
age, gender, nationality, educational level and specialization, academic
department, tawjihi average grade and its nationality, source of funding, program
type (regular, international, etc.), graduation date and graduation GPA average.
The data is available for the years 2000 to 2009

2.3 Academic staff
Information about the academic staff at each university college covers their
age, gender, nationality, educational level and specialization,
academic department, academic rank, name of university and country where
they obtained the last degree, and their current salary.
Data is available for the year 2008/2009.

2.4 Administrative staff
Information about the administrative staff at each university college covers
their age, gender, nationality, educational level and specialization,
the department they work for, occupation and current salary.
Data is available for the year 2008/2009.

## 3. Community Colleges
Integrated information from Jordanian community colleges includes:
3.1 Enrolled students
Information about enrolled students at each community college which covers
age, gender, nationality, educational level and specialization, academic
department, tawjihi average grade and its nationality, source of
funding and program type (regular, international, etc.).
The data is available for the first semester 2008/2009.

3.2 Graduates

Information about graduates from each community college covers
age, gender, nationality, educational level and specialization, academic
department, tawjihi average grade and its nationality, source of funding, program
type (regular, international, etc.),,graduation date and graduation GPA average.
The data is available for the second semester 2007/2008 and the first semester
2008/2009.

3.3 Academic staff

Information about the academic staff at each community college covers their
age, gender, nationality, educational level and specialization, academic
department, academic  rank, name of university and country where they
obtained the last degree, and their current salary.
Data is available for the year 2008/2009.

3.4 Administrative staff

Information about the administrative staff at each community college covers
their age, gender, nationality, educational level and specialization, the
department they work for, occupation and current salary.
Data is available for the year 2008/2009.

## 4. Vocational Training Center (VTC)

Information gathered from VTC which includes:

4.1 Enrolled students

Information about enrolled students at VTC covers their age, gender, nationality,
educational level, training program, training center, tawjihi average grade and its
nationality and source of funding.
The data is being processed for the second semester 2008/2009.

4.2 Graduates

Information about graduate students from VTC covers their age, gender,
nationality, educational level, training program, training center, tawjihi average
grade and its nationality, source of funding and graduation date.
The data is being processed for the years 2000 to 2009.