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National Center for Human Resources Development



Al Manar Project

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List of abbreviations

BA	Bachelor Degree
CIDA	Canadian International Development Agency
DOS	Department of Statistics
JSCO	Jordanian Standard Classification of Occupations
ILO	International Labor Organization
ISCO	International Standard Classification for Occupation
ISIC	International Standard for Industrial Classification
JD	Jordan Dinar
NCHRD	National Center For Human Resources Development
SNA	System of National Accounts

Foreword

It has become clear nowadays more than ever before, that man is not only the goal and pivot of development, but also the main source and basic motive. In addition, global inter-state openness, technological progress and advancement of the means of communication has enhanced this importance and transferred it from the narrow national or country level to the wider international level. On the other hand, number and information items have become among the most important factors of production, while the progress achieved in building databases and spreading and dissemination of their use has become an indication of development and advancement and a criterion of scientific and technological onward movement.

All within this context Al-Manar Project starts from its conviction that good and accurate information attracts good users and helps in spreading the culture of information use upon decision making whether as individual, institution and society. Hence comes the Projects continuous keenness on the collection, close examination and analysis of available data and statistics about Jordanian human resources (Jordanian individual) and publishing them in the form of studies, reports and indicators to enhance national awareness in these fields, smoothly and easily provide those who are interested and to upgrade the quality and level of data through more frequent use thereof.

This report comes within a series of reports and studies prepared and published by Al-Manar Project to complement what has already been published in the first Semi-annual report on human resources. The report includes the most up-to-date available information about Jordanian labor force employed as well as unemployed together with its distinctive quality and the changes which it undergoes.

It is my pleasure here to express my thanks to the Canadian Government and the Canadian International Development Agency (CIDA) for their continuous support of Al-Manar Project at the National Center for Human Resources Development and for providing it with up-to-date technical and cognitive expertise.

Al-Manar Project Director
Dr. Nader Mryyan

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I. Labor Force

Labor force includes all the economically active population, economically active people are defined as "All the people who provide the labor force needed for the production of goods and services (whether they are employed or unemployed) in accordance with the method defined by the United Nations Systems for National Accounts (SNA) during a specific period of time. It encompasses the production of goods and services whether for the market, exchange or personal consumption"¹.

The labor force is defined as the total number of employed and unemployed people at a particular point of time in the reference period.

In the following few pages we will analyze the labor force according to age group, gender, educational level and analysis of the labor force participation rate by gender and governorate.

There are no available published data about the numbers of unemployed and employed people in the Jordanian labor market; for the employment and unemployment survey provides percentages about the employed and unemployed. Therefore in this report the number of employed and unemployed people have been estimated from the ratios available in the employment and unemployment survey as well as from the population estimates.

1. Labor force and age group

Table (1) shows the labor force numbers (employed and unemployed) of Jordanian population by governorate and age group.

It can be seen from table (1) that the labor force amounted to (1185390) persons in May 2004 while it was (1175109) in the fourth quarter of the year 2003,² i.e. it grew by (0.9%). Proportional distribution of the labor force varies according to governorate, for the labor force is concentrated in Amman (the capital) governorate which accounts for (39%) of the total labor force.

Irbid governorate ranks second with (18%) of the labor force while Zarqa governorates stood third with (16.5%) and Tafileh came last with (1.4%). This distribution reflects the structure of the population distribution over governorates, when comparing the labor force distribution by governorate between the years 2003 and 2004, we notice that the ratio of labor force in the governorates of Amman, Balqa, Irbid, Mafraq, Jerash and Ajlun has dropped although slightly, in the passage of time. With regard to the labor force structure by age group, it can be noticed that labor force is concentrated on the lower age group; for the ratio of youths whose age ranges from 15 to 29 years amounted to about (45%) of the total labor force. This means that Jordanian labor force lies within the youthful age which is capable of and willing to achieve production and active participation in the production process. This group is in need of fostering awareness and training by the various state institutions. If it receives proper training and instruction it will effectively contribute to the production

¹ ILO, "Surveys of economically active population, employment, unemployment and underemployment. An ILO manual on concept and methods", 1990

² NCHRD, Almanar project, "Human resources: Bi-annual report", July 2004.

process through raising individual productivity and consequently achievement of progress and prosperity for society.

Table (1)
Distribution of labor force by governorate and age group
May 2004

Governorate	Age Group			Total	%
	15-29	30-39	40 and above		
Amman	197791	133129	130983	461903	39.0
Balqa'	33562	19030	18009	70601	6.0
Zarqa	87940	56407	50701	195049	16.5
Ma'daba	15663	8101	7115	30878	2.6
Irbid	97366	61218	54330	212914	18.0
Al Mafraq	24536	14972	9407	48915	4.1
Jerash	14588	7978	6411	28977	2.4
Ajlun	11417	7436	6097	24950	2.1
Karak	24453	12707	11099	48259	4.1
Tafleh	9147	4603	3286	17036	1.4
Ma'an	12682	5709	4707	23098	1.9
Aqaba	9390	6649	6770	22809	1.9
Total	No.	538535	337941	308914	1185390
	%	45	29	26	100

Source: Al Manar estimations according to DOS Employment and Unemployment Survey, May 2004

2. Labor force by gender

Table (2) shows that female participation in the labor force is still modest where it amounted to (13.7%). The table also shows that the gender ratio (number of males for every one hundred females) is large too as it reached (629) at the Kingdom level compared with (146) at the world level.³ This ratio varied according to governorate

³ ILO, "Global employment trends for women 2004", March 2004.

where it reached its minimum (523) in Karak governorate and rose to (914) in the governorate of Zarqa

Table (2)
Distribution of labor force by governorate and gender
May 2004

Governorate	Males		Females		Gender Ratio	Total
	No.	Participation in the labor force %	No.	Participation in the labor force %		
Amman	388511	84.1	73392	15.9	529	461903
Balqa'	60055	85.1	10546	14.9	569	70601
Zarqa	175816	90.1	19232	9.9	914	195049
Ma'daba	26499	85.8	4380	14.2	605	30878
Irbid	186289	87.5	26625	12.5	700	212914
Al Mafraq	42849	87.6	6066	12.4	706	48915
Jerash	25335	87.4	3642	12.6	696	28977
Ajlun	21686	86.9	3265	13.1	664	24950
Karak	40513	83.9	7747	16.1	523	48259
Tafileh	14746	86.6	2290	13.4	644	17036
Ma'an	20120	87.1	2978	12.9	676	23098
Aqaba	20427	89.6	2382	10.4	857	22809
Total	1022843	86.3	162546	13.7	629	1185390

Source: Al Manar estimations according to DOS Employment and Unemployment Survey, May 2004

3. Labor force and educational level

Table (3) shows that the educational level of more than two thirds of the labor force do not exceed the general secondary education certificate, while the ratio of those who have vocational apprenticeship certificate is (1.6%) which is quite low. On the other hand, those who have obtained a university degree constitute about one fifth of the labor force.

These figures clearly point out to the low ratio of those who are educationally qualified (above general secondary education certificate) among the labor force despite the wide expansion in education. Table (3) points out that the ratio of educated

people (Intermediate Diploma or above) in the labor force amounted to (30.8%) of the total labor force. Yet, notwithstanding this low rate, this ratio exceeds the one prevalent on Turkey (11%) but less than those prevalent in both Singapore (41%) and U.S.A. (59%) in the year 2003.⁴

Table (3)
Distribution of labor force by governorate and educational level
May 2004

Governorate	Educational Level					Total	
	Read and Write	Vocational apprenticeship	Secondary Certificate or Less	Intermediate Diploma	Bachelor and Above		
Amman	27573	5514	257931	58072	112813	461903	
Balqa'	4462	1608	46259	7036	11237	70601	
Zarqa	10769	6774	128889	25024	23592	195049	
Ma'daba	1178	219	21732	2861	4887	30878	
Irbid	11938	2088	132735	25001	41153	212914	
Al Mafraq	4509	182	33999	2918	7307	48915	
Jerash	1781	261	20540	2056	4340	28977	
Ajlun	1203	17	16573	2906	4252	24950	
Karak	5380	581	28942	4367	8989	48259	
Tafleeh	1182	385	10959	1738	2772	17036	
Ma'an	1946	203	15233	2495	3220	23098	
Aqaba	1956	548	14093	2761	3451	22809	
Total	No.	73877	18380	727885	137235	228013	1185390
	%	6.2	1.6	61.4	11.6	19.2	100

Source: Al Manar estimations according to DOS Employment and Unemployment Survey, May 2004

4.Labor force participation rate

Table (4) shows the labor force participation rate in the economic activity by governorate and gender. Participation is defined as the ratio of the labor force (employed and unemployed) to the total number of the population in the working age. This ratio measures the size of the labor supply available for the production of goods and services. It can be seen from the table that the highest participation rate was in

⁴ <http://laborsta.ilo.org/>

Aqaba governorate where it amounted to(44.7%). This means that about (45%) of Aqaba inhabitants who are in the working age do participate or are ready to participate in the production process. It also appears from the table that the lowest ratio of participation was in Mafraq governorate where it amounted to (33.4%).

Labor force participation rate varies between males and females. For the participation rate among males amounted to about (63.7%) and to nearly (10.4%) among females. Thus the gender gap (the ratio of male participation in labor force minus the ratio of female participation) is about (53%). This figure is regarded to be very large compared with international figures where the gender gap at the world level amounted to (25.5%).⁵

Table (4)
Labor force participation rate by governorate and gender
May 2004

Governorate	Male			Female			Gender Gap	Total		
	Labor Force	Population 15+	Participation rate	Labor Force	Population 15+	Participation rate		Labor Force	Population 15+	Participation rate
Amman	388511	601263	64.6	73392	592264	12.4	52	461903	1193528	38.7
Balqa'	60055	92527	64.9	10546	88789	11.9	53	70601	181316	38.9
Zarqa	175816	258496	68.0	19232	252069	7.6	60	195049	510565	38.2
Ma'daba	26499	43642	60.7	4380	42525	10.3	50	30878	86167	35.8
Irbid	186289	309252	60.2	26625	295799	9.0	51	212914	605050	35.2
Al Mafraq	42849	72816	58.8	6066	73612	8.2	51	48915	146428	33.4
Jerash	25335	41101	61.6	3642	39853	9.1	53	28977	80955	35.8
Ajlun	21686	37120	58.4	3265	36465	9.0	49	24950	73584	33.9
Karak	40513	64889	62.4	7747	63963	12.1	50	48259	128852	37.5
Tafileh	14746	24013	61.4	2290	23005	10.0	51	17036	47018	36.2
Ma'an	20120	33148	60.7	2978	31968	9.3	51	23098	65116	35.5
Aqaba	20427	27419	74.5	2382	23588	10.1	64	22809	51007	44.7
Total	1022843	1605686	63.7	162546	1563900	10.4	53	1185390	3169585	37.4

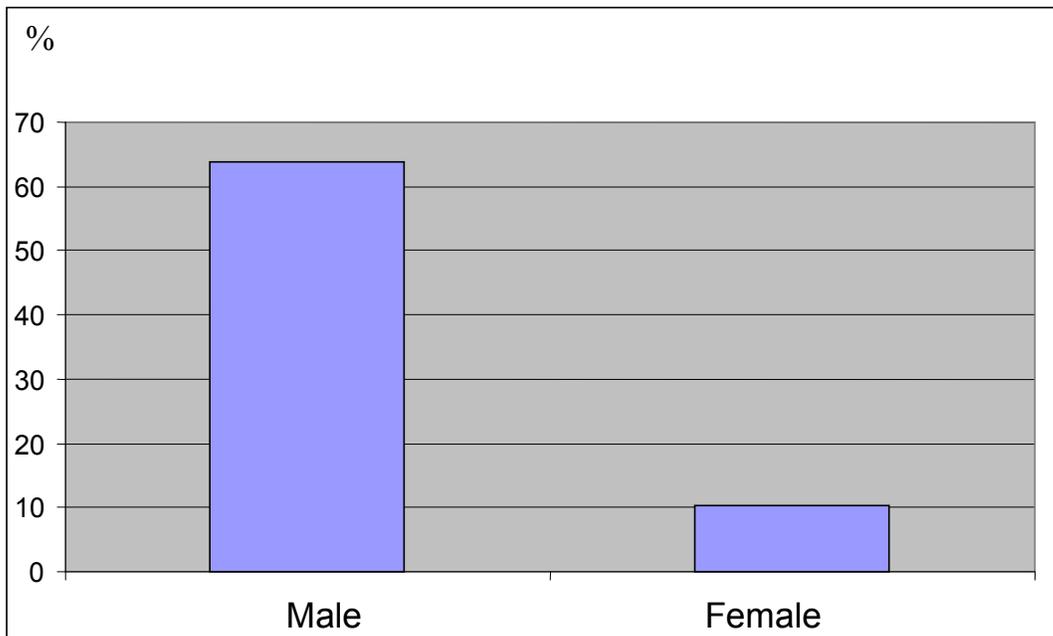
Source: Al Manar estimations according to DOS Employment and Unemployment Survey. May 2004

⁵ ILO, "Global employment trends for women 2004", March 2004.

Moreover, figure (1) shows clearly the labor force participation rate, which also reveals tangible differences between the labor force participation of males and that of females.

Figure (1)

Labor force participation rate by gender
May 2004



II. The Employed

The employed represent the basic mainstay in the production process for their services are regarded to be one of the most important elements of production inputs while they are one of the main instruments of achieving development. If they are well educated and well trained they will significantly contribute to economic growth. Moreover, they are ultimate goal of development.

For the human resources to be soundly planned, sufficient information must be provided about the employed and their various characteristics. In the following pages we will deal with the data and indicators of employment according to age group, gender and educational level in addition some indicators appertaining to employment.

1. The employed and the age group

Table (5) shows the distribution of employed people by governorate and by age group. It can be gathered from it that the Capital governorate (Amman) encompasses about (40.5%) of the employed, where there are about (420,000) persons out of the total of Jordanian employed people.

This volume of employment is proportionate with the concentration of the population for (38.1%) of Jordan's population are concentrated in Amman governorate. This clearly indicates the concentration of economy in the capital as compared with other governorates. Next to Amman comes Irbid governorate where nearly (178000) workers are employed i.e. (17.2%). Meanwhile the inhabitants of that governorate constitute (17.8%) of the total number of the Kingdom's population. Zarqa governorate ranks third with a ratio of (16.9%) of the working people whose number amounts to approximately (175,000) workers, while its inhabitants comprise (15.7%) of the population of Jordan. These three governorates comprise around (75%) of the employed people in the country while the rest are distributed over the other Jordanian governorates. In this context it should be noted that the lowest contribution of the employed is in Tafileh governorate where they number nearly 13,000 workers or (1.3%) of the total employed people. It is also quite obvious that economic activities and work are concentrated in one particular area of Jordan, which has led to concentrated demand for workers therein.

It is noticeable also that the number of working youths (less than 30 years of age) has amounted to about (426,000) people or almost (41%) of the whole number of employed people. It is noteworthy that the number of employed people within the age group (30-39) has amounted to 314,000 people or (30%). On the other hand, the age group from 40 years or more is accountable for (297,000) employed people or (29%).

It is evident that the highest ratio of employed people in Jordan belong to the youth category which is usually characterized by several qualities compared with other categories such as the ability to endure work difficulties and the aptitude for development, learning, and initiative. Conversely, people in this category are often lacking adequate experience.

Table (5)
Distribution of employed people by governorate and age group
May 2004

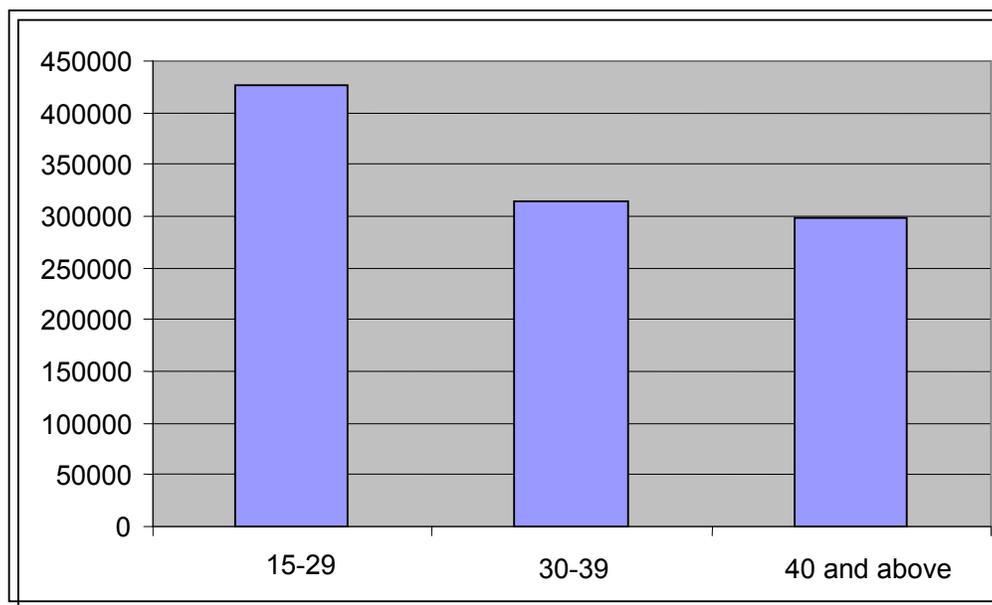
Governorate	Age Group			Total	%	
	15-29	30-39	40 and above			
Amman	167092	125797	127173	420062	40.5	
Balqa'	27202	17617	17463	62282	6.0	
Zarqa	72962	53464	48857	175283	16.9	
Ma'daba	12042	7662	6701	26405	2.5	
Irbid	70538	55953	51927	178418	17.2	
Al Mafraq	19114	13241	8532	40887	3.9	
Jerash	10520	7054	5902	23476	2.3	
Ajlun	8272	6481	5683	20436	2.0	
Karak	15891	11141	10841	37873	3.6	
Tafileh	5864	4173	3232	13269	1.3	
Ma'an	9673	5244	4498	19415	1.9	
Aqaba	7067	6205	6536	19808	1.9	
Total	No.	426236	314031	297345	1037611	100
	%	41.1	30.3	28.7	100	

Source: Al Manar estimations according to DOS Employment and Unemployment Survey, May 2004

Figure (2) shows the distribution of employed people by age group which indicates that employment is concentrated in the youth category (below 30 years of age), followed by the category of those whose age ranged between 30 and 39 years .

Figure (2)

Number of Employed by Age Group
May 2004



2 – Employed people by gender

It can be noticed from the table (6) that there is a gender gap (percentage of the males who are employed out of the total number of males aged 15 years or more minus the percentage of employed females out of the total number of females aged 15 years or more) which is relatively large as it has amounted to (47%) of the Kingdom level. This ratio varies between (41%) in Ajlun governorate and (57%) in Aqaba governorate. It appears from the same table that the gender ratio (number of males for every one hundred females) amount to (664) at the Kingdom level. This means that the number of employed males is more than six times the number of employed females.

The gender ratio in the governorate of Amman amounted to (542). This ratio reached its maximum in Zarqa governorate where it amounted to (1012) followed by Aqaba governorate where it amounted to (921).

Table (6)

Distribution of employed people, gender gap and gender ratio by governorate
May 2004

Governorate	Gender		Gender Gap	Gender Ratio
	Male	Female		
Amman	354639	65423	48	542
Balqa'	52984	9298	47	570
Zarqa	159526	15756	55	1012
Ma'daba	23093	3311	45	697
Irbid	157857	20561	44	768
Al Mafraq	35982	4905	43	734
Jerash	20885	2590	44	806
Ajlun	17829	2606	41	684
Karak	32541	5332	42	610
Tafleh	11705	1564	42	748
Ma'an	16926	2489	43	680
Aqaba	17868	1940	57	921
Total	901835	135777	47	664

Source: Al Manar estimations according to DOS Employment and Unemployment Survey, May 2004

3 – Employed people and education level

Table (7) shows that more than two thirds of the employed (69%) have educational qualifications which do not exceed the general secondary education certificate. This ratio declined to its minimum in Amman governorate where it amounted to (62.9%), while it rose to its maximum in Mafraq governorate where it amounted to (78.8%). Those who hold a bachelor's degree or higher account for (19.4%) of the total employed. This ratio varied between (24.8%) in Amman governorate and (12%) in Zarqa governorate.

Table(7)
Distribution of employed people by governorate and education level
May 2004

Governorate	Educational Levels					Total
	Read and Write	Vocational apprenticeship	Secondary Certificate or Less	Intermediate Diploma	Bachelor and Above	
Amman	25482 (6.1)	5024 (1.2)	233454 (55.6)	52061 (12.4)	104041 (24.8)	420062 (100)
Balqa'	4291 (6.9)	1053 (1.7)	40468 (65.0)	6589 (10.6)	9880 (15.9)	62282 (100)
Zarqa	10352 (5.9)	5860 (3.3)	115378 (65.8)	22720 (13.0)	20973 (12.0)	175283 (100)
Ma'daba	1178 (4.5)	187 (0.7)	18708 (70.9)	2413 (9.1)	3918 (14.8)	26405 (100)
Irbid	11070 (6.2)	1697 (1.0)	110614 (62.0)	21057 (11.8)	33980 (19.0)	178418 (100)
Al Mafraq	3716 (9.1)	125 (0.3)	28365 (69.4)	2451 (6.0)	6231 (15.2)	40887 (100)
Jerash	1466 (6.2)	189 (0.8)	16771 (71.4)	1710 (7.3)	3340 (14.2)	23476 (100)
Ajlun	1141 (5.6)	0 (0.0)	13125 (64.2)	2524 (12.4)	3646 (17.8)	20436 (100)
Karak	4821 (12.7)	399 (1.1)	22577 (59.6)	3196 (8.4)	6879 (18.2)	37873 (100)
Tafileh	1066 (8.0)	235 (1.8)	8506 (64.1)	1408 (10.6)	2053 (15.5)	13269 (100)
Ma'an	1692 (8.7)	188 (1.0)	12480 (64.3)	2302 (11.9)	2753 (14.2)	19415 (100)
Aqaba	1752 (8.8)	446 (2.3)	11918 (60.2)	2508 (12.7)	3185 (16.1)	19808 (100)
Total	68027 (6.6)	15403 (1.5)	632365 (60.9)	120939 (11.7)	200877 (19.4)	1037611 (100)

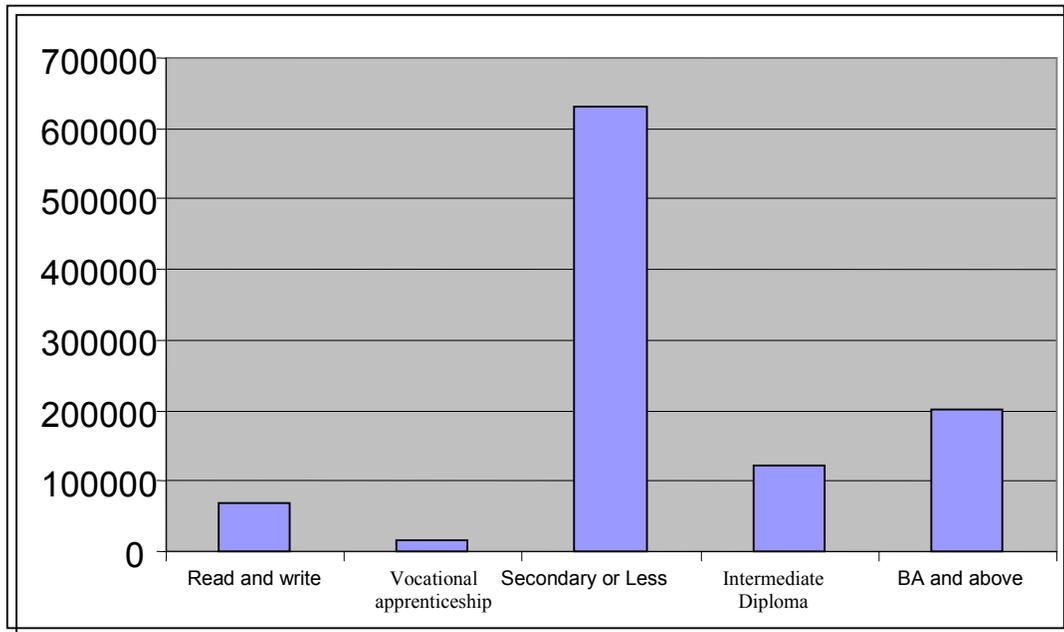
Source: Al Manar estimations according to DOS Employment and Unemployment Survey, May 2004.

() Percentage from total employees number of the same governorate.

Figure (3) shows the distribution of employed people in accordance with their educational level. From this figure it can be seen that the majority of the employed hold the general secondary education certificate or less. They are followed by those who hold a bachelor's degree or above.

Figure (3)

Number of employed people by education level
May 2004



4. Employed people according to age group and educational level

Compared with other age groups, there is a rise in the participation of the young employed people who hold qualifications below the general secondary education certificate, which is regarded to be a warning that call for a more detailed study of the subject.

Moreover, Table (8) points out that employed read and write of the age group of 40 years or above constitute the highest ratio which amounted to (13.5%) compared with (3.9%) for the youth category.

On the other hand, it is noticeable that the highest ratio of the employed people who hold a bachelor's degree and above locates in the upper age group 40 years old or above. This manifests clearly that the educational level of employed people improves with getting older. This is quite contradictory with those who are unemployed, which necessitates the study of the obstacles facing the availability of job opportunities for educated youths including the qualification of the educated youth for entry into the labor market.

It is also noteworthy that the ratio of the vocational apprenticeship certificate holders among the youths is higher than other age groups for it amounted to (2.2%) compared with (0.6%) for the age group of 40 years or above.

It is noticeable that the absolute number of intermediate diploma holders is smaller among youths. This is because of the governmental policies followed in cutting down employment among this category in addition to giving the opportunity for bridging to the intermediate diploma holders to get a bachelor's degree.

Table (8)

Distribution of employed people according to educational level and age group
May 2004

Educational Level	Age Group						Total	
	15-29		30-39		40 and more		No.	%
	No.	%	No.	%	No.	%		
Read and Write	16520	3.9	11499	3.7	40008	13.5	68027	6.6
Vocational apprenticeship	9197	2.2	4435	1.4	1771	0.6	15403	1.5
Secondary Certificate or less	299987	70.4	185335	59.0	147043	49.5	632365	60.9
Intermediate Diploma	30178	7.1	51798	16.5	38962	13.1	120939	11.7
BA and Above	70354	16.5	60963	19.4	69560	23.4	200877	19.4
Total	426236	100	314031	100	297345	100	1037611	100

Source: Al Manar estimations according to DOS Employment and Unemployment Survey, May 2004

5. Employment to population ratio

Table (9) shows the distribution of the ratio of the employed people to the population within the working age (fifteen years and above) according to governorate. This indicator measures the ratio of the population members who contribute to the productive process. The lower this ratio is the higher the indication is for the rise in the rate of dependency and the heavier the burden is on the working class. The ratio of employed people to the population in the working age is (33%) which is relatively low ratio, for it amounted to about (62.5%) in the world⁶, 41% in Egypt in the year 2001, in Turkey it reached (43%) in the year 2003.⁷ It also appears from the table that the maximum of this ratio was in Aqaba governorate while the minimum was equally spread in the governorates of Mafraq, Ajlun and Tafileh.

⁶ ILO, "Global employment trends for women 2004", March 2004.

⁷ <http://laborsta.ilo.org>

Table (9)

Employment to population ratio by governorate
May 2004

Governorate	Number of population in working age	Number of employed population	Ratio of employed people to population in working age (%)
Amman	1193528	420062	35
Balqa'	181316	62282	34
Zarqa	510565	175283	34
Ma'daba	86167	26405	31
Irbid	605050	178418	29
Al Mafraq	146428	40887	28
Jerash	80955	23476	29
Ajlun	73584	20436	28
Karak	128852	37873	29
Tafileh	47018	13269	28
Ma'an	65116	19415	30
Aqaba	51007	19808	39
Total	3169585	1037611	33

Source: Al Manar estimations according to DOS Employment and Unemployment Survey., May 2004

Table (10), on the other hand, shows the ratio of employed people to the population in the working age by gender. With regard to males it amounts to approximately (56%) which is lower than the world indicator (74.5%)⁸, (66%) in Egypt in 2001; (63%) in Turkey in 2003 and (69%) in U.S.A. in 2003.⁹

For females it is only (9%), which is lower than the world indicator (50.5%)¹⁰, (15%) in Egypt in the year 2001, (14%) in Turkey in 2003 and (56%) in U.S.A. in 2003 also.¹¹

⁸ ILO, "Global employment trends for women 2004", March 2004.

⁹ <http://laborsta.ilo.org/>

¹⁰ ILO" Global employment trends for women 2004", March 2004.

¹¹ <http://laborsta.ilo.org/>

Table (10)

Employment to population ratio by gender
May 2004

Gender	Number of population in working age	Number of employed population	Ratio of employed people to population in working age (%)
Male	1605686	901835	56
Female	1563900	135777	9
Total	3169585	1037611	33

Source: Al Manar estimations according to DOS Employment and Unemployment Survey, May 2004

It is noticeable that the ratio of employed women to the population in the working age in Jordan is one of the lowest in the world.

6. Employed people according to economic activity and gender

Table (11) shows the distribution of employed according to economic activity and gender. Economic activity has been divided according to International Standard for Industrial Classification (ISIC). It appears from the table that the constructions and wholesale and retail trade activities account for (25.1%) of the total number of the employed people. It is followed by the public administration and defense activity (16.6%) and manufacturing activity (12.7%). It is clear from the table that there are significant differences in the distribution of the employed people over these activities according to gender. Women are concentrated in the education and health activities to the ratio of (54.4%) of the total number of employed women while the majority of men are employed in the activity of constructions and wholesale and retail trade and the public administration and defense activity, accounting for (46%) of employed males.

Table (11)

Distribution of employed people according to economic activity and gender
May 2004

Economic Activity	Males		Females		Total	
	No.	%	No.	%	No.	%
Agriculture	34652	3.8	2939	2.2	37592	3.6
Mining and Quarrying	11187	1.2	286	0.2	11473	1.1
Manufacturing	117523	13.0	14219	10.5	131742	12.7
Electricity, Gas, And Water Supply	16756	1.9	633	0.5	17388	1.7
Constructions and wholesale and retail trade	249850	27.7	10190	7.5	260040	25.1
Hotels, Restaurants and Transport	116704	12.9	5472	4.0	122176	11.8
Financial Intermediation	12744	1.4	4291	3.2	17035	1.6
Real Estate, Renting, and Business Activities	32800	3.6	7033	5.2	39833	3.8
Public Administration & Defense	165270	18.3	7215	5.3	172485	16.6
Education	61770	6.8	52014	38.3	113784	11.0
Health & Social Work	29594	3.3	21837	16.1	51431	5.0
Other Community, Social and Personal Service Activities	49236	5.5	7146	5.3	56382	5.4
Private Households holds with Employed Persons	1551	0.2	2044	1.5	3596	0.3
Extra-Territorial Organizations & Bodies	2199	0.2	456	0.3	2655	0.3
Total	901835	100	135777	100	1037611	100

Source: Al Manar estimations according to DOS Employment and Unemployment Survey, May 2004

7. Employed people according to educational level and gender

Table (12) shows differences between educational levels of the employed depending on gender. It is noticeable that about (68.8%) of the employed females have post-general secondary education certificate qualifications, while three quarters of the males do not hold certificates higher than that of the general secondary education.

This, it should be noted is harmonious with the nature of the activities which are exercised by males and females and the requirements of each activity. Most females are employed in education and health activities both of which require high qualifications while a high ratio of the males are employed in occupations that do not require high qualifications such as constructions and transport.

Table (12)

Distribution of employed people according to education level and gender
May 2004

Educational Level	Gender				Total	
	Males		Females		No.	%
	No.	%	No.	%		
Read and Write	63246	7.0	4782	3.5	68027	6.6
Vocational apprenticeship	15171	1.7	232	0.2	15403	1.5
Secondary certificate or less	594699	65.9	37666	27.7	632365	60.9
Intermediate Diploma	85140	9.4	35799	26.4	120939	11.7
BA and Above	143578	15.9	57299	42.2	200877	19.4
Total	901835	100	135777	100.0	1037611	100

Source: Al Manar estimations according to DOS Employment and Unemployment Survey, May 2004

III. Unemployment

Unemployment rates defined to be the outcome of dividing the total number of the unemployed by the total number of the people within the labor force. Some, however, define unemployment as the members of the labor force who wish to work under the prevalent wages and those who search for work and do not find it. This is a widespread definition which is also adopted by the International Labor Organization (ILO).

Unemployment constitutes one of the most significant aspects of wastage of human resources. It is also costly, in different forms for the individual, the family and society at large. For it is an exhaustion of a productive energy that cannot be stored up. It is also a diminution or cancellation of the income needed for maintaining life especially when there are no unemployment benefit but a track leading to or intensification of poverty. Moreover, unemployment reduced the yield of income tax. In addition unemployment produces suffering for the unemployed person and his family. It partially destroys self-respect and in some cases leads to crime and delinquency or deviation.

Specialists distinguish several types of unemployment from one another. These types differ one from the other in terms of importance and remedial policies such as:

- **Frictional unemployment:** This type of unemployment is due to movement of the employed people from one work to another. It is usually remedied by shortening the period of time during which the worker or employed person continues searching for a job. This is done through the organization of labor offices and job application advertisement.
- **Structural Unemployment:** It rises from changes in demand or changes in technology in a manner that makes available labor forces' experience and qualifications become no longer in conformity with what is demanded in the labor market. This is normally remedied through training programs and re-instruction or geographical transfer to employees to places where the new work is in demand.
- **Seasonal Unemployment:** It rises because of dissimilarity of seasons. In other words there are some works which can only be done in winter (olive picking, for example) while there are others which cannot be performed except in summer. This problem is tackled by creating jobs that complement seasonal work.
- **Disguised Unemployment:** It occurs when the marginal product of the labor is zero or negative. It can be coped with through the transfer of employees from sectors where they are overcrowded to other sectors on creating new job opportunities for them.

In the following paragraphs we will analyze unemployment according to age group, gender and educational level:

1. Unemployment and age group

Table (13) shows that the total number of unemployed people (those who search for work and are capable thereof but do not find jobs), according to the definition adopted by the department of statistics has amounted to nearly 148,000 in May 2004, the table also showed that the employment rate amounted to (12.5%) at the level of the Kingdom. But this ratio varied among governorates. For the unemployment rate dropped to its minimum at the governorate of Amman (9.1%) where economic activity is concentrated while it rose to its maximum in Tafileh governorate (22.1%). However, the number of unemployed in Tafileh governorate amounts to (3767) is less than one tenth of those who are unemployed in the governorate of Amman (41841).

It also appears from the table that the ratio of unemployment among youths (below 30 years of age) amounted to about (20.9%) while it amounted to about (7.1%) for the age group 30-39 years of age. Meanwhile it amounted to only about (3.7%) among those who are 40 years or more. This means that the ratio of unemployment drops when people get older and thus unemployment is concentrated within the youth group who need training and better qualifications.

Figure (4) shows the distribution of the unemployed according to the age group. It appears from the figure that the majority of the unemployed are young people (less than 30 years of age). They are followed by those whose age ranges between 30 and 39 years.

Figure (4)

Distribution of unemployed according to age group
May 2004

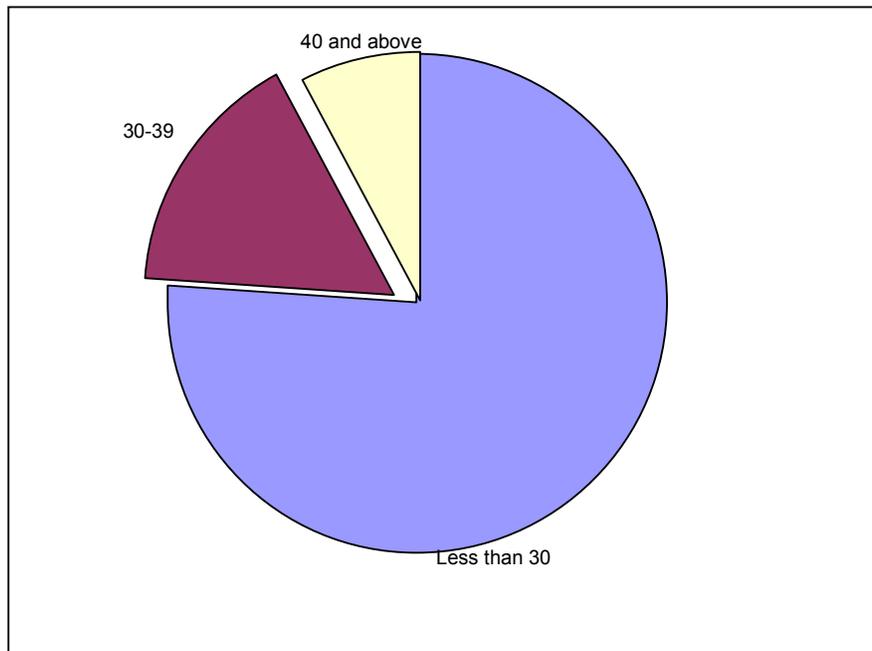


Table (13)
Distribution of unemployed people and unemployment ratio by governorate and age group: May 2004

Governorate	15-29			30-39			40 and above			Total		
	unemployed	Labor Force	Unemployment rate	unemployed	Labor Force	Unemployment rate	unemployed	Labor Force	Unemployment rate	unemployed	Labor Force	Unemployment rate
Amman	30699	197791	15.5	7332	133129	5.5	3810	130983	2.9	41841	461903	9.1
Balqa'	6360	33562	19.0	1414	19030	7.4	546	18009	3.0	8319	70601	11.8
Zarqa	14978	87940	17.0	2943	56407	5.2	1845	50701	3.6	19766	195049	10.1
Ma'daba	3620	15663	23.1	439	8101	5.4	415	7115	5.8	4474	30878	14.5
Irbid	26828	97366	27.6	5266	61218	8.6	2402	54330	4.4	34496	212914	16.2
Al Mafraq	5422	24536	22.1	1731	14972	11.6	875	9407	9.3	8028	48915	16.4
Jerash	4068	14588	27.9	925	7978	11.6	509	6411	7.9	5502	28977	19.0
Ajlun	3146	11417	27.6	956	7436	12.9	414	6097	6.8	4515	24950	18.1
Karak	8562	24453	35.0	1567	12707	12.3	258	11099	2.3	10387	48259	21.5
Tafleh	3283	9147	35.9	430	4603	9.3	54	3286	1.6	3767	17036	22.1
Ma'an	3010	12682	23.7	465	5709	8.1	209	4707	4.4	3683	23098	15.9
Aqaba	2323	9390	24.7	444	6649	6.7	234	6770	3.5	3001	22809	13.2
Total	112299	538535	20.9	23912	337939	7.1	11571	308915	3.7	147779	1185389	12.5

Source: Al Manar estimations according to DOS Employment and Unemployment Survey, May 2004

2. Unemployment according to gender

Table (14) points out that the number of unemployed males rose to over (121000) and about (27000) unemployed females. It also points out that the gender gap of this variable is below the gender gap for both the labor force and employed people. This is due to the low participation of women in the labor force, over and above the assumption that unemployment rates among females exceed their counterparts among males. The gender gap reached (8%) as a whole. This gap ranged between (6%) in Amman and Zarqa governorate and (13%) in Tafileh governorate. It is also noticeable that the gender ratio dropped a little below their counterparts in the labor force and among the employed where they amounted to (452) males for (100) females at the level of the country. The figure ranged between (330) in Karak governorate and (653) in Ma'an governorate.

Table (14)

Distribution of unemployed people gender gap and gender ratio by governorate
May 2004

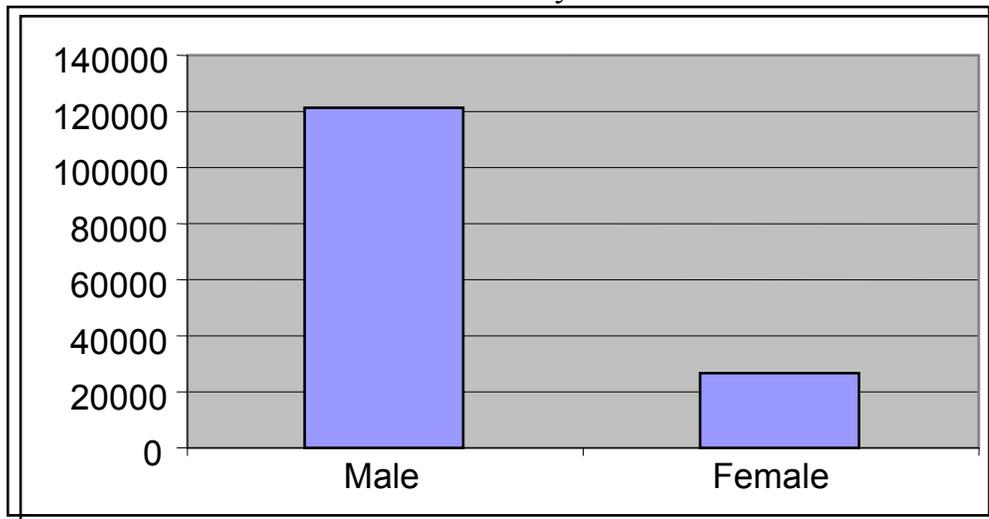
Governorate	Gender		Gender Gap	Gender Ratio
	Male	Female		
Amman	33871	7969	6	425
Balqa'	7071	1248	8	566
Zarqa	16290	3476	6	469
Ma'daba	3405	1069	8	319
Irbid	28432	6064	9	469
Al Mafraq	6867	1161	9	592
Jerash	4450	1052	11	423
Ajlun	3856	658	10	586
Karak	7972	2415	12	330
Tafileh	3041	726	13	419
Ma'an	3194	489	10	653
Aqaba	2559	442	9	579
Total	121009	26770	8	452

Source: Al Manar estimations according to DOS Employment and Unemployment Survey, May 2004

Figure (5) shows the number of unemployed people according to gender. It appears from the figure that the number of unemployed males is less than fivefold greater than the number of unemployed females.

Figure (5)

The number of the unemployed by gender
May 2005



3.Unemployed according to age group and educational level

Highest unemployment rate was among those who hold a vocational apprenticeship qualification as their unemployment rate amounted to (16.2%) while the unemployment rate for university degree holders and intermediate diplomas amounted to (11.9%) for each.

It is noticeable that the unemployment rate among intermediate diploma holders who are less than 30 years of age amounted to (25.6%) and among university degree holders it was (24%) of the same age group.

This means that the unemployment problem among younger youths is a problem of educated people. This situation has resulted from the short span of time between obtaining a university degree and the maximum limit of the age group (less than 30 years), over and above the long time spent by this group in searching for suitable job. It is necessary, therefore to continue attempt to achieve harmony between education output and demand for labor force. One may notice here that the unemployment rate decreases with advancing age for all educational qualifications.

Table (15)

Distribution of the unemployed according to educational level and age group
May 2004.

Educational Level	Age group						Total	
	15-29		30 – 39		40 and above		Number	Unemployment rate
	Number	Unemployment rate	Number	Unemployment rate	Number	Unemployment rate		
Read and Write	2884	14.9	1248	9.8	1717	4.1	5850	7.9
Vocational apprenticeship	2624	22.2	263	5.6	90	4.8	2977	16.2
Secondary Certificate or Less	74187	19.8	14341	7.2	6992	4.5	95520	13.1
Intermediate Diploma	10399	25.6	4266	7.6	1632	4.0	16296	11.9
Bachelor and above	22205	24.0	3792	5.9	113	0.2	27136	11.9
Total	112299	20.9	23911	7.1	11569	3.7	147779	12.5

Source: Al Manar estimations according to DOS Employment and Unemployment Survey, May 2004

IV. Wages

Wages are defined as the price of the worker's or employees services or the cash and in-kind (material) amounts flowing from employers to the employee in return for the latter's physical or mental effort. Wages play a basic role in the labor market equilibrium. In fact they are a major defining factor of labor supply and demand. The equilibrium condition in the labor market indicate that wage must be equal value of marginal product.

Wages are regarded to be the basic source of the Jordanian labor's income. Indicators of the labor market point out that about (83%) of Jordanian workers are wage earners while (17%) of them are self-employed.¹² In the following paragraphs we will have an analysis of wages by occupation, educational level and gender.

The basic source of the wage data is the employment study which was carried out by the Department of Statistics for years 2000 and up to 2002 which gather data from a representative sample of working institutions except for the institutions working in agricultural activities, informal transport, informal constructions and the armed forces.

1. Wages according to main occupation and gender

Table (16) shows the average wage per hour for wage earners according to the main occupation and gender. It can be seen from that worker's wage amounted to (JD 1.31) per working hour in the year 2000 which rose to (JD 1.39) in the year 2001 but it dropped once again to (JD 1.31) per working hour in the year 2002. This drop is regarded to be a negative indicator which means a retreat in the wages purchasing power and consequently a decline in the living standard of wage earners.

It can be seen from the table that the highest average wage per hour is for the " LEGISLATORS, SENIOR OFFICIALS AND MANAGERS " like corporate managers and directors of departments or sales departments. Their average wage amounted to approximately (JD 3.5) per working hour in the year 2002. They are followed by " PROFESSIONALS " such as those who work in university teaching, programmers, engineers and medical doctors. The professions of this category require preparation and qualification in the level of university level. Next to that come the wages of the people who work in the professions of " TECHNICIANS AND ASSOCIATE PROFESSIONALS " occupy the third rank as they receive nearly (JD 1.13) per working hour such as assistant specialist in health sciences and nursing and administrative specialists' assistants. These types of work require skills within the technician's level category. The fourth rank comprises " CLERKS " professions with an average wage of about one JD per hour such as secretariat, data capture, financial clerks and store clerks.

The lowest paid occupational group is those who are " ELEMENTARY OCCUPATIONS " such as street vendors, laundry vendors and dustmen. These vocations require only limited knowledge and skills by the worker and need the use of only manual tools.

It is clear from the table that there is dissimilarity between the wages of males and females. For the average wage per hour amounted to about (JD 1.38) males while it was nearly (JD 1.12) for females in the year 2000. In other words, the average per hour wage for males is

¹² NCHRD: Almanar project, "Manual of labour market indicators ", (in press)

higher than that of females by (23.%). With regard to the average wage per hour in the year 2001, it amounted to (JD 1.47) for males and (JD 1.18) for females, which means that the average male wages were (25%) higher than female wages. In the year 2002 it is clear from the table that the average per hour wage for males was only (14%) higher than female wage. This means that wage gap between male and female wages narrowed in the year 2002 as compared with the year 2001 and 2000.

Table (16)

Average wage per-hour for employed wage earners by main occupation and gender

Main occupation	2000			2001			2002		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
LEGISLATORS, SENIOR OFFICIALS AND MANAGERS	3.30	2.29	3.16	3.56	2.89	3.48	3.57	2.99	3.49
PROFESSIONALS	1.84	1.37	1.68	1.85	1.39	1.70	1.91	1.43	1.74
TECHNICIANS AND ASSOCIATE PROFESSIONALS	1.16	0.91	1.09	1.20	0.92	1.11	1.19	0.96	1.13
CLERKS	1.01	0.92	0.98	1.06	0.95	1.02	1.02	0.95	1.00
CRAFT AND RELATED TRADES WORKERS	0.87	0.52	0.86	0.91	0.49	0.89	0.89	0.52	0.88
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	0.82	0.51	0.82	0.84	0.52	0.83	0.83	0.52	0.82
SERVICE WORKERS AND SHOP AND MARKET SALES WORKERS	0.73	0.86	0.76	0.83	0.79	0.82	0.76	0.77	0.76
ELEMENTARY OCCUPATIONS	0.59	0.51	0.58	0.62	0.55	0.61	0.61	0.54	0.60
Total	1.38	1.12	1.31	1.47	1.18	1.39	1.35	1.18	1.31

Source: Al Manar estimations according to DOS Employment Survey, different years

2. Wages according to educational level and gender

The following table shows the average wage per working hour according to the educational level for years 2000-2002. It appears from the table that the wage per hour rises with the rise of the worker's education qualification, which agrees with theoretical literature in this field.¹³ It is noteworthy here that the average wage of the employee who holds a bachelor's degree exceeds the average wage of the employee who holds the general secondary educational certificate by (82%) in the year 2000.

¹³ For that see Muhamed Wadee and Nasir al-Sani, "Education and Labor Market in Arab Countries", Kuwait: Arab planning institute, 2nd ed., 2004

This explains the Jordanian people's desire to continue their university education which means that earnings rise with the rise of the individuals educational qualifications. It is clear from the table that males' wages are higher than those of females at all educational levels.

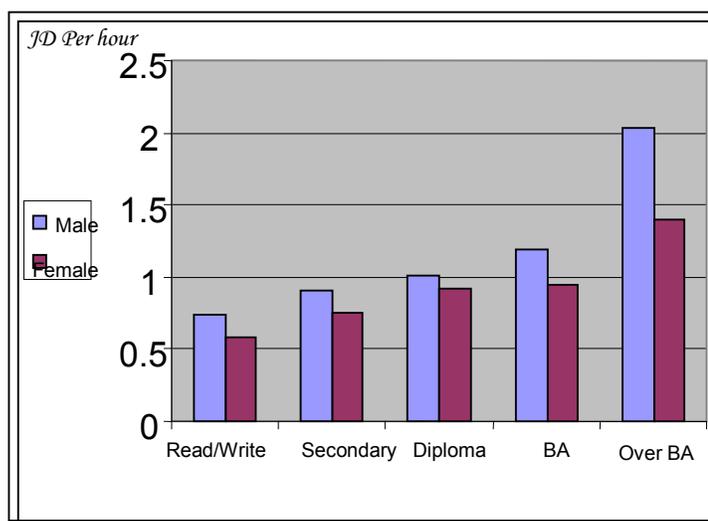
Table (17)
Average wage per-hour for wage earners according to educational level

Educational Level	2000			2001			2002		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
read and write	0.73	0.53	0.71	0.76	0.58	0.75	0.74	0.58	0.72
Vocational apprenticeship	0.87	0.71	0.87	0.87	0.75	0.87	N.A	N.A	N.A
Secondary Certificate or Less	0.97	0.83	0.95	1.00	0.88	0.98	0.91	0.75	0.91
Intermediate Diploma	1.15	0.91	1.06	1.18	0.93	1.09	1.01	0.92	1.00
BA	1.91	1.31	1.73	1.97	1.37	1.78	1.19	0.94	1.11
Above BA	2.97	2.14	2.79	2.25	1.62	2.08	2.03	1.40	1.83
Total	1.38	1.12	1.31	1.47	1.18	1.39	1.35	1.18	1.31

Source: Al Manar estimations according to DOS Employment Survey, different years
N.A: Not Available

Figure (6) shows the average wage per hour according to educational level and gender. It clearly appears that the average wage rises with the rise of the employee's educational level. We can also detect from the figure that the average wage of males is higher than that of females at all educational levels.

Figure (6)
Average wage per-hour according to educational level and gender:
2002



Definitions

LABOR FORCE:

It is all the economically active population i.e. it is the sum total of both employed and unemployed people at one particular moment of time.

THE EMPLOYED:

The employed people group includes any person who works even for one hour in the reference period (the week or the day prior to the visit). It also includes the people who are temporarily absent from work.

UNEMPLOYMENT RATE:

The total of employed people divided by the total number of people within the labor force.

WAGES:

The price of the work which is offered by the employed person, or the cash or in-kind (material) amounts flowing from the employers to the employee in return for the latter's physical or mental efforts.

CRUDE LABOR FORCE PARTICIPATION RATIO:

Total labor force divided by the total number of population.

REFINED LABOR FORCE PARTICIPATION RATIO:

Total of the labor force divided by total of population in the working age.

LEGISLATORS, SENIOR OFFICIALS AND MANAGERS:¹⁴

This category includes the works whose main tasks include the definition and laying down of governmental policies; preparation, development and supervision of the implementation of laws and regulations, representing the government or acting on its behalf, or planning direction and coordination of the policies and activities of non-governmental establishments and organizations.

PROFESSIONALS:

This category includes the works whose main tasks require a high level of specialized knowledge and experience in the fields of physical, biological, social and human sciences. They include the tasks related to the development of cognitive monitoring, application of scientific and technical concepts and theories in problem solving and systematic teaching in the field of these sciences. These works require preparation and qualification at university level as a minimum.

TECHNICIANS AND ASSOCIATE PROFESSIONALS:

This category includes the works whose main tasks require the presence of technical information and expertise in one field or more of physical, social or human sciences. The major tasks of the works classified within this division include the application and procedural techniques in the aforesaid fields and training in specific levels. Work classified here require skills that fall within the technician's level group.

¹⁴ NCHRD: Almanar Project, "Jordanian Standard Classification of Occupations (JSCO)", 2004.

CLERKS:

This category embraces the works whose major tasks require technical information and expertise in the field of information organization, storage, computerization and collection. They comprise secretarial work operation of the systems for processing texts and library machinery, date recording and computerization and performance of tasks related to customers service.

SERVICE WORKERS AND SHOP AND MARKET SALES WORKERS:

This category includes the works whose main tasks require information and expertise in the field of providing personal services, protection services and sales of goods in stores and markets. They also include offering services related to travel and home economics, catering services (preparation and offering food and drinks), personal care service, individuals' protection and property and keeping order.

CRAFT AND RELATED TRADES WORKERS:

This category includes the works whose main tasks require knowledge and expertise in the field of crafts and professions related to them and which include information related to the used materials instruments and machines in addition to all the stages of production including the final product and the uses thereof.

These production stages include extraction of raw materials, construction of building, constructional structures and manufacturing various products including handicraft products.

PLANT AND MACHINE OPERATORS AND ASSEMBLERS

This category includes the works whose main tasks includes knowledge and expertise in the field of operating factories, equipment, industrial machinery and automated machines. Examples include the tasks of operating and supervising mines machinery and manufacturing thereof.

The also include driving vehicles, trains, heavy machines, operating mobile plants and assembling products.

ELEMENTARY OCCUPATIONS:

This category includes works whose main tasks require limited information and basic experience to enable them perform simple and routine tasks that may require the use of manual tools and largely depend on physical effort. In exceptional cases they may need individual initiatives. They include sale of commodities in the streets, guard duties, cleaning, laundry work, mining and constructions sector.

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