

# Executive Summary of the Construction Sector

The number of establishments in the construction sector reached 4,021 establishment, employing approximately 44,173 workers, distributed by 76% in the Central Region, 13% in the North Region and 11% in the South Region. The majority of establishments operating in the sector are individual enterprises (42%) according to their legal status. Those establishments in the construction sector were classified as small establishments (1-5 workers) 67%, followed by large establishments (11 workers and more) of 18% and medium-sized enterprises (6-10 workers) of 15%. Most of the establishments reported a decline in their demand in 2017-2019, while 12% of the establishments operating in this sector indicated that there was an increase in the demand for their production. They also expected a decline in the demand for their products for the years 2017- 2019.

Workers in this sector are distributed over (91%) males and (9%) females. (75%) of workers in this sector are Jordanian nationality, versus (25%) of non-Jordanians. The study showed that the profession of civil engineer (11%), and construction workers (9.7%), construction managers and construction (6%), General Agent (4.8%), Building Materials Handling (4.5%) are the busiest occupations in the construction sector.

In general, the demand from the years (2017-2019) focused on construction jobs of: civil engineer, electric technician, electrical engineer, construction worker, material handling and general worker. While the demand for females is in the occupations of civil engineer, architect, electrical engineer, and mechanical engineer. It should be noted that the emergence of the need for new workers is the result of the expansion (66%).

The study showed that the most skilled areas needed in the sector are building design, the ability to prepare and read executive plans using software such as Etabs / SAFE / Proken / Autocad and the handling of building materials such as: building stones, bricks, cement bags, concrete mixers, and the skill to handle computer software professionally with photoshop / Revit / CAD plus the ability to accurately prepare workshop drawings.

The results of the data analysis collected indicate that most of the establishments operating in the sector do not wish to appoint females, mainly due to the fact that the nature of work in this sector is not suitable for women. The future demand for females was (1,953), concentrated in the central region. On the other hand, the number of workers with disabilities reached (54) workers who are concentrated in the Central Region and constitute (0.1%) only. The results of the study also show that establishments in the construction sector do not prefer employing people with disabilities. In general, however, 276 establishments announced that they will provide (315) jobs in different professions, mainly civil engineer, architect, cartographer and surveyor.

The results of the study revealed that 21% of establishments (mostly individual establishments) face difficulties in hiring; mainly due to the shortage of workers who have the skills required, in addition to the shortage of workers who have positive values and attitudes towards work. In the study, it showed that direct recruitment through personal communication is most frequently used (80%). Employers were asked about the difficulties and challenges faced by the construction sector. 28% of them responded that higher taxes affect the performance of the sector while 24% referred to the laws and regulations governing the work.

The number of training programs for this sector reached (33) training programs, and the number of graduates reached about (29,059) during the years (2014-2016). The largest percentage of them graduated from the civil engineer program (22%), the building and related electrical program (12%), then followed by the program of workers in pipes and plumbing (8%).

Graduates of education and training providers in the construction sector distributed regionally (62%) in the central region and (24%) in the North and (14%) in the South regions, respectively. On the other hand, the graduates of the training providers in this sector are gendered by (83%) males and about (17%) females.

The study also showed that the majority of training graduates for the years 2014-2016 received vocational education from the Ministry of Education by 24%, graduates of the community colleges of Al-Balqa University by 16% and nearly 8% for employment and vocational training.

With regard to persons with disabilities and the role of training providers in training and upgrading, the results revealed that there are no special programs for people with disabilities. When education and training providers were asked about future training opportunities for this group of society, no one was willing to offer a training program.

As for the efficiency upgrade courses, there are (28) courses provided by various educational and training bodies that have graduated (4382) trainees for the years (2014-2016).

From this we conclude that there is a very large numerical gap estimated at (13,871) as supply surplus, which means that the market is able to absorb 52% of the supply, while the rest is primarily indicative of the size of unemployment. This indicates a lack of good planning for the presentation of the training providers and the various areas of programs required.

