

***The gap between supply and demand
In the agricultural sector
2014***

Executive summary

The number of establishments in the agricultural sector are (40,699) distributed as follows : (34%) in the central region of the kingdom, (38%) in the northern region and finally (28%) in the southern region .even though these establishments differ in their starting date , the overwhelming majority began since the year 2000. Data indicates that (71%) of these going concern establishments started providing services since the year 2000, and they employ (61.38%) of the total employment of this sector which reached (172,332) employees of both sexes .

The majority of establishments operating in the agricultural sector in accordance with legal status are single owner or sole proprietorship reaching (89%) . in addition , establishments in the agricultural sector can be classified into three major groups which are : small size firms employing (1-5 employees) which are distributed to a large percentage in all regions of the kingdom reaching (79.8%) next are medium size firms employing (6-10 employees) reaching (12.9%) and finally large size firms (11 employees and more) with a share of (6.7%) .

The number of employees in the agricultural sector are (172,332) employees of both sexes . the gender distribution of these employees is (78.9%) males and (21.1) females. the majority of employees in this sector have an educational level below the secondary high school and illiterate \ can read and write with percentages of (86.44%) for males and (94.31%) for females .

The study indicates that what amounts to (63.2%) of employees working in this sector are Jordanian citizens .the remaining (36.8%) are non –Jordanians . the study discover that no facilities or training departments exist in the greater majority of operating firms in agricultural sector .(64.5%) of firms operating in in the agricultural sector prefer to train their employees in training centers \ private sector . (23%) of firms prefer the vocational training organizations , and then comes community junior colleges al-Balqa applied university with (8%) .

The study shows that the agricultural sector concentrates on recruiting male employees with a percentage reaching (76%) and recruiting female employees with (24%) . it is expected that in this sector for the years (2014-2016) will be (31.809) employment application. When expected demand is analyzed for agricultural for agricultural careers , it turns out that demand concentrates on employment in the central region with (46.3%) . compared with (24.9%) in the northern region and finally (28.8%) in the southern region of the kingdom . the study indicates that the majority of demanded academic qualification will be educational level below secondary education with a percentage

reaching (50%) .Next is the illiteracy \ can read and write with a percentage of (41%). it is noticed that the sharp decrease of demand on agricultural vocations which require university or junior \ community college academic qualification is between (0-1%) only .

The study indicates that a major part of demand for careers from specialist level during the years 2014 -2016 will be as follows : tree gardening specialist with (19.8%) , next is horticulture extension services specialist . with (11.88%) As regards to careers in technical levels , it is expected that the major portion of demand will be for vegetable production technician with (86.36%) . As to the careers at the level of skilled worker , the major portion of demand will be for sheep breeders reaching (47.7%) . next comes occupation of vegetable farmers with (28.76%) . in addition , in the case of the major portion of demand for laborer with specified skill during the same time period will be on the career of agricultural crop collection laborer with (48.92%) ,followed by the career of agricultural labor with (19.85%).

As to the demanded experience needed to be possessed by demanded labor force , demand concentrated on the number of years of experience to be (0-1) years considered as enough period to carry on work requirements in this sector . the study indicates the need for new workers on the basis of expanding operations with a percentage between (59.5%-64%) being more so than just job rotation .

The study explains that the majority of establishments operating in the agricultural sector do not wish to hire females . the main reason for this is that no demand or need prevail and this account for (82%) .the next reason is that the nature of work in this sector is not suitable for women accounting for (12%) when demand for labor force from women during the years 204-2016 was studied it turns out that the major portion of demand for careers that women are expected to occupy in the future are : agricultural labor crop gathering with (59%) , milkman accounting for (19%) , agricultural laborers

With (9%) agricultural labor \ packaging and rapping accounted for (5%) .

When the distribution of total careers demanded for women was analyzed at the regional level, it turns out as follows : (27%) of demanded opportunities in the central region , (35%) in the northern region , and (38%) in the southern region .the study indicates that the number of employee who are disabilities people are (186) employees from a total of (172,332) employees in the agricultural sector. This accounts only for (0.11%) . and they are working in eleven different careers in the same sector, but most of the careers which are : sheep breeders careers and agricultural crop collection laborers . the study indicates that what amounts to (85.9%) of establishments \ firms do not face and difficulties in recuing .

While ,(14.1%) of establishments \ firms face difficulties in recruiting . in addition, the study shows that direct recruitment through personal contacts is the mostly used with percentage reaching (67%) . next in line is recruitment through supplying services with(32%) .

As regards to the difficulties faced by the agricultural sector , the study shows that weak marketing abilities are the most difficulty facing the agricultural sector with (28%) . next are increasing production input costs (rent, labor wages , water electricity and fuel , basic raw materials) with a percentage reaching (23%) . in addition, when age groups of employees in the agricultural sector are analyzed, the study shows that workers whose age is more than 24 years are the group which occupies most of the jobs in the agricultural sector reaching (84%) .

The number of accredited career development programs in all there levels are (16) training programs . the number of graduates are around (5,394) graduates during the years (2011-2013) . the largest percentage of (73%) of graduate are of the skillful labor level graduating from agricultural vocational program ministry of education . followed by of graduates of specialized level group with (25%) . also it can be observed that there is clear absence of vocational training programs for two groups : technical labor level , and limited skills labor level .

The study indicates that the size of supply of specialists group during (2011-2013) reached (1,344) , most of whom are female with (51%) ; also the supply size of agricultural technical was (162), all of whom are in vegetable production technical career . the percentage of males was (83%) and (17%) was females . in addition . the data shows that the size of supply of skillful labor level was (3,909) during the years (2011- 2013) . furthermore , the data indicates that (75%) of entrants \ are males and only (25%) females , and that the majority of participant came from the northern region reaching (67%) , next is the central region with (26%) and finally the southern region with (7%) .

The number of provided training programs geared to increase work efficiency for those working in the agricultural labor market reached (44) different training programs and the number of participant in the kingdom during (2011-2013) reached (10,732) . clearly , the study points out that (16.46%) of the participants in these programs benefits from them and these programs are bee growers . next , plant protection specialists with (13.44%) , and last park engineering specialist with a lessor percentage . the study indicates that (49%) of those who benefited from these program are in the case of participants who benefited from the training program in the northern region governorates with (37%) and finally in the southerion region governorates the percentage was only (14%) . as to gender participation , the percentage of male participants amounted to (70%) and that for female participants was (30%) . the duration of the training programs provided by training institutions in the agricultural sector was flexible and ranged between one month and (20) months , however the greater percentage of the programs have had a duration of one month and less of training amounting to (66%) .

The study discover that the number of trainees who are disabilities people is (25) participating in one training program which is park and green field services . in addition , there is only one institution which is ready to provide training programs with attending capacity of (3) in bee growers program . the study indicates the weakness of general

skills which is supporting employment . such skills are unavailable or not enough is provided in training programs executed by all establishments providing training . what was done through this study, is to explore the size of The gap between supply and demand In the agricultural sector and its various areas . the results of the study, uncover the fact of existing numerical gap which is very big and is estimated to be (26,415 as a deficit in supply . when the gap between supply and demand was analyzed for careers in the specialized level data indicates that excess supply prevails in all careers at the specialized level equals (1,243) .This means that the market can absorb what amounts to only (7.5%) of supply size . hence the remaining (92.5%) will be unemployed . when the gap analysis is carried out for careers for technical level group , data indicates the existence of excess supply in the vegetable production technical group equal to (124). This means that the market is able to absorb what amounts only to (23.46%) of supply size and it is expected that remaining (76.54%) will be unemployed . in addition , data analyzed indicates a gap for careers in skilled labor level group resulting in deficit in supply in the following careers : (sheep breeders , cow breeders , vegetable farmers ,field crop and animal feed framers , tree gardening and fruit trees farmers , nursery farmers , poultry breeders \ eggs poultry breeders \ chicks production poultry breeders \ meat production and fish breeders . all of these skilled labor level group amounted to (8,802) . data indicates , when the gap of careers in specific skills laborer group level is analyzed , then there exist deficit in supply in all careers mentioned in this group .

To know if courses to increase efficiency satisfy the existing demand , the study pointed out that increasing efficiency programs provided by training establishments during the year (2011-2013) did not satisfy any of the necessary needs to qualify employees in careers suffering excess supply . it follows that the gap and the deficit in training programs geared for increasing efficiency in careers suffering from deficit in supply size . in addition to the absence of training programs which contribute to increasing employees efficiency in some career which suffer from high deficit in supply specially in specified skill labor level . the study indicated that the institutions providing training do not provide all skills demanded by business owners to a sufficient degree specially in programs prepared to increase efficiency . as to programs of professional preparation , it is found that they suffer from shortage of general skills supportive of employment especially communication skills , working with a team ; planning . organizing and administration of time analysis skills and problem solving .

Analyzing the gap between supply and demand for careers at the specializing level for females data points to existing surplus in supply in all careers which is part of this group amounting to (671) excess supply . this means that the market is capable of absorbing only (1.76%) of supply size , while it is expected that the remaining percentage of (98.24%) will be unemployed . when the analysis is carried out for the gap in careers at the technical \ technologist level , it is found that data points to none existence of any demand with excess supply prevailing in the amount of (27) . This means that all female gradates in this group will be unemployed . it should be noted that the real gap , it follows that the size of , real unemployed from the specialized level group and the technical \ technologist level will be less then what is shown here . since there are

careers which does not satisfy the needs of this sector only , but it is possible to absorb them in other sectors .

When gap analysis is carried out for careers dedicated for females in the highly skilled labor level , the data indicates to having a deficit in supply within the following careers : sheep breeders producers of commercial dairy products reaching (-164) , then field crops farmers and vegetable growers amounting to (-13) . However , there exist surplus of supply in the rest of careers . when analyzing the gap between supply and demand for careers in the highly skilled labor level for females the data signals the existence of surplus in supply in most careers which are included in this group amounting (413) as surplus in supply . This means that the market is capable of absorbing what amounts to be (57.47%) of the size of supply , while it is expected that the remainder which is (42.53%) will be unemployed . the data indicates , when gap analysis for careers in specified labor level group, it is shown that there is deficit in supply in the majority of careers mentioned in this group which are : (agricultural labor crop gathering (-4464) sheep milking laborer (-1462) , agricultural laborer (-676). And agricultural packaging and rapping laborer (-406) . when the gap between supply and demand is analyzed for specified skilled laborers level for female , the data indicates the presence of deficit in supply within the majority of careers which follows this group amounting to (-6,985) as a deficit in supply . this means that the market is capable of absorbing all graduates from this group . this explains the increasing demand for expatriate laborers from this group to compensate for the resulting shortage in supply within the agricultural sector . this is a result of the absence of institutions , programs , and legislation which contribute in increasing supply and interest in this type of careers . an exceptional case to all of this , the data points out to existing surplus in supply within this group for the career of agricultural laborer \ irrigation fertilization amounted to (20) .

The study results discover that there are (203) operating establishments in the agricultural sector that are willing and able to provide (305) job opportunities for the special needs group of society . also there is a gap between what is demanded and what is supplied in training programs geared for disabilities people in the agricultural sector . furthermore , the study insist on the necessity of providing the demanded training programs for this group in society.