



Al Manar Project

Your Path for Tomorrow

New Entrants to Jordanian Labor Market

Prepared By

Dr. Nader Mryyan

Mamdouh Al Salamat

Khamis Raddad



Canadian International
Development Agency

Agence canadienne
de développement international

Canada

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*National Center for Human Resources
Development*



Foreword:

Jordan's population is continuously increasing at high growth rates reaching 2.3 per cent per annum. Such increase will double Jordan's population once every 30 years. On the other hand, the Jordanian society is a youth one as the people under 15 years old constitute about 37 per cent of total population. Manpower planning focuses on preparing the workforce through providing advanced and flexible educational and training programs to provide learners with the basic knowledge and skills, and life-long self-learning skills; develop a positive behavior by learners; and enhance spirit of initiative and ability to adapt and improve in order to be an active and productive element in his surroundings and society.

Proper entrance to labor market and choice of job appropriate to tendencies, skills, and personal capabilities constitute the main challenge for the youth in many countries, including Jordan. Furthermore, lack of institutions specialized in providing the youth with employment data and services compounds the problem.

Accordingly, entrance of the youth at different ages and with various educational levels to the labor market requires support and orientation; providing occupational guidance; and providing job seekers, families, and job policy makers with the basic information on the labor market and nature of related developments.

Al Manar Project creates databases of human resources and turns them into information through studies, research, reports, bulletins issued constantly. This Study comes as a part of Al Manar Project to provide important information on numbers, characteristics, and qualifications of the new entrants to the labor market in order to present to the officials, planners, and concerned parties a set of facts that we hope will help take decisions and set policies sufficient to address unemployment and reduce its impact, especially on the youth.

Dr. Nader Mryyan

Al Manar Project Director

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Introduction:

The term "new entrants to labor market" refers to the numbers of workers and unemployed at the age of work who enter the labor market during a limited period of time (usually a calendar year). The new entrants represent a part of the labor market supply.

The term "labor market" refers to the economic organizational establishment in which job supply and demand interact where job opportunities needed and unemployment rate estimates, as well as wage rate are identified. This market is distinguished from other markets in that individuals provide services for which they are paid, and these services cannot be separated from the worker him/herself.

Job supply is affected by a set of factors. Some of these are demographic and economic factors; family factors such as the job of the husband/wife and his/her income; job condition and environment factors in terms of availability of part-time job for women or presence of arrangements for child care; society value and tradition factors; and educational background factors. Additionally, job supply is affected by the number and structure of population and real wages since reduction in real wages expels a portion of the human resources from the workforce, especially regarding women¹.

On the other hand, job demand is affected by a set of factors, most importantly: demand for investment. Increase in demand for investment by organizations is usually followed by an increase in demand for labor. Furthermore, wages affect job demand as low wages encourage organizations to increase job demand. Generally speaking, demand for labor will increase as long as productivity growth rate is higher than wage growth rate. Organizations continue to seek workers and expand production according to the rule saying that production growth exceeds cost growth. Demand for labor will increase as long as the marginal product of labor is

¹ Mohammed Adnan Wadi'a, Nasser Al Sani'a, Education and Labor Market in Arab States, Kuwait, Arab Institute for Planning, 2003

higher than the real wage.

This Study aims to estimate the number of new entrants to the labor market in order to provide data useful in planning the labor market. Additionally, the Study tries to answer the following questions: what is the number of new entrants to the Jordanian labor market between 2007-2010, what is the projected number of workers and unemployed during the same period?

Methodology used to estimate number of new entrants to labor market

The number of new entrants to the labor market can be estimated by estimating the annual workforce change and adding the result to the number of persons replacing those who left the labor market. This process can be explained as follows:

1. Estimation of annual workforce change:

Annual workforce change can be estimated by subtracting the number of workforce in a given year from the number of workforce in the previous year. In terms of the workforce, it can be estimated by multiplying the population economic participation rate by the number of population at the age of work.

2. Persons replacing job leavers:

The replacement can be estimated by estimating the numbers of those belonging to the following categories:

- Retirees who left the labor market;
- Deceased persons who were in the workforce;
- Recently-married women leaving the labor market;
- Those who left the Jordanian labor market to work or reside abroad; and
- Those who left the Jordanian labor market to enroll in education.

Estimation of the projected number of workforce

Workforce can be defined as the result of multiplying the population economic participation rate by the number of population at the age of work. Accordingly, workforce can be estimated using the following equation:

$$\text{Projected workforce} = \text{projected economic participation rate} \times \text{projected number of population at the age of work}$$

The equation above shows that the data required to estimate the prospective workforce is:

- Projected population economic participation rate

- Projected number of population at the age of work

It was assumed that the population economic participation rate would be stable during the projection years at the average for the six years prior to 2006. This assumption is logical as economic participation rates are stable by nature on the short term.

Table 1 shows the participation rates in the economic activity by sex between 2000 and 2005. According to the said table:

- A- Average rate of female participation in the economic activity was 11.6 per cent.
- B- Average rate of male participation in the economic activity was 64.9 per cent.
- C- Total average of participation rate in the economic activity was 38.3 per cent.

Table 1
Refined participation in the economic activity rate of (2000-2005) by sex

Year	Sex		Total
	Females	Males	
2000	0.123	0.661	0.394
2001	0.117	0.655	0.388
2002	0.123	0.642	0.384
2003	0.112	0.632	0.374
2004	0.104	0.637	0.374
2005	0.117	0.664	0.383
Average	0.116	0.649	0.383

Source: DOS, EUS, different surveys

Table 1 shows the low rate of female participation in the economic activity with an average of 11.6 per cent during the period of 2000-2005. This means that 11.6 per cent of the females at the age of work were participating or willing to participate in the productive process, and 88.4 per cent of them were out of the workforce and did not contribute to the productive process. It is worth noting that these low participation rates negatively affect the overall economic performance and family welfare, and increase economic dependency rate (i.e. there are many non-working individuals supported by working individuals). The World Bank Report attributed the low female participation in the economic

activity to a set of reasons, most importantly²:

1. Labor, retirement, and social security laws: According to the Report, the set of laws and legislations regulating the relationship between the employer and employee does not provide the female workers with the same advantages provided to the male workers; male workers are subject to tax exemptions regardless of whether they have working wives or not (this advantage is not granted to female workers). Furthermore, some labor laws with preventive role represent obstacles by themselves. For example, the long maternal leave granted by the labor law to women might hinder entering the private sector. In other words, the labor laws limit women ability to participate effectively in the labor market, leading to low percentages of women participation in the economic activity compared to those of men.
2. Social obstacles: The traditional roles of women in the society are limited as men are considered the sole family provider, and many people consider the work of women as a luxury.
3. Many employers in the private sector claim that they are not convinced with employing women due to the relative high cost of employing them, since the employer is required to pay their salaries during the maternal leave, as well as incurring child care expenses in some cases. This means that the employers in the private sector consider employing women as a financial burden and the women are unreliable workers.

Estimation of prospective workforce assuming stable participation rate in the economic activity

In order to estimate the average rate of population economic participation and considering it stable for the period of 2006-2010, it is necessary to obtain projections of the population at the age of work for the same period of time. Table 2 shows the projected number of population at the age of work. It also shows workforce estimates for the period 2005-2010. Such estimates were obtained by applying Equation 1. According to Table 2, total workforce is expected to reach 1317901 in 2006 and 1509704 in 2010.

² World Bank, The Economic Advancement of Women in Jordan: A Country Gender Assessment, June 2005.

Table 2**Workforce projections for the period 2006-2010**

Year	No. of estimated population at age of work (15 years and older)		Estimated refined economic participation rate		Estimated workforce		
	Males	Females	Males	Females	Males	Females	Total
	2005	1689600	1527800	0.649	0.116	1096550	177225
2006	1748100	1580900	0.649	0.116	1134517	183384	1317901
2007	1808600	1635700	0.649	0.116	1173781	189741	1363522
2008	1871100	1692400	0.649	0.116	1214344	196318	1410662
2009	1935700	1751000	0.649	0.116	1256269	203116	1459385
2010	2002400	1811600	0.649	0.116	1299558	210146	1509704

Sources: - DOS, Demographic & Social Survey Dept., unpublished data

- Al Manar Project estimates based upon the assumption that the rate of participation is stable at the average.

Estimation of annual growth of workforce

Annual increase in workforce can be calculated depending on the data of Table 2, and the annual increase is just the absolute change in the workforce from one year to another. Table 3 shows the projected additional annual increase in workforce. Furthermore, the said table shows that the annual increase will be 44126 in 2006, reaching to 50318 in 2010.

Table 3**Projected additional annual increase in workforce**

Year	change in workforce		
	Males	Females	Total
2006	37967	6159	44126
2007	39265	6357	45622
2008	40563	6577	47140
2009	41925	6798	48723
2010	43288	7030	50318

Source: Al Manar Project estimates

Estimation of the number of job leavers

It was previously mentioned that job leavers belong to five main categories:

- Retirees who left the labor market;
- Deceased persons who were in the workforce;
- Recently-married women leaving the labor market;
- Those who left the Jordanian labor market to work or reside abroad;
and
- Those who left the Jordanian labor market to enroll in education.

Following is the estimation of the number of individuals in these categories depending on the surveys conducted by the Department of Statistics (DOS)³. It is worth mentioning that the estimated numbers in those surveys represent the first half of 2006. In this Study, it was assumed that the number of workers leaving their jobs in the second half of the year will be equal their number in the first half.

To estimate the number of unemployed leaving the labor market, the following equation was used:

Number of unemployed leaving the labor market =

$$\text{Number of workers leaving the labor market} \times \frac{\text{Unemployment Rate}}{\text{Employment Rate}}$$

It is worth mentioning that the unemployment rate in the first half of 2006 reached 13.7 per cent. Accordingly, the employment rate was 86.3 per cent.

1. Retirees leaving the labor market after obtaining pension:

The findings of the statistical surveys indicated that the number of those who left their jobs due to ageing and retirement was 7934 during the first half of 2006. To estimate their total number in 2006, the previous number was doubled, becoming 15868.

³ DOS, unpublished data.

2. Estimation of the number of females who got married and left the labor market (full-time housewives):

The surveys showed that the number of women who left their jobs due to marriage was about 1631 during the first half of 2006. To estimate their total number in 2006, the previous number was doubled, becoming 3262. As for the number of the unemployed females who left their jobs due to marriage, it was 518. Therefore the total number of women who left the workforce due to marriage will be 3780 annually.

3. Estimation of the number of those getting jobs abroad:

The statistical surveys estimated the number of those who left their jobs due to traveling or immigration by 1286 during the first half of 2006. To estimate the total number in the said year, the previous number was doubled, becoming 2572. On the other hand, the number of the unemployed who left the workforce to travel abroad was estimated at 408. Accordingly, the number of those leaving the workforce to work abroad was 2980.

4. Estimation of death cases:

The findings of the statistical surveys showed that the number of workers who passed away was 679 in the first half of 2006. To estimate the number of the workers who passed away during the whole year, the previous number was doubled, becoming 1358. Regarding the number of the unemployed who passed away, it was estimated at 216. Therefore, the estimated number of those who left the workforce due to death annually was 1574.

5. Estimation of those leaving the labor market due to enrollment in education:

The statistical surveys estimated the number of people leaving the labor

market during the first half of 2006 due to enrollment in education at 582. To estimate the number of those leaving the labor market due enrollment in education during the whole year, the previous number was doubled, becoming 1164. As for the number of the unemployed who left the workforce to enroll in education, it was estimated at 185. Accordingly, the number of those who left the workforce to enroll in education reached 1349. Table 4 below shows the estimated numbers of those leaving the labor market.

Table 4
Estimated numbers of those leaving the labor market in 2006

Reason	No.	%
Retirement & ageing	15868	%62.1
Marriage	3780	%14.8
Traveling abroad	2980	%11.7
Death	1574	%6.2
Enrollment in education	1349	%5.3
Total	25551	%100

Source: *Al Manar Project estimates based upon unpublished DOS surveys*

Estimation of total new entrants to labor market

To estimate the numbers of new entrants to the labor market, the annual additional raise in the number of workforce was added to the number of those replacing the labor market leavers. Table (5) shows the total projected numbers of new entrants to the labor market between 2006 – 2010.

Table 5
Projected number of new entrants to the labor market (in thousand)

Year	Additional increase in workforce			Replacement in workforce			Numbers of new entrants to labor market		
	Males	Females	Total	Males	Females	Total	Males	Females	Total
2006	38	6.2	44.2	22	3.6	25.6	60	9.8	69.8
2007	39.3	6.4	45.7	22.8	3.7	26.5	62.1	10.1	72.2
2008	40.6	6.6	47.2	23.5	3.8	27.3	64.1	10.4	74.5
2009	41.9	6.8	48.7	24.3	3.9	28.2	66.2	10.7	76.9
2010	43.3	7	50.3	25.1	4.1	29.1	68.4	11.1	79.4

Source: Al Manar Project estimates

Assumptions:

- Annual growth percentage of replacement in workforce equals the growth percentage in the additional growth in workforce.
- The ratio of males to females in terms of replacement is the same regarding the additional increase in workforce as no replacement data by sex is available.

Table 5 indicate that the number of new entrants to the labor market constitutes 5 per cent of the workforce, and that the number of males entering annually the labor market equals to six times of the number of females entering the labor market. This is an indicator of ongoing gender gap which is slowed over time.

Distribution of new entrants by age category and sex:

Aiming to find out about the distribution of new entrants by age category, the Social Security Corporation (SSC) data regarding the individuals who recently joined the SSC distributed by sex and age. Table 6 shows the numbers of new subscribers to the SSC by age category and sex.

Table 6

New subscribers to SSC OF 2005

Age category	Males		Females	
	No.	%	No.	%
19 - 15	15841	19.6%	2523	8.3%
24 - 20	28384	35.1%	13647	44.7%
29 - 25	17409	21.5%	7438	24.4%
34 - 30	7344	9.1%	4016	13.2%
35 or older	11868	14.7%	2878	9.4%
Total	80846	100%	30502	100%

Source: Al Manar Project database depending on the SSC data, 2005

New entrants to the labor market can be distributed by age and sex depending on the age distribution of the new subscribers to SSC. According to Tables 7.1 and 7.2, around 75 per cent of the new entrants were less than 30 years of age.

Table 7.1

Projected numbers of new entrants during the period (2006-2008) by sex and age category (in thousand)

Age category	2006			2007			2008		
	Males	Females	Total	Males	Females	Total	Males	Females	Total
19 - 15	11.8	0.8	12.6	12.2	0.8	13	12.6	0.9	13.5
24 - 20	21.1	4.4	25.5	21.8	4.5	26.3	22.5	4.7	27.2
29 - 25	12.9	2.4	15.3	13.4	2.5	15.9	13.8	2.5	16.3
34 - 30	5.5	1.3	6.8	5.6	1.3	6.9	5.8	1.4	7.2
35 or older	8.8	0.9	9.7	9.1	1	10.1	9.4	1	10.4
Total	60	9.8	69.8	62.1	10.1	72.2	64.1	10.4	74.5

Source: Al Manar Project estimates

Table 7.2

Projected numbers of new entrants during the period (2009-2010) by sex and age category (in thousand)

Age category	2009			2010		
	Males	Females	Total	Males	Females	Total
19 - 15	13	0.9	13.9	13.4	0.9	14.3
24 - 20	23.2	4.8	28	24	5	29
29 - 25	14.3	2.6	16.9	14.7	2.7	17.4
34 - 30	6	1.4	7.4	6.2	1.5	7.7
35 or older	9.7	1	10.7	10	1	11
Total	66.2	10.7	76.9	68.4	11.1	79.5

Source: Al Manar Project estimates

Distribution of workers and unemployed by characteristics

Estimation of number of workers and unemployed

Table (2) above shows the workforce estimates for the period of 2006-2010 by sex. These estimates can be distributed among the workers and unemployed in case the projected unemployment percentage is known. To estimate the unemployment rate for the period of 2007-2010, it was assumed that there is an inverse relationship between the GDP and unemployment rate, the more the GDP is, the less the unemployment rate will be. The statistics show that the GDP grew by 5 per cent in 2006, while the unemployment rate dropped by 0.009 point. In case the relationship between the GDP and unemployment rates remains the same, the unemployment rates are expected to decrease, reaching 10.1 per cent in 2010 (as Table 8 shows).

Table 8
Projected real growth in GDP and estimated unemployment rates

Year	Economic growth rate	Unemployment rate
2005	-	14.8 a
2006	5.0 b	13.9 a
2007	5.0 b	13.0 c
2008	5.0 b	12.1 c
2009	5.5 b	11.1 c
2010	5.5 b	10.1 c

a. DOS, EUS

b. World Bank estimates, see:

Memorandum of the president of the world bank group to the executive directors on a country assistance strategy for the Hashemite kingdom of Jordan FY 2006 2010 , September 13, 2006

c. Al Manar Project estimates

The projected data of the workers and unemployed can be estimated depending on the data of Tables 2 and 8. Table 9 below shows these estimates:

Table 9
Projected numbers of workers and unemployed by sex

Year	Workers			Unemployed		
	Males	Females	Total	Males	Females	Total
2006	976819	157894	1134713	157698	25490	183188
2007	1021189	165075	1186264	152592	24666	177258
2008	1067408	172564	1239972	146936	23754	170690
2009	1116698	180550	1297247	139571	22566	162138
2010	1168043	188879	1356922	131515	21267	152782

Source: Al Manar Project estimates

Distribution of the projected number of male workers by age category

In this section, the projected number of workers will be distributed by age category, assuming that the age structure of male workers will remain the same as in 2005. Table 10 shows such estimates. According to the said table, the male workers mainly belong to the youngest age categories (youth categories), as the male workers under 39 years old constitute around 69 per cent of total male workers. This indicates an ongoing rise in the youth participation in labor. Additionally, this has many implications as the youth are the most willing category to accept many kinds of work, and their ability to learn and be professional at work is very considerable. However, they lack practical experience and skills which are usually available to the veterans.

Table 10
Distribution of projected numbers of males workers by age category

Age category	2006	2007	2008	2009	2010
24-15	206298	215669	225430	235840	246684
39-25	472195	493644	515986	539812	564633
59-40	262362	274280	286694	299932	313723
64-60	20518	21450	22421	23456	24535
65 or older	15445	16147	16878	17657	18469
Total	976819	1021189	1067408	1116698	1168043

Source: Al Manar Project estimates

Distribution of the projected number of unemployed males by age category

According to Table 11, the majority of the unemployed males (i.e. 90 per cent) are less than 39 years old, the age of youth. This reflects the unemployment problem among the youth. Such problem represents deactivation of human resources owning strength and ability to adapt and produce. Furthermore, this situation has side effects such as quitting the labor market by the youth due to frustration. Therefore, such situation indicates that more attention should be paid to the youth to enable them to enter the labor market.

Table 11

Distribution of projected numbers of unemployed males by age category

Age category	2006	2007	2008	2009	2010
24-15	86937	84122	81004	76944	72503
39-25	54819	53044	51078	48518	45717
59-40	15141	14651	14108	13401	12627
64-60	599	579	558	530	499
65 or older	202	195	188	179	168
Total	157698	152592	146936	139571	131515

Source: Al Manar Project estimates

Distribution of the projected number of female workers by age category

As in the case of the male workers, the majority of female workers belong to the youngest age categories (youth category) as the female workers under 39 years old constitute 77 per cent of total female workers. Quitting the labor market at an early age by the female workers is attributed to retirement in addition to a set of other reasons that lead to the high percentage of female workers at the youth stage.

Table 12**Distribution of projected numbers of female workers by age category**

Age category	2006	2007	2008	2009	2010
24-15	27408	28655	29955	31341	32787
39-25	94344	98635	103110	107881	112858
59-40	35008	36600	38260	40031	41878
64-60	657	687	718	751	786
65 or older	477	499	521	545	570
Total	157894	165075	172564	180550	188879

Source: Al Manar Project estimates

Distribution of the projected number of unemployed females by age category

As Table 13 shows, the majority of unemployed females (i.e. around 96 per cent) are under 39 years old, at the age of youth. This means that the unemployed females aging 40 years old or older constitute only 4 per cent of total unemployed females. This can be attributed to the fact that women stop searching for jobs at that age. Additionally, women are subject to frustration and chronic unemployment more than men as women work only in a limited number of fields such as education and health. Furthermore, the males rather than females play the role of family provider, and that is way the females are less serious in terms of searching for jobs.

Table 13**Distribution of projected number of the unemployed females by age category**

Age category	2006	2007	2008	2009	2010
24-15	12724	12313	11858	11265	10616
39-25	11647	11270	10854	10311	9717
59-40	1094	1059	1019	968	913
60 or older	25	25	24	23	21
Total	25490	24666	23754	22566	21267

Source: Al Manar Project estimates

Distribution of the projected number of male workers by educational level

It is notable that about 74 per cent hold the secondary certificate or less. This indicates the low educational level of the males. It is worth mentioning that this is a common phenomenon in the developed countries as well.

Table 14

Distribution of projected number of the male workers by educational level

Educational background	2006	2007	2008	2009	2010
Less than secondary	564489	590130	616840	645323	674995
Secondary	156771	163893	171310	179221	187461
Diploma	94317	98601	103064	107823	112781
Bachelor	136262	142452	148899	155775	162937
Higher than bachelor	24979	26113	27295	28555	29868
Total	976819	1021189	1067408	1116698	1168043

Source: Al Manar Project estimates

Distribution of the projected number of unemployed males by educational level

It is notable that the unemployed males holding a secondary certificate or less form about 78 per cent of total unemployed males. This percentage is higher than the percentage of workers with the same educational background. This means that the percentage of the unemployed males has an inverse relationship with the educational level.

Table 15

Distribution of projected numbers of unemployed males by educational level

Educational background	2006	2007	2008	2009	2010
Less than secondary	104845	101450	97689	92793	87437
Secondary	18785	18177	17503	16626	15666
Diploma	9953	9631	9274	8809	8301
Bachelor	22671	21937	21124	20065	18907
Higher than bachelor	1444	1397	1345	1278	1204
Total	157698	152592	146936	139571	131515

Source: Al Manar Project estimates

Distribution of the projected number of female workers by educational level

Contrary to the situation of the male workers, the female workers holding less than a secondary certificate constitute about 28 per cent of total female workers (i.e. less than one-third of female workers). This clearly indicates the correlation between job supply of the females and the educational level, where the majority of females entering the labor market have an educational level higher than the secondary certificate. This can be attributed to the fact that job opportunities and willingness of the females are limited to certain jobs.

Table 16

Distribution of projected number of female workers by educational level

Educational background	2006	2007	2008	2009	2010
Less than secondary	26981	28208	29487	30852	32275
Secondary	17779	18588	19431	20330	21268
Diploma	46761	48888	51106	53471	55938
Bachelor	60622	63379	66254	69320	72518
Higher than bachelor	5751	6013	6285	6576	6880
Total	157894	165075	172564	180550	188879

Source: Al Manar Project estimates

Distribution of the projected number of unemployed females by educational level

The unemployed females holding a secondary certificate or less form about 22 per cent of total unemployed females. Such percentage is far less than the same percentage of the unemployed males.

Table 17

Distribution of the projected number of unemployed females by educational level

Educational background	2006	2007	2008	2009	2010
Less than secondary	3327	3219	3100	2945	2776
Secondary	2319	2244	2161	2053	1935
Diploma	7002	6775	6525	6198	5842
Bachelor	12465	12062	11616	11035	10399
Higher than bachelor	378	365	352	334	315
Total	25490	24666	23754	22566	21267

Source: Al Manar Project estimates

Distribution of the projected number of male workers by main occupation

It is notable that the majority of male workers are involved in elementary occupations, plant and machine operation and assembly, crafts, and service. On the other hand, clerks and professionals constitute a moderate percentage of total male workers. These findings show that the male workers are specialized in certain occupations rather than the female workers.

Table 18**Distribution of projected number of the male workers by main occupation**

Occupation	2006	2007	2008	2009	2010
Legislators, senior officials and managers	738	771	806	843	882
Professionals	142449	148919	155659	162847	170335
Technicians and associate professionals	84817	88669	92682	96962	101420
Clerks	60562	63313	66178	69234	72417
Service workers and shop and market sales workers	160289	167570	175154	183242	191668
Skilled agricultural and fishery workers	20894	21843	22832	23886	24984
Craft and related trades workers	173331	181204	189406	198152	207263
Plant and machine operators and assemblers	148332	155070	162088	169573	177370
Elementary occupations	185408	193830	202603	211958	221704
Total	976819	1021189	1067408	1116698	1168043

Source: Al Manar Project estimates

Distribution of the projected number of female workers by main occupation

It is notable that the majority of female workers are involved in jobs related to technicians and associate professionals, and this is in line with the educational background of female workers and specialization of them in certain jobs, as it is rare to find female workers with elementary occupations and or female plant and machine operators and assemblers.

Table 19**Distribution of projected number of the female workers by occupation**

Occupation	2006	2007	2008	2009	2010
Legislators, senior officials and managers	67	70	73	77	80
Professionals	66673	69705	72868	76240	79757
Technicians and associate professionals	45884	47971	50147	52468	54889
Clerks	14173	14818	15490	16207	16955
Service workers and shop and market sales workers	10419	10893	11387	11914	12463
Skilled agricultural and fishery workers	735	768	803	840	879
Craft and related trades workers	8742	9140	9555	9997	10458
Plant and machine operators and assemblers	117	122	128	134	140
Elementary occupations	11083	11587	12113	12674	13258
Total	157894	165075	172564	180550	188879

Source: *Al Manar Project estimates*

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