

The gap between the supply and demand sides in the furniture industry sector

2014

executive summary

The number of establishments in the furniture industry was (3,104) establishment until the first half of 2014. And they employ about (8,521) employees of both sexes, the establishments were distributed as follows : (79.6%) in the Central Region, and about (16.4%) in the Northern region, and (4%) in the Southern region. The majority of establishments operating in the furniture industry are single owner/sole proprietorships reaching nearly (89.7%), this is according to their legal formation. Partnerships establishments account for (9.7%).

According to the results of the survey the establishments in the furniture industrial sector were classified into three major groups: small-sized enterprises (1-5 employees) and these are distributed by a large percentage in all regions of the Kingdom reaching(96.5%), followed by medium-sized enterprises (6-10 employees) with (1.8%), lastly large-sized enterprises (11 employees and more) with (1.0%).

The results of the data for the majority of employees in the furniture industry are male and by analysis (98%) versus (2%) only female. With regard to academic qualifications of employee in general, the majority of male employees have academic qualification of less than secondary and rate (66.5%), while we find that (49.5%) of female employees working in the sector have an academic qualification of a bachelor degree, in addition around (15%) of the employees earned intermediate diploma. When the academic qualification are analyzed on the governorate level, we find that (65.6%) have less than secondary in the Central Region, next in the Northern region, the biggest percentage of employees estimated to be (74.7%) have less than secondary. Turning to the southern region, we find that (42.9%) have less than secondary.

The study showed that professions carpenter wooden furniture, and an assistant carpenter wooden furniture, upholstered furniture, are the busiest careers in the furniture industry sector. This case is present in the central, northern and southern regions of the kingdom. On the other hand, the rate of (80.9%) of the employees in this sector are Jordanian citizens compared with (19.1%) non-Jordanians, the ratio is very close in the

central and northern region, however the percentage is much lower in the southern region.

The results of the data collected discover that about (29%) of the operating establishment in this sector prefer to train their employees at the Vocational Training Corporation, they also prefer to recruit employees who received training at the same institution. And comes second preference for community colleges /Al- Balqa Applied University with (23%), then the United Nations Relief and Works Agency for Palestine Refugees (UNRWA) training centers with (18%).

In general, the furniture industrial sector mainly focuses for the major part on recruiting males with female present in a group of careers but in small percentage. In addition, the demand for labor is also more concentrated in the Central Region, where the size of demand for careers in the sector reached the demand for the years (2014-2016) reaching around (1,612) in all of the different regions of the kingdom, but mostly in the Central Region.

In general, there is a demand for the years (2014-2016) for the following careers: carpenter wooden furniture, and an assistant carpenter wooden furniture, upholstered furniture, and manual patron maker. In addition, It should be noted that the need for new employees will arise as a result of business expansion and job rotation on equal basis. However, expanding operations will prevail. This matter calls for optimism that an increase in the size of demand for employees in the years 2014-2016 is arising from the expansion operation with a percentage increase ranging between (65% - 70%) more than just being job rotation.

The study results explore through asking a question to business owners about which is the most demanded skill among careers in furniture industrial sector. These highly demanded skills are: the preparation of layout plans of operating machines, the digging decorative forms on wood, the manufacture of wooden artifacts and injecting it with minerals and shells, perform all kinds of digging operations (engineering, prominent craters, allegor drilling and holographic drilling), read shop drawings, the manufacture of furniture parts as in the shop drawings, preparation of stationary and portable woodworking machinery and use it, and the knowledge of standard dimensions and scales.

The results of the data collected analysis indicates that more than (99%) of the operating establishments in the furniture industrial sector do not wish to hire females in this sector, it is due mainly to the nature of the work in this sector, which is not suitable for women. But in general there remains employment for females in this sector with a percentage of (1.7%) in the following careers: secretarial work , supportive administrative profession, as well as in the profession of seam machine operators. This demand is limited in general to the central region, while there is no demand for females in the rest of the regions Kingdom in the furniture industrial sector.

From another aspect, the number of employees who are disabled are (94) employees out of (8,521) employees in the sector, and they amount to only (1.1%) distributed in the all regions of the Kingdom, as they work in six different careers in this sector, but the majority of that are concentrated in: profession carpenter wooden furniture, and an assistant carpenter wooden furniture, and upholstered furniture.

The study results indicated that the establishments in the furniture industrial sector, actually, do not prefer to hire people with disabilities because of the nature of the sector and the work requirements, but in general the chance being recruited in the Central Region is the highest, and that's in the careers: carpenter wooden furniture and an assistant carpenter wooden furniture and furniture upholstery.

The study results explored that there are difficulties in recruitment, due to the shortage of labor who have the required skills mainly, in addition to the shortage of labor who have positive values and attitudes towards work. As to the methods used in recruitment, the study showed that the direct recruitment through personal contacts is the most widely used with (93.2%), followed by recruitment through the employment agencies with (2.8%), then the recruitment by newspapers and websites advertisements with (7%).

The Number of training programs dedicated for this sector are (5) training programs, and the number of their graduates reached (3,694) graduates during the years (2011-2013). The large percentage of them have graduated from Carpenter wooden furniture program with (61.3%), then the interior design and decorative art program with (28.5%). On the other hand, the number of male graduates from the training programs in this sector totaled about (3,087) graduates during the years (2011-2013). A large percentage of them graduated from the furniture carpenter program with (73.3%), then the interior design and decorative art program with (34.1%).

With regards to programs provided in each region, the number of graduates in the Central Region reached (2,201) graduates distributed within the training programs mentioned above. On the other side, the number of graduates for the years (2011-2013) in the northern region reached (592) graduates. As to the southern region the number of graduates has reached (294) graduates.

The majority of the graduates from the training institution for the years (2011-2013) have received vocational education at the Ministry of Education with (41%), then came the graduates from Vocational Training Center with (25%), and almost (16%) graduated from colleges which are part of the of Al- Balqa Applied University.

With regard to people with disabilities and the role of institution providing training in training them and raising their efficiency, the study results explore the fact that training centers have no trainees with disabilities in any existing training programs. When the training institution were asked about future training opportunities for this category of society, we have found that there are parties willing to provide training programs for about (10) of those with disabilities.

There are no type of courses to increase efficiency to be provided at training institution, However, in general there is will to offer courses for increase efficiency in the future, demand is more on Turning and machining wood pieces according to different shape with total (50) expected trainees for 2016, followed by dig decorative form course expected trainees of (25) trainees for 2017.

The study results indicate that there is a very large numerical gap estimated to be (2,082) in excess or surplus supply, which means that the market is able to absorb a rate (56.4%) of the supply side, while it is expected the remaining percentage which is about (43.6%) will be unemployed.

With regards to the technical skill, business owners assure the necessity that such skills must be possessed by workers in their work places and also possessed by those who will recruited, These skills for the most part are not included in the training programs provided. Therefore in the light of the results of this study it taught to be recommended to provide training programs that provide the required technical skills, which can be summarized as follows: prepare plans and drawing for interior design, the digging decorative forms on wood, the manufacture of wooden artifacts and injecting it with

minerals and shells, painting the product and complete the finishing touches, painted wood with the original wood color, perform all kinds of digging operations (engineering, prominent carters, allegor drilling and holographic drilling), read shop drawings, and manufacturing parts of bamboo (Cut, hydrating, bending, assembly) according to shop drawings.

The study results explored that (99%) of operating /going concern establishments in the furniture industrial sector have expressed their unwillingness to appoint females. however there are future demand for females to work in this sector estimated at (28) job opportunity for the years (2014-2016) the distribution of these job opportunities mainly in the administrative and technical occupations. And also, we find that there is an a supply of female, where the survey data indicated that (607) female graduated from different training providers. Here we notice there exists a preliminary gap between what is supplied and what is required (579) of females don't have demand for in the furniture industrial sector).

The study indicates in the second chapter that there are (94) workers out of (8,521) workers in the sector, which accounts only for 1.1%, and are working in six different occupations in the same sector, but the most careers they are concentrated in are: a profession carpenter wooden furniture and assistant carpenter wooden furniture, and wood furniture upholstery.

Based on all of the above, the study recommends that it is necessary the Employment-Technical Vocational Education And Training Council to form national teams to be responsible for drawing sectoral policies in the area of training and employment of the Jordanian labor force in the furniture industrial sector. In addition, the training provider institutions should take the responsibility to review and develop the demanded training programs in the sector, and they should integrating of life-skills and entrepreneurship which support employment in a compulsory package in all its training programs, and cancel any training programs which are not required for the labor market in the sector. The study also recommends it is necessary for the Ministry of Labor to implement the gradual substitution of Jordanian labor for expatriate labor.