

Chapter VIII

A Socio-Economic Situational Analysis of Jordanian Labour Market

The earlier chapters deal with macro economic scenario of the labour market in Jordan. The analysis is based on various surveys undertaken by the government, the researchers and international bodies. Often there are overlaps, non availability and contradiction in the information. Studies come out with different figures and confine to certain aspects of labour market of Jordan. Over and above this, there are considerable time lags involved in getting the information. Sometimes the information for all the macro economic features is not available for common years. This poses considerable difficulty in analysing the issues especially while making use of econometric tools. Not only this the information with the government agencies often is an underestimate especially that on the immigrants who are working in Jordan. Systematic time series information is available only for the years between 1968 and 1989. There is a need to have an update as the labour market is affected by the gulf war and one does not know for certain the recent labour market scenario. Due to all these considerations it was felt that the analysis of labour market would be incomplete without some primary data collection, covering various aspects of labour market of Jordan. From this point of view following six categories were identified and surveyed.

- i) Jordanians working in Jordan
- ii) Unemployed Jordanians
- iii) Underemployed Jordanians
- iv) Jordanians working in Abu Dhabhi
- v) Returnees of 1991 Gulf war
- vi) Immigrants working in Jordan

It should be mentioned here that the survey of in migrants was not conducted as they get already covered under Jordanians working in Jordan. The discussions held with officials revealed that most of them had some education and could get jobs in the urban areas. Since no data was available on inter migrants, it was difficult to determine their location and effect on urban areas. Secondly as already mentioned in the previous chapter, due to outmigration the net migration rate is generally not very high. Because of these reasons no separate survey was undertaken.

The details of the work schedule of the surveys and the findings are given in the following sections.

8.1 Schedule and Plan of the Survey Work

After analysing the major portion of the study based on secondary data, this researcher began the survey work in March 1995 which continued almost until the end of the year. The major problem, which confronted the researcher was that of knowing the population of each survey in 1995. Another problem was ^{that} of

getting the response from the people. In most of the cases, questionnaires were given to more people than the actual respondents recorded here. The constraints of time and financial resources also compelled the researcher to confine to Abu Dhabi for surveying the emigrant Jordanian labour. This factor played an important part in all the other surveys. However the quality of the work was never compromised and the purpose was to get as much information as possible from various sub labour markets in Jordan. In spite of several problems the numbers successfully surveyed give us an idea of the functioning of labour market of Jordan. The discussions held with researchers and officials with the labour Ministry of Jordan and labour placement agencies in Abu Dhabi endorsed that the surveys do represent the population. The survey work began with collecting data from the Jordanians working in Abu Dhabi. The reasons for conducting the survey in Abu Dhabi were: (a) It is one of the major destinations for most of the emigrants from Jordan and (b) It is relatively easier to get visa in Abu Dhabi than many other gulf countries.

After completing the survey in May 1995, the rest of the period till late 1995 was utilized in Jordan to undertake the remaining five surveys of domestic labour market of Jordan.

The first category surveyed in Jordan was that of the Jordanians working in Jordan. The number surveyed was 400. They were selected randomly from among the males and the females working in various institutions of the country covering most of the governorates. The governorates which were close to

researcher's place of residence, were visited frequently. In the relatively far off places like Tafilah and Karak, the researcher stayed for several days to get the required information from the respondents.

Along with the survey on the Jordanians working in Jordan, the researcher simultaneously approached the unemployed Jordanians. This was a relatively easy task as they could be easily identified and located. The researcher, therefore, could survey as many as 540 unemployed Jordanians.

After the completion of these surveys, the other two categories of workers namely returnee Jordanians due to Gulf war of 1991 and immigrant workers working in Jordan were surveyed. These surveys turned out to be the most difficult ones as it was difficult to identify these groups of workers. The author took the help of Home Ministry and the Ministry of Labour of Jordan. This considerably eased the problem of identifying their location.

Following the information supplied by the Ministry about the concentration of returnees in Amman and Zarqa, the researcher approached them in these two places. The researcher also visited them at their places of work or residences to suit their convenience. The response from this group was quite encouraging. In all the researcher surveyed 106 returnees. The discussions with the officials confirmed that it is a fairly representative sample.

The survey of the immigrant posed many problems as they were scattered in various parts of the governates. On the basis of

the addresses given by the Ministry, the researcher visited them at their places of residence. However many a times, their addresses had been changed and the researcher had to visit their probable places of work. Through the help of the employers and other fellow workers, 140 immigrants were identified and surveyed.

The last survey undertaken was that of the underemployed workers. This was not an easy task as under employed may be conceptualized in terms of hours of work, earnings, and a mismatch between education and earnings. This survey took the maximum time as it was quite a difficult task to gather information. 169 workers in this category could be surveyed.

After completing the primary data collection, the information was systematically organized and returns to education were estimated based on Mincerian Earnings Function.

8.2 Main Hypothesis of the Surveys

As mentioned earlier, the main purpose of the primary data collection was to have an update and to cover almost all the segments of the labour market of Jordan. In this exercise, the researcher at times could not adhere to the strict principles of statistical surveys, since surveying more than a thousand workers in Abu Dhabi and Jordan by a single researcher is not easy both in terms of finance and time. However the surveys with all their limitations do help to reveal the salient characteristics of the labour market of Jordan.

The main hypothesis pertaining to socio-economic status of Labour were as follows.

Jordanians working in Jordan

- (1) Due to the phenomenon of late entry, it is expected that most of the employed Jordanians will be above the age of 25, particularly when majority of them are males.
- (2) Higher the education, the higher would be their earnings.
- (3) Most of the workers are wage earners and are employed in the public sector.

The unemployed in Jordan

- (1) Most of the unemployed are in the younger age group.
- (2) Problem of the educated unemployed is more severe than that of the illiterates.
- (3) Most of the unemployed prefer wage employment.

The underemployed in Jordan

- (1) The underemployed are relatively young and inexperienced.
- (2) Underemployment is the result of factors such as lower earnings, even though they are working for full working hours in a week and with a mismatch between education and employment.

Jordanians working in Abu Dhabi

- (1) Most of the emigrants are expected to be males in the age group of 20-45.
- (2) Reasons to emigrate are mainly economic in nature, as returns to education are higher in Abu Dhabi than they are in Jordan.
- (3) Most of the emigrants are educated.
- (4) Most of the emigrants get employment in private sector.
- (5) Emigrants prefer to stay abroad.

Returnees after Gulf war of 1991

- (1) Most of the returnees could get employment in Jordan after their return and did not face problems in readjusting..
- (2) Their earnings are less than their expectation.
- (3) Most of the returnees had the expectation to go back again once the situation normalises.

Immigrants in Jordan

- (1) Economic factors are responsible for immigration.
- (2) Immigrants are young uneducated, unskilled workers.
- (3) Immigrants are displacing Jordanians.
- (4) Immigrants earnings are sufficient and they are able to send remittances.

8.3 Findings Based on the Surveys

The section discusses the main findings of the various surveys.

8.3.I Jordanians Employed in Jordan [Number of respondents;400]

- i) No respondent is below 19 years of age. This means that there is no employment offered to either a child or to the labour belonging to the minor - age group. This is due to the laws and also to some extent due to the economic conditions.
- ii) The percentage of labour belonging to the age group of 20 to 24 years is only two percent of the respondents, and that in the age group of 25 - 29 years is 9 percent. It is observed that very few young men belonging to the age group of 20 to 30 are employed. This may be either because of the higher educational pursuits or their being engaged in household work. This confirms the hypothesis that late entry to the labour market still persists in Jordan as most of the employed who were surveyed happened to be in the higher age group.
- iii) 70 percent of the respondents belong to the age-group of 30 to 49 years. Thus the main constituent of the employed force is the middle aged men and women who are in their thirties and forties.
- iv) The percentage share of the age group of 40 to 54 happens to be 37 percent.
- v) The percentage of the employed belonging to 50 to 54 years in the total is 17 percent. If the age groups between 30 s to 54 are added their combined share will be 67 percent.

vi) There are only two percent employees belonging to the age group of 55 and 64 years. No person was found to be working beyond the age group of 65.

On the basis of age-structure of the employees, the overall finding is that minor dependents and senior citizens are not participating in the labour market. Young men below 30s and above 20's are also being looked after by their elder guardians of the family. The bulk of the employed labour force belongs to the age group of 30 to 54 years. These results are in conformity with the overall population characteristics.

vii) Out of the total respondents 83 percent are males. This also confirms the hypothesis. As mentioned earlier women prefer to be at home working and managing the household duties as housewives due to economic and socio-cultural conditions. However, the percentage of educated women employees among the total female employees is large because the educated women in the urban areas are recently getting themselves liberated and are adopting the modern life - style of supporting family incomes in the capacity of working members of the labour force. This also shows that education can improve the participation of women in labour market.

viii) Out of the total respondents, 85 percent are married and ten percent are unmarried. Most of the employees are heads of their families. The percentage of divorced employees is only three percent. Since the age - group of most of the employees is above 30, their marital status matches with their age-group. Unmarried employees happen to be in the age-group of 20 to 30 and they

form 10 percent of the total respondents. It has been observed that Jordan being an urbanized society the old rural societal customs of early marriages are almost non-existent. The average marriageable ages of young men and women are generally above 27 and 24 respectively. Forty years ago they were 20 and 16 years respectively. Thus the impact of urbanisation and modernisation is visible in this case.

ix) 19 percent of the respondents have small families having one or two children only. 30 percent have three to four children. 22 percent have five to six children. 14 percent of them have seven to ten children. Assuming the standard norm of an ideal modern family of two plus two, the size of the family in Jordan is very large. The main reasons for this are i) In cities and even in educated families, the custom of Islamic marriage of marrying more than one wife still prevails. ii) Secondly, due to socio-religious factors the use of contraceptives, and other means of birth control are forbidden. The combined effect of these two main factors is that the average size of the family is large.

x) The percentage of illiterates to the total respondents is three percent. Persons having elementary/primary education is nine percent. The percentage of employees having preparatory education (7th to 9th standard) is 18 percent. The total of relatively less educated including the secondary education is 48 percent. The percentage of the highly educated happens to be 49 percent (14 percent of diploma holders + 27 percent graduates + 8 percent of post-graduates). Thus nearly 50 percent of respondents are highly educated.

xi) Confirming the hypothesis almost 58 percent of the respondents are fixed salary/wage earners. However, contrary to the hypothesis most of them (61 percent) are employed in the private sector. Only two percent have seasonal employment. The percentage of self-employed is 13 percent. Those who run their own business are 29 percent. Thus, the self-reliant respondents are only 42 percent of the total. The ratio between self employed and employed is 42:58. It seems that Jordanian people like to have secured / salaried jobs rather than self - employment.

xii) 42 percent of the respondents are in the jobs of specialists/technicians; 14 percent work in the service sector, 13 percent work as salesmen, 8 percent work in administrative and clerical jobs, 11 percent are engaged as agricultural labourers; 7 percent work in police /army and 3 percent are transport workers. Remaining 2 percent, however, did not specify their exact occupation.

xiii) Workers having experience up to four years form only six percent of the total. 43 percent of respondents have work experience of 5 to 15 years. 29 percent have experience of 16 to 25 years. 17 percent have experience of more than 26 years. While, five percent are working for more than 30 years. Thus most of the workers have fairly long work experience.

xiv) Since Jordan is an urban based economy, 66.5 percent of the respondents are from this sector, out of which 56.9 percent have jobs in large industries, 38.3 percent have jobs in small and medium size industrial units, and 5.3 percent of urban employed respondents own private businesses.

xv) Regarding the procedure for getting jobs, 355 responded out of 400 surveyed. It is found that 188 got the jobs through the process of screening based on interview. While 75 got jobs through the employment exchanges. It seems that the service of government employment exchanges is less preferred.

xvi) 58 percent of the respondents work for six to eight hours in a day. Most of them happen to be in the organized sector in which 27 percent work for more than 9 hours mostly in the unorganized sector. One percent of the respondents have part-time jobs of two to four hours, while seven percent work for less than six hours. They work mainly in the establishments of foreign companies.

xvii) 30 percent of the respondents work extra hours after their scheduled hours of work in order to supplement their family income.

xviii) It is a general belief that an average family in Jordan of five to six members requires 50 to 100 Jordanian Dinars per month for subsistence living. For lower middle class level, a family requires JD 120 to 180. Wages required for higher middle class family are JD 200 to 450 and for relatively more well off middle class families, JD 450 to 700 are required. For a rich life style, an income of JD 700 per month and above is essential. Classifying the respondents according to the salary slabs, two percent of the respondents have monthly salary of JD 50 to 100. They belong to almost subsistence level of living, while 36 percent have salary income of JD 101 to 200 of the lower middle class.

52 percent of the respondents forming the middle class have a monthly salary (including other sources of income) of JD 200 to 450. However, 18 percent of them belong to the upper middle class, because their monthly salaries average between JD 300 to 450. Only seven percent of the respondents belong to the rich class with a monthly income of JD 450 to 1000. There are three percent of the respondents belong to the affluent class with a monthly income of JD 1000 and above.

Since the minimum salary bracket of 50 Dinars of the subsistence level family was approximately equal to Rs.1590/- per month in 1995, and since the prices of grocery articles, oil, spices, Tea, milk, eggs are almost the same in Jordan as that in India, the minimum salary of Rs 1590 of the wage-earner is sufficient for living. However, the house rent is relatively more in Jordan as compared to Indian average rents in an urban area. As education, medical care, water, electricity etc., are highly subsidized, the minimum wage-earner in Jordan therefore does not suffer from dire poverty. Because of this the lowest wage earners in Jordan also can maintain a satisfactory standard of living. However the serious problem which is faced by Jordanian community is an overall shortage of jobs.

xix) To the question regarding sufficient income, 52 percent of the respondents reported that their salaries were adequate, 48 percent complained about their being inadequate. 68 percent of respondents have additional sources of income such as landed property, houses, private business, old age pensions and

remittances. This implies that in the economic well being of the people, sources of income other than wages also play an important role.

xx) 39 percent of respondents have reported that they get covered by the social insurance facilities and 29 percent of them by the pension benefits from their employers.

xxi) To find out about the awareness among the workers regarding trade union a few questions were asked. 69 percent of the respondents are familiar with the working of trade unions but 74 percent of them reported, that trade unions do not bring any tangible benefits to them and that they are not happy with them.

xxii) In response to the question whether they received any on the job training only 44 percent of the total respondents reported that they were deputed for training and refresher programmes.

xxiii) 83 percent of the respondents do not want to leave their present jobs, which reflects job security and a lack of awareness of the benefits of the horizontal mobility on their part.

xxiv) 75 percent of the respondents have not changed their jobs, which supports the finding from the previous question.

Table 8.1 : Findings Based On Survey of Jordanians Employed In Jordan

1) Age (Years)	<u>Number of respondents</u>	<u>Percentage share</u>
20 - 24	8	2
25 - 29	36	9
30 - 34	72	18
35 - 39	60	15
40 - 44	68	17
45 - 49	80	20
50 - 54	68	17
55 - 59	4	1
60 - 64	4	1
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Total	400	100
 2) Gender Distribution		
Male	332	83
Female	68	17
 3) Marital status		
Married	340	85
Un married	40	10
Divorced	12	3
Widow/widower	8	2
 Number of children		
No children	20	5
1 - 2	76	19
3 - 4	120	30
5 - 6	88	22
7 - 10	56	14
 4) Educational qualification		
Illiterate	12	3
Elementary	36	9
Preparatory	72	18
Secondary	84	21
Lower Diploma	56	14
B.A/B.Sc	108	27
Post graduate	32	8

5) Employment status (Total 412 because some expressed more than one choice for example self employed and also seasonally employed)

Self employed with hired workers :	116	29
Self employed without any hired worker	56	13
Wage/Salary earner	232	58
Seasonally employed	8	2

6) Sector

Government sector	156	39
Private sector	244	61

7) Nature of occupation

Specialist & Technician	168	42
Administrative	20	5
Clerk	12	3
Salesmen	52	13
Services	56	14
Agriculture	44	11
Productive unskilled workers	8	2
Transport	12	3
Police / Army	28	7

8) Work experience in years

0 - 2 years	4	
3 - 4 years	20	6
5 - 10 years	120	
11 - 15 years	52	43
16 - 20 years	56	
21 - 25 years	60	29
26 - 30 years	68	17
over 30 years	20	5

9) Urban/Rural distribution

Urban area	266	66.5
Rural area	134	33.5

10)Nature of absorption in urban area

Employed in small industry	102	38.3
Employed in big industry	150	56.9
Other private business	4	5.3
Total	266	

11)Procedure/method of getting the job

By Department of Employment Exchange	75	18.8
Recommended by some body	92	23
Interview or direct application to Institution	188	47
Not specified	45	11.2

12)Hours of work per day

2 -< 4 hours	4	1
4 -< 6 hours	28	7
6 -< 7 hours	36	9
7 -< 8 hours	196	49
8 -< 9 hours	28	7
Over 9 hours	108	27

13)Doing some additional paid work

Yes	120	30
No	280	70

14)Monthly wage / salary

JD 0 - 50	0	
JD 51 - 100	8	2
JD 101 - 150	92	23
JD 151 - 200	52	13
JD 201 - 250	64	16
JD 251 - 300	72	18
JD 301 - 350	32	8
JD 351 - 400	8	2
JD 401 - 450	32	8
JD 451 - 500	16	4
JD 501 - 1000	12	3
More than JD 1000	12	3

15)Satisfaction with salary / wage

Yes	208	52
No	192	48

16)Additional source of Income in the form of landed property, house, or any other private business

Yes	272	68
No	128	23

17)Present and expected Additional benefits/perks from the employee

Social Insurance	156	39
Allowances	16	4
Pension	116	29
House	4	1
Car	4	1
Not specified	104	26

18)Knowledge of trade Union

Yes	276	69
No	124	31

19) Respondents getting benefit from trade union

Yes	76	27.50
No	200	72.50

20)Undertaken any training program

Yes	176	44
No	188	47
Not replied	36	9

21)Interested in changing present job

Yes	68	17
No	332	83

22)No.of jobs changed

None	300	75
One job	80	20
Two jobs	16	4
Three & More jobs	4	1

8.3.2 Unemployed Jordanians [Number Of Respondents:540]

- i) 72.2 per cent of the respondents interviewed were males and 27.8 percent of them were females.
- ii) The majority of the respondents (i.e 73.2 percent) belonged to the age group of 20 to 29. 52 percent of them are from the age group of 25 to 29. 25 percent belonged to the age group of 30 to 39.
- iii) Out of the total respondents 61.1 percent were single. 33 percent of them were married and 6.5 percent of them were divorced.
- iv) 16.7 percent of the respondents had educational qualifications up to the secondary level. The rest of them, i.e., 83.3 percent were holding either a Diploma or a graduate/Post-graduation degree. Out of these 2.8 percent had finished their doctoral research.
- v) 35.2 percent report that their families were dependent on their incomes. 64.8 percent of them were not required to support their families as the elder members looked after them.
- vi) The main source of the financial support of 58.3 percent unemployed respondents was their own family, while 24.3 percent received income from their ancestral property and rents. Only 4.3 percent had the facility of social insurance and 10.4 percent were supported by their relatives and friends.
- vii) 82.4 percent of them did not work in the past and had

remained unemployed. They were seeking jobs for the first time whereas 17.6 percent could get only temporary jobs which were lost by them due to retrenchment.

viii) 47.4 percent of the respondents lost their jobs because of termination or closing of their establishments. 21.1 percent of them had disputes with their employers and 15.8 percent of them could not adjust to the working conditions.

ix) All the unemployed had registered their names in the government employment exchange.

x) The job preferences of the respondents were in more than one type of categories. Civil service jobs were preferred by 91.7 of the total, while 79.6 percent were in favour of the private sector employment. While 38.0 percent showed their willingness for armed forces services, 10.2 percent of the respondents were eager to have jobs outside the country. However, the top preference was given by the young respondents to the government civil administrative jobs and 64.8 percent of the respondents were willing to accept any job.

xi) 75 percent of them were willing to accept a job at a far-off place in the country or even outside the country.

Table 8.2 : Findings based on Survey of unemployed labour

	<u>Number of respondents</u>	<u>percentage share</u>
1) Sex		
Male	390	72.2
Female	150	27.8

Total	540	
2)Age (years)		
15 - 19	5	0.9
20 - 24	115	21.3
25 - 29	280	51.9
30 - 34	95	17.6
35 - 39	40	7.4
40 - 44	-	-
45 - 49	5	0.9
3)Marital status		
Single	330	61.1
Married	165	30.6
Divorced	35	6.5
Widower/Widow	10	1.9
4)Level of education		
Less than secondary	40	7.4
Secondary	50	9.3
Lower Diploma	130	24.1
B.A or B.Sc	280	51.9
Higher Diploma	15	2.8
M.A or M.Sc	10	1.9
Ph.D	15	2.8
5)Any dependents		
Yes	190	35.2
No	350	64.8

6)Main source of support

Family	315	58.3
Property	131	24.3
Social Insurance	23	4.3
Relatives or friends	56	10.4
Casual work	15	2.7
Trade Union	-	-
Other (specify)	-	-

7)respondents seeking employment after losing a job

Yes	95	17.6
No	445	82.4

8)Reasons for loosing the job

Unable to adjust with the job	15	15.8
Dispute with the employer	20	21.1
Termination of work	25	26.3
Close down of Establishment	20	21.1
Not specified	<u>15</u>	15.8
Total	95	

9)No. of respondents having applied for a job

Yes	540	100
No	0	

10)Preference for types of employment (Respondents revealed more than one preference)

Civil Service Commission	495	91.7
Private employment office	430	79.6
Army	205	38.0
Abroad	55	10.2

11)Agreeable to accept a job lower than their expectation

Yes	350	64.8
No	190	35.2

12)Readiness to move to other places within Jordan or outside

Yes	405	75
No	135	25

8.3.3. Underemployed Jordanians [Number of Respondents:169]

- i) Out of the total 169 respondents, 77.5 percent of the respondents were males, while females formed 22.5 Percent of the total.
- ii) More than half of the respondents were in the age group of 20-29 Years, which formed 54.5 percent. Respondents in the age group of 30-39 Years formed 45 percent, while respondents in other categories of age groups were negligible.
- iii) Almost 76 percent of the respondents were married. Single formed 22.5 Percent, while divorced and widowed were very few.
- iv) The percentage of the graduate level of education among the respondents was 38.5, while there were 46.2 percent college certificate holders. However, the respondents with general secondary level formed 13.6 percent. Respondents having the secondary level of vocational education was 1.2 Percent and primary level only 0.6 Percent.

Regarding the type of education, it is found that more than half of the respondents had education in Arts and Science. They formed 34.3 percent and 21.3 percent respectively. While respondents with Commerce were 12.4 percent, and with industrial education were 11.3 percent. Respondents having other types of education were very few, while Agriculture was 6.5 percent, Nursing 2.4 percent, Hotel Industry 4.7 percent, Postal services 6.5 percent, the other types of occupations were only 0.6 percent.

v) Most of the underemployed were engaged in jobs with little or no skills. In both the agriculture and productive unskilled category, underemployed workers formed half of the respondents, i.e, 48.5 percent (33.1 percent and 15.4 percent in productive unskilled and agriculture respectively). Services formed 23.0 percent and specialists and technicians 17.8 percent.

vi) 92.3 percent of the total respondents answered that they did not have any previous jobs, while only 7.7 percent answered that they had been working before. It can therefore be concluded that the working experience was relatively less.

vi) There were only 13 respondents with a previous job experience. Out of which eight were in the transport sector, while the remaining belonged to other occupations.

vii) In response to the question whether they had any experience or training related to the present occupation, 97.0 percent of them responded negatively. It is likely that with proper training underemployment can be reduced in those occupations which require such training.

viii) The survey confirmed the hypothesis that there were several reasons for their being underemployed. While 70.4 percent of the respondents worked for twenty one to thirty hours during the week, 21.9 percent worked for thirty one to forty hours per week. Only 7.7 percent worked for twenty hours and below.

The average of working hours is much lower than the prevailing rate of working hours of 45-48 hours a week in the labour market. Majority of respondents (82.2 percent) answered that they were willing to increase their working hours.

ix) The percentage of the respondents getting a monthly salary of Jordanian Dinars of 150 and below was 100 percent and 68.6 percent were getting Jordanian Dinars 100 to 150, while 31.4 percent were getting below 100 Dinars.

From the point of view of the salary/wages, we can say that majority of the Jordanian labour force was under employed as their salary could not satisfy their needs.

Moreover, 92.3 percent of the total respondents were not happy with their monthly earnings as they were able to meet their essential needs with great difficulty.

x) Regarding the employment status, it was found that 69.2 percent of the total respondents were wage/salary earners, while self-employed 27 Percent and casual workers 25 Percent.

xi) Almost half of the respondents were occupied in Public Administration and Social Services. Agriculture (15.4 percent), Trade, Restaurants and Hotels (10.1 percent); Construction and Manufacturing (7.7 percent and 7.1 percent) respectively, Electricity (5.3 percent) and Financial Services and Transportation and Communication had relatively lower percentages of 2.0 and 1.2 percent respectively.

xii) Regarding correspondence between education and type of employment one finds that as high as 85 percent of total had no relationship between their job and education.

Table 8.3 : Findings Based On Survey Of Underemployed Labour

	<u>Number of Respondents</u>	<u>Percentage Share</u>
1. Sex		
Male	131	77.5
Female	38	22.5
Total	169	
2. Age Group		
15 - 19	0	-
20 - 24	14	8.3
25 - 29	78	46.2
30 - 34	65	38.5
35 - 39	11	6.5
40 - 44	1	0.5
Above 44	0	
3. Marital Status		
- Single	38	22.5
- Married	128	75.7
- Divorced	2	1.2
- Widowed	1	0.6
4. Educational Qualification		
- Cannot-Read & Write	0	-
- Preparatory	1	0.6
- General Secondary	23	13.6
- Vocational Secondary	2	1.2
- Vocational Diploma	-	-
- College Certificate	78	46.2
- B.A./B.Sc.	65	38.5
- P.G. and above	0	-
Type of Education :		
- Scientific	36	21.3
- Literary	58	34.3
- Commercial	21	12.4
- Industrial	19	11.3
- Agricultural	11	6.5
- Nursing	4	2.4
- Hotelling	8	4.7
- Postal	11	6.5
- Others (specify)	1	0.6

5. Nature of job

- Specialist or Technician	30	17.8
- Clerk	10	5.9
- Salesman	5	3.0
- Services	39	23.0
- Agriculture	26	15.4
- Productive/Transport	56	33.1
- Other Specify	3	1.8

6. Employed in the past

- Yes	13	7.7
- No	156	92.3

Nature of previous job :

- Specialist or Technician	1	7.7
- Clerk	0	-
- Salesman	2	15.4
- Agriculture	1	7.7
- Productive/Transport	8	61.5
- Others	1	7.7

7. Any training undertaken for current occupation

- Yes	5	3.0
- No	164	97.0

8. Hours of work per week

- Twenty and Below	13	7.7
- Twenty One to Thirty	119	70.4
- Thirty One to Forty*	37	21.9
- Above Forty*	0	-

9. Ready to work for more no. of Hours

- Yes	30	17.4
- No	139	82.2

10. Salary per month

- Below JD 100	53	31.40
- JD 100-150	116	68.6
- JD 151-200	0	-
- JD 201-300	0	-
- More than JD 300	0	-

* Working for full working hour week however not getting income accordingly.

11. Wage/Salary Lower than Expectation

- Yes	156	92.3
- No	13	7.7

12. Employment Status

- Self Employed with any kind help	27	16.0
- Wage/Salary Earner	117	69.2
- Casual Worker	25	14.8

13. Nature of Economic activity in which engaged in

- Agriculture	26	15.4
- Manufacturing	12	7.1
- Electricity and Water	9	5.3
- Construction	13	7.7
- Trade, Restaurant & Hotels	17	10.1
- Transportation and Communications	2	1.2
- Financial Services	5	2.0
- Public Administration and Social Services	85	50.3

14. Mismatch between education and job

Mismatch	143	84.62
Correspondence	26	15.38

**8.3.4 Jordanians Working in Abu Dhabi [Number of Respondents:
154]**

i) Out of 154 emigrant Jordanians employed in Abu Dhabi, 147 were males, while there were only 7 percent female employees. The respective percentage ratio of the males and females therefore was 95.5 and 4.5. Out of 154 respondents, 92.2 percent are unmarried, while only 7.8 percent of them are married. It may therefore be concluded that the unmarried single persons are more inclined to emigrate abroad as they are relatively more mobile than the married persons with responsibilities of their families.

ii) The age - wise classification is as follows; About 70 percent belong to the age - group of 25 to 44 years and 15 percent belong to the age group of 45 to 49 years. These two groups together share 85 percent of the total. The proportionate share of young men (20-24 years) and senior citizens (55 and above), is, however, negligible. The composition of the Non-Resident Jordanians (NRJs) in Abu Dhabi shows that the middle aged persons form a majority among the emigrants.

iii) The period of leaving Jordan as mentioned earlier is closely related to the prosperity in the neighbouring countries due to increase in the oil-price. The Survey also reveals the same, as nearly 56 percent of the total respondents had migrated to Abu Dhabi during the boom periods of 1966-1980 and 1984-90.

iv) 26.6 percent of the respondents have left Jordan for Abu Dhabi for seeking jobs providing higher wages, whereas 60.9 percent have emigrated because of better job status and working conditions available in the United Arab Emirates labour market, while 12.4 per cent of respondents wanted to be with their relatives.

v) On the basis of educational qualifications, the Jordanians employed in Abu Dhabi, can be classified as follows; 77.3 percent of them have diplomas or degrees. Out of which 7.1 percent are postgraduates and 3.2 percent are Ph.Ds. Thus nearly 77 percent of the emigrated Jordanians are well qualified. 22.7 percent have completed their primary and secondary school education,

vi) 91.6 percent have obtained work-experience, whereas 8.4 percent were freshers. The bulk of the Jordanian employees (51.3 percent) in Abu Dhabi belong to the group of specialists or technicians. The next important group (20.1 percent) consists of administrative assistants, the third group (13.0 percent) consists of clerks and the fourth group is that of the transport operators. In all 97.4 percent of the respondents were employed either in white collared occupations or some occupations in the services sector which includes trade, transport, banking etc., while 1.9 percent were employed in the army whereas, only 6.7 percent were employed in the primary sector of agriculture. This pattern is due to the fact that in the oil rich countries in the United Arab Emirates and Saudi Arabia, there is a demand for educated Jordanian labour.

vii) The experience-wise composition of the respondents is as follows: 58.4 percent of them have a work-experience of 6 to 20 years, and 9.7 percent have it for more than 21 to 25 years. 11.7 percent of them, however, have an experience of over 26 years. The percentage of inexperienced is 3.2, while that of the experienced respondents below 5 years is only 11.7 percent. Thus it is revealed that the experienced Jordanians are generally preferred and hence they enjoy a fair amount of job-security.

viii) 63 percent are employed in government sector, whereas 37 percent of them are employed in the private sector. In the United Arab Emirates the private sector has shown a trend of rapid take-off in recent years (Post 80's), Jordanians therefore are getting a large number of jobs in the expanding private sector of the United Arab Emirates.

ix) No respondent was earning less than JD 400. 57 percent of the total respondents earned between JD 400 to 1200. 33 percent earned between 12.1 - 1200 and those who earned more than 2400 were 8.44 percent. The survey thus reveals that Jordanians earnings were sufficiently high.

x) 88.3 percent of Jordanian respondents were sending remittances to home country regularly. Only 11.7 percent were unable to send remittances. The classification of the respondents on the basis of the quantum of Jordanian Dinars remitted monthly is as follows:

51.5 percent of them have been sending 100 to 300 JDs per month regularly, 22.8 percent of them send 301 to 500

Dinars(i.e. 15 to 25 thousand rupees per month), 5.9 percent of them send 501 to 700 Dinars (i.e average Rs 30000 to 35000), 6.6 percent of them send JDs 701 to 1000 (Rs 35000 to 50,000 per month), 0.7 percent send above JD 1001 to 1500 and 1.5 percent of them send JDs 1501 to 2000 (Rs 75000 to Rs 1 lakh per month).

This reveals that most of the Non-Resident Jordanians (NRJs) employed in Abu Dhabi are very well placed with a good amount of earnings. Their remittances therefore are one of the important sources of family incomes in the home country.

xi) Replying to the question of respondents' future plan to continue to stay or return from the United Arab Emirates, 5.8 percent have stated that they do not want to return, while 16.9 percent want to return after accumulating sufficient financial savings. 9.7 percent however desire to return after two but before four years, while 4.5 percent want to return to start their own business with their saved earnings. 9.7 percent wish to return after more than four years but less than 10 years. However 16.2 percent reply that they will return only when their jobs are terminated. Thus it is found that most of the respondents want to return to the home country after making sufficient provision for their retirement or having enough money to start their own business enterprises. Very few of them seem to be willing to leave their home country forever. This finding is a welcome for Jordan, because return of the educated and trained manpower with sufficient capital can contribute to the Jordanian economy.

**Table 8.4 : Findings Based On Survey of Jordanians Employed In
Abu Dhabi**

	<u>Number of respondents</u>	<u>percentage share</u>	
1) Sex			
Male	147	95.5	
Female	7	4.5	
Total	154		
2)Marital status			
Single	142	92.2	
Married	12	7.8	
3) Age group (Years)			
15 - 19	0		
20 - 24	3	1.9	
25 - 29	15	9.7	
30 - 34	26	16.9	
35 - 39	25	16.2	
40 - 44	41	26.6	
45 - 49	24	15.6	
50 - 54	15	9.7	
55 - 59	3	1.9	
60 - 64	1	0.6	
65 and above	1	0.6	
4)Period of leaving Jordan			
Before	1960	2	1.3
	1960-65	7	4.5
	1966-70	23	14.9
	1971-75	27	17.5
	1976-80	37	24.0
	1981-85	9	5.8
	1986-90	32	20.8
After	1990	17	11.0
5)Reasons for leaving Jordan			
Unemployment	12	7.1	
Lower wage	33	19.5	
To seek better job	103	60.9	
To stay with family/relatives	21	12.4	

6) Educational qualification

Below secondary level	7	4.5
Secondary level	28	18.2
Lower Diploma	36	23.4
B.A or B.Sc	68	44.2
P.G. Diploma	4	2.6
M.A or M.Sc	6	3.9
Ph.D	5	3.2

7) Respondents having work experience

Yes	141	91.6
No	13	8.4

Responded classified in as per experience occupations

Specialist or Technician	79	51.3
Administrative	31	20.1
Clerks	20	13.0
Salesmen	6	3.9
Services	2	1.3
Agriculture	1	0.6
Productive and Transport	12	7.8
Army	3	1.9

8) Years of Experience

Nil	5	3.2
1 year to 5	18	11.7
6 to 10	23	14.9
11 to 15	36	23.4
16 to 20	31	20.1
21 to 25	15	9.7
26 and Over	18	11.7
Not specified	8	5.2

9) Sector where employed

Government sector	97	63.0
Private sector	57	37.0

10) Monthly earnings in Jordanian Dinar

Below 400	1	0.65
400-800	45	29.22
801-1200	43	27.92
1201-1600	24	15.58
1601-2000	27	17.53
2001-2400	1	0.65
Above 2400	13	8.44

11) Respondents sending remittances to Jordan

Yes	136	88.3
No	18	11.7

12) Remittances in Jordanian Dinar per month

Below 100	15	11.0
100 - 300	70	51.5
301 - 500	31	22.8
501 - 700	8	5.9
701 - 1000	9	6.6
1001 - 1500	1	0.7
1501 - 2000	2	1.5
More than 2000	0	

13) Planning to go back and settle in Jordan

Don't know	39	25.3
Don't want to go back	9	5.8
After termination of my work	25	16.2
When the job is available in Jordan	9	5.8
After improvement my financial conditions	26	16.9
After getting enough capital to run a project	7	4.5
Between one month and a year	10	6.5
Between two and four years	15	9.7
After more than four years and less than 10 years	14	9.1

8.3.5 Returnees of 1991 Gulf War [Number of Respondents:106]

i) Out of the total number of respondents of 106, 87.7 percent are male workers and 12.3 percent are females, as a large number of the emigrant labour to Kuwait and other oil rich Gulf countries consisted of the male labourers. Their percentage among returnees therefore is above 85 percent.

ii) Most of the returnees were married comprising 80.2 percent of the total.

iii) 43.4 percent of the returnees belong to the age-group of 25 to 39. A large number of returnees (53.9 percent) are in the age-group of 40 to 59 years. These returnees, who may have a large number of dependents, obviously face a financial stress and strain. The implication of this phenomenon as mentioned earlier is that it creates a lot of difficulties in their absorption in the labour market of Jordan. A sudden influx of labour is quite different from an increase in the labour force. Thus the problem of rehabilitation of the returnees has created a crisis in the economic health of the country in the post gulf war period. How to tackle this major crisis, in fact, has been one of the major agendas of the government for the last five years. This will be discussed in detail in the next chapter on manpower planning. Though the survey conducted by this researcher reveals that almost 65 percent could get employment, still a sizable number remains to be employed.

iv) It is revealed that 54.7 percent of the returnees are Palestinians having Jordanian passports and the rest are Jordanians.

v) 48.1 percent of the returnees are from Kuwait, 17.0 percent from Saudi Arabia, 11.3 percent from Qatar, 12.3 percent from Bahrain, 9.4 percent from the United Arab Emirates, 0.9 percent each from Iraq and Oman. It indirectly reveals that Kuwait and Saudi Arabia used to demand Jordanian workers more than the rest of the all Gulf Cooperation Council (GCC) countries.

vi) Out of the total number of respondents, 27.4 percent have educational qualifications up to the secondary level. 72.6 percent returnees are highly educated, while 29.2 percent of them are diploma holders, 37.7 percent are graduates and 5.6 percent have completed post graduation and doctoral work. The human capital component of the Returnee-labour is therefore high and Jordan should be able to make use of this for its economic growth.

vii) 36.7 percent of the returnees were employed in the government sector, whereas 63.3 percent were absorbed in the private sector of the Gulf countries. Private sector in oil - rich Gulf countries used to offer larger number of jobs to Jordanians than the government sector and this gets revealed from the findings.

viii) The occupation-wise classification of the returnees reveals that nearly 52 percent of them were employed in Gulf countries as specialists and technicians. 12.3 percent held

administrative jobs, 8.5 percent worked as clerks. 10.4 percent were salesmen, and 9.4 percent were transport operators. Less than one percent of them were recruited in the Gulf Army . Most of the returnees, therefore, had white collar jobs.

ix) 49.1 percent of them have a work-experience of 6 to 20 years, 10.4 percent have even longer experience of 21 to 30 years. 30.2 percent of them have an experience of less than 5 years.

x) 73.6 percent of the returnees used to send remittances regularly to Jordan. Very large majority of them used to send 100 to 300 JDS (equivalent to Rs 5000 to 15000 /-), 19.2 percent of them used to remit amounts below JD 100. This means that nearly 80 percent of the returnees earned sufficient income to send remittances.

xi) Most of the workers constituting 98.1 percent share returned during 1990 - 1991. Only 1.9 percent returned in 1991-1992. It shows that almost all the Jordanian Returnees left Gulf countries immediately when the Gulf war broke out.

xii) 34.0 percent returnees have a family of four to seven members, 37.7 percent returnees are with one to three family members and 23.6 percent are single, while 3.8 percent have eight to ten family members.

xiii) 65.1 percent of the respondents have been absorbed in the Jordanian labour market. The job-wise classification of reemployed returnees is as follows. 43.5 percent got jobs as specialists/technicians, 8.7 percent as administrative staff, 5.8 percent as clerks, 21.7 percent as salesmen and 11.6 percent in the transport and the service sectors. 88.4 percent of the reemployed returnees got jobs in private sector companies and businesses.

xiv) 44.9 percent of the returnees feel that their present salaries in Jordan are not adequate for a decent living, whereas 33.3 percent seem to be satisfied especially by getting reemployment and a regular flow of salaries. However, 21.7 percent expressed that they were getting good salaries. Thus majority of the returnees seem to be generally happy as they got employment in Jordan.

Table 8.5 : Findings Based On Survey of Returnees of 1991 Gulf War

	<u>Number of respondents</u>	<u>percentage Share</u>
1) Sex		
Male :	93	87.7
Female :	13	12.3
Total	106	
2) Marital status		
Single	21	19.8
Married	85	80.2
3) Age group (Years)		
15 - 19	0	0.9
20 - 24	1	0.9
25 - 29	16	15.1
30 - 34	9	8.5
35 - 39	21	19.8
40 - 44	15	14.2
45 - 49	20	18.9
50 - 54	13	12.3
55 - 59	9	8.5
60 - 64	2	1.9
65 and above	0	-
4) Nationality		
Jordanian	48	45.3
Palestinian	58	54.7
5) Country from where returned		
Kuwait	51	48.1
Saudi Arabia	18	17.0
Qatar	12	11.3
Bahrain	13	12.3
U.A.E	10	9.4
Oman	1	0.9
Iraq	1	0.9

6) Educational qualification

Below secondary	14	13.2
Secondary	15	14.2
Lower Diploma	31	29.2
B.A or B.Sc	40	37.7
Higher Diploma	1	0.9
M.A or M.Sc	4	3.8
Ph.D	1	0.9

7) Sector in which employed abroad

Government sector	39	36.7
Private Sector	67	63.3

8) Nature of occupation in Gulf countries

Specialists & Technicians	55	51.9
Administrative	13	12.3
Clerks	9	8.5
Salesman	11	10.4
Services	7	6.6
Agriculture	0	
Productive and Transport	10	9.4
Army	1	0.9

9) Working experience

Yes	103	97.2
No	3	2.8

10) Work experience in years

1 - 5	32	30.2
6 - 10	25	23.6
11 - 15	15	14.2
16 - 20	12	11.3
21 - 25	5	4.7
26 and Over	6	5.7
Not specified	9	8.5

11) No. of respondents sending remittances to Jordan

Yes	78	73.6
No	28	26.4

12)Remittances sent to Jordan in Jordanian Dinar per month

Below 100	15	19.2
100 - 300	62	79.5
301 - 500	1	1.3
501 - 700	0	
701 - 1000	0	
1001 - 1500	0	
1501 - 2000	0	
More than 2000	0	

13)Year when returned to Jordan

In 1990	86	81.1
In 1991	18	17.0
In 1992	2	1.9

14)No.of family members came back with you

None	25	23.8
1 to 3	40	37.7
4 to 7	36	34.0
8 to 10	4	3.8
11 & Over	1	0.9

15)Present employment status in Jordan

Yes	69	65.1
No	37	35.9

16)Occupations where employed

Specialists & Technicians	30	43.5
Administrative	6	8.7
Clerks	4	5.8
Salesmen	15	21.7
Services	1	1.4
Agriculture	5	7.2
Productive and Transport	8	11.6
Army	0	

17)Sector wise employment

Government sector	8	11.6
Private sector	61	88.4

18)Level of satisfaction with wage/salary now getting in Jordan

Unsatisfactory	31	44.9
Satisfactory	23	33.3
Good	12	17.4
Very good	3	4.4

8.3.6 Immigrants Working in Jordan (No. of Respondents:140)

i) Majority of the immigrant Labour comprises of males having 89.3 percent share, while females have 10.7 percent share. This explains the social attitudes and greater mobility of men versus women.

ii) Immigrant unmarried workers are 65 percent, while married are 34.3 Percent. Divorcees form only 0.7 percent. The survey of emigrants to Abu Dhabi also revealed that a majority of the respondents were unmarried. This confirms the hypothesis that unmarried are more mobile than the married ones.

iii) Only 5 Percent of immigrants are above the age group of 49 years, while persons in the age group of 20 - 29 years form 62.9 percent. This indicates that the younger labour force is more mobile than the older groups.

iv) The influx of the immigrant workers unlike that of the outmigration began after 1976 (please see table 6.1). The pull factor of economic prosperity in Jordan due to Arab assistance and the push factor of the economic slow down in the oil rich countries due to a fall in the oil prices during the eighties determined the immigration.

The survey revealed that most of the immigrants came during the decade of the eighties. While 8.6 percent entered during the period 1973 - 1980, 25.7 percent entered during 1990 - 1995.

Despite the economic recession in Jordan after 1992, the inflow of the immigrant labour continued. However, during the recent years the government of Jordan has restricted the employment of immigrant labour in order to reduce the burden of unemployment on the native Jordanian workers and hence the rate of increase of the immigrants might slow down in future.

v) 60.7 percent of the total respondents used to work in their own country. They were mostly from Egypt and Syria, having 62.1 percent and 35.0 percent share respectively, while 2.9 percent were from other countries.

vi) The immigrants who were employed before coming to Jordan were occupied mostly in agriculture and other unclassified work, 40 percent and 37.6 percent respectively. The immigrants who were occupied in clerical and sales jobs have percentage shares of 2.4 percent each while 1.2 percent of the total were employed in the administrative services and 16.4 percent were employed in other jobs.

vii) Their earnings in their own country was low in comparison to their current earnings in Jordan. The respondents who earned less than Jordanian Dinars (JD) in their country form 96.5 percent of the total respondents. The percentage of respondents who earned between Jordanian Dinars (JD) 50 and 100 were 2.4 percent and those who earned more than JD 100 were only 1.2 percent.

viii) In order to cover the shortages in employment the Jordanian government encourages unskilled labour force to enter the country in agriculture and construction because these are the two

activities which are least liked by the Jordanians. The researcher while interviewing the unemployed also came across such opinions. Secondly, there is no demand for the skilled workers because the industrial sector is not so advanced in Jordan. On the contrary most of the skilled and educated Jordanians tend to emigrate. Thus it is quite likely that a majority of immigrants will have a little human capital component. Thus, the hypothesis that the immigrants are displacing Jordanians is not found correct.

It is noted that about 72.9 percent of the total respondents have education up to preparatory. High school certificate holders formed 17.3 Percent, secondary level education and diploma holders are around 5 to 6 percent. Graduates are only 1.4 percent.

ix) 58.6 percent of the respondents replied that they had work experience. Out of the total number of workers, 25.6 percent had work experience in agriculture, 41.46 percent in services and 18 percent in sales.

x) Regarding the period of experience in years, the immigrants who have one to five years of experience form 30.7 percent, and those who worked for six to ten years form 18.6 percent of the total respondents. The data shows that the percentage share of those having experience of more than 10 years is only 9.3 percent.

xi) All the respondents replied that the main reason for immigrating to Jordan was to get a job. Out of the total number

of the job seekers 72.9 percent wanted to find any job, though 27.1 percent expected higher wages. Since there is a shortage of workers in the agriculture and construction sectors in Jordan, the immigrants expected to get absorbed in these sectors.

xii) Almost hundred percent (98.6 percent) of the respondents are wage/salary earners, and hence the self employed are only 1.4 percent. There was no respondent employing any hired labour. This may be so because of the restrictive policy of the government of Jordan which does not allow the immigrants to run their own private businesses. Another factor is that most of immigrants do not have enough capital to start their own business.

xiii) Private sector is the only sector which absorbs immigrants in Jordan as 100 percent of the respondents are employed in private sector. This is so because government sector gives priority to Jordanian workers. Moreover the private sector prefers to employ immigrants who are willing to accept lower wages and are ready to work for longer hours than local workers. Most of the immigrants are working in three main occupations: agriculture, construction and in urban informal service sector jobs. This is in conformity with their relatively low level of education.

xiv) Hundred percent of total respondents support themselves from their own savings before getting jobs, as their waiting time period is not very long.

xv) Unemployment does not exist among immigrants because they mostly have contracts with employers before coming to Jordan. 67.1 percent of them had to wait for less than one month to get a job. 23.6 percent waited between one and three months, and 8.7 percent had to wait for about four months. Only 0.7 percent waited for more than four months.

xvi) Majority of the respondents comprising 79.3 percent do not stay with their families, and only 20.7 percent brought their families with them.

xvii) Their monthly income in Jordan was higher than that of their earnings in their own country. Half of the respondents earn Jordanian Dinars (JD) 101 - 150 per month, while 35.7 percent earn between JD 50 - 100 and 12.9 percent earn between JD 151 - 200. The earnings of the immigrant respondents in Jordan is sufficient for about half of the respondents.

xviii) 70 percent of the total respondents send remittances abroad, while 30 percent reported that they do not do so. However, the volume of such remittances is not very high. As the respondents who remit below JD one hundred are in the majority, their percentage form 69.3 percent out of the total respondents and those who send between JD 100 - 150, form only 0.7 Percent. This may be due to their being unskilled and low wage earners. Though the hypothesis that the immigrants are able to send remittances proved to be correct, the amount however is not very

large and 30 percent are not able to send remittances also speaks of their economic condition.

xix) Job mobility of the immigrant labour force seems to be absent. Out of total respondents, 97.9 percent reported that they did not change their jobs and only 1.4 percent and 0.7 percent answered that they had changed their jobs once and more than once respectively. Such immobility of the immigrant labour in Jordan reflects the lack of job opportunities and also their not having enough human capital component to seek better jobs. The government policy is also considered to be another factor restricting the mobility of the immigrant labour. Out of the total respondents who had changed their jobs, 66.7 percent reported that it was because of the termination of their work and 33.3 percent replied that it was due to labour disputes.

xx) 65.7 percent of the total respondents did not know the time schedule as to when they would return to their own countries. 20 percent answered that they would go back after they improve their financial condition. 14.3 percent replied that they would go back on termination of their contract.

Table 8.6 : Findings Based On Survey Of Immigrants Working in Jordan

	<u>No. of Respondents</u>	<u>Percentage Share</u>
1. Sex :		
- Male	125	89.3
- Female	15	10.7
Total	140	
2. Marital Status :		
- Single	91	65
- Married	48	34.3
- Divorced	1	0.7
- Widowed	0	-
3. Age Group (Years) :		
15 - 19	0	-
20 - 24	28	20.0
25 - 29	60	42.9
30 - 34	27	19.3
35 - 39	15	10.7
40 - 44	2	1.4
45 - 49	1	0.7
50 - 54	3	2.1
55 - 59	4	2.9
60 - 64	0	-
65 and above	0	-
4. Period when they came Jordan		
- Before 1973	0	-
- During 1973 - 1980	12	8.6
- During 1981 - 1984	35	25.0
- During 1985 - 1989	57	40.7
- During 1990 - 1995	36	25.7
5) Immigrants country of origin		
- Egypt	87	62.1
- Syria	49	35.0
- Other Countries	4	2.9

6) Employed before coming to Jordan

- Yes	85	60.7
- No	55	39.3

7) Nature of Work in the country from where immigrated

- Specialist/Technician	-	-
- Clerical Job	2	2.4
- Administrative	1	1.2
- Agriculture	34	40.0
- Salesman	2	2.4
- Services	-	-
- Productive Work		
Unclassified & Others	32	37.6
- Others	14	16.4

8) Earnings in the Country from where immigrated in JD per Month

- Less than JD 50	82	96.5
- Between JD 50 and 100	2	2.4
- More than 100	1	1.2

9. Educational Qualification

- Illiterate	8	5.7
- Literate below Primary	6	4.3
- Primary completed	32	22.9
- Preparatory	56	40.0
- Secondary below Higher		
School Certificate	8	5.7
- Higher School Certificate		
Completed	20	14.3
- Technical Diploma	1	0.7
- Other Diploma	7	5.0
- Collage or University		
Degree	2	1.4
- M.A./M.Sc.	0	-
- Ph.D	0	-

10. Work experience

- Yes	82	58.6
- No	58	41.4

11. Occupation wise experience

- Specialist or Technician	2	2.4
- Typist	1	1.2
- Stenography	2	2.4
- Accounts	1	1.2
- Salesman	15	18.3
- Services	34	41.46
- Agriculture	21	25.6
- Operator	2	2.4
- Mechanic	4	4.9

12. Years of Experience

- Nil	58	41.4
- 1 - 5	43	30.7
- 6 - 10	26	18.6
- 11 - 15	9	6.4
- 16 - 20	0	0
- 21 - 25	3	2.2
- 26 and above	1	0.7

13. Reason for coming to Jordan

- To seek a Job	102	72.9
- Expect higher wage	38	27.1
- To stay with family & relative	0	-
- For Studies	0	-
- Due to Marriage	0	-
- Came with Parents	0	-

14. Employment Status in Jordan

- Employer	0	-
- Self Employed	2	1.4
- Wage/Salary Earner	138	98.6
- Other Specify	0	0

15. Sector where Employed

- Government Sector	0	-
- Private Sector	140	100

Occupation wise breakup of wage/salary earners

- Services	44	31.9
- Agriculture	40	28.9
- Construction	54	39.1

16. Source of support before getting the job

- Own savings & funds	140	100.0
- Help from friends	0	-
- Friends Helped	0	-
- Community Support	0	-
- Government Assistance	0	-

17. Period of waiting for the job

- Less than One Month	94	67.1
- Between 1 and 3 Months	33	23.6
- Between 3 and 4 Months	12	8.6
- More than 4 Months	1	0.7

18. Staying with Family

- Yes	29	20.7
- No	111	79.3

19. Monthly Salary in Jordan (in Jordanian Dinar)

Below 50	0	-
50 - 100	50	35.7
101 - 150	70	50.0
151 - 200	18	12.9
201 - 300	2	1.4
301 - 4000	0	-
Above 400	0	-

20. No. of respondents who send remittances

- Yes	98	70
- No	42	30

21. Remittances sent per month (in JD)

- Below 100	97	69.3
- 100 - 150	1	0.7
- 151 - 200	0	0
- 201 - 250	0	0
- 251 - 300	0	0

22. No. of times changed the jobs

- None	137	97.9
- One Time	2	1.4
- 2 or 3 Times	1	0.7
- More than Three	0	0

23. Reasons for changing the Job

- Dispute with Employer/ Employees	1	33.3
- Termination of the Work	2	66.7
- Close down of the Establishment	0	-
- Other Reason	0	-

24. Plans to go back to their own country

- Not specified	92	65.7
- Don't want to go back	-	-
- After termination of work	20	14.3
- After improvement of financial condition	28	20.0
- Between 1 Month & a Year	0	0
- Minimum 2 to 4 Years	0	0

8.4 Returns to Education

One of the reasons for higher earnings is the human capital component both in quantitative and qualitative terms. It has been pointed out that emigration especially of educated Jordanians is one of the serious problems, as it results in Brain Drain. Both push and pull factors are responsible for this phenomenon. The immigrants come to Jordan mainly because of the push factor operating in their economies and to some extent pull factor in the form of possibility of getting blue collared jobs in Jordan. Since Jordanians in general are averse to blue collared jobs, immigrants who are generally less educated, are confident of getting work which requires manual labour. Thus Jordan has a dual market. A primary market where Jordanians are mostly employed in public administration and a secondary market including agriculture and construction where immigrants expect to get absorbed. The question of higher earning through higher human capital component does not arise in the case of immigrants as their requirement in the Jordanian labour market is perceived only in specific type of work. The emigration of educated Jordanians occurs due to higher wages prevalent in the neighbouring countries and lack of opportunities in Jordan.

The reason behind the survey of Jordanians working in Abu Dhabi was to compare the rates of return to education in Jordan and in Abu Dhabi so as to test the hypothesis that the rate of return to education was higher abroad. Therefore the earning function discussed in the following section was estimated. The hypothesis could not be verified as the sample of Jordanians

working in Abu Dhabi turned out to be a biased one. The researcher could get response from 154 Jordanians only. The time and financial constraints made another survey impossible. Had the sample been as large as that of the sample of Jordanians working in Jordan, i.e., 400, the results could have been different. In the following sub section though the estimated earning functions of the Jordanians working in Jordan and in Abu Dhabi is discussed, no inferences are drawn.

8.4.1 Human Capital Earnings Functions

Earnings functions are empirical tools to analyse determination of earnings. According to the neoclassical framework the wages are determined by the marginal productivity of labour under competitive market conditions. The Human Capital approach to the determination of wages releases the assumption of neoclassical framework of Homogeneous labour and emphasizes that wages are influenced by various productivity related variables which differ from individual to individual.

According to the Human Capital theory, individuals make optimising decisions regarding the acquisition of education and training to yield net benefits in future periods. The investment in human capital is subject to the laws of diminishing returns.

"As additional education is undertaken, the attendant benefits fall and the associated costs rise so as to cause internal rate to decline¹."

In other words as schooling increases, the extra knowledge or skill due to schooling becomes smaller and smaller. Pioneering work in studying the effects of education on earning is done by Becker (1964)²; Becker and Chiswicks (1966)³ and also by Mincer (1958 & 1962)^{4,5}.

The following human capital earnings functions developed by Mincer (1974) is the basic framework which is generally used to analyse the impact of education and other human capital related variables affecting earnings.

$$\ln y = \beta_0 + \beta_1 s + \beta_2 x + \beta_3 x^2 + e$$

Where $\ln y$ = log of earnings, s = years of schooling, x = experience. In this equation β_1 is the estimate of the rate of return to education which is assumed to be constant in this formulation. Cross section and time series earnings profiles show that wages first rise according to experience and then flatten off later in a person's career. The concavity of such earnings profile is captured through experience terms viz, x and x^2 , whose coefficients are β_2 and β_3 . The signs of the coefficients β_2 and β_3 are expected to be positive and negative.

The above Mincerian earnings function was used to estimate returns to human capital endowments for the Jordanians working in Jordan and those working in Abu Dhabi. As mentioned earlier the purpose was to ascertain whether there is any difference in the returns to education in Jordan and elsewhere.

The following regression model, which is a slight modification of Mincerian function was estimated.

$$\ln y = \beta_0 + \beta_1 s + \beta_2 x + \beta_3 x^2 + \beta_4 sx + \beta_5 d_1 + e$$

Here sx is an interactive term multiplying years of Education and Experience, d_1 takes the value 1 if private sector or male, otherwise zero. Therefore β_0 is the intercept term in case of public sector and or being women. $\beta_0 + \beta_5$ is the intercept term in case of private sector or being male.

Table 8.7 gives the results of the estimated earnings functions for the Jordanians working in Jordan.

Seven earnings functions were estimated. This was done in order to test the hypothesis that returns to education was higher in private sector than in public sector and men experienced higher returns to education as compared to women. In order to do this corresponding dummy variables were used.

Regression Equations 1 to 3

As per the estimated functions, the rate of returns to education was around 6 percent and that of experience around 5 percent. As expected the coefficient of Ex^2 was negative. The coefficient was too small and statistically not significant. The interaction variable is negative, which implied that education and experience may be substitutes in determining earnings. The coefficient was not statistically significant. Equations 2 and 3

showed that overall earnings were higher for males as compared to females and higher in private sector than in public sector. The regression coefficient for these dummies were positive and statistically significant. The values of R^2 were around 0.30 indicating that 30 percent variation in earnings can be explained by human capital variables. Men and women earning functions were with dummy for sector. The intercept term ($\beta_0 + \beta_5$) showed that private sector gave higher returns to education, as the β_5 values were positive for both men and women. Between men and women, the returns to education were higher for men as compared to women as the returns were 6 and 4 percent respectively. The parabolic relationship was established as coefficient for experience squared turned out to be negative except in case of sample of women. The hypothesis that returns to education for men was higher was proved. The hypothesis that earnings in public sector was higher than private sector was not proved.

The coefficient of interaction variable for women turned out to be positive suggesting that for women, they may not be substitutes. The coefficient however was not statistically significant. Human capital variables for men and women could explain 30 and 50 percent variation in earnings. The high explanatory power in case of women suggested that public policies to promote expansion in education for women would result in higher earnings. This result also indicated that for women human capital factors and for men non human capital factors were more important in determining earnings.

Regression Equations 6 & 7

The results showed that between public and private sectors, returns to education were higher in case of private sector as compared to public sector as the values were 0.051 and 0.0603. Even experience was rewarded more in private sector. As expected, coefficient for experience squared turned out to be negative. Both this and the coefficient of interaction variable were not statistically significant.

Between men and women, the men earned more than women, both in public and private sectors. The coefficients were not statistically significant.

In all the models all the coefficients except that of interaction variable had signs as per the hypothesis. The overall results were good as adjusted R^2 values were in the range of 0.30 to 0.50 and F ratios were statistically significant indicating that models were good fit.

Table 8.7 : Earnings Function : Jordanians Employed in Jordan

Sample	Total			Male	Female	Public Sector	Private Sector
No. of Observation	400	400	400	331	69	159	241
Equations	1	2	3	4	5	6	7
Constant	4.34	4.25	4.18	4.19	4.36	4.22	4.27
Education	0.0565 (6.11)*	0.0565 (6.14)*	0.0585 (6.46)*	0.0626 (6.49)*	0.0326 (2.12)*	0.051 (3.38)*	0.0603 (5.08)*
Experience	0.050 (4.01)*	0.0474 (3.79)*	0.0509 (4.16)*	0.0526 (3.94)*	0.0124 (0.47)	0.0419 (2.21)*	0.049 (3.03)*
Experience ²	-0.00045 (-1.50)	-0.00041 (-1.38)	-0.00052 (-1.79)	-0.00055 (-1.67)	0.00045 (0.52)	-0.00044 (0.79)	-0.00049 (-1.32)
Edu. * Exp. interaction	-0.00094 (-1.80)	-0.00091 (-1.74)	-0.00080 (-1.57)	-0.00011 (-1.90)	0.00069 (0.47)	-0.00066 (0.70)	-0.00066 (-0.97)
Dummy Male=1 Female=0	-	0.133 (2.16)*	-	-	-	0.162 (1.87)	0.106 (1.27)
Dummy Pvt.=1 Pub.=0	-	-	0.20 (4.42)*	0.19 (3.65)*	0.22 (2.40)*	-	-
R ²	0.30	0.31	0.33	0.29	0.47	0.32	0.34
F	42.08*	34.92*	39.15*	27.07*	13.06*	14.84*	23.97*

Note : * Statistically Significant at 1% Level of Significance.

Earnings function - Jordanians working in Abu Dhabi

The estimated earnings functions results were not comparable with Jordanians working in Jordan. The results are explained here as they would give some idea about the Jordanian position in Abu Dhabi.

The main purpose of the survey was to analyse whether the returns to education were higher or not if a person was married. It is generally hypothesised that married people have higher motivation to earn more as compared to unmarried ones due to responsibilities. It was expected that private sector would have higher returns to education than public sector.

In equation 1, one finds education, and education experience interaction variables to be statistically significant. The values of the coefficients were very small. In equation 2 though dummy for marital status was positive it was not statistically significant. The only statistically significant variable of interaction term turned out to be negative.

The dummy for private sector (equation 3) was negative and statistically significant, indicating that returns to education are lower in private sector as compared to public sector. One can say that, private sectors reward was relatively less to Jordanians in Abu Dhabi as compared to those who worked in private sector in Jordan. But nothing can be said conclusively unless the sample size is increased.

Earning function 4 which has dummies for marital status and sector of employment had more or less the same results as of functions 2 and 3.

In case of all the earnings functions the coefficients of experience were with negative sign. Education experience interaction term turned out be with negative signs in earning functions 2 and 4. In the earning function 1 (of total employees) and 3 (with dummy for sector), they had positive signs and were statistically significant indicating that education and experience are not substitutes.

The models were not a good fit as 'F' values were not statistically significant and R^2 values were also low. Human capital variables could explain only 2 to 5 percent variation in earnings.

Table 8.8 : Earnings Function : Jordanians Employed in Abu Dhabi

	Regre- ssion 1	Regre- ssion 2	Regre- ssion 3	Regre- ssion 4
No. of Observations	154	154	154	154
Constant	2.98	2.8	2.99	2.8
Education	0.0047 (3.01)*	0.0092 (1.56)	0.005 (2.86)*	0.00926 (1.55)
Experience	-0.0107 (-1.54)	-0.012 (-1.33)	-0.0102 (-1.62)	-0.0121 (-1.36)
Experience ²	0.000387 (0.64)	0.00047 (0.53)	0.00037 (0.66)	0.000465 (0.54)
Edu * Exp Interaction	0.00014 (6.01)*	-0.00003 (-25.60)*	0.000121 (7.20)*	-0.00004 (-20.91)*
Dummy Married= 1,Otherwise=0		0.172 (0.52)		0.17 (0.53)
Dummy Pvt.=1, Otherwise=0			-0.0189 (-2.35)*	-0.00816 (-5.45)*
R ²	0.027	0.05	0.027	0.051
F	1.034	1.557	0.821	1.317

Note: * Denotes Statistically significant at 1% level .

The results of the earning functions can not be compared with the results of earning functions of Jordanians working in Jordan. One can only infer that returns to education were higher in Jordan for males and for those who worked in private sector and in Abu Dhabi public sector gave higher returns to education than the private sector.

On the basis of the various surveys it is revealed that different segments of the labour market of Jordan have distinct features and problems. Therefore the manpower planning is to be so effected as to incorporate all the aspects of labour market of Jordan. The sudden changes in the labour market scenario due to political factors also calls for need to make manpower planning at macro level to be flexible and economic planning to be more effective. The next chapter on manpower planning would reveal whether Jordan^{has} succeeded in the same.

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