

Employment in Jordan

Results and Analysis of the Surveys

**Promotion Youth Employment in Remote Area in Jordan
(Job Jo Project)**

WP1, Deliverable 3

July 2019

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1. EXECUTIVE SUMMARY

This report constitutes an analysis of the WP1 of the “Promoting youth employment in remote areas in Jordan /JOB-JO”; an Erasmus+ project. The aim of the project is to recruit Jordanians in remote areas with high rates of poverty and unemployment, through teaching, training, requalifying the unemployed graduate students, and empowering these areas at the economic and social levels with special focus on women. Three questionnaires were designed and distributed to study local communities. The first one was designed to study the poverty in the remote areas, the second was to identify the unemployment reasons, and the third was to understand key skills needed to promote women employability, socio-educational and professional development through innovative and collaborative ICT-based methodological and didactic solutions, with access to a variety of open interdisciplinary resources that will enable them to acquire and retain the target skills acquired over time in the remote areas of Jordan.

The target group were students, fresh graduates, unemployed people, NGO and some governmental bodies; depends on the aim of each questionnaire.

More than 3400 responses (in total for the three surveys) were analyzed. The results were discussed at a workshop with some key stakeholders in July 2019.

2. INTRODUCTION

The limitation in natural resources and the relatively weak innovation-based industries, the rapid growth in population due to the normal increase and the forced migrations due to the political unrest in the region put the Jordanian economy under substantial pressure face economic difficulties since the last decade. The number of the unemployed people increased so rapidly and difficulties to find any kind of technical, administrative or profession work needs a lot of restrictions for all Jordanians, and this become more complicated when discussing the remote areas.

The target groups who will be benefited from the trainings and the workshops mainly are students, unemployed youth, and teachers. The importance of this project comes from highlighting the importance of the poverty and unemployment in Sothern of Jordan and remote areas all over Jordan.

The expected impact of this project is mainly making the Jordanian Universities in south of Jordan in contact with the local community and the graduate students by promoting the employment in this region. These tasks will be the major role of the Jordanian partners of the project, who are already have a direct interest in achieving the goals and taking the needed actions for the project.

The expected and designed cooperation between the partners of the project will attack directly the final year students, fresh graduates unemployed. The target groups are expected to gain knowledge will help them in the future to find job or to start their business, through the designed trainings and networking objectives during the project life time.

The aims will finally appear in some courses/trainings on the market needed skills for the graduates who are seeking jobs, or who wants to create their own business.

The direct impact of the training is solving the Jordanian social problems at all levels and target the remote areas. It expected to:

- affect the unemployment numbers and creating new job opportunities;
- increase the business entities;
- make difference in the real incomes; positive difference.
- Solving the problems of labor migration.
- increase employability rates and female entrepreneurship in south of Jordan.
- develop and implement a Web Platform, a social and collaborative learning environment, which will be set up as a real, online, open, flexible and social-educational.
- apply a new vocational training program in partner regions
- create, through social networking sites, networking opportunities to aggregate and support ideas, experiences and competences in a common design of women's skills development to play an active role in the social- economic project reference contexts
- create and implement a repository of Entrepreneurship stories and experiences and female role models in the south of Jordan areas
- job seeking women to become entrepreneurs and generate sustainable development processes
- the result of this project is expected to be implemented in the north of Jordan as much as can in the remote areas.

Job Jo project aims to recruit Jordanians in remote areas with high rates of poverty and un employment, with special focus on women.

3. METHODOLOGY

The current situation of the local needs was determined using three surveys, which have been developed carefully; targeted the Jordanians, living in the remote areas, students, fresh graduated and unemployed. In addition, the organizations and the NGOs.

The surveys were revised by the Job-Jo team. The final surveys are shown in Annexes I, II, III and IV.

The survey of the poverty comprises of three sections:

1. General: which includes data: age, gender, studying profile, etc.

2. Working Profile: worker/non, salary, incomes, etc.

3. The general opinions on: reasons for poverty, the availability of basic human needs, The survey was uploaded to Google using Surveys Templates and the target groups were asked to fill it. The target number of surveys was 200 participants; and the actual number of participants was more than 600.

The survey of the unemployment comprises of three sections:

1. General: which includes data: age, gender, studying profile, etc.
2. Working Profile: worker/non, salary, incomes, etc.
3. The general opinions on: reasons for unemployment, the availability of related work,

The survey was uploaded to Google using Surveys Templates and the target groups were asked to fill it. The target number of surveys was 400 participants; and the actual number of participants was more than 1600.

The survey of the women comprises of three sections:

1. General: which includes data: age, gender, martial state, studying profile, etc.
2. Working Profile: worker/non, salary, incomes, etc.
3. The general opinions on: reasons of women rights, problems gender-based, etc.

The survey was uploaded to Google using Surveys Templates and the target groups were asked to fill it. The target number of surveys was 400 participants; and the actual number of participants was more than 1400.

The survey of the company survey comprises of three sections:

1. General: which includes data: sector, city, the general company profile.
2. Needed Workers Profile: needed skills from the job applicants, the expected minimum qualifications form their employee.

The survey was done using hard copy survey, and field visit survey, and the target groups were asked to fill it. The target number of surveys was 80 participants; and the actual number of participants was more than 156.

4. Key Results:

In general, for the first three surveys the women percent was in difference around 10% except the women one it was F 63%: M 37%, and for both the women and the unemployment numbers it was 57% unemployed responded ones, the poverty was

49% of the responders. Most of the responders are singles (62% of the women survey, 64 % of the unemployment survey) responders, and 44% of the responders for the poverty was married, 46% of their wives has no jobs.

1. The results showed that people are interested in governmental career even if it is less salary due to the job security.
2. The unemployed people represent more than 55% of the participants. This result contradicts the official unemployment rate of 18-19%. The reason for such difference is that the surveys targeted fresh graduates, who usually takes 1-2 years to find a job.
3. Poor services in the remote areas are the main reason for the absence of investments in these areas.
4. Most of participants agree that having training on skills needed by the market will increase their chance of getting a job.
5. The surveys on skills needed showed that the following skills are needed by any graduate in order to increase his/her chance of getting a job:

Human Skills	Communication Skills	Professional Skills	Technical Skills
Assumes accountability for his/her actions	Is able to express ideas verbally, one to one or to groups	Is able to function effectively in group – teamwork	Is able to apply knowledge
Can plan and manage time and other resources to achieve goals	Is able to present a good logical argument	Is able to set goals and priorities and work independently	Is able to extract information
Assumes a positive attitude toward change	Is able to comprehend and write effective	Is able to carry out leader/	Designs solutions for problems

	reports and documentation	manager's instructions	
Recognizes the need to lifelong learning, and possess the capacity to do so	Is able to use the listening skills and give feedback	Is able to identify and suggest new ideas to get the job done – creativity	Is able to identify, formulate, research and analyze data to solve complex problems
Assumes social awareness, cultural, global and environmental responsibilities	Understands and speaks the languages in which business is conducted	Behaves professionally and practices good ethics	Reads, comprehends and uses written materials including graphs, charts and displays

1) Poverty Survey

The main key results are:



Their families number

Live in cities



Working up to 12 months a year



Don't have a car



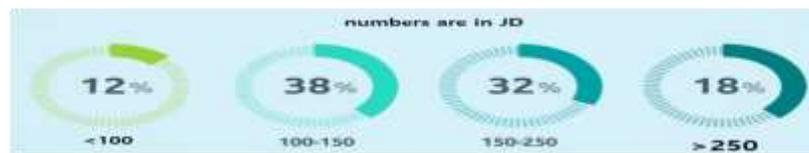
Don't own a house/apartment



The monthly income is less than 360 euro



The monthly income is 360-550 euro



Monthly pay for the house renting

They don't have enough money to buy house/ apartment



Accept to stay in the remote areas



Reject to work in remote areas



Reject to live in remote areas, because the basic needs are not exist



Times they go to cafes, restaurants/week



Times they go to clubs, gyms, etc.



The people in remote areas



They spend (25-40)% of their income for buying the food



They spend (25-40)% of their income for renting their house

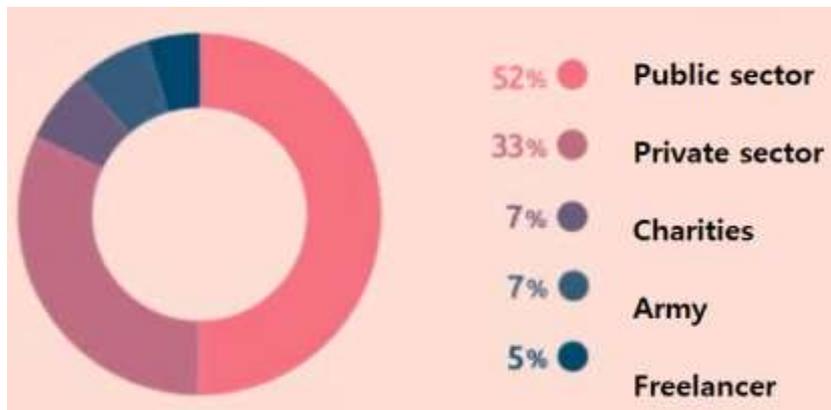


Only got financial help in the last year



2) Unemployment Survey

The main key results are:



Salary in private sector better than in public sector



Prefer the jobs in governmental bodies



The confidence and guarantee in governmental jobs more than in private ones



Spend very long time seeking job



Working in position less than what they have



They accept working in job needs less than their qualifications





They chose the profession branch to get better job opportunity



They are skilled to start their own business



They know the needs of their remote areas



Disagree that there are funding bodies for their own business (governmental or non governmental bodies)



Making their own business is better than getting jobs



They are skilled to start their own business



They know the needs of their remote areas



Disagree that there are funding bodies for their own business (governmental or non governmental bodies)



3) Women abilities Survey

The main key results are:

Has no bank account



Never think in taking money from the bank and start their own business



They think that the culture of gender equality affects the women role in the society



They think that the violence against the women affect their participation percent on the society.



They think that the general society don't give the women the same opportunity in trainings in comparison to men.



The self-confidence is a main problem of women participation in the society



They think that the culture is a limit in professions for the women.



They think that the family/ husband is reason for not going to work.

There are limited number of funds and projects that help the women; financially



The women skills are the reason of not getting the good work opportunity



The expensive vocational trainings is a reason too



Women can't do what they want on their income (due to husband/family)



Work opportunities of women are only in the very ordinary Jobs



Women can't do both of job working and her family/mum responsibilities.



Women can't go for all job opportunities they get because of the bad public transportation.



Women don't like working in public local bodies



There is no trust on women decisions



The weak in laws which should encourage the women for special kind of works



Women are not so interested in political works



The political parties don't trust the women skills in political works



The self-confidence in political works



Women are not so interested in political works

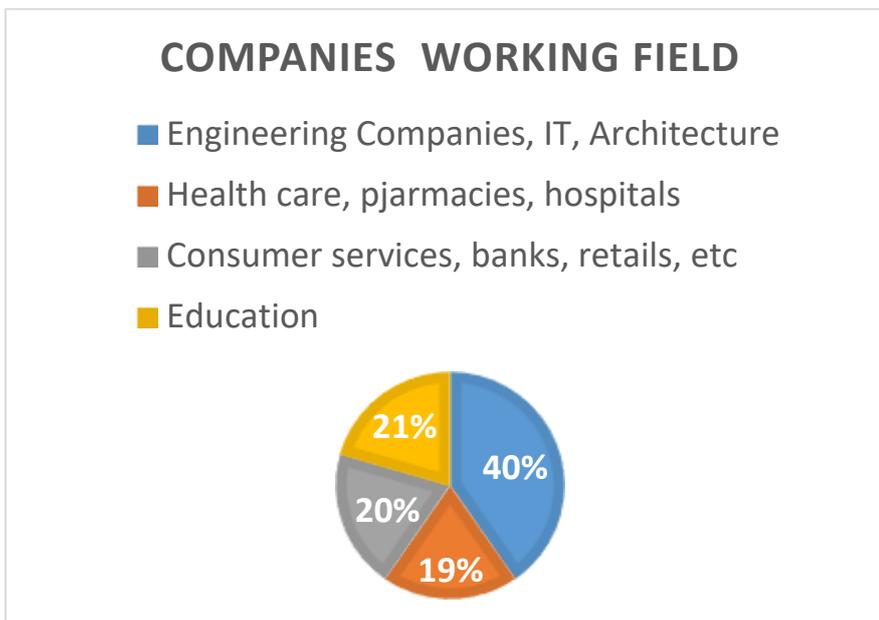
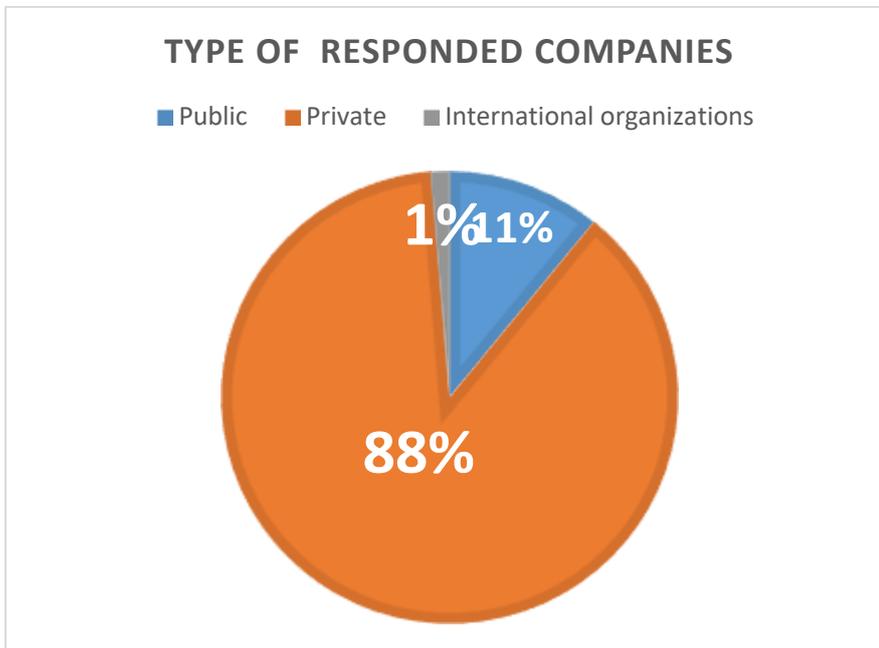


The political parties don't trust the women skills in political works



4) Company worker survey.

The main key results are:



Human Skills: Those skills which provide the basic foundation to get and keep a job and to achieve the best results

want the employee assumes accountability for his/her actions



want the employee Can plan and manage time and other resources to achieve goals



want the employee Assumes a positive attitude toward change



want the employee Recognizes the need to lifelong learning, and possess the capacity to do so



want the employee Recognizes the need to lifelong learning, and possess the capacity to do so

Communication Skills: The arrangement of skills and behaviors required to create and maintain effective relationships with others on a job and to achieve the best results

want the employee Is able to express ideas verbally, one to one or to groups



want the employee Is able to present a good logical argument



want the employee Is able to comprehend and write effective reports and documentation



Is able to use the listening skills and give feedback



Understands and speaks the languages in which business is conducted



Professional Skills: The combination of skills, attitudes and behaviors required to progress on a job and to achieve the best results

want the employee Is able to function effectively in group – teamwork



want the employee Is able to set goals and priorities and work independently



want the employee Is able to carry out leader/ manager's instructions



Is able to identify and suggest new ideas to get the job done – creativity



Behaves professionally and practices good ethics



Technical Skills: The ability to apply the key competences of the educational/ training area to be an invaluable worker on a job and to achieve the best results

want the employee Is able to apply knowledge



Is able to extract information



Designs solutions for problems



Is able to identify, formulate, research and analyze data to solve complex problems



Reads, comprehends and uses written materials including graphs, charts and displays



Is able to apply knowledge
Is able to extract information
Designs solutions for problems
Is able to identify, formulate, research and analyze data to solve complex problems
Reads, comprehends and uses written materials including graphs, charts and displays

5. CONCLUSIONS

- 1) Unemployment rate among graduates is more than 50%
- 2) Jordanian people prefer governmental jobs on private ones due to job security
- 3) Equipping graduates with market-needed skills can increase the opportunity for the graduates to secure a job
- 4) Skills needed include human, professional, technical, and communication skills.