

The Reality and the Level of Unemployment Problem in Jordan

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Abstract

The study aims to identify the reality and the level of the problem of unemployment in Jordan .The research concludes the following results: 1- The continuing increase in unemployment rates, for both males and females, among all age groups and at all educational levels. 2- Unemployment rates of female much higher than those of males. 3-Low rates of unemployment with aging,(i.e., the unemployment rates in the younger age groups: (15-19) and (20-24) were higher than of those of the older age groups. 4- The results indicate that the problem of unemployment from which Jordan suffered was often due to weak national economy, despite all the governmental policies which try to solve this governorate problem, but the unemployment rate in Jordan is still high compared with the population. 5- Unemployment at the governorate level is concentrated in the governorates of the Capital, Irbid and, Zarqa. In other words, the three governorates constitute almost two-thirds of the unemployed. This shows that the highest populous governorate has the highest levels of unemployment, more than those governorates of low population density. 6-Lack of harmonization between the needs of the labor market and educational outcomes; that led to disequilibrium between supply and demand in the Jordanian economy in the past two decades.

Keywords: unemployment, governorate population, incentive, privilege, labour market, vocational training.

1.0 Introduction

The study of employment and unemployment constitutes the first step in the planning process to make plans in the development and to construct a base of economic and social activities for the Jordanian society. The study of all changes that occur in unemployment during a specific period of time gives one of the important indications which express to which extent the economy's ability in order to create new jobs or decline in job opportunities during the economics recession or slow down.

All states, communities whatever the stage of their development as well, seek to achieve a range of issues related to their citizens. The most important range is to provide and identify the human factor required for the implementation of development projects. The constant search to ensure and achieve full employment for the unemployed and to achieve optimal use of the human race, so that it reflects these actions positively on wages , standard of living and employment, then it leads to economic growth and to the rapid development of the community.

The problem of unemployment is the most serious problem that has been facing the Jordanian economy several decades ago, so we must pay attention to it to accelerate the work towards policies and strategies by which to face this challenge, so as not to worsen the problem by linking educational and training programs with the need of the labor market. As well as, the need to focus on small and medium projects, through the procedures will lead to prosperity and interests of small workshops run by male or female, as for to continue in the expansion of investment encouragement policies.

Most of the countries of the world suffer from the phenomenon of unemployment, the reason led to the rejection of considering it as phenomenon but a kind of crisis, especially as it surrounds the young people with

different characteristics and qualifications. We find young people, whether they are graduated or not, unemployed and unable to achieve the basic requirements of life, and this is the situation of others who pass the stage of youth or who are not qualified. The fact is that both mental illness and serious social claim will lead them to both destructive and economical backwardism, which will increase a serious negative social aspects such as robbery, assault on others and suicide among the community. It also represents a clear threat to political stability and social cohesion.

Unemployment is also a major social problem which requires our deep thinking of its results and canalizing its effects according to a perspective method to know its size. These requirements should be so in order to determine its causes and effects among community, and to reduce the size of the damage to a minimum amount by continuous search for successful and appropriate methods in social, economical and educational aspects. Those problems must be encircled in order to be solved from the beginning before they reach advanced stage. Otherwise they will be difficult to come out of this crisis without serious losses which will cast a shadow over the whole society. Contemporary communities have suffered from unemployment matter but its percentage varies from one community to another. However, the way of dealing with the unemployed takes ranging from complete disregard to full or partial support toward this. The majority of sociologists consider unemployment and poverty are main reasons in increasing the social violence in all its forms and methods and are two indicators to how the authoritarian political approach practiced by the state and its political leadership.

2.0 The Problem of the Study

Unemployment danger and its threat against societies are known for everyone. We must use all possible ways and methods to strive this phenomenon to reduce its negative effects as unemployment causes unemployed, psychological and neurological disturbances eventually leads them to the commit of crimes, such as, theft, murder and other problems. This problem deserves much concentration to understand its meaning, causes, and effects. It as well deserve to be gradually stopped.

3.0 Objectives of the study:

The study aims at:

1. identifying the concept of unemployment its causes and its realities.
2. Stand on the true image of unemployment problem in Jordan in terms of its reality and causes.
3. Treating suitable development policies to develop Jordanian labor market and to improve employment opportunities.
4. Developing appropriate solutions through a set of recommendations which should be taken into consideration to reduce this phenomenon in the future.

4.0 Importance of the study:

The importance of this subject lies as the subject of youth unemployment because it is one of the most pressing topics in Jordan are discussions and ideas are still presented on more than one level to diagnose this Phenomenon and to find solutions to deal with it, since Jordan has a large proportion of unemployed and job seekers in addition to graduate of universities and educational institutions, the analysis of this phenomenon and put forward some solutions is considered one of the important topics at the moment.

5.0 Review of Literature

1) A study of the Center for Strategic Studies in Jordan (1996) entitled, **Unemployment in Jordan Primary**

Results and a Basic Data

This study aimed at paying attention to several variables failed to be mentioned by many people in previous studies concerning the characteristics and behavior of the unemployed in his seeking job field, and his desire to improve his personal skill, in order to increase the probability of obtaining a better job and keep it in the future. This study as well aimed at paying attention to the behavior of the unemployed during carrying out a project for his own, and at the nature of difficulties he encountered while carrying out, it also aimed at providing estimates for unemployment rates in the Kingdom and regions in accordance with structural details using clear definitions approved by the international statistics. It also aimed at measuring the indicators related to unemployment rate, such as disparity in the distribution of expenditure and the poverty gap. The study relied upon analysis to diagnose some causes of unemployment whereas the study showed the following results:

1. The total of unemployment rate reaches 27.51%.
2. The total of unemployment rate for bachelor degree reaches 14.21%.

2) Al-Baker study (2004), "The impact of Unemployment in the Social Structure" an analytical study of unemployment and its impact in the Kingdom of Saudi Arabia

This research aims at determining the size and the rate of unemployment in the Kingdom of Saudi Arabia, so the phenomenon of unemployment is found in the most of the countries in the past and present. It is hard to find a community of human societies throughout the ages is free from this phenomenon or problem in one way or another. It aims also at analyzing the nature of the relationship between unemployment and the levels of scientific qualifications of labor force and the unemployed. In addition, this research as well aims at analyzing relationship between unemployment and the incidence of crime in the administrative regions of the Kingdom, through the employment data statistics of the detailed results of General Census of Population and Housing in the Kingdom for the year, 1992. The results of the regression analyzes that the educational status of the labor force is the primary variable which contributes in the interpretation of different size and rate of unemployment in the administrative regions. It also confirms that the presence of a positive relationship between high unemployment rate, crimes and, the issues of drugs, and take the shape of this relationship through the educational status of the unemployed, so the lower the educational level of the unemployed the increased the drug issues in the region. Keywords: Saudi Arabia, unemployment, crime, labor force (labor force), education, depression, self-regard.

3) Alissa study (2008), The administrative corruption and its relationship with the phenomenon of unemployed of graduates of government universities as perceived by the administrative leaders in the public sector and the graduates themselves

This study aimed at uncovering the corruption and its relationship with the phenomenon of unemployed graduates of the official universities from the viewpoint of the administrator leaders and graduates, the community of the study of all employees in middle management in the office of the Audit Bureau, civil service bureau, and the ministry of public sector development.

The number of the study population reaches 108 administrative leaders and a sample of the 350 university graduates who does not work for the 2006-2007 schooling year, all of them answered all the paragraphs of the questionnaire.

The study showed that there was a convergence in arranging reasons for corruption by the administrators leaders and graduates. The study showed that the most prominent reasons for unemployment as perceived by the administrative leaders were as follows: the prevalence of nepotism and favoritism in the appointments, powers and authority abuse among some officials.

Widening of the gap between theory and practice in the curricula of universities. As for the most prominent reasons for unemployment, as envisaged by the graduates were: the prevalence of nepotism and favoritism in

designation, misuse of powers and authority abuse among some officials, requiring a certain number of years of experience in some jobs.

Data are presented from the seventh wave of a longitudinal study of school-leavers that commenced in 1980. Four groups were compared: satisfied employed, dissatisfied employed, unemployed and full-time tertiary students. The groups differed initially with respect to only one background variable, and teacher-rated academic potential, and did not differ from any of the psychological measures of well-being. In general, the unemployed and dissatisfied employed groups displayed poorer psychological well-being than the satisfied employed and student groups on a range of measures. The longitudinal data suggested that this was due to the two disadvantaged groups showing smaller improvements than the others, rather than any deterioration. The results also suggested that for the males unemployment was worse than unsatisfactory employment, but that for the females unsatisfactory employment was worse than unemployment.

4) Awad study (2011) ,The Problem of Unemployment in Jordan

In spite of high levels of education and health standard Jordanians enjoy compared to other Arab countries, they face a chronic unemployment problem particularly among youths. The overall unemployment rate fluctuated around 13% during the last few years and expected to further deteriorate in light of high percentage of young university graduates who will be seeking jobs soon. Most unemployment in Jordan is attributed to behavioral attitude and/or to structural labor market problem. Externally, the long period of stagnation that was affected the region since early eighties, followed by the ongoing financial and economic crises contributed to further to the deterioration of economic performance of most countries in the region. This development has led to both economic and political instabilities in the region.

6.0 The definition of unemployment:

Unemployment is defined as a situation where the person wants and has the ability to work, but he can not find a work and appropriate wage. It should be noted that not all unemployed are suffering from unemployment; they may be unemployed because they are not looking for work in spite of their ability to work .The person who still have high income providing him with affluent life, does not work ,such a person is not considered among the unemployed.

7.0 The causes of unemployment

The most frequent reasons that lead to unemployment in most countries of the world are: -

- 1 -The relative scarcity of capital, and thus lower investment rates, which means the lack of job opportunities.
- 2 - Poor educational planning which leads to an increase in the number of unemployed in some areas and the lack of workers with the specialties of vocational fields.,
- 3- The failure to regulate labor market and linking it with educational institutions.
- 4 – The lack of usable offices to coordinate between the educational institutions and the labor market needs.
- 5 - The absence of political stability thus reduction in investment rates due to, the lack of confidence which means unavailable of new job opportunities.
- 6 - staying away from practicing the profession of agriculture, especially in developing countries .As known that the activity of agricultural is the biggest economic activity, the ability that absorbs the maximum number of labor, but with a low proportion of arable lands and therefore it can not absorb the agricultural activities of large numbers of workers.

8.0 Types of unemployment:

Frictional unemployment

This type of unemployment is caused by industrial friction, such as, immobility of labor, ignorance of job opportunities, shortage of raw materials and breakdown of machinery, etc...Jobs may exist, yet the workers may be unable to fill them either because they don't possess the necessary skill, or because they are not aware of existence of such jobs. They may remain unemployed on account of the shortage of raw materials, or mechanical defects in the working of plants. The frictional unemployment can be removed by adopting the following two measures-

- (1) The setting up of Employment Exchanges. It would eliminate the workers ignorance about new jobs opportunities.
- (2) The provision of re-training facilities. The imparting of re-training facilities to the unemployed workers would enable them to secure jobs in new industries.

Seasonal Unemployment:

This is due to seasonal variations in the activities of particular industries caused by climate changes or changes in fashions or by the inherent nature of such industries. The ice factories are closed down in winter throwing the workers out of their jobs because there is no demand for ice during winter. Likewise, the olive industry in Jordan is seasonal in the sense that the crushing of olive is done only in a particular season. Such seasonal industries are bound to give rise to seasonal unemployment. The remedy for it is to create subsidiary jobs for the unemployed workers near their places of residence in the off season.

Technological Unemployment:

This type of unemployment is caused by changes in the technological of production. As is well known, technological changes are taking place constantly, leading to the new production methods involving a good deal of mechanization. This naturally results in the displacement of labor and the resultant unemployment. The remedy for it is to regulate the technological changes in planned and phased manner.

Cyclical Unemployment:

This type of unemployment (also known as Keynesian unemployment) is due to the operation of the business cycle. This is arises at a time when the aggregate effective demand of the community becomes deficient in relation to the productive capacity of the country. In other words, this cyclical unemployment is induced by the deficiency of aggregate effective demand. The western capitalist countries invariably suffer from this type of unemployment. This type can be eliminated or reduced by giving a boost to the aggregate effective demand through increased expenditure on consumption and investment in the economy.

Structural Unemployment:

This type of unemployment is known as the chronic unemployment or the Marxian or long-term unemployment. It is mostly to be found in the underdeveloped countries of Asia or Africa. This type of unemployment is due to the deficiency of capital resources in relation to their demand. The problem in the underdeveloped countries is to get rid of this age-old chronic unemployment by accelerating the process of economic growth. Unfortunately, the Keynesian theory of employment prescribed no remedies to get red of this type of unemployment. The classical economists, however, did suggest some remedies to deal with the chronic type of unemployment. They emphasized more saving and capital formation to deal with chronic unemployment. They suggested increased rate of savings out of current income so as to build up the necessary capital base for the development of new

industries in the economy. The prescriptions, no doubt, efficacious, but the underdeveloped countries find it hard to translate it into practice due to the chronic shortage of capital resources.

Behavioral unemployment:

This type of unemployment is caused by the reluctance of job seekers to take advantage of available job opportunities, those inferior, such as, working in sweeping the streets, collecting garbage and, working in the constructions and other. And search for specific jobs in the public sector. This type of unemployment caused by personal or social reasons.

Imported unemployment

This type of unemployment is facing part of the local labor force in a particular sector due to their replacement with the foreign labors in this sector.

9.0 Unemployment remedy in Jordan

Despite the fact that the Ministry of Labor is not primarily responsible for creating job opportunities, it plays an obvious role in organizing the labor market.

Thus, it contributes in solving such a phenomenon. The concept of current unemployment department and offices in governorates and districts have been developed to tighten up relationships between employees and employers and to create new jobs opportunities. The Ministry is preparing a plan to make the department of the employment service a department of recruitment. The bank of the information in this ministry develops a comprehensive formation system of Labor Statistics. This system gives a hand in classifying the employment policies in the fields of employing Jordanian and foreign labors and, classifying expatriate labors, classifying occupations, and determining the levels of employment, and in addition, using computers in order to save time during the work to find out the number of unemployed and to register all the requirements of the labor market.

10.0 The role of the Jordanian government in solving the problem of unemployment:

The Jordanian government is struggling and seeking to reduce the phenomenon of unemployment by working in various directions. The role of government can be summed up in this regard through the following points: Development new educational economic, industrial, commercial, and vocational system and expansion of the developmental and investment projects with the intensive use of labor, reducing taxes especially on goods locally produced, supporting small-scale industries in addition to financial incentives, encouraging export policy, insuring against unemployment, using a clear wage policy in Jordan, controlling inflation, reducing the monopoly, opening the door of competition, and encouraging tourism as an economic resource.

11.0 The role of the Ministry of Labor in solving the problem of unemployment:

The ministry depends on a specific vision called "one Jordanian for every job opportunity" On the basis of this vision, the ministry has developed a set of policies that determine the dimensions of the role played by the ministry of labor in confronting unemployment in Jordan:

- The Jordanians are the first to work with the application of "one Jordanian for every job opportunity"
 - Provide job opportunities for all Jordanians
 - Each Jordanian who is seeking a job is a lost productivity power which must be invested.
 - Work is honor and all the job opportunities offered to a citizen contributes and helps families.

- The private sector is a key partner in training operating.
- improving skills and capabilities of the workforce contributes in creating job opportunities.
- Increasing females in labor market helps improve the economic situation.
- Foreign investments, contributes in providing the job opportunities for Jordanians

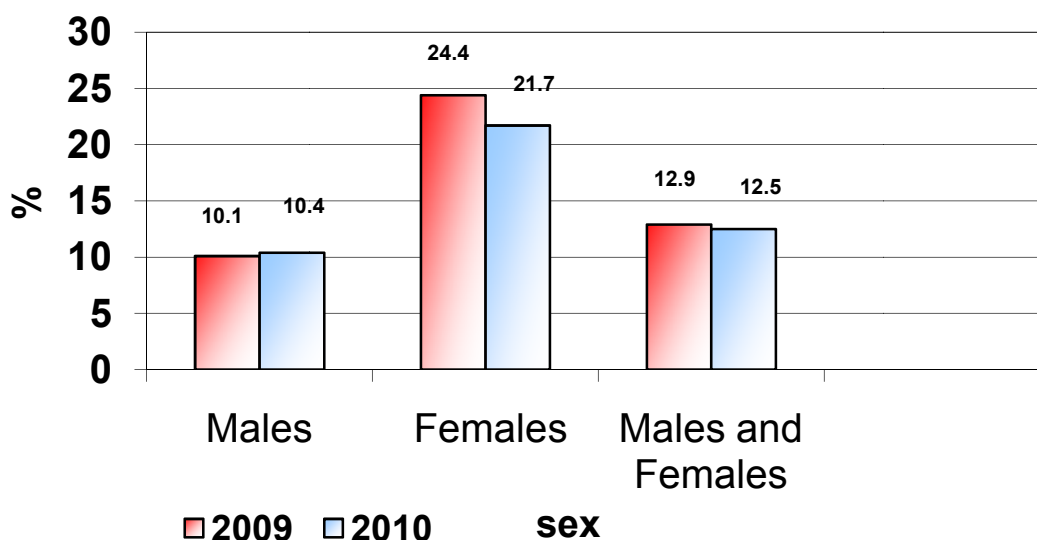
12.0 The role of vocational guidance in dealing with unemployment:

The work does not mean to make mental or physical effort to influence the material or non material objects surrounding him to reach to a specific result, but it is, in fact, the interaction between the individual and the environment, where the individual is trying through his job to achieve his objectives and to satisfy his wants and needs. By doing so, his personality grows and his ambitions and hopes are achieved, then, he feels his value and humanity (Abdul-Hamid, Hiyari 1984).

Since the beginning of the twentieth century psychological counseling services began as vocational by Frank Parsons as an attempt to reduce the problem of unemployment and to achieve objectivity and fairness in selecting appropriate profession by the appropriate worker. Parsons described the steps of career guidance as follows: -

1. Analysis of an individual:(i.e. the achievement of clear understanding of his abilities, aptitudes, inclinations , ambition, personality traits, positive and negative mental health, and environmental conditions).
2. Analysis of profession:(i.e. to identifying the required and available professions in the labor market , the requirements of these professions ,the conditions of access their prospectives,probability,anticipated changes, and implied disadvantage).
3. Professional harmonization :(i.e. selection an appropriate individual and saying , "putting the right person in the right place", that is still common so far.

Figure (1) overall unemployment rate by sex for 2009 and 2010



Unemployment rate slightly falls of 0.4 percentage points from its level in 2009 to reach 12.5% in 2010 compared with 12.9% in 2009 according to the results of the annual Employment and Unemployment Survey,

conducted by the Chamber in 2010. Unemployment of the main problem facing the Jordanian society. Despite the fact that this problem is not confined to a particular Governorate or region, it is more severe in some governorates as the governorates of Karak, Madaba, and Aqaba which makes it a development problem worthy of research and study of all parties concerned of the labor market. The unemployment rate in Jordan compared with the high rates and the global average of 6.6% according to International Labour Organization estimates in 2009 compared with 6.1% in 2008 with an increase of 0.9 percentage points compared to 2007, Which indicates the presence of a real problem in the Jordanian labor market requires study and develop the necessary solutions.

Table (1) Unemployment rates by employment and unemployment survey in Jordan

year	2002	2003	2004	2005	2006	2007	2008	2009	2010
males	14%	13.4%	11.8%	12.8%	11.9%	10.3%	10.1%	10.3%	10.4%
females	21.9%	20.8%	16.5%	25.9%	25.0%	25.6%	24.4%	24.1%	21.7%
Overall average	15.3%	14.5%	12.5%	14.8%	14.0%	13.1%	12.7%	12.9%	12.5%

Source: Estimates of Labor Statistics Department of Employment and Unemployment Survey, the Department of Statistics.

Firstly unemployment rate was in 2002 15.3 and in 2003 14.5 indicating that unemployment rate decreasingly reaches 8.0%, and the variation ratio between males and females reach 13.4% for males compared with 20.8% for females. That was a substantial decline where as, in 2004 unemployment rate reaches a real decrease which was 12.5% with decrease of 2% for males with 11.8%, and for females, with 16.5%

Secondly, unemployment rate rose among the members of the labor force to reach more than in 2004, the rate which is up 1.3% reached in 2005, where the rate was for males 12.8% compared with 25.9% for females. In 2006 unemployment rate declined to reach 0.8% and the ratio varied between males and females reaching for males 11.9% and 25.0% for females. The magnitude of the decline is substantial but we should mention the seasonal impact for unemployment increasing rates in summer after the graduation from universities, schools, and colleges. This leads to an increase of number of entrants into the labor market.

Thirdly, the unemployment rate was 14% in 2006, where the rate declined in 2007 to 13.1% a decrease of 9.0% and there was a disparity between the unemployment rate for males and females reaching 10.3% for males and 25.6% for females.

Table (2) Distribution of unemployment rate of Jordanians who are of the age of 15 years and above by age groups and sex for the years 2006-2010

The age group		2006	2007	2008	2009	2010
15-19	Males	35.4	34.0	32.0	30.9	32.7
	Females	40.4	44.4	52.3	38.1	38.9
	The total	35.6%	34.7%	32.9%	31.2%	33.0%
20-24	Males	22.1	20.3	19.4	19.5	20.7
	Females	45.8	48.1	48.6	46.4	47.2
	The total	26.8	26.6	25.8	25.7	26.7
25-39	Males	9.1	7.3	7.5	7.5	7.8
	Females	21.2	22.0	20.8	21.2	18.2
	The total	11.3	10.4	10.3	10.5	10.1
40-54	Males	5.0	4.8	5.0	5.5	5.1
	Females	6.5	7.1	4.7	5.7	3.7
	The total	5.2	5.1	4.9	5.5	4.9
55-64	Males	5.4	3.8	2.4	4.8	3.3
	Females	2.9	3.5	0.0	3.0	3.4
	The total	5.3	3.8	2.3	4.6	3.3
65+	Males	7.0	1.9	1.1	3.1	2.2
	Females	0.0	0.0	0.0	0.0	0.0
	The total	6.0	1.8	1.0	3.0	2.1

Source: Estimates of Labor Statistics Department of Employment and Unemployment Survey, the Department of Statistics.

First, unemployment rate was 35.6% for the age group (15-19) and 26.8% for the age group (20-24). The objective of the study of this indicator to know the unemployed specially youths because they are the group which is capable to produce and are the most vulnerable to frustration because of the high unemployment rate in their category.

Second: According to recommendations of ILO this indicator is very important in many countries of the world.

Third: The importance of this indicator, being significantly contributed, is to clarify one aspect of labor market problems because it is useful in assessing the educational system and put participation in the workforce for both sexes.

Fourth, unemployment rates vary in the age group of 25-39 from year to year, reaching 11.3% in 2006. It decreased in 2007, 2008 to reach 10.4 and 10.3 respectively. There was a minor increase by 0.2% in 2009 and it decreased in 2010. This increase reported 10.1%. This is a significant reduction.

Fifth, the data showed that the lowest unemployment rates in the age group 40 years and above, the total ratios of it reached 16.5% in 2006 and of 10.3% in 2010.

This indicates that the need to accept the hypothesis which says unemployment among the elderly lower than

those of young people.

Figure (2) The rate of unemployment for the unemployed those whose age 15 years and above by educational level and sex for 2010

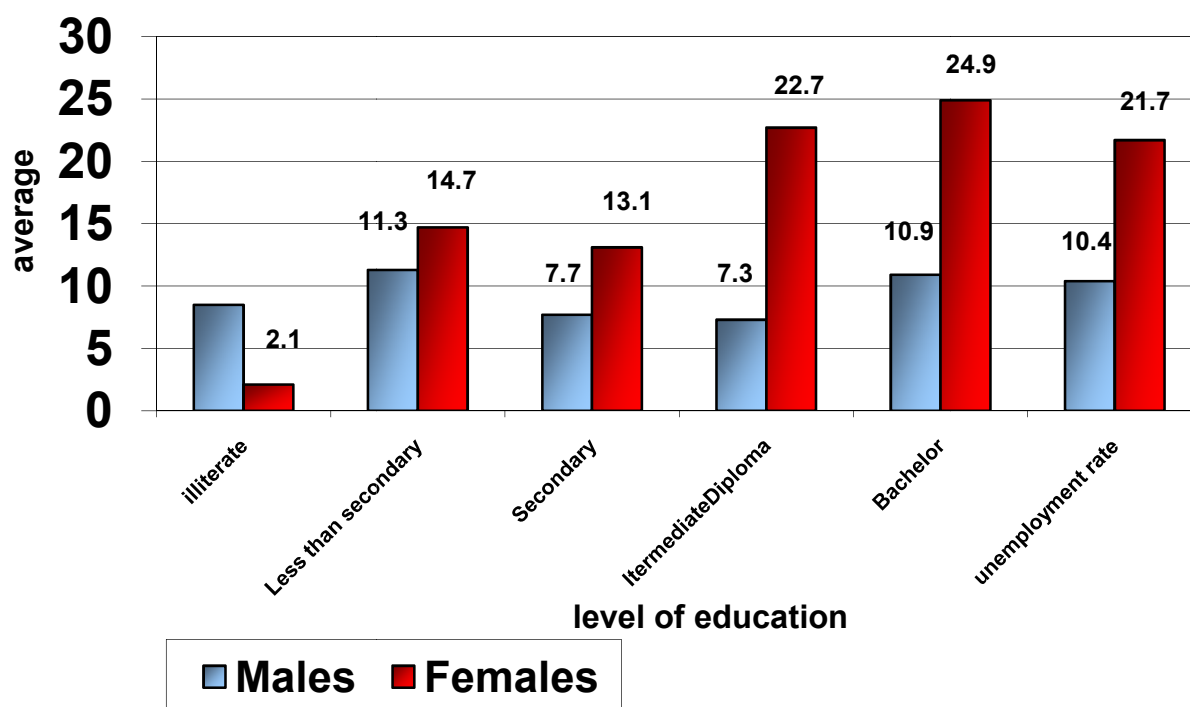


Table (3) By educational level and sex for the years 2006-2010

The educational level / sex		2006	2007	2008	2009	2010
Illiterate	Males	9.8	7.3	7.6	10.9	8.6
	Females	3.1	8.3	4.4	4.3	1.2
	The total	9.3	7.8	7.2	9.9	7.6
Less than secondary	Males	13.5	11.7	11.5	11.3	11.3
	Females	17.9	25.9	23.7	21.0	14.8
	The total	13.7	12.5	12.2	11.9	11.5
Secondary	Males	10.1	8.9	8.4	7.9	7.7
	Females	22.4	25.1	20.2	22.0	13.0
	The total	11.6	11.1	9.9	9.8	8.4
Intermediate diploma	Males	6.8	6.3	6.5	7.3	7.3
	Females	26.3	25.8	22.8	24.0	22.7
	The total	13.9	14.0	12.6	13.7	13.1
Bachelor degree or higher	Males	11.0	9.6	9.2	10.4	10.9
	Female	27.6	26.1	26.5	25.9	24.9
	The total	16.5	16.2	15.5	16.2	16.1

Source: Estimates of Labor Statistics Department of Employment and Unemployment Survey, the Department of Statistics.

The results indicated that unemployment rate has reached 16.1% among the unemployed who have bachelor degree or higher for both sexes in 2010 compared with 16.2% in 2009. Unemployment rate for the same educational qualification for males 10.9% compared with 24.9% for females in 2010. The results also indicate that the rate of unemployment among holders of education level of "Less than secondary" for both sexes has reached the rate of 11.5% of the total labor force for the same qualification in 2010 compared with 11.9% in 2009, while unemployment rate for males was 11.3% in both 2009 and 2010. For females, the rate was 14.8% in 2010 compared with 21% in 2009. It also shows that the highest rate of unemployed males is among those less than secondary education, while the highest rate of unemployed female is among holders of bachelor degree or higher. However, the rate of unemployed illiterate was the lowest

Figure (3) Unemployment rate by governorate for 2009 and 2010

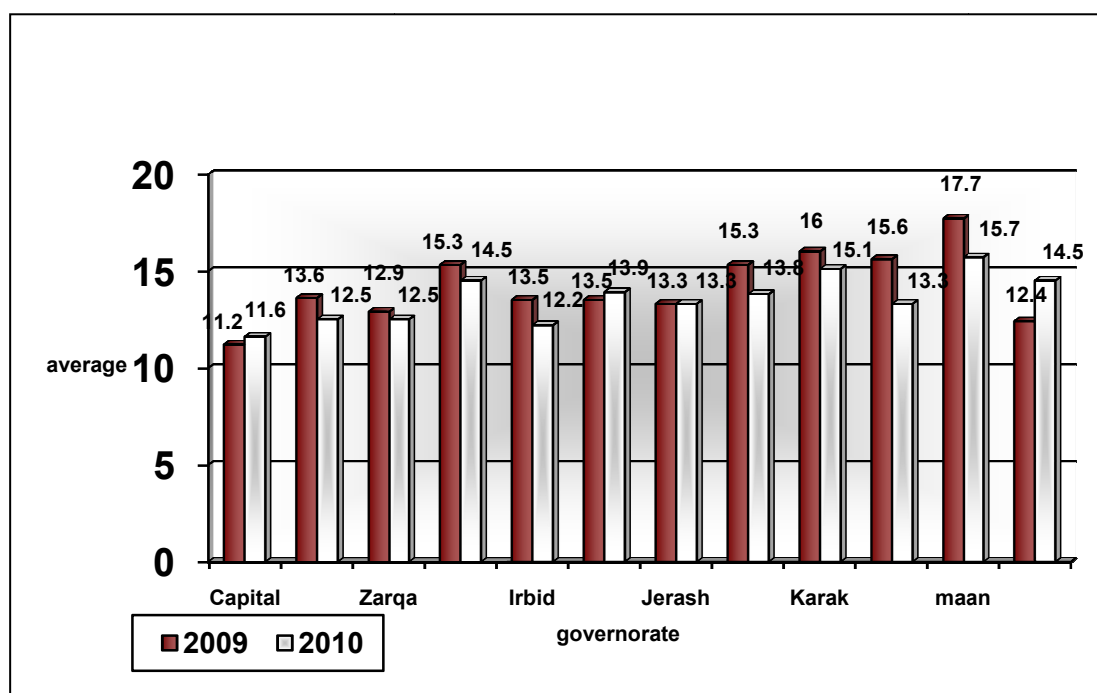


Table (4) Unemployment rate of Jordanians who are of the age of 15 years or above by governorate and sex.

governorate	2008			2009			2010		
	males	females	total	males	females	total	males	females	total
Capital	7.7	18.5	9.7	9.4	19.0	11.2	9.8	19.2	11.6
Balqa	10.6	21.4	12.8	10.2	26.4	13.6	10.4	20.3	13.5
Zarqa	9.4	25.4	11.6	10.5	26.7	12.9	11.3	20.1	12.5
Madba	12.8	21.7	41.6	12.5	25.0	15.3	13.0	19.9	14.5
Irbid	12.6	32.5	15.9	10.7	29.9	13.9	9.4	26.1	12.2
Mafraq	10.9	27.9	13.5	11.5	23.5	13.5	12.1	23.0	13.9
Jerash	12.2	32.1	15.6	10.3	28.9	13.3	10.6	27.0	13.3
Ajloun	11.0	29.2	14.8	11.3	33.1	15.3	9.1	32.2	13.8
Karak	13.8	29.7	18.2	12.5	26.0	16.0	12.1	23.2	15.1
Tafila	12.9	31.6	16.6	10.9	32.2	15.6	10.1	24.5	13.3
Maan	18.5	30.0	29.9	14.1	30.8	17.7	12.9	26.4	15.7
Aqaba	12.7	29.1	15.1	10.4	22.2	12.4	12.7	22.5	14.5
Unemployment rate	10.1	24.4	12.7	10.3	24.1	12.9	10.4	21.7	12.5

Source: Estimates of Labor Statistics Department of Employment and Unemployment Survey, the Department of Statistics.

The high rates of unemployment in 2010 are compared with 2009 in a particular governorates such as the Capital, Mafraq, and Aqaba, while the highest rates in the governorates of Maan, Karak, Madaba and Aqaba in 2010. Ma'an Governorate registered the highest unemployment rate in 2009 and 2010, reaching 17.7%,15.7%, respectively .It means that this governorate suffers more than other of low investments ,projects and lack of job opportunities . The results showed that low rates of unemployment In 2010 in some governorates such as Tafila

by 2.3 percentage points and Ma'an by 2 percentage points.

When we are comparing the unemployment rates for males in the governorates, it is clear that Madaba has registered the highest unemployment rate for males reached 13% in 2010. Both the governorates of Ma'an and Aqaba, where the unemployment rate for males for each of them reaches 12.9% and 12.7% respectively in 2010 compared to 14.1% and 10.4% respectively in 2009. Unemployment rate for males in the governorate of Irbid, was reaches 9.4% in 2010 compared with 10.7% in 2009, then the capital governorate the second after it about (9.8% in 2010 compared to 9.4% in 2009).

In comparing the unemployment rate for females by governorate, it is clear that the Ajloun Governorate has registered the highest unemployment rate which is about (32.2%) in 2010 compared to (33.1%) in 2009. The governorate of Jerash was the second about (27%) compared to 28.9% in 2009. Then the Governorate of Ma'an unemployment rate reaches 26.4% in 2010 compared to 30.8% in 2009. Finally, unemployment rate of females in the the capital, reaches 19.2% in 2010 compared to 19% in 2009.

13.0 The results

In regard to unemployment rates and their increase in the period aforementioned, the research concludes the following results:

- 1- The continuing increase in unemployment rates, for both males and females, among all age groups and at all educational levels.
- 2- Unemployment rates of female much higher than those of males.
- 3- Low rates of unemployment with aging, (i.e., the unemployment rates in the younger age groups: (15-19) and (20-24) were higher than of those of the older age groups
- 4- The results indicate that the problem of unemployment from which Jordan suffered was often due to weak national economy, despite all the governmental policies which try to solve this problem, but the unemployment rate in Jordan is still high compared with the population.
- 5- Unemployment at the governorate level is concentrated in the governorates of the Capital, Irbid and, Zarqa. In other words, the three governorates constitute almost two-thirds of the unemployed. This shows that the highest populous governorate has the highest levels of unemployment, more than those governorates of low population density.
- 6- Lack of harmonization between the needs of the labor market and educational outcomes; that led to disequilibrium between supply and demand in the Jordanian economy in the past two decades

14.0 Recommendations

A set of recommendations as a result of this study must be taken into account, in order to reduce the problem of unemployment in Jordan:

- 1- To continue applying the policy of closing some of the select occupations before foreign labor by the ministry of labour.
- 2- To tackle the causes that lead to reluctance of Jordanian workers to work through the adoption of certain policies, such as the policy of the minimum wages, achieving job security for workers in the unorganized sector, particularly with regard to health insurance, joining the social security, limitation of working hours, and applying standards of public safety.
- 3- To work on activating role of social security and other institutions which achieve profits in investing their surpluses in different sectors and which in turn will create new jobs.
- 4- To work continuously on modernizing and renewing education programs and vocational training to make them more relevant to the needs of the Jordanian labor market.
- 5- To encourage and boost investment in Jordan through an investment law that gives incentives, privileges, and exemptions for investors.
- 6- To participate all sectors of society in tackling the problem of unemployment and the commitment to apply the labor law.
- 7- To provide complete data about the labor market for foreign and national labor in Jordan through the Ministry of Labour of Jordan.
- 8- To support and guide the private sector towards the establishment of small and medium projects with high labour intensity.
- 7- To expand establishment of industrial cities in the rest of the governorates of the Kingdom to provide new job opportunities for Jordanian job seekers in addition to diversify structure of industrial production in Jordan.
- 8- To review all lending policies, (i.e., to reduce interest on the credit facilities by commercial banks to facilitate increasing investment by businessmen in different field to create jobs for the unemployed.

- 9- To work hard on achieving the state of full employment for the Jordanian labour and to protect them from the risk of crowding out by the foreign labor, especially in construction sector, public services and to follow up foreign labour at their working sites to assure that they have work permit and they have the authority to practice the profession under which the work permit is whereby granted.
- 10- To develop and upgrade the technical educational level in community colleges by increasing its level or increasing its diversity and optimize its relationship with the labour market.
- 11- Since Jordan exports manpower, this requires a good knowledge of the needs of Arabian markets that import labour, in order to direct majors taught at universities of Jordan and vocational training institutes towards those needs.

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