

Table 2.11:
Percentage Distribution of Employed Persons Aged 15 and Above by Type of Economic Activity and Sex, 2002

Main Type of Economic Activity	Male	Female
Agriculture, Hunting and Forestry	4.1	2.7
Fishing	0.0	-
Mining and Quarrying	1.2	0.2
Manufacturing	13.1	9.8
Electricity, Gas and Water Supplies	1.7	0.3
Construction	7.2	0.9
Wholesale and Retail Trade	20.0	6.8
Hotels and Restaurants	2.6	0.5
Transport, Storage and Communications	11.4	3.3
Financial Intermediation	1.6	3.0
Real Estate and Renting	5.0	3.7
Public Administration and Defense	17.7	5.6
Education	6.9	41.4
Health and Social Work	3.1	14.1
Social and Personal Activities	5.3	4.7
Private Household with Employed Persons	0.1	0.8
Extra-Territorial Organizations and Bodies	0.2	0.7
Total	100.0	100.0

Source: Department of Statistics, "Employment Survey: Annual Report 2002," Amman.

Females tend to work in the education and health sectors, where these sectors attracted 41% and 14% of them, respectively. In comparison, one-fifth (1/5) of all employed males work in trade, and around 18% work in public administration.

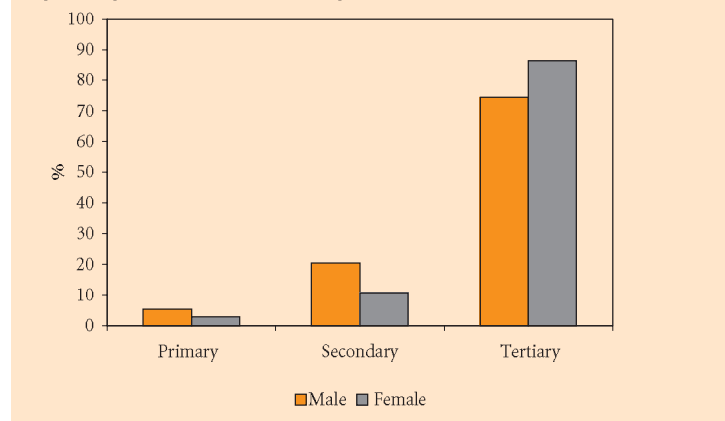
in these fields in relation to men. Women tend to be attracted to these fields because they are part of the public sector, in which employees enjoy privileges such as job security, leaves and pension revenues. Additionally, Jordanian society prefers that females work in these two sectors.

tion processes, the more demand there is on professional skills to perform these processes, and vice versa.

Occupational Structure

A profession refers to work conducted by an individual who is employed by an establishment. Professions vary significantly in a labor market; they can vary from one economic activity to another. Due to Jordan's economic growth, a number of previously unknown professions can now be found in the Kingdom. This variety of professions indicates the diversity of economic activity occurring in Jordan as well as the development of its labor market. This is because of the strong link between professional skills and the economic activity to which they relate. The more complex an economy's produc-

Fig. 2.7:
Percentage Distribution of Employed Persons Aged 15 and Above by Groups of Economic Activity, 2002



The difficulties in analyzing data assembled according to different parameters, mentioned previously, was also an issue when analyzing the structure of professions in the Jordanian labor market. The General Census for Households and Population of 1979 used the second standard version of professions issued by the UN in 1968, while the Employment and Unemployment Survey of 2002 used the third standard version of professions issued by the UN in 1988.

Again, the same difficulties were encountered when analyzing this data. It was difficult to integrate the two classifications, as many professions were classified differently in the two versions, and a number of new professions appeared in the 2002 survey that were not included in 1979. Because of this, the data was dealt with separately, and comparisons between the data attempted to look at the main profession groups as much as possible. Table 2.12 shows the relative distribution for the employed population according to main profession and sex in 1979.

Table 2.12:
Percentage Distribution of Employed Persons Age 15 and Above by Major Occupation and Sex, 1979

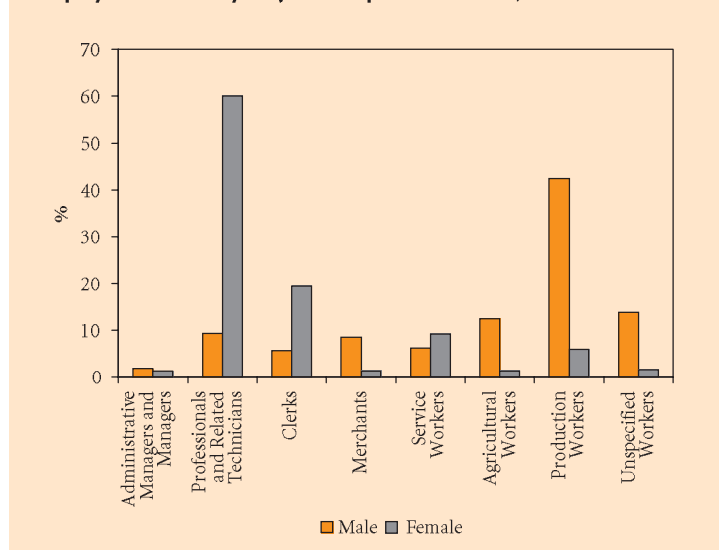
Major Occupation	Male	Female
Administrative Managers and Managers	1.8	1.2
Professionals and Related Technicians	9.3	60.1
Clerks	5.6	19.5
Merchants	8.6	1.3
Service Workers	6.1	9.2
Agricultural Workers	12.5	1.3
Production Workers	42.2	5.9
Unspecified Workers	13.9	1.6
Total	100.0	100.0

Source: Saleh, Kamal, "Dynamics of the Labor Force in Jordan: 1961-1982," Cairo Demographic Center, Cairo, 1987.

Around 42% of professional males in 1979 worked in production, which included construction and industry. Those working in unidentified professions (constituting 14%) occupied the second rank, while workers in the agricultural sector constituted 12.5% and occupied the third rank.

The professional structure for female workers differs significantly from that of males. A large ratio of female workers (around 60%) are concentrated in specialized and vocational professions, such as health, education, service and social professions. Females working in clerical professions occupied the second rank (19.5%), while those in the service sector constitute 9 percent. In general, professional workers in 1979, both male and female, were concentrated in a small number of professions, which indicates a limitation in economic activities and lack of production activities.

Fig. 2.8:
Employed Persons by Major Occupation and Sex, 1979



The professional structure for the employed (males and females) in 2002 (see Table 2.13) shows more consistency throughout the various professional groups, particularly for employed males. They were distributed over the various professional groups in proximate ratios with less variance than the 1979 data. This can be seen in the craft, machine operator, service worker, primary profession, and specialized worker categories. The female professional structure does not show the same consistency as that of the males, as two-thirds (2/3) are concentrated in two professional groups: specialists and vocational and assistant specialists. These groups are included in educational and health and service professions. Clerical professions occupied the third rank, with 11.7% of employed females working in them.

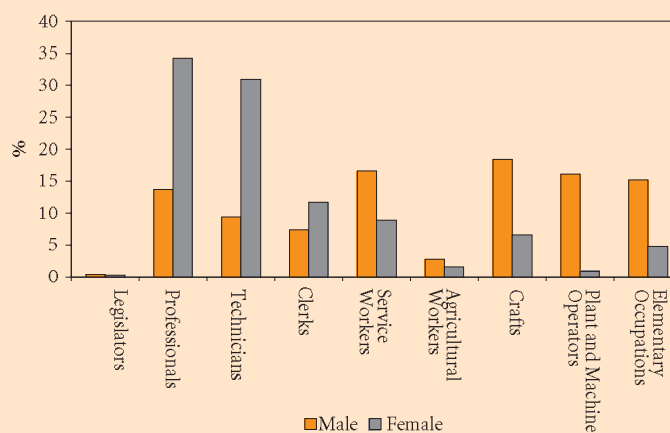
Table 2.13:**Percentage Distribution of Employed Persons Age 15 and Above by Major Occupation and Sex, 2002**

Major Occupation	Male	Female
Legislators and Senior Officials	0.4	0.3
Professionals	13.7	34.2
Technicians and Associate Professionals	9.4	30.9
Clerks	7.4	11.7
Service Workers and Shop and Market Sales Workers	16.6	8.9
Skilled Agricultural and Fishery Workers	2.8	1.6
Craft and Related Trade Workers	18.4	6.6
Plant and Machine Operators and Assemblers	16.1	0.9
Elementary Occupations	15.2	4.8
Total	100.0	100.0

Source: Department of Statistics, "Employment Survey: Annual Report 2002," Amman.

The Jordanian labor market has witnessed a significant change during the period of 1979-2002, in which the nature of economic activities changed and led to an increase in demand for new types of professions. Also notable is the sharp decrease in the percentage of employed males working in the agriculture sector, which went from 12.5% in 1979 to 2.8% in 2002.

Employment status reflects the status of individuals in the establishments they work in, as they can be employees working for wages, business owners or self-employed. One's working conditions are considered an indicator of employment conditions in the labor market and they also reflect the

Fig. 2.9:**Employed Persons by Major Occupation and Sex, 2002****Table 2.14:****Percentage Distribution of Employed Persons Aged 15 and Above by Employment Status and Sex in 1979 and 2002**

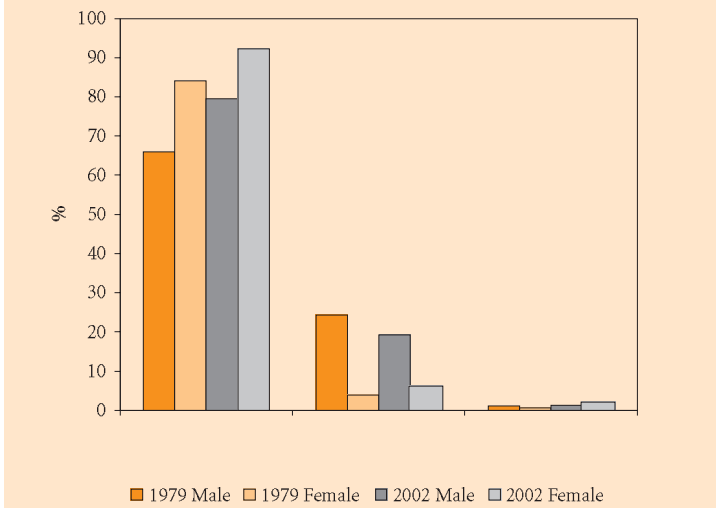
Employment Status	1979*		2002**	
	Male	Female	Male	Female
Paid worker	65.9	84.0	79.5	92.3
Employer	3.0	0.6	8.8	1.9
Self-Employed	21.3	3.3	10.4	4.0
Unpaid Family Worker	0.8	0.4	1.0	1.0
Unpaid worker	0.2	0.3	0.3	0.8
Total	100.0	100.0	100.0	100.0

* Saleh, Kamal, "Dynamics of the Labor Force in Jordan: 1961-1982," Cairo Demographic Center, Cairo, 1987.

** Department of Statistics, "Employment Survey: Annual Report 2002," Amman.

The percentage of males employed in agriculture decreased sharply between 1979 and 2002, while the percentage of employed females increased by around 23%.

Fig. 2.10:
Percentage Distribution of Employed Persons Aged 15 and Above in 1979 and 2002 by Employment Status



The majority of employed males and females in 1979 and 2002 were paid employees, and female employers constituted 6 percent of the total number of employed females.

extent of an individual's, male or female's, economic empowerment. Table 2.14 shows the relative distribution of those employed in 1979 and 2002 according to their working conditions and sex.

Data from 1979 and 2002 indicates that most of those employed (males and females) were wage earners and that there was a sig-

nificant increase in the ratio of male business owners, whose ratio increased three folds (from 3% in 1979 to around 9% in 2002). This indicates a significant improvement in the Jordanian labor market's field investment.

On the other hand, the ratio of self-employed males decreased by nearly half in 1979-2002 as a result of changes in market activities as well as the domination of big firms on the market. This change did not appear to affect self-employed females in the same way, as their rate increased in 2002, albeit at a slow rate.

Work Sector

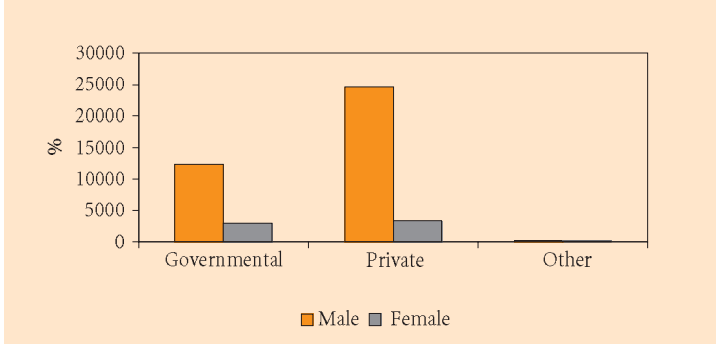
Table 2.15 shows the relative distribution of the Jordanian labor force according to work sector and sex in 2002. Data shows that the private sector attracts the majority of workers (more than 66% of males and 52.5% of females). However, the public sector was the second most populated sector in the Jordanian labor market, employing around one-third (1/3) of employed males and 45.5% of employed females. A small ratio of employed males and females can be found outside these two sectors.

Table 2.15:
Percentage Distribution of Employed Jordanians Aged 15 and Above by Work Sector and Sex, 2002

Work Sector	Male	Female
Governmental	33.1	45.5
Private	66.3	52.5
Other	0.6	2.0
Total	100.0	100.0

Source: Department of Statistics, "Employment Survey: Annual Report 2002," Amman.

Fig. 2.11:
Employed Jordanians Aged 15 and Above by Work Sector and Sex, 2002



Wage Levels

Various studies show variances in wage levels between males and females due to a number of reasons. Most important among these reasons are the differences in profession, economic activity, educational level, work skills and number of years of experience. Data related to wages is available from specialized surveys conducted by the Department of Statistics, such as the surveys on the employed and unemployed. Table 2.16

shows the relative distribution of employed Jordanians aged 15 and above according to monthly income and sex.

Data shows that around one-fourth of employed females (23%) and one-sixth (1/6) of employed males are concentrated in the lowest monthly income (less than 100 JD a month). More than half of the employed males (about 52%) and 45% of the females receive an income in the range of 100-199 JD. The ratio of employed males who make 300-499 JD and 500+ JD is more than the ratio of females, at 13% and 10%, respectively.

Data in Table 2.17 shows that the average monthly salary of males working in the public and private sectors was 238 JD, while females averaged 211 JD. This illustrates the qualitative gap in salary according to sex, with females bearing its brunt.

Average salaries among Jordan's governorates vary significantly whether they are among males or females. While the Tafila governorate recorded the highest average male salaries, the Ma'an governorate recorded the lowest (399 JD in Tafila against 177 JD in Ma'an). The highest average female salaries were also recorded in the Tafila governorate, with Irbid receiving the lowest average (244 JD in Tafila and 164 JD in Irbid).

Table 2.17:
Average Monthly Wages for Employed Persons Working in Public and Private Establishments by Governorate and Sex, 2001

Governorate	Male	Female	Gender Gap
Amman	253	229	+24
Balqa	196	213	-17
Zarqa	183	180	+3
Madaba	179	194	-15
Irbid	206	164	+42
Mafraq	220	219	+1
Jerash	209	221	-12
Ajloun	181	210	-29
Karak	212	214	-2
Tafila	339	244	+95
Ma'an	177	230	-53
Aqaba	232	192	+40
Total	238	211	+27.0

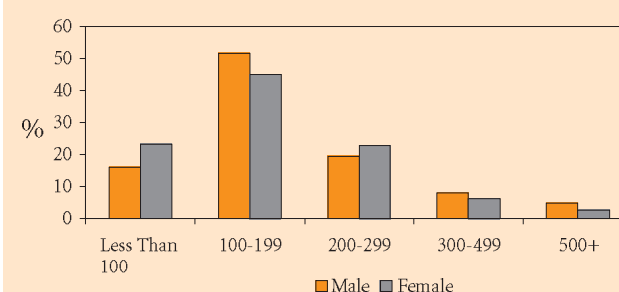
Source: Department of Statistics, "Employment Survey 2001," Amman, 2003.

Table 2.16:
Employed Jordanians Aged 15 and Above by Monthly Wage and Sex, 2002

Monthly Wage	Male	Female
Less than 100 JD	16.0	23.2
199 - 100	51.6	45.0
299 - 200	19.4	22.9
499 - 300	8.1	6.3
500+	4.9	2.6
Total	100.0	100.0

Source: Department of Statistics, "Employment Survey: Annual Report 2002," Amman.

Fig. 2.12:
Jordanian Employees by Monthly Work Income and Sex, 2002



Sixty-eight percent (68%) of all employed males and females receive a monthly income that is less than 200 JD, while 5 percent and 2.6 %, respectively, of males and females receive a monthly salary of 500 JD or more.

The average monthly wage for males in the public and private sectors reached 238 JD, and it registered 211 JD for females.

Six governorates record higher monthly average wages for females than those of men (Balqa, Madaba, Jerash, Ajloun, Karak and Ma'an). This gap is significant in the Ma'an and Ajloun governorates. This is likely due to the prevalence of economic activities in these governorates which attract females.

Undoubtedly, the variance in wage averages between males and females and according to governorates clearly indicates the variety of economic activities in the governorates.

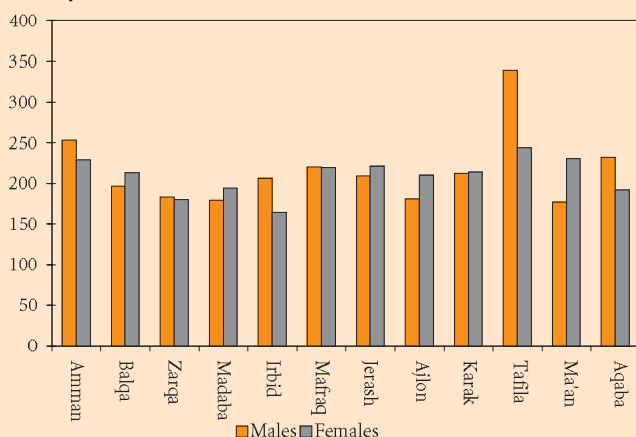
The overall gender gap in wage values finds males with higher wages in general. This gap reached 27 JD, indicating that the female average income must rise by this amount in order for them to achieve equity with men. In looking specifically at governorates, the gender gap in wage values leans toward males in half of the governorates and females in the other half. The gap was the strongest in Tafila, where males' incomes reached 95 JD more than those of females.

Wages in Public Sector Establishments

Table 2.18 shows the monthly average wages for those employed in public sector establishments according to governorate and sex. The overall average wage for males and females reached 280 JD and 241 JD, respectively, and indicated a general rise in wages for both sexes. Wage averages vary significantly according to governorate and sex, with the highest male average wages found in Tafila (360 JD) and the lowest in Ajloun (210 JD).

The female wage average was the highest in the Tafila and Amman governorates (266 JD each), while the lowest average was in the Jerash governorate (217 JD). The overall gender gap in public sector wages leans towards males, with the gap reaching 39

Fig. 2.13:
Average Wages for Employed Persons in the Public and Private Sectors by Governorate and Sex, 2001



The gender gap in average wages tends to be in favor of males in the Tafila, Irbid and Aqaba governorates, at 95+, 42+ and 40+ JD, respectively.

Table 2.18:
Average Monthly Wages for Public Sector Employees by Governorate and Sex, 2001

Governorate	Male	Female	Gender Gap
Amman	292	246	+46
Balqa	237	245	-8
Zarqa	223	232	-9
Madaba	211	229	-18
Irbid	285	243	+42
Mafraq	241	228	+13
Jerash	213	217	-4
Ajloun	210	221	-11
Karak	272	230	+42
Tafila	360	246	+114
Ma'an	218	235	-17
Aqaba	267	231	+36
Total	280	241	39.0

Source: Department of Statistics, "Employment Survey 2001," Amman, 2003.

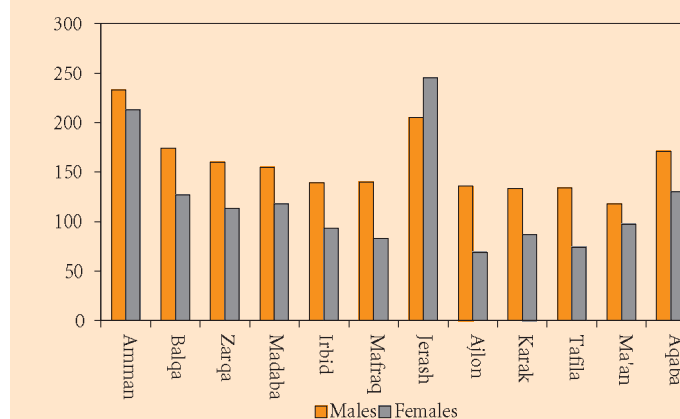
JD. This means that female wages need to rise by this amount to achieve wage equity between the two sexes. The gender gap in wage value leans toward males in half of the governorates and toward females in the other half. This variance between the sexes is partially due to the government's financial system which favors males and gives them a number of privileges such as the family allowance. On the contrary, the government suspends females' living allowances if they are married.

Wages in Private Sector Establishments

Table 2.19 shows the monthly wage average for those employed in private sector establishments according to governorate and sex. The data clearly shows that the wage averages for both sexes are low compared to those in the public sector. The wage averages of males and females in the public sector are more than those of private sector employees (68 JD and 67 JD, respectively).

Males' average wages show significant variances according to governorate, with a range from 118 JD in the Ma'an governorate

Fig. 2.14:
Average Monthly Wages for Private Sector Employees by Governorate and Sex, 2001



to 233 JD in the Amman governorate. Similarly, females' average wages vary according to governorate, with values ranging from 69 JD in the Ajloun governorate to 245 JD in the Jerash governorate. Generally, the overall gender gap in wage value leans towards males, with 38 JD being the value female incomes need to reach in order to achieve wage equity between the sexes.

Table 2.19:
Average Monthly Wages for Private Sector Employees by Governorate and Sex, 2001

Governorate	Male	Female	Gender Gap
Amman	233	213	+20
Balqa	174	127	+47
Zarqa	160	113	+47
Madaba	155	118	+37
Irbid	139	93	+46
Mafraq	140	83	+57
Jerash	205	245	-40
Ajloun	136	69	+67
Karak	133	87	+46
Tafila	134	74	+60
Ma'an	118	97	+21
Aqaba	171	130	+41
Total	212	174	+38.0

Source: Department of Statistics, "Employment Survey 2001," Amman, 2003.

The gender gap in public sector average wages tends to be in favor of males in the Tafila, Amman, Irbid, Karak and Aqaba governorates. The gap is in favor of females in the Madaba and Ma'an governorates.