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# Job Creation and Employability in Jordan: Survey Methodology Design Support – Phase III: Workshop

AMIR II Achievement of Market-Friendly Initiatives and Results

May 2006

This document was produced for review by the United States Agency for International Development. It was prepared by Chemonics International Inc.

**JORDAN AMIR II**

Achievement of Market-Friendly Initiatives and Results

Contract No. 278-C-00-02-00210-00

The author's views expressed in this publication do not necessarily reflect the views of the United States Agency for International Development or the United States Government.

Contract No. 278-C-00-02-00210-00

Contractor Name: Chemonics International, Inc.

USAID Cognizant Technical Office: Office of Economic Opportunities  
USAID/Jordan

Date of Report: May 2006

Document Title: Job Creation and Employability in Jordan: Survey  
Methodology Design Support – Phase III: Workshop

FINAL

Authors' Names: Arif Farazi/Chemonics

Activity Title and Number: Achievement of Market-Friendly Initiatives and Results  
Program (AMIR Program)

PSPI Component, “Jordan Employment Methodology  
Survey Design Support- Phase III: Workshop”  
Task No. 580.01.03.

**Job Creation and Employability in Jordan:  
Survey Methodology Design Support –  
Phase III: Workshop**

Final Report  
May 2006

The opinions expressed here in are those of the author(s) and do not necessarily reflect the opinions of the United States Agency for International Development or the United States Government or Chemonics International or any firms in the AMIR Program consortium or the management of the AMIR Program.

## **Data Page**

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Name of Component:	Private Sector Policy Initiative
Authors:	Arif Farazi/Chemonics
Practice Area:	Democracy and Governance
Service Offering:	NA
List of Key Words Contained in Report:	Employment, poverty, labour force, gender equality, unemployment, immigration, goals, targets, indicators, statistics, data, surveys, sources, job-creation, workshop

## **Abstract**

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This is second of the two follow-up reports of an earlier review of labour force and employment estimation modalities in Jordan (carried out during February 2006) and builds on the recommendations emanated from that review. This report primarily provides documentation relating to the Indicators' Workshop (held in Amman on 8-9 May 2006). Following a brief introduction in Section 1, Section 2 gives summary of workshop preparations and organizational matters. Workshop proceedings are briefly reported under Section 3. Contributions towards other related horizontal data-linkages also get a mention, under Section 4. Finally, recommendations are synthesized under Section 4. Interviews and references can be found at Annexes A and B, respectively. The workshop report at Annex C and the consultant's report is in Annex D.

## Abbreviations and Acronyms

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AMIR	Achievement of Market-Friendly Initiatives and Results Program
CBJ	Central Bank of Jordan
CCA	Common Country Assessment
CCD	Companies Control Department
CIDA	Canadian International Development Agency
DOS	Department of Statistics
ESCWA	Economic and Social Commission for Western Asia
EU	European Union
FDI	Foreign Direct Investment
GDP	Gross Domestic Product
GOJ	Government of Jordan
HDI	Human Development Index
IDT	International Development Target
IMF	International Monetary Fund
ILO	International Labour Organization
JD	Jordanian Dinnar
JIC	Jordan Investment Corporation
KILM	Key Indicators of the Labour Market
MDG	Millennium Development Goal
MIT	Ministry of Industry and Trade
MOA	Ministry of Agriculture
MOH	Ministry of Health
MOL	Ministry of Labour
MOPIC	Ministry of Planning and International Cooperation
NCHRD	National Centre for Human Resource Development
NEC	National Employment Centre
NGO	Non-governmental Organization
SOW	Scope of work
SSC	Social Security Corporation
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Program
UNFPA	United Nations Population Fund
USAID	United States Agency for International Development
WHO	World Health Organization

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## Executive Summary

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In recent years, Jordan has taken noteworthy strides towards the betterment of living standards and provision of social services, particularly education and health. However, efforts towards achieving fuller employment through extensive private sector investment (being an important element of poverty-reduction measures) so far have not shown expected results. For example, over the last few years, unemployment has remained around the 12-15 percent mark. The policy makers naturally are anxious to learn the impact of their efforts and find out the extent of economic growth, particularly in terms of number of jobs such created. It appears that, whereas various instruments are in place to measure unemployment, hardly any of these instruments can provide details regarding job-creation and employability statistics in Jordan.

As a follow-up to a recent review of labour force and employment estimation modalities in Jordan (carried out during February 2006) and a questionnaire-revision exercise (March 2006), the scope of work corresponding to this report also catered for provision of assistance to the Department of Statistics (DOS) and the Ministry of Planning and International Cooperation (MOPIC), as stated *“to plan and conduct a national workshop on employment indicators (selection and harmonization of employment and job-creation indicators, and establishment of sustainable related framework)”*.

During the previous missions to Jordan, harmonization of info-structures (particularly indicators relating to employment and job-creation) and establishment of corresponding horizontal data-linkages were identified as integral parts of the conceptual framework. This must also be tackled in parallel in order to provide uniform understanding, data-sharing and comparisons between all partners and stakeholders. Indicators harmonization process was initiated through the national workshop on Employment/Job-Creation Indicators (held in Amman on 8-9 May 2006 and fully supported by USAID’s AMIR Program). More than seventy participants attended representing a wide spectrum of employment-related data-producers and users, as well as other private/public-sector stakeholders. The following recommendations emanated from the proceedings.

- ❖ Establish a standing committee on labour market indicators and data;
- ❖ Update and maintain Frame of establishments;
- ❖ Establish a national Business Register;
- ❖ Revise employment/establishments survey for timely provision of formal-sector job-creation estimates;
- ❖ Develop links between all employment-related surveys to develop comprehensive weights for different sectors and groups; and
- ❖ Utilize administrative records to obtain supplementary jobs/ vacancies information.

## 1. Introduction

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Over the recent past, eagerness of Government of Jordan (GOJ) policy-makers and planners to learn about the magnitude of *job-creation and employability* in the Jordanian economy has been amply emphasized. In this regard, at the request of GOJ, USAID/Jordan through its AMIR Program (as the third part of a three-phase support programme) re-fielded the consultant to assist DOS and MOPIC “*to plan and conduct a national workshop on employment indicators (selection and harmonization of employment and job-creation indicators, and establishment of sustainable related framework)*”.

This mission to Jordan was a follow-up of the previous two missions. The workshop planning and preparatory work had been initiated during the previous mission. Efforts during this mission were concentrated towards successful holding of the event and to synthesize the report and recommendations. Matters arising (particularly relating to the sampling issues; the validity and completeness of results from the various surveys; and relevance of national Business Register) were debated and discussed with the concerned statisticians at DOS. Once again, the revised Employment/Unemployment questionnaire was reviewed. The mission outcomes were separately discussed and presented to the DOS Director General as well as to the Team Leader of the Private Sector Policy Initiative (PSPI) component AMIR Program.

This report provides a brief summary of the outputs accomplished during this mission. Workshop preparatory and organizational issues are listed under Section 2. Proceedings of the event are briefed under Section 3. Other related horizontal collaborative efforts are summarized under Section 4. Finally, recommendations are summarized under Section 5. The list of interviews conducted and references are attached as Annexes A and B, respectively, and the workshop report is annexed as Annex C.

## **2. Workshop Preparations**

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### **2.1 Preparation of the Presentation**

In order to prepare his presentation, as background research the consultant inter-alia studied the following key documents:

- ❖ International Labour Organisation (ILO) Global Employment Trends, 2004 (Geneva, 2004);
- ❖ ILO; World and Regional Trends in Youth Employment; expert group meeting on monitoring of MDGs, (Geneva, 2005);
- ❖ United Nations (UN) Statistical Commission; Report of the Round Table on Business Survey Frames (New York, 2006);
- ❖ UN Statistical Commission; Integrated economic statistics, report of the Secretary General (New York, 2006); and
- ❖ UN System Staff College; Results-Based Management (RBM) and the UNDAF Results Matrix (Turin, 2005).

A full reading list is contained in Annex B (References). Consultant's presentation is annexed as Annex C of this report.

### **2.2 Workshop Planning, Organization and Facilitation**

During his previous mission, the consultant helped to form a Workshop Organizing Committee (composed of DOS, MOPIC and AMIR specialists). The MOPIC representative later dropped out of this Committee. The consultant prepared a draft Provisional Agenda and the Invitation Letter for the event, which were sent to the identified invitees in the public, private organizations, international agencies and non-governmental organizations (NGOs). During preparations, five sub-themes for the respective working groups were proposed. The AMIR Program not only supported the event through provision of resource-person and renting the venue, but also co-ordinated preparatory and organizational matters (banner, presentations, documentation and equipment, etc.) through its Events Specialist. DOS Committee members followed-up on the invitations to ensure fuller participation. The event was jointly facilitated by AMIR Program consultant and the DOS counterparts.

### 3. Workshop Proceedings

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The Workshop on Employment and Job-creation Indicators was jointly organized by the DOS and MOPIC and supported by USAID/ AMIR Program. Seventy-five participants (including 24 women) from a wide spectrum of governmental departments, financial and private sectors, NGOs and international agencies attended the workshop. The event was jointly facilitated by AMIR Program consultant and the DOS Director of Conferences. Majority of the Workshop proceedings were conducted in Arabic. The event was formally opened by the Director General of DOS, who outlined the importance of job-creation/ employment indicators and the harmonization of concepts between all partners and stakeholders. Mr. Kamal Saleh (from DOS) served as rapporteur-general of the workshop. The following agenda items were deliberated according to the final Agenda (annexed in the Workshop Report):

- Agenda item 1: Employment/job-creation indicators framework;
- Agenda item 2: Employment Survey (Establishments);
- Agenda item 3: Employment/ Unemployment Survey (Households);
- Agenda item 4: Sampling and analytical issues (above surveys);
- Agenda item 5: Other related data producers (MIT; MOL; and Al-Manar project);
- Agenda item 6: Working group (five parallel) sessions, according to the following sub-themes:
- Indicators, with respect to the Establishments survey;
  - Indicators, with respect to the Household survey;
  - Issues regarding Business Register, administrative records;
  - Issues regarding Sampling, analysis and Model-building; and
  - Multi-sectoral related indicators frameworks and databases.
- Agenda item 7: Respective presentations of findings by the five Working-groups were presented at the plenary; and
- Agenda item 8: Synthesis of recommendations and Workshop closure.

The Workshop was conducted in a fully participatory manner and throughout the two days participants showed enthusiasm and contributed towards the proceedings. Details are contained in the accompanying Workshop Report (Annex C).

#### **4. Other Horizontal Collaborative Linkages**

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At the request of the Information and Communication Technology Initiative (ICTI) component Team Leader of the AMIR Program, the consultant prepared a brief presentation (as part of a joint presentation on 7 May 2006, arranged for the ministers of Industry and Trade and MOPIC. The presentation attempted to promote the integration of the current Trade and Investment Information System (TIIS) currently spearheaded by the AMIR Program with the future employment and job-creation indicators in the form of investment, employment and trade information system, while stressing the coordinating/nucleus role to be played by DOS.

## 5. Recommendations

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- ❖ Establishment and maintenance of a unique Business Register coordinated through DOS and utilizing the MIT database on registration.
- ❖ Establishment of a national committee with its secretariat at DOS and composed of key players (such as MOPIC, MIT, MOL, SSC, NCHRD/ Al-Manar, Sales & Tax Department, Amman Chamber of Commerce, and Greater Amman Municipality) to facilitate and coordinate efforts regarding employment surveys, indicators framework and operationalization of Business Register.
- ❖ A Reference Manual of priority list of around 10-15 selected indicators to be produced in an harmonized matrix format, and adopted (through the above Committee) by the key ministries/ departments involved in compilation of labour/ jobs market information.
- ❖ Thorough revision of Establishment Survey methodology to cater for quarterly job-creation figures (for the Formal sector).
- ❖ Sampling limitations inhibit the use of Household Employment/ Unemployment Survey for new job estimates for the lower-level groups. However, in addition to the unemployment statistics, this survey can provide useful Formal/ Informal proportions to complete the job-creation equation (to be developed through the Establishment Survey).
- ❖ To design a large-scale study (with large-enough sample of targeted respondents) to provide various job-creation baseline estimates for the desired sub-groups (districts, age-groups, professions etc.).
- ❖ To start work on the Model for projections relating to investment/ job-creation.
- ❖ In line with the Statistical Commission recommendations to produce integrated economic statistics, to link priority modules on Investment, Employment and Trade into an integrated indicators framework (serving as the nucleus for a national Economic & Social Information System).
- ❖ To produce a comprehensive program feasibility (PRODOC) to be integrated into the forthcoming Common Country Assessment (CCA) (and serve as a policy-dialogue to solicit donor support and implementation of the proposed activities to establish a sustainable estimation/projections and reporting system on investment, employment and trade and other related variables.

## Annex A Interviews

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Mr. Rami Khyami, Events Specialist		
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## Annex B: References

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**Annex C    Workshop on Employment & Job Creation Indicators**

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## Abbreviation and Acronyms

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AMIR	Achievement of Market-Friendly Initiatives and Results Program
CCA	Common Country Assessment
DOS	Department of Statistics
ESCWA	Economic and Social Commission for Western Asia
EU	European Union
FDI	Foreign Direct Investment
GDP	Gross Domestic Product
GOJ	Government of Jordan
HDI	Human Development Index
IDT	International Development Target
IMF	International Monetary Fund
IFI	International Financial Institution
ILO	International Labour Organization
JCCA	Jordan Common Country Assessment
JD	Jordanian Dinar
JHCO	Jordan Hashemite Charity Organization
JIC	Jordan Investment Corporation
KILM	Key Indicators of the Labour Market
MDG	Millennium Development Goal
MIT	Ministry of Industry and Trade
MOA	Ministry of Agriculture
MOH	Ministry of Health
MOL	Ministry of Labour
MOPIC	Ministry of Planning and International Cooperation
NAF	National Aid Fund
NCHRD	National Centre for Human Resource Development
NEC	National Employment Centre
NGO	Non Governmental Organization
PSD	Private Sector Development
SSC	Social Security Corporation
UNDAF	United National Development Assistance Framework
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
USAID	United States Agency for International Development
VTC	Vocational Training Corporation

## **A. Introduction**

In recent years, Jordan has taken significant strides towards improvement in living standard and provision of social services, particularly education and health, resulting in better-qualified human capital. At the same time, extensive private-sector investment in the country has raised expectations regarding better employment opportunities. However, unemployment has remained stagnant above 12 percent mark during these years. Therefore, national planners and decision-makers are concerned to measure the impact of investment and job-creation efforts, through appropriate statistics and indicators.

In order to select and harmonize key indicators related to employment, investment, job-creation and other impacting variables, a two-day workshop jointly organized by DOS and USAID-funded AMIR Program (in cooperation with MOPIC), under the theme “Employment and Job-creation Indicators” was held at the Amman Marriott Hotel on 8-9 May 2006.

Through elaboration of the related conceptual framework and experience-sharing between key practitioners, the Workshop served as a platform to foster a continuous cooperation between data producers and data users in order to establish a statistical harmonization regarding methodologies, definitions, classifications and indicators used by different data producers for statistical compilation in the Jordanian labour market. As a result, wider access to the information as well as effective analysis and comparisons are expected to be facilitated. Methodology regarding the planned Employment, Unemployment and Job Creation surveys at DOS was also discussed.

Over seventy participants (including 24 women) from various ministries (including MIT, MOA, MOH, MOPIC, MOL); governmental departments (including DOS, Greater Amman Municipality, Amman Chamber of Industry, Income & Sales Department); financial institutions; private sector organizations; NGOs as well as UNDP and UNFPA attended the event. Full list of participants is attached as Annex-II. The Workshop was jointly facilitated by DOS and the AMIR Program. Mr. Kamal Saleh served as the Rapporteur-General of the Workshop. The proceedings were accomplished according to the attached Agenda (Annex-I), in the following order:

### **B1. Agenda item 1: Opening Remarks, by Dr. Ghazi Shbikat**

The Workshop started with an opening speech by Dr. Gazi Shbikat, Director General of the Department of Statistics. The opening speech concentrated on the importance of the survey as a tool for capturing the new jobs created in the Jordanian Labor Market to measure the impacts of the economic growth. Dr. Shbikat focused on the importance of cooperation between different data producers in Jordan which will lead to the achievement of the National Agenda targets aiming at eliminating unemployment and poverty levels.

## **B2. Agenda item 2: Job-creation indicators- conceptual framework; by Arif Farazi**

A presentation on “Conceptual Framework” was given by Mr. Arif Farazi, the AMIR Program consultant. He reviewed the components of framework starting with its importance for identifying goals, targets, other key results and the related indicators for each stage. The consultant gave examples related to MDG and other International Development Targets (IDT) and also presented main indicators (KILM) considered by the ILO as the key indicators of employment. He explained the Jordanian labour market situation, analyzing the relationships between the main players in job market and highlighting the need for harmonization concerning indicator definitions, estimation methods, classifications, measures and methodologies. Mr. Farazi then presented a pragmatic approach for estimating size of job-creation/deletion in the Jordanian economy. He also recommended that a list of key employment indicators (selected according to the Jordan national priorities) should be compiled in the form of a matrix containing Objectives, level of dis-aggregation, method of measurement, main source of data, responsible party and periodicity related to each indicator.

Citing recent Statistical Commission (37<sup>th</sup>, Session, 7-10 March 2006, New York) meeting, he also stressed the importance of compiling integrated economic statistics and the need for integrating various similar surveys, facilitating information sharing and reducing burden on the respondents. Finally, he discussed the importance of Business Registers which should serve as a national frame for all economic establishments in the Jordanian economic market, and a reference manual on job creation concepts and definitions, job creation measurement and methods of data collection.

The presentation was followed by a discussion from participants on the following issues:

- ❖ Review of international experiences;
- ❖ Establishment Surveys (even though covering Formal-sector only) should be revised and used as the main instrument for measurement of job-creation/ deletion situation in the country, and complemented by other surveys to provide a fuller picture (including Informal-sector estimates);
- ❖ Definition of formal and informal sectors and possibilities for measuring the relevant proportions;
- ❖ Utilization of the results from the two main surveys (Establishments Survey; and Household Employment and Unemployment Survey) through establishing possible horizontal linkages between the two data-sets;
- ❖ Compilation of a harmonized list of priority indicators, required to gauge the size of job-creation/deletion, to measure the impact of investment/ labour-market variables and to track progress towards national targets as well as MDGs;
- ❖ Coverage of the Non-Jordanian population in the surveys;
- ❖ Importance of national Business Register was re-iterated; and
- ❖ A national committee (composed of key players and coordinated through DOS) to facilitate and steer efforts regarding employment surveys, indicators framework and Business Register operationalization could be established.

**B3. Agenda item 3: Methodology of Employment Survey, by Abdelwadood Ma'atouq**

A presentation on “*Methodology of Employment Survey*” was given by Mr. Abdel-Wadood Ma'atouq the Director of Economic Surveys Directorate at DOS, where he reviewed the following issues:

1. Survey objectives which include: collecting data on the number of operating establishments in public and private sectors by different characteristics including the type of economic activity, number of employees and their characteristics and wage levels.
2. Survey coverage:
  - ❖ All the operating establishments in the public sector excluding military and security establishments.
  - ❖ All the operating establishments in the private sector excluding the agricultural sector.
  - ❖ All the operating establishments in private sector employing 50 employees and more.
  - ❖ Selecting a representative sample from the rest of establishments in the private sector according to the following categories of employment (1-4, 5-19, 20-49).
3. Periodicity of the survey:
  - ❖ The survey is conducted annually.
  - ❖ October is the reference month for data collection.
  - ❖ The results of the survey are presented in a hard copy and on the web page of the DOS.
4. Information included in the survey questionnaire:
  - ❖ Identification information.
  - ❖ Type of economic activity of the establishment and the legal entity.
  - ❖ Compensation of employees.
  - ❖ Number of new employees during the year of survey.
  - ❖ Distribution of employees by occupation, sex, nationality, educational level, specialization, employment nature, employment status, salaries and number of work hours.

The presentation followed by a discussion from participants on the following issues:

- Use of the survey results for measurement of jobs created between two points of time
- Duration of data collection in establishment survey
- Reference month for data collection
- Importance of establishment census frame in solving problems related to new establishments
- Possibility of getting the wages related to detailed occupations
- Exclusion of Agricultural Sector from Employment Survey coverage, while there are many large establishments operating in this sector
- Exclusion of Armed Forces and other security institutions from the coverage of Employment Survey

**B4. Agenda item 4: Employment & Unemployment Household Survey, by Fathi Nsour**

A presentation on “*Methodology of Employment and Unemployment Survey*” was given by Mr. Fathi Nsour, Director of Household Surveys Directorate at DOS, where he presented in details the following issues:

1. The importance of Household Surveys.
2. Objectives of Employment and Unemployment Surveys.
3. Work Stages: Preparatory stage, field work stage, data processing stage, results and reporting stage.

Mr. Nsour gave a presentation on “*Questionnaires of Job Creation Survey*” and high-lighted the following:

1. General background: aims of the survey, periodicity, a complementary survey of the Employment and Unemployment Survey, available experience, methodology and expected indicators.
2. Household questionnaire
3. Individual questionnaire
4. Collective Housing Units Questionnaire
5. Needs

The presentation was followed by a valuable discussion from the participants on the following issues:

1. Efficiency of time needed to complete the individual questionnaire
2. Objectives of the survey
3. Method of measurement of job created between two points of time
4. Rationality behind the use of 15 years as a minimum age of being in the labour force in Jordan
5. Reasons behind the exclusion of child labour from the survey
6. Possibility of changing the definition of employed person
7. Definition of Job Creation

**B5. Agenda item 5: Job Creation Survey—Sampling Issues, by Khamis Raddad**

In the afternoon, a presentation was given by Mr. Khamis Raddad, Director of Agricultural and Environment Directorate at DOS, on “*Job Creation Survey—Sampling Issues*”, where he reviewed the following issues:

1. Introduction: Importance of sampling, sampling as a main determinant of survey cost, sampling duration of the survey as a determinant factor for sample design, degree of accuracy and available financial and technical resources.
2. Survey objectives and variable used for estimating Sample Size.
3. Sample design.
4. Primary sampling units.
5. Estimation of the sample size.
6. Method of sample selection.
7. Method of executing the field work.
8. Treatment of non-response problem.
9. Treatment of overall non-response.
10. Calculation of weights.

The presentation was followed by a valuable discussion from the participants on the following issues:

- Suggested method used in the survey to compensate absent persons
- Rationality behind distributing the field work equally according to the duration of the survey among different strata in the survey
- Longitudinal survey as a method for monitoring job creation

**B6. Agenda item 6: Other employment-related data-compilation experiences**

Under this Agenda item, four different experiences were briefly presented and discussed by the participants from: Ministry of Labour (MOL, Research Studies Section); National Employment Centre (NEC); Ministry of Industry and Trade (MIT); and the Al-Manar project. Experiences regarding administrative records and research studies were shared, and issues relating to utilization of employment statistics and further analysis were discussed.

**C. Agenda item 7: Working Groups**

In the second day of the workshop, the participants were divided into five Working Groups according to the respective Sub-themes. Each group was asked to select priority key indicators appropriate to its sub-theme and make necessary recommendations. Before closing of the workshop, each group presented its respective findings to the plenary. Working group deliberations are summarized below:

### **C.1 Group 1: Indicators from Establishment Surveys (Formal Sector)**

The group includes the following representatives from different institutions:

<b>Name</b>	<b>Institution</b>
Ali Mesleh	Department of Statistics
Mohammad Gharabli	VTC
Hussein Almajalee	CSB
Eman AlSo'ob	Agricultural Engineers Society
Mohammad Al Karaki	Agricultural Engineers Society
Ghada Salem	MOL
Wael Al zo'bi	MOL
Najla Zghool	MOIT

The group suggested the following indicators:

1. New employees during the survey duration by educational level, occupation and sex
2. Natural increase rate in establishments in the formal sector
3. Number of vacancies
4. Wages according to the second level of occupation classifications

The group suggested the following recommendations:

1. To conduct the Employment Survey quarterly
2. To release the results in a short time after data collection
3. To conduct a special survey on job creation
4. To use the electronic methods in data collection
5. Some modifications on the job creation questionnaire

## **C.2 Group 2: Household Employment/Unemployment survey-- Indicators**

The group includes the following representatives from different institutions:

<b>Name</b>	<b>Institution</b>
Fathi Nsour	Department of Statistics
Ikhlas Aranki	Department of Statistics
Safaa AlZo'bi	Department of Statistics
Zeina Altal	Department of Statistics
Mohammad Al Jundi	Department of Statistics
Ibraheem Eliwat	MOP
Lara Al Hadeed	NAF
Samar Abdallah	GHC
Maysaa Arabiyyat	MOA
Samer Khorma	NEC
Khetam Fathi	Department of Statistics

The group suggested the following indicators:

1. Number of job created
2. Unemployment Rate
3. Rate of economic participation
4. Employment turnover rate

### **C.3 Group 3: Business Register/ Administrative Records and Indicators**

The group includes the following representatives from different institutions:

<b>Name</b>	<b>Institution</b>
Abdelwadood Maatooq	Department of Statistics
Husni Dhaim	Department of Statistics
Najeh Zohd	Dept. of Civil Registration & Passports
Doa'a Eloof	MOH
Samar Bitshaweesh	
Omar Alqawarry	CSB
Zein Savan	NEC

The group suggested the following indicators:

1. Number of persons covered by the Social Security
2. Number of new economic establishments registered with the Ministry of Industry and Trade
3. Number of employment applications in the Ministry of Labour and the National Employment Center provided by the employers

The group suggested the following recommendations:

1. To establish an updated and comprehensive database on operating establishments by characteristics of the establishments
2. To benefit from the database for sampling purposes related to job creation estimations
3. To use one unique standards manual for economic activities
4. To use a national unique ID for every operating establishment and collate the information in the form of unique national Business Register.

#### **C.4 Group 4: Sampling, Non-response, Analysis, Estimation and Model Building**

The group includes the following representatives from different institutions:

<b>Name</b>	<b>Institution</b>
Khamis Raddad	Department of Statistics
Mohammad Assaf	Department of Statistics
Khaled Mistreehi	Department of Statistics
Hani Dawaghreh	Department of Statistics
Jamal Sa'd Aldeen	The Royal Court
Roba Ala'sha	MOL
Mamdooh Alsalamat	NCHR

The group suggested the following indicators:

1. Economic activity at the fourth level of classifications
2. Occupation at the fourth level of classifications
3. Sex and age
4. Marital status
5. Legal status of the establishment
6. Personal income
7. Nationality
8. Seasonality of work
9. Working hours
10. Way for seeking job

The group suggested the following recommendations:

1. To form a committee that includes all related institutions to build a model for future estimation of job creation
2. To cross-tab the outputs of the survey by demographic, social and economic variables

### **C.5 Group 5: Multi-sectoral indicators and related Database**

The group includes the following representatives from different institutions:

<b>Name</b>	<b>Institution</b>
Kamal Saleh	Department of Statistics
May Shahatit	Department of Statistics
Manal Sweedan	Department of Statistics
Talal Ali Hammouri	Central Bank of Jordan
Bushra Alsalman	Food Manufacturing Society
Muna Abu Rumman	Central Bank of Jordan
Sleiman Al Doghmy	Jordanian Investment Corporation
Mutasim Abu Zaid	JIEC
Misa Arabiyat	MOA

The group suggested the following indicators:

1. Volume of jobs created
2. Employment status
3. Sector of work
4. Work hours
5. Duration of unemployment
6. Monthly wage
7. Wage level by occupation
8. Wage level by type of economic activity
9. Years of experience in the main occupation

The group suggested the following recommendations:

1. To have clear standards for calculation of the suggested indicators
2. To use well-determined definitions for the suggested indicators
3. To assign the Department of Statistics as a focal point for all indicators
4. To conduct training courses for the representatives of related institutions on the methods of indicators calculation.

## **D. Recommendations**

- ❖ Establishment and maintenance of a unique Business Register coordinated through DOS and utilizing the MIT database on registration;
- ❖ Establishment of a national committee with its secretariat at DOS and composed of key players (such as MOPIC, MIT, MOL, SSC, NCHRD/ Al-Manar, Sales & Tax Department, Amman Chamber of Commerce, and Greater Amman Municipality) to facilitate and coordinate efforts regarding employment surveys, indicators framework and operationalization of Business Register.
- ❖ A Reference Manual of priority list of around 10-15 selected indicators to be produced in an harmonized matrix format, and adopted (through the above Committee) by the key ministries/ departments involved in compilation of labour/ jobs market information;
- ❖ Thorough revision of Establishment Survey methodology to cater for quarterly job-creation figures (for the Formal sector);
- ❖ Sampling limitations inhibit the use of Household Employment/ Unemployment Survey for new job estimates for the lower-level groups. However, in addition to the unemployment statistics, this survey can provide useful Formal/ Informal proportions to complete the job-creation equation (developed through the Establishment Survey);
- ❖ To design a large-scale study (with large-enough sample of targeted respondents) to provide various job-creation baseline estimates for the desired sub-groups (districts, age-groups, professions etc.);
- ❖ To start work on the Model for projections relating to investment/ job-creation.

**ANNEX-I**

**Workshop on Employment/Job-Creation Indicators  
8-9 May 2006  
Marriott Hotel, Amman**

**Agenda**

<b><u>Day 1, May 8:</u></b>		
<b><u>Morning session</u></b>		
08:30-09:00	Welcome coffee & registration Workshop opening (opening remark/ objectives)	
09:00-09:15	Opening remarks	Dr. Ghazi Shbaikat, Director General, DOS, USAID
09:15-10:30	Employment/Job-creation indicators: conceptual framework	Arif Farazi, USAID/AMIR Program Consultant
10:30-10:50	Coffee break	
10:50-12:30	Employment/unemployment, establishment surveys; and sampling issues	DOS presentations : Mr. Abdelwadoud Matouk : Mr. Fathi Nsour : Mr. Khamis Raddad
12:30-13:30	Lunch Break	
<b><u>Afternoon session</u></b>		
13:30-15:10	Other employment-related data compilation: presentations	Other presentations
15:10-15:30	Coffee Break	
15:30-16:10	Working Group terms of reference: (Thematic groups)	Facilitation by DOS; USAID/AMIR Program consultant

<b><u>Day 2, May 9:</u></b>		
<b><u>Morning session</u></b>		
08:30-09:00	Welcome coffee & registration	
09:00-10:30	Session 1: Working Groups	Facilitation by DOS; USAID/AMIR Program consultant
10:30-10:50	Coffee Break	
10:50-12:30	Session 2: Working Groups (cont'd)	Facilitation by DOS; USAID/AMIR Program consultant
12:30-13:30	Lunch Break	
<b><u>Afternoon session</u></b>		
13:30-14:30	Session 1: Working Group Presentations	Facilitation by DOS; USAID/AMIR Program consultant
14:30-14:50	Coffee Break	
14:50-16:00	Session 2: Working Group Presentations (cont'd)	Facilitation by DOS; USAID/AMIR Program consultant
16:00-16:15	Closing remarks	MOPIC; DOS; USAID/AMIR Program consultant

**Annex-II: FINAL ATTENDANCE LIST**

**"Employment Statistics Workshop"**

8-9/May/2006

Marriott Hotel, Amman

Number of Attendees:

Women: 24

Men: 51

Total: 75

Guest Name	Company Name	Business Phone	Email Address	Gender
♦ Ahlam Abu-Ali	NAF			F
♦ Ruba Abu-Ghoush	MoT			F
♦ Dana Abu-Hamdan				F
♦ Wadieh Abu-Quteishat	JCCA			M
♦ Muna Abu-Rumman	Central Bank			M
♦ Mu'tsem Abu-Zeid	Jordan Industrial Estat Cooperation			M
♦ Mohammad Al-Abadi	Jordan Physician Association			M
♦ Adam Al-Abdallat				M
♦ Nour Al-Amad	Amman Net Trade		<a href="mailto:nour@ammannet.net">nour@ammannet.net</a>	F
♦ Abdul Al-Ashqar	JHCO			M
♦ Mohammad Al-Awaydeh	Agricultural Engineering Association			M
♦ Mariam Al-Bazaz	Civil Service Bureau			F
♦ Sulaiman Al-Daghmi	Jordan Investment Cooperation			M

Job Creation and Employability in Jordan: Survey Methodology Design Support – Phase III: Workshop

Guest Name	Company Name	Business Phone	Email Address	Gender
◆ Samer Al-Da'jeh	Ministry of Interior			M
◆ Jamal Al-Din	Royal Court			M
◆ Lara Al-Hadid	Employment Development Fund			F
◆ Talal Al-Hammouri	Central Bank	+962 (6) 4630301		M
◆ Mohammad Al-Jundi	Department of Statistics			M
◆ Mohammad Al-Karki	Agricultural Engineering Association			M
◆ Sabri Al-Khatib	Amman Chamber of Commerce	+962 (6) 566151		M
◆ Bashar Al-Majali	Agricultural Engineering Association			M
◆ Hussain Al-Majali	Civil Service Bureau			M
◆ Naser Al-Muhtashi	Department of Statistics			M
◆ Khaled Al-Mustarihi	Department of Statistics		<a href="mailto:kald@dps.gov.jo">kald@dps.gov.jo</a>	M
◆ Tawfiq Al-Nawabieh	Greater Amman Municipality			M
◆ Lina Al-Nawayseh	Higher Medical Council, The			F
◆ Dua'a Al-Ouf	MOH			F
◆ Adel Al-Qudah	JHCO			M
◆ Ahmad Al-Sa'di	Amman Chamber of Industry			M
◆ Ghada Al-Salem	MOL		<a href="mailto:ghd-slm@yahoo.com">ghd-slm@yahoo.com</a>	F
◆ Bushra Al-Salman	Food Industry Association			F
◆ Mamdouh Al-Salvat	Al-Manar Project			M
◆ Bassam Al-Shakhanbeh	Jordan Investment Cooperation			M
◆ Zeina Al-Tall	Department of Statistics			F
◆ Hussein Al-Tamimi	Public Housing & Rural Development			M
◆ Rania Al-Tarazi	UNDP			F

Job Creation and Employability in Jordan: Survey Methodology Design Support – Phase III: Workshop

Guest Name	Company Name	Business Phone	Email Address	Gender
♦ Safa'a Al-Zoubi	Department of Statistics			F
♦ Wa'el Al-Zoubi	MOL		<a href="mailto:waelzoubi@yahoo.com">waelzoubi@yahoo.com</a>	M
♦ Ahmad Amro	Agricultural Engineering Association			M
♦ Mohamad Arab	PSD			M
♦ Maisa' Arabiyat	Ministry of Agriculture (MOA)	+962 (6) 5686151		F
♦ Mahmoud Arabiyat	Jordan Petroleum Refinery	+962 (5) 3811211		M
♦ Ikhlas Aranki	Department of Statistics			F
♦ Mirman Bazlameet	Department of Statistics			F
♦ Samar Bitshawish	MIT			F
♦ Greta Boye	AMIR Program	+962 (6) 550-3050		F
♦ Husni Edheem	Department of Statistics			M
♦ Arif Farazi	AMIR Program			M
♦ Mohammad Garably	V.T.C			M
♦ Mahmoud Ghnaimat	Income and Sales Department			M
♦ Fadi Irtimeh	Ministry of Interior			M
♦ Taher Jaradat	MOP			M
♦ Mohammad Kablan	Ministry of Agriculture			M
♦ Akef Khasawneh	Department of Statistics			M
♦ Mu'een Khoury	Royal Court			M
♦ Mohammad Khraisat	Public Union for Jordan Labour			M
♦ Samer Khurma	NEC	+962 (6) 5852845		M
♦ Rami Khyami	AMIR Program	+962 (6) 550-3050	<a href="mailto:rkhyami@amir-jordan.org">rkhyami@amir-jordan.org</a>	M
♦ Abdulwadoud Ma'touk	Department of Statistics	+962 (6) 5300724		M

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Guest Name	Company Name	Business Phone	Email Address	Gender
◆ Ali Msleh	Department of Statistics	+962 (6) 5300700	<a href="mailto:Ali@dos.gov.jo">Ali@dos.gov.jo</a>	M
◆ Fathi Nsour	Department of Statistics			M
◆ Daifallah Olaimat	Naf		<a href="mailto:ahsgf2000@yahoo.com">ahsgf2000@yahoo.com</a>	M
◆ Ibrahim Olaiwat	MoP		<a href="mailto:ibrahim-olaiwat@yahoo.com">ibrahim-olaiwat@yahoo.com</a>	M
◆ Khamis Radad	Department of Statistics			M
◆ Mohamad Rasem	V.T.C	+962 (6) 5858481		M
◆ Ghassan Riyal	Jordan European Business Association	+962 (6) 5851924		M
◆ Najla'a Rouhi	MIT			F
◆ Mustafa Salameh	Greater Amman Municipality	+962 (6) 5300700	<a href="mailto:ali@dos.gov.jo">ali@dos.gov.jo</a>	M
◆ Mai Shatatit	Department of Statistics			F
◆ Mohammad Assaf	Department of Statistics	+962 (6) 5300700	M	
◆ Kamal Saleh	Department of Statistics	+962 (6) 5300714		M
◆ Zein Soufan	NEC	+962 (6) 5852845	<a href="mailto:zsoufan@Ngc.jo">zsoufan@Ngc.jo</a>	F
◆ Manal Sweidan				F
◆ Maha Tafesh	Department of Statistics			F
◆ Najeh Zuhd	Civil Status & Passport Department			M

**Annex D    Workshop on Employment & Job Creation Indicators Conceptual Framework (Presentation)**

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# Workshop on Employment & Job Creation Indicators: Conceptual Framework

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Presented by

Arif Farazi, AMIR Program Consultant

8-9 May 2006

Amman, Jordan



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# Conceptual Framework

Policy-making, Strategies, Programmes

Goal/objective: eradicate poverty by 2020

Poverty/Employment/Investment relationships

Target: full employment by 2025

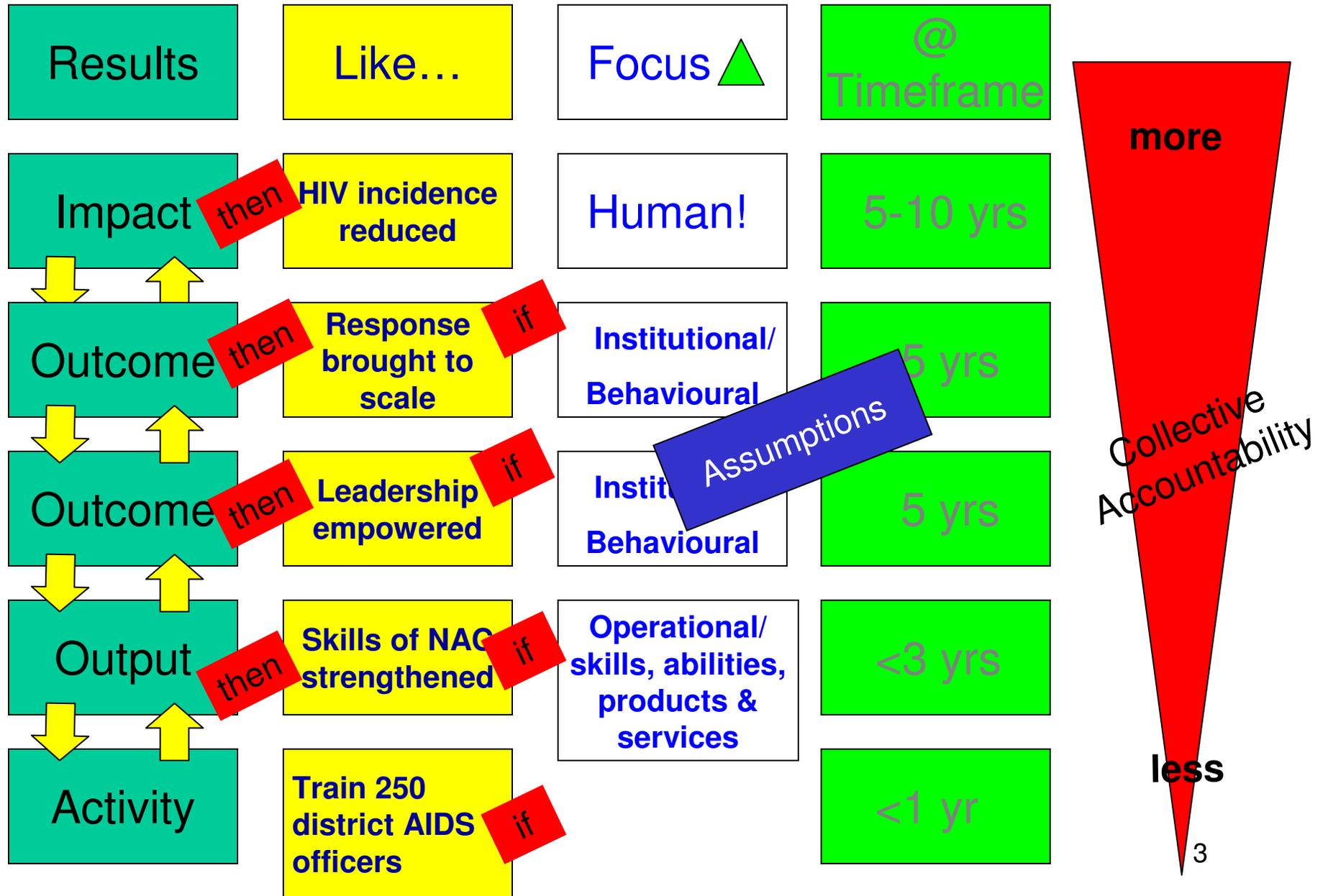
Outcome

Outputs

Activities

Indicators (to measure & gauge results) set at different stages of programme

# A Typology for RBM



# Results Matrix: Urban Slums

<b>National Priority or Goals</b>		Poverty reduction, especially among urban slum dwellers	
<b>UNDAF Outcome</b>		By 2010, livelihoods of urban slum dwellers are more secure	
<b>Country Prog. Outcomes</b>	<b>Country Programme Outputs</b>	<b>Role of Partners</b>	<b>Resource Mobilization Targets</b>
Communities in 3 slum areas have access to basic services	70 health posts provide basic health services		
	80% of households in 3 slum areas have access to latrine		
	6 water mgmt committees established and functioning		
There is increased access to food and credit in 3 slum areas	35 women's groups have access to micro-credit		
	Roads, footpaths and drainage improved using food for work		
A property rights reform act endorsed by legislature	Property rights reforms drafted		



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# Goals and Indicators

Various sets of international indicators:

- MDG (8 goals, 18 targets, 48 indicators)
- CCA (synthesized Conference goals; creation of full employment: WSSD-1995)
- Agency-specific (ILO, WHO, UNICEF, UNFPA)
- Country-priorities and National Development Goals



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# 20 Key ILO Employment Indicators

Labour force participation

Employment-to-population ratio

Status in employment

Employment in sector

Part-time workers

Hours of work

Employment in the informal economy

Unemployment

Youth Employment

Long-term unemployment



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## 20 Key ILO Employment Indicators (cont'd)

Unemployment by education attainment

Time-related unemployment

Inactivity rate

Educational attainment & illiteracy

Manufacturing wage indices

Occupational wage & earning indices

Hourly compensation costs

Labour productivity & unit labour costs

Employment elasticities

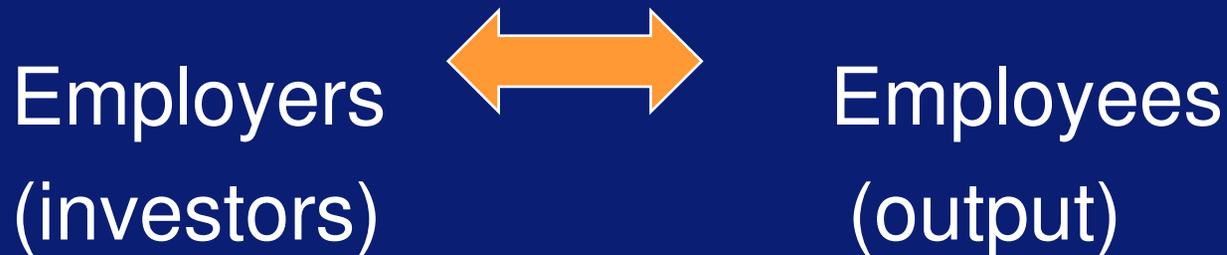
Poverty, working poverty & income distribution



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# Players in the Job Market



market / regulators

Foreign earnings: (FDI; Trade)

Globalization (labour movement)



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# Jordan Job Market Overview

Non-participatory population  
(approx. 68%)

Unemployed (approx. 13%)

**PUBLIC**

For mal

**PRIV ATE**

Informal



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# Harmonization Process

Definitions

Groups

Computation/estimation methods

Classifications/codes

Identifications

Indices, base years

Time-series



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# Poverty: Multi-Dimensionality

<u>Income poor</u> ↓	<u>EMP</u>	<u>LOYED</u>	Total
	No	Yes	
Yes	15	10	25
No	3	72	75
Total	18	82	100



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# Poverty: Multi-Dimensionality

(cont'd)

<u>Income poor</u> ↓	<u>Poor</u>	<u>Facilities</u>	Total
	Yes	No	
Yes	15	20	35
No	10	55	65
Total	25	75	100



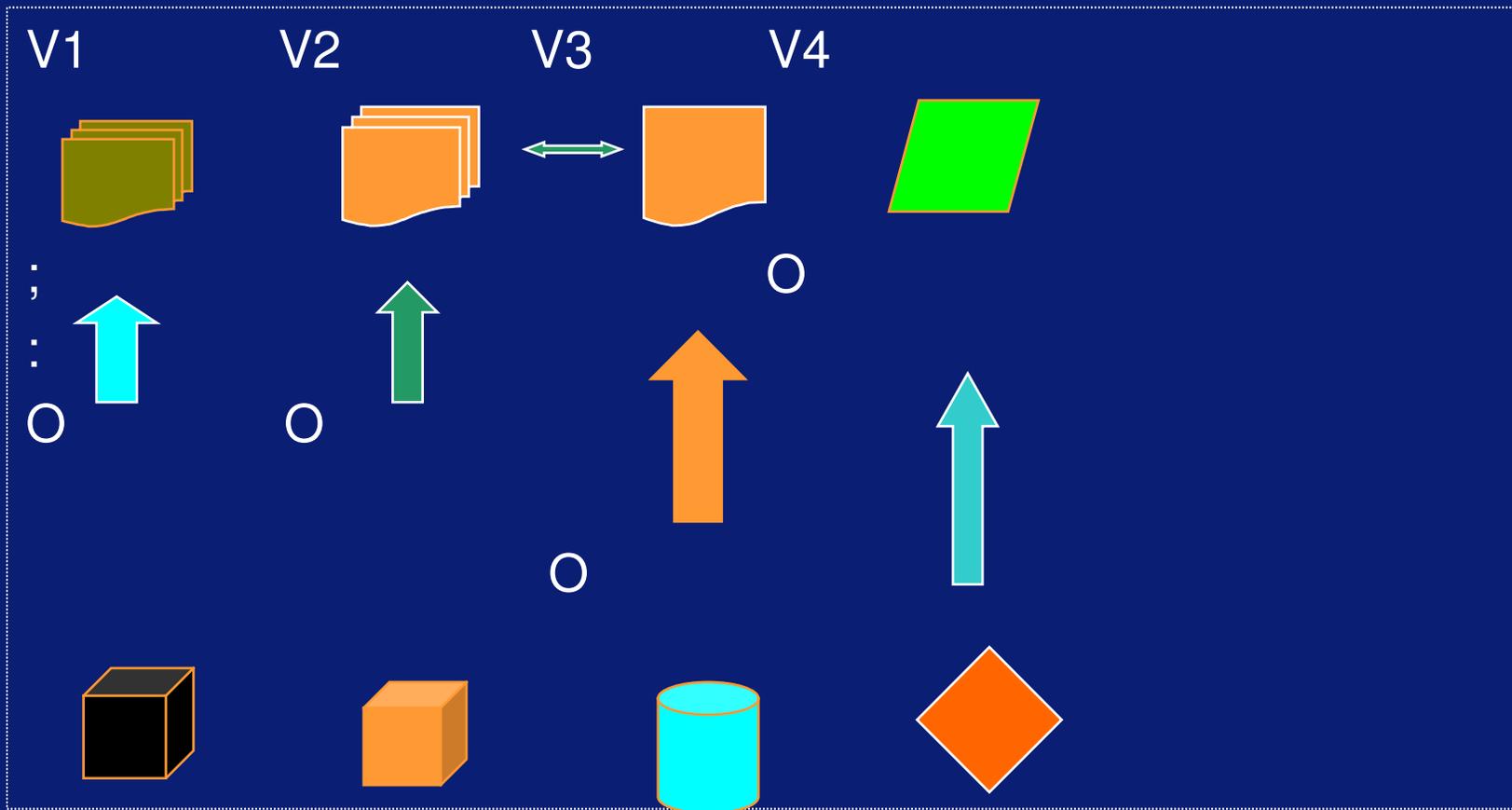
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# Manual of Harmonized Indicators

Indicator	Objective	Level of dis-aggregation	Method of measurement	Main source of data	Responsible party	Frequency of update	notes
I-1. Net number of jobs created	To measure expansion/contraction	governorate Districts Rural/urban Gender, age, Sector, Edu	Net # of jobs=  Model	Employment H/H; unemp- loyment surveys Admin Rec.	DOS	Quarterly (monthly	
I-2. Labour force growth rate	To measure growth of size of labour; to forecast	==as above=	Projections Model	Census; Labour force surveys	DOS	annually	
I-3. Labour force participation rate		==as above=		Census; Labour force surveys	DOS	annually	

# Vertical & Horizontal Processes





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# Business Register

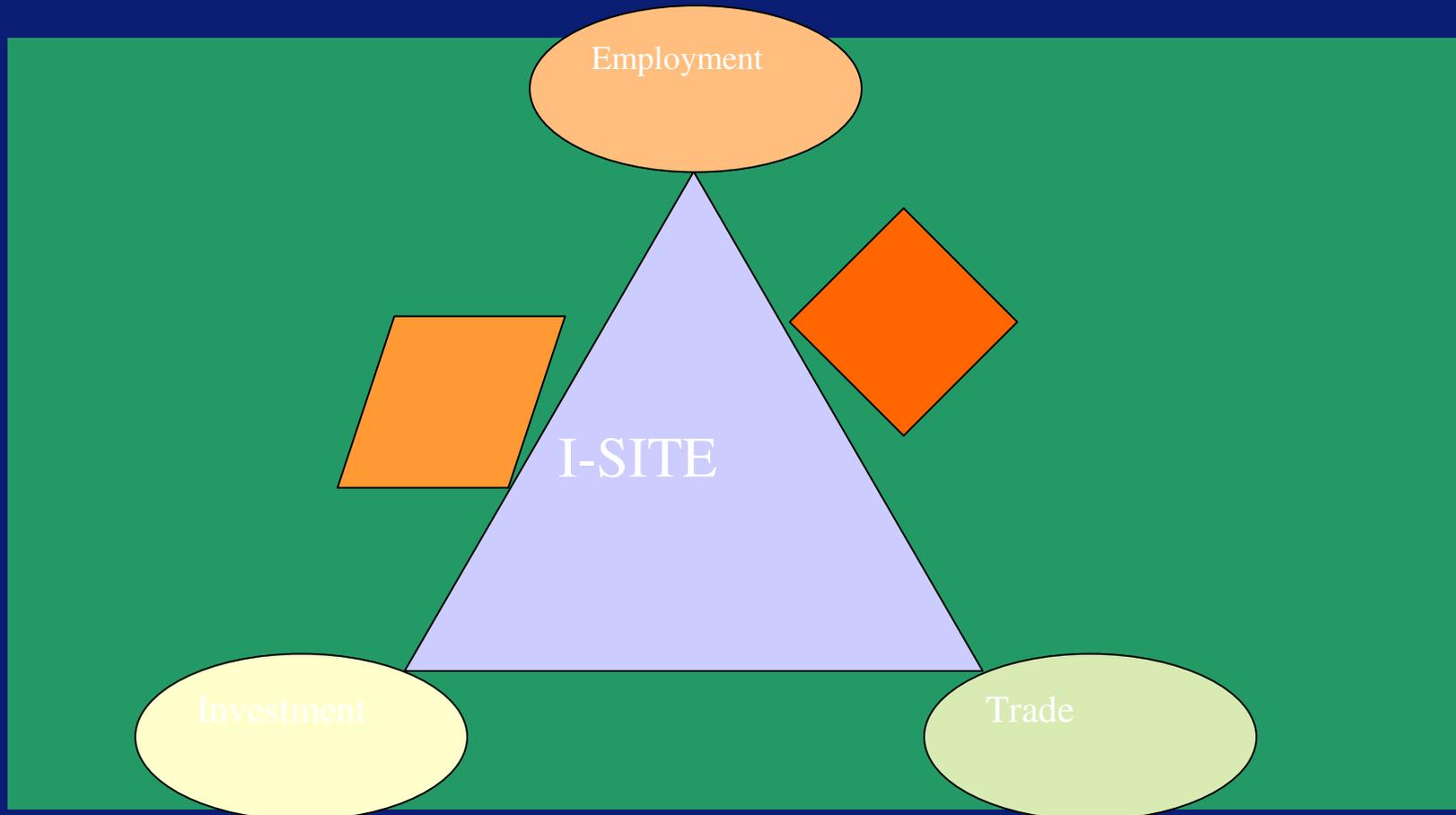
- Create unique ID for all establishments
- Maintain up-to-date Frame (facilitate sample selection)
- Design fuller coverage: social security, tax
- Link other surveys (including household), identify establishment & industry (ease of coding)



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# Information System on Investment, Trade and Employment (I-SITE)





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# Job Creation Concept & Definition

Measured on NET basis, after deduction of job losses.

Concept of job creation/ deletion (gross job gains/ losses), between the two reference points may be defined as :

Number of jobs gained/lost=  $N_{y1} - N_{y2}$  summed over K establishments

where:

- K is number of total establishments
- $N_{y1}$  is number of jobs at the *ith*. Establishment, at reference point  $y1$
- $N_{y2}$  is number of jobs at the *ith*. Establishment, at reference point  $y2$
- $y1, y2$ : could be year1, year2 (respective quarters or months)

➤ **Through Establishments Survey of all registered establishments. Adjustments for the informal sector will be applied (determined through the household survey, used to refine the formal/informal; public/ private proportions periodically).**



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# Job Creation Task Force Definition

Net number of jobs created/ lost (between points T1 and T2)=  
Number of employed persons (T2)+Number of vacancies (T2)-  
Number of employed persons (T1)+Number of vacancies (T1)

where

T1 is the previous reference point (year, quarter, month)

T2 is the current reference point (year, quarter, month)

Through the Household Employment/Unemployment Survey



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# Job Creation: Other Methods

## Longitudinal survey:

Monthly longitudinal survey of a large sample of registered establishments. Here, fuller job details at each responding business will need to be identified. This approach is much more difficult to implement, and is usually affected by inherent risk of attrition of respondents.



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# Job Creation: Other Concepts

New Jobs created: As a result of direct investment or rehabilitation projects, measurement of job-creation has been based on the volume of work created (e.g., work hours). In such situations the information is usually compiled directly from the programme or new venture.

Administrative records: or combination of various sources may be required to get the fuller picture.



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# Job Creation: Other Concepts (cont'd)

## Model-Building:

- Based on estimates gathered from a variety of sources (primarily household and establishment surveys giving sector-wise estimates and used to fine-tune proportions).
- Using elasticity between employment and output/GDP to assess new jobs created. Equations could be developed between the National Accounts output and establishment survey results over a given period.



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## Job Creation: Other Concepts (cont'd)

- It may be advisable initially to limit job-creation research to the formal sector (revised Establishments Survey) and
- Develop projections for gap-filling (via known proportions or weights refined through other related studies/surveys, including Household Employment/Unemployment Survey).



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# Way Forward: Job Creation Measurement

- Conduct Establishments Census (to establish fresh baseline; update Frame & assumptions).
- Construct & maintain National Business Register.
- Conduct periodic (possibly quarterly) Establishment survey (revised according to new priorities).
- Conduct Household Employment/Unemployment Survey annually (to provide unemployment information and update proportions).
- Develop & maintain job-creation projections.



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# Q & A

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Arif Farazi  
AMIR Program Consultant