

# Statistics Brief: Syrian Refugee Employment Trends in Jordan

December 2017

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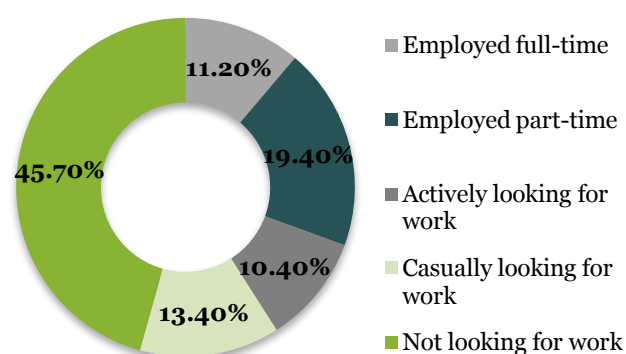
# Syrian Refugee Employment Trends in Jordan

In August 2017, the market research firm IPSOS conducted a survey of 501 Syrian refugees across Amman, Irbid, Mafraq and Zarqa. The survey was designed with the purpose of accurately reflecting the demographic breakdown of the Syrian refugee population in Jordan by age and gender and sought to measure employment trends, motivation levels and respondents' intention to work in a post-conflict Syria. The sample included 280 women and 221 men.

## Employment

Approximately 30 per cent of Syrian refugee survey respondents reported being employed — 11.2 per cent full-time and 19.4 per cent part-time — while 24 per cent of Syrian refugees reported being unemployed at the time of the survey, with 10.4 per cent indicating that they were actively looking for work, and 13.4 per cent indicating that they were casually looking for work. Based on these figures, we project an overall labour force participation rate of 54 per cent.<sup>1</sup>

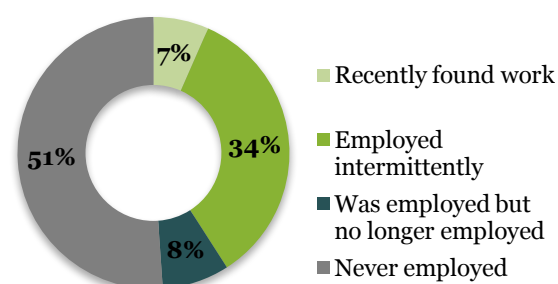
**Figure 1: Employment status**



## Employment History

Nearly half of survey respondents appear to have found work in Jordan, although intermittent employment is a persistent trend. Forty-nine per cent of survey respondents indicated either current or previous employment since arriving in Jordan, with seven per cent of respondents reporting that they had recently found work, 34 per cent reporting that they had been employed intermittently, and 8 per cent reporting that they had been, but were no longer employed. Fifty-one per cent of survey respondents reported that they had not been employed since arriving in Jordan.

**Figure 2: Work history in Jordan**

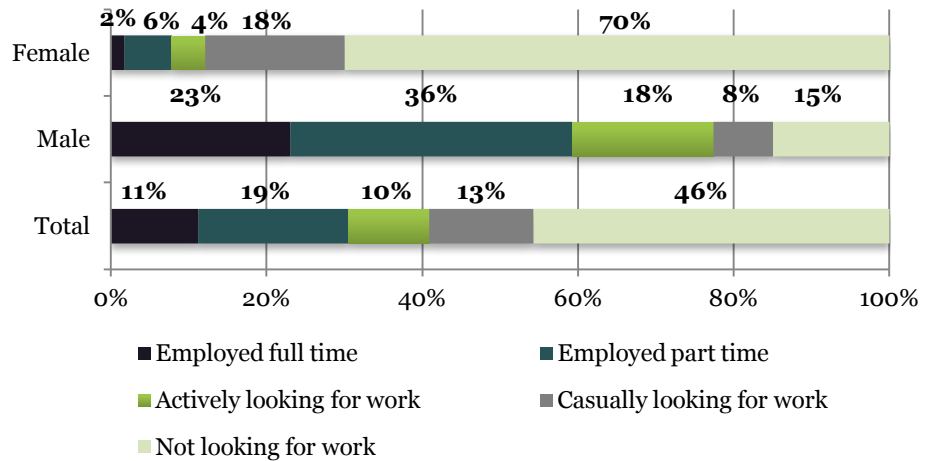


<sup>1</sup> The labour force participation rate — or economic activity rate — is the labour force divided by the working age population. The labour force includes both the employed population and the population that is defined as unemployed or looking for work.

### Employment Status by Gender

Only 8 per cent of female survey respondents indicated full-time or part-time employment, while an additional 22 per cent indicated being jobless but in search of work. The overwhelming majority of surveyed women — 70 per cent — reported that they were not looking for work. Among males, approximately 59 per cent indicated full-time or part-time employment, while an additional 26 per cent indicated being jobless but in search of work. Only 15 per cent of surveyed males reported that they were not active in the workforce.

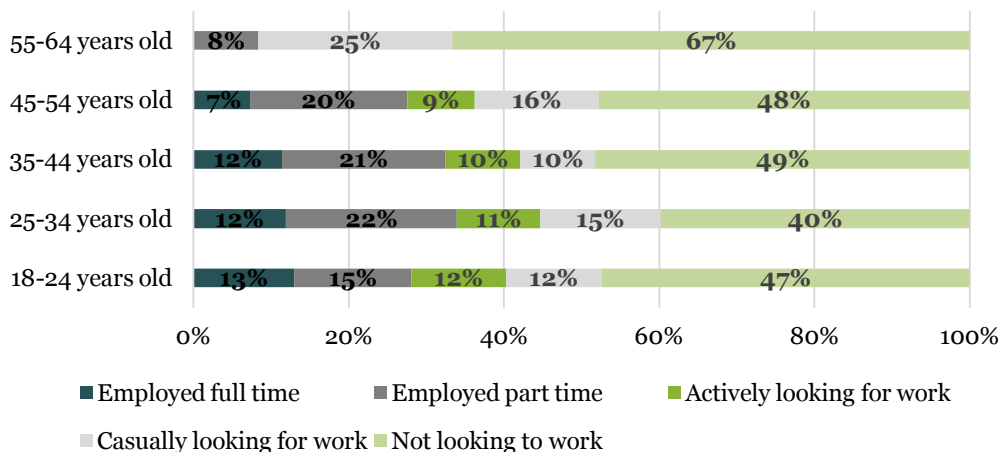
**Figure 3: Employment status by gender**



### Employment Status by Age

25- to 34-year-olds appear to be the most likely age bracket to be active in the workforce, with 34 per cent reporting full-time or part-time employment and 26 per cent reporting being jobless but in search of work. Only 40 per cent of respondents within this age bracket indicated that they did not participate in the workforce. Survey respondents who are between the ages of 18 and 24, and 45 and 54 were the second and third most likely to be active in the workforce, although both groups experience unemployment in high numbers: 25 per cent of 45- to 54-year-olds, and 24 per cent of 18- to 24-year-olds report joblessness. Survey respondents within the 35- to 44-year-old bracket, demonstrated a relatively high rate of employment — 33 per cent: only 20 per cent of respondents within this bracket indicated being unemployed and in search of work.

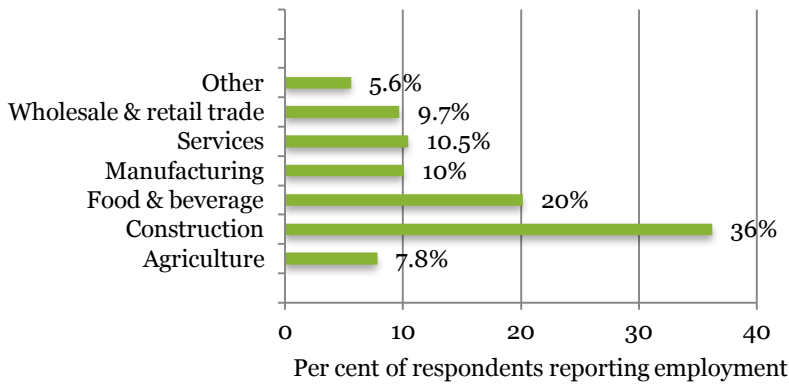
**Figure 4: Employment status by age**



## Sector Distribution

### Sector of Employment in Jordan

**Figure 5: Sector(s) of employment in Jordan**



The construction sector accounted for the largest proportion of reported jobs, with 36 per cent of respondents indicating current or previous employment in this sector. The food and beverage, and other service sectors collectively accounted for 30.5 per cent of reported employment, followed by the manufacturing (10 per cent) and the wholesale and retail trade (9.7 per cent) sectors. The

agriculture sector accounted for the smallest proportion of reported work, with only 7.8 per cent of survey respondents indicating current or previous employment in this sector.

### Sector Alignment

Sector alignment is more difficult to assess given that not all refugees reporting employment in Jordan worked prior to displacement: approximately 43 per cent of survey respondents indicated employment in Syria, and only 31 per cent of survey respondents indicated employment in both Syria and Jordan.

**Figure 6: Sector alignment**



The construction sector demonstrated the highest degree of alignment, with 83 per cent of survey respondents who were currently or previously employed in that sector reporting relevant experience in pre-conflict Syria. Fifty-six per cent of food and beverage sector employees reported having previously worked in the same field.

**Table 1: Sector Alignment**

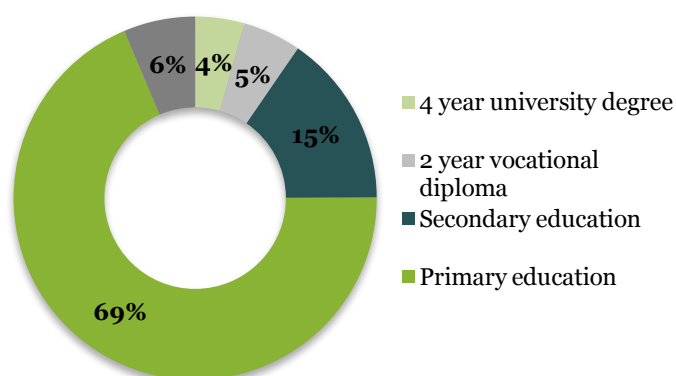
Sector	Alignment
Agriculture	27%
Construction	83%
Food & Beverage	56%
Manufacturing	50%

Source: WANA-IPSOS survey, August 2017

## Education Levels

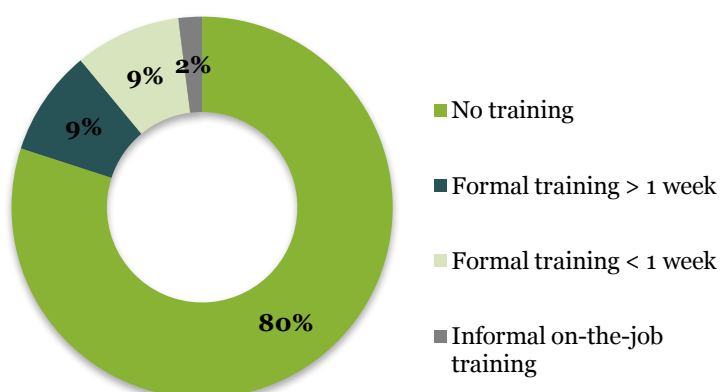
The education levels of the surveyed population appear to be surprisingly low. Of the surveyed population, an overwhelming 69 per cent of individuals reported only having a primary education. Fifteen per cent reported having completed secondary school; five per cent reported have completed a two-year vocational diploma, and four per cent reported having completed a four-year university degree. Six per cent of respondents indicated having obtained no formal education.

**Figure 7: Education levels of survey respondents**



## Training

**Figure 8: Training received in Jordan**

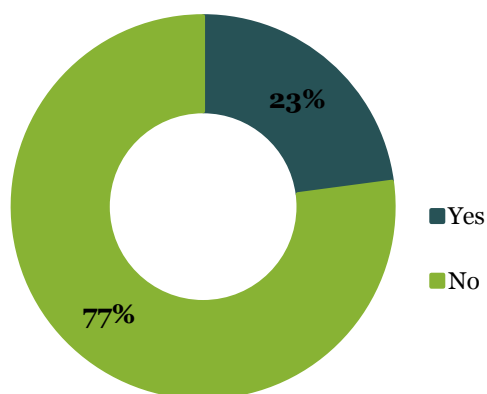


A small proportion of individuals indicated having received occupational training while in Jordan. Of the 245 individuals who indicated having been previously or currently employed, 80 per cent indicated not having received training, and 20 per cent indicated having received some form of training. Nine per cent of the previously or currently employed population indicated having received formal training with a duration greater than one

week; nine per cent indicated having received formal training with a duration of less than 1 week, and 2 per cent indicated having received informal, on-the-job mentoring.

## Work Permits

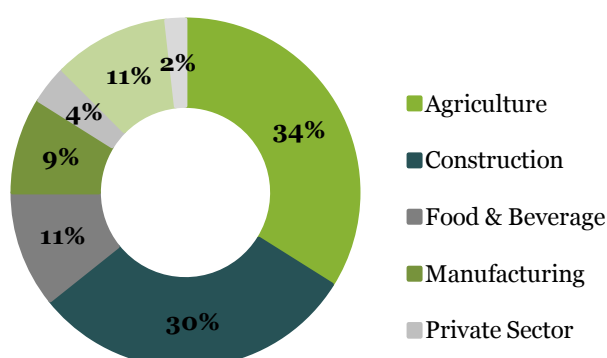
**Figure 9: Work permits**



### Work Permit Allocation

An overwhelming 77 per cent of those respondents who indicated previous or current employment reported not having processed a work permit.

**Figure 10: Work permit by sector**



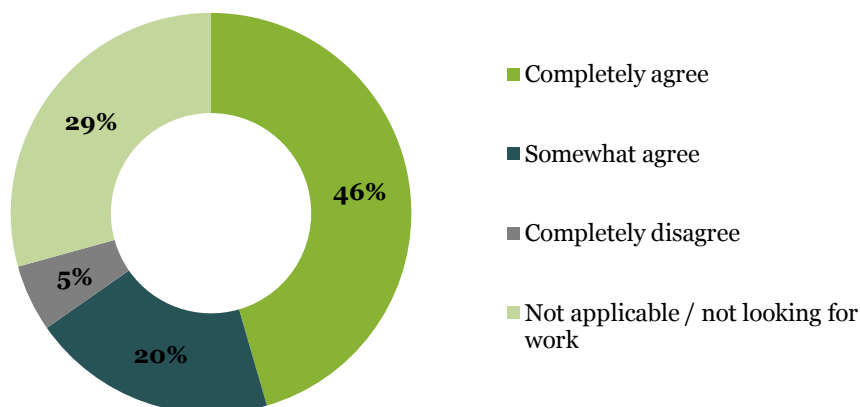
### Work Permit Distribution by Sector

Of the 23 per cent of previously or currently employed respondents who reported having processed a work permit, 34 per cent indicated having obtained a work permit in the agriculture sector, 30 per cent in the construction sector, 11 per cent in the food and beverage sector, and nine per cent in the manufacturing sector.

## Motivation to Work

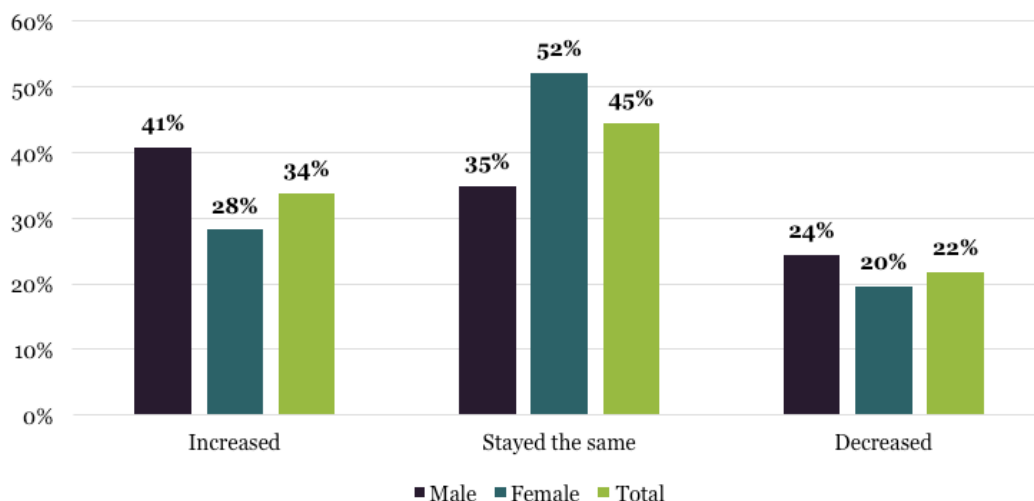
Overall, motivation to find work amongst surveyed Syrians appears to be high. The grand majority — 66 per cent — of survey respondents indicated that they were motivated to find work, with 46 per cent stating that they completely agreed with the statement ‘I am motivated to find work and 20 per cent stating that they somewhat agreed with the same statement. Only a small proportion of respondents indicated a lack of motivation to find work, with 29 per cent reporting that they were not looking for work and an additional five per cent stating that they completely disagreed with the statement ‘I am motivated to find work.’

**Figure 11: 'I am motivated to find work'**



Overall, a greater proportion of respondents appear to be more motivated or similarly motivated to find work in Jordan as in pre-conflict Syria. Forty-five per cent of respondents indicated that their motivation to find work since arriving in Jordan had remained the same, 34 per cent indicated that their motivation had increased, and only 22 per cent reported that their motivation had decreased. Women appear to have experienced less of a change in motivation than men, while the latter appear more likely to have experienced an increase or decrease in motivation to find work.

**Figure 12: Motivation to find work since arriving in Jordan**

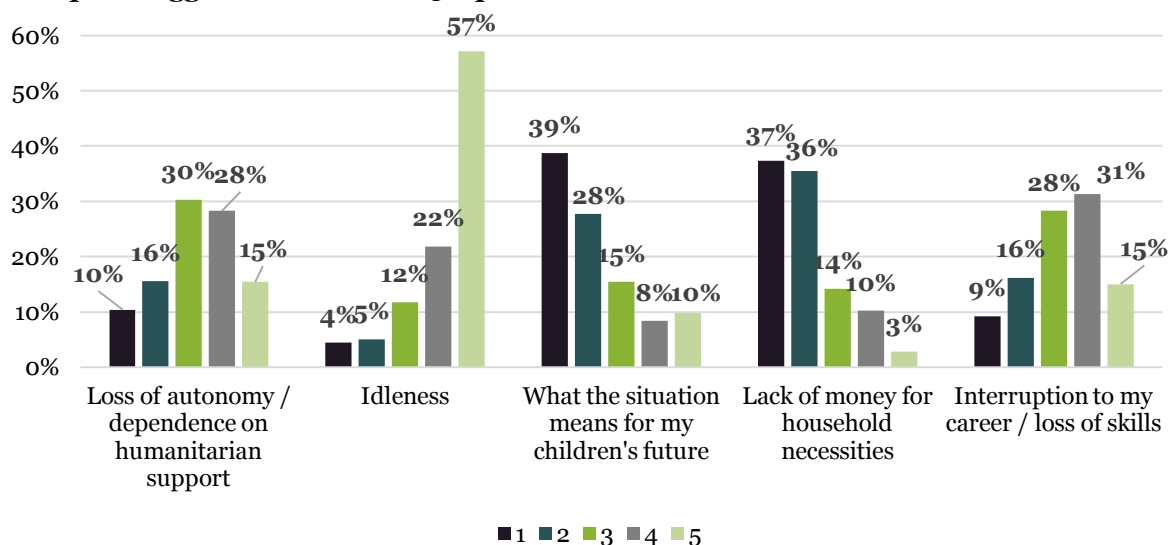


Source: WANA-IPSOS survey, August 2017

## Concerns

Overall, skills erosion due to interruption of professional activity or idleness appears to be a small concern, while lack of money for household needs and children’s futures appear to weigh heavily on the minds of survey respondents. Loss of autonomy and dependence on humanitarian support, represent a moderate but less crucial concern than income and children’s futures.

**Figure 13: Rank concerns where 1 equals biggest concern and 5 equals smallest concern**



## Preferences Regarding Work

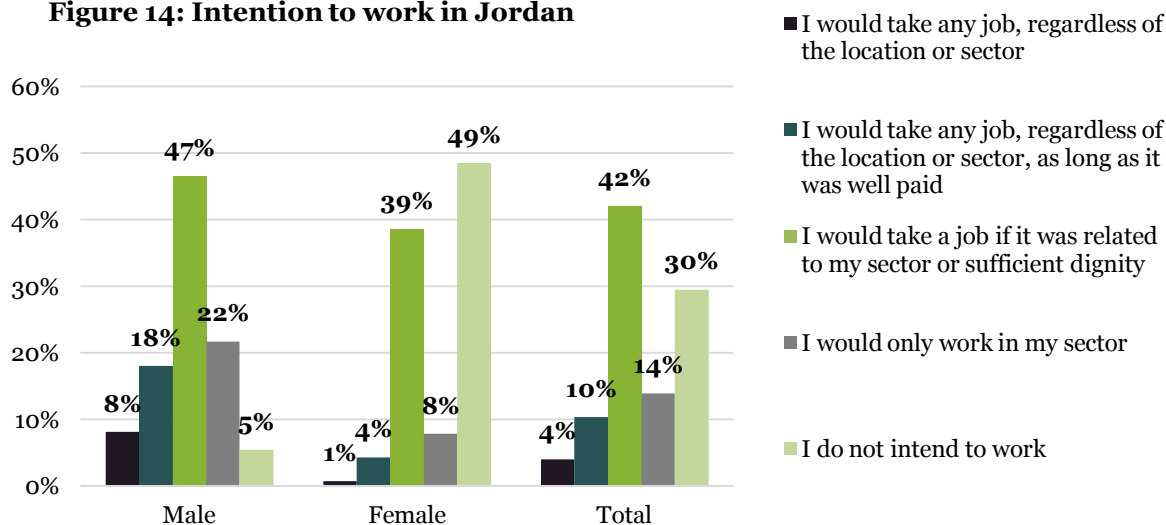
### While in Jordan

There appears to be a wide variation with regards to willingness to work in Jordan, with men demonstrating a greater intention to work than women. When questioned on this topic, 42 per cent of respondents stressed that work should be related to their sector and of sufficient dignity; 30 per cent indicated that they did not intend to work; 14 per cent indicated that they would work only in their preferred sector; ten per cent highlighted remuneration as the most decisive factor, and 4 per cent indicated a willingness to take any job regardless of location or sector.

Overall, women appear to be less inclined to work and more selective with regard to potential employment. Forty-nine per cent of women indicate that they do not intend to work in Jordan, compared to only 5 per cent of men. Eight per cent of men, compared to only 1 per cent of women, indicate an intention to work regardless of the location or sector.



**Figure 14: Intention to work in Jordan**

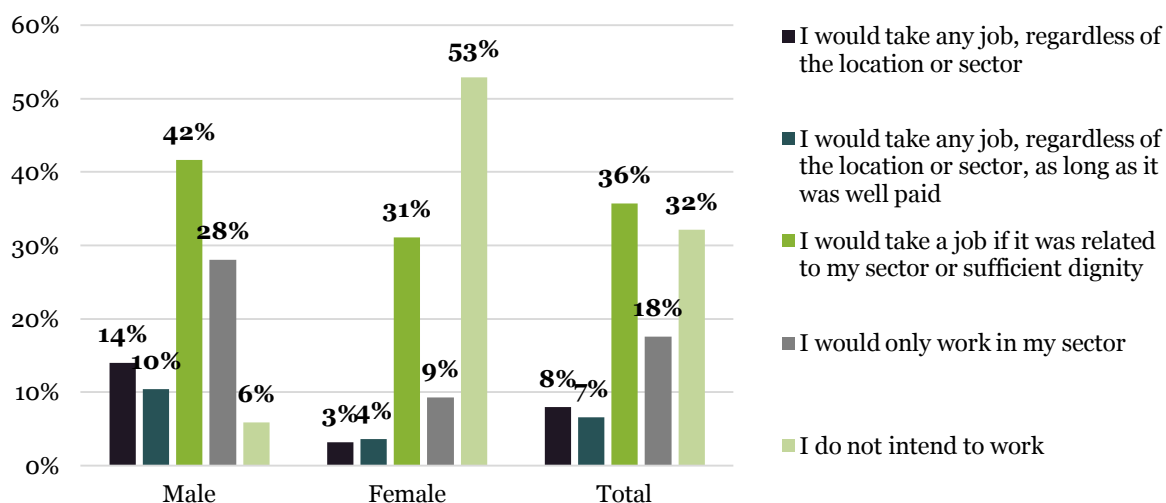


### In Post-Conflict Syria

Overall, respondents' intentions to work in a post-conflict Syria vary slightly in comparison to their intention to work in Jordan. A slightly larger proportion of respondents indicated that they would not work in a post-conflict Syria (32 per cent), while a larger proportion indicated they would take any job regardless of the sector or location (8 per cent). Eighteen per cent of respondents expressed a preference to work in their sector.

More women indicate an intention not to work in a post-conflict Syria than in Jordan. For those who demonstrate an intention to work, preferences related to location appear to be less important. For men who intend to work in a post-conflict Syria, a slightly larger number indicate the intention to work regardless of the sector or location.

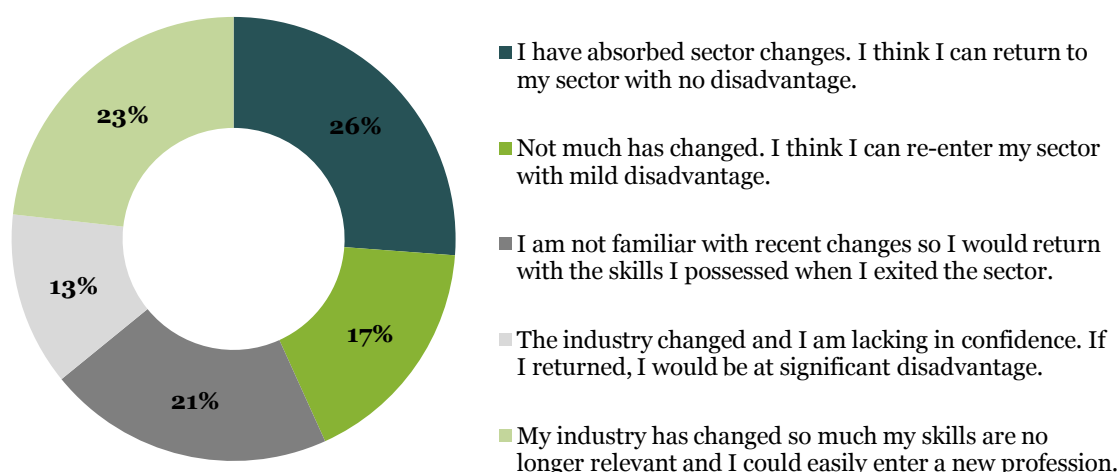
**Figure 15 :Intention to work in post-conflict Syria:**



## Confidence to Re-enter Sector

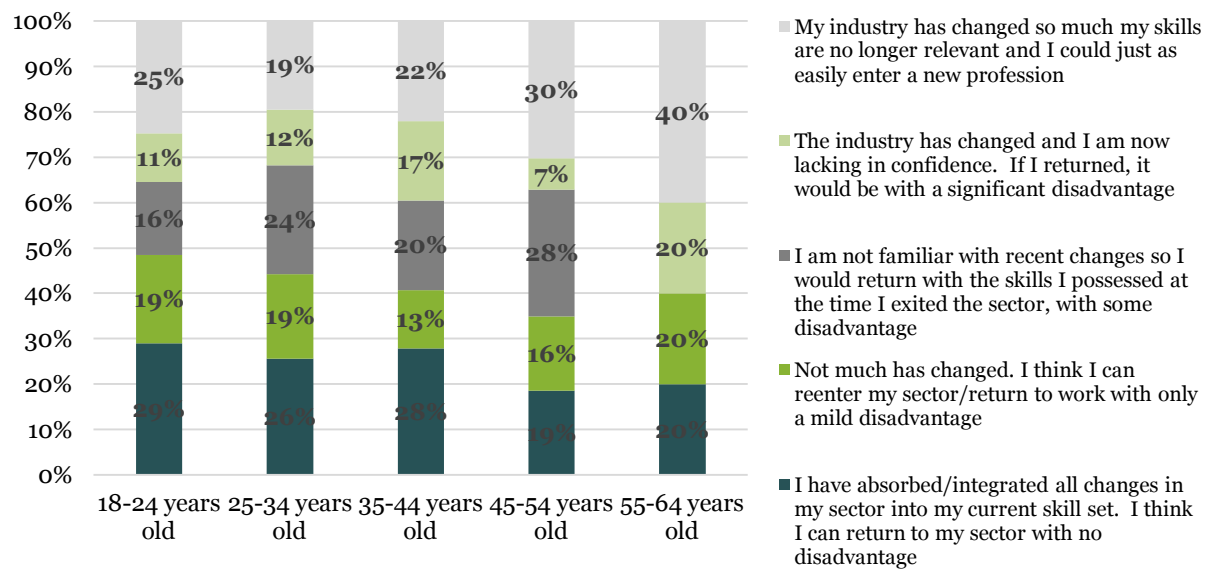
When asked to describe how they would re-enter their preferred sector, 26 per cent of those respondents who had indicated the intention to work in a post-conflict Syria, suggested that they could re-enter with no disadvantage, and 17 per cent suggested that they could re-enter with a mild disadvantage. Slightly more than a third of respondents with the intention to work in a post-conflict Syria, suggested that they would find it difficult to re-enter their sector: 13 per cent indicated that they would re-enter their sector at a significant disadvantage, and 23 per cent claimed that their skills were no longer relevant to their sector. Twenty-one per cent of respondents with the intention to work in a post-conflict Syria, suggested that they were unaware of recent changes and unsure if they would re-enter their sector.

**Figure 16: Figure confidence to re-enter sector in Syria:**



Overall, older respondents with the intention to work in a post-conflict Syria, appeared more likely to anticipate re-entering their sector at a disadvantage than younger respondents. Sixty per cent of 55- to 64-year-olds, 37 per cent of 45- to 54-year-olds, and 39 per cent of 35- to 44-year-olds suggested that they would re-enter their sector at some disadvantage. Younger respondents with the intention to work in a post-conflict Syria also appeared more likely to believe they could easily re-enter their sector: 48 per cent of 18- to 24-year-olds and 45 per cent of 25- to 34-year-olds suggested that they would re-enter their sector no disadvantage or only a mild disadvantage.

**Figure 17: Confidence to re-enter sector**





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