



Snapshot of Gender Equity in Jordan

The Government of Jordan has committed to closing the gender equality gap by 2030.¹ This snapshot provides an overview of gender equality achievements and challenges within education, economic participation, political empowerment, and violence against women.

Jordan achieved gender parity in primary education enrollment 40 years ago, and today, women are enrolled in universities at higher rates than men.



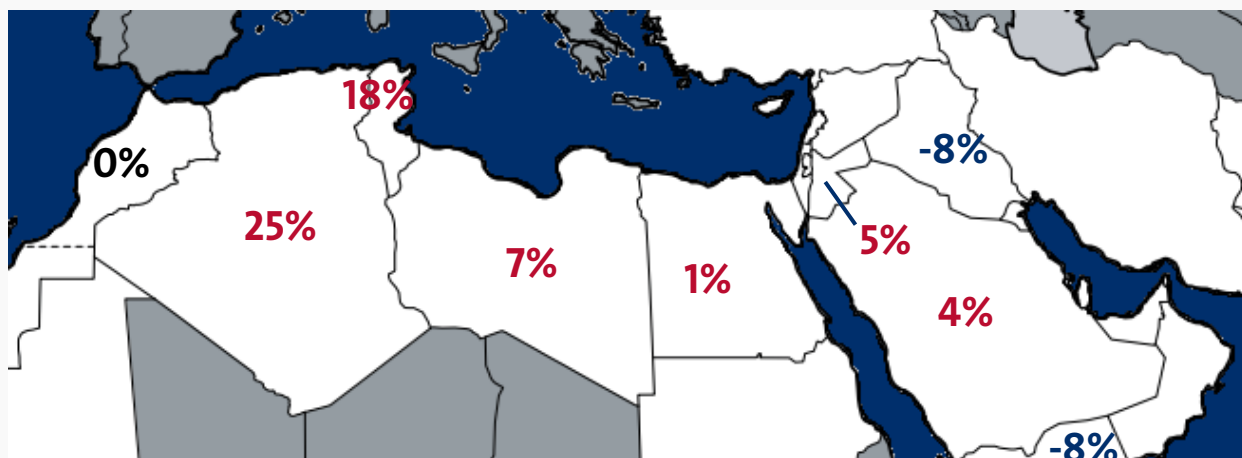
UNIVERSITY ENROLLMENT RATE²

51.6% females

48.4% males

GENDER GAP IN TERTIARY SCHOOL ENROLLMENT

Most countries in the region have tertiary school gross enrollment rates that are higher for females. The map below shows the difference between tertiary school gross enrollment rates for males and females. **Positive percentages** below reflect higher gross enrollment rate of females; **negative percentages** reflect higher gross enrollment rates of males.³



Male students perform worse academically⁴, and the gender gap in student achievement is increasing.⁵

By age 15, girls in Jordan are



1 YEAR AHEAD of boys in science



ALMOST 2 YEARS AHEAD of boys in reading⁵

- Jordan's Step It Up! Commitment (2015).
- "Jordanian Women's Report on the occasion of the International Women's Day- Statistical Perspective." Department of Statistics.
- School Enrollment, Tertiary (% gross)- for males and females. MENA Data Set for years varying by country. World Bank.
- Ripley, Amanda. "Boys are Not Defective." *The Atlantic*. (2017)
- "Examining Jordan's Gender Gap in Student Achievement." World Education/NCHRD/USAID. (Data comparing 2003, 2007, and 2011)

Females are less likely to study and enter science, technology, engineering, and math (STEM) fields, even though they outperform males academically.

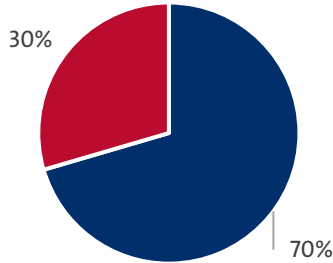


PASSAGE RATES OF SECONDARY SCHOOL SCIENTIFIC EXAM⁶

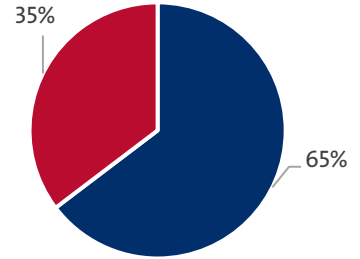
77% females

63.5% males

ENGINEERING MAJORS IN COLLEGES⁷



TECHNOLOGY & COMPUTING MAJORS IN COLLEGES⁷

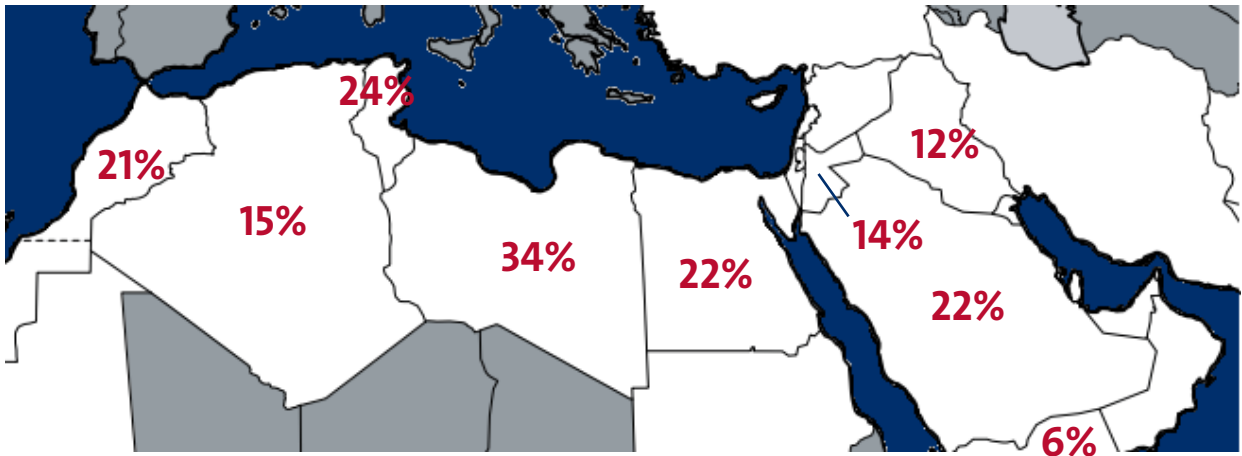


females

males

Despite the high number of educated women, women's economic participation in Jordan is among the lowest globally and in the region.

FEMALE LABOR FORCE PARTICIPATION RATE⁸



LABOR FORCE PARTICIPATION⁹

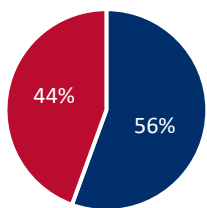
14% women

54.8% men

6. Ministry of Education. The Statistical Report for the School Year (2018/2019).
 7. Ministry of Education. Annual Statistics Report. (2017/2018)
 8. Labor force participation rate, female – (modeled ILO estimates)- MENA Data Set for 2019. The World Bank
 9. “Unemployment Rates during the first Quarter of 2020.” Department of Statistics.

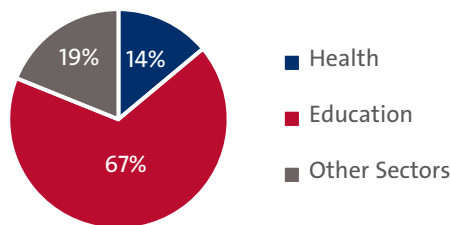
Jordanian women make up almost half of the public workforce, but 81% of women working in the public sector are concentrated in the education and health sectors.

PUBLIC SECTOR EMPLOYEES¹⁰



■ females ■ males

DISTRIBUTION OF FEMALE PUBLIC SECTOR EMPLOYEES BY SECTOR¹⁰



■ Health ■ Education ■ Other Sectors

Furthermore, women in the public sector are underrepresented in leadership and decision-making positions.

WOMEN HOLD

38% of leadership positions

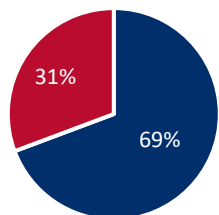


7% of decision-making positions

IN THE PUBLIC SECTOR¹¹

Nearly 1 in 2 women are working informally, not protected by the Labor Law.¹²

FORMAL PRIVATE SECTOR EMPLOYEES¹³



■ females ■ males

31% of formal private sector employees are women. Formal private sector workers receive Social Security, which also covers pay during maternity leave.

46% of women work informally¹²

Working through unregulated employment increases the likelihood of the following:

- **Longer than 8-hour days**
- **Less than minimum wage**
- **No paid leave, including maternity leave**
- **No written contract**
- **Harassment**
- **No social security contributions**

There are few women in business leadership positions, and women have less access to and control over financial resources.

3.8% of firms have female majority ownership¹⁴



2.4% of firms have female top managers¹⁴



ACCESS TO ACCOUNT WITH A FINANCIAL INSTITUTION¹⁵

26.6% women

55.5% men

Banking policies are written to be gender neutral, but in practice, a man may receive a loan without a spousal guarantee and with less collateral compared to a woman seeking the same value loan. Women often resort to collaborative savings methods and borrowing from family.

10. Government employees according to gender and educational level. Data Set for 2017. Department of Statistics.
 11. Arabic infographic from study examining the situation of women in the public section. USAID Takamol in partnership with Ministry of Public Sector Development. (2015).
 12. Aita, Samir. "Arab Watch on Economic and Social Rights 2016: Informal Labor: Reality and Rights." Arab NGO Network for Development (ANND)
 13. Percentage of private sector employees registered with Social Security, according to Social Security Corporation's Annual Report (2018), p48.
 14. "Global Gender Gap Report." World Economic Forum (2020), p204.
 15. "Global Financial Inclusion Dataset. The World Bank (2017). See Indicator Name: Financial institution account , female(% age 15+) (fin1.t.a.2) (country: Jordan)

Although **71%** of Jordanians express support for equal rights and treatment for men and women, social norms emphasize women’s roles inside the home and men’s role as primary breadwinners and leaders.¹⁶

ACCORDING TO A SURVEY CONDUCTED BY USAID TAKAMOL IN 2017,



- 76%** agree with the statement when jobs are scarce, men should have more rights to jobs than women.
- 65%** agree with the statement that men make better political leaders.

Although women are generally accepted as political leaders, they are not viewed as capable as men in political office. In 2003, Jordan introduced a quota for women in Parliament that is supporting women to reach higher positions of political leadership and helping to change these perceptions.

Today, the following women’s quotas are in place for each level of council.

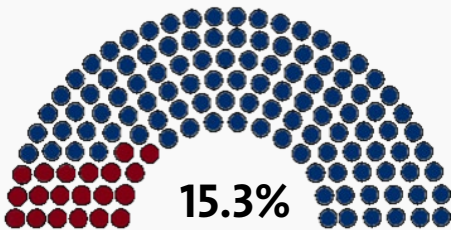


- PARLIAMENT** 15 elected seats
- DECENTRALIZATION COUNCILS** 10% of elected seats and 5% of appointed seats
- MUNICIPAL COUNCILS** 25% of elected seats
- LOCAL COUNCILS** 1 elected seat

70% of Jordanians support the quota¹⁷

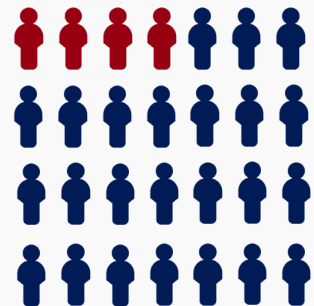
IN THE 2016 PARLIAMENTARY ELECTIONS,

252 out of **1252** candidates were women¹⁸
5 out of **20** Parliament seats won by women were secured outside the quota¹⁹



IN THE PRIME MINISTER’S CABINET,

4 of the **28** cabinet members are women²⁰



16. “National Gender Survey”. USAID Takamol. Data set from 2017. Similar results are found within the “2018 USAID Jordan General Population Survey.”

17. Thomas, Kathrin. *Women’s Rights in the Middle East and North Africa*. Arab Barometer August 2019.

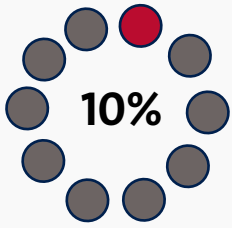
18. RASED. “*Jordanian Women’s Attitudes Towards 2016 Parliamentary Elections*.” Al Hayat Center for Civil Society Development-RASED September 2016.

19. Haddadin, Samar. “15.3% Women’s representation in the House and Senate, and the Kingdom Jumped 5 places in Ranking” Alrai Newspaper, September 2016.

20 Prime Minister Omar Razzaz’s 3rd cabinet (October 2019 – September 2020): Rami Al Samhouri. “It’s time for women in Jordan to have better representation in politics and decision making” UN Women-Arab States. October 2019; “Royal Decree approves reshuffle as Cabinet sees nine new minister” Jordan Times. October 2019.

Women in Jordan face various forms of Violence Against Women (VAW) that can be mitigated through stronger legislation and improved response mechanisms.

CHILD MARRIAGE



In **2019**, **1 in 10** marriage contracts issued in Jordan involved women below the age of 18.²¹

The legal age of marriage is 18 years old, but judges may approve marriages for children 16 years of age and over.

Child marriages are concentrated in governorates with high numbers of Syrian refugees. **4 out of every 10** Syrian females married in **2015** were under the age of 18.²²



Child brides are more likely to suffer injuries as a result of violence from their husband.²³

29.9% of brides married **before 18** experienced injuries



20.5% of brides married **after 18** experienced injuries

DOMESTIC VIOLENCE

When the Family Protection Department was established in 1998 to respond to instances of violence within the family, it received 275 cases.²⁴ Since then, increased awareness about the Department's role has resulted in increased reporting of cases.

ACCORDING TO FAMILY PROTECTION DEPARTMENT DATA²⁵

▶ In **2018**, **11,923** domestic violence cases were reported.

▶ In **the first half of 2019**, **7,228** domestic violence cases were reported.

A culture of silence and shame contributes to domestic violence being kept within the family. Placing blame and responsibility on survivors perpetuates situations of abuse.

46% of ever-married women and **69%** of all men ages 15-49 agree that there are circumstances in which wife beating is justified.²⁶



Only **1 in 5** women who have experienced physical or spousal sexual violence have sought help to stop the violence.²⁶

The most common source sought for help is a woman's own family (**77%**) or her husband's family (**21%**).²⁶

Femicide by family members remain a major issue, with estimates of around 20 deaths per year.²⁷ So far in 2020, **at least 13 women** have been murdered by family members.

21. "Annual Report- 2019". Supreme Judge Department.

22. *Policy Brief: Child Marriage in Jordan*. Higher Population Council (2017).

23. *A Qualitative Study on the Underlying Social Norms and Economic Causes that Lead to Child Marriage in Jordan*. UNICEF (2019)

24. Kayed, Maram. "7000 cases of domestic violence reported in 2019." Jordan Times.

25. Arab Women's Legal Network Mapping Study of the Protection Against Domestic Violence Law Services (USAID Takamol 2020).

26. *Population and Family Health Survey 2017- 2018*. Department of Statistics.

27. Thompson, Rosie-Lyse. "Jordanian women imprisoned in name of family honor." Reuters (2017).