



Quantitative Research Study
Gender Norms/ Paid and Unpaid Work in
Jordan

صداقات
ندوة بيئة عمل مديقة للمرأة

February 2023
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EXECUTIVE SUMMARY

SADAQA collaborated with Analyzeze Research to enhance an online survey conducted in May-June 2022, related to gender norms and public perception of paid/ unpaid work in Jordan. The survey which consisted of 24 questions was completed by 718 respondents online, with a very low response rate from males, and low response rates from residents of governorates outside of Amman. The second phase of the data collection included conducting 663 telephone interviews in February 2023, with targeted segments, boosting the sample size to become more nationally representative of the population demographics. A total of 1381 Jordanians participated in the study.

The primary objective of the survey is to understand Jordanian public perceptions related to gender norms, with focus on perceptions on paid/ unpaid work. Paid work refers to any work or activity that is compensated with monetary payment, such as wages, salaries, or commissions. On the other hand, unpaid work refers to work that is not compensated with a monetary payment, such as caregiving, housework, or volunteer work. Both paid and unpaid work are crucial components of a functioning economy and society.

The sample size includes equal representation of males and females; 52% of the surveyed respondents were female, and 48% were males. The study included participation from all 12 governorates, whereas most participants were from Amman (37.1%), followed by Irbid (15.1%) and Zarqa (7.3%). Most respondents (63%) are above the age 36; 56% ages 36-55, (56.8% of female and 54.1% of male respondents belong to this age group). 37% of the respondents belong to the youth category; of which 30% are between the ages of 26-35 (31.5% of female and 27.7% of male respondents belong to this age group). 7% of the total respondents belong to the 18-25 age group. 69% of the surveyed respondents are married, while 23% are single. Most (71%) have children and Half of the study participants have children under the age of five, indicating the importance and relevance of childcare to them (44.2% of females compared to 54.7% of males).

61% of respondents have a paid job (53.1% of females and 68.8% of males), most of whom work in private sector (25.9%), followed by public sector (16.7%). 5.5% are self-employed, whereas 5.5% have seasonal/ part time or daily work. 5.2% work in civil society, and only 1% report to have home-based business (HBB). Most female respondents who have a paid job are between the ages of 36-55 (58%), followed by 26–35-year old's (31%).

While most (92%) agree that the mother has a role and responsibility in care work inside the house, 57% mainly delegate care work to women, while 34% delegate care work and household tasks to men, and 8.6% to hired help (79% of which are females). An interesting observation is that 37% of male participants delegate household care to men; not solely, however, one in three men are recognizing the role of men in household responsibilities.

A study conducted by the Arab Barometer in August 2022 reveals that Jordanians delegate household tasks and caring for children more to females, and budgeting and financial burdens mostly on males. However,

increasingly, people report shared responsibilities with household tasks, care work and financial, on both men and women. 57% of Jordanians believe that both men and women are responsible to help their children with their studies, while 46% feel both are responsible for budgeting and spending on the house. Whereas 34% feel it is the sole role of the wife/woman to care for children's studies, and 43% believe that males are responsible for financial obligations of the household. (Arab Barometer- August 2022)

Most (93%) report that women carry out longer hours than men doing household chores and caring for children; naturally females agree more to this than males- by 30%. Only 40% of respondents consider care work inside the household as work that should be monetarily valued; 60% of females report that work inside the household should be monetarily valued, whereas only 33% of males do so. Of those who consider that care work should be monetarily valued, 80% believe that the state is responsible for compensating women financially (by providing support) for the unpaid care work that women undertake. Most (85%) also report that care burden should be a shared responsibility between the family and the state. This indicates that those who believe care work should be monetarily valued also strongly believe that the state is responsible for compensating women for care work which encompasses women's rights and unpaid care work.

The perception of inequality in opportunities and labor rights is prevalent in Jordan. Most perceive gender inequality in paid work opportunities in the workplace (62%). Males perceive gender equality slightly more than females by 15%, whereas females report more inequality. 51% of respondents perceive inequality in labor rights for paid work. 50% of males report equality in labor rights; compared to 31% of females.

Studies reveal that 85% of Jordanians believe that men and women should get equal pay for doing the same Job, and 80% believe that they should have equal opportunities in obtaining work. What is interesting is the steady increase in support for equal opportunities for paid work by Jordanians from 73% in 2019, 79% in 2020 to reach 80% in 2021. (2019- 2021- International Republican Institute).

In times of limited paid employment, the priority should be for Men (50%) or Men and Women equally (47%). Prioritizing women's work is lowest, at 3% (5% of females and 2% of males). The study reveals that females believe in equal access to employment more than males (52.4% vs. 38.4% respectively). The study reveals that married women, or women with children are more likely to prioritize jobs for men in times of limited employment opportunities. Moreover, the study found that most female respondents who prioritize men's work live in central governorates (53%) followed by north (36%).

A study by the World Value Survey in 2018 reveals that when jobs are scarce, 81% of Jordanians believed that men should be given priority, whereas our study in 2023 reveals that only 50% prioritize men and almost half feel there should be gender equality in rights to work. (June 2018- World Value Survey).

Many studies reveal a shift in the views of Jordanians on gender equality. In 2018, 25% report that university education is more important for males than females (WVS), whereas in 2022, only 15% report the same (AB), indicating a 10% increase in those who believe in equal rights for university education.

Most respondents (85%) agree that traditional and stereotypical roles place women and men in certain jobs. Furthermore, 81% also report that women should work in paid jobs that are socially acceptable. While 85% of males report that women should work in paid professions that are socially acceptable, 77% of females report

the same; revealing the embedded belief within female mindsets that women should be placed in socially acceptable jobs. The study reveals that while perception that women should work in jobs that are socially acceptable is shared by the majority, it is more common amongst residents in Northern and Southern governorates (88.6% and 84.7% respectively), whereas 75.4% of those living in central governorates report the same.

According to a 2018 study, 72% of Jordanians perceive that being a housewife is just as fulfilling as paid work. Furthermore, 84% of Jordanians believe that when a mother works for pay, her children suffer. (2018- World Value Survey).

59% believe that Jordan has laws and policies that support women's paid work and economic participations. Most males (72%) perceive that Jordan has laws and policies that support women's paid work and economic participation, compared to only 47% of females do so. 57% report that procedures and measures that activate such laws and policies are available in the country; most males (70%) also report that procedures that activate laws and policies that support women's paid work and female economic participation are available, whereas only 45% of females report the same. Therefore, the issue from women's perspective is in the activation of laws and policies to ensure enforcement and protection of women's rights to decent work conditions.

45% of Jordanians believe that politicians address the demands of women (2016- IRI), and 57% believe that legislation process takes into consideration interest of women issues (2021-UN Women)

There are various policies and arrangements that support women's paid work and economic participation. Overall, these policies can help reduce gender disparities in the workforce and increase women's empowerment and economic participation. 'Day care provision for children of working parents, whether in the organization or any other care model' was ranked as most important by the majority, followed by 'safe, affordable and reliable transportation', and 'flexible working hours.' 'Pay equality' and 'Inclusion in social protection programs (social security, pension, maternity fund)' were also ranked as important, but to a lesser degree.

The priorities that support women's economic participation identified in our report were confirmed by other studies. According to the Arab Barometer, Jordanians report lack of childcare (34%) poses the biggest barrier for women to enter the workplace, followed by low wages (24%), employers prioritizing men (11%), socially unacceptable jobs (13%), lack of gender separation in the workplace (9%) and lack of transportation (6%). (2022 Arab Barometer). Furthermore, 81% of Jordanians report that lack of childcare is a barrier, 66% report low wages, 65% transportation, and 59% report that men are prioritized (results of those who rate each barrier to a great/ medium extent). (2021- Arab Barometer).

RESEARCH BACKGROUND

Jordan has one of the world's largest young population; 63 % of Jordanian citizens are younger than 30, of which 44% are under 19. If one wishes to stretch the concept of youth to include those between 31 and 34 years of age, it will include about 71% of the population, or three out of every four Jordanians.¹ Of this population, 38% of the people are classified as dependents on Jordanian society. This is a combination of both those living in Jordan who are 0-14 years old and those who are 65 years or older. When comparing those dependent on Jordanian society against the labor force (those 15-64 years old) which make up 62% of the population, it results in a dependency ratio of 61.4. The UN Population Division has predicted that in 2030 the world dependency ratio will be 54.7, placing Jordan slightly above the predicted ratio.

70,000 people graduate annually from universities in Jordan and around 100,000 Jordanian youth start looking for work annually.² According to the Ministry of Higher Education and Scientific Research, even when graduates are specialized in certain disciplines, the local labor market is unable to absorb them all.³ The unemployment rate in Jordan is still above pre-pandemic levels (22.9% in Q4 2022), especially among women (31.7%), while male unemployment rate stands at 20.6%. Furthermore, little variation between rural and urban areas regarding labor force participation or unemployment can be seen in the country.⁴ The unemployment rate among youth (15–24-year old's) reached 47.2% (47.3% for males and 62% for females). Furthermore, the employed proportion of the total population aged 15 and older was 26%; 60% of which are male employees aged 20-39, and 59% females within the same age group.⁵

With an education system that safeguards equal access to young men and women, Jordan claims a highly educated female population with the potential to advance Jordan's economic, social, and political development. "However, a sizeable gap exists for women between constitutional rights and acceptable social norms, with traditional expectations and cultural restraints continuing to limit women's advancement".⁶

Source	Indicator	Year	Rank/ Percentage
World Bank	Females labor force participation	2022	14.2%
World Bank	Women's workforce equity index, avg score 37.4/100. Rank 174 out of 189 countries ⁷	2020	174/189
ILO	Jordan's female labour force percentage (% of total- shows extent to which women are active in the labor force)	2021	18.30%
DOS, World Bank	Unemployment Females <i>Ranked top 10 highest (10th highest based on 181 countries and 4th highest in MENA after Iraq, Yemen and Lybia)</i>	2021 2022	31.7%

¹ The Department of Statistics, (December 2022) [Online] www.web.dos.gov.jo

² UNICEF. <https://www.unicef.org/jordan/youth>

³ <https://www.jordannews.jo/Section-109/News/70-000-people-graduate-from-jordanian-universities-annually-24632>

⁴ The DOS Enterprise Surveys indicate around half those working in micro-enterprises as being unpaid labour, but do not indicate if family, nor do they indicate sex or urban-rural locality. They do not cover the agricultural sector.

⁵ <https://jordantimes.com/news/local/04-drop-unemployment-rate-q4-2022---dos> (February 2023)

⁶ USAID: <https://www.usaid.gov/jordan/fact-sheets/promoting-gender-equality-and-women-empowerment>

⁷ <https://www.cfr.org/legal-barriers/country-rankings/>

The Jordanian labor market is characterized by large gender differences: labor force participation among women stands below 15%, compared to around 60% for men; percentage of female workforce participation is 14.2% in 2022. With less than one-fifth of women engaged in the workforce, Jordan has one of the lowest rates of women's economic participation in the world, ranking 140 of 142 countries, one of the lowest rates in the world.⁸

Women in Jordan are excluded from labor market opportunities at among the highest rates in the world. "The nature of low female inclusion in Jordan's labor market varies significantly with educational attainment. Among women with high school education or less, we observe extremely low participation levels and find the strongest evidence for this phenomenon tracing to traditional social norms and poor public transportation. On the higher end of the education spectrum- university graduates and above, we find that the problem is not one of participation, but rather of unemployment, which we attribute to a small and undiversified private sector that is unable to accommodate women's needs for work, and work- family balance".⁹

One significant reason for low women's participation in the labor market in Jordan is the unequal distribution of unpaid care work, which disproportionately falls on women. Women in Jordan perform a substantial amount of unpaid care work, including childcare, household chores, and caring for the elderly or sick family members. This unpaid care work limits women's ability to participate in the labor market, pursue education and training, and advance their careers. Additionally, women in Jordan often face legal and social barriers to accessing paid work, including gender discrimination, limited job opportunities, and restrictions on their mobility and independence.

Research has shown that unpaid care work has a significant impact on women's economic empowerment and their ability to participate in the labor market. A study conducted by the International Labour Organization (ILO) in Jordan found that women's unpaid care work was a significant barrier to their participation in the labor force. The study also found that policies and programs that support the provision of affordable and accessible childcare services and other social services can help reduce the burden of unpaid care work on women and improve their economic participation.

Unequal distribution of paid and unpaid work has significant implications for women's economic empowerment and their ability to participate in the labor market in Jordan. Addressing these gender inequalities requires a multi-faceted approach that includes policies and programs that support the provision of affordable and accessible childcare services and other social services, as well as legal and social reforms that promote gender equality and women's rights.

"Despite the inclusion of quotas for women in national and municipal bodies, political participation remains limited, with only around one sixth seats in Jordan's Parliament held by women. Violence against women persists and is underreported due to societal and familial pressures. Support for improvement exists within the Government but resources to affect change are lacking.

"Patriarchal traditions are particularly strong in rural Jordan and contribute to significant differences in perceptions of the roles and responsibilities of women and of youth. Women's roles and responsibilities have

⁸ <https://www.worldbank.org/en/country/jordan/overview>

⁹ Center for international development at Harvard University: <https://www.hks.harvard.edu/centers/mrcbg/programs/growthpolicy/female-labor-jordan-systematic-approach-exclusion-puzzle>

traditionally been defined within the household context. Any economic benefits of their activities tend to be subsumed as household, rather than individual, input to the economy, causing extensive invisibility of women's economic contributions".¹⁰ Furthermore, Jordan's Gender Inequality Index (GII) is 0.45- a composite measure reflecting inequality between women and men in three different dimensions: reproductive health (maternal mortality ration and adolescent birth rate), empowerment (share of parliamentary seats held by women and share of population with at least some secondary education, and labor market participation (labor force participation rate).¹¹

The purpose of the project in collaboration with KVINFO is to support and strengthen SADAQA's mission to advocate for women's labor rights and increase their economic participation in Jordan by eliminating structural barriers that prevent women from entering and remaining in the workforce, including care burden. These barriers to entry include lack of affordable and accessible daycares, transportation, pay inequity, social cultural norms and lack of social protection.

The primary objective of the survey is to understand Jordanian public perceptions related to gender norms, with focus on public perception on paid/ unpaid work. Paid work refers to any work or activity that is compensated with monetary payment, such as wages, salaries, or commissions. On the other hand, unpaid work refers to work that is not compensated with a monetary payment, such as caregiving, housework, or volunteer work. Both paid and unpaid work are crucial components of a functioning economy and society.

SADAQA collaborated with Analyzeze Research to enhance an online survey conducted in May-June 2022, related to gender norms and paid/ unpaid work in Jordan. The online survey which consisted of 24 questions was completed by 718 respondents, with a very low response rate from Males (only 19% of the total sample size, whereas 81% were females), and low response rates from residents of governorates outside of Amman. The second phase of the data collection included conducting 663 telephone interviews in February 2023, with targeted segments, boosting the sample size to become more nationally representative of the population demographics. A total of 1381 Jordanians participated in the study.

¹⁰ ILO: https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_622766.pdf

¹¹ UNDP: <http://hdr.undp.org/en/content/gender-inequality-index-gii>

SECTION 1. RESEARCH BACKGROUND, PURPOSE, AND OBJECTIVES

1.1 Project Background, Objectives and Scope

SADAQA collaborated with Analyzeze Research to enhance an online survey conducted in May-June 2022, related to gender norms and paid/ unpaid work in Jordan. The online survey which consisted of 24 questions was completed by 718 respondents, with a very low response rate from Males (only 19% of the total sample size, whereas 81% were females), and low response rates from residents of governorates outside of Amman. Despite multiple attempts to boost the response rate of males, and citizens residing in governorates, the final sample size achieved was not nationally representative.

This was SADAQA's first gender norms survey conducted through a participatory online campaign, which is also a learning space. However, running a survey online can be challenging to control and keep track of the profiles of those who respond to the survey.

The objective of the study was to enhance the representativeness of the research findings, by boosting the sample through telephone surveys.

1.2 *Research Methodology*

The methodology utilized during the course of this study is the collection of information via telephone interviews- quantitative research methodology. Analyzeze, a Jordanian market research company conducted all field work.

1.2.1 *Sampling design*

As part of the data collection process, a total of 664 telephone interviews were conducted across all governorates in Jordan. The following table outlines the sample segmentation of the survey respondents. Exact numbers of respondents interviewed per demographic are outlined in the demographics section of the report. The following tables outline the total sample size of the study, segmented by Online sample and Telephone sample:

	Southern Governorates								TOTAL
	Aqaba		Maan		Karak		Tafileh		
	Male	Female	Male	Female	Male	Female	Male	Female	
Online Sample Size	2	6	3	5	4	20	2	7	
Telephone Sample Size	30	25	30	26	25	11	30	10	
TOTAL SAMPLE	32	31	33	31	29	31	32	17	236

	Northern Governorates								TOTAL
	Irbid		Jerash		Ajloun		Mafrq		
	Male	Female	Male	Female	Male	Female	Male	Female	
Online Sample Size	25	106	2	12	8	33	11	21	TOTAL
Telephone Sample Size	78	0	30	21	25	10	20	10	
TOTAL SAMPLE	103	106	32	33	33	43	31	31	412

	Central Governorates								TOTAL
	Amman		Madaba		Zarqa		Balqa		
	Male	Female	Male	Female	Male	Female	Male	Female	
Online Sample Size	59	281	4	14	9	52	6	25	TOTAL
Telephone Sample Size	165	8	25	15	40	0	25	5	
TOTAL SAMPLE	224	289	29	29	49	52	31	30	733

1.2.2 Data Collection Methods & Tools

The research was conducted according to the ICC/ ESOMAR International Code of Marketing and Social Research Practice- set by ESOMAR (The World Association of Research Professionals).

Survey:

A custom Survey, designed by SADAQA was utilized during all online and telephone interviews. The interviews were conducted in Arabic. A copy of the survey can be found in Annex A of this report.

While developing the survey questionnaire, SADAQA employed previous work experience to support the care economy. Furthermore, the questionnaire was reviewed by expert quantitative researchers from KVINFO with prolonged experience in gender, as well as the Women Work Council. Feedback received was incorporated into the final survey design.

The structure of the survey was divided into three sections. The first section requested personal demographics including age, education level, occupation, place of residence, marital status and number of children and their ages, if any. The second section aimed to understand participants' views on unpaid care work. In this section, the survey identified public perception on care work, and who is held responsible to carry this type of work. The participants' understanding on the monetary value of care work was also explored. The third and final section sought to identify trends and beliefs related to paid work outside the household. SADAQA investigated the rights and values of women's paid work, and at the end of the section, acquired public views on international funding agencies.

Timeline & Length of interviews:

The data collection for the study took place in two phases. The first phase of the data collection included a sample of 718 responses generated an online survey between May 22, 2022, and July 31, 2022. The second phase included telephone interviews conducted in February 2023. The field work was conducted over a period of 2 weeks by a team of trained and experienced researchers. The team conducted the surveys and worked on the data entry of the results upon editing and back checking the data. The length of the face-to-face interview was approximately 10 minutes each.

Pilot Testing:

Prior to launching the survey, the questionnaire was pilot tested to check the clarity of the questions. SADAQA conducted the pilot test with a group of students at the Hashemite University during an awareness sessions delivered on labor rights and care economy on May 22, 2022. After students filled out the survey, SADAQA's research team engaged them in a discussion about the reasons why and how answers in the survey were chosen. The student feedback on certain questions, which to them were unclear helped SADAQA's team modify the questions, making them clearer before disseminating the survey online to the public.

1.3 Data Processing & Quality Control

Quality Assurance: Analyzeze builds on long and proven expertise in the fields of research that stretches over decades, serving local, international bodies and governmental agencies, with a specialized focus on socio-economic market research, opinion polling and public policy issues. We typically adopt quality assurance procedures that are strictly followed by the team, specifically during the design phase, data collection and analysis and employing interviewers with adequate experience. Quality assurance practices cover all survey stages (team selection, pre-test, data collection, fieldwork, and data cleaning), moreover, an examination of the various outputs will be conducted at all stages. Above all, Analyzeze values commitment to integrity, translated into quality control and research ethics for the common cause and public good.

Code of Research Practice: We value our work ethics by complying with the ICC/ESOMAR International Code of Marketing & Social Research Practices and were members of ESOMAR (The World Association of Research Professionals) for several years since 2007. The study respects the essential ethical guidelines concerning conducting research with the targeted population categories. It is crucial to ensure that risks of potential harm to participants resulting from the data collection process are minimized and are outweighed by the potential benefits of the outcomes of the study. Our research ethics mandate safeguarding of privacy, the right of refusal by potential respondents to engage, as well as the right of respondents to refuse to answer certain questions. Our enumerators are trained to observe and commit to professional conduct and congenial behavior. They are not to engage in any dialogue outside the scope of the questionnaire elements.

Data Management Policy: Respondent records will be kept in an encrypted computerized database to preserve their confidentiality and privacy. All data will be collected in which the identifiers are removed and replaced by pseudonym. Those handling the data subsequently do so using pseudonyms. As the participants names will be recorded on the informed consent sheets, these will be sorted separately from the study notes, transcriptions and other study related documents. The research team will follow data protection policies in data storage and back-ups. Raw data, which for the purpose of the study is defined as the questionnaires, will not be transmitted via non-secured environments according to Analyzeze Policy. The raw data is entered to a statistical software/program, into non-raw data for the purposes of analysis. In accordance with Analyzeze Research Data Management Policy, raw data is securely stored and then destroyed three years from collection.

Health and Safety Responsibilities: Analyzeze will do whatever is necessary to protect the health and safety of its employees and other people who may be affected by our business. We will do everything in our power to ensure this, including ensuring that employees and others are protected from anything that may cause them harm, and any risks of injury or health that may arise in the workplace are effectively controlled. During the COVID-19 pandemic, we provide masks and personal disinfectant to all field workers.

1.4 Research Challenges & Recommendations for Future Studies

- The interviewer reported that many respondents found several questions difficult to comprehend and had to read some questions multiple times. On some occasions, the survey question had to be simplified for the respondent to comprehend what was being asked.
- Question 17 (*Women should work in paid jobs that are socially acceptable*) translation was unclear to some respondents, and many respondents asked what socially acceptable meant, and whether it means religiously unacceptable.
- The options listed under Question 19 (*The responsibility to ease the care burden on women falls on: The employer, The state/Government/ Men/ Employers and Men/ The State and Men/ Employers/ The State and Men*) are confusing and difficult to analyze as they list employer, state/government, and men separately, but also paired in different sets. It is advised that this question is asked enabling multiple options including employer, state/government, and men separately.
- Question 23 (*The impact of policies and programs of the International Financial Organizations (Such as the IMF, World Bank, International Finance Corporation etc.) on female economic participation in Jordan is*) was difficult for many to respond to, as they report to have no knowledge about policies of international financing.
- Several respondents mentioned that Question 24 (*It is possible to realize gender equality and to enable women economically through the programs and policies of the International Financial Organizations*) includes two very different issues: gender equality and enabling women economically, and therefore should not be merged under the same question.
- Some of the objectives of the research study need to be addressed to employers, experts in the field, civil society, and opinion leaders. It is recommended that for future studies, the sampling design takes into consideration a targeted sample that are better able to respond to certain questions in the questionnaire.

Areas to explore in Phase 2 Study:

1. The battery of responses needs to be edits- should not remain multiple choice.
Household tasks and taking care of the children are the responsibility of (you can choose more than one answer) (Q9)
2. Investigate further perceptions on equality in labor rights and opportunities by gender/ as most report inequality. Explore in what forms, specific sectors/ geographic areas...etc.
How strongly do you agree with the following: Paid work opportunities in the workplace are equal for men and women (Q15)
How strongly do you agree with the following: Labor rights for paid work are equal for women and men(Q16)

3. Investigate further perceptions on what are the jobs that are socially acceptable, and what makes them so? Furthermore, the translation of this question was not very clear, and should be revised to ensure that 'socially acceptable' is clearly defined to the respondents.
[How strongly do you agree with the following: Women should work in paid jobs that are socially acceptable\(Q17\)](#)
4. This question should be revised to include either multiple options/ without pairing options, or a rating of level of responsibility of each. The results were confusing and difficult to analyze.
[The responsibility to ease the care burden on women falls on: the employer, the state/ government, men/ employers, men and the state, men/ employers/ the state, and men. \(Q19\)](#)
5. A large percent of Jordanians, especially females perceive laws in place that support women's economic participation, given women's economic participation is very low (around 14%). The reasons for such positive perceptions should be further explored through qualitative research. Additional qualitative probes are also required to better understand to what extent laws have impacted women's work, their participation levels, and the redistribution of care work.
[How strongly do you agree with the following: In Jordan there are laws and policies that support women's paid work and her economic participation? \(Q20\)](#)
[How strongly do you agree with the following: Jordan has procedures and measures that activate laws and policies that support women's paid work and female economic participation \(Q21\)](#)
6. Future surveys should include a filter question to determine awareness regarding such programs and policies for questions 23 and 24. Qualitative research should further explore how are they positive/ negative?
[Rate how positive/ negative the impact of policies and programs of International Financial Organizations \(such as the International Monetary Fund, World Bank, International Finance Corporation...etc.\) on female economic participation in Jordan. \(Q23\)](#)
7. Realizing gender equality and enabling women economically were perceived as two separate issues. Future surveys should not merge both under the same question.
[How strongly do you agree with the following statement: It is possible to realize gender equality and to enable women economically through the programs and policies of the international financial organizations. \(Q24\)](#)
8. Explore why and how it is possible to realize gender equality and enabling women economically through programs and policies of international financial organizations in Jordan.
[How strongly do you agree with the following statement: It is possible to realize gender equality and to enable women economically through the programs and policies of the international financial organizations. \(Q24\)](#)

DEMOGRAPHICS

SECTION 2. PARTICIPANT DEMOGRAPHICS

The following displays the breakdown of the sample size by governorate of residence, age, gender, marital status, whether respondents have children, and specifically children under the age of five and employment status.

2.1 By Gender

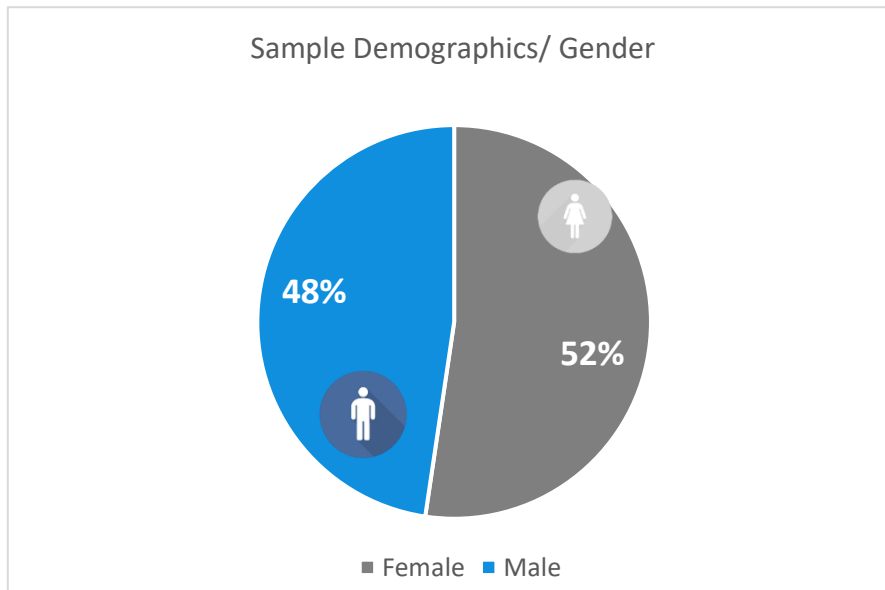


Figure 1: Sample demographics-gender/ Total

52% of the surveyed respondents were female, and 48% were males.

	<i>f</i>	%
Female	723	52.4
Male	658	47.6
TOTAL	1381	100.0

Table 1: Sample demographics by gender/ Total

2.2 By Age & Marital Status

Most respondents (63%) are above the age 36; 56% ages 36-55, (56.8% of female and 54.1% of male respondents belong to this age group) while 6% belong to the 56-65 age group.

37% of the respondents belong to the youth category; of which 30% are between the ages of 26-35 (31.5% of female and 27.7% of male respondents belong to this age group). 7% of the total respondents belong to the 18-25 age group.

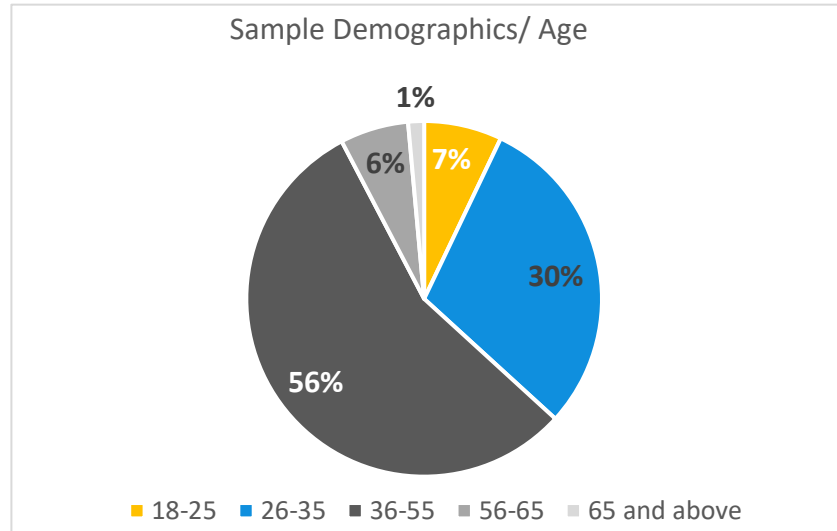


Figure 2: Sample demographics-age/ Total

Age/ By Gender				
		Gender		TOTAL
		Female	Male	
18-25	f	51	47	98
	%	7.1%	7.1%	7.1%
26-35	f	228	182	410
	%	31.5%	27.7%	29.7%
36-55	f	411	356	767
	%	56.8%	54.1%	55.5%
56-65	f	29	57	86
	%	4.0%	8.7%	6.2%
65+	f	4	16	20
	%	.6%	2.4%	1.4%
TOTAL	f	723	658	1381
	%	100.0%	100.0%	100.0%

Table 2: Sample demographics by age/ By Gender

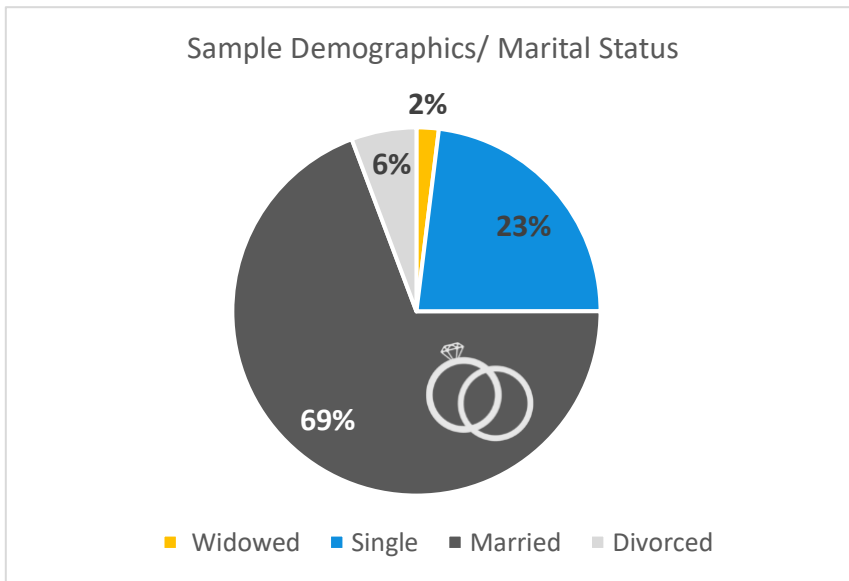


Figure 3: Sample demographics-marital status/ Total

69% of the surveyed respondents are married, while 23% are single. 6% reported to being divorced, and 2% widowed.

2.3 By Children & Age of Children

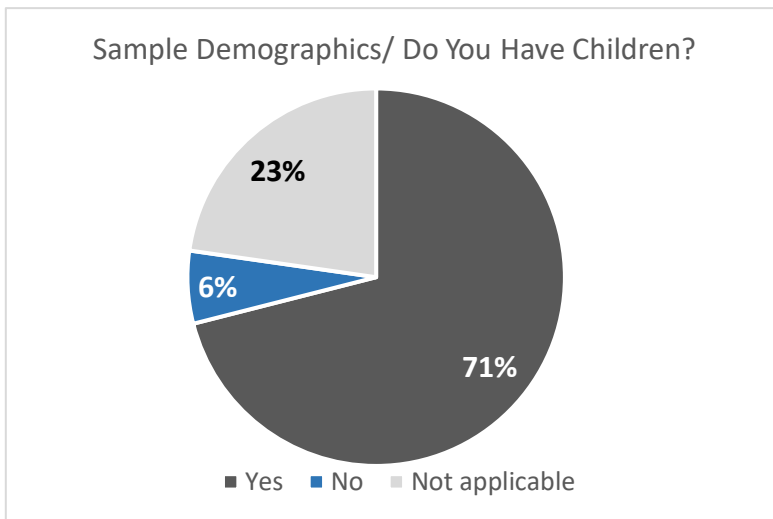


Figure 4: Sample demographics-children/ Total

Most participants (71%) have children, of which almost half (49 %) have children under the age of 5. (44.2% of female respondents and 54.7% of male respondents have children under the age of 5).

	<i>f</i>	%
Not applicable	981	71.0
Yes	86	6.2
No	314	22.7
TOTAL	1381	100.0

Table 3: Sample demographics-children/ Total

Half of the sample size of respondents who have children have children under the age of five, indicating the importance and relevance of childcare to them. 44.2% of females who participated in the study have children under the age of five, compared to 54.7% of males who do so.

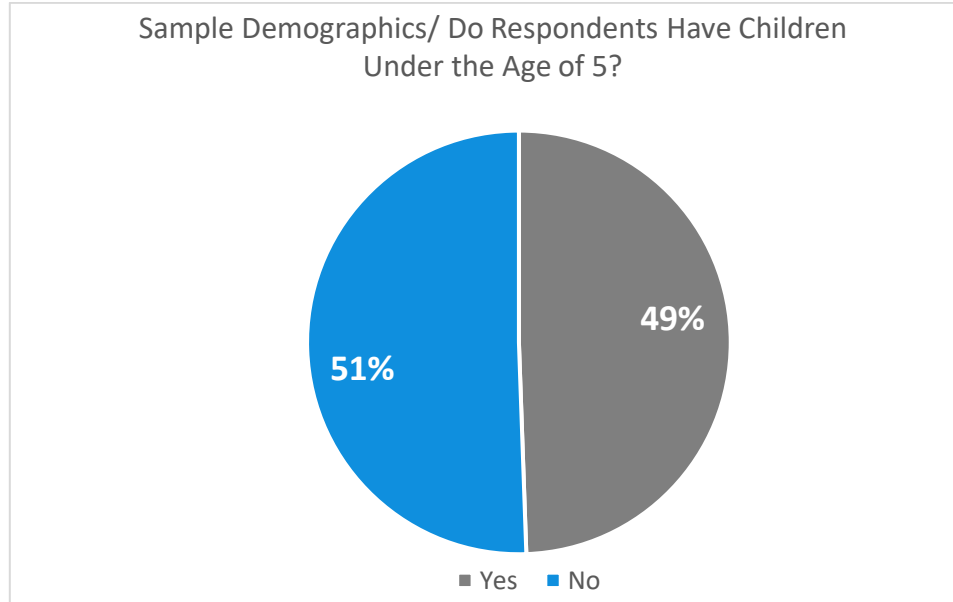


Figure 5: Sample demographics-children under 5/ Total

Do you have children aged 5 years and under/ By Gender*				
		Gender		TOTAL
		Female	Male	
Yes	f	216	269	485
	%	44.2%	54.7%	49.4%
No	f	273	223	496
	%	55.8%	45.3%	50.6%
TOTAL	f	489	492	981
	%	100.0%	100.0%	100.0%

Table 4: Sample demographics-children under 5/ By gender

*The table and percentages only reflect responses of those who have children. 'Not applicable'- 29% of the total sample size is excluded from the analysis.

2.4 By Employment Status & Occupation

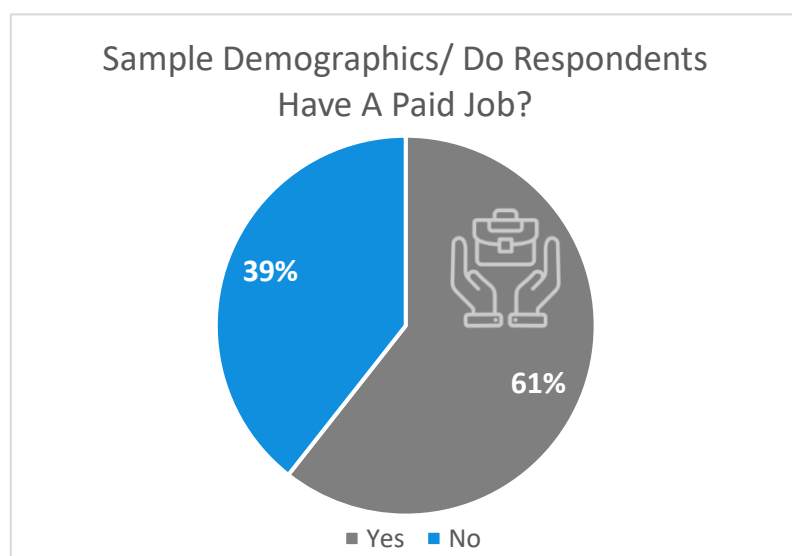


Figure 6: Sample demographics-employment/ Total

61% of respondents have a paid job (53.1% of females and 68.8% of males), most of whom work in private sector (25.9%), followed by public sector (16.7%). 5.5% are self-employed, whereas 5.5% have seasonal/ part time or daily work. 5.2% work in civil society, and only 1% report to have home-based business (HBB).

Most female respondents who have a paid job are between the ages of 36-55 (58%), followed by 26-35-year old's (31%) as outlined in Table 5.

Do you have a paid job/ By Gender				
		Gender		TOTAL
		Female	Male	
Yes	f	384	453	837
	%	53.1%	68.8%	60.6%
No	f	339	205	544
	%	46.9%	31.2%	39.4%
TOTAL	f	723	658	1381
	%	100.0%	100.0%	100.0%

Table 5: Sample demographics-employment/ By gender

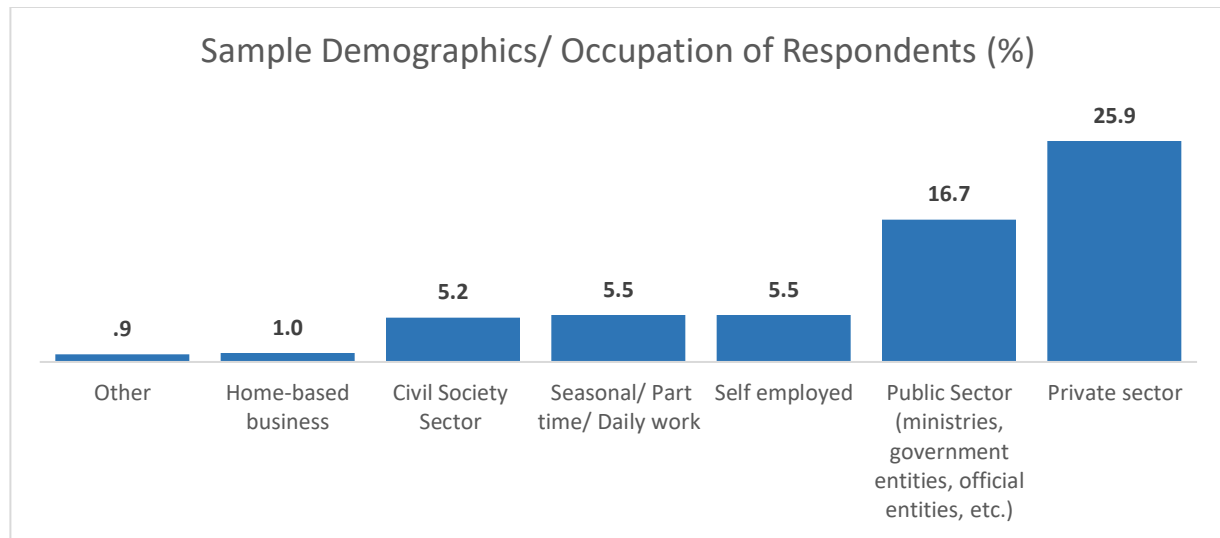


Figure 7: Sample demographics-occupation/ Total

23.2% of females and 28.7% of males report to working in the private sector, whereas 13.1% of females and 20.5% of males work in the public sector. 7.1% of females and 3.2% of males work with NGO's. 3% of female respondents work in part time, daily or seasonal jobs, compared to 8.2% of males.

Occupation/ By Gender				
		Gender		TOTAL
		Female	Male	
Not Applicable	f	339	205	544
	%	46.9%	31.2%	39.4%
Seasonal/ Part time/ Daily work	f	22	54	76
	%	3.0%	8.2%	5.5%
Self employed	f	27	49	76
	%	3.7%	7.4%	5.5%
Home-based business	f	12	2	14
	%	1.7%	.3%	1.0%
Private Sector	f	168	189	357
	%	23.2%	28.7%	25.9%
Public Sector (ministries, government entities, official entities, etc.)	f	95	135	230
	%	13.1%	20.5%	16.7%
NGO's	f	51	21	72
	%	7.1%	3.2%	5.2%
Other	f	9	3	12
	%	1.2%	.5%	.9%
TOTAL	f	723	658	1381
	%	100.0%	100.0%	100.0%

Table 6: Sample demographics-occupation/ By gender

2.5 Geographic Distribution/ By Governorate

Most participants were from Amman (37.1%), followed by Irbid (15.1%) and Zarqa (7.3%). The sample size was boosted to reach a statistical representation of the geographic distribution of the population.

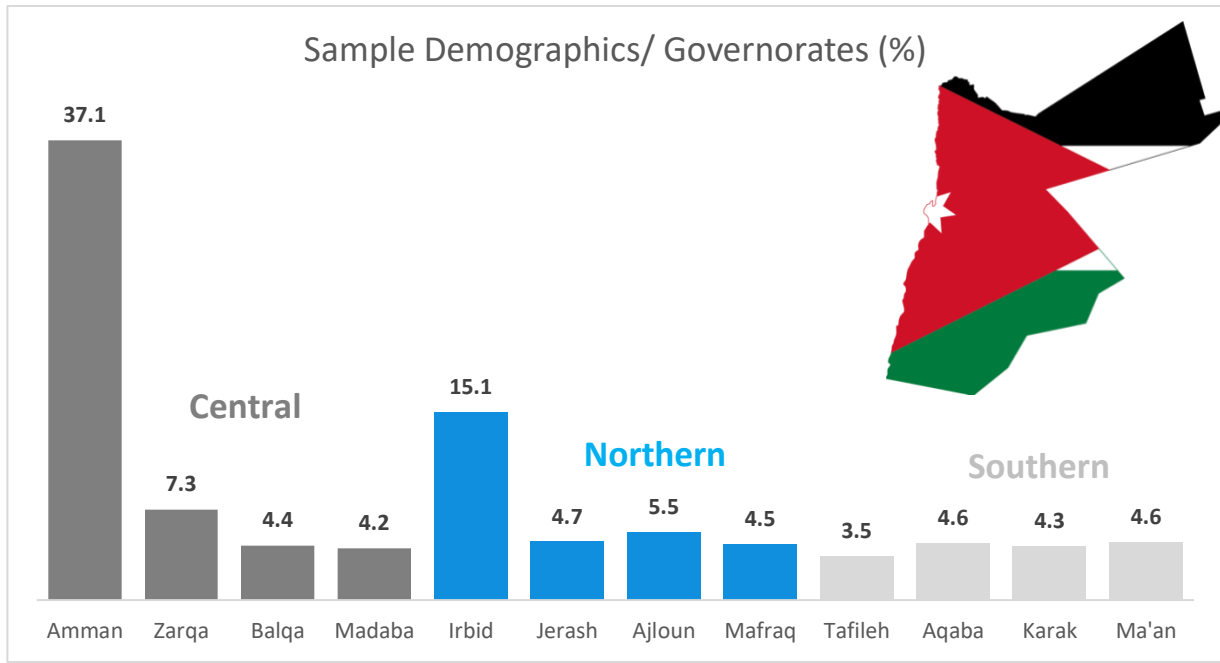


Figure 8: Sample demographics-governorate/ Total

	<i>f</i>	%	
Amman	513	37.1	Central Governorates 53%
Zarqa	101	7.3	
Balqa	61	4.4	
Madaba	58	4.2	
Irbid	209	15.1	Northern Governorates 29.8%
Jerash	65	4.7	
Ajloun	76	5.5	
Ma'raq	62	4.5	
Tafileh	49	3.5	Southern Governorates 17%
Aqaba	63	4.6	
Karak	60	4.3	
Ma'an	64	4.6	
TOTAL	1381	100.0	

Table 7: Sample demographics-governorate

KEY FINDINGS

SECTION 3. WOMEN'S WORK IN THE HOUSEHOLD

3.1 Care work Responsibilities

Survey Questions:

Household tasks and taking care of the children are the responsibility of (multiple choice)? (Q9)

How strongly do you agree with the following: Women carry out longer hours than men doing household chores and caring for children? (Q10)

Participants were asked to select who they think should be responsible for care work and household responsibilities. As this was a multiple-choice question, the total percentage for each selection (as a percentage from the total sample or respondents who selected each option) is listed in the chart below.

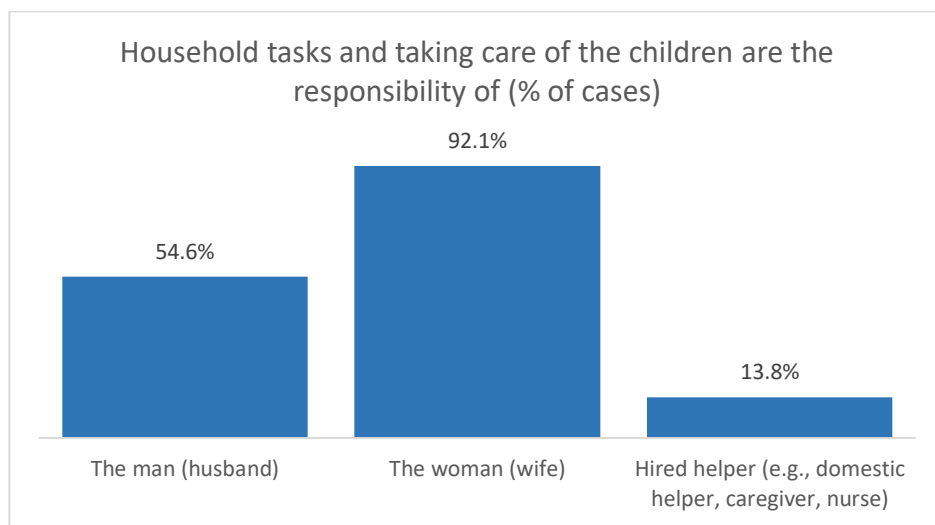


Figure 9: Care work responsibilities / Total

The role of care work inside the house was mainly delegated to women (57%) while 34% delegate care work and household tasks to men, and only 8.6% to hired helper (domestic helper, caregiver, nurse...etc.).

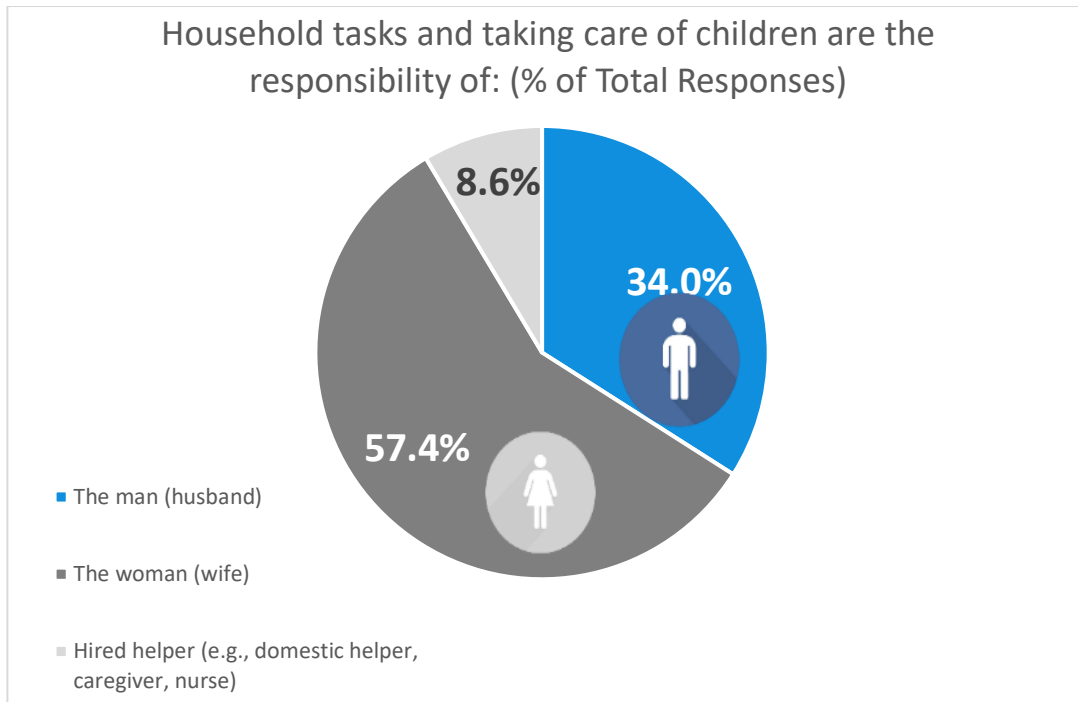


Figure 10: Care work responsibilities/ Percentage of total responses)

Household tasks and taking care of the children are the responsibility of		
	<i>f</i>	Percent
The man (husband)	754	34%
The woman (wife)	1272	57.4%
Hired helper (e.g., domestic helper, caregiver, nurse)	190	8.6%
TOTAL	1381	100.0

Table 7: Care work responsibilities / Percentage of total responses)

- Profile of those who selected 'the man (husband)':
 - o Selected by 54.6% of all respondents.
 - o 47.6% of those who chose the man (husband) were females, and 52.4% were males.
 - o Results by gender: 31.2% of all female respondent's delegate responsibilities of household tasks and taking care of the children to the man (husband), and 37.1% of males report the same.
- Profile of those who selected 'the Woman (wife)'
 - o Selected by 92.1% of all respondents.
 - o 50.4% of those who chose the woman (wife) were females, and 49.6% were males.

- Results by gender: 55.7% of all female respondent's delegate responsibilities of household tasks and taking care of the children to the woman (wife), and 59.2% of males report the same.
 - The majority (85%) of those who report that women are responsible for taking care of the household and children are between 26-55 age category (55% 36-55 age group and 30% 26-35 age group).
 - Most of those who delegate household and childcare responsibilities to women are from central governorates (52%), followed by Northern governorates (30%) and a minority (17%) from the Southern governorates.
 - 71% of those who report that household tasks and care of children is the responsibility of women (wife) are married, whereas 22% are single, 5% divorced and 2% widowed. Furthermore, 72% have children, of which 50% have children under the age of 5.
 - 61% of those who delegate care work to the woman have a paid job.
- Profile of those who selected 'Hired Help':
- Selected by 8.6% of all respondents.
 - 78.9% of those who chose hired help were females, and only 21.1% were males.
 - Results by gender: 13% of all female respondent's delegate responsibilities of household tasks and taking care of the children to the man (husband), and 3.8% of males report the same.

Household tasks and taking care of the children are the responsibility of/ By Gender				
		Gender		TOTAL
		Female	Male	
The man (husband)	f	359	395	754
	%	47.6%	52.4%	100%
The woman (wife)	f	641	631	1272
	%	50.4%	49.6%	100%
Hired helper (e.g., domestic helper, caregiver, nurse)	f	150	40	190
	%	78.9%	21.1%	100%
TOTAL	f	1150	1066	2216
	%	100.0%	100.0%	100.0%

Table 8: Care work responsibilities / Percentage of total responses by gender)

Participants were also asked to share their views on whether they agreed or not that 'women spend more hours at care work'. Most (93%) report that women carry out longer hours than men doing household chores and caring for children, (of which 58% strongly agree to this, and 35% agree).

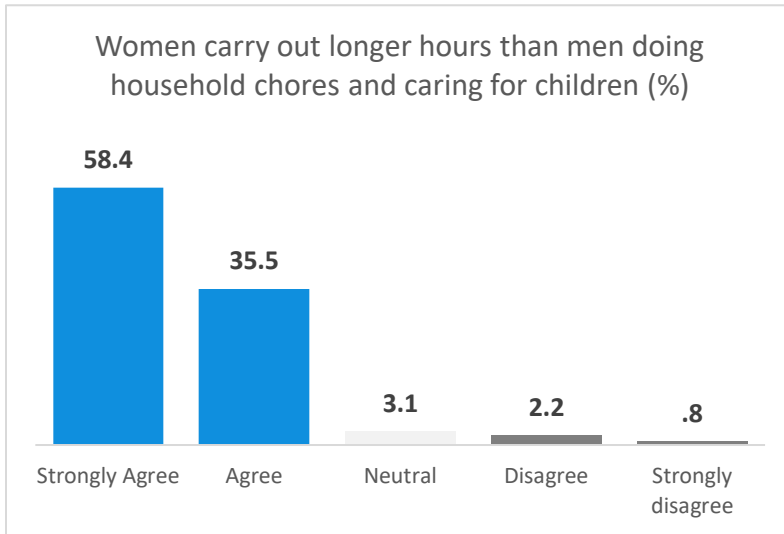


Figure 11: Time spent by women on care work/ Total.

Women carry out longer hours than men doing household chores and caring for children		
	<i>f</i>	Percent
Strongly Agree	807	58.4
Agree	490	35.5
Neutral	43	3.1
Disagree	30	2.2
Strongly disagree	11	.8
TOTAL	1381	100.0

Table 9: Time spent by women on care work/ Total.

The following charts portrays findings by gender. While most respondents While most females (75%) strongly agree to the statement, males were split between those who agree (52%) and those who strongly agree (40%).

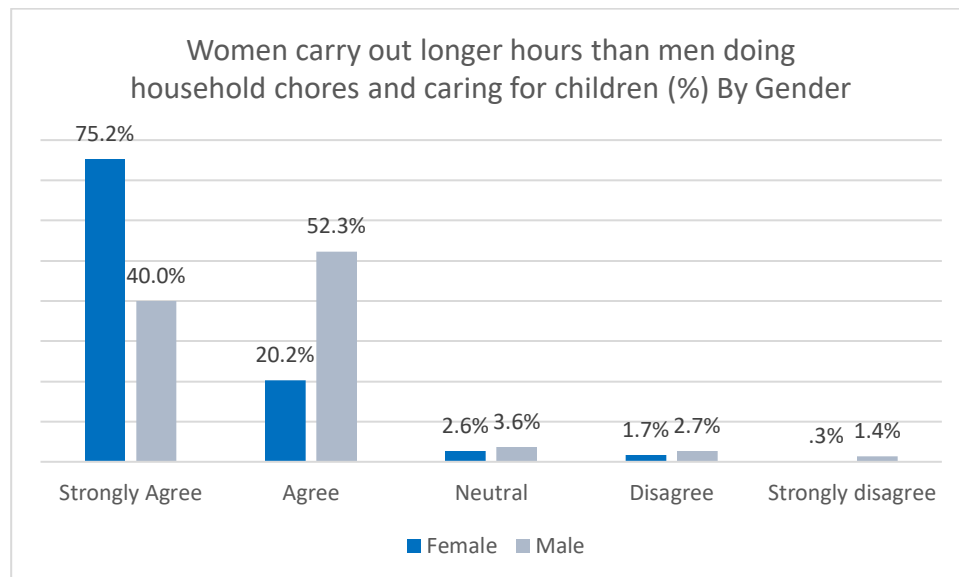


Figure 12: Time spent by women on care work/ By gender

Women carry out longer hours than men doing household chores and caring for children/ By Gender				
		Gender		TOTAL
		Female	Male	
Strongly Agree	f	544	263	807
	%	75.2%	40.0%	58.4%
Agree	f	146	344	490
	%	20.2%	52.3%	35.5%
Neutral	f	19	24	43
	%	2.6%	3.6%	3.1%
Disagree	f	12	18	30
	%	1.7%	2.7%	2.2%
Strongly disagree	f	2	9	11
	%	.3%	1.4%	.8%
TOTAL	f	723	658	1381
	%	100.0%	100.0%	100.0%

Table 10: Time spent by women on care work/ By gender.

3.2 Perceptions related to the value and compensation of care work inside the household.

Survey Questions:

How strongly do you agree with the following: Care work inside the household is considered work and should be monetarily valued? (Q11)

How strongly do you agree with the following: The state is responsible for compensating women financially (through support) for their unpaid care work (only ask if Q.11 answered agree)? (Q12)

How strongly do you agree with the following: Care burden (such as childcare provision) should be shared responsibility between the family and the state? (Q13)

Respondents were asked to share their views on whether care work at home should be considered work and should be monetarily valued. Only 40% of respondents consider care work inside the household as work that should be monetarily valued. Findings indicate that most males (61%) do not agree that care work in the home should be compensated, compared to 32% of females who feel the same.

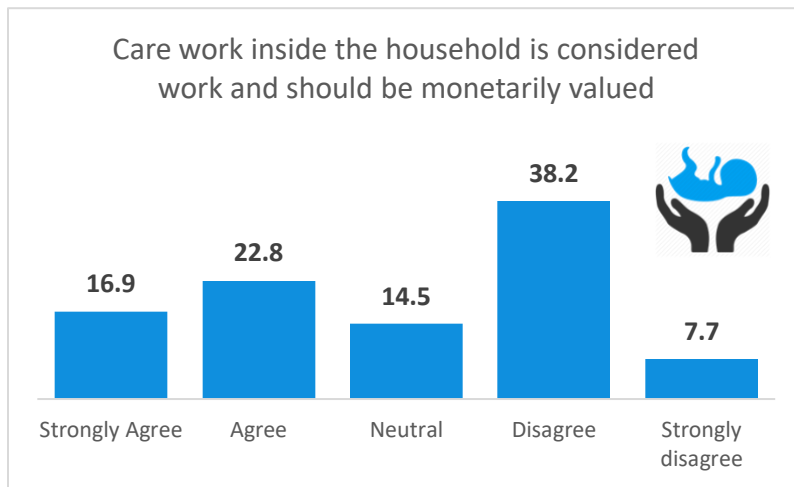


Figure 13: Monetary value of care work/ Total

Care work inside the household is considered work and should be monetarily valued		
	<i>f</i>	Percent
Strongly Agree	233	16.9
Agree	315	22.8
Neutral	200	14.5
Disagree	527	38.2
Strongly disagree	106	7.7
TOTAL	1381	100.0

Table 11: Monetary value of care work/ Total.

Excluding neutral responses, findings reveal that 60% of females agree that work inside the household should be monetarily valued, whereas only 33% of males report the same. 40% of females and 67% of males do not feel that care work inside the household is considered as work that should be monetarily valued.

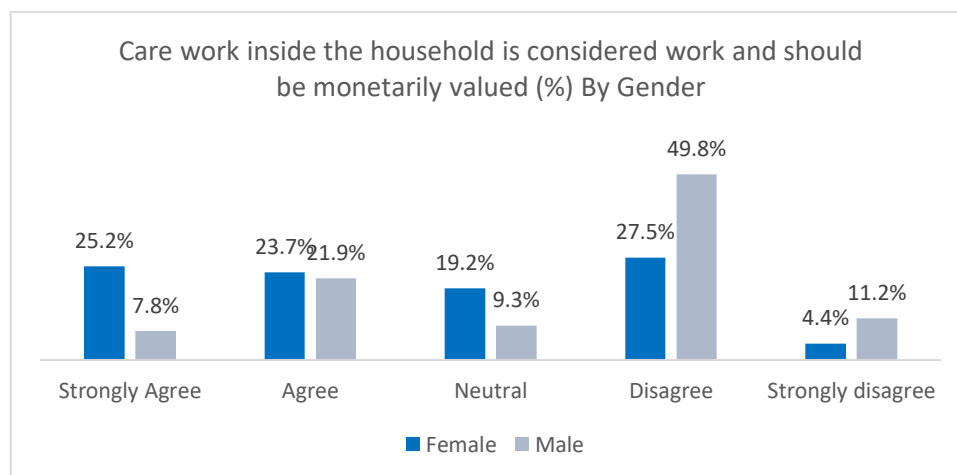


Figure 13: Monetary value of care work/ By gender.

3.2.1 Role of the State in Care work

Of those who consider care work inside the household as work that should be monetarily valued, 80% believe that the state is responsible for compensating women financially (by providing support) for the unpaid care work that women undertake. Most respondents also report that care burden should be a shared responsibility between the family and the state. Those who disagreed were insignificant percentages and do not exceed 4.5%. This indicates that those who believe care work should be monetarily valued also strongly believe that the state is responsible for compensating women for care work which encompasses women's rights and unpaid care work.

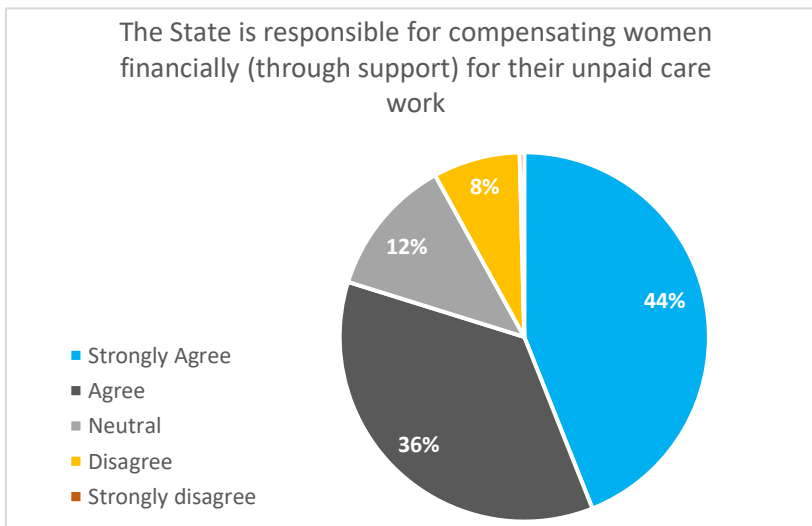
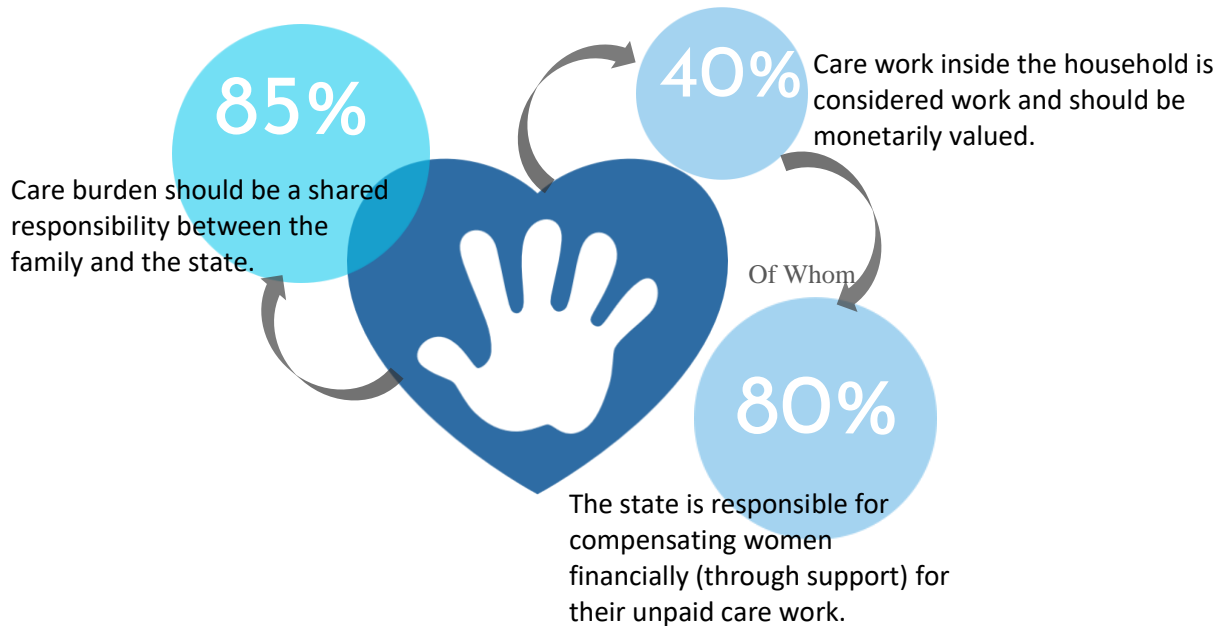


Figure 14: Role of the state in care work/ By Total.

The State is responsible for compensating women financially (through support) for their unpaid care work		
	<i>f</i>	Percent
<i>Not Applicable</i>	633	45.8
Strongly Agree	329	23.8
Agree	268	19.4
Neutral	91	6.6
Disagree	57	4.1
Strongly disagree	3	.2
TOTAL	1381	100.0

Table 12: Role of the state in care work / Total.

3.2.2 Redistributing care burden between the family and the state

When asked whether they believe that the care burden (such as providing care services for children) should be a joint responsibility between the family and the state, 85% agree (of which 40% strongly agree and 45% agree). Therefore, there is agreement that care work is a joint responsibility and that the state has a financial responsibility towards it. While most males and females agree that care burden should be a shared responsibility between the family and the state, more females 'strongly agree' to this (52%) compared to 27% of males, whereas more males 'agree' to the statement (53.5%) compared to 37% of females who agree.

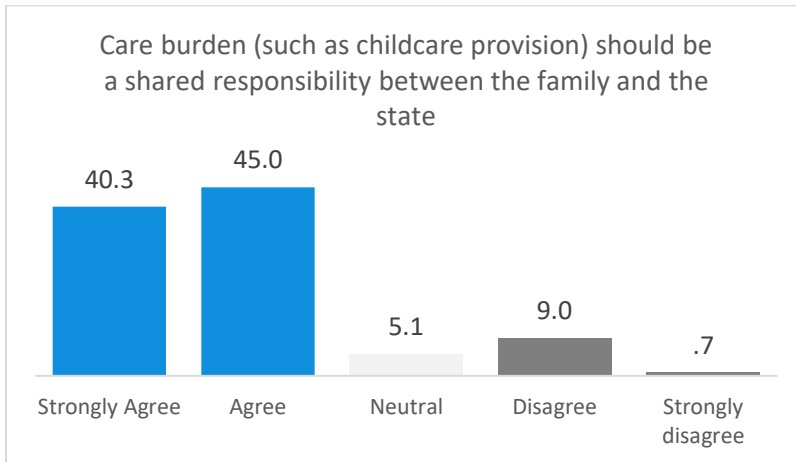


Figure 15: Redistributing care work between family and state /Total.

Care burden (such as childcare provision) should be a shared responsibility between the family and the state		
	f	Percent
Strongly Agree	556	40.3
Agree	621	45.0
Neutral	70	5.1
Disagree	124	9.0
Strongly disagree	10	.7
TOTAL	1381	100.0

Table 13: Redistributing care work between family and state/Total.

Care burden (such as childcare provision) should be a shared responsibility between the family and the state/ By Gender				
		Gender		TOTAL
		Female	Male	
Strongly Agree	f	378	178	556
	%	52.3%	27.1%	40.3%
Agree	f	269	352	621
	%	37.2%	53.5%	45.0%
Neutral	f	43	27	70
	%	5.9%	4.1%	5.1%
Disagree	f	32	92	124
	%	4.4%	14.0%	9.0%
Strongly disagree	f	1	9	10
	%	.1%	1.4%	.7%
TOTAL	f	723	658	1381
	%	100.0%	100.0%	100.0%

Table 13: Redistributing care work between family and state/By Gender.

SECTION 4. WOMEN'S PAID WORK

4.1 Equality in labor rights and paid work opportunities in the workplace

Survey Questions:

How strongly do you agree with the following: Paid work opportunities in the workplace are equal for men and women (Q15)

How strongly do you agree with the following: Labor rights for paid work are equal for women and men (Q16)

Participants were asked to share their opinion on if there are equal work opportunities and equal work rights between men and women in the workforce. Only a minority of respondents perceive gender equality in paid work opportunities in the workplace (30%). Males perceive gender equality slightly more than females by 15%, whereas females report more inequality than males by 12%. 40% of respondents perceive equality in labor rights for paid work, whereas 51% report inequality in labor rights. 50% of males report equality in labor rights; compared to 31% of females. Findings reveal the perception that problems and equality labor rights based on gender are prevalent in Jordan.

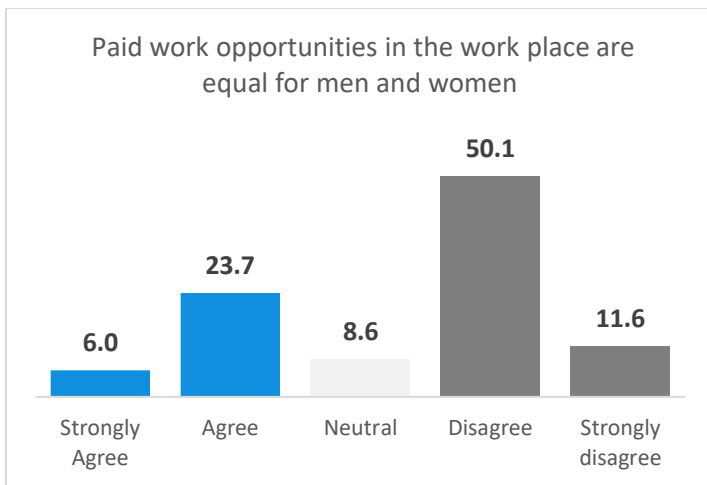


Figure 16: Equal opportunities for men and women /Total.

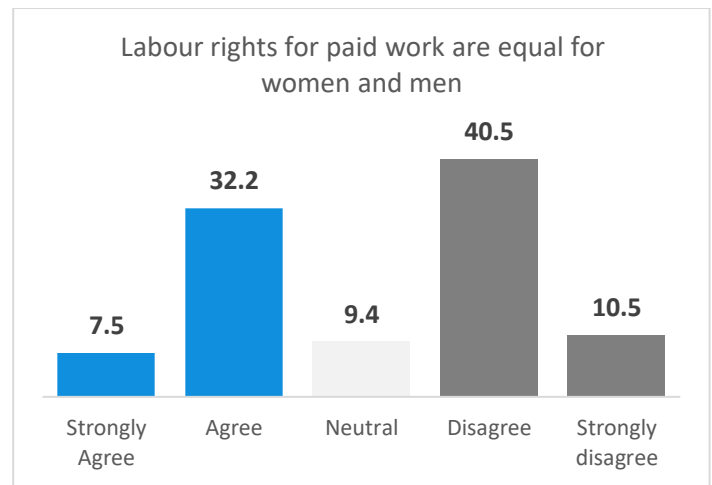


Figure 17: Equal labor rights for men and women /Total.

Paid work opportunities in the work place are equal for men and women		
	f	Percent
Strongly Agree	83	6.0
Agree	327	23.7
Neutral	119	8.6
Disagree	692	50.1
Strongly disagree	160	11.6
TOTAL	1381	100.0

Table 14 Equal opportunities/ Total.

Labor rights for paid work are equal for women and men		
	f	Percent
Strongly Agree	103	7.5
Agree	444	32.2
Neutral	130	9.4
Disagree	559	40.5
Strongly disagree	145	10.5
TOTAL	1381	100.0

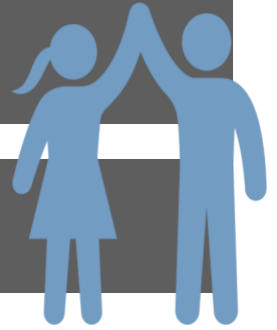
Table 15: Equal labor rights/ Total.

30%

Report that paid work opportunities in the workplace are equal for men and women.

40%

Report that labor rights for paid work are equal for women and men.



4.2 Impact of social perceptions and norms

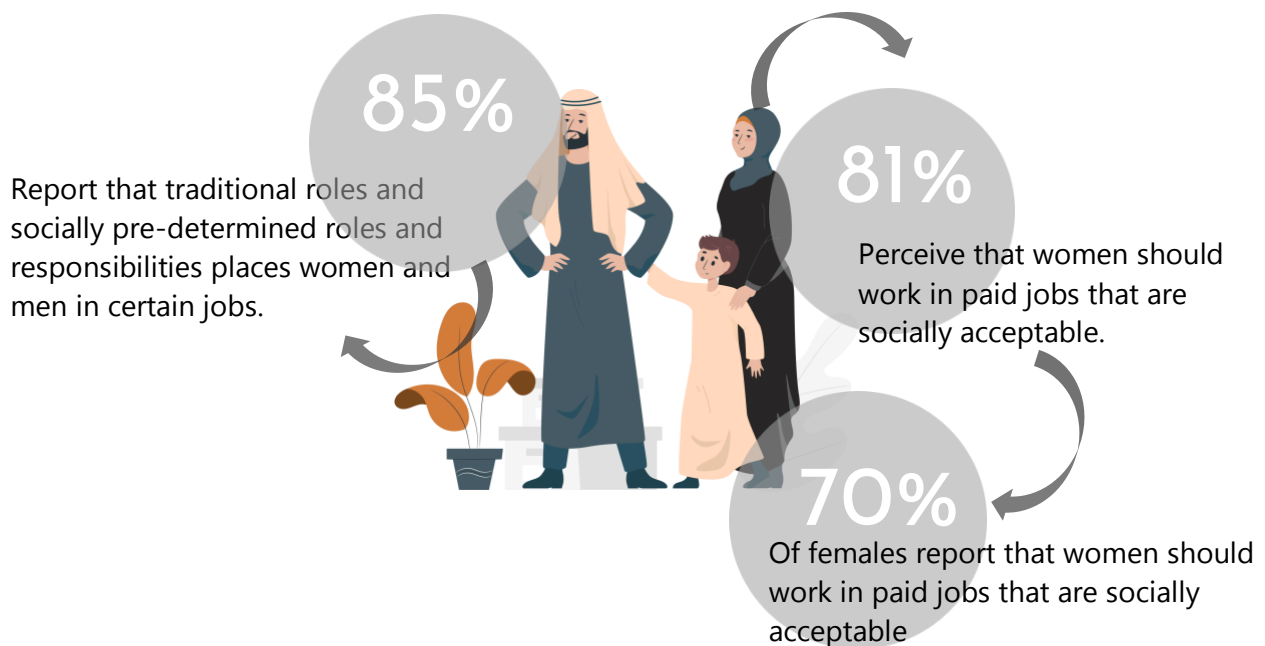
Survey Questions:

How strongly do you agree with the following: In general, traditional roles and socially pre-determined roles and responsibilities places women and men in certain jobs? (Q14)

How strongly do you agree with the following: Women should work in paid jobs that are socially acceptable(Q17)

In times of limited paid employment, the priority is for, men, women or men and women equally. (Q18)

Participants were asked to share their views on whether men and women take up traditional and stereotypical roles. Most respondents (85%) agree that traditional and socially pre-determined roles and responsibilities place women and men in certain jobs; of which (34% strongly agree and 57% agree). 81% also report that women should work in paid jobs that are socially acceptable (76% of females and 85.4% of males agree). When asked whether men or women should be given priority jobs during times of limited paid employment, almost 48% report that men should be given priority (39% of females and 59% of males), while 46% report that men and women should be given equal opportunity (52% of females and 38% of males). Only 3% report that women should be given priority (5% females and 2% of males).



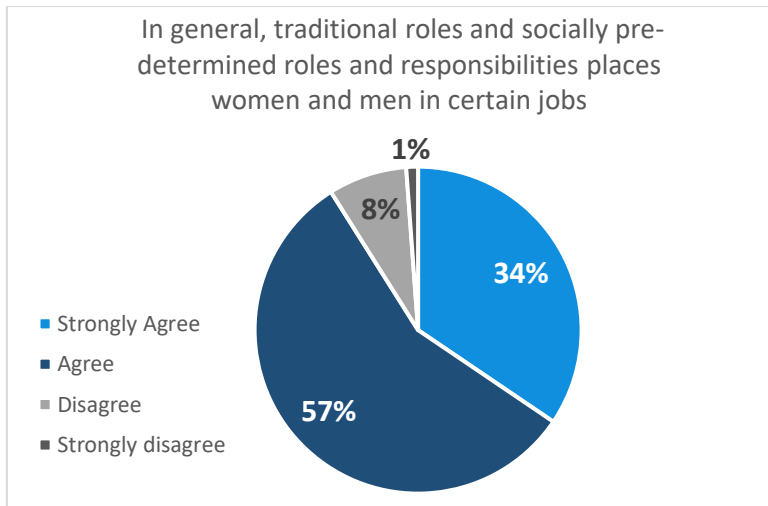


Figure 18: Stereotypical roles for men and women /Total.

In general, traditional roles and socially pre-determined roles and responsibilities places women and men in certain jobs		
	f	Percent
Strongly Agree	443	32.1
Agree	727	52.6
Neutral	96	7.0
Disagree	100	7.2
Strongly disagree	15	1.1
TOTAL	1381	100.0

Table 16: Stereotypical roles for men and women/ Total.

While most males and females agree that men and women take up traditional and stereotypical roles, more females 'strongly agree' to this (42.5%) compared to 20.7% of males, whereas more males 'agree' to the statement (61.6%) compared to 44.5% of females.

In general, traditional roles and socially pre-determined roles and responsibilities places women and men in certain jobs/ By Gender				
		Gender		TOTAL
		Female	Male	
Strongly Agree	f	307	136	443
	%	42.5%	20.7%	32.1%
Agree	f	322	405	727
	%	44.5%	61.6%	52.6%
Neutral	f	51	45	96
	%	7.1%	6.8%	7.0%
Disagree	f	38	62	100
	%	5.3%	9.4%	7.2%
Strongly disagree	f	5	10	15
	%	.7%	1.5%	1.1%
TOTAL	f	723	658	1381
	%	100.0%	100.0%	100.0%

Table 17: Stereotypical roles for men and women/ By gender.

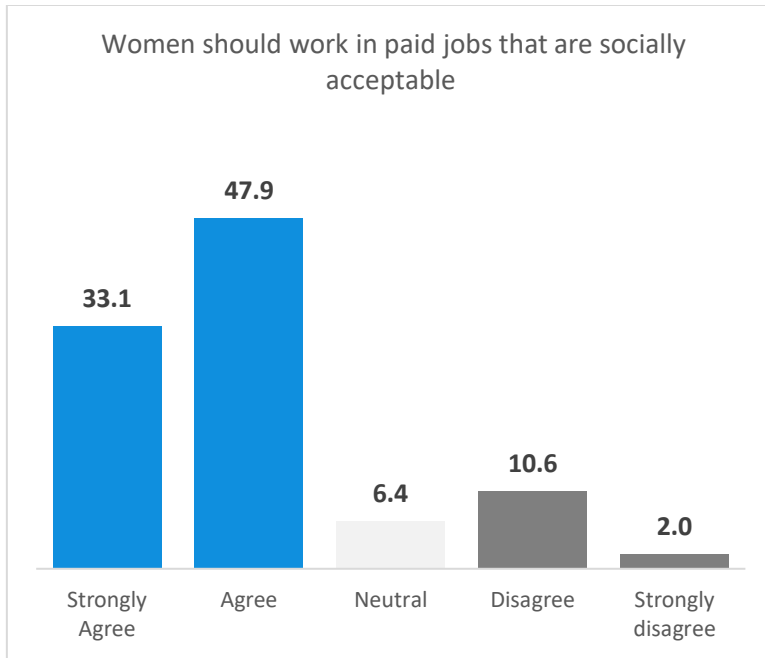


Figure 19: Socially acceptable jobs for women /Total.

Women should work in paid jobs that are socially acceptable /By Gender				
		Gender		TOTAL
		Female	Male	
Strongly Agree	f	260	197	457
	%	36.0%	29.9%	33.1%
Agree	f	296	365	661
	%	40.9%	55.5%	47.9%
Neutral	f	61	28	89
	%	8.4%	4.3%	6.4%
Disagree	f	86	60	146
	%	11.9%	9.1%	10.6%
Strongly disagree	f	20	8	28
	%	2.8%	1.2%	2.0%
TOTAL	f	723	658	1381
	%	100.0%	100.0%	100.0%

Table 18: Socially acceptable jobs for women /By gender.

While 85% of males report that women should work in paid professions that are socially acceptable, 77% of females report the same, revealing a deeply embedded belief within female mindsets that women should be placed in socially acceptable jobs. The following table outlines results by region (northern, southern, central). Findings reveal that while perception that women should work in jobs that are socially acceptable is shared by the majority, it is most common amongst residents in Northern and Southern governorates (88.6% and 84.7% respectively), whereas 75.4% of those living in central governorates report the same.

Women should work in paid jobs that are socially acceptable					
		Governorates			TOTAL
		Central governorate	North governorate	South governorate	
Strongly agree	f	207	160	90	457
	%	28.2%	38.8%	38.1%	33.1%
Agree	f	346	205	110	661
	%	47.2%	49.8%	46.6%	47.9%
Neutral	f	62	16	11	89
	%	8.5%	3.9%	4.7%	6.4%
Disagree	f	100	27	19	146
	%	13.6%	6.6%	8.1%	10.6%
Strongly disagree	f	18	4	6	28
	%	2.5%	1.0%	2.5%	2.0%
TOTAL	f	733	412	236	1381
	%	100.0%	100.0%	100.0%	100.0%

Table 19: Socially acceptable jobs for women /By geographic region.

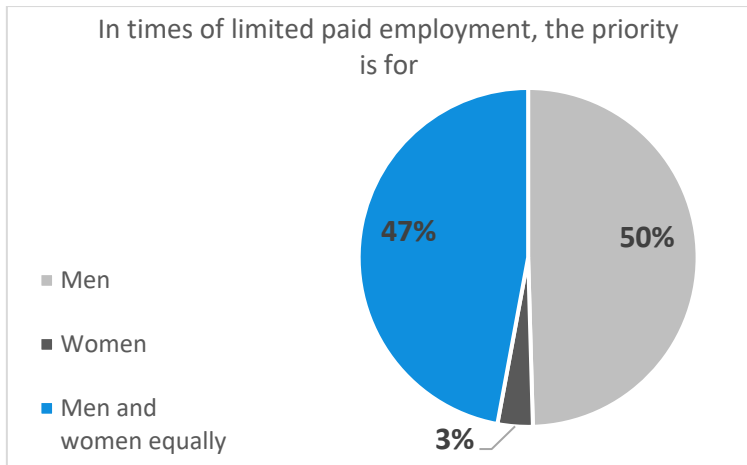


Figure 20: Prioritizing job opportunities /Total.

In times of limited paid employment, the priority is for		
	f	Percent
Men	664	48.1
Women	45	3.3
Men and women equally	631	45.7
Don't know	41	3.0
TOTAL	1381	100.0

Table 20: Prioritizing job opportunities/ Total.

Participants were asked considering limited job opportunities, whether priority should go to men or women. Findings reveal that in times of limited paid employment, the priority should be for Men (50%) or Men and Women equally (47%). Prioritizing women's work is lowest, at 3% (4.7% of females and 1.7% of males). The analysis of findings by gender results in the following:

In times of limited paid employment, the priority is for/ Female Responses (%)

Female Responses

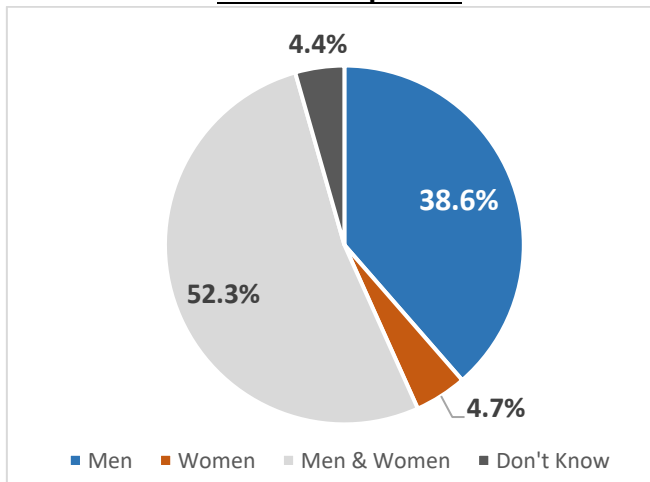


Figure 21: Prioritizing job opportunities /Female responses.

Male Responses

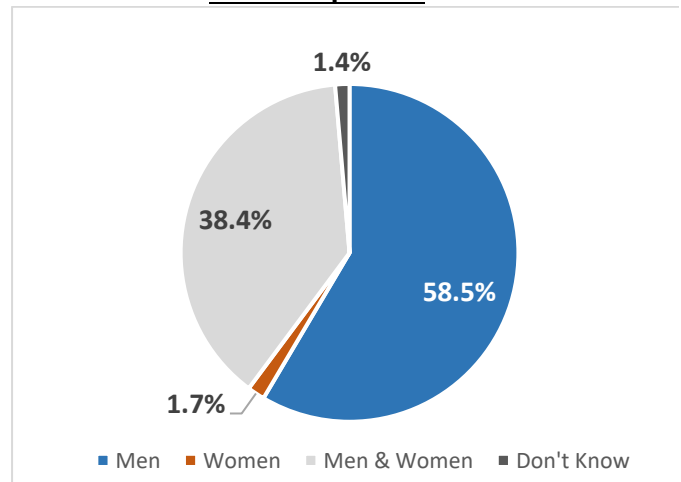


Figure 22: Prioritizing job opportunities /Male responses.

The study reveals that females believe in equal access to employment more than males (52.4% vs. 38.4% respectively). A further investigation of the profile of the 38.6% of females who report that priority should be given to men reveals that most are married (65.5%), most have children (79%) almost half of which (46.2%) have children under the age of five. Furthermore, the majority live in central governorates (53%) followed by north (36%). Therefore, the research reveals that married women, or women with children are more likely to prioritize jobs for men in times of limited paid employment.

SECTION 5. Policies and programs to support female economic participation.

5.1 Lifting the care burden on women.

Survey Questions:

Who does the responsibility to ease the care burden on women fall on? (Q19)

Care work, includes childcare and other forms of caregiving, is often disproportionately borne by women, which can have negative impacts on their economic opportunities, physical and mental health as well as their overall well-being. Respondents were asked to determine who the responsibility to ease the care burden on women falls on. According to the majority, the responsibility to ease care burden on women falls on society, including employers, the state/ government, and men.

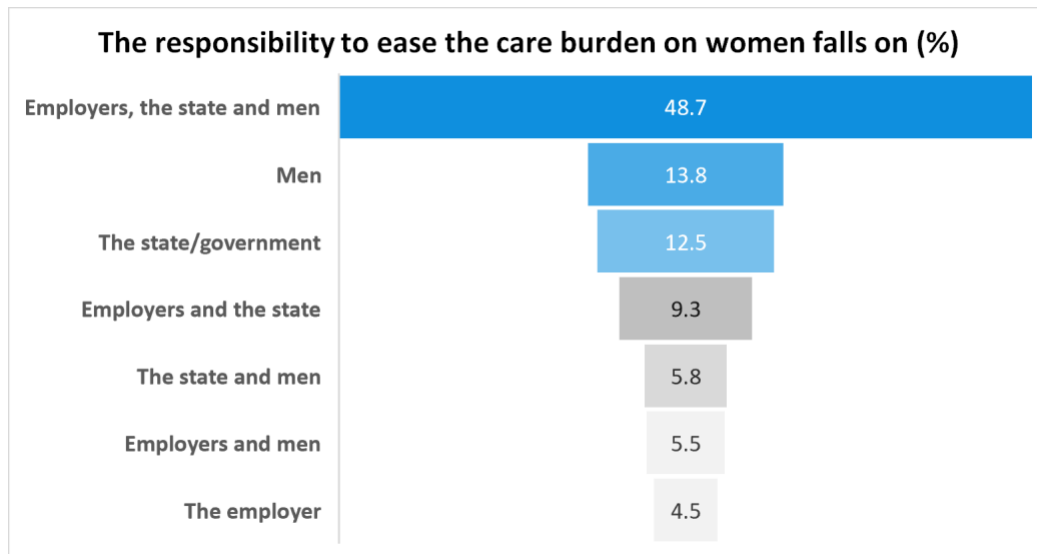


Figure 23: Lifting the care burden on women/ Total.

To address this issue, there needs to be a concerted effort by government, employers, and individuals to recognize the value of care work and support women who take on such responsibilities. This could include policies and procedures such as safe, affordable, and reliable transportation, flexible work arrangements, day care provision for children, inclusion in social protection programs. The following sections address whether respondents believe that there are laws and policies that support women's paid work and economic participation in Jordan, as well as the ones they perceive as most necessary to support women.

The responsibility to ease the care burden on women falls on/ By Gender				
		Gender		TOTAL
		Female	Male	
Employers, the state and men	f	332	340	672
	%	45.9%	51.7%	48.7%
The state/government	f	104	68	172
	%	14.4%	10.3%	12.5%
Men	f	63	127	190
	%	8.7%	19.3%	13.8%
Employers and the state	f	86	43	129
	%	11.9%	6.5%	9.3%
The state and men	f	40	40	80
	%	5.5%	6.1%	5.8%
Employers and men	f	51	25	76
	%	7.1%	3.8%	5.5%
The employer	f	47	15	62
	%	6.5%	2.3%	4.5%
TOTAL	f	723	658	1381
	%	100.0%	100.0%	100.0%

Table 20: Lifting the care burden on women/ By gender.

5.2 Laws, policies, and procedures supporting women's paid work.

Survey Questions:

How strongly do you agree with the following: In Jordan there are laws and policies that support women's paid work and her economic participation? (Q20)

How strongly do you agree with the following: Jordan has procedures and measures that activate laws and policies that support women's paid work and female economic participation (Q21)

The research investigates whether Jordanians believe there are laws and policies that support women's paid work and economic participation, and whether any procedures and measures that activate such laws and policies are in place. Most respondents (59%) believe that Jordan has laws and policies that support women's paid work and economic participations. 57% also report that procedures and measures that activate such laws and policies are available in the country.

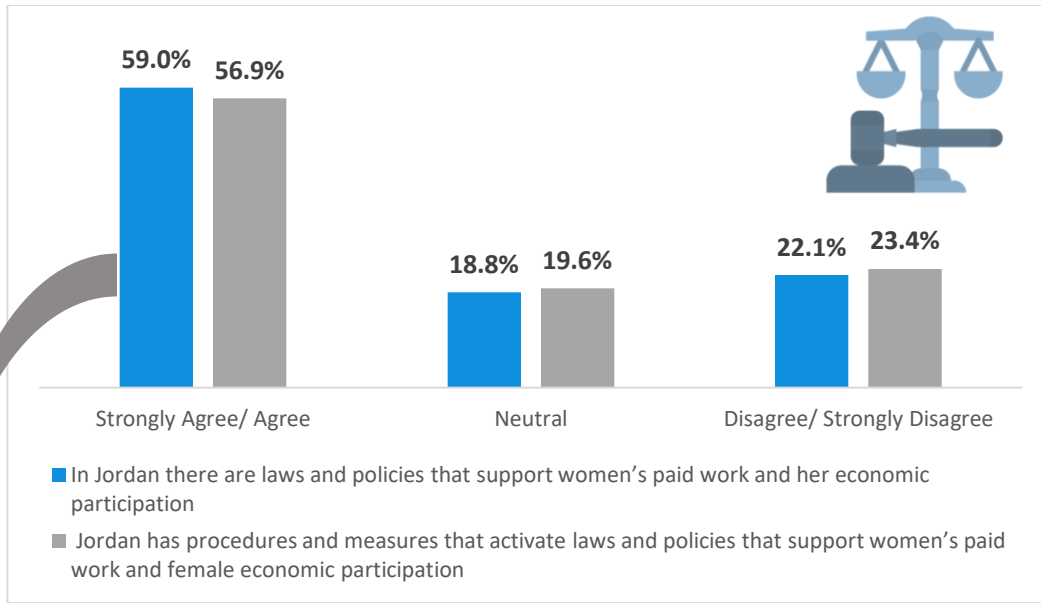


Figure 24: Laws and policies supporting women's paid work / Total.

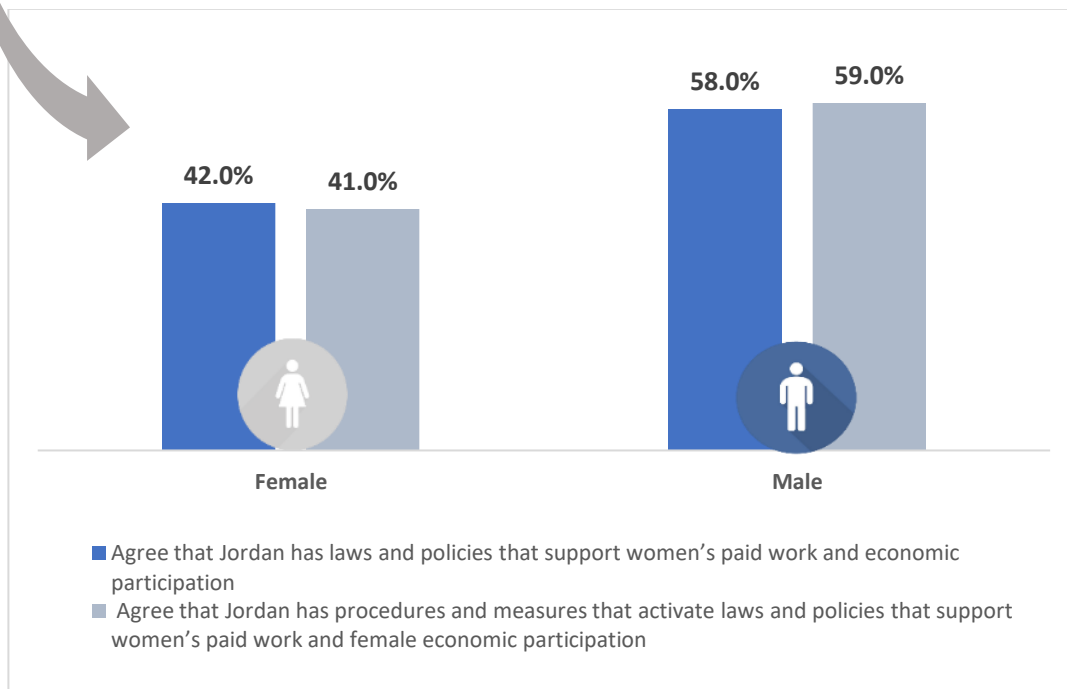


Figure 25: Enforcing laws and policies supporting women's paid work / By gender.

The following observations can be made:

- Of those who agree that Jordan has laws and policies that support women's paid work and economic participation, 42% were female and 58% male.
- Furthermore, most males (72%) perceive that Jordan has laws and policies that support women's paid work and economic participation, compared to only 47% of females do so.
- Of those who agree that Jordan has procedures that activate laws and policies that support women's paid work and female economic participation, 41% were female and 59% male.
- Most males (70%) also report that Jordan has procedures that activate laws and policies that support women's paid work and female economic participation, whereas only 45% of females do so.

In Jordan there are laws and policies that support women's paid work and her economic participation/ By Gender				
		Gender		TOTAL
		Female	Male	
Strongly Agree	f	81	105	186
	%	11.2%	16.0%	13.5%
Agree	f	261	368	629
	%	36.1%	55.9%	45.5%
Neutral	f	195	66	261
	%	27.0%	10.0%	18.9%
Disagree	f	140	98	238
	%	19.4%	14.9%	17.2%
Strongly disagree	f	46	21	67
	%	6.4%	3.2%	4.9%
TOTAL	f	723	658	1381
	%	100.0%	100.0%	100.0%

Table 21: Laws and policies supporting women's paid work/ By gender.

Jordan has procedures and measures that activate laws and policies that support women's paid work and female economic participation / By Gender				
		Gender		TOTAL
		Female	Male	
Strongly Agree	f	76	75	151
	%	10.5%	11.4%	10.9%
Agree	f	249	386	635
	%	34.4%	58.7%	46.0%
Neutral	f	193	78	271
	%	26.7%	11.9%	19.6%
Disagree	f	153	103	256
	%	21.2%	15.7%	18.5%
Strongly disagree	f	52	16	68
	%	7.2%	2.4%	4.9%
TOTAL	f	723	658	1381
	%	100.0%	100.0%	100.0%

Table 22: Enforcing laws and policies supporting women's paid work/ By gender.

While most respondents, almost 60% agree that policies exist in Jordan, only 41% of females agree that there are procedures and measures that activate such laws and policies. Therefore, the issue from women's perspective is in the activation of laws and policies to ensure enforcement and protection of women's rights to decent work conditions.

5.3 Prioritizing policies and arrangements that support women's work.

Survey Questions:

Place in order of priority the following policies and arrangements that may support women's work (Q22)

There are various policies and arrangements that support women's paid work and economic participation. Overall, these policies can help reduce gender disparities in the workforce and increase women's empowerment and economic participation.

Respondents were asked to rank in order of importance a list of policies and arrangements that may support women's work, including: 1) safe, affordable, and reliable transportation, 2) flexible working hours, 3) day care provision for the children of working parents, whether in the organization or any other care model, 4) inclusion in the social protection programs (social security, pension, maternity fund), 5) equal pay.

The following chart outlines findings the ranking of policies and arrangements:

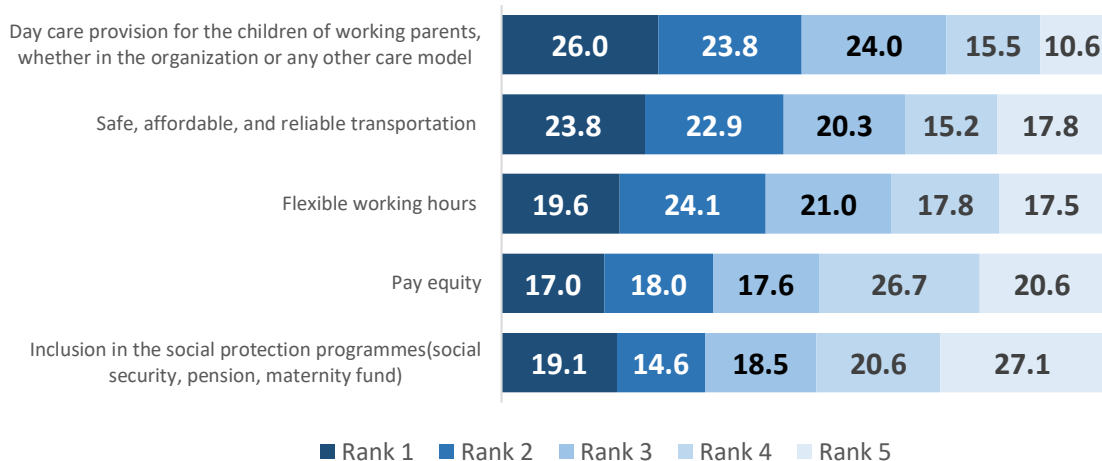


Figure 26: Prioritizing policies that support women's work / Total.

Findings reveal that 'day care provision for children of working parents, whether in the organization or any other care model' was ranked as most important by the majority, followed by 'safe, affordable and reliable transportation', and 'flexible working hours.' 'Pay equality' and 'Inclusion in social protection programs (social security, pension, maternity fund)' were also ranked as important, but to a lesser degree. The following chart outlines grouped results.

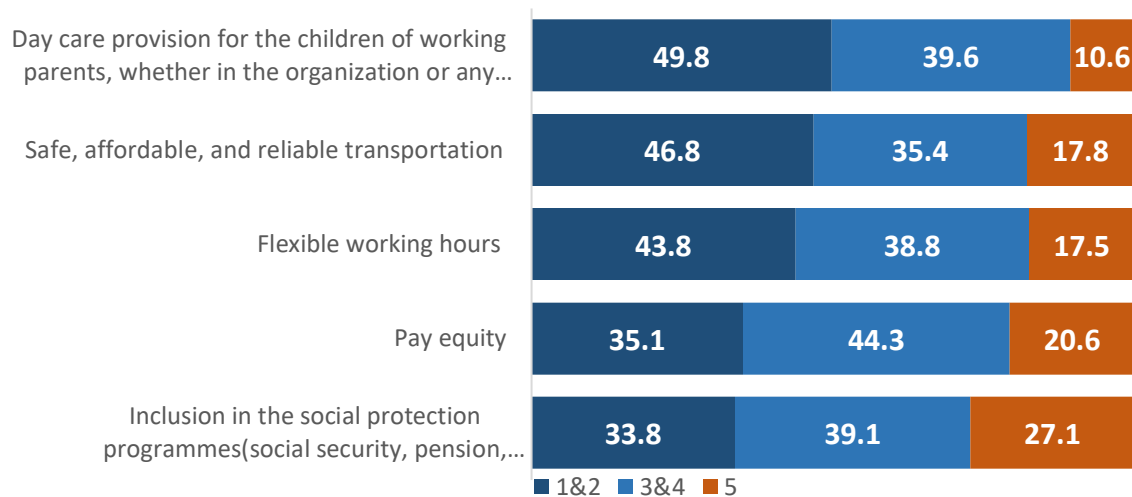


Figure 27: Prioritizing policies that support women's work / Merged ranks.

The self-administered online survey reveals ranking of five more policies and procedures, the following results reveal ranking of the importance (ranking 1-6), that only apply to those who took the online survey.

- Maternity leave (67%)
- Measures against violence and harassment at work (43%)
- Financial compensation for women's care work at home (37%)
- Tax incentives for women and working families (35%)
- Paternity leave (30%)

5.4 Impact of policies and arrangements of International Financial Organizations

Survey Questions:

Rate how positive/ negative the impact of policies and programs of International Financial Organizations (such as the International Monetary Fund, World Bank, International Finance Corporation...etc.) on female economic participation in Jordan. (Q23)

How strongly do you agree with the following statement: It is possible to realize gender equality and to enable women economically through the programs and policies of the international financial organizations. (Q24)

Participants were asked to share their views on the impact of the policies and programs of the International Financial Institutions, such as the World Bank, and the International Finance Corporation on female economic participation. Almost half of the survey respondents (45%) either did not know the answer to this question or were unable to determine whether the impact of policies and programs of International Financial Organizations was positive or negative on female economic participation in Jordan, indicating a lack of awareness and understanding of how such programs and policies can impact the lives of those with care responsibilities, those currently in the workforce or searching for employment.

Of those who rated the statement, the majority 66% felt that impact of policies and programs of international financial organizations on female economic participation is positive (17.7% very positive and 47.9% positive), while 34% perceive the impact as negative (19.6% negative and 14.8% very negative).

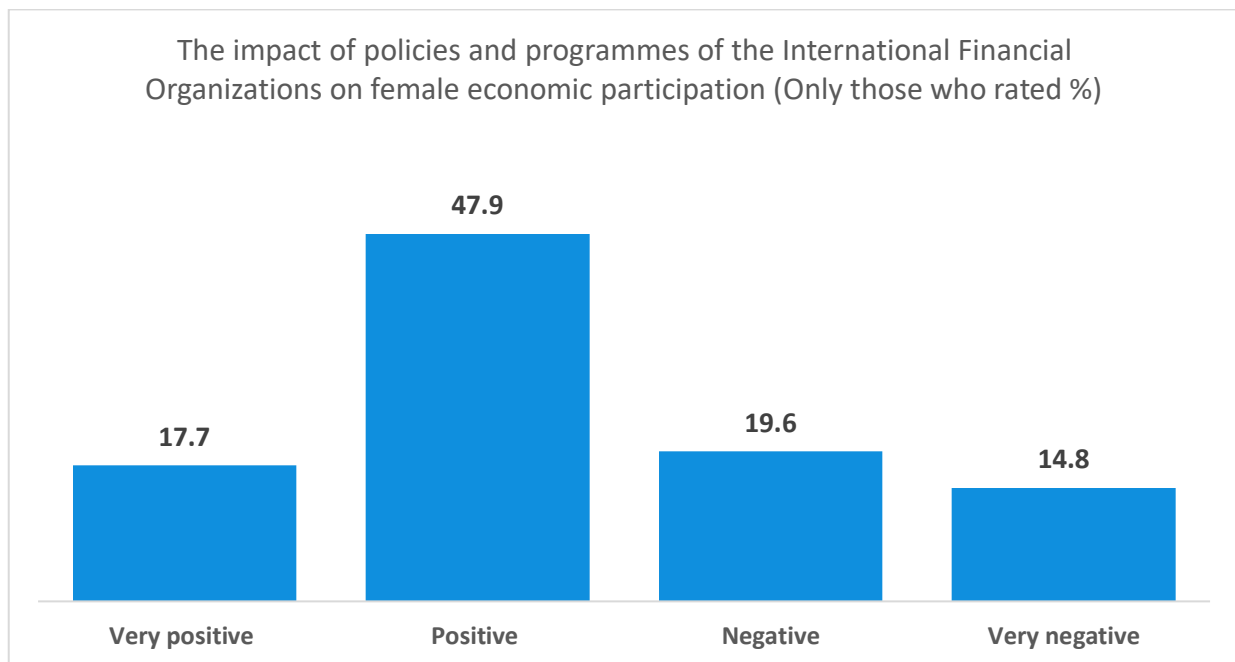


Figure 28: Impact of IFI policies on women's economic participation / Percentage of responses.

The impact of policies and programmes of the International Financial Organizations (such as the International Monetary Fund, World Bank, International Finance Corporation etc.) on female economic participation in Jordan is				
		Gender		TOTAL
		Female	Male	
Very positive	f	100	34	134
	%	13.8%	5.2%	9.7%
Positive	f	190	172	362
	%	26.3%	26.1%	26.2%
Neutral	f	210	105	315
	%	29.0%	16.0%	22.8%
Negative	f	61	87	148
	%	8.4%	13.2%	10.7%
Very negative	f	49	63	112
	%	6.8%	9.6%	8.1%
I don't know	f	113	197	310
	%	15.6%	29.9%	22.4%
TOTAL	f	723	658	1381
	%	100.0%	100.0%	100.0%

Table 23: Impact of IFI policies on women's economic participation / By gender.

Participants were also asked to share their views on whether gender equality and enabling women's economic participation is possible through policy programs and international financial institutions. 58% of the research respondents consider that it is possible to realize gender equality and enable women economically through the programs and policies of international financial organizations, (of which 17% strongly agree and 41% agree). 13% report that they are unsure of whether this is possible, and 15.6% report to being neutral. 8.3% report to being disagree, and 4.9% report to being strongly disagree.

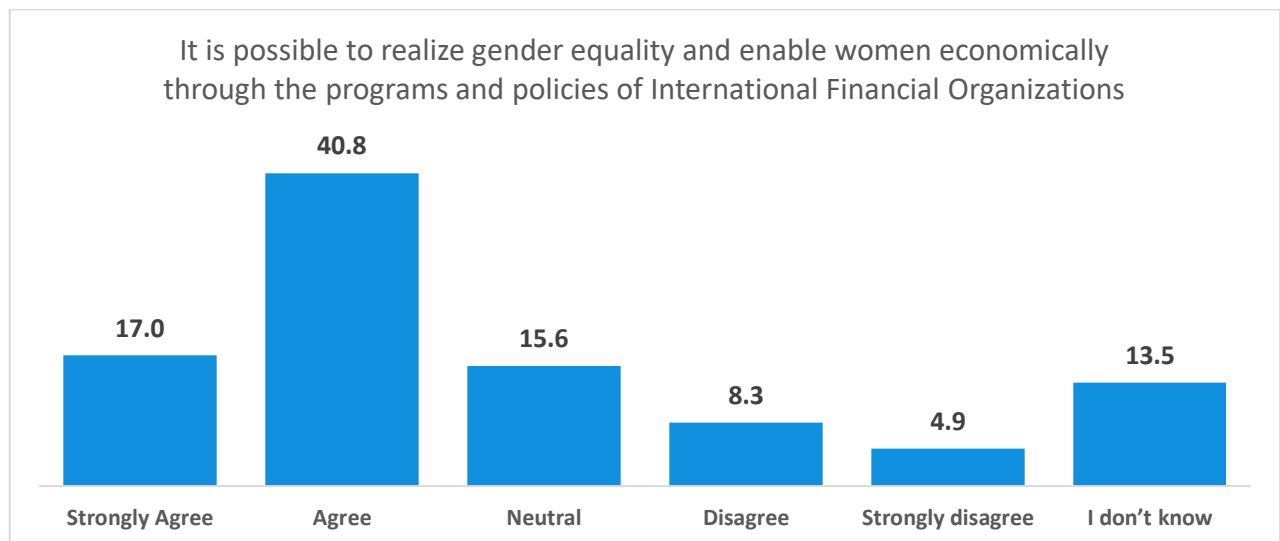


Figure 30: Impact of IFI policies on gender equality and enabling women economically / Total.

The analysis reveals that females are more optimistic than males that realizing gender equality and enabling women economically through programs and policies of international financial organizations is attainable.

It is possible to realize gender equality and to enable women economically through the programmes and policies of the International Financial Organizations/ By Gender				
		Gender		TOTAL
		Female	Male	
Strongly Agree	f	181	54	235
	%	25.0%	8.2%	17.0%
Agree	f	330	233	563
	%	45.6%	35.4%	40.8%
Neutral	f	105	111	216
	%	14.5%	16.9%	15.6%
Disagree	f	40	74	114
	%	5.5%	11.2%	8.3%
Strongly disagree	f	25	42	67
	%	3.5%	6.4%	4.9%
I don't know	f	42	144	186
	%	5.8%	21.9%	13.5%
TOTAL	f	723	658	1381
	%	100.0%	100.0%	100.0%

Table 25: Impact of IFI policies on gender equality and enabling women economically/ By gender.

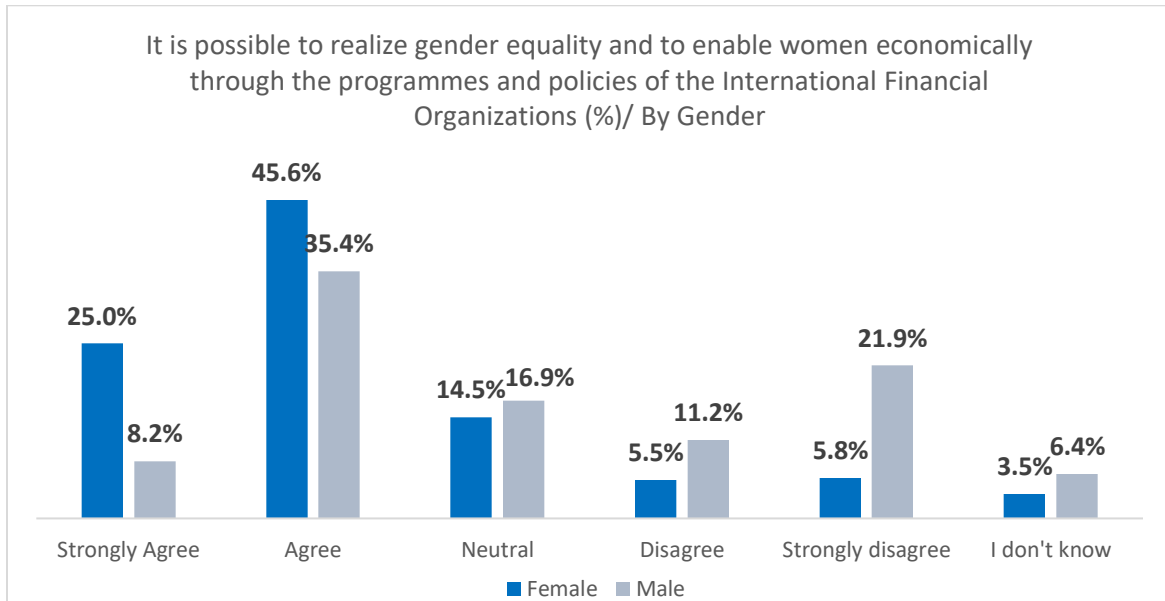


Figure 31: Impact of IFI policies on gender equality and enabling women economically / By gender.

There is public trust in international financial institutions when it comes to women's economic participation (66% of those who rated them report positive impact). This could be argued in the fact that IFIs, particularly the International Monetary Fund (IMF) and the World Bank have been in Jordan and other Arab states since the mid 1980s as the 'collaborators' on the processes of economic reform¹². This likely positioned the IFIs as "promoters of growth and prosperity", despite the existing arguments in that they neglect the prerequisites for economic reform, such as the social aspects of reform, hence undermining social safety nets and social provisions. The IFIs consistent presence in Jordan over the decades may have influenced the public perception in believing they really do play a role in ensuring gender equality and enabling women's economic participation (as 58% of respondents in the study report).

¹² El-Said, H., & Harrigan, J. (2014). Economic Reform, Social Welfare, and Instability: Jordan, Egypt, Morocco, and Tunisia, 1983-2004. *Middle East Journal*, 68(1), 99–121.
<http://www.jstor.org/stable/43698563>