



اللجنة الوطنية الأردنية  
لشؤون المرأة  
The Jordanian National  
Commission for Women



# **Comprehensive National Review of the Progress in the Implementation of the Beijing Declaration and Platform for Action 25 Years On**

**The Hashemite Kingdom of Jordan**

April 2019

## **Contents**

<b>Introduction</b>	<b>3</b>
<b>Section I: Priorities, Achievements, Challenges and Obstacles</b>	<b>5</b>
<b>Section II: Section II: Progress Made in the Twelve Critical Areas of Concern</b>	<b>21</b>
Comprehensive Development, Common Prosperity and Decent Work	21
Poverty Eradication, Social Protection and Social Services	25
Freedom from Violence, Stigma and Stereotypes	36
Participation, Accountability and Gender-Sensitive Institutions	47
Peaceful Communities in which No One is Marginalized	53
<b>Conservation, Protection and Restoration of the Environment</b>	<b>58</b>
<b>Section III: National Institutions and Procedures</b>	<b>62</b>
<b>Section IV: Data and Statistics</b>	<b>65</b>
<b>Annexes</b>	<b>69</b>

## Introduction

The preparation of the progress report on the implementation of the Beijing +25 Declaration and Platform for Action is an opportunity to launch wide national consultations on progress towards Jordan's commitments in the area of gender equality and the empowerment of women and girls, as well as to identify challenges, obstacles, and priorities and renew commitments, taking into account regional and national data. The preparation of the report helped provide the latest data on indicators related to gender equality and women's empowerment with regard to the goals and targets of the Sustainable Development Agenda 2030, and the available information and data, their sources and gaps in the provision of data. These are some of the most important challenges in assessing and analysing the status of women and girls in Jordan, as they limit the ability to plan and implement efficiently in order to promote equality and eliminate gender discrimination in various fields.

The report was prepared by the Jordanian National Committee for Women under the guidance of the Ministerial Committee on Empowerment of Women in collaboration with UN Women and the Economic and Social Commission for Western Asia (ESCWA), as part of national participatory efforts from various government institutions, the military and security sectors, relevant civil society organizations, in addition to both Houses of the National Assembly, the Senate and the House of Representatives, trade unions and parties. Progress in the 12 areas of concern was discussed with a participatory methodology to ensure that the report is prepared in a transparent and objective manner. More than 170 male and female representatives of official and non-official organizations, national bodies, national and local civil society organizations, women representatives of local councils and governorates, experts and academics in various fields contributed to this national review.

The preparation of the report faced some challenges, the most important of which are: 1) Limited time to collect data, prepare and review drafts of the report, between the receipt of the Guidance Note and the date of submission of the report; 2) Difficulties related to the organization of the report content according to the questions in the Guidance Note, which involved repetitions of some subjects and/or lack of a suitable place to cover other topics; 3) Slow response from some agencies in providing data or sending feedback on the first draft of the report; 4) Some actors or individuals did not know the Declaration. This is a challenge, but the preparation of the report was an opportunity to disseminate knowledge about the Beijing Declaration and the Kingdom's other commitments in this area; 5) Some observations denoted a lack of in-depth knowledge of the Guidance Note were received. However, all the observations were classified and the reasons for not taking some of these observations into account were clarified; and, finally, 6) Lack or absence of some updated data. Despite the challenges, the report was prepared to provide an overview of the progress made over the past five years and the challenges to achieving gender equality. It also provided statistical information that could serve as a reference for all actors in gender equality and the empowerment of women and girls.

The preparation of the report coincided with the review and updating of the National Strategy for Women in Jordan (2020-2025), which provided an opportunity to link the process of national consultations on the report with those of the review of the strategy and its priorities. This strategy will be aligned with the Sustainable Development Agenda and Goals, especially Goal 5 on gender equality and empowerment of women and girls, in addition to the relevant targets with respect to other goals. In addition to identifying national priorities in this strategy, the focus is on strengthening the role and powers of the institutional frameworks that support the implementation of the strategy and its follow-up, raising institutional data production capacities, aligning national development plans with the main lines and objectives of the strategy, allocating the funds needed for implementation through gender responsive budgets, coordinating donor support, and ensuring complementarity of national efforts by the legislative and executive authorities, private sector and civil society organizations to achieve sustainable development in Jordan.

The National Committee for Women wishes to thank all governmental institutions, the military and security authorities, civil society organizations, experts and activists who contributed in the preparation of the report by providing information and observations, the ladies and gentlemen members of the House

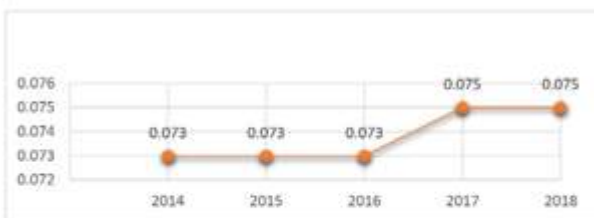
of Representatives, the representatives of trade unions and parties and the members of the Steering Committee who contributed in enriching the report through consultations and discussions.



## Section I: Priorities, Achievements, Challenges and Obstacles

*1. What were the main achievements towards gender equality and the empowerment of women over the past five years, and what were the challenges and obstacles to progress in these areas? In the answer, please explain why your country considers these issues important, how it addresses them, what are the challenges it faced and the factors that made progress possible or led to obstacles in each case.*

**1.1.a** One of the measures taken to ensure equal access of women to power structures and decision-making positions, incorporate gender perspectives in legislation, and narrow the gap in elected and appointed councils, as a temporary positive measure, is the Law on Election to the House of Representatives of 2016, which lowered the number of Representatives from 150 to 130 and reserved 15 seats to women (11.5%). This percentage is still too modest to affect the adoption of legislation that promote women's rights. It is still less than the percentage determined by the National Strategy for Women in Jordan 2013-2017,<sup>1</sup> to reach 20% by 2015. The Gender Gap Report,<sup>2</sup> issued by the World Economic Forum (2018) showed that Jordan did not show significant progress in the field of



Gender Gap Indicator - Political Empowerment  
2014 - 2018

women's political participation at the global level. Jordan succeeded in holding the 2016 parliamentary elections despite the atmosphere of regional instability. These elections were supervised and administered by the Independent Electoral Commission. They were monitored by many local and international bodies and young people participated as voters: the right to vote was set at 17 years of age. The representation of women in the 18th Parliament increased to 15.4%, as 20 women were elected, while it was 12% in the previous legislature in 2013. In the House of Representatives, a woman chairs the Women and Family Affairs Committee.

The Law on Municipalities of 2015 allocates at least 25% of seats in municipal councils to women. The results of the 2017 elections showed some gaps in implementation. This requires the amendment of the executive regulations of the Independent Election Commission to allow successful women to take a seat by acclamation in their municipal council. They were prevented from presiding over local councils pursuant to Law Interpretation Bureau Decision No. 3 of 2017 (Annex 3). In addition, they were marginalized after having been elected to the councils and prevented from taking leadership positions or chairing committees. The Law on decentralization of 2015 stipulates that women must be given 10% of the seats allocated to elected members in each governorate council and 5% of the seats to appointed members. To give young people the opportunity to run for governorate councils, the minimum age of eligibility for election was reduced to 25 years.

**1.1.b.1** The rate of participation of women in these councils is still low and far from being a balancing block in elected and appointed councils. There is no legislative basis to raise the rate to at least 30%. There is still an urgent need to continue to implement the quota system as a temporary positive measure in policies and legislation and to address the challenge of negative societal culture that continues to reduce the usefulness and necessity of women's participation in public life and leadership. Women did

<sup>1</sup> The Jordanian National Commission for Women (2012), the National Strategy for Women in Jordan 2013-2017, <https://bit.ly/2PpQful>

<sup>2</sup> World Economic Forum (2018), The Global Gender Gap Report 2018  
[http://www3.weforum.org/docs/WEF\\_GGGR\\_2018.pdf](http://www3.weforum.org/docs/WEF_GGGR_2018.pdf)

not chair any legislative or governorate councils. Consequently, these councils are not ready to adopt their approaches related to women's issues or to consider these issues as a national priority.

**1.1.b.2** The prevailing societal perception of the role of women in public employment still affects the mechanisms of action and decision-making in governorate, municipal and local councils. A man's word is more heard than a woman's because of some male members' perception of women's access to councils, in general, and the perception of women's participation in public life, in particular. Besides, the opportunities to travel and participate in training courses and activities outside a governorate or abroad are more available to male members.

**1.1.b.3** The widespread use of mobile phone applications, social networking and news sites in recent years increased the forms of bullying and attacks of women in decision-making positions through electronic media, using macho language based on the stereotypes of women, and focusing on the gender-based concept of inefficiency. These factors negatively affect women's participation in political life. These phenomena did not receive sufficient attention and need to be studied in depth. Policies and strategies need to be developed to address them.

**1.1.b.4** According to the report *'Eye on Women in Elections'* on parliamentary elections<sup>3</sup> of 2016 covering the eastern Amman areas, Karak, Ajloun, mobile monitoring teams roamed the southern, northern and central parts of the country and highlighted the main obstacles encountered by women candidates: the law requires civil servants wishing to run for election to resign their positions. Therefore, female candidates were prevented from returning to their jobs if they did not succeed in the elections. Thirty-seven percent (37%) of women were nominated owing to tribal consensus, and 34% were subjected to tribal and relatives' pressure to withdraw for the benefit of male candidates. With regard to women as electors, 10% were unable to exercise their right to vote because they were abroad or imprisoned. Field monitoring showed that in 7% of polling stations women were prevented from voting for various reasons. In addition, the voting period was not sufficient in some areas. Forty-three percent (43%) of the electoral data in the areas covered by the report were not gender-sensitive.

**1.1.b.5** The detailed reports of the 2016 electoral process issued by the Independent Election Commission show that voter turnout was as little as 36%. Women's voter turnout was 48%.<sup>4</sup>

**1.1.c.1** Appointment of women in the judicial system: The percentage of female judges increased from 176 (17.5%) in 2015 to 215 (22%) in 2018 and is expected to rise to 25%. Women hold high positions in the judiciary as judges in the Court of Cassation, members of the Judicial Council, and chairs of the Court of Appeal bodies. The percentage of women in the Cabinet in 2018 reached an unprecedented 24%. In the Senate, where this percentage reached 15.3%, two women chair Standing Committees: the Labour and Development Committee and the Women's Committee. The percentage of female diplomats in the Ministry of Foreign Affairs constitutes 18.8%. There are still positions not accessible to women, such as membership of the Constitutional Court, Sharia Courts, or Church courts because of cultural heritage that does not open some professions for women. The study on the status of women in the civil service (2015)<sup>5</sup> revealed that women make up 7% of the employees in the top category/second group, 51% of the employees of the first category, 56% of the second category, 24% of the third category and 29% of employees under systems contracts and project contracts. The total percentage of women in the public sector reached 45%. The percentage of women in the ministries of education and health reached 56%. This percentage decreases to 24% if we exclude those ministries.

**1.1.c.2** Women's participation in parties stands at 35%. Three (3) women hold the position of party secretary-general. Their number in leadership positions is low (192). In 2018, the participation of young people (18-40 years) in parties stood at 36.5%.<sup>6</sup> Women lawyers in the Bar accounted for 25.4% in 2017.

<sup>3</sup> 2016, Sisterhood is Global Institute, *'Eye on Women in Elections'* <https://bit.ly/2viZzqD>.

<sup>4</sup> Independent Election Commission, Detailed Report on the Electoral Process 2016 <https://bit.ly/2USInY9>

<sup>5</sup> Ministry of Public Sector Development, (2015), *'Report on the Analysis of the Status of Women in the Civil Service Sector'* (unpublished)

<sup>6</sup> Source: Ministry of Political and Parliamentary Affairs (unpublished)

The Bar Association does not include a single woman even though women in trade unions account for 34% of all members (2017). The percentage of women on trade unions boards reached 8%. Even in unions, such as the Jordan Nurses and Midwives Council and the Jordan Teachers Association, where women constitute the majority, the chairperson is a man. The percentage of women in workers' unions reached 22% in 2016. The lack of recognition of the right to independent trade union organization in the Labour Code in sectors that do not have independent trade union entities is one of the challenges affecting women's political participation in particular. Trade unionism is one of the forms of political participation and influence in decision-making centres at all levels. In addition, this situation impacts the protection of the rights of workers of both genders in sectors that lack a trade union organization.



**1.2** Despite low economic participation of women (15.4%), according to national statistics,<sup>7</sup> due to several political, economic and social factors, as Jordan ranked 144 out of 149 countries in the World Economic Forum's 2018 Gender Gap Index,<sup>8</sup> some achievements were made in legislation, policies and procedures to promote women's economic independence in response to Critical Area of Concern (F), including access to employment opportunities and appropriate employment conditions.

**1.2.a** The Civil Retirement Law of 2018 was amended to eliminate imbalances and promote women's pension rights. However, a decree issued by the Law Interpretation Bureau limited immediate and direct implementation of the law to all widows. The implementation of the amendments was limited to women who retire and become widows after the enactment of the law.<sup>9</sup>

**1.2.b** The Parliament enacted the Provisional Labour Law of 2010, which promotes women's economic rights and improves conditions of employment to reconcile work responsibilities and family care. The debate on this law in Parliament was limited to open articles. To address the rest of the articles, the National Committee on Pay Equity, jointly headed by the Secretary-General of the Ministry of Labour and the Secretary-General of the Jordanian National Commission for Women, prepared a paper on amendments to 11 articles of this law to promote women's participation in the labour market.

**1.2.c** The 2017 Flexible Work System was approved to facilitate women's equal access to the labour market and reduce withdrawal from it. But this System needs to be amended (ref. paragraph 6.2).

**1.2.d** The 'Jordan Vision 2025'<sup>10</sup> encourages women's entry into the labour market and raising their participation in it from 15% in 2014 to 27% by 2025. The Executive Programme of the Government for

<sup>7</sup> Department of Statistics, Annual Data on Labour Force and Unemployment

<sup>8</sup> World Economic Forum (2018), The Global Gender Gap Report 2018  
[http://www3.weforum.org/docs/WEF\\_GGGR\\_2018.pdf](http://www3.weforum.org/docs/WEF_GGGR_2018.pdf)

<sup>9</sup> Decree No. 8 of 2018 issued by the Law Interpretation Bureau (Annex 3) stated, in its answer to question 8, at the request of the Prime Minister, who asked "whether the persons whose pension rights had been settled before 1 October 2018 may combine their retirement pensions and their share of the retirement pension of their spouses after the entry into force of the amended law." The answer was, "The persons whose pension rights had been settled before 1 October 2018 may not combine their pensions and their share of the retirement of their spouses after the amended law entered into force, since the law under which the retirement rights of either spouse did not grant them this right, and so long as the provisions of the amended law do not apply to them."

<sup>10</sup> See Jordan's Vision 2025 at: <https://bit.ly/2IvLuyE>



the years 2016-2019<sup>11</sup> sets out an integrated framework for economic and social policies based on opportunities for all, including the following actions: promote the leadership of women in business and small and medium enterprises, promote the competitiveness of small and medium-sized enterprises, increase the contribution of women in these enterprises, target women in training programmes and bridge the gender gap in relevant sectors. Furthermore, the Document of Population Opportunity Policies (2017) approved by the Cabinet in 2017 encourages the economic participation of women.<sup>12</sup>

**1.2.e** In recognition of the efforts of the National Committee on Pay Equity, Jordan was invited in 2018 to join the Equal Pay International Coalition (EPIC) launched in late 2017. Jordan was the only Arab country to make a new commitment to bridge the pay gap. The commitment included expanding the membership of the National Committee on Pay Equity, conducting further studies on the pay gap, and expanding the electronic payment umbrella to include the health sector, confirming the commitment to bridge the gender pay gap (paragraph 6.1).

**1.2.f Challenges:** Economic empowerment has been one of the biggest challenges to women's empowerment and gender equality, especially in the last five years. Jordan faced rapid developments and security conditions due to regional instability and refugee flows. The complexities of the issue of women's economic empowerment in light of the challenges and regional circumstances facing Jordan are affected by other legislative, political, institutional, cultural, educational and societal factors. Addressing the problem of low economic participation of women has always been done in a traditional and partial manner. There has not been an attempt to address the structural complexity of the issue in its entirety. Microfinance and microcredit have not yet been proved to empower women to make decisions within the family and/or to free them from the cycle of poverty. Besides, the entry of Jordanian women in the labour market has been mainly concentrated in the health and education sectors. As a result, they are still confined to their traditional reproductive role. No structural changes have happened in the Jordanian family and women are still bearing the burden within and outside the family. Moreover, the necessary infrastructure such as efficient transport services and nurseries is lacking. The absence of equal opportunities for women in the private sector also contributed to their low economic participation.

Despite slight progress achieved in women's economic participation rate in recent years, which was 15.4% at the end of 2018, compared with 13.2% in 2015, the proportion of women contributors in social security does not exceed 28% of the total number of contributors. Overall female unemployment rates are still high: they reached 26.8% in 2018. The pay gap is widening in favour of males. According to the annual report of the Department of Statistics for 2017, the average monthly wage is 507 Jordanian dinars (JOD) for male employees and 458 dinars for working women, with a difference of 49 dinars. This is confirmed by the report of the Social Security Corporation of 2017,<sup>13</sup> as the average wage of male employees stood at 531 dinars, while the average wage of females was 461 dinars, i.e. a difference of 70 dinars. Moreover, the guarantees provided by the Labour Code are not accompanied by policies or procedures that address the challenges and ensure that the minimum conditions for decent work are met for the vast majority of workers and that employers comply with these conditions. 'Even though sufficient statistics are not available, data indicate that the need for women to work increased their involvement in the labour market on an unorganized basis, whether in the formal or informal economy. In some economic sectors, the employment of women is largely unorganized, especially in the sectors of agriculture, secretariat, private school teachers, beauticians, shops and domestic workers. As a result, women are exposed to many violations and abuses in violation of decent work conditions, such as legal protection, social security and international labour standards.' The informal economy accounts for 44% of the national economy, according to 2012 figures.<sup>14</sup>

---

<sup>11</sup> See the Executive Programme of the Government for 2016-2019 at: <https://bit.ly/29IGXIf>

<sup>12</sup> Higher Population Council (2017), Document of Population Opportunity Policies, 2017 <https://bit.ly/2OOUy5l>

<sup>13</sup> Annual Report of the Department of Statistics, 2017 <https://bit.ly/2Gzh639>

<sup>14</sup> Jordanian National Commission for Women (February 2018), 'Strengthening the Protection of Women in the Informal Economy in Jordan' <https://bit.ly/2ISbBPD>



**1.3 Integrated** measures to prevent and eliminate violence against women and girls in response to areas (f) and (l) of the Beijing Declaration and Platform for Action and SDG Goal 5.3, include:

**1.3.a.** The Penal Code was amended in 2017. Article 308 was repealed and other articles that constituted a violence against women were amended. Lobbying campaigns were carried out to gain support and participation through several Twitterstorms in which the hashtag “#repeal\_308” became the most widely shared in Jordan. Two sit-ins were staged outside the House of Representatives and the protesters headed to the House’s balconies during the debate on the law. However, other demands were not met, such the call for repealing Article 340 on murder in the event of flagrant delicto of unlawful sexual intercourse, Article 62, which allows the beating of children, and abortion for victims of rape and incest in the early days of pregnancy. The Law on Protection from Domestic Violence was passed in 2017, and the regulation on shelters for women at risk was adopted in 2016. For decades, the issue of disability has been dealt with from a benevolent philanthropic perspective. This right was considered as a mere service, and the service was deemed to respond to a temporary need to be met individually and personally, away from sustainability and institutionalization. To overcome this situation, the Law on the Rights of Persons with Disabilities was adopted in 2017.

**1.3.b** The Cabinet approved the Jordanian National Action Plan (JONAP) for the implementation of UN Security Council resolution<sup>15</sup> 1325 (see sections 26 (1-4)). The second strategic objective of the Plan dealt with the response to national efforts to prevent and counter extremism by ‘achieving women’s active participation in the prevention of extremism and violence and the building of national and regional peace’. The national plan is one of the first such plans at the Arab and international level that include a full strategic objective to activate the role of women in confronting extremism and violence in response to Resolution 2242 (2015). However, there is a need to adapt this action to the national strategy to combat extremism, mainstream the gender response within this strategy, and coordinate national efforts in this area with regard to orientation, content and tools.

**1.3.c.1** To ensure the effectiveness of preventive measures to protect against violence, the National Team for Family Protection prepared the National Framework Document for the Protection of the Family from Violence<sup>16</sup> 2016. A guide was published in 2017 on procedures for providers of services to victims of sexual abuse in 2017. This guide identifies the regulations, procedures and controls on the quality of services (ref. paragraph 14.7).

**1.3.c.2** The National Team translated the recommendations of the reports of fact-finding committees on cases of the death of children as a result of domestic violence into an executive action plan to strengthen the institutional response to cases of domestic violence for the years 2016-2018. The plan aims to strengthen the family protection system at the national level and raise the efficiency of institutions in responding to cases of domestic violence. The Cabinet approved the plan in 2016 and ordered the relevant authorities to comply with its provisions. However, because of the lack of funds, official institutions did not provide the necessary staff as planned to contribute in enhancing their role and dealing with situations of violence and families at risk.

**1.3.d** A national plan to limit the marriage of persons under the age of 18 was developed in 2018. This plan includes a participatory mechanism. However, implementation of the plan at the national level faces many problems related to the allocation of budgets by ministries and relevant parties (ref. paragraph 13.5.1).

**1.4** Jordan has endeavoured to integrate gender-sensitive perspectives into public policies, programmes and projects to promote increased participation of women as active players in the development process who benefit from the outcomes of this process and improve the quality of life for all due to these policies:

---

<sup>15</sup> Jordanian National Commission for Women (2017), Jordanian National Action Plan (JONAP) for the implementation of UN Security Council Resolution 1325 (2018-2021) <https://bit.ly/2KWG8i5>

<sup>16</sup> See the National Framework for Family Protection against Violence 2016 at <https://bit.ly/2DukonF>

**1.4.a** Adoption and commitment to implement the sustainable development goals and their targets. National efforts are being coordinated to integrate gender perspectives into national legislation, strategies and operational programmes, in particular the Government's Executive Development Programme 2016-2019, and the updating of the National Strategy for Women 2020-2025. In accordance with the decision of the Prime Minister, the Higher National Committee for Sustainable Development has been restructured to include JNCW, which chairs the Sectoral Group for Gender Mainstreaming and Equality, and membership of relevant governmental and national institutions and civil society institutions (Annex 3)

**1.4.b** In response to Critical Area (E), institutional mechanisms for the advancement of women, the responsibility for the advancement of women at the highest possible level in the Government was assigned to the Inter ministerial Committee for Empowerment of Women (IMC) 2015, which has clearly defined powers and mandates that contribute to the promotion of women's rights and conveying their issues to decision makers (ref. paragraph 32.2).

**1.4.c** The Comprehensive National Plan for Human Rights (2016-2025) was prepared to ensure equality and non-discrimination.<sup>17</sup>

**1.4.d** Measures adopted by the Government to promote the rights of refugee women and girls and to address the humanitarian situation, include the Jordan Response Plan for the Syria Crisis (JRPSC) 2017-2019<sup>18</sup> to meet the humanitarian needs of Syrian refugees and host communities (ref. paragraph 4.3)

**1.4.e** Jordan launched the National Financial Inclusion Strategy 2018-2020,<sup>19</sup> which aims to support women entrepreneurs and give them access to useful and affordable financial products and services that meet their needs in accordance with SDGs for empowerment, equality and poverty and hunger eradication (ref. paragraph 20.1). However, women's access to small- and micro-loans has not resulted in a qualitative shift in their economic and social reality, which requires a comprehensive study of their impact, review of their implementation mechanisms and monitoring mechanisms for implementation. Defaulting on civil debt is punishable by imprisonment under the law. As a result of this law, in 2018 women faced the risk of judicial enforcement and imprisonment (ref. paragraph 10.5).

**1.5** However, national efforts to promote women and achieve gender equality have encountered considerable resistance at the institutional, cultural, community and individual levels. Cultural and social structures continue to play a major role in framing policies, programmes and initiatives and determining their ability to achieve qualitative change in power relations, social roles and stereotypes that govern the effectiveness and success of such policies and programmes. This is clearly reflected in all the indicators and the challenges that Jordan faces in the areas of economic, political and social empowerment of women and how to confront the forms of discrimination and violence to which they are subjected. Political will alone cannot achieve any change without mainstreaming the concept of human rights and equality at all levels. The amendment of legislation towards gender equality faces political, institutional and social resistance based on the idea of women's secondary role in economic and political life and their subordination to men within the family. The role of women as mothers and caregivers is, nevertheless, appreciated while there is still a denial of the social change that has taken place in society and the role played by women as breadwinner, head of household and leader in the public space. The focus on family care responsibilities and the distribution of roles within the family play a role in determining the opportunities for women to contribute to public work because of the burden placed on them at home, in the absence of adequate public services, infrastructure and social protection policies.

---

<sup>17</sup> See the Comprehensive National Plan for Human Rights (2016-2025) at <https://bit.ly/2IXZr7Q>

<sup>18</sup> See the Jordan Response Platform for the Syria Crisis (JRPSC) 2017-2019 at <https://bit.ly/2ctl2mU>

<sup>19</sup> See the National Strategy for Financial Inclusion 2018-2020 at <https://bit.ly/2UUiGGA>

2. Which of the following were among the top five priorities to accelerate the advancement of women and girls in your country over the past five years through laws, policies and/or programmes? (Please check relevant categories)

*Equality, non-discrimination under the law and access to justice*

**2.1** The Comprehensive National Plan for Human Rights (2016-2025) includes a section on the most vulnerable groups: women, the elderly, children and persons with disabilities. There is a commitment to review all legislations to bring them in line with the Jordanian Constitution and ratified international conventions. The Executive Programme of the Government for the years 2016-2019 also recommends an integrated framework for economic and social policies to comprehensively review government legislation, policies and procedures, target women and bridge the gender gap in relevant sectors. A Legal Assistance System was adopted in 2018 to provide access to justice. Under this system, the Legal Aid Fund was established at the Ministry of Justice (ref. paragraph 14.9.b). In 2017, amendments were introduced to the Penal Code and the Law on the Rights of Persons with Disabilities, the Law on the Protection from Family Violence and the Regulation on the Shelters for Women at Risk (2016) were adopted (see paragraph 14.10).

*Elimination of Violence against women and girls*

**2.2.** Through legislation:

**2.2.a** The amended Penal Code of 2017 included many achievements in the protection against violence in response to repeated demands of women's movements, after a 16-day campaign in 2016 under the slogan Stop the Killing of Women: Article 308 was repealed to prevent perpetrator impunity; Article 98 was amended so that the perpetrator does not benefit from mitigating circumstances in case the crime is committed against a girl under the influence of anger; if the court takes into consideration mitigating circumstances pursuant to Article 99, it may not have to commute to the minimum penalty; Article 306 punishes sexual harassment in all its forms; the Penal Code provides for community service as an alternative to imprisonment; equality of the father and the mother in terms of authority and medical care when surgical operations and medical treatments are performed; protection of persons with disabilities of both genders; and tougher penalties for crimes against persons with disabilities, women and children.

**2.2.b** The Regulation on Shelters for Women at Risk was issued in 2016 to address the situation of women under administrative detention. (see paragraph 14.10)

**2.2.c** The Law on Protection from Domestic Violence was adopted in 2017 to address gaps in the previous law (see paragraph 14.4)

**2.2.d** The Law on the Rights of Persons with Disabilities was adopted in 2017 (see paragraph 14.1).

*Participation and political representation*

**2.3** In addition to the measures mentioned in paragraph 1.1, which aim to ensure equal access of women to power structures and decision-making positions, and the challenges facing women in this area:

**2.3.a** The Law on Political Parties of 2015 stipulates that parties shall be established on the basis of citizenship, equality among Jordanians, commitment to democracy, respect for political pluralism, and that parties shall not be established on religious, sectarian, ethnic, factional, discrimination or sexual grounds. This law repealed the requirement that the proportion of women in parties shall not be less than ten percent (10%). This requirement was included in the regulation on the contribution to support political parties issued in 2016 to enhance the political representation of women and their participation in public life.

**2.3.b** Governorate council elections were held under the Decentralization Law of 2015, which was implemented for the first time. This law promotes the decentralization approach at the governorate level by granting local authorities greater powers and increasing popular participation in decision-making. The rate of elected women reached 41% in municipal councils, 32% in local councils, and 13% in

governorate councils. Thirty-two (32) women were elected thanks to the allocation of seats to women. Fifty-one (51) women chaired their local councils.

□ *The right to work and rights in the workplace (such as the gender pay gap, occupational segregation and career advancement)*

**2.4.a.** The National Committee on Pay Equity organized dialogue rounds with partners from the Private School Owners Association, the Association of Private and Public Schools, and civil society. The outcome of this dialogue includes: the official adoption of the Collective Agreement and the Unified Contract of 2017; information and lobbying campaigns staged in support of the Collective Contract; support for most of the provisions of the Labour Code related to women's rights in cooperation with the Jordanian National Commission for Women, which supported the 'Stand Up with the Teacher' campaign; extension of the campaign to include the governorates of Amman and Zarqa; and honouring the institutions and supporters of the work of the National Committee on Pay Equity in 2017. A study of gender-sensitive human resources management was completed in private schools in Irbid Governorate.<sup>20</sup>

**2.4.b** A female specialized labour inspector was appointed in the Directorate of Women's Employment/Economic Empowerment Section to follow up complaints of female employees, in general, and women employees in the private education sector, in particular. Inspector liaison officers were also appointed throughout the Kingdom to follow up complaints of female employees in coordination with the competent labour inspector in the Women's Employment Directorate. Volunteer teachers from the 'Stand Up with the Teacher' campaign provide counselling to teachers and organize the receipt of complaints and their follow-up with the Ministry of Labour.

This was accompanied by the promulgation of an amended regulation on the establishment and licensing of private and foreign educational institutions in 2018. Educational institutions must transfer the monthly salaries due to the teachers to their bank account or to the electronic wallet as a prerequisite for the renewal of the license of the institution. This contributes to limiting violations of teachers' rights, whether in relation to salaries or social security contribution. The Social Security Corporation also decided that the teacher's contribution in social security shall be considered as uninterrupted if the contract is renewed at the beginning of the new school year, even if the contribution is stopped during the summer vacation, so that his/her contribution in social security covers the whole year.

**2.4.c** The Parliament passed the Provisional Labour Law to complete the procedures of its promulgation pursuant to the Constitution. Some amendments were made to this law to remove the obstacles that hamper women's economic participation and its adoption as a permanent law. Amendments include: introduction and definition of the concept of flexible employment; guarantee of labour rights of Jordanian women married to non-Jordanians; ensuring a family-friendly work environment by establishing nurseries in the workplace, so that employers arrange a suitable place for children of workers based on the number of children and not workers; adherence to the principle of equal pay for work of equal value; tough punishment for the employer in case of pay discrimination when the performed work is of equal value. These amendments are the result of a continuous effort after years of debate and participatory dialogue among the various stakeholders, such as civil society organizations, employers, the government and the House of Representatives within the Committee on Pay Equity.

□ *unpaid care and domestic work/reconciling family and work (e.g. paid maternity leave or parental leave, care services)*

**2.5** To promote women's economic participation and to reconcile family and work, and in response to Critical Area (F) and Target 4 of SDG 5, the 2017 Flexible Work System was issued in line of the

---

<sup>20</sup> The National Committee on Pay Equity and the International Labour Organization (2017), Human Resources Management and Wage Practices in Private Schools in Irbid <https://bit.ly/2GwQaAX>

recommendations of the 2015 Higher Population Council<sup>21</sup> study on the reasons for women's withdrawal from the labour market on the basis of the data of the Social Security Corporation. This system aims to empower all women and girls and recognize domestic work. It primarily serves working women who have family responsibilities, such as pregnant women, working women who care for a child, or care for a family member or for the elderly because of disability, women workers enrolled in regular university studies and women with disabilities. It takes the form of part-time work, flexible hours, intensive work week, flexible year, and remote work, and enhances the participation of people living in remote or rural areas. The Civil Service flexible working hours instructions were issued in 2018 (Annex 3). These instructions enhance the work of women in the public sector. The instructions apply to civil servants who pass the probation period. Some categories of workers are exempted from the probation period, such as a pregnant employee, an employee who cares for a family member, university students and persons with disabilities. With regard to parental leave, under the amended Article 96 of the regulation, a public sector employee is granted two days' paid leave at the time of the birth of a new child. In the private sector, the Labour Code of 2019 gives the worker a three-day paternity leave. To enhance care services, Regulation No. 77 of 2018 on nurseries stipulates that the nursery shall implement programmes and activities based on accepted developmental standards for raising children (aged 0-4 years, and in exceptional cases up to 4 years and 8 months) and developing their physical, cognitive, language and social interaction skills.

*3. During the past five years, have specific measures been taken to prevent discrimination and promote the rights of women and girls who are subjected to multiple and complex forms of discrimination? (Please check relevant categories)*

**3.1** The Law on Protection from Domestic Violence of 2017 stipulates that violence must be reported if the act is committed against a child. The age of custody of non-Muslim mothers was raised in the amendments by the Parliament to the Personal Status Law of 2019. The Assembly did not respond to call for increasing in the age of marriage from 15 to 16 years in exceptional cases and in case the guardian prevents the woman from marrying. The parliament kept the discrimination against females by depriving their children of mandatory will.

**3.2** To improve the performance of inspectors in the Inspection Department of the Ministry of Labour (Anti-Child Labour Section, Complaints and Hotline Section, Domestic Work Inspection Section and Human Trafficking Section), inspectors were involved in many training courses and workshops on international refugee law, communication skills and dealing with other people, courses on labour law and the law against human trafficking and in the development of behavioural skills. Six hundred and eighty (680) training courses were organized, in which 287 inspectors participated. Jordan ratified international conventions to protect children from economic exploitation. The Department took many measures to reduce child labour. In 2016, a field survey was conducted to measure the extent and causes of child labour.<sup>22</sup>The total number of working children was 75,982 in the age group 5-17. There were 60,787 Jordanians, 11,098 Syrians, and 4,096 persons from other Arab nations. The Ministry of Labour took many measures to protect children from economic exploitation, including stepping up periodic inspection visits, inspection campaigns targeting sectors where child labour exists, in addition to appropriate legal measures.

**3.3** The National Framework for Family Protection against Violence of 2016 guarantees: the protection of rights in the best interest of the child; full and actual enjoyment of rights by children; non waiving of the rights of children on the grounds that an adult appreciates the best interests of the child; no hierarchy in the best interest of the child; no right shall be infringed by negatively interpreting the best interests of the child; full application of the concept of 'best interest'; involvement of all concerned to ensure the

---

<sup>21</sup> Higher Population Council (2015), 'The reasons for the withdrawal of women from the labour market on the basis on the data of the Social Security Corporation' <https://bit.ly/2XDHtf2>

<sup>22</sup> The Ministry of Labour and the Department of Statistics, the Centre for Strategic Studies, with the support of the International Labour Organization (2016), Jordan National Child Labour Survey <https://bit.ly/2veiToO>

overall physical, health, psychological and moral integrity of the child, whether male or female; and promotion of a child's human dignity at all stages of the response to domestic violence cases.

**3.4.a.** The National Jordanian Strategy for Senior Citizens was reviewed in 2015 to give greater attention to the special needs and challenges faced by older persons and to analyse achievements and detect gaps. The report produced a set of recommendations that served as a guide for updating this strategy and its executive plan for the years 2018-2022. The Strategy includes activities that are applicable, likely to achieve its main goal of positive ageing to ensure a decent life and active participation in building society, caring for the elderly in terms of development, not just dealing with the care aspect. It also includes priority aspects and actions required during implementation, as part of its three main lines, which are: first, involving senior citizens in decision-making processes at all levels, improving living conditions and reducing poverty, especially in rural areas, continuing education and training; second, ensuring preventive and curative health care for senior citizens. Third, providing a supportive physical and social environment for the elderly, such as private housing and care homes, public utilities, public facilities and transport means, social services to suit their needs, participation of older persons in society, protection and prevention of violence, support for caregivers, promotion of positive community views, intergenerational solidarity and ensuring that the private sector plays its role.

**3.4.b One of the challenges** is that for fulfilling the requirements of this strategy to achieve positive ageing standards, there is a need for joint national, institutional and societal efforts to bring together all government and non-government stakeholders. The financial obligations relating to the parents and the need to support them financially and to provide them with material and moral care are covered by the Personal Status Law, which provides that children must support their parents, even if the children are poor but able to earn a living. In accordance with the Regulation on the Maintenance Alimony Fund of 2015, which came into force in 2017, the alimony is paid to the beneficiaries, including the elderly, under a final judgement. Liaison officers are accredited to manage the fund at the Sharia Courts in Irbid, Zarqa, Karak and Ma'an. To facilitate things for the beneficiaries of the fund services, applications for advances are submitted to the Fund's liaison officers in these courts. Pursuant to the Law on Civil Pension, as amended in 2018, spouses are also entitled to combine their pension benefits (see paragraph 1.2.a).

**3.5.a.** Regarding migrant women and expatriate workers: The Ministry of Labour regulates the sector of domestic migrant workers. There are approximately 46,283 domestic workers in the Kingdom. Due to the importance of this sector and the specificity of this work, as the worker works in the home of the employer, regulations and instructions have been issued under the Labour Law. These regulations give women workers better privileges. Offices have been established to control the recruitment of these workers and to control the extent of the application of the Labour Law. A regulation was issued in 2015 on the organization of offices that control and regulate the recruitment and employment of non-Jordanians domestic workers. Employers are prohibited from employing workers in tasks other than domestic work or as day labourers, or to let them work for other than the declared employer, or to illegally transfer the worker to another country. Furthermore, the regulations prohibit: economic exploitation of workers; seizing their pay or part of it; committing physical or sexual abuse against a worker; subjecting a worker to ill-treatment or facilitating such act. The regulation provides for the establishment of a shelter for non-Jordanians domestic workers who refuse or quit work. It also provides for medical insurance of the worker in hospital, as well as death insurance and insurance against work-related injury. The Minister has the right to close the office immediately in case human rights are violated by the office. Offices are classified under specific instructions into A-B-C categories on the basis of their compliance with the law. The Ministry of Labour set up a special committee to study the amendment of occupational health and safety regulations to ensure that the work environment is free from the risks of work injuries.

**3.5.b** However, protecting the rights of migrant women and migrant domestic workers is a thorny issue because of the privacy of domestic workers. This aspect will be included in the national strategy for women. It will require innovative solutions to activate control mechanisms and ensure the commitment



of employers to implement the legislations that have been put in place to protect migrants' rights. On the one hand, efforts need to be made by the Ministry of Labour, relevant embassies and consulates, recruitment offices and human rights organizations. On the other hand, there is a need to raise awareness of domestic labour rights, in addition to the dissemination of human rights concepts in society. The lack of a trade union organization for migrant workers is also an obstacle to achieving the above.

□ *Other matters*

**3.6** The children of a Jordanian woman married to a foreigner were granted benefits in 2014 related to health, education, employment, residence and driving licenses. This should be reflected in the adoption of legislation. The implementation of these benefits on the field is flawed. For example, with regard to the right to education, the children of Jordanian women married to foreigners do not have the right to seek competitive university seats. For this reason, they incur high costs in pursuing higher education. The children of a woman married to a foreigner and working in the military, or a teacher in the formal education cannot obtain a scholarship to study at Jordanian universities. They cannot have the scholarship even if their mother serves for more than 30 years. There are also many other discriminatory issues submitted to the Jordanian National Commission for Women about the daily suffering of children of Jordanian women married to non-Jordanians, including access to health insurance for those over the age of 18, investment and the procedures for benefiting from advantages. This emphasizes the importance of amending the Nationality Law in accordance with Article 6 of the Constitution by granting Jordanian women rights that are equal to those of other Jordanians by granting their children Jordanian nationality.

*4. Has the growing number of humanitarian crises - resulting from conflict, extreme weather or other events - affected the implementation of the Beijing Platform for Action in your country? Yes/No*

**4.1** There has been a significant negative impact on the achievement of the Sustainable Development Agenda owing to the conflicts in the regions around Jordan and the waves of asylum seekers it has received, especially Syrian asylum seekers. This situation resulted in population growth, which rose sharply by 5.3% in 2015. Jordan received 1.4 million refugees, 628 of whom are registered with UNHCR, 53% of whom are children, making Jordan one of the largest refugee hosting countries in the world proportionately to the size of the population. This has affected the state's ability to maintain its development gains due to the huge pressures induced by this flow. The pressure is not limited to the provision of relief and shelter. It affects all public services, including development efforts, limited resources such as water, public services, such as health, education, energy, infrastructure, municipal services, solid waste management, economic growth, trade, exports, tourism and investment. As a result, there has been an increase in the budget and public debt deficit, which impacted infrastructure and key social services. In addition, the challenges of the labour market in the informal sector have aggravated and there has been a negative impact on the Government's ability to continue to provide basic services and to provide for security needs.

**4.2** According to the Refugee Status Report on Educational Characteristics,<sup>23</sup> and in relation to the standard of education, about 51% of the refugees covered by the survey are under 18 years of age, 28% of them completed secondary education, 20% completed primary education, 11% are illiterate, and 4% hold a Bachelor's degree, 2% hold a diploma, 14% do not read or write. This places great demands on educational capacity. With the increasing overcrowding of public schools, the education sector in Jordan suffers from the lack of classrooms, overcrowded classrooms, double shifting. Public spending on its sectors has increased dramatically and unexpectedly because of the increase in the number of beneficiaries of those services, which constitutes a major budgetary burden and creates a continuing deficit.

---

<sup>23</sup> The National Council for Family Affairs (2018), 'Report on the Status of the Refugee Family in Relation to Educational Characteristics' <https://bit.ly/2XFvvBH>



**4.3.a.** The Government developed the Jordan Response Plan for the Syria Crisis (JRPSC) aimed at alleviating the situation of the Syrian refugees and enhancing the flexibility and effectiveness of the legal, health, psychological, social and medical service delivery system for refugee women and children at risk of dropping out of school. Women are suffering from domestic violence, frustration, isolation and poor psychological and health support. This plan is updated annually; for the years 2017-2019, 2018-2020, 2019-2021, and so on. An amount of USD 7.3 billion was allocated for the period 2018-2020. The Government has adopted an approach that combines humanitarian, development and emergency efforts into a single national framework that serves the different needs of both Syrian refugees and host communities affected by the Syrian crisis. The plan has been developed on the basis of the comprehensive assessment findings, which analyses vulnerability points for both refugees and host communities. The successive plans have included development projects that respond to critical areas of the Beijing Platform for Action in the sectors of education, labour, energy, the environment, health, justice, housing, water, transportation, social protection and decent livelihood, in addition to the requirements of treasury support to cover the increase in security costs and government support for various commodities and materials, as well as losses resulting from the repercussions of the Syrian crisis. The funding for the Jordan Response Plan for the Syria Crisis (JRPSC) for 2017 was about \$ 1.7 billion, or constitutes 63.9% of the needs of the 2018 plan. The international community is called upon to shoulder its legal and moral responsibilities in supporting Jordan to meet its hosting obligations pursuant to the international principle of cooperation and burden-sharing among States. It should find a solution to ensure their return to their country, in order to preserve their safety and human rights. It should also find definitive solutions for all refugees and ensure their safe return to live in dignity in their countries.

**4.3.b** UN Women worked in collaboration with the Jordanian National Commission for Women to ensure that gender issues are integrated into this Response Plan by providing substantive information to the task forces on gender mainstreaming at the sectoral level. The analysis showed that gender mainstreaming was achieved in the areas of protection, justice and livelihood. However, the rate of funding for gender equality issues and women's empowerment within the plan did not exceed 2.17% of the total funding for 2017.

**4.4** Effects include the fact that in the Syrian refugee camps, some marriages are in violation of the law and the charters relating to marriage, for example: the lack of registration of marriage contracts at the Sharia courts. Some marriages are concluded according custom and are celebrated by a sheikh without being registered before the courts. This practice leads to social problems related to rights, such as the establishment of marriage, kinship, divorce, and so on. Most women married in this way are minors. For this reason, the Sharia court opened an office in the camps to make it easier for refugees to document various acts, such as the certificates of birth, marriage, parentage of children and divorce. Another issue is the marriage between two different nationalities of non-Jordanians. Some of these marriages are not in agreement with the law and instructions on marriage. Some issues include non-eligibility of the fiancée for reasons of age, the prohibition of marriage contracts for persons under 18 except for necessity, significant difference in age, lack of required approvals for some nationalities, or lack of will to inform the first wife in case of polygamy. Civil society organizations provide legal support services. The Cabinet issued an exemption from the fines imposed by the Provisional Personal Status Law of 2010 on Syrian Refugees to encourage Syrians to document their contracts. The Penal Code imposes a penalty of imprisonment and a fine on anyone who celebrates a marriage or is a party to such celebration in a manner inconsistent with the Personal Status Law or any other legislation in force. Procedures are facilitated at the Sharia courts to serve the general interest of the refugees and to preserve their rights.

*5. Which of the following are considered by your country among the top five priorities for accelerating the advancement of women and girls in your country over the next five years through laws, policies and/or programmes? (Please check relevant categories) (Please check relevant categories)*

*Equality, non-discrimination under the law and access to justice*

**5.** To accelerate the progress of women and girls over the coming years and to meet international commitments, particularly the commitment made by Jordan to the United Nations General Assembly on 22 September 2015: Jordan Steps It Up! For gender equality by 2030 (Annex 3), the following actions are planned:

**5.1** Continue to amend national legislation to comply with ratified international conventions; consider the possibility of lifting reservations on articles that violate the essence of CEDAW and do not violate the Constitution or the Sharia, by correctly interpreting it, in order to achieve equality and non-discrimination under the law.

**5.1.a.** The Cabinet directed the Ministerial Legal Committee to study all human rights legislation and set priorities within a timetable for the years (2019-2020).

**5.1.b** The Prime Minister's decision of 28 October 2018 to set up a Higher Committee, headed by the Minister of Justice, composed of ministers, officials of national institutions and legislative and judicial authorities and the bar association, in charge of: analysing international conventions on human rights and comparing them with the national legislation, and indicating the need for amending laws in line with the requirements of international conventions. Most importantly, this committee includes the Jordanian National Commission for Women (Annex 3).

**5.1.c** Jordan adhered to Sustainable Development Goals 2030 and set up the sectoral group for gender mainstreaming and gender equality in charge of SDG 5. Benefits can be expected from the diversity of the membership of the group, which includes relevant official authorities and civil society institutions.

**5.1.d** Jordan committed to submitting periodic national reports to UN treaty bodies and implementing its obligations under the conventions and treaties, such as the recommendations or concluding observations of the treaty bodies, and submitting voluntary reports to international councils and bodies related to women's rights.

**5.1.e** The National Strategy for Women in Jordan 2020-2025 is being updated after the Jordanian National Commission for Women completed the evaluation of the 2013-2017 Strategy and the methodology followed in its preparation, implementation, follow-up and evaluation. This is done through a participatory mechanism under the supervision of the Cabinet through the Ministerial Committee for Women Empowerment. The process of national consultations on the preparation of the report was linked to the review and prioritizing of the National Strategy for Women, which will be aligned with the 2030 Sustainable Development Agenda and Goals, in particular Goal 5, as well as related targets of other goals. The comprehensive framework of the Strategy will be linked to all international commitments, in particular the Beijing Declaration and Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and related national plans, such as the National Plan for the Implementation of Resolution 1325, the Comprehensive National Plan for Human Rights (2016-2025), and the Mashreq Plan for Women's Economic Empowerment (2019-2023).

**5.1.f** The Forum of Women Parliamentarians and Women and Family Committees in the House of Representatives and the Senate is a fundamental pillar. This Forum adopted the Agenda for Justice, Equality and Equal Opportunities at the legislative level. It monitors women's role in the protection of human rights and the rights of women and girls and supports those issues, especially through chairing by women parliamentarians of Standing Committees or serving as rapporteurs of the Standing Committees of both Houses.

It is hoped that all these bodies will study in depth the legislation, the reasons that prevent progress in women's empowerment and non-discrimination against women, and the consequences of discrimination. The study will determine the role of the national machinery for women and the role of official and civil authorities in raising awareness of society and people who refuses to eliminate discrimination or even to acknowledge its existence. Some people distort the real image to serve populism purposes. There is a need to inform about the dimensions and consequences of all forms of

discrimination faced by women and to achieve national sustainable development. These bodies will then be able to propose a bill on equality and non-discrimination, adopt the Law on the Rights of the Child and review and amend legislation in order to guarantee equal rights and access to resources for women, including: Laws: penal law, nationality, personal status, election to the House of Representatives, labour, civil retirement and other laws; amend civil service by-law and other regulations to eliminate the remaining provisions that discriminate against women; improve women's access to justice; propose amendment of these laws to be submitted to the Parliament, which is mandated to pass or reject such propositions; make recommendations to the Cabinet and the relevant ministries to amend regulations and instructions that involve discrimination against women; develop a working methodology for the policies, programmes, and procedures designed to accelerate the advancement of women and girls.

□ *Elimination of Violence against women and girls*

**5.2.a** As mentioned in paragraph 5.1, SDG 5 will be integrated into the National Strategy for Women 2020-2025, in particular Target 5.2 on the elimination of all forms of violence against all women and girls in the public and private spheres, including human trafficking and sexual exploitation, Target 5.3 on harmful practices, such as child marriage and Critical Area (L) (girl) of the Beijing Platform for Action. There is need to allocate budgets for the implementation of the national strategy to combat marriage under the age of 18, including efforts to raise awareness among girls, boys and local communities, and advocacy and lobbying campaigns to amend legislation to eliminate provisions that discriminate against women, that constitute violence against them or impede their access to justice. It is necessary to focus on the updated strategy, since legislation has a role in shaping public opinion towards changing negative trends, promoting equality and non-discrimination, and eliminating violence against women. The National Renaissance Project (2018-2020)<sup>24</sup> called for promoting social protection and decent services for victims, and gender-sensitive qualitative and quantitative data and statistics.

**5.2.b** A study on the status of women and harassment in Jordan 2017 showed the prevalence of this phenomenon, its causes, motives and factors. The study covered all governorates. It examined the harassment of Jordanian women and girls of foreign nationality and sought to define and describe this phenomenon: what are the victims, the types and forms of harassment and the spread of this behaviour in time and space. The study offered recommendations for amendment to relevant legislation to reduce the phenomenon and impose deterrent punishments on perpetrators. An effective strategy will be put in place to combat harassment in private and public spaces because of its impact on women's participation in public life,<sup>25</sup> from all economic, social and political aspects. Appropriate actions will be proposed at all levels to establish a framework for action within the strategy of the Sham'a Network (Combating Violence against Women).

□ *The right to work and rights in the workplace (such as the gender pay gap, occupational segregation and career advancement)*

□ *Unpaid care and domestic work/reconciling family and work (such as maternity leave or paid parental leave, care services)*

**5.3** To overcome obstacles and challenges to the realization of gender equality, as the economic participation of women remains at its lowest levels as discussed in item 1.2, the main lines of the Mashreq Plan for Women's Economic Empowerment 2019-2024 will be included in the Executive Plan of the National Strategy for Women 2020-2025. This strategy will include goals relating to the protection of social rights and how to overcome policy challenges, particularly legislative ones, in order to enhance women's economic empowerment, reconcile work and family responsibilities, eliminate occupational segregation and discrimination in employment, adopt the proposals of the National

---

<sup>24</sup> See the National Renaissance Project (2018-2020) at <https://bit.ly/2GEsI64>

<sup>25</sup> The survey showed that most responders (42.5% ) said that harassment occurred in all places, while 22% of them said that it occurred in public places (such as malls, streets, public transport, buses), and 17.1% said that it occurred in workplaces and schools (Jordanian National Commissions for Women, Study of the Phenomenon of Harassment in Jordan, 2017) <https://bit.ly/2Qs4Hot>

Committee on Pay Equity on amendment to the Labour Code to address the pay gap between men and women and career advancement, which pose difficulties for women in employment and stability and impede their entry into the labour market. The goals also include the right to a family-friendly work environment, providing safe, decent and regular transportation, facilities and services in the workplace, such as nurseries for children of workers, expansion of professional options for women, providing them with the necessary skills and training, using flexible mechanisms for flexible forms of work, providing incentive to employers to implement the regulations, issuing new regulations for flexible work, and not increasing employers' costs. Measures should be taken to grant institutions specialized in the area of rights and protection of workers special treatment, such as exemptions from certain obligations or procedural requirements in relation to the Ministry of Labour. There is a need to reduce the factors that drive women out of the labour market by standardizing the duration of maternity at 90 days, granting parental leave for an appropriate period, and amending Article 69 that restricts women's right to work in certain times and industries. The national vision Jordan 2025 aims to encourage women's entry in the labour market and increase their participation from 15% in 2014 to 24% in 2025. The goals of the government executive programme 2016-2019 include targeting women and closing the gender gap in the relevant sectors, and reviewing the national employment strategy 2012-2020<sup>26</sup> and its programmes, so that it takes into account gender and integrating sustainable development objectives, in particular SDGs 5 and 8.

□ *Participation and political representation*

**5.4.a** With the adoption of SDGs 2013 by the government of Jordan of SDGs 2030 and the pledge by the government in a ministerial statement to develop an executive plan to implement the Jordanian democratic model leading to parliamentary governments, which relies on programmes and parties, the participation of women and youth in public employment has been enhanced. The law on decentralization will be improved and amended in order to establish a model of local administration that achieves the main objectives of decentralization: enhancing the development process in the governorates, achieving a proper standard of services for citizens, effectively involving women in the decision-making process, in addition to strengthening the role of the parties and enabling them to play their role and fulfil their duty in the service of the homeland. To achieve real and qualitative development in the country's political life, the government will begin to review and develop the legislative system to enhance the role of political parties and their funding system. New criteria will be developed for party funding based on participation in the elections and promoting the presence of women. These will be the most important criteria in the financing of political parties. To achieve this priority, the government will implement the following measures: a comprehensive national dialogue involving all national political groups to develop: A Law on Political Parties in 2019; a Political Parties Financing System in 2019; and a revised Election Law in 2020.

**5.4.b** Jordan's decline in terms of global indicators of political participation led to the demand for a new electoral law that: bridges gaps; is consistent with the government commitments as part of the National Strategy for Women 2013-2017 and its SDGs; gives political forces the opportunity to form parliamentary caucuses to support national action programmes; stipulates that eligibility for parliamentary seats allocated to a constituency should be based on a closed proportionate list throughout the country; provides for a quota of seat for women of not less than 30%; provides that the number of seats allocated to each constituency should be determined proportionately to the population density and development requirements; ensures wider representation of all segments of society and the possibility of running for any constituency without restrictions; ends the single vote system; gives electors a number of votes according to the number of seats allocated to constituencies; sets an appropriate ceiling for spending on elections to help women avoid wasting financial resources; encourages parties to promote women's and girls' membership in parties and in party leadership; and streamlines party registration procedures. Also, there is a need to amend decentralizing legislation to be in line with the new electoral law and to avoid the problems that appeared during the implementation of the law. The new law should

---

<sup>26</sup> See the National Employment Strategy 2012-2020 at <https://bit.ly/2UAwLnB>

lay the groundwork for renewing the mechanisms of managing the state, and managing various governorate councils according to a clear vision of the goals and targets of decentralization to ensure their effective contribution in realizing political and societal stability.

□ Changing negative social norms and gender-based stereotypes

**5.5** Changing negative social norms and gender-based stereotypes cannot be achieved in a short period of time. However, action to achieve them must begin by making multi-level efforts as part of the implementation of the National Strategy for Women 2020-2025 to change the cultural and societal structure that continues to portray women as dependent, weak and subject to guardianship, and sometimes excludes them - by choice or compulsion - from contribution to public life and deprives them of their rights and access to resources and justice. UN Women launched a study on the concepts of masculinity and femininity in Jordan as part of a regional project implemented in Lebanon, Palestine, Egypt and Morocco in its first phase. The outputs of this study will serve as the basis for the adoption of policies, programmes and campaigns to change the societal view that prevents gender equality and the recognition of the role played by both men and women in building society and achieving development and well-being. The Executive Plan of the National Strategy for Women will include programmes and initiatives that contribute to changing negative societal culture by focusing on the role of education at all levels, social and official media, religious institutions, community leaders and think tanks. This plan will also include programmes that promote institutional culture based on human rights approaches in the public and private sectors and in civil society institutions. To encourage and advocate the economic empowerment of women, the plan will also include initiatives to counter the cultural profiling of the role of women and men in the family and the labour market.

## Section II: Progress Made in the Twelve Critical Areas of Concern

### ▪ Comprehensive Development, Common Prosperity and Decent Work

**6. What actions have your government taken in the past five years to promote gender equality in relation to the role of women in paid work and employment?**

□ *Strengthening/enforcing laws and policies and practices in the workplace that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, legislation on equal pay*

**6.1** To promote the principle of pay equity for teachers in private schools and pursuant to the law, an amended regulation on the establishment and licensing of private and foreign educational institutions was issued in 2018 (see paragraph 2.4.b).

**6.2** Referring to paragraph 1.2.b on legal reform for women's economic empowerment, the Parliament ratified the amended Labour Code of 2019. The Ministry of Labour committed to issue a new 'flexible working system' when the amended Labour Code came into force. Through its joint chairmanship with the Ministry of Labour, the Jordanian National Commission for Pay Equity will submit a request to the Ministry of Labour to abolish the requirement to comply with the regulation for a worker who is employed by an employer for three (3) consecutive years, because this is an obstacle to the entry of women into the labour market for the first time. Also, there is a need to raise the awareness of employers about the regulation in order to benefit from its implementation. The flexible working regulation for public sector employees was approved. The flexible working instructions of 2018 provide for various form of work: telework, part time work, or flexible working hours. These forms of employment contribute to the promotion of women's economic participation in the public and private sectors.

**6.3** To prevent negative practices and to adopt the principle of equality and equal opportunities in employment procedures and to prohibit discrimination in the public sector, the Prime Minister issued a circular in 2018 (Annex 3) stating that the gender of the candidate for vacant posts shall not be specified.

**6.4** To strengthen law enforcement and under the Law on the Rights of Persons with Disabilities, the Equal Opportunities Commission was set up at the Higher Council for the Rights of Persons with Disabilities. The duties of this commission include, inter alia, receiving and resolving complaints of discrimination on the basis of disability, the provision of reasonable facilitative arrangements in the work environment to promote the hiring of persons with disabilities and their integration into the labour market, and cooperation with the relevant authorities for the publication of guidelines and awareness leaflets on the promotion of the rights of persons with disabilities at work. The Commission receives complaints from persons with disabilities, both male and female. In 2018, the Commission received six (6) complaints related to work.

□ *Advancing/promoting active gender-sensitive labour market policies (e.g. education, training, skills and subsidies)*

**6.5** To facilitate conditions of appropriate employment for women and to provide employment opportunities in childhood specialties, the National Council for Family Affairs, in partnership with the Ministry of Labour, is implementing the project 'Support for the establishment of nurseries in the public and private sectors' to encourage women to participate in the labour market by providing safe and suitable sites for children in the workplace. The project, which is worth 3,200,000 dinars, will continue until the end of 2020. It will also encourage employers to set up model institutional nurseries. Financial support will be provided to establish and equip the nursery at a maximum cost of 22,000 dinars and a minimum of 7,200 dinars. The project offers 350 job opportunities and provides for the training of 500 job seekers. Female workers are trained in nurseries to promote development skills in children. All the costs, training and qualification requirements for working in the nurseries established as part of this project are covered. The salaries of female workers in these nurseries are 100% covered for a period of

12 months in the public sector. This project provides 283 work opportunities for girls in the nurseries until 2018, training for 696 girls on early childhood skills, employment in nurseries in various governorates, training for 20 qualified female and male trainers who will provide these specialized training courses in nursery schools. A training manual on early childhood and work in nurseries will be published and used for the training of female workers. According to the Ministry of Social Development, women constitute 100% of the management of nurseries and 70% of nurseries belong to women.

**6.6 Employment Promotion Programme (EPP) with the Ministry of Labour.** The goals are to improve employment policies in the governorates, to expand the provision of services geared towards active labour market policies, such as career guidance, employment, small start-up support, short-term training, and better employment for target groups. The aim is to train and employ women in the areas of: **Clean Technology Sector:** Appropriate areas are selected for the employment and support of women interested in environmental improvement, recycling and composting. Twenty (20) women were trained in 2018 on recycling. **ITC Sector:** Graduates of this sector are supported to enter the labour market through tailor-made training. Sixty (60) graduates were trained and employed in various ICT fields in Irbid Governorate 2018. **Business Initiatives:** To support women to set up their businesses and initiatives, the most important achievements in 2018 include the implementation and support of small business incubators: 117 women were beneficiaries. **Health Sector:** Training provided for health and social services for older persons. Training to begin in 2019. **Day-care (nurseries):** Four hundred and fifty (450) care providers were trained and caregivers were supported. The most important achievements in 2018: development of training manuals for first care givers; 186 women were trained as caregivers for children; development of models for home nurseries in the north and south of the Kingdom.

□ *Measures to prevent sexual harassment, including in the workplace*

**6.7** As a measure to prevent harassment in accordance with the amended Penal Code of 2017, Article 306 included all kinds of harassment: *"Anyone who displays an indecent act or makes any immoral statements or gestures, by words, acts, movements, gestures or allusion, by any means [...]"* The law extended the application by raising the age from 15 years for all those who did not complete 18, male or female, or aged 18 or over without consent. Article 306 bis provides for a work environment free from harassment, punishment for harassment in the workplace, double punishment if the act is committed by an employer on a worker, or the manager or employee of an employment office, who commits the act by abusing power, or the facilities derived from this authority. The punishment is double if the act of violence is committed by a parent, a close relative, or persons who have a legal authority, or if the victim, whether male or female, cannot resist because of physical incapacitation or psychological deficiency, or if deception is used. Commutation of a prison sentence is not allowed in case of repeat offence. For further protection, the law provides that if the offender has guardianship over the victim, he is deprived of that guardianship.

□ *Improving financial services and access to credit, including for self-employed women*

**6.8** If the woman is the head of a household, she is entitled to exemptions under Article 9 (e) of the amended tax law of 2018. This article stipulates that a female provider is entitled to the exemption for dependants provided for in paragraph (a) of this article. If more than an assigned provider applies for this exemption, the exemption shall be shared according to the dependency ration [...] or shared equally among the dependants.

**6.9** The amended Law on Civil Retirement of 2018 extends the definition of family members of the employee or pensioner who are entitled to a retirement pension, bonus or compensation, by adding the husband or wife, the mother and the father of the female employee. It entitles either spouse to combine his/her pension and his/her share of the retirement of his deceased spouse. The law no longer provides for discontinuing the payment of the pension to the widow, the daughter or the mother of the deceased who remarry. According to the amended civil service by-law, the family allowance has been extended to the female employee if her husband is disabled, if she is the provider for her children, or a divorced woman who does not receive legal alimony for her children aged under 18.



**6.10** (refer to paragraph 10.6) Since early 2016, the Agricultural Credit Corporation allocates to rural finance projects an annual amount of 3 million Jordanian dinars in order to produce a qualitative leap in the concept of comprehensive rural development in rural areas and outside governorate capitals. In this regard, non-traditional investment is made available. For the first time, this type of credit is open to the agricultural sector. A convenient package of procedures and facilities are thus available to create medium-sized and small projects in the targeted areas. These projects provide employment opportunities and diversified sources of income, achieve balanced economic and social development in all governorates, increase women's participation in agricultural development and encourage them to work in the agricultural sector, and provide new job opportunities for graduates of universities and national institutes and training centres. The project focuses on granting fast-growing agricultural and rural loans. One of the eligibility criteria for the project is to give priority to rural families headed by women. The loans granted to females for the period 2016-2018 amounted to about 3.63 million Jordanian dinars, of which 42% of beneficiaries are women.

□ *Improved access to modern technologies (including intelligent technologies for climate, infrastructure and services, including agricultural extension)*

**6.11** To enhance the access of women to the Agricultural Credit Corporation, agricultural production training courses are provided (food processing, dairy processing, drying of medicinal herbs). Associations are created for rural women heads of households. This is aimed at helping them to obtain a permanent source of funds to launch their project, to get interest-free loans. The loans are repaid by instalments. Workshops on modern production techniques were organized in collaboration with agricultural research and extension, including a workshop for 12 rural women on modern production skills (aquaculture, tree grafting, implanting vaginal sponges in goats).

□ *Support the transition from informal to formal employment, including legal and policy measures that benefit women in informal employment to reduce the number of male and female informal workers in the economy*

**6.12.a** Revision of paragraph 7.1. The Labour Code applies to female agricultural workers, but no regulations have been issued to determine the provisions applying to agricultural workers, domestic workers, cooks, gardeners and the like, such as their work contracts, working hours, rest, inspection and other matters related to their employment, social security, the right to flexible work, overcoming the challenge of high social security deductions to reduce them below the current rate of 21.75% of wages.

**6.12.b** To reduce the size of the informal economy and informal work and their negative effects on the working conditions of women, the Ministry of Labour set up a committee of representatives of the government, the private sector and trade unions to develop a national framework for the transition to organized economy under the auspices of the International Labour Organization. This framework was launched in 2015 as an executive plan of action focused on the needs of different sectors, prioritization in line with the diversity of the informal sector to achieve tangible results. It is necessary to improve the efficiency of enterprises and the private sector as a whole. The ILO trained its constituent bodies on issues related to the informal economy at the Turin Training Centre. This has a positive effect on workers, employers and government. The framework aims to adopt a common definition of informal sector workers and institutions to standardize existing data and statistics, reduce the spread of unorganized economy, develop a methodology to deal with informal labour force, identify and develop procedures that are appropriate to the roles and responsibilities of the relevant governmental and non-governmental institutions, and ensure non-duplication. Challenges include the fact that this framework needs follow up, an operational plan, provision of financial resources and promotion of joint action. Women in the informal sector suffer from irregularly of working in the agricultural sector.

**6.13** (refer to paragraph 20.1 on the National Financial Inclusion Strategy 2018-2020)

*7. What actions has your country taken in the past five years to recognize, limit and/or redistribute unpaid care and domestic work and promote family and work reconciliation?*

□ *Inclusion of unpaid care and domestic work in national statistics and accounting (e.g. time use surveys, assessments, sub-accounts)*

**7.1** The challenge in the inclusion of unpaid care and domestic work in national statistics is to secure financial resources to provide data for available indicators, such as time use surveys and violence against women, and to calculate its cost, owing to their importance in providing indicators of SDG5. This is included in the Mashreq Plan for Women's Economic Empowerment. In 2017, instructions were issued to license the practice of professions at home in the city of Amman as well as the amended regulation on buildings and the organization of cities and villages according to the laws on occupational licenses (Annex 3). These legislations authorized the practice of some professions at home and provided an opportunity to include persons who practice these professions in national statistics and to estimate their contribution in GDP. Therefore, more women were integrated into the organized labour sector.

□ *Expand childcare services or provide existing services at more affordable prices*

**7.2** As stated in paragraph 6.5, the project "Support for the establishment of nurseries in the public and private sectors" aims to train female workers in nurseries to improve their competence in developing skills in children in all aspects in line with the recent trends in developing early childhood care. Sixty-three (63) cooperation agreements were signed for the establishment of institutional nurseries in the public and private sectors across the three regions (north: 17, central region: 30 and south: 16). Forty (40) nurseries were established (10 in 2016-2017 and 30 in 2018). These nurseries received 1,080 children of male and female workers. A guide on activities of preschool children aged 0-4 years was developed for care providers. Specifications and criteria were also developed for the establishment and furnishing of nurseries including educational and development tools. The first nursery for children of female prisoners was established. It receives children aged 0 to 4 years and accommodates 12 children.

**7.3** The Parliament amended some articles of the Labour Code to provide a family-friendly work environment by expanding the establishment of nurseries in the workplace. The Regulation on Nurseries of 2018 stipulates that nursery must operate in accordance with programmes and activities based on established developmental standards on raising children (0-4 years) and for exceptional cases up to 4 years and 8 months. The nurseries must develop the children's physical and linguistic skills as well as their social reactivity. In the future, nurseries will receive children with disabilities and instructions will be issued to facilitate the integration.

□ *Expand support for vulnerable older persons and others in need of intensive forms of care*

**7.4** Regarding poverty and social protection, Jordan vision 2025 focused on caring for the elderly. A strategic priority in this context is to increase the capacity of existing elderly care centres to meet international standards and best practices. The goals also include opening and expanding the scope for the establishment of non-profit community organizations and the provision of basic services for the elderly, such as home delivery of medicines. An elderly person, is according to the global definition, a person aged 65 years and above. The percentage of the elderly was 7.3% of the total population in 2016. This percentage is expected to reach 7.6% in 2020 and is increasing continuously due to the high total fertility rate, low mortality, and increased life expectancy at birth. The attention paid for the issues of older people is below the required level. The sector faces challenges such as high cost and scarcity of home care, non-inclusion in the limits of insurance, and scarcity of health specialist doctors and nurses who care for the elderly. There is a need to expand the concept of home health, reduce dependence on hospitals, and transfer and complete treatments at home. There are 8 elderly-friendly health centres. The Ministry of Health is working to increase their number to 30 centres, which will be covered by a general practitioner at a frequency of one visit per week. Work is under way to raise this coverage frequency to one visit per day. The Ministry set the following priorities: Opening the specialization of geriatrics, organizing training workshops for health staff and workers in nursing homes for the elderly and local population on the concept of healthy and active ageing, conducting studies and research on the status of older persons, overcoming the challenges of the lack of doctors specializing in geriatrics, scarcity of financial resources, and the lack of research and studies.

□ *Provide or enhance maternity/paternity/ parental leave or any other type of family leave*

7.5 The civil service by-law grants paternity leave for two days. The Parliament approved paternity leave for three (3) days in the Labour Code (paragraph 2.4.c).

□ *Invest in time- and labour-saving infrastructure, such as public transport, electricity, water and sanitation, to reduce the burden of unpaid care and domestic work on women*

7.6 To enable female business starters to launch their projects with low costs and burdens, enable informal workers to work legally, and regulate the work from home permit, in 2017, instructions were issued to authorize the practice of occupations from home (see paragraph 7.1). A guide on work from home was developed (*Your Guide to Start Work from Home*)<sup>27</sup> as a simple means of showing the importance and method of licensing work from home businesses, the types of occupations allowed to be licensed, registration procedures and technical and regulatory requirements. However, income tax matters are an obstacle for formal work and high licensing fees for these professions are a challenge.

□ *Make legal changes with regard to the division of matrimonial assets or post-divorce pension benefits that recognize the unpaid contribution of women to the family during marriage*

7.7 The Law on Civil Retirement of 2018 providing for pension benefits has been amended (see paragraph 1.2.a). The list of demands for reforms of the policies and legislation submitted by the Jordanian National Committee for Women to the Parliament at each legislature includes an amendment to the Law on Personal Status in Article 155 to ensure the implementation of the right of endeavour. Under this amendment the wealth is shared at the end of a marriage, by death or divorce, in recognition of the direct or indirect contribution of both spouses in the wealth collected during marital life. This is because the moral impediment often prevents the documentation of the rights of either party. This amendment also aims to address the damage suffered by elderly women after divorce and after a long marriage. However, the Parliament did not accept this amendment when the bill was tabled at the beginning of April 2019.

8. *Has your country introduced austerity/fiscal adjustment measures, such as reducing public spending or reducing public sector employment over the past five years? No*

▪ **Poverty eradication, social protection and social services**

9. *What actions has your country taken in the past five years to reduce/eliminate poverty among women and girls?*

□ *Promoting poor women's access to decent work through active labour market policies such as job training, skills, employment subsidies, etc., and targeted measures*

9.1 Productive Branches Initiative Model at the Ministry of Labour: The project seeks to establish branches of companies or factories in remote areas with high rates of poverty and unemployment. It provides training and employment opportunities for the unemployed, especially women, and contributes to attracting investments to remote areas. It also grants investors incentives, such as a contribution to pay the cost of building, the building is given to the investor free of charge for 3 years, in addition to a contribution to pay 50% of the minimum wage of employees for 12 months. There are currently 23 branches operating across the Kingdom. These branches provide 8,040 job opportunities, of which 6,338 are mainly for girls. Total funding reaches 22 million dinars. There are 8 branches under construction. They will provide 2,980 jobs with a financial cost of 15 million dinars. As part of the expansion plan to create more branches and provide job opportunities for the unemployed youth, especially females, 9 branches are under operation to provide 1,660 jobs, at a cost of 8 million Jordanian dinars. The Ministry of Labour is working to coordinate with investors to establish 13 new branches.

9.2 Employment Promotion Programme (EPP) (see paragraph 6.6).

---

<sup>27</sup> See the guide on work from home at <https://bit.ly/2W5ZgeK>

**9.3 Exhibitions for marketing products made by women.** The Ministry of Labour helps in the marketing of the products of self-employed women workers. Fourteen (14) exhibitions have been implemented in the past five years. The exhibition offers free tables, transportation and basic services for the participants. Every exhibition targeted 100-120 women from different governorates, offering products (embroideries, food, sweets, ceramics, accessories, cosmetic industries, etc.). When preparing its

Programme	2017	2018	2019	2020	2021
Administration and support services	4,368,482	4,388,340	1,109,000	1,313,070	1,530,540
Labour market regulation	760,051	895,620	1,007,000	925,100	929,500
Training and employment	913,028	1,620,450	5,310,130	7,941,920	8,256,500
<b>Total</b>	<b>6,041,561</b>	<b>6,904,410</b>	<b>7,426,130</b>	<b>10,180,090</b>	<b>10,716,540</b>

**Table 9.3:** Estimated allocations for females distributed by programmes for the years (2017-2021)

budget, the Ministry has taken into account the gender perspective in all its programmes since 2017 (Table 9.3). The budget increased from 6 million dinars in 2017 to 7,426.13 million in 2019 in addition to the employment days and

employment exhibitions organized by the Ministry.

**9.4 To promote poor women's access to decent work:** **a.** The Vocational Training Centre (VTC) provides training opportunities suitable for the labour market in disadvantaged and remote areas. It provides employment opportunities through agreements with the private sector to ensure employment for women workers. It designs programmes on the basis of the needs of employers. The VTC teaches female students the skills necessary for their employment. It ensures continuity and trains them on entrepreneurship, how to set up their own projects, and networking with financial institutions. Thanks to many projects, female graduates established their own businesses. **b.** (See paragraph 6.5) Programme to support and promote the establishment of nurseries. The Jordan Response Platform for the Syria Crisis (JRPSC) has become an effective tool for communication with institutions and the private sector. Resulting partnerships helped Syrian and Jordanian women earn income through the production of furniture to be sold in IKEA. The cumulative number of work permits until the end of February 2019 reached about 135,387 for Syrian refugees since 2016, 4.4% of which for women.

**9.5** The Ministry of Social Development developed a project to support and develop community development centres. Sixty-five (65) centres for men and women were created in all governorates. Eighty percent (80%) of beneficiaries were women. The centres deal with various activities, including economic empowerment, parental awareness from the beginning of pregnancy to 12 years, reproductive health and breast cancer. Two hundred and eighty (280) awareness campaigns were staged in 2018, 60% of which targeted women. One hundred and fifty-six (156) other events were organized in these centres. There were 147 male beneficiaries and 935 female beneficiaries. Employment opportunities are created through the credit fund programme, which provided 20 job opportunities for men and 250 for women. Besides, there are 350 women's associations from a total of 3,826 in 2019. These associations promote awareness of women's empowerment issues, especially economic empowerment and women's protection from violence. The Ministry supports all associations with credit funds and productive projects, which provide employment opportunities for women within the programme of productive families. A total of 32 projects were financed in the Zarqa Governorate, with total funding of JOD 60,000. Throughout the Kingdom, 900 women qualified for the Productive Families Project, with funding amounting to JOD 1.620 million. Between 2008 and 2017, 75 charitable women's associations benefited from this project and 85 associations were granted credit funds until 2018.

**9.6** As part of the Jordan Response Plan for the Syria Crisis (JRPSC), the Ministry of Labour leads the "Livelihoods" team to enable the Syrian refugees and the hosting community - including all labour force and gender categories - to benefit from a variety of components and activities related to job creation, vocational and technical training and empowerment and basic skills in establishing sustainable small enterprises, work from home, extension services and career networking. In coordination with international organizations, it was emphasized that this group should be economically empowered through specialized and approved training to help women acquire qualifications and eliminate obstacles

to their entry into the labour market (nurseries, transportation, cultural determinants, awareness activities about women’s rights, and life skills training), support for work from home projects, promotion of decent work standards for women, assessment of population characteristics of communities and women, and analysis of vulnerability to guide projects in the most vulnerable areas.

**9.7** The Ministry of Labour implements the Project of Economic Empowerment and Social Participation of Persons with Disabilities (Job Coach) (2017-2020). Target groups include women with disabilities. The aim is to integrate various categories of persons with disabilities in the workplace and to implement peer counselling programmes. To help them acquire qualifications to advise their disabled peers and to adapt at work, an expert organized training courses for peer counsellors, including women with disabilities. The goals include the contribution to updating the database periodically (job seekers, workers with disabilities and companies) in coordination with the Higher Council for the Rights of Persons with Disabilities and the Department of Statistics, the dissemination of the data on the graduates from the Vocational Training Corporation, and training of 6 new facilitators for the guide for the employment of persons with disabilities from among the ministry staff. The trainees held 3 sessions targeting 30 employees. Thirteen (13) business trainers were certified by experts. A 6-session training course on ‘business trainers’ for associations, companies and the government sector was carried out and targeted 122 persons. Thirty-one (31) business trainers from associations, the public and private sectors who met the requirements and 10 peer counsellors with disabilities were certified. In 2018, there were 293 job seekers and 357 workers in the project.

**9.8** For the purpose of empowering women and building their capacity in decent work, the Ministry of Social Development signed an agreement with the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) as part of the project “*Eed Beed*” (hand in hand), which aims to build women’s economic capacity especially in areas with high poverty rates. In 2019, the ministry launched the Work Plan to complete cooperation in the same area as in 2016. In the past, the project provided support for poor women in the refugee hosting community. In 2016, 800 women were included in microenterprises to build their capacity to market products and increase their household income. The experience of the work-for-pay project aimed at building the capacities of the 9 community development centres in the provinces with refugee populations was transferred to provide 800 women with access to decent work by training them on manual occupations. Training for pay is an alternative to transportation.

**9.9** Regarding Women’s leadership in women’s businesses and projects: East Amman Women’s Innovation Project: Implemented by the Greater Amman Municipality in 2019; serves Jordanian or Syrian women aged 18-30 years in East Amman who are beneficiaries of the National Aid Fund and the disabled; cost 373,700 dinars; objective: train women and help them acquire skills in the handicrafts sector to increase their income and raise their capacities in electronic marketing. The Centre organizes specialized training courses in the handicrafts sector on the basis of market demand. The focus is on quality and marketing of products. Eight (8) training sessions will be organized on handicrafts; standard specialized training preparation for women who want to start their private businesses or seek employment; training of the Centre’s staff on marketing, including e-marketing for women’s products; how to deal with the electronic office established to sell and deliver products to customers; establishment of a system of vocational guidance for women; and linking trainees with employment opportunities.

□ *Supporting the development of women’s businesses and projects*

Session topic	Number of Participants
Development concepts (planning, community advocacy, volunteering, preparation of a project proposal)	994
Small Business Management and Marketing	450
Empowerment of women in various areas	369
Communication and Networking Skills	500
Community School	1,067
Childhood friendly Homes and communities	150

**9.9** The Healthy Villages Programme of the Ministry of Health organizes many courses on vocational, administrative and professional skills to provide training and qualification to the unemployed. By late 2016, 2,572 persons benefited from these training courses. Educational courses were organized through capacity-building programmes for staff and volunteers. **Table 9.9** shows the topics of workshops and courses from 2016 to 2019. The total percentage of female beneficiaries is 80%.

**9.10** According to the Department of Statistics, the absolute poverty rate was 15.7% in 2017. The Jordan 2025 agenda aims to reduce poverty to 8% by 2025 and 7% by 2030. Extreme poverty is expected to be eradicated by 2020. Jordan's approach to poverty alleviation has been built on the concept of comprehensive social protection, with limited direct interventions to support the most vulnerable segments of society, in line with SDG 1. The government linked family eligibility to assistance from the National Aid Fund to production of evidence that children are enrolled at school and receive adequate health care. This is a clear message to the family about the importance of health and education for children. The number of poor people in rural areas does not exceed 33.5% of the total number of poor people in the Kingdom. Poverty is more present in urban areas. Urban poverty is different from the rural one. The development of the National Strategy for Social Protection and Poverty Eradication (2019-2025) is underway. The outputs of the poverty study issued by late March 2019 are being taken into account to improve the performance of government institutions in combating poverty, particularly among women.

**10.** *What actions has your country taken in the past five years to improve access to social protection for women and girls?*

*Provide or strengthen social protection for unemployed women such as unemployment benefits, public works programmes and social assistance*

**10.1** The National Aid Fund is the most important social safety net for the poor. It is designed to provide protection and care for poor families, raise their standard of living, develop and empower their members, and integrate them into the labour market to ensure continuous income through monthly and emergency financial assistance, allowances for physical rehabilitation for persons with disabilities of both genders, and vocational training and employment programmes for the children of poor families. The Fund provides services in the form of recurrent monthly aid to nearly 100,000 families, which account for 10% of the population. In 2018, women accounted for 61% of the beneficiaries of monthly allowances, 85% of the beneficiaries of emergency allowance, 55% of the beneficiaries of physical rehabilitation, 71% of the beneficiaries of rehabilitation programmes, and 49% of the beneficiaries of employment programmes. In order to extend the network of beneficiaries of national aid services, the methodology and targeting mechanism are expected to include 177,000 households by 2020, at least 60% of them are women and girls as part of the targeting mechanism for beneficiaries and employment and vocational training programmes.

**10.2** The Alimony Fund, in accordance with its regulation issued in 2015, provides maintenance to the husband, wife, ascendants, especially the elderly, and descendants of both genders, when they cannot collect it from the person who is obliged by judgement to provide it. It is a mechanism of social protection. An amount of one (1) million dinars was allocated from the general budget for the years 2016-2018 for the implementation of its provisions. In 2018, 436 transactions, which fulfilled the requirements, were carried out. A total amount of 204,180 dinars were allocated to the beneficiaries, who included 161 women, 361 male children and 397 female children.

**10.3** Social security contributes to promoting the principle of gender mainstreaming through an integrated package of procedures. It provides income at retirement, ensures adequate income during the period of incapacity for work for a limited period of time. In case of interruption of work for women,

such as motherhood, it guarantees continued contribution during the period of interruption, and the combination of insurance benefits and salaries.

□ *Provide or enhance conditional cash transfers*

**10.4** Micro-Fund for Women provide conditional micro-projects for poor women. They are distributed throughout the Kingdom. One hundred percent (100%) of beneficiaries of these funds are women. However, there is a need to an extensive study on the impact of these loans to determine whether it is positive or negative. The Mashreq Plan for Women's Economic Empowerment 2019-2023 provides for the need to conduct a survey on these loans, the grant mechanisms, and their impact in improving the standard of living, providing sustainable work opportunities, before providing additional funding. Some women get loans under pressure from male members of the family. These loans do not generate productive projects. They are just used for paying other debts or covering family expenses in a bad economic situation. Therefore, many women face the challenge of repaying their guarantees. Many of them have been prosecuted and imprisoned for not fulfilling their commitments. This situation has had negative results because the government did not target the women who really need these funds, or monitor and follow-up projects. By the end of 2018, the Zakat Fund had allocated half a million dinars to help indebted women repay their debts of less than one thousand dinars who were under prosecution. An amount of 396,866 dinars was disbursed up until 1 January 2019, and 639 imprisoned women were released. Other subsequent initiatives have been staged this year. However, many questions have been raised about these solutions because of their effectiveness and the lack of sustainable institutional solutions to this issue along with the legislative solution concerning the need to repeal Article 22 of the Implementation Regulation, which provides for the imprisonment of a person who fails to repay a civil debt.

**10.5** During the period 2014-2018, the Agricultural Credit Corporation focused on providing all possible facilities for women and girls to obtain the necessary funding for their agricultural and income-generating projects and giving priority to women's projects at preferential interest rates, including: 1. Microcredit project to reduce the problems of poverty and unemployment. 2. Project specifically intended for the empowerment of rural and Bedouin women. 3. Rural funding project, as well as other investment areas provided to all recipients of the service. The value of loans to females amounted to JOD 53 million, benefiting 11,840 females, representing 31% of the total beneficiaries. The percentage of women borrowers from the Agricultural Credit Fund for 2016 and 2017, 25% and 27%, respectively, of total borrowers, with a total value of 22.8 million dinars for the years 2017 and 2018.

**10.5.1** Micro-credit project to reduce the problems of poverty and unemployment: (50) million dinars for the activities of the project for the period 2014-2020, in line with the role of the institution and its lending plan as part of the National Strategy for Agricultural Development, at an interest rate less than the rates applied by the institution (2%). The value of loans to females during the past five years amounted to JOD 17.6 million, benefiting 4,329 women and girls, who account for 53.1% of the total beneficiaries. The studies conducted for the project yielded the following results: Access to the target group (rural and Bedouin women), creation of employment opportunities equivalent to the number of women beneficiaries, improvement of nutritional standards to 87% of them, improvement of the level of income of 77% of the beneficiaries, promoting innovation and creativity, and stimulating their role in economic and social activity.

**10.5.2** Rural Women Empowerment Project in Jordan for women and girls only, interest-free. The Rural Funding Project was launched in 2016. It was allocated an amount of JOD 3 million annually. It aims to make a qualitative leap in the concept of comprehensive rural development through non-conventional agricultural investment areas for the first time. Facilitation procedures were adopted for this project in order to create small and medium-sized projects in the targeted areas. This project provides employment opportunities and diversified sources of income. It contributes to: balanced economic and social development; raising the standard of living; providing food for rural families; increasing and stimulating the participation of women in agricultural development and employment in the agricultural sector;



reducing the problems of poverty and unemployment; and providing new job opportunities for graduates of universities, institutes and centres.

The project focuses on granting fast-profitability agricultural and rural loans. Eligibility criteria for the project is to give priority to rural families headed by women. The amount of loans to females during the period 2016-2018 of the rural finance project amounted to about JOD 3.63 million, benefiting 825 women and girls, who accounted for 42% of the total number of beneficiaries. The value of the loans that were granted reached JOD 584,600 out of the total allocated for the project (JOD 833,333). The project is underway, with a percentage of completion of 70%, benefiting 149 women and girls in the governorates covered by the project

Governorate	No. of Women beneficiaries	Amount of funding (dinars)	Rate of progress
Ma'an	56	220000	100%
Tafilah	26	103000	52%
Ajloun	35	134600	67%
Aqaba	32	127000	64%
<b>Total</b>	<b>149</b>	<b>584600</b>	<b>70%</b>

**Table 10.5.2.** Number of Female Beneficiaries of Funds provided for the Rural Agricultural Project 2016 - 2018 by Governorate

according to **Table 10.5.2**

**10.6** The Healthy Villages Project of the Ministry of Health promotes the development of rural women in all areas through the granting of small income-generating loans to poor families in the villages. The total number of loans that were granted reached 799,178 by the end of 2017, benefiting 632 families. Women accounted for 38% of the total number of borrowers. There are many success stories among women who got loans in the villages covered by the programme.

*Offering or strengthening unconditional cash transfers*

**10.7** The Ministry of Social Development implements a programme to enhance productivity and reduce poverty. It grants micro projects to poor families. Women account for 50% of the beneficiaries. Since the beginning of 2019, the government has increased the allocations of the National Aid Fund to expand the provision of cash support to the poorest families. The aim is to expand the network of beneficiaries of aid services. The targeting mechanism is expected to include 177,000 households by 2020, of which female beneficiaries account for 60%. Under the Law on the Rights of Persons with Disabilities, when persons with disabilities benefit from any programme of rehabilitation or sponsorship or obtain any pension does not prevent them from benefiting from cash aid. In 2017, as part of the Jordan Response Platform for the Syria Crisis (JRPSC), aid reached 143,000 Syrian refugees and 5,800 Jordanians monthly, and 18,000 Syrian families received assistance.

*Reform of social security programmes based on contributions to enhance women's access to these programmes*

**10.8** The Social Security Corporation (SSC) allows voluntary subscription of housewives in social security. It continues to launch media campaigns to encourage voluntary enrolment in the social and economic protection of women. The economic situation of families may be a challenge for the subscription of female heads of household due to the cost of subscription. It should be noted that the Law on Civil Retirement 2018 was amended (see paragraph 1.2.a)

*Improve access to all of the above for certain population groups (e.g. women working in informal jobs, including domestic workers; women migrants and refugees; women in humanitarian situations)*

**10.9** The network of former social protection mechanisms is distributed throughout the Kingdom and is known to all groups. Even though domestic workers are entitled to contribute in these funds, because of their short stay in Jordan, their subscription in the insurance is to no avail. Syrian refugees' economic empowerment is made possible by allowing them to establish domestic businesses.

*11. What actions has your country taken in the past five years to improve access of women and girls to healthcare?*

*Promote women's access to health services by expanding universal health coverage or public health services*

**11.1.a** The maternity and childhood services and free family planning for Jordanians also include Syrians under the Decision issued by the Ministry of Health decision in 2016, and the Decision issued by the Cabinet in 2019 to exempt Syrian refugees from paying fees for maternity and child services in the centres of the Ministry of Health (Annex 3). 211,000 primary health care services and 91,000 maternal and child services were provided to refugees and host communities.

**11.1.b** The Jordan 2025 vision identifies the main areas of focus in health care as follows: improving the quality of health services, creating a comprehensive health insurance system, strengthening partnerships and cooperation with health sector stakeholders, improving medical professions education in related fields, and controlling communicable diseases. Primary health care and disease prevention will remain major health priorities and Jordan will continue to focus on and promote secondary and tertiary care. Women's and children's health services are provided in 525 centres throughout the governorates. These services include antenatal and postnatal care, care for children aged 0-5 years, family planning, preventive, curative and rehabilitation services for persons with disabilities, preventive genetic counselling, medical examinations for early detection of diseases, immunizations, evaluation of severe mental disabilities, programmes of early detection of disabilities, referral of children under 6 to centres and associations providing early intervention programmes, and early breast cancer detection.

**11.2** In 2018, the Higher Population Council, in cooperation with the Higher Council for the Rights of Persons with Disabilities, prepared a position paper on the rights of persons with disabilities regarding sexual and reproductive health services<sup>28</sup> and programmes adopted by the Cabinet. This was done to comply with the provisions of Article 23 (h) of the Law on the right of women with disabilities to access reproductive health services and the need to "provide reasonable arrangements and accessible forms to ensure full utilization of reproductive health programmes". The Higher Council for the Rights of Persons with Disabilities also organized training courses for Ministry of Health staff to raise awareness about the rights of persons with disabilities and ways of effective communication with them. One hundred and six (106) Ministry of Health staff, including 45 women, participated followed these courses. The National Women's Health Care Centre of the Royal Medical Services provides specialized health services for women, with high quality standards and qualified staff that take care of women's health through a women-friendly health centres project supported by UNFPA.

□ *Expand specific health services for women and girls, including sexual and reproductive health services, mental health, maternity, and HIV services*

**11.3.a** the Ministry of Social Development provides integrated services to victims of all forms of violence, including medical services at integrated clinics covered by the Ministry of Health, medical care by a woman physician two days a week at women's social protection, including reproductive health services and sexual education, and all forms of health care for the elderly. The Ministry of Health has endeavoured to improve the quality of preventive and therapeutic health services in accordance with the National Family Planning Programme. It provides services to citizens by focusing on primary health care, including reproductive health and family planning services as part of the implementation of SDGs. The Ministry ensures modern, multiple option, long- and short-term family planning means, free of charge, on a permanent and temporary basis, for all mothers that visit maternity centres and hospitals, as well as at official, voluntary and private health sectors. And free maternity and maternity care. As well as services for women of childbearing age, including pregnancy care, postpartum and family planning and counselling services, gender-based violence services, women's health in crisis and rape management.

**11.3.b** The Ministry of Health places women of reproductive age and adolescence at the top of its priorities. It trains health personnel involved in providing family planning services in the Ministry and all health sectors with the system of providing family planning, counselling and women's health in crises and periodically. There is a supportive supervision system for family planning services on the service

---

<sup>28</sup> See the Position paper on the rights of persons with disabilities in sexual and reproductive health services and programmes at <https://bit.ly/2UxGc8l>

delivery sites. Despite the decline in the use of modern means, according to the 2012 Population and Family Health Survey,<sup>29</sup> from 61% to 52%, the fertility rate for the past three years has decreased from 3.4% in 2014 to 2.7% in 2018. There is an electronic monitoring system for family planning at the national level, a medical file on family planning and women’s health, which is used in health centres by trained and qualified personnel. Guidance manuals, protocols and educational materials family planning methods are also available. There are trainers in all governorates on the family planning system and the reproductive health electronic information system.

**11.3.c** Obstacles in this area include: the lack of clear sexual health programmes; provision of services to married women and maternity and childcare sectors in the public sector only (where the family book is required) and not in all sections of primary health centres, though this is not mentioned in the Law on Public Health; and the decrease of the overall fertility rate from 3.5 in 2012 to 2.7 in 2017/2018. The Government adopted the Ministry of Health’s Family Planning Strategy for 2013-2017<sup>30</sup> and the National Reproductive Health/Family Planning Strategy (2013-2018),<sup>31</sup> integrating them into sectoral plans and programmes. The Higher Population Council, in cooperation with the United Nations Population Fund (UNFPA), is preparing the National Strategy for Sexual and Reproductive Health for 2019-2023, in addition to the National Health Sector Strategy for 2016-2020,<sup>32</sup> which addresses the issue of reproductive health with a focus on the primary health. The reproductive health protocols of 2011 have been revised and updated, and the National Monitoring and Response System for Maternal Mortality in the Ministry of Health has been developed and implemented. The Higher Population Council prepared the National Standards for Youth-Friendly Sexual and Reproductive Health Services in 2017,<sup>33</sup> which was approved by the Cabinet. A coalition has been established to help young people make and implement appropriate decisions regarding their sexual and reproductive health.

□ *Public awareness/public health campaigns*

**11.4** The components of the school health programme for students in the Ministry of Health are as follows: school health education, nutrition and school food safety, mental health, counselling and social support, school health environment, physical and recreational education, promotion of school personnel

Activity	2014/2015	2015/2016	2016/2017
No. of visits	6,021	10,650	4,729
Percentage of coverage of medical examination for beneficiary students	99.3%	99.2%	99.1%
Percentage of healthy students	93.4%	94.1%	93.8%
Percentage of transferred students	3.9 %	3.4%	3.5%
Vaccination coverage for 10th grade students (third subsidized)	98.8%	97.0%	98.1%
Rate of vaccination coverage of 1st year fundamental school	97.4%	97.2%	97.8%
Laboratory tests	2,597	2,113	3,110

Table 11.4 School health services provided by the Health Ministry<sup>34</sup>

health, community-oriented health programmes, school health services, public health services, and oral and dental health services, school vaccination programme. Annual statistical reports for the academic years (2014/2015, 2015/2016, 2016/2017) school health/public health services provided in public schools (Table 11.4). However, the data are not gender-disaggregated. They cover all schools in the Kingdom (male, female and coed). With the support of the US Agency for International Development (USAID), the Ministry of Health is carrying out awareness campaigns on family planning (“Organize Your Pregnancy, Relieve Your Burden”) and awareness campaigns on anaemia.

<sup>29</sup> Department of Statistics, (2019) Population and Family Health Survey 2017/2018, <https://bit.ly/2PqDEXT>

<sup>30</sup> See the Family Planning Strategy of the Ministry of Health for the years 2013-2017 at <https://bit.ly/2Gt3ztS>

<sup>31</sup> See the National Reproductive Health/Family Planning Strategy (2013-2018) at <https://bit.ly/2ICyLKP>

<sup>32</sup> See the National Health Sector Strategy for the years 2016-2020 at <https://bit.ly/2ICyLKP>

<sup>33</sup> See the 2017 National Standards for Youth-Friendly Sexual and Reproductive Health Services at <https://bit.ly/2GBfPsu>

<sup>34</sup> Ministry of Health, Annual Statistical Reports for the academic years (2014/2015, 2015/2016, 2016/2017) School health/public health services provided in public schools <https://bit.ly/2ITvJRw>

**12. What actions has your country taken in the past five years to improve women's and girls' school results and skills?**

□ *Measures to increase girls' access to education and learning, Technical and Vocational Education and Training (TVET), and programmes to help them develop skills and complete their studies*

**12.1** The Vocational Training Corporation has taken measures to ensure safe and suitable training environment for females through legislation and the creation of schools in all governorates. The Corporation is constantly measuring the extent to which female trainees and graduates are satisfied with training courses. The purpose is to update and develop training programmes. The Corporation's strategic plan provides for the development of appropriate and up to date training programmes. Programmes are gender sensitive. The aim is to achieve equality and justice in enrolment. Other objectives include the provision of training courses free from taxes, to provide transport free of charge or in some cases transport allowances. Training courses are provided in cooperation with civil society organizations and associations.

**12.2** The allocations of the Ministry of Education from the government budget increased from 10% in 2017 to 10.6% in 2019. The illiteracy rate for females decreased from 10% in 2015 to 7.2% in 2018. The number of literacy centres for women increased from 77 three years ago to 119 in 2017/2018. There was an increase in the enrolment rate in the home study programmes to 1,104 women in 2016/2017. This figure increased to 1,409 women in 2017/2018. In the programme Education for Drop-outs, the number of females reached 1,519. This increase is due to awareness campaigns, such as the Arab Day for Literacy, extension through the media and official institutions, and the World Literacy Day in partnership with UNESCO and the local community. Adult literacy centres and adult education centres have been opened since 2008 to for female inmates of the correction and rehabilitation centres as part of the educational programmes. The number of female beneficiaries has reached 30 women. In addition, the Ministry of Social Development provides social protection services to children accompanied by their mothers in the centres for the protection of women from violence (Dar Al-Wefaq for family protection, and the Karama Centre). The Ministry also enables some women beneficiaries to sit for high school examinations during they stay in the centre. It also coordinates with educational institutions and helps some female students in the centre to complete the procedures related to their studies in universities.

**12.3** The recommendations of the Jordanian National Strategy for Human Resource Development (2016-2025)<sup>35</sup> focus on: developing the educational ladder structure and educational processes, continuous development of curricula in specialized educational studies, continuous training of teachers, encouraging the learning environment that stimulates learning and is suitable for the students' various needs, and ensuring equal learning opportunities in the Kingdom, institutionalizing the planning process to prepare for international tests and improve Jordan's international ranking, and finally, restructuring professional disciplines in line with market needs and higher education programmes. Early childhood education and technical and vocational education are given special attention in line with this strategy.

**12.4** Gender has been incorporated into the Ministry of Education's strategy 2018-2022, placing vocational education as an important component of the Strategic Plan and a strategic objective in the Strategy for Gender Equality in Education 2018-2022,<sup>36</sup> to change stereotypes in selecting traditional vocational education tracks in line with the Education Strategy and sustainable development goals. The Ministry of Education has opened more hotel specialization divisions for females in the vocational education tracks. The percentage of female students enrolled in hotel vocational education increased from 54 students in 2015/2016 to 111 students in 2018/2019. The "Qol (*Talk*) Programme" is being implemented by "Injaz". This programme extends from 7th grade to the second year of secondary education. Female vocation education teachers are being trained for this purpose. The programme has been implemented for five years. In the first part of the "health" programme, female students are educated on body health care and prevention from illnesses, and physical health, 'Take care of Your

<sup>35</sup> See the Jordanian National Human Resources Development Strategy (2016-2025) at <https://bit.ly/2UsPdiJ>

<sup>36</sup> See the Ministry of Education Strategy 2018-2022 at <https://bit.ly/2Vp1QPH>

Body'. The second programme entitled 'Be Empowered' includes rights, centres, and violence issues. The third programme entitled 'Be Thrifty' includes the topics of leadership. This programme has achieved results in female sports. A female football class has been set up. The programme has been implemented in 11 schools in central Jordan and in 8 female schools in the north. Outstanding female students (champions) are given consideration and they being empowered and better trained on leadership.

□ *Promote curricula to increase gender sensitivity and eliminate bias at all levels of education*

**12.5** The Higher Council for the Rights of Persons with Disabilities coordinates with the Ministry of Education to: accept and integrate children with disabilities into government educational institutions; provide reasonable accommodation and accessible forms and verify their availability in private educational institutions, such as additional time in exams and any necessary facilities, including providing questions of exams for students with intellectual disabilities, and enabling them to answer them in simplified language. School curricula should include studies that recognize their rights, and promote their acceptance as part of the nature of human diversity. The Council provided technical support to the Ministry to draft a comprehensive national plan for the integration of persons with disabilities in educational institutions. Once this plan is adopted, its implementation will begin.

**12.6.a** The Regulation on the National Centre for Curriculum Development was issued in 2017. Its aim is to help the development of curricula, textbooks and examinations in accordance with the best modern methods by reviewing and developing the general framework of curriculum and evaluation, from early childhood through grade 12. This will include the use of educational and general and private educational outputs, strategies for teaching, evaluation and development of key performance indicators for curricula, assessment and evaluation procedures with a focus on students' educational output for each school stage, development of textbooks, teaching materials and teacher guides, to attract specialized expertise and support continuous development of educational materials, their review and approval by the National Centre for Curriculum. This will encourage the continued development of curricula and lifelong learning.

**12.6.b** The Ministry of Education reviews and develops tools for analysis, assessing gender-sensitivity of curricula, textbooks and teachers' manuals and content, comprehensiveness of life concepts and practices, ensuring that they highlight balanced images of both men and women, reducing stereotypes and reviewing all documents, plans and educational projects to determine their gender-sensitivity, including the national strategy for education, the plan for the development of vocational education, and the national standards for development teachers' capacities, and others. The ministry is also reviewing vocational education and training programmes, to adapt them to the needs of the market, to expand vocational education by introducing new specialties in the industrial and hotel branch for females. Cooperation is under way with institutions dealing with the promotion of women's affairs, such as the National Committee for Women, the Ministry of Planning and International Cooperation and the Higher Council for Population. A strategy has been developed approved and disseminated to integrate gender-sensitivity in the policies, plans and programmes of the Ministry of Education. Gender mainstreaming has been included in the 2018-2022 education strategy. A strategy for gender equality in education has been developed for the years 2018-2022 in line with the education strategy and sustainable development goals.

**12.6.c** Because of low demand for training and vocational and technical education, the Higher Council for Population in cooperation with the Ministry of Education prepared: a. Study and Summary of 2017 Policies on Integrating Work Content, Professional Work, Entrepreneurship and Creativity in Textbooks;<sup>37</sup> and b. The study of future trends of the youth in the labour market towards

---

<sup>37</sup> See the study and summary of policies on the integration of the contents of work, professional work, entrepreneurship and creativity in textbooks 2017 at <https://bit.ly/2GBfPsu>



entrepreneurship and supporting institutional environment.<sup>38</sup> The aim of this study is to identify obstacles and interventions that are needed. Based on the findings and recommendations of the study, the Ministry of Education has added some of the related concepts to its curriculum. The National Strategy for Human Resources Development (2016-2025) included updating the curricula, upgrading the training and training of teachers, expanding pre-school and nursery education, ensuring secondary education for all, and increasing numbers of young people with skills suppliers technical and professional, to ensure equitable and access to higher education.

□ *Increase access to skills and training in new and emerging areas, in particular STEM (Science, Technology, Engineering, Mathematics), Fluency and Digital Literacy*

**12.7.1** The percentage of females enrolled in universities in ICT majors for the academic year 2017 reached 37.3%. To maximize the benefits of this investment, the Ministry of Communications and Information Technology (MICT) launched several initiatives in collaboration with private sector companies to achieve gender equality in access to training and employment opportunities. Forty-seven percent (47%) of ICT graduates were females. They participated in the graduates training and employment initiative in the seven stages of the 2009-2018 programme. Ninety percent (90%) of the female graduates of the telecommunications sector participated in the post office e-government services initiative. The percentage of female trainees in the life skills training programme and mobile applications reached 51% and the female communications graduates participating in the training programme with Al Hussein Technical University reached 87%. The percentage of female employees reached: 44.5% in the Ministry of Information and Communications Technology; 45.5% in the National Information Technology Centre; 29% in ICT private companies in 2016; and 50.4% in the government ITC sector.

**12.7.2** The Ministry of Information and Communications and Technology (MICT), in partnership with Dot Jordan, has established five (5) digital innovation labs in 5 different knowledge stations, aimed at building the capacity of young people and women in digital technology to bridge the digital divide. Continuous free activities were implemented, a flexible work policy was adopted for employees, and the policy for the ICT sector was revised 2018. The Ministry is seeking to sign a memorandum of understanding with a Dutch company to turn 6 knowledge stations into business incubators, 3 of which are for women in the governorates of Mafraq, Karak and Sahab. The purpose is to provide logistical services (Internet access offices), training services and empowerment of women entrepreneurs, as well as helping them to network to obtain funding for their projects. The Ministry will sign a memorandum of understanding with the Education for Employment Foundation/Arab Women's Enterprise Fund, to open horizons of cooperation in the field of empowering families and women, and to benefit from the guidance, services and data available to both parties to achieve their goal of establishing a unit for empowering women in the ministry, to establish a working plan for this unit in charge of establishing effective and sustainable market linkages between women and information technology sectors, as well as to maintain and update the database of women participating in the initiative.

**12.8** To ensure the quality of education, training and learning for girls with disabilities, the Law on the Rights of Persons with Disabilities 2017 prohibits the exclusion of persons with disabilities from any educational institution on the basis of disability or because of it. This law also provides for the inclusion in public policies, strategies, plans and educational programmes of the requirements of education for persons with disabilities, without discrimination on gender or disability. It further provides for the development of a comprehensive national plan to integrate students with disabilities into educational institutions.

□ *Ensuring access to safe water and sanitation services and facilitating hygiene management for the menstrual cycle, particularly in schools and other educational training facilities*

---

<sup>38</sup> See the study on the trends of young people on the labour market towards entrepreneurship and the supportive institutional environment, at <https://bit.ly/2GBgLx0>

**12.9** The subject of sanitation services has been given utmost importance. They are provided to Jordanian citizens and refugees. Most of the major cities and large communities are equipped with standard sewerage networks, and the proportion of households serviced by the sewerage system will increase from 65% in 2016 to 70% in 2019, by continuing to build more sewage and purification plants. Focus is on wastewater treatment and reuse for agriculture. It is expected that the proportion of treated wastewater reuse will reach 96% in 2019 for agriculture, whether restricted (alone without mixing) or unrestricted (after mixing with fresh water). The programme 'Ana Kabirtu' (I have grown Up) is being implemented for sixth grade girls. Health officials in the directorates of education and the Ministry of Health deliver lectures with the support of WHO to explain the importance and methods of hygiene of girls at puberty. Explanatory presentations are delivered and awareness booklets are distributed. The programme began and is continuing since the school year 2017/2018 in 7 directorates in the central region.

▪ **Freedom from violence, stigmatization and stereotypes**

**13.** *In the past five years, what forms of violence against women and girls, and in which contexts or locations, have been given priority of action?*

□ *Sexual harassment and violence in public places, in educational settings and at work.*

**13.1.a.** For the purpose of achieving SDG 5, the elimination of violence against women, including sexual harassment, is a priority. In 2017, the Penal Code was amended (see paragraph 6.7). However, the law did not use the term harassment. The Law on the Protection against domestic violence of 2017 relied in its definition of domestic violence on the crimes set out in the Penal Code. The Law on the Rights of Persons with Disabilities of 2017 adopted a definition of violence (see paragraph 14.1). The Civil Service by-law as amended in 2018 prohibits civil servants from committing acts that are harmful to public morals, ethics or behaviour.

The Labour Code did not use the term sexual harassment but sexual abuse. It provides that a worker is entitled to leave work without notice while retaining his/her legal rights for separation and the consequent damages if the employer or his representative commits against him/her in the exercise of his/her duties, or because of it, any form of punishable sexual assault. The Minister may decide to close the business for the appropriate period.

**13.1.b** in early 2019, the Ministry of Labour, in cooperation with the social partners (employers, workers, the private sector and civil society organizations), began work in the field of combating violence and sexual harassment in the workplace. This is an assertion of the right of everyone to a work environment free from violence and harassment, including gender-based violence. The ministry will develop with the relevant authorities a guide to raise awareness among employers, workers and labour inspectors on the definition of the concepts of violence and sexual harassment in the workplace, their forms and the mechanisms for dealing with them, especially by employers, and to emphasize employers responsibility to provide a safe and decent work environment for workers.

**13.2** The slogan of the 16-day campaign against gender-based violence of 2018 '*Speak up! Harassment is a Crime*' was based on the results of the study of harassment in Jordan conducted by the Jordanian National Commission for Women JNCW in 2017. The campaign aimed to raise the awareness in society, in general, and among school and university students, in particular, on: the importance of reducing this phenomenon; raising awareness of the importance of reporting harassment and not accepting it socially; ending the culture of tolerance with the perpetrators; strengthening the role of men, youth and girls in the fight against gender-based violence, especially harassment; and work with the stakeholders to facilitate reporting procedures and mechanisms and judicial prosecution of cases. The campaign used a range of awareness, advocacy and lobbying materials for all community groups. Awareness videos were broadcast through social media sites to introduce the concept of harassment and criminalization. Advertising and media materials were produced, in addition to radio and educational series and live testimonies to reach the target groups and to deal with the phenomenon of harassment and its effects



and how to defend oneself in the event of harassment. The campaign reached more than 13 million users of these sites. During the campaign, 30 ordinary and specialized awareness workshops were held. The results of the tribal and remote assessment showed that the percentage of women who could identify the concept of sexual harassment increased from 73% to 96.9%, and the percentage of those who know to whom they can report harassment rose from 70.1% to 94.9%. The percentage of those who know the legal methods and procedures to reduce harassment increased significantly from 28.3% to 89.7%.

□ *Violence against women and girls facilitated by technology (e.g., cyberbullying, online stalking)*

**13.3.1** As a result of the rapid and widespread use of technology, and to provide safe use of the Internet and social media, the Cyber Crime Law of 2015 punishes crimes against male and female persons, especially those who have not completed 18 years of age. This law punishes anyone who intentionally sends or disseminates through an information system or the Internet any material that is heard, read, seen, comprising pornographic acts or acts relating to sexual exploitation or the use of an information system or the Internet in creating, preparing, saving, processing, displaying, publishing, or promoting pornographic activities or acts for the purpose of influencing any person who is under 18 years of age or persons with disabilities, or directing or instigating him/her to commit a crime, or exploits this category of persons in prostitution or pornography. The law punishes any person who disparages, defames or humiliates any male or female person. The law punishes anyone who uses the information network or any information system or creates an online site to facilitate or promote prostitution (see also paragraph 1.1(b).3).

**13.3.2** The Department of Family Protection set up in 2017 a section to combat sexual exploitation of children through the Internet. This section takes care of girls in case of sexual exploitation and electronic bullying through the Internet. These issues are dealt with by specialists in the age of revolution of technology and the Internet and widespread use of Internet services and social networking sites. Awareness is raised through various activities on how to avoid becoming a victim of electronic bullying and sexual exploitation via the Internet. A mechanism for dealing with these cases has been set up to help the victims of abuse.

**13.4** The Prime Minister set up in 2016 a national committee for the positive use of the Internet as a platform for policy and coordination among the various parties to ensure the protection of the family from the dangers of the Internet. The membership of this committee includes relevant ministries, which developed a clear plan of action, and recommended amendments to the Cyber Crime Law to criminalize and toughen penalties to prevent the exploitation of children in pornographic images, in addition to identifying gaps in programmes, legislation and services to win appropriate support.

□ *Minors' marriage, early marriage and forced marriage*

**13.5.1** Following the promulgation of the Regulation on the National Team for Family Protection against Violence in 2016, the National Council for Family Affairs set up a National Committee stemming from the National Team for Family Protection against Violence to achieve complementarity and coordination among the parties concerned and reduce child marriage. A national plan to counter marriages of persons under 18 years of age was developed in 2018 in response to the findings of the 2017 Higher Council of Population survey,<sup>39</sup> which showed that the rate of underage marriage increased from 13.7% in 2010 to 18.1% in 2015. The government approved the survey's recommendations and policy summary and issued a circular to relevant institutions for implementation. The recommendations and policy summary include preventive and curative methods to reduce underage marriage, and government commitment to implement and integrate them into sectoral plans. JNCW made provisions for the implementation of aspects within its competence, including the amendment of the legislation, raising social awareness, and cooperation with the Chief Justice Office to restrict the application of exceptions. However, the implementation of the plan at the national level faces many challenges associated with the allocation of budgets by ministries and parties involved in implementation, change of social culture, especially in

---

<sup>39</sup> Higher Council for Population (2017), Study on Minors' Marriage in Jordan <https://bit.ly/2PpEFQ1>

light of the adoption of the Personal Status Law by the Parliament and retaining the age of 15 for marriage in exceptional cases, and cases where a child between 15-18 obtains the sharia judge approval for their marriage, under what it is called “Udul Alwali” in the Personal Status Law.

**13.5.2** As part of the 16-day campaign of 2017 entitled ‘*Still too young for marriage*’, the National Committee for Women and the Shama’a Network (Combating Violence against Women) set up a strategy for action, targeting the local community and school and university students to heighten awareness of the social, economic, health and psychological effects of minors’ marriage and the importance of reducing it, and to promote the role of men, youth and girls in addressing gender-based violence and reaching remote areas in the provinces. To change existing practices and typical concepts of masculinity among students (ages 14-17), four workshops were held to change existing practices and stereotypes of students in a school as a first experiment. In the coming years, more students and educational counsellors in their schools will be targeted in all governorates. The Ministry of Education participates in the campaign to raise awareness of the harm of minors’ marriage in cooperation with the Health Care Centre. As of the beginning of 2019, the Ministry of Education has participated in 172 male and female schools.

**13.5.3** In 2017, the Chief Justice issued instructions on the granting of marriage authorization to persons aged 15 and under 18 in order to narrow the use of the exception. The National Committee for Women, in cooperation with the Chief Justice Office, held 4 awareness workshops for Sharia judges and family conciliation committees on the social, health and psychological effects of the marriage of persons under 18. The workshop also discussed the instructions and reviewed case study models, with a view to adjusting them and ensuring the clarity of the criteria on which the exception is recommended.

**13.5.4** Although the age of exception for marriage was maintained, official institutional efforts (including restrictions on granting permission for marriage), information and awareness campaigns by national institutions and civil society organizations led to a significant reduction in the number of marriages of persons under 18, from 10,434 in 2017 (out of 77,700 marriage contracts) to 8,226 marriage contracts in 2018 (out of 70,734) and thus a decrease in the percentage of underage marriage from 13.4% to 11.6%.

**13.5.5** The Jordanian National Commission for Women included in the list of demands submitted to the National Assembly in 2017 amending the Education Law to punish the guardian whose children are not enrolled in basic education and amending Article 290 of the Penal Code to criminalize neglect in the care of a young person under the age of 15. The amendment aimed to extend protection to basic and fundamental rights of the child, especially the right to basic education. In most cases, the purpose behind denial of education is marrying off girls, enrolling children in the labour market, or sometimes sending children to beg for the person in charge of the children or to reduce the burden of spending on them. This demand is intended to fill a gap caused by the lack of integrated legislation on the rights of the child, by virtue of Jordan’s ratification and publication of the Convention on the Rights of the Child. It should be noted that the preparation of the bill on the rights of the child is completed.

#### □ *Female genital mutilation (FGM/C)*

**13.6** The Higher Council for the Rights of Persons with Disabilities took several measures to promote the rights of women and girls with disabilities by organizing a national campaign to ‘prohibit and criminalize the removal of the uterus of a person with disabilities.’ The campaign targeted 455 families, dealt with the subject from various legal, health and religious aspects, and involved the families of persons with mental disabilities. The Fatwa Department issued Fatwa No. 194 (2014/2) prohibiting the removal of the uterus of girls with disabilities and establishing the liability of society towards them. There are no formal studies or statistics on these practices.

#### *Trafficking in women and girls*

**13.7** The Cabinet approved a proposed bill amending the Law on the Prevention of Human Trafficking of 2019. The bill provides for a special chapter to: ensure protection for victims affected by such crimes;

create appropriate conditions for their assistance and care; grant women temporary residence until completion of litigation proceedings; and translation and a guide to and from the court. To reduce crime and achieve deterrence, sanctions have been toughened on perpetrators of trafficking crimes and perpetrators of crimes against women and girls. The Ministry of Justice is expected to establish a Fund for Assistance to Victims of Human Trafficking, which relies on grants and assistance. A special centre will receive and protect victims of trafficking, regardless of gender or ethnicity. The victims will benefit from integrated support services and psychological and physical rehabilitation programmes until the problem is resolved or voluntary repatriation to their country. As at 2019, the number of victims reached 334, of whom 70% are women, and the majority of them are domestic workers. The National Strategy for the Prevention of Trafficking in Persons (2019-2022) includes the goals of: specialized assistance and protection for child victims of human trafficking; expanding the geographical coverage of shelters for victims of these crimes; strengthening controls to reduce the crimes of sexual harassment in the workplace. The strategy also provides for support opportunities for the conduct of studies and research on the protection of vulnerable groups, as well as the protection of refugees most vulnerable to trafficking in human beings (see paragraph 14.4.b)

*14. What actions has your country prioritized in the past five years to address violence against women and girls?*

□ *Introduce or strengthen laws combating violence against women, and their implementation*

**14.1** The Law on the Rights of Persons with Disabilities 2017 is a qualitative leap and a major development in the field of the rights of persons with disabilities. It is based on equality, non-discrimination and equal opportunities and protection against discrimination in particular for women, especially young ones. The law provides that any act or omission that deprives the disabled person of a right or freedom, restricts his/her exercise of any of them, interferes with his/her physical integration, causes mental or psychological harm to him/her on the basis of or because of disability. A circular was issued by the Prime Minister to implement the principle of integrating the rights of women and girls in laws, policies, plans and programmes of bodies, and financial allocation in the budgets, (Annex 3). Work has been completed on the diagnostic and training criteria for persons concerned and staff working on diagnosis. The disability rate is 11.2% for those aged more than 5 years. If this age is introduced, the rate will reach 15%, which is within global limits. In response to Target (L) relating to girls, a regulation on early intervention centres for children with disabilities was issued in 2017. Its aims are to: integrate these children and their families into the community; assess their needs and the fulfilment of their needs through the programmes and services provided for this purpose; provide parents and other caregivers with information and skills relating to the disability of their children; reduce the absorptive capacity of shelters; reduce the economic burdens of their care; reduce the rates of disability; and reduce the gap between the mental age of the disabled child and his/her biological age.

**14.2** Measures taken to address violence against children include: the Law on Juveniles of 2015 raised the age of criminal accountability of juveniles to 12 years; creation of the Juvenile Police Department with powers to reduce juvenile delinquency; assigning public prosecutors and specialized judicial bodies to deal with juveniles; and punitive non-custodial measures, not affecting the juvenile's school enrolment. The Regulation on Dispute Settlement in Juvenile cases has been issued. It is implemented by the Juvenile Police and the Judiciary. The Juvenile Police is in charge of settling disputes relating to offences and misdemeanours punished by up to two years' imprisonment, and providing safe shelter for male and female children in need of protection and care who are at risk of abuse or in danger.

**14.3** The amended Penal Code of 2017 brought many achievements (see paragraph 1.3.a and paragraph 2.2.a).

**14.4.a** The Law on the Protection from Domestic Violence was enacted in 2017. It deals with the loopholes of the Law of 2008. It includes reform provisions aimed at preserving the family structure and its interdependence. It expands the scope of persons covered by the concept of family. Health, education or social service providers in the public and private sectors must report any case of domestic

violence against young persons, persons lacking legal capacity or persons with reduced legal capacity when they become aware of it or are informed of it. To raise the percentage of disclosure, reporting must be done with the consent of the victim who has full legal capacity when the act against him/her is a misdemeanour. The informants and witnesses are protected. It empowers the Department of Family Protection to settle disputes in cases of domestic violence in misdemeanours, subject to the agreement of both parties. The settlement is limited to the criminal act and the complaint relating to it. A new electronic and paper record has been created to document cases of domestic violence and the measures taken against them. The Law on Community Service introduced an alternative to deprivation of liberty and the use of modern technology, if any, for victims under 18 years of age, and the establishment of a specialized court that meets on weekends, official holidays, and evening sessions, for speed and confidentiality in deciding cases. Thus, the Family Protection Department conducted interviews with children who were exposed to abuse, through video recording of the interview with the victim, as an alternative to going over and over the incidents of abuse to which he/she was exposed. The strategy is used to avoid the negative effects on the psyche of the juvenile in the future.

**14.4.b** Over the past 5 years, the Family Protection Department has expanded with the creation of sections in the governorates of Tafilah, Ma'an, West Irbid, and South Amman. The Dar Al-Wefa Family shelter was opened in Irbid in 2017. It welcomes all cases of women who are victims of abuse and domestic violence in the northern governorates. A specialized section has been created at the Criminal Investigation Department to combat human trafficking in addition to the Dar Al-Karama shelter to protect girls who are victims of human trafficking.

**14.5** Emergency Line 114 intended for deaf persons was launched by the end of 2014. It is used to report violence and is the first emergency service based on deaf communication technology through video calls. It is operated by staff trained on the sign language at the Command and Control Department of the Public Security Directorate. Assistance was provided to women with disabilities in emergencies and cases of violence or exploitation. The line received 449 reports in 2018. This figure is not gender-disaggregated. The Penal Code, as amended in 2017, considers disability an aggravating circumstance in crimes in order to protect women and girls from violence (abuse, assault, abduction, neglect, abandonment and deprivation of liberty). The Law on the Rights of Persons with Disabilities defines violence against persons with disabilities. It protects whistle-blowers and witnesses against violence. Sanctions are imposed in the event of violence against persons with disabilities and toughened sanctions are imposed in the event of repetition.

□ *Submission, updating or expansion of national action plans on ending violence against women and girls*

**14.6** The Jordanian National Commission for Women prepared the executive plan for the Shama'a Network (Combating Violence against Women)<sup>40</sup> with appropriations amounting to 30,000, 25,000, and 30,000 Jordanian dinars for the years 2016, 2017 and 2018, respectively, to achieve the objectives of contributing to the creation of a social, economic and political, cultural, legal environment that is safe and supportive of the empowerment of women and capable of combating all forms of violence against women. The main lines of the executive plan respond to SDG 5.2 and the Critical Area of Concern (d) of the Beijing Platform for Action to: promote community culture that rejects violence against women and is capable of combating it; develop the capacity of women, professionals and institutions working with them; gain support; mobilize public opinion through decision makers, community leaders and national institutions to support national efforts; build community and institutional partnerships; and coordinate national efforts and contribute to promoting policies combating violence against women. An amount of 23,000 Jordanian dinars was allocated to follow up the implementation of the plan in 2019.

**14.7** In 2016, the Cabinet adopted the National Framework for Family Protection against Violence, which is a scientific and practical reference for the protection of the family from violence. It lays down the basis for: providing prevention and protection services; eliminating loopholes in existing practices;

---

<sup>40</sup> See Executive Plan of the Network to Eliminate Violence against Women (2019-2021) at <https://bit.ly/2PuC47h>

defining the roles and responsibilities of all national institutions in accordance with their actual and legal roles; providing services that meet the needs of the persons concerned with high efficiency and quality; using a participatory approach that respects the rights and wishes of victims, as well as confidentiality, privacy, protection and non-discrimination. The second edition of the Framework was adopted as a national reference to protect the family from violence and make it an obligation for all stakeholders to work according to its content, each within its terms of reference. The framework was distributed to the institutions in charge of implementing it. It outlines the main lines of the process of prevention/protection against domestic violence; establishes the basis for coordination among all partners (all social, health, educational, policing, judicial and administrative sectors) to provide integrated and comprehensive services and ensure the coherence of their programmes and activities, within a systematic process of supervision and follow-up, and technical support, to provide quality services to victims of domestic violence, according to victim-centred case management by the partners.

**14.7.a** The National Team for Family Protection against Domestic Violence translated the recommendations of the fact-finding committees into cases of child deaths as a result of domestic violence through an executive action plan aimed at enhancing the efficiency of institutional response to cases for the years 2016-2018, approved by the Cabinet. The plan tackled the most important challenges facing official institutions to play their role in monitoring the situations of families at risk and providing services according to the overall risk indicators. In 2016, the Cabinet instructed the ministers concerned to provide human resources and support them with social workers and psychologists, educational counsellors, psychiatrists and medical examiners to assess and follow up the family and the most vulnerable family members, to deal with families quickly, and provide support services, awareness, guidance, and treatment.

**14.7.b** In reviewing the human resources provided for the period 2016-2018, it is noted that human resources were not adequately provided, which is a problem for the institutions as they cannot perform their role properly. Twenty-eight (28) social workers were appointed instead of the needed 255 who should have been appointed at social service offices and shelters of the Ministry of Social Development; 168 educational counsellors instead of the needed 600 who should have been appointed in the Ministry of Education schools; 14 psychiatrists enrolled in the residency programme instead of the needed 30; 8 legal doctors instead of the needed 30; and 3 psychologists instead of the needed 20.

**14.8** Actions taken by the National Council for Family Affairs to end violence against women in 2017, under the supervision of the National Team for Family Protection from Domestic Violence, in cooperation with UNICEF, UNHCR and UNFPA include the preparation of the following manuals:

**14.8.a** *Handbook on Unified National Action for the Prevention of and Response to Gender-Based Violence, Domestic Violence and Violence against Children; Training Manual on Procedures* in both Arabic and English, to be a reference for all employees in all institutions on mechanisms for dealing with cases of domestic violence, specifying the policies and guidelines that explain the relationship and mechanisms to deal with cases of violence, in general, and procedures for dealing with cases of domestic violence, in particular. Among the most important outputs of this project, are the courses for training trainers. The programme included 70 hours of courses for employees of institutions (governmental and non-governmental) on the protection of the family. The output was a national training team, whose members will be the nucleus of training within their institutions on these procedures. Twenty (20) male and female trainees followed the courses.

**14.8.b** *A Guide to Accreditation and Quality Control Standards for Domestic Violence Services*,<sup>41</sup> developed in partnership with national governmental and non-governmental institutions concerned, to strengthen their capacity in providing services to domestic violence cases on the methodologies of applying these standards at the institutional level and to place them within the institutional framework.

---

<sup>41</sup> See An indicative guide to accreditation and quality control standards for services provided for domestic violence cases at <https://bit.ly/2KXSuXd>



Outputs of this project include: training of the persons concerned by the application of the standards. Three training courses were organized in which 60 trainees participated.

**14.8.c** *Guidelines for Health Service Providers to Deal with Cases of Sexual Abuse of 2017*, developed in partnership with governmental and non-governmental medical institutions. It defines the regulations, procedures and controls governing the quality of service programmes. It uses a clear approach for health service providers at multiple levels (primary and secondary) to deal with cases of sexual abuse, and provide the necessary services.

**14.8.d** The second phase was prepared as part of the project "Institutionalization of Child Support Lines and their Families. The outputs were: the preparation of the proposed visions and their presentation to the meeting of the National Team for Family Protection from Violence; the adoption of the vision of establishing a communication station to support children and their families; the development of the standards of the lines, the procedural guide for the work of these lines, the development of the requirements of the line infrastructure, the databases and the legal framework that ensures the organization and sustainability of the line work.

**14.8.e** In 2016, the Training Manual for Workers with Families At-Risk was published.<sup>42</sup> It aims to provide appropriate skills for supporting these families in terms of psychological and emotional aspects and dealing with social challenges in a positive manner. The standards for accreditation and quality control for shelters (adolescents, elderly, etc.) were adopted to help these shelters upgrade their services. A cooperation agreement was signed with the Health Care Accreditation Council (HCAC) to institutionalize work at the national level and implement these standards. These standards were implemented in the second phase of 2017 on a sample of 6 shelters representing all types of shelters. Fifteen (15) teams of residents were trained.

□ *Introduce or strengthen measures to increase women's access to justice (such as the establishment of specialized courts, judicial and police training, protection orders, redress and reparations, including cases of women's murder)*

**14.9.a** In response to the provisions of the Law on the Protection of the Family from Domestic Violence, the Judicial Council set up judicial bodies to adjudicate cases of domestic violence and appointed 77 judges and provided them with specific training sessions. The Public Security Directorate, represented by the Family Protection Department, conducts campaigns to educate women and girls about sexual harassment, reporting and complaint mechanisms, receiving complaints in all governorates and at all times. Means of communication were provided through emergency phones and free e-mail. In partnership with specialized agencies, the Directorate provides psycho-sociological support services, psychological health services for female survivors of sexual assault, forensic services, and free medical treatment in hospitals and health centres of the Ministry of Health.

**14.9.b** The Legal Aid Directorate of the Ministry of Justice provided legal assistance for all without distinction according to specific and clear criteria under the Legal Aid Regulation of 2018, to facilitate women's access to justice. It applies basics and priorities in granting legal assistance for applicants: first to persons with disabilities, then, juveniles, women, the elderly, refugees and others. Figures from the Ministry of Justice show that females did not benefit widely from the legal assistance provided by the Ministry. However, some civil society organizations, who have provided these services over the past decade, contributed in reducing the suffering of women in this area.

□ *Provide or strengthen services for survivors of violence (e.g. shelters, helplines, dedicated health services, legal services, justice services, counselling, housing)*

**14.10** The Regulation on Shelters of 2016 states: The shelter ensures protection and temporary accommodation to the female beneficiary until her problem is resolved or she is no longer in danger. It also provides social care, living, psychological, health, extension, cultural and legal services. A database of beneficiaries is established. The shelter welcomes girls at risk and provides them with

---

<sup>42</sup> See the Training Manual for Workers with Families At-Risk at <https://bit.ly/2ITHesa>

accommodation, food, clothing and support services, training and rehabilitation programmes, physical and psychological recovery, health and counselling, legal assistance, and solves their problems in accordance with human rights principles. They also provide suitable job opportunities, entertainment and psychological well-being programmes. Female beneficiaries are not received forcibly, they have to enter the shelter of their own volition. In 2018, the Dar Amina shelter was opened to receive women and girls at risk. It has a capacity to accommodate 30 beneficiaries. Up to date, 19 cases have been transferred to this shelter. Three females at risk were transferred to their families after interventions and safe reintegration. Arrangements are under way with the Ministry of the Interior to receive 18 female administrative detainees at the shelter.

□ *Provide or strengthen strategies to prevent violence against women and girls; for example, in the education sector, the media, community mobilization and working with men and boys*

**14.11** The Jordanian frameworks and strategies emphasized the importance of protecting and promoting the rights of women and girls, including the Comprehensive National Plan for Human Rights and its Executive Plan (2016-2025). This plan provides for reviewing legislation on women's rights and proposing amendments thereto. It underscores the implementation of legal frameworks and mechanisms relating to the protection of children from all forms of violence, building the capacities of institutions concerned with children and their development to ensure the improvement of the legal, counselling, psychological and educational services for the victims of abuses, conducting programme of awareness raising about their rights and mechanisms to protect them from violence, raising awareness about the concept of bullying of schoolboys and mechanisms to combat these phenomena, strengthening and enforcing control over childcare centres and shelters, and ensuring that their rights are respected. An executive plan was established with time frames and budgets for each objective.

□ *Monitoring and assessing impact, including evidence generation and data collection, including for specific groups of women*

**14.12.a** Over the past five years, the data collected by the Department of Statistics from its various sources, such as censuses and surveys, have been reprocessed and used in an appropriate statistical manner to serve the purposes and gender issues. Examples include the following: During the conduct of the Population and Family Health Survey (2017-2018), a survey questionnaire included some questions to collect data that are not available. These data relate to issues of violence against women, to serve the indicators of Goal 5.3 Elimination of all harmful practices, such as child marriage, early marriage, forced marriage, female genital mutilation, and indicator 5.3.1 Percentage of women aged between 20 and 24 years, and those who married or engaged before the age of 15 and before the age of 18.

**14.12.b** Challenges include ensuring the necessary financial resources to provide data for indicators that are not available, and surveying violence against women and calculating its cost. These surveys are important in providing the 14 indicators of Goal 5, as well as gender indicators that overlap with SDGs. The number of these indicators is 80. The electronic Tracking System to curb domestic violence cases is at its primary stage of implementation at the Family Protection Department and its partners in Amman, such as the Ministry of Health and the Jordan River Foundation. This system will provide a national database when used by all partners. It will also help achieve the best interests of survivors of abuse. The challenges facing the staff who are working in this field include: reluctance; non-reporting of violence suffered by female beneficiaries because of her understanding of the social norms and the surrounding society; and the inaccuracy of the data owing to the requests for assistance from multiple sides.

**15.** *What strategies has your country used in the past five years to prevent violence against women and girls?*

□ *Increase public awareness and change attitudes and behaviours*

**15.1.a** Through the international campaign '16 Days of Activism Against Gender-Based Violence', a specific issue is chosen each year and developed in the campaign. The Jordanian National Commission for Women supports all activities and events of the campaign throughout the year, whether to change



the negative societal outlook and/or amend legislation or procedures to eliminate violence against women. In recent years, activities have been expanded to include the campaign against gender-based violence, targeting all ages of both sexes, especially working with men and boys. In 2016, the campaign ‘Killings of Women’ resulted in the amendment of the Penal Code of 2017, referred to in paragraph 14.3. In 2017, the issue of ‘marriage of minors’ was raised. Amendments were submitted when the National Assembly discussed the Personal Status Law in April 2019. However, the Parliament did not approve raising to 16 years the age of marriage in exceptional cases and in cases where the guardian prevents the girl from marrying. The 2018 campaign dealt with sexual harassment (See paragraph 13.2).

**15.1.b.** The Family Protection Department has a regional training centre to train staff and build their capacities and abilities so that they can provide the best services to survivors of abuse and violence. With its partners, it is staging campaigns in communities, schools and universities to raise awareness of the seriousness of domestic violence and to encourage case reporting.

**15.2** The Jordanian National Strategy for Senior Citizens (2018-2022)<sup>43</sup> addresses the physical environment and social welfare in support of senior citizens as a priority. It identifies the required measures, such as raising community awareness in schools, universities, media and mosques about their protection from violence, informing them about their rights and the mechanism for reporting violence, training the staff working with them and providing case-related databases. Many training courses have been implemented and there is an improvement in how the subject is approached in the media. (See paragraph 3.4.a).

**15.3** Goal 5.2 will be integrated in the National Strategy for Women (2020-2025). The National Plan for the Implementation of Resolution 1325 provides for three activities on media coverage, with appropriate summaries of the impact of gender-based violence (forced marriage, underage marriage, harassment and sexual violence); the development of a phone application for reporting cases of gender-based violence on Jordanian women and refugees; awareness-raising workshops for government agencies, communities, media and civil society on the effects of gender-based violence; encouraging and supporting prevention campaigns on reporting of incidents of violence against women, legal challenges and the social stigma experienced by reporting women.

**16.** *What actions has your country taken in the past five years to prevent and respond to violence against women and girls facilitated by technology (online sexual harassment, online stalking, and unsatisfactory sharing of intimate images)?*

*Introduce or strengthen legislation and regulatory provisions*

**16.1.a** In response to violence against women and girls facilitated by technology, the Cyber Crime Law of 2015 deals with crimes that are constantly evolving with rapid technological and informational progress. In the matter of prevention, elimination and prosecution of all forms of cyber-attacks, Article 5 stipulates: ‘*Any person who deliberately intercepts, interferes with, eavesdrops, hinders, or deletes content of what is transmitted via the Internet or any information system [...]*’ (ref. paragraph 13.3.1). The sanctions for these crimes have been toughened and some of them may amount to imprisonment and a fine.

**16.1.b** Among the challenges: Article 9 provides for punishment in the event the crime is committed against persons under 18 years of age or persons with mental or psychological disabilities. Protection of persons should be extended, especially to girls and women of different age groups. The punishment should be toughened in the event the crime is committed against persons under 18 years of age. The Cyber Crimes Unit was established in 2015. It announced its readiness to receive complaints through various modern technological means. In 2018, it dealt with 7,672 complaints, as compared with 2,305 in 2015. According to the Cyber Crimes Unit, these figures do not reflect the magnitude of the phenomenon. Prosecution and litigation procedures require personal presence for filing complaints

---

<sup>43</sup> See the Jordanian National Strategy for Senior Citizens (2018-2022) at <https://bit.ly/2BbvK9b>

before the security centres. For this reason, victims are reluctant to proceed and prefer to remain silent or even to retract and preserve their reputation to avoid the embarrassment they may experience at various stages of the judicial proceedings.

*Implement awareness-raising initiatives targeting the general public, young women and young people in educational settings*

**16.2** The National Commission for Women, in cooperation with the National Information Technology Centre, implemented training programmes on the protection of women against cybercrime. Four thousand (4,000) women from various governorates of the Kingdom were trained in 2017 and 2018. The programme focused on the types of cybercrime, its specificities, goals, and tools, cybercriminals, and how to protect against cybercrime.

*17. What actions has your country taken in the past five years to address the portrayal of women and girls and/or discrimination and/or bias in the media?*

*Introducing binding regulations for the media, including for advertising and*  *Supporting the media industry to develop voluntary codes of conduct*

**17.1** To protect the rights of women and children and prevent their exploitation in any media or advertising material, the Community Radio Broadcasting Code of Practice,<sup>44</sup> which is approved and signed by the Jordanian community radio stations, provides for combating hate/violence speech and those who instigate it. The media material that is broadcast to children in particular should protect children from content harmful to their psychological development, and should prevent the exploitation of children and women in any media material. The press shall respect women's right not to be subjected to any discrimination, bias or exploitation because of sex or social level. In this regard, journalists shall not use [the image of] the woman's body to arouse lust; they shall defend women's freedom, rights and responsibilities. Journalists commit to defending children's issues and their basic rights to care and protection. They shall not interview children or take pictures of them without the consent of their parents or guardians. They shall not publish anything that harms children or their families, especially in cases of sexual abuse, whether they are victims or witnesses. They shall respect the rights of disadvantaged groups and persons with special needs.

*Provide training for media professionals to promote the creation and use of non-stereotype, balanced and diverse images of women and girls in the media*

**17.2** In view of the importance of the role of the media in changing the stereotyping of persons with disabilities and changing attitudes towards acceptance of differences, diversity, and non-discrimination on the basis of disability or gender, in 2018, the Higher Council for the Rights of Persons with Disabilities developed a guide<sup>45</sup> for media professionals on the human rights approach to disability issues. Training courses were provided for several media outlets on this guide. The Council produced some information and awareness-raising videos<sup>46</sup> and displayed them to women with disabilities to highlight the importance of the participation of women with disabilities in all areas and to change stereotypes.

**17.3** Through the WAN-IFRA regional programme, with funding from the Swedish Agency, the 'Women in the News' programme was implemented to promote women's leadership and women's voices in the news. A training course on media management was provided for 23 women journalists from various Jordanian media over four (4) years. In addition, training courses on gender balance were organized for about sixty (60) male and female journalists from the press and the Journalists Union. The programme is designed to train women journalists from media organizations for ten (10) days at the

<sup>44</sup> See the full text of the Journalist's Charter of Honour, Jordan Press Association at <http://jpa.jo/List.aspx?lng=2&Pa=Page&ID=4>

<sup>45</sup> See the text of the Media Guide on the Rights of Persons with Disabilities at <http://www.hcd.gov.jo/ar/library-downloads>

<sup>46</sup> See awareness-raising materials at <http://www.hcd.gov.jo/ar/video-gallery/ذوات-النساء-الى-رسائل-المرأة-العالمي-اليوم-بمناسبة-الإعاقة> <http://www.hcd.gov.jo/ar/video-gallery>

American University in Cairo (AUC). The course on media management was specially designed for female media professionals seeking higher representation in leadership positions. Training includes introducing participants to the principles of traditional and digital media management, marketing strategies, financial management, human resources management, strategic planning and better understanding of the public through targeted capacity-building work to develop female media leaders, as well as through a proactive approach to advocacy that aims to sensitize the sector to gender equality. The programme also focuses on core issues, such as reducing gender bias in the news, creating a culture of guidance, and supporting positive social change. Women who take part in the 'Women in the News' programme benefit from training on media management and training with leading international editorial firms. WAN-IFRA works with editors, publishers and executive directors to educate senior management, raise awareness about the gender gap in leadership of newsrooms and how to overcome gender bias.

□ *Promote women's participation and leadership in the media*

**17.4** Female journalists face gender discrimination at the leadership level, and more sharply than in many other sectors, except for one newspaper (*al-Ghad*) in which a woman holds the position of editor-in-chief. At the official news agency Petra, a woman holds the position of Assistant Director-General and Acting Director-General. In the daily papers, women hold positions in the middle administrative structures and are absent from leadership positions. The progress achieved by the media in recent decades, in terms of diversity, dissemination and professionalism, has not been matched by the integration of women into the higher structures of the media and in the media decision-making circles. There is a lack of enabling environment, such as the provision of nurseries and flexible work, as women journalists are restricted to covering social and service issues.

**17.5** The Jordan Media Institute implemented a project to build women's leadership capacities in dealing with the media and governance.<sup>47</sup> It targeted women leaders to develop their communities, male and female employees of the General Secretariat of the House of Representatives and Representatives in the current House of Representatives and journalists. It included: a training workshop for leading women on development of communities was attended by (16) women, including former women parliamentarians, community campaigners and representatives of civil society organizations working in the field of women's affairs; a seminar entitled 'Best Practices in Dealing with the Media', attended by 12 member of the House of Representatives; and a training workshop entitled 'Write News Stories from a Gender and Governance Perspective', attended by 28 male and female journalists. The total number of male and female media professionals, who are members or non-members of unions, is estimated at 1,873, including 444 female journalists, i.e. about 23% of the media community. The total number of male and female members of the Journalists Union is 1,229, of whom 260 are women, i.e. approximately 21%, according to the Union for 2017.

□ *Establish or strengthen consumer protection services to receive and review complaints on media content or gender discrimination/bias in the media*

**17.6** The Audio-visual Media Complaints Committee was established with the aim of upgrading and enhancing media content as part of the legislation regulating their work and the codes of professional conduct, and contributing to resolving media issues in the audio and visual fields following the amendment to the Audio-visual Media Law of 2015. This law provides for the setting up of a committee of specialists to receive complaints related to media content or material broadcast or recorded for the purposes of presentation or circulation to the public to consider audio-visual media complaints. The committee is composed of 7 members including women. The committee performs its tasks according to instructions that define the general framework of the work, the procedures to be taken, how complaints are considered, and the amount of time devoted to such consideration. The committee began to receive complaints in early 2016. Its role is to serve as an intermediary for the resolution of disputes related to

---

<sup>47</sup> Source: See the official website of the Jordan Media Institute at: <http://www.jmi.edu.jo/ar/projects/all>

audio-visual media. Referral to the committee is optional. It relies on legislation, the professional code of ethics for the audio-visual sector, and the principles of justice and fairness.

*18. Has your country taken any action over the past five years specifically designed to address violence against specific groups of women facing multiple forms of discrimination?*

Yes, refer to paragraph 14.1. Examples are: legislative measures to address violence against women and girls with disabilities.

▪ **Participation, accountability and gender-sensitive institutions**

*19. What steps and measures has your country taken in the past five years to promote women's participation in public life and decision-making? Reform of the Constitution, laws and regulations that promote women's participation in politics, especially at the decision-making level, including the reform of the electoral system and the adoption of temporary special measures such as quotas, reserved seats, standards and goals*

**19.1** On the promotion of women's participation in public life and decision-making, including the reform of the electoral system, and the adoption of temporary special measures, such as quotas see paragraph 1.1(a) and paragraphs 5.4.a and 5.4.b.

□ *Capacity-building, skills development and other measures*

**19.2** The National Coalition for Women's Support in Elections targeted 433 women who wished to run for the 2016 House elections through an awareness campaign for female and voters in four governorates (Irbid, Mafraq, Zarqa, and Karak). Subjects included: how to run electoral campaigns and legal knowledge of the electoral field especially that such election was implemented for the first time. The program was implemented in cooperation with the UN Women Jordan CO and the NDI. Ninety-one (91) women participated as candidates for the elections with a percentage of 21%. In 2017, the National Commission for Women assessed women parliamentarians' training needs. The assessment showed that they needed to obtain technical relating to legislative drafting, parliamentary review and budget review. The National Commission for Women provided specialized training courses for female members in these areas during 2017-2018.

**19.3** Prior to the municipal and decentralization elections of 2017, the National Commission for Women also carried out an awareness-raising campaign on decentralization laws and municipalities, and introduced the electoral process, targeting about 860 women and men from communities in six governorates. A number of sessions were held in collaboration with the LEAD Project 'Strengthening Women in Decision-Making' in government and civil society, and UN Women. Training programmes on communication and lobbying skills, project management and gender responsive budgets were implemented. The programme targeted 440 members of local government councils in 2017 in six governorates. In addition, a guidebook on legislation governing local government councils was issued.<sup>48</sup> In 2018, this guide was adopted as an academic reference in two public universities. Also, a guidebook on the tasks and responsibilities of the members of local governance councils was issued.<sup>49</sup> It set out the most frequent tasks in the operation of every council, and explained its mechanism of implementation and cross-cutting tasks of all councils. A team of national trainers on the guidebooks was set up. This team consisted of 12 male and female members, who, in turn, trained 300 of their peers (40% of them women). To raise awareness of the basic concepts from a gender perspective, training programmes were held for financial and executive managers in different municipalities, in which 80 managers of both genders participated. The purpose was to stimulate their oversight role in the preparation, analysis, and application of gender responsive budgets in the strategic and executive plans, programmes and projects and in the budgets of their regions.

---

<sup>48</sup> See the Guide to legislation governing the operation of the provincial, municipal and local councils in Jordan 2018 at <https://bit.ly/2XCGKe7>

<sup>49</sup> See the Guide to the tasks and responsibilities in the operation of provincial, municipal and local councils in Jordan 2018 at <https://bit.ly/2Pr9mUN>

**19.4.a** Among the measures taken to ensure women's equal access to and full participation in power structures and to increase representation in decision-making positions, the National Commission for Women conducted, in 2016-2017, four training programmes for 80 trade union members on communication skills networking, electoral campaign management, lobbying, gender-based monitoring mechanisms, networking and building of alliances, labour rights, union structures and legislative frameworks for trade union action.

**19.4.b** The 'Empowerment of Women in the Public Sector' project aimed to increase women's opportunities, build their capacities, provide them with skills, and enhance their participation in policy- and decision-making. The National Commission for Women, in cooperation with the Ministry of Public Sector Development, and with USAID, trained 360 female employees, from among medium-level leaders, during 2015 and 2016, to help them acquire qualifications in order to assume leadership positions.

*Encourage the participation of minorities and young women, including through awareness and counselling programmes*

**19.5** Decision No. 6 of the Law Interpretation Bureau of 2016 allows young persons aged 17 to participate in the vote of the members of the House of Representatives. It reads, "[...] Whereas the term 'reached' means 'completed' [...], the voter who is 17 years of age and entered in his/her 18th year [...] is entitled to elect members of the House of Representatives." (Annex No.)

*Provide opportunities for mentoring, leadership training, decision-making, public speaking, self-affirmation, and political campaigns*

**19.6** Among the priorities of the National Commission for Women is the implementation of a programme proposed in the 2017 *Nashmiyat* (Women's Knowledge Network) Strategy for local government council members. The most important programmes include: The Educational Track Programme, the Networking Programme, the Fellowship/Guidance Programme for Leadership Training, Decision Making and Affirmation, which promote self-learning among women. The aim was to raise the capacity of women who were elected for the first time in the 2017 provincial and municipal elections, in accordance with their request to meet women leaders who were able to work in different sectors, whether in services or development. The programme was run during 6 months in 2019. It brought together 12 duos, each one building a relationship between a mentor (advisor) and a mentee (advised). Personal goals were set at the personal and community levels. The programme is a supportive tool for women to make them politically empowered and able to build horizontal and vertical relationships in their society, enhance the confidence of the surrounding community, and thus reach decision-making positions and become influencers. Age groups and geographical regions were represented. This gave second and third grade leaders the opportunity to emerge. Lessons learned will be documented with a view to generalizing the programme in the future to empower women in the political field.

**20.** *What actions has your country taken in the past five years to increase women's capacity to express themselves and participate in decision-making in the media, including through ICTs?*

*Measures to promote access to and affordability of ICTs and enable their use by women and girls (e.g., WIFI hotspots, free Internet and community technology centres).*

**20.1** Several consultations held by the Central Bank concluded that there was a need to develop and adopt a national strategy for financial inclusion aimed at protecting consumers, enhancing financial culture among students and communities, supporting SMEs in accessing financing sources, developing electronic payment systems, empowering women to access financing sources and tools and credit facilitation, providing women with platforms for financial empowerment, disseminating financial culture, and providing statistical data disaggregated by sex to identify gaps and develop appropriate solutions. In 2015, the Prime Minister decided to set up a national steering committee headed by the Governor of the Central Bank in joint partnership between the public and private sectors to oversee the



preparation and implementation of the National Strategy for Financial Inclusion covering several main lines: electronic payment systems, microfinance, SME financing, financial culture, financial consumer protection, and the compilation and analysis of data and performance indicators. The Vision and Mission of the National Strategy for Financial Inclusion 2018-2020 was launched to achieve the first two objectives: raising the level of financial inclusion from 24.6% as measured by the number of adults with accounts in financial institutions to 36.6% by 2020. This strategy will promote gender equality and reduce the gender gap from 53% to 35%. It will also promote funding, which contributes positively to the liberalization of the economic capabilities of women and business leaders in society. Another goal of this strategy is to promote access of various financial services to all regions, including remote areas and refugees.

**20.2** The Ministry of Agriculture, in cooperation with the technological research stations in the municipalities, invited young rural women to train in the use of technology, in cooperation with the Arab Women's Enterprise Fund (AWEF), to support rural girls to obtain funding for purchasing computers for domestic work, such as engineering drawing, and selling women's farming products online, after obtaining domestic work permits. In cooperation with the media, the Ministry also monitors the success stories of rural women in order to highlight their role and importance in the productive process.

**20.3** According to the Population and Family Health Survey 2017-2018, 76.5% of females and 86.7% of males use the Internet. This means that the digital gender gap related to Internet access is quite narrow. The government is focusing on expanding Internet access and reducing taxes to facilitate Internet access and improving the information technology infrastructure. However, there are still barriers to women's access to the Internet and the provision of telecommunications services to disadvantaged segments of society, or those who are socially or economically disadvantaged, at affordable cost. Older women in remote areas, with low or no income, are hardly able to use the Internet, especially because of increased taxes on the use of communication means in the past years. These obstacles hinder women's opportunities to enjoy the scientific and social benefits of using the Internet. The benefits of the Internet are not limited to the implementation of initiatives, mobilization for women's rights, and posting complaints and grievances, but it is a tool for creativity and innovation and creating businesses and new jobs. The lack of a policy of protection from online sexual harassment may prevent female use, according to a study conducted by the National Committee for Women 'Sexual Harassment in Jordan 2018'. The percentage of sexual harassment committed in cyberspace was 43.9%. The Cybercrime Law criminalizes and punishes online violations, including gender-based violence, but does not specifically mention different types of cybercrime offences. These barriers vary from one governorate to another because of disparities in income, education and employment.

□ *Introduce regulations to promote equal pay, and women's retention and career advancement in information and communication technology.*

**20.4** As mentioned in paragraph 4.2.c, the Labour Code was amended to promote equal pay according to the principle 'equal pay for work of equal value'; to increase the penalty in the case of proven discrimination by the employer; and to define flexible work.

**20.5** Article 13 of the Community Radio Broadcasting Code of Practice, which is approved and signed by the Jordanian community radio stations, states: "*The press shall respect women's right not to be subjected to any discrimination, bias or exploitation because of gender or social level. In this regard, journalists shall not use [the image of] the woman's body to arouse lust; they shall defend women's freedom, rights and responsibilities.*" (Refer to paragraphs 17.1, 17.2, and 17.3)

**21.** *Is the proportion of the national budget invested in promoting gender equality and women's empowerment (gender-responsive budgeting) being tracked? The answer is 'No'*

**22.** *As a donor country, does your country follow the ratio of official development assistance (ODA) invested in promoting gender equality and women's empowerment (gender-sensitive budgeting)? Not applicable.*

**23. Does your country have a national strategy or action plan in place to achieve gender equality?**

**23.1** The National Commission for Women is preparing the National Strategy for Women to empower women, enhance their participation in public life, access to resources and achieve gender equality. The Cabinet endorses the strategy as a national plan of action with objectives to be achieved. The National Strategy for Women 2020-2025 is being updated to integrate sustainable development goals and align it with: the sustainable development agenda, including the Goal 5 and its associated targets; the general and final recommendations of the Committee on the Elimination of All Forms of Discrimination against Women; the recommendations accepted during the review of the Third Universal Periodic Review of Human Rights; the observations of the Committee on the Rights of the Child; and the recommendations and observations of the other committees on ratified Conventions. After approval of the Strategy by the Cabinet, it shall be communicated to the official and non-official institutions and civil society institutions for the purpose of implementing its objectives, activities and programmes, and setting the necessary budgets. The budget for previous years allocated funds for the implementation of the National Strategy for Women.

**23.2** The National Plan for the Implementation of Resolution 1325 includes goals for achieving gender equality in the military sectors, and the necessary financial resources are allocated for this purpose (see paragraph 26.4). Since 2018, the National Committee for Women has allocated funds from the government budget to implement activities that intersect with the goals and tasks of women's affairs, such as lobbying activities and supporting gender audits in government and military institutions. In 2015, within the criteria for the award of the King Abdullah II Award for Excellence in Performance, the gender and equal opportunities standard was established in the adoption and revision of policies, programmes, instructions and working procedures.

**23.3** Under Article 3 of the National Human Rights Centre Law 2017, as amended, the Centre monitors the human rights situation and includes in its annual reports to the Government and to the Presidents of the Houses of Representatives and the Senate a special focus on the rights of women as a vulnerable group. The Centre may follow up the compensation of those affected by such abuses, in accordance with the legislation in force. When appointing the members of the Council, the broad representation of the segments of society and human rights bodies, including representation of women and relevant civil society organizations are taken into account.

**23.4** Jordan's Civil society organizations that deal with human rights play an important role by issuing recommendations and preparing reports to the relevant national, regional and international bodies of the United Nations treaty bodies, which shed light on human rights issues and violations.

**24. Does your country have a plan of action and a timetable for the implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if it is a State Party), the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality / discrimination against women?**

**24.** There is no specific plan of action and timetable for the implementation of the recommendations of the Committee on the Elimination of Discrimination against Women - Jordan is a State party to CEDAW since 1992 - a plan of action to implement the Universal Periodic Review or other United Nations human rights mechanisms. Nevertheless, as mentioned in item 23, the National Committee for Women prepared the National Strategy for Women, which includes the objectives to be achieved for the empowerment of women, social justice and equal opportunities by incorporating general and concluding recommendations. The Jordanian National Commission for Women (JNCW) participates in the preparation and discussion of the periodic reports submitted to these committees on time. It considers that through the incorporation of all recommendations and observations in the National Strategy for Women, the implementation of these recommendations will be strengthened. JNCW also includes the comments from these bodies in the list of demands for policies and procedures to be implemented and



submitted to the members of the Parliament with each new legislature. The National Strategy for Women will include a national plan of action for implementation within a timetable and the allocation of the necessary budgets. However, there is no mechanism for monitoring the implementation of this strategy, especially by the House of Representatives and the Senate in accordance with their mandate.

*25. Does your country have a national human rights institution?*

**25.1** Yes. It's the National Centre for Human Rights, an independent national institution established on the basis of the Paris Principles on the Status of National Institutions for the Protection and Promotion of Human Rights. The Centre is mandated by Law No. 51 of 2006, as amended in 2017, which gives it a general mandate to protect and promote human rights. It monitors the violations of human rights and public freedoms, and seeks to stop any abuses of these rights and freedoms. It may follow up compensation for those affected by such abuses in accordance with the legislation in force. It is rated 'A' by the committee that rates national human rights institutions.

**25.2** The Centre seeks to achieve its objectives through several means, notably: (a) monitor the human rights situation to address any violations or abuses thereof; follow up the necessary procedures for this purpose, including settlement or referral to the executive or legislative authority or the competent judicial authority to stop and remove the effects of such violations and abuses; (b) teach human rights principles at different levels of education; (c) declare positions and issue data on human rights issues; (d) conduct legal, political, social, educational, and intellectual studies; hold lectures, seminars, and conferences on its objectives, and participate in similar activities; (e) organize training courses, seminars and education workshops; (f) issue data, bulletins, and publications; (g) exchange information and experiences with national, Arab and Islamic associations and organizations and similar regional and international institutions; (h) make recommendations and proposals for the protection of human rights; (i) build a database on human rights; and (j) proposing legislation relating to its objectives.

**25.3** The Centre also seeks to promote gender equality through several mechanisms, most notably under the law which provided for its establishment. It studies legislation that is discriminatory to women's rights or that discriminates and propose relevant legislation. It addresses the relevant authorities on these issues, in particular the executive and legislative authorities, the Legislation and Opinion Bureau (LOB) and urges them to make the necessary amendments or to adopt legislation that promotes gender equality. It urges the government to lift reservations to CEDAW and to ratify any conventions or protocols that promote gender equality and promote women's rights. The Centre participates in the work of the relevant committees in both the House and Senate when laws are referred to them to ensure the laws are in line with international human rights standards. In this respect, it expressed its views before the House and Senate on the laws relating to personal status, labour, election, decentralization, penal code, and protection from domestic violence, among others. It addressed the government to seek amendments to several regulations, including the Civil Service Regulation, the Flexible Work Regulation, the Regulation on Shelters for women at risk and others.

**25.4** Regarding the status of women and the practices that induce gender inequality, (1) The Centre monitors the status of women in various sectors, especially in the areas of labour, health, education and shelter. It identifies practices that violate the principle of gender equality; and addresses relevant authorities to eliminate violations, whether by the government, public authorities, or the private sector (business sector); (2) It monitors the status of women in remote areas. The Centre conducted visits to a large number of villages and remote areas. It prepared detailed reports on the status of women in these areas and their suffering from inequality, or violation of their rights in the economic, social or service fields, as well as in the political and civil life. It addressed relevant authorities on these violations in order to seek their elimination and do what is necessary for this purpose.

**25.5** Empowering women and raising legal awareness of their rights, international standards of human rights, in general, and women's rights, in particular, among women and men, as well as the importance of gender equality through training courses and continuing lectures. The 'Himaya (*Protection*) Project',

which aims to protect girls and women from gender-based violence, produced several publications. A manual was issued to train trainers on the protection of women from violence. The Centre followed up the implementation of the Himaya Project II to promote gender equality, raise women's awareness of their economic rights set out in international standards and national legislation. Through a series of training workshops on women's economic rights and their rights in the workplace held in Zarqa and Mafraq, the Centre taught women the basics of small businesses operation and management, the marketing process, and their protection from economic violence. In addition, the Centre reviews school curricula and proposes the necessary amendments to ensure a change in the stereotypical image of women and the integration of the principle of gender equality.

▪ **Peaceful communities in which no one is marginalized**

*26. What actions has your country taken in the past five years to establish and maintain peace and to promote peaceful and non-marginalized societies for sustainable development and implementation of the Women, Peace and Security Agenda?*

□ *Adopting and/or implementing a national plan of action on women, peace and security*

**26.1** The Government entrusted the task of preparing a national plan to implement Resolution 1325 to the National Commission for Women (JNCW), which led the process with members of the National Coalition formed by the Cabinet to ensure wider participation of representatives of the military and government sectors, civil society organizations, international organizations working in Jordan, and the stakeholders of the Women, Peace and Security Agenda. To ensure the commitment of partners and stakeholders to implement this agenda, the Cabinet decided in 2016 to form the Higher Steering Committee of members at the level of political decision-making headed by the Secretary-General of the Ministry of Interior, to follow up and oversee the work of the National Coalition, through the provision of observations and direct instructions and appropriate recommendations. In turn, UN Women provided technical and material support to the process of drafting the plan, which was endorsed by the Cabinet at the end of 2017 and launched in March 2018. The plan responded to the recommendations of the Committee on the Elimination of All Forms of Discrimination against Women, such as General Recommendation 30 on the Status and Role of Women in Conflict Prevention, Conflict Resolution and Post-Conflict Reconstruction, Target (e) Women and Armed Conflict, and the Sustainable Development Agenda and Goals 2030, especially Goal 5 and Goal 16, which focuses on achieving safe and inclusive societies and ensuring universal access to justice.

**26.2** The Plan has broad national ownership, through which the military, government and civil society institutions are committed to including the activities of Resolution 1325 in their plans and to allocate funds from their budgets for their implementation. The plan included four strategic objectives: First: Responding to gender needs and women's active participation in the security, military and peacekeeping sectors. Second: Achieving women's active participation in confronting extremism and violence and building and making national and regional peace. Third: Provide responsive and gender sensitive humanitarian services and facilitate safe access to them, especially for Jordanian women and girls who are most vulnerable to violence and need to be protected in host communities and refugee camps in line with the Jordanian response plan to the Syrian crisis. Fourth: A societal culture supportive of the needs of gender, gender equality and the role of women, including the role of young women in achieving security and peace.

**26.3** To ensure the implementation of the plan, it was agreed with stakeholders was reached to cooperate and build a system to monitor, evaluate, and follow up its implementation. Standard performance indicators and baseline and target values were identified. For this purpose, a coordinating body was formed to follow up the implementation of the plan by the Ministerial Committee for the Empowerment of Women, the Higher Steering Committee to implement Resolution 1325, and the technical working groups including members of the National Coalition, which will collect and analyse the data necessary to follow up the implementation of activities related to the logical framework of the plan. These working groups will review the recommendations and submit them to the Ministerial Committee for the

Empowerment of Women, with a view to supervising and gaining political support, to ensure that national institutions commit themselves to allocating resources to implement the activities of the Plan, with a timetable for the implementation of outputs. Thereafter, the Cabinet will receive the reports that measure achievement in implementation and the extent of the commitment of the government and its various institutions to implement activities in coordination and cooperation with National Commission for Women.

*Integrate the commitments related of women, peace and security into key policy, planning and monitoring frameworks at the national and inter-ministerial level*

**26.4** The members of the Coalition committed through their institutions to review their sectoral plans to identify activities within the framework of the National Plan. The role of the Higher Steering Committee in this area is to ensure that partners and stakeholders are committed to implementing these activities, make the necessary recommendations to the Ministerial Committee on the Empowerment of Women as a priority in the implementation of the Plan's activities, measure progress in this regard and associated strategic planning, and identify and allocate budgets for the implementation of those activities. As mentioned in paragraph 5.1.e, the National Strategy for Women will be aligned with all relevant commitments and frameworks, including the National Plan for the Implementation of Resolution 1325.

*Use communication strategies, including social media, to increase awareness of Women, Peace and Security Agenda*

**26.5** A communication strategy was developed for the National Plan of Action to Raise Awareness and Advocacy for the Women, Peace and Security Agenda for the years 2018-2021. This strategy was designed in view of the need for a special approach to awareness-building and for a common understanding of the context and the situations in which the plan is to be implemented. The purpose was also to analyse the strengths, weaknesses, opportunities and risks of the plan and the media landscape within which the communication strategy will be implemented. It was also necessary to clarify the key ideas behind its recommended approach to reach the target groups of outreach activities, particularly key partners outside the capital, to raise awareness and support for the national plan and its objectives. According to the fourth strategic objective of the plan, it is necessary to change the attitudes and social trends to ensure the success of the plan, especially its first three objectives. In turn, the military and security sectors used social media to disseminate news about women's participation in peacekeeping and the integration of women in these sectors at the local and international levels.

*Increase budgetary allocations to implement the Women, Peace and Security Agenda*

**26.6** On the basis of the political commitment of the government to implement the plan, in terms of allocation of budgets, within the executive plan of the relevant security and government institutions, and adoption of the mechanism to follow up the implementation of the plan, through the Higher Steering Committee and the Ministerial Committee for the Empowerment of Women, the National Committee for Women, in cooperation with the UN Women, began in 2018 to mobilize resources for the Joint Support Fund through which the activities of the plan will be implemented in the next phase, the estimated total cost of which is estimated at 7,820,000 million dinars for the years 2018-2021. The Canadian, British, Norwegian, Spanish, and Finnish governments pledged to support to the fund for the implementation of the plan, which was launched at a regional conference with international participation in February 2019.

**27.** *What actions has your government taken in the past five years to increase women's leadership, representation and participation in conflict prevention and resolution, peace-building, humanitarian action and crisis response at decision-making levels in situations of armed conflict and other conflicts and in fragile or crisis-prone areas?*

*Promote and support women's meaningful participation in peace processes and the implementation of peace agreements*

**27.1** The Armed Forces conducted gender audits, and an executive action plan 2017-2019 for women's empowerment was formulated, including raising the percentage on the field to 3%. Women in the military, with NATO support, conducted gender audits to determine whether changes to operational management standards and principles, standard operating systems, selection and promotion criteria, roles or rules and regulations, could positively affect women's participation. This helped determine the needs and necessary measures (e.g. follow-up programmes, training and qualification, starting to include the provisions of Resolution 1325 in programmes and plans), which in turn contributed to the modification of many policies and instructions, including the two-day paternity leave, the breastfeeding hour, updating and sustaining the code of conduct of new recruits.

**27.2** The armed forces achieved a percentage of more than 15% of women's participation in peace operations. Five (5) women staff officers participate in the UN Congo mission, and two (2) as military observers in the Western Sahara. Two hundred and fifty-four (254) women are involved in special humanitarian tasks, and many female officers have been involved in courses outside Jordan on the concept of gender. Workshops were held to raise awareness about gender issues.

**27.3** One hundred and two (102) women police officers have participated in peacekeeping missions since 2007 and 28 public security staff have been recruited to participate in peacekeeping missions in Darfur and South Sudan. Three (3) women officers of the rank of colonel and major received leadership positions as Force Commander. Intensive efforts have been made to increase the proportion of women participants in peacekeeping operations, as follows: in 2018, courses and examinations for women police were conducted by the United Nations Selection Assistance and Assessment Team (SAAT). Two examinations were held in which 194 women participants took part. Twenty-six (26) women participants succeeded in all tests. Courses have been provided by the United Nations/Italy Centre of Excellence for Stability Police Units (COESPU) since 2015. A pre-deployment course was held in 2016, in which 59 peacekeepers participated. Women police officers participated in all courses of the Peacekeeping Training Institute. Training and qualification of specialized trainers in peace-keeping at the TOT (Training of Trainers) Peace Operations Training Institute. Twelve (12) women police trainers have been accredited internationally. Several of them participated in specialized courses with local United Nations organizations through the Peace Operations Training Institute. Ten (10) women officers from all over the world participated in the leadership training courses for peacekeeping forces. In order to raise awareness of gender in peacekeeping missions, the first session was held in 2016, and up to now, 77 participants from the Public Security and the Gendarmerie took part in these sessions. A workshop on gender mainstreaming was held in cooperation with the Swedish side and UN Women in which 25 officers participated. A workshop on gender in peacekeeping operations in cooperation with the National Commission for Women, and 36 participants and participants from the Security and Gendarmerie. In order to increase their qualifications, language and computer labs and a laser shooting gallery were established.

□ *Promote women's equal participation in humanitarian activities and crisis response activities at all levels, particularly at the decision-making level.*

**27.4** The number of women in the Public Security Directorate reached 5,235 in 2019. In order to promote their equal participation in humanitarian activities, two female prosecutors were appointed from among women police officers and 30 others were appointed in the rapid reaction team of the women's reform and rehabilitation centres. The women police officers were provided for in departmental budgets and vacancies were opened for leadership positions. The Directorate set up the Special Investigation Team of women officers at the Criminal Investigation Department, which conducts raids and investigations, as well as an anti-narcotics team. An action plan was designed to enable them to assume leadership positions.

**27.5** Women in the armed forces reached the ranks of Major General and Brigadier-General. Fifteen (15) women officers retired with the rank of general, and 146 with the rank of brigadier general. Four (4) women brigadier generals are on active duty. Women in the military are no longer confined to office work. Now they work in the formations and units (air force candidates, special communications, platoon

leader in rapid reaction team, musicians, religious advisers, platoon leader in the Royal Air Force, and others). The number of female staffs in the Royal Medical Services is 12,400 doctors, nurses and technicians. The number of members of the Air Force is 3 pilot captains and 30 trainees in schools. They make up 10%. Promotion of female officers and soldiers is contingent on completion of training courses. To ensure equality in promotion, courses were held for women to raise their skills (weapons courses, English language, and fundamentals courses for various classes).

**27.6** In the Civil Defence, women have been incorporated in the Jordanian International Search and Rescue Team, which operates in major local and international disaster situations. A number of women rescuers have been trained as legal midwives to deal with births in difficult weather conditions. A specialized paramedic diploma is delivered by the Civil Defence College for those who want to work with Civil Defence after graduation. A bachelor's degree is delivered in specialized disaster management, specialized rescue, fire engineering and safety, by the Prince Hussein Academy of Civil Protection. Women participate in local joint drills, evacuation plans, internal and external committees and decision-making. A number of women gendarmes were appointed at leadership positions as head of department and platoon.

□ *Integrating a gender perspective into humanitarian action and crisis response*

**27.7** Gender has been integrated into the strategic objectives of the national plan, including prevention, protection from conflict, building peace and security, and promoting sustainable stability. The National Commission for Women conducted a study on 'Women and violent extremism in Jordan' that addresses gender dimensions to counter extremism and to explore its effects on women and the possibility of incorporating gender responsive measures into efforts to counter extremism and violence. A number of women officers and cadres in the armed forces participated in the peacekeeping missions in Afghanistan, Gaza, Liberia and the Congo in operations, training, and humanitarian activities (Table 27.7). The Women's Military Training Centre, supported by NATO, was established the third credit fund project, as a local and regional training centre to recruit women to contribute to increasing the number of female soldiers to reach 3%. The Civil Defence also included gender-sensitive projects in the strategic plan, such as security and peace, and the implementation of all military regulations and laws on both genders.

□ *Protect civil society and women's rights defenders*

**27.8** The Civil Defence involved women (38%) in the process of training and sensitizing the local community to prevent and protect against incidents, through awareness lectures and the implementation of evacuation plans, in schools and governmental and private institutions, and in participation in the implementation of national campaigns with other parties as reservists of civil defence and aides in disasters and accidents. The Gendarmerie forces created a female section to carry out search operations in demonstrations, sit-ins and incursions in the event of female presence. Female gendarmes also take part in external interventions as part of the peacekeeping forces.

**28.** *What actions has your State taken in the past five years to strengthen judicial and non-judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed conflict and other humanitarian or crisis response?*

□ *Implement legal and policy reforms to address and prevent violations of the rights of women and girls*

**28.1** Regarding legal reforms, the Penal Code of 2017 was amended to criminalize all forms of sexual harassment and toughen penalties for crimes against women, children, and persons with disabilities (see paragraph 14.3); the Juvenile Law was enacted in 2015 (see paragraph 14.2); the Cyber Crime Law was enacted in 2015 to deal with crimes that are constantly evolving with rapid technological and information development and to prevent, stop and prosecute all forms of cyber-attacks.

**28.2** Regarding policy, the National Plan for the Implementation of Resolution 1325 (see paragraph 26.1) was launched. The National Strategy for Women (2020-2025) will ensure the integration of Goal 5.2 and associated Targets. The updated version of the National Framework for Family Protection from Violence 2016 aimed to outline guidelines for prevention/protection from domestic violence and to

establish the basis for coordination among all partners. The third theme of the Jordanian National Strategy for Senior Citizens (2018-2022) dealt with ‘The Physical Environment and Social Welfare in Support of the Elderly’, as a priority for the prevention and protection of older persons from violence. The Jordanian Armed Forces added the gender perspective to the organizational structure to institutionalize work. The Department of Statistics sought to re-process its available data from its various sources, such as censuses or surveys, and to use them in an appropriate statistical manner to serve the purposes and issues of gender. The Comprehensive National Human Rights Plan and its Executive Plan (2016-2025) emphasized the importance of implementing the legal frameworks and national mechanisms for the protection of children against violence (paragraph 14.11)

□ *Increased access of women affected by conflict and women refugees to violence prevention and protection services.*

**28.3** The third strategic objective of the National Plan for the Implementation of Resolution 1325 is "to provide responsive and gender-sensitive humanitarian services and to facilitate safe access to them, particularly for Jordanian women and girls who are most vulnerable to violence and in need of protection in host communities and refugee camps. With a view to providing humanitarian services, the Syrians Refugees Affairs Directorate established family protection offices in the camps to deal with issues such as: domestic violence, battered women, physical and sexual assaults on women and children, creation of community police centres in camps managed both genders, creation of women police centres, holding of workshops for training and awareness-raising about various issues and topics, case study and referral to the relevant authority for follow-up, involvement of the Syrian woman refugee to attend regular meetings with organizations and representatives of the local community to know the problems for coordination purposes.

**29.** *What actions has your government taken in the past five years to eliminate discrimination against and abuse of the rights of female children?*

□ *Take measures to combat negative social norms and practices and increase awareness of the needs and potential of female children*

**29.1** The Ministry of Justice implements an annual training plan to eliminate discrimination against the rights of female children through the Juvenile Justice Reform project. Court staff training is taking place in the three regions (central, north and south). Courses include a discussion on the implementation of the Juvenile Law and challenges in its enforcement, communication with juveniles skills, gender mainstreaming in Juvenile Courts, the importance of gender mainstreaming, gender mainstreaming in the ministry’s plans and policies, establishment of a gender support committee in the justice sector to document relevant studies and implement activities during 2019. A conference on gender support in the justice sector was held in 2017. All stakeholders were invited to come up with a roadmap for activities to be implemented to achieve gender support in the justice sector.

**29.2** The outputs of the Project ‘Institutionalizing Child Support Lines and Their Families in Jordan’ included the preparation and presentation of the proposed vision to the National Team for Family Protection against Violence and adopted the vision of ‘establishing a communication station to support children and their families, taking care of anything related to children, women, and family. the development of the standards of the lines, the procedural guide for the work of these lines, the development of the requirements of the line infrastructure, the databases and the legal framework that ensures the organization and sustainability of the line work. A workshop was held on alternatives to corporal punishment of children in partnership with UNICEF to discuss the psychological, social, medical, and legal effects of violence and to promote the programmes on alternatives to corporal punishments in accordance with best regional and international practices relating to the prohibition of corporal punishment.

□ *Promote girls’ access to quality education, skills development and training*

**29.3** The draft comprehensive national plan included integrating students with disabilities into educational institutions and non-discrimination on the basis of gender in the education of persons with disabilities. Hopefully, this plan will contribute to increasing the enrolment of persons with disabilities in educational institutions and their access to quality and good education that will contribute to the development of their skills and provide them with equal opportunities as their peers who do not have disabilities.

*Implement policies and programmes to reduce underage marriage, early marriage and forced marriage*

**29.4** (ref. paragraphs 13.5.1 and 13.5.3)

*Implement policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices*

**29.5** Jordan is among the countries that are suffering from the effects of armed conflicts, the Syrian refugee crisis, and the accompanying changes in the social context of the host communities. The National Plan for the Implementation of Resolution 1325 considers the marriage of minors, forced marriage, and the non-documentation of marriage contracts and the accompanying loss of legal and civil rights as forms of sexual violence in conflict. Strategic Goal 3 of the Plan dealt with: Provide responsive and gender sensitive humanitarian services and facilitate safe access to them, especially for Jordanian women and girls who are most vulnerable to violence and need to be protected, in line with the Jordanian response plan to the Syrian crisis. The Public Security Directorate, and especially the Syrian Refugee Directorate, is the competent authority in addressing the phenomenon of sexual violence in conflict. It operates through the units of the Family Protection Department, in cooperation with the various national institutions and the international mechanisms represented by UNHCR and some international organizations. Cases of sexual violence are monitored through prevention and protection mechanisms and strategies. Perpetrators are excluded from international protection and legal proceedings are taken against them if proven to be guilty.

▪ **Conservation, Protection and Restoration of the Environment**

**30.** *What actions has your country taken in the past five years to integrate gender perspectives and concerns into environmental policies?*

*Support women's participation and leadership in the management and governance of the environment and natural resources*

**30.1** In the past five years, initiatives have been taken to highlight the role of women in the protection of the environment and the management of its resources. The Ministry of the Environment in cooperation with the German Agency for International Cooperation (GIZ) prepared a report on women in the environment sector in order to further support and strengthen this important role. The Ministry supports civil society and environmental associations, especially those headed by women. The number of environmental associations reached 122, including 3 that are headed by women, and those who have women on their boards. (Table 30.1) Associations with projects to empower and strengthen women's role through environmental development programmes or sustainable development programmes, such as the Royal Society for the Protection of Nature in Dibbeen region, support livelihood improvement projects, such as: the project 'Gets All Her Rights to Work with Dignity' of 2016; the project 'Human Rights for Sustainable Development of Youth and Women' of 2018; and the project 'Empowerment of Jordanian Bedouin Women (*Manshiyat Al- Ghiyat*) to train a group of families and home garden owners on desertification control techniques, mostly comprised of women, headed by the Jordanian Society for Combating Desertification of 2017; the biosystems services project in Jordan 2015-2019. A women's local community association was established in the municipality of Shu'la. A productive kitchen for local community activities was supported after Shu'la was declared special biodiversity protection area. In 2018, logistical support was provided to environmental associations.



**30.2** The Royal Scientific Society, through the Water, Energy and Environment Centre (WEEC), contributed in raising environmental awareness of women about the issues of water, the environment and climate change in the past five years through several projects that targeted schools, universities, community organizations and housewives, and introduced the concept of environmental governance and adaptation. The purpose was to make women capable of contributing to environmental decision-making and community-based environmental projects, leading the change in waste management, adaptation to climate change, and water and energy management. In addition, religious and environmental concepts were associated by targeting preachers in the Ministry of Awkaf and Religious Affairs and enabling them to deliver lectures urging the protection of natural resources.

**30.3** The National Strategy for Women 2020-2025 is being updated. It will be adapted to sustainable development goals and agenda, as women are the most affected by environmental issues, particularly Goal 5, as well as SDGs 10 and 13 and their targets related to the environment. Public and private sectors and civil society institutions, policies, including environmental legislation, are to be made gender sensitive. The participation of qualified women will be promoted in committees, councils and institutions concerned with the environment. They will be empowered to participate in the development of policies, legislation and decision-making, and to implement community-based environmental projects through which they will lead the change in the field of waste management and adaptation to climate change, water management and energy.

**30.4** The Ministry of Labour is implementing in the clean technology sector the job creation programme by selecting suitable areas for employing and supporting women interested in environmental improvement, recycling and composting. The main tasks in the programme are: Training women in remote and rural areas on home fertilizer manufacturing, waste management and recycling training, and creating a clean environment at the household level. In this field, 20 women were trained in 2018 on waste recycling and compost production. Women trained women teachers and schoolgirls in recycling in the areas of Ira and Yarqa in the Balqa Governorate.

**30.5** Jordan, through the Society for the Sustainability of Energy, Water and the Environment in cooperation with the United States Agency for International Development (USAID), launched the 'Jordan Branch of the Council for Women in Energy & Environmental Leadership', the first international branch of the US-based Parent Council. The national interest in solar energy projects has encouraged many women, especially engineers, to engage in this field and express their creativity. This is reflected in the number of employees in the public and private sectors and civil society institutions, in addition to the increasing number of women in leadership positions in the energy sector (minister, secretary general, deputy director general of the electricity company, heads of associations in the energy sector, among others). It is worth mentioning that the proportion of engineers in relation to the population in Jordan is one of the highest in the world, with 1 engineer per 50 inhabitants, 25% of whom are women.

**30.6** The Jordan 2025 vision document provides for projects in the green economy, energy, transport, water, solid waste, and urban development sectors to address the challenges faced by the Kingdom, particularly in light of the Syrian refugee crisis, which has put pressure on natural resources and infrastructure. The vision stipulates that all new buildings in the public sector should comply with the standard Leadership in Energy and Environmental Design (LEED). Examples of policy and strategy integration include: the National Policy on Climate Change 2013-2020,<sup>50</sup> which provides for funding capacity-building policies at all levels to design and implement climate change policies, strategies, and programmes, to mitigate and adapt, meet the needs of poor women and men equally; emphasizing the local knowledge of women and their role in the economy of rural areas. Women in these areas have a traditional responsibility for household economics and are also engaged in field work. Therefore, any negative impact of climate change will be heavier on women and girls, especially as they are most

---

<sup>50</sup> See the National Policy on Climate Change 2013-2020 at <https://bit.ly/1Zyhmjx>

involved in agriculture-related work and in rural dryland enterprises as women farmers, and in animal husbandry, as women workers and businesswomen.

□ *Take steps to ensure that women benefit equally from decent jobs in the green economy*

**30.7** In recent years, the Ministry of the Environment developed a strategy and an executive plan for green growth,<sup>51</sup> in cooperation with the Global Green Growth Institute and in partnership with all relevant governmental, private and civil society organizations. The plan was approved by the Prime Minister as a roadmap for the green economy. The five national goals of the Green Growth Executive Plan have been adopted as follows: (i) natural capital; (ii) economic development and sustainability; (iii) social development and poverty reduction; (iv) resource efficiency; and (v) climate change mitigation and adaptation. These goals have been aligned with SDGs 2030 (1, 5, 6, 8, 9, 11, 13, 15). Alignment with SDG 1 and 5 is included in the goal of social development and poverty reduction, which focuses on the importance of growth for all segments of society and all children, women and men, in areas representing all local economies and marginalized communities. The goals include reducing poverty and food poverty, improving the GINI index of income distribution and the human development index, measures of social progress in addressing inequality and promoting social well-being, while continuing to provide services to refugees and improve employment opportunities, particularly among women.

**30.8** Women working in the environment-friendly technology transfer project 2015-2018 have been involved in the implementation of a project by the United Nations Industrial Development Organization (UNIDO), the Royal Scientific Society, and the Chambers of Industry, in cooperation with the Ministry of the Environment and the Ministry of Industry, Trade and Supply. Women working in environmental services, cleaner and efficient production in the use of resources, rationalization of energy consumption and renewable energy and in the factories have been involved in the implementation of various activities of the project. They have also been trained in order to raise their technical capacities.

□ *Monitoring and evaluating the impact of environmental policies and sustainable infrastructure projects on women and girls*

**30.9** Jordan ratified the United Nations Convention on Climate Change and the Kyoto Protocol. It is one of the first countries in the region to issue a national climate change policy (2013-2020). The policy notes that school curricula only deal with environmental concepts and climate change in general and do not include any gender specification. In addition, there is no assessment of the impact of environmental policies and sustainable infrastructure projects on women and girls.

**31.** *What actions has your country taken in the past five years to integrate a gender perspective into policies and programmes for disaster risk reduction, climate resistance and mitigation?*

**31.1** The Ministry of the Environment is updating its Strategic Plan 2020-2022 to include programmes, initiatives and key performance indicators, issues and topics dealing with the role of women in protecting the environment to ensure a safe environment for all segments of society, including women, in line with Sustainable Development Goals and Agenda 2030. The government adopted the executive development programme 2016-2019 in the environment sector. Among identified challenges is the need to develop mechanisms to assess the impact of development policies and environmental policies on women and to promote the integration of gender perspectives into policies and programmes for sustainable development. The second sub-goal is to raise public awareness in the field of environmental protection to raise the percentage of women from target groups from 30% in 2015 to 45% in 2019.

**31.2** The third national communications report on climate change devoted part of the Adaptation Study to assessing the gender capacity to adapt and assessing the impacts of climate change in the Amman Zarqa river basin. The study presented proposals to increase the resilience of communities. The Ministry

---

<sup>51</sup> Ministry of Environment, (2017), Green Growth Executive Plan <https://bit.ly/2KY5vzU>

of Environment, in cooperation with the Development Agency, is preparing the National Plan for Adaptation to Climate Change. The plan will include a section on adaptation and gender that is expected to be announced by the end of 2019. The programme to increase the resilience of poor and vulnerable communities was devoted to climate change impacts through the implementation of innovative water and agriculture projects in support of climate change adaptation. This programme, which is managed by the Ministry of Planning and International Cooperation with funding from the Adaptation Fund, devoted part of its activities to gender mainstreaming in awareness workshops and focused on raising community capacity to deal with the impacts of climate change in poor communities working in agriculture. The programme is expected to be completed by the end of 2019.

**31.3** The Environmental Protection Fund supported a number of projects, activities and initiatives involving women, both in the management of projects and activities (such as the Children's Museum, the Royal Botanical Garden, the Edama Association, etc., as well as subsidizing a film, printing a story written by women active in environmental work dealing with their initiative to address the problem of uncontrolled refuse sites). This included various education programmes in schools and universities on waste management and other topics. Gender considerations are now included in the follow-up reports of the Fund, including the inventory of beneficiaries and project implementers. Gender mainstreaming will be included in the strategy of the Fund and the plans and models for applications and follow-up of projects and impact measurement, in line with national plans, including the green growth plan, and the plans of adaptation/mitigation of climate change.

□ *Support women's participation and leadership, including disaster-affected women, disaster risk reduction and climate change mitigation policies, programmes and projects and mitigate climate change impacts.*

**31.4** Jordan is a party to most international environmental treaties and conventions (the list is annexed), including the Convention on Biological Diversity, which focuses attention on the participation of women, indigenous communities and community women in the conservation of biodiversity and sustainable development.

□ *Provide or strengthen and implement gender-sensitive laws and policies relevant to disaster risk reduction, climate resistance and mitigation (e.g., disaster laws addressing the risks faced by women in the event of a disaster)*

**31.5** As indicated in paragraph 27.7, the Civil Defence involved women (38%) in community training and awareness-raising for prevention and accident protection. The National Strategy for Natural Disaster Risk Reduction for 2019-2022 was launched at the National Centre for Security and Crisis Management in cooperation with UNDP after consultation and coordination among the relevant national institutions and bodies. This is a roadmap and the first national strategy aimed at achieving, inter alia: basic arrangements and guidance for disaster risk reduction. the National Centre for Security and Crisis Management monitors implementation, especially after the multiplication of the number of disasters. Jordan is frequently exposed to the risk of floods and the recurrence of natural disasters resulting from the floods that sweep the country and the Dead Sea area, which is the lowest point on the surface of the earth. These disasters took the lives of many people, including school students who were on a school trip, and paralyzed everyday life. This situation requires solutions to avoid negative impact on the national economy. Early warning systems need to be installed to facilitate the response to climate change and natural disasters, which have become a challenge to planning and development. As part of the Syrian crisis response plan, the Government, together with its international partners, has taken the lead in finding innovative solutions to pressing environmental problems.

### **Section III: National Institutions and Procedures**

**32.** *What is your country's current national mechanism for gender equality and women's empowerment? Please mention the name of this mechanism and define its status in government.*

**32.1** The Jordanian National Commission for Women (JNCW) is the national machinery for gender equality and the empowerment of women. It was established by the Cabinet in 1992. It is chaired by Princess Basma Bint Talal and composed of seven (7) relevant ministers and representatives of civil society and private sector institutions and the House of Representatives. The Cabinet issued a resolution in 1996 specifying the tasks and mandate of the Commission (Annex No 21/11/9365). In order for the National Commission to acquire a legal personality and status, it needs to be established in a manner which will enable it to carry out its tasks fully, especially in terms of supervision and follow-up of the implementation of the strategy for women and access to national information sources. The draft regulation of the Jordanian National Commission for Women was duly submitted to the Cabinet along with the legal justifications supporting its promulgation. The draft is being considered by the Cabinet.

JNCW is an institutional body with a general secretariat and a technical team. It coordinates efforts at the national level among governmental, private and community sectors to develop and prepare plans, policies and strategies and follow up their implementation. The Interministerial Committee, IMC represented by its members, plays an important role in government coordination at the ministerial level to ensure the adoption and implementation of policies, plans and programmes and the resources allocated for their implementation within government budgets.

**32.2** The Interministerial Committee for Women's Empowerment was formed in 2015 as one of the permanent ministerial committees of the Cabinet. It consists of the relevant ministers and the secretary general of the Jordanian National Commission for Women. The Commission has clearly defined powers and tasks. It contributes to the promotion of women's rights and access to decision-making issues (Annex No3). JNCW is an institutional body with a Secretariat and a technical team that coordinates efforts at the national level among governmental, private and community sectors, to develop and prepare plans, policies and strategies and to follow up on their implementation. IMC for Women's Empowerment represented by its members plays an important role in government coordination at the ministerial level to ensure the adoption and implementation of policies, plans and programmes and the resources allocated for their implementation within government budgets. The work of the IMC is also supported by a technical team representing members of the Committee and chaired by the Secretary-General of the National Commission for Women.

**33.** *Is the president of the national authority a member of the institutional process for the implementation of Sustainable Development Goals (e.g., offices, agencies or inter-ministerial coordination committees)?*

The Government of Jordan adopted the Sustainable Development Plan 2030. Its compliance with the national plan is monitored by: The Higher National Committee for Sustainable Development, composed of ministers, the Secretary General of the National Commission for Women and the relevant official and independent bodies and institutions. It is followed by cross-sectoral groups consisting of 17 groups including the Sectoral Group on Gender Equality chaired by the Secretary General of the National Commission for Women and composed of ministries, government departments and civil society organizations.

**34.** *Are there formal mechanisms for various stakeholders to participate in implementing and monitoring the Beijing Declaration and Platform for Action and the 2030 Sustainable Development Plan?*

**34.1** As mentioned in paragraph 33, the Ministry of Planning and International Cooperation, through its chairmanship of the Higher National Committee for Sustainable Development, is responsible for the implementation of the National Plan for Sustainable Development 2030, commissioned by the Prime Minister. The Secretary General of the National Commission on Women is a member of the Higher

Committee which is chaired by the Sectoral Group on Gender Equality. It comprises all entities concerned with women’s issues. There is no similar mechanism for the implementation and monitoring of the Beijing Declaration and Platform for Action. However, the concept note and the roadmap on which the updating of the Strategy for Women is based lay down a framework to incorporate Sustainable Development Goals 2030 into all international commitments for the advancement of women and gender equality, including the Beijing Declaration and Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women and Security Council resolutions on women, peace, and security. The strategy was endorsed by the Cabinet. The executive plan of the strategy is included in the government sector plans so that budgets are allocated and a national follow-up and evaluation framework is established to follow up the relevant indicators. Jordan is committed to submitting the universal review of the implementation of the Beijing Declaration and Platform for Action on time. The Prime Minister addressed all ministries, official departments, public institutions and bodies to cooperate with the National Commission for Women to prepare of the universal review report on the implementation of the Platform for Action as soon as possible.

Beijing Declaration and Platform for Action	Sustainable Development Action Plan 2030
<input checked="" type="checkbox"/> Civil Society Organizations	<input checked="" type="checkbox"/> Civil Society Organizations
<input checked="" type="checkbox"/> Women’s Rights Organizations	<input checked="" type="checkbox"/> Women’s Rights Org.
<input checked="" type="checkbox"/> Academia and Research Circles	<input checked="" type="checkbox"/> Acad. & Research Circles
<input checked="" type="checkbox"/> Minis. of Awkaf and Islamic Aff.	<input checked="" type="checkbox"/> Minis. of Awkaf & Isl. Aff.
<input checked="" type="checkbox"/> Chief Judge Department	<input checked="" type="checkbox"/> Chief Judge Department
<input checked="" type="checkbox"/> Parl./Parl. Committees	<input checked="" type="checkbox"/> Parl./Parl. Committees
<input checked="" type="checkbox"/> Private Sector	<input checked="" type="checkbox"/> Private Sector
<input checked="" type="checkbox"/> United System	<input checked="" type="checkbox"/> United System
<input checked="" type="checkbox"/> International NGOs	<input checked="" type="checkbox"/> International NGOs

*(a) The following stakeholders are officially involved in the national coordinating mechanisms established to contribute to the implementation of the Beijing Declaration and Platform for Action and the 2030 Sustainable Development Plan*

*(b) Does your country have mechanisms to ensure the participation of women and girls from marginalized groups and to highlight their concerns in these processes?*

**34.b.** In accordance with its tasks, which include incorporating women’s issues and priorities in national strategies, policies, legislation, plans and budgets; monitoring Jordan’s implementation of its national, regional and international commitments; cooperating with all concerned individuals and institutions, the National Commission for Women incorporates a chapter on “Human Security and Social Protection” in the Strategy for Women, to highlight plans and objectives that address the concerns of marginalized groups.

**34.b.1** With reference to paragraph 34, and through the National Commission for Women chairmanship of the Sectoral Group on Gender Equality, which comprises 19 relevant governmental and non-governmental institutions, such as the Ministry of Social Development that oversees the Amena shelter for women at risk and prisoners (administrative detainees), women are enabled to participate in the plans and to highlight their fears. In addition to the Ministry of Labour, represented by the Directorate of Women’s Work/ Department of Economic Empowerment is concerned with assigning a specialized labour inspector to follow up the complaints of women workers, especially those working in the private education sector, the abuse of domestic workers, forced labour and all kind of violations. After the appointment of liaison officers in all governorates, to follow up complaints of women workers, in coordination with the competent labour inspector in the Directorate of Women’s Work, marginalized women and girls from all regions, including those living in remote and rural areas become able to participate and highlight their suffering. In all its consultations, the National Commission for Women, in preparing national reports, plans and strategies, seeks to reach out to local communities and involve youth, marginalized, refugees and disabled people.

**34.b.2** Challenges include: the Higher Council for the Rights of Persons with Disabilities is not represented in the Sectoral Group for Gender Equality; poor coordination among official and non-

official bodies, especially in the involvement of the National Commission for Women in committees or bodies concerned with reviewing legislations and preparing plans and strategies for the protection and promotion of the rights of women and girls; expanding the response to gender statistical indicators in order to develop the framework of various development indicators and to improve the collection and expansion of data to incorporate emerging topics that intersect with the 2030 Sustainable Development Goals (taking into account geographical division, age groups and people with disabilities); providing the necessary financial and human resources, to collect and analyse data for indicators not available to the Department of Statistics, including a survey of violence against women and its cost. The report on Population and Family Health Survey (2017-2018) provided values for relevant sustainable development goal indicators, including indicator 5.6.1 on the proportion of women making informed decisions regarding sexual relations, contraceptive use, reproductive health care, which was calculated for the first time in the Arab world.

*34.c. Please describe how stakeholders are contributing to the preparation of this national report.*

The Prime Minister, sent letters No. 21/11/8/7500, dated 7/2/2019, to all ministries, official departments, public institutions and bodies to cooperate with the National Committee for Women to prepare this report as soon as possible. According to Annex 6, the working mechanism, is the Ministerial Committee on Empowerment of Women that chairs the team, the Steering Committee chaired by the Secretary-General of the National Commission for Women. The members include experts on human rights and women's issues and the Technical Committee of the Sectoral Group on Gender Equality, chaired by the Legal Counsel for JNCW. The technical committee formed six teams in line with the chapters of Second section II. The first draft of the report was submitted to: The Interministerial Committee on Empowerment of Women, the Members of the Parliament of Jordan, the Women's Committees of both Houses, the Forum of Women Parliamentarians, official institutions and civil society institutions. The final version was drafted after receiving recommendations and observations from the above bodies.

*35. Are gender equality and the empowerment of all women and girls key priorities in the national plan/strategy for the implementation of sustainable development goals?*

**35.** Jordan has taken concrete steps to initiate the implementation of the Sustainable Development Plan 2030 as a high priority, in line with national policies and plans, and developed a roadmap for their implementation and stated the various priorities for its implementation. The roadmap included many aspects, such as increasing awareness of the sustainable development agenda, its goals, targets, indicators and means of implementation in order to enhance national ownership; comparing goals, targets and indicators to national planning frameworks; incorporation into national plans at the local or governorate levels, starting with two governorates on a pilot basis and gradually extending to all governorates; strengthening national statistical mechanisms and data provision; gender mainstreaming; strengthening institutional mechanisms by building on and developing existing frameworks and structures for coordination and development planning in Jordan, such as working groups and teams; calculating the costs of achieving sustainable development goals and funding through internal and external resources; monitoring and evaluation systems. The Ministry of Planning and International Cooperation, together with the Prime Minister's Monitoring Unit, is developing a national monitoring system to monitor national programmes and plans, including operational development programmes and indicators of sustainable development goals within the programme. Regular progress reports will be issued. An interactive dynamic panel to be accessed on the Ministry's website will be available to all. The road map also includes the development of national capacities and the provision of technical support in all areas related to the implementation of the sustainable development agenda 2030.

## Section IV: Data and Statistics

**36.** *What are the first three areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?*

- Improved gender data, statistics and analysis to effectively monitor progress for women and girls with respect to all goals and targets*
- Use more gender-sensitive data in policy formulation and implementation of programmes and projects*
- Reprocess existing data (e.g. censuses and surveys) to produce more disaggregated and/or new gender statistics*

**36.** The Gender Statistics Division was created in 2005 within the Directorate of Data Management in response to the international commitments ratified by Jordan regarding the establishment of a national mechanism to advance women's issues and promote their role in economic, social and political participation, preserve their gains and defend their rights in order to achieve a greater level of social justice and equal opportunities. Over the past five years, the data collected by the Department of Statistics from its various sources, such as censuses and surveys, have been reprocessed and used in an appropriate statistical manner to serve the purposes and gender issues. Examples include:

**36.1** The General Census of Population and Housing: Two questions were added to the census form of 2015 to reflect gender mainstreaming priorities, including: Age at first marriage: to provide data that help to study the phenomenon of early marriage and minor's marriage. A set of questions to determine maternal mortality of women aged 13-54: to identify the prevalence of maternal mortality. The second question added to the questionnaire of the 2015 General Census of Population and Housing is: Does the family or one of its members practice an economic activity at home? This question was added to identify the economic activities of women and men at home, thus determining the activities of the informal economy.

**36.2** Survey of Household Expenditure and Income: With reference to this survey and after reviewing and examining the format of the questions posed to individuals and the heads of households of both sexes, the data were identified once again, compiled, and merged in order to obtain data and characteristics on women who head households in order to shed considerable light on this category

**36.3** Employment Survey: This source of data is an important reference in addressing the issue of the gender wage gap, which is considered one of the thorniest issues of gender so far. Based on this survey and after sorting the tables on the average monthly and hourly wage for males and females, a gender variable was used to calculate the monthly and hourly gender wage gap and to examine the effect of the other characteristics of workers (such as educational level and economic activities) on the wage gap between the sexes.

- Conduct new surveys to produce national background information on specialized topics (e.g. time use, gender-based violence, asset ownership, poverty and disability)*
- Improve administrative or alternative data sources to address gender gaps*

**36.4** In order to improve the framework of the various development indicators, it is necessary to: improve the data collection process and expand it to include emerging topics that intersect with Sustainable Development Goals. The first step towards the evaluation of gender statistics is based on the inventory and testing of available data to know the extent of their coverage of gender-sensitive data and indicators and the use of administrative records as an important source of non-available data and to provide them periodically to address gender gaps. Twenty-four percent (24%) of the indicators provided by the Gender Statistics Division in the Department of Statistics depend entirely on administrative records, regardless of whether they are governmental or non-governmental. In addition, some gender indicators depend on administrative sources and survey data and censuses, such as educational indicators. Most of their indicators (82%) depend on administrative records, while the Department



survey provides only 18% of the data. 80% of the health sector indicators come from the surveys of the Department of Statistics, and 20% from administrative records.

□ *Development of a database and/or a central online monitoring dashboard on gender statistics*

**36.5** Based on the targets of the Gender Statistics Division of the General Department of Statistics in providing and presenting data that reflect the life conditions of women and men and their contribution to all economic, social and political areas, the Department expanded the availability of indicators at the national and provincial levels. The Gender Statistics Division also created a link to statistical databases on the department's website.<sup>52</sup> The main link to gender statistics includes the following two sub-links:

**36.5.1 Link to Women's Statistics:**<sup>53</sup> This link contains tables on the most important demographic and economic characteristics of Jordanian women across the Kingdom, the governorates, urban and rural areas. These tables are updated annually and are presented in two methods, static and dynamic. The following is an explanation of the static and dynamic methods:

**First:** The static method, which takes into account the nature of the development of indicators within templates designed to save the efforts of the data user and are ready to print and use.<sup>54</sup>

**Second:** the dynamic method is an interactive database, in which data and indicators are presented in a fluid way to enable data users to choose how required data and indicators are displayed within time series that enables comparisons and calculations, designing tables and figures in a way that helps analysis by the user.<sup>55</sup>

**36.5.2 Link to Gender Indicators:**<sup>56</sup> A database was built for gender indicators by re-calculating indicators for both males and females and including them in new tables. Gender-based issues were broken down into 11 sectors, each one displaying its own indicators according to their sources, dates and level, at either the level of governorates or the Kingdom. As a step towards the development of gender-sensitive statistics so as not to remain limited to gender-disaggregated indicators, the Gender Gap Index was calculated to highlight the gender gap.

**36.6** Gender data were collected from surveys and censuses of the Department of Statistics and administrative records. These indicators were published on the department's new website in two methods, static and dynamic:

**36.6.1** The static method used in the link: Statistical tables for gender indicators<sup>57</sup>

**36.6.2** The dynamic method by linking statistical tables of gender indicators in the form of time series.<sup>58</sup>

**36.7** The establishment of the Gender Statistics Division highlights the importance of institutionalizing the section of gender statistics as a focal point for gender data and reaching the largest number of data users through electronic publishing by creating an electronic link on the site of the Department of Statistics, which includes four sub-links.

*37. What are the first three priorities in your country to promote national gender statistics over the next five years?*

□ *Conduct new surveys to produce national background information on specialized topics (e.g. time use, gender-based violence, asset ownership, poverty and disability)*

---

<sup>52</sup> . The gender website can be accessed at: <http://dosweb.dos.gov.jo/ar/population/gender-indicators>

<sup>53</sup> . Link for statistics on women: <http://dosweb.dos.gov.jo/ar/population/woman-statistics>

<sup>54</sup> . Available at: [http://dosweb.dos.gov.jo/ar/population/woman-statistics/tables\\_woman](http://dosweb.dos.gov.jo/ar/population/woman-statistics/tables_woman)

<sup>55</sup> . Available at: <https://bit.ly/2Vddb5x>

<sup>56</sup> . Link to gender indicators: <http://dosweb.dos.gov.jo/ar/population/gender-indicators/>

<sup>57</sup> . Available at: [http://dosweb.dos.gov.jo/ar/population/gender-indicators/tables\\_indicators](http://dosweb.dos.gov.jo/ar/population/gender-indicators/tables_indicators)

<sup>58</sup> . Available at: <https://bit.ly/2Ppxarp>

**37.1** Ensure that the necessary financial resources are available so that we can provide data for indicators that are not available to us, including, but not limited to: time use survey, violence against women survey, calculating the cost of such violence. These surveys are important in providing the 14 indicators for SDG5 and the 80 indicators related to gender that overlap with SDGs. The National Committee for Women, in cooperation with the Economic and Social Commission for Western Asia (ESCWA), is providing funding to calculate the economic cost of marital violence. The National Commission for Women and the Department of Statistics participated in training courses to prepare their work on this topic.

□ *Produce knowledge products related to gender statistics (e.g. easy to use reports, policy briefs, research papers)*

**37.2** The Department of Statistics has allocated financial and human resources for the production of reports by using infographic software and preparing policy summaries and research papers from surveys developed in the period.

□ *Institutionalize mechanisms for dialogue between producers and users*

**37.3** The process of producing gender statistics is a continuous process. It relies on the interaction between producers and users of statistics. The process begins by highlighting the need for gender statistics. It is necessary to meet with users in order to identify their needs, especially during the planning of an event (survey, conference, etc.), and to meet their needs and inform them of the results. In addition, the interaction between producers and users of statistics requires feedback from all users during joint meetings and telephone calls. It relies on informal cooperation and communication relationships between the Department and the users. Work on gender statistics requires cooperation with different data producers in the national statistical system to understand problems and needs in different sectors of development (education, health, economy, etc.). It is important to make use of statistical expertise in every area, particularly in data collection, compiling and dissemination.

**38.** *Has a national set of indicators been identified to monitor progress on Sustainable Development Goals?*

**38.** A matrix has been prepared. It includes the number of sustainable development indicators related to Goal 5 and 80 indicators in which gender overlaps with the other indicators in the 17 Goals. Work has begun on the collection of data for the 14 indicators of SDG 5 and 9 targets of sustainable development goals, as follows:

**38.1** Goal 5 indicators are classified into several tiers depending on how they are collected. Available indicators are placed in Tier 1 (T1). Their availability is about 42% of indicators for SDG 5, which means that they can be provided periodically or on demand. Unavailable indicators are placed within Tier 3 (T3), methods for their calculation need to be developed. Their rate of availability reached 43%. Indicators that are unavailable but can be made available in the future are placed in Tier 2 (T2). They reached the rate of 14%.

**38.2** Work is done to provide some T2 indicators in order to place them in Tier. This has increased the rate of availability of Goal 5 indicators data almost by half. The Gender Division of the Department of Statistics has taken measures to include questions in the Agricultural Census and the Population and Family Health Survey that provide data for Goal 5 indicators, as follows:

**38.2.1** The Agricultural Census: Collecting previously unavailable data from the agricultural census, in order to calculate indicators that serve SDG 5, which are: Sub-indicator 5.a.1.a: measure of people with ownership or secure rights over agricultural land, detailed by gender. Sub-indicator 5.a.1.b: gender parity and the extent of women's deprivation of ownership of and rights to agricultural land.

**38.2.2** Population and Family Health Survey: Some questions have been included in the survey questionnaire to collect previously unavailable data on violence against women, serving Goal 5 indicators, including Target 5.3: Eliminate all harmful practices, such as child marriage, early marriage,

forced marriage, and female genital mutilation: Indicator 5.3.1: Percentage of women aged 20-24 years married or engaged before 15 years of age and before 18 years of age.

*39. Has data collection and compilation been initiated in relation to each of the indicators of SDG 5 related to both genders as part of the other sustainable development goals?*

**39.** The Gender Statistics Section of the Department of Statistics started to gather SDG 5. The Section studied the availability of gender indicators that intersect with SDG indicators. Priority indicators were identified to be added to gender related topics in some SDG sectors. In this regard, meetings were held with all external stakeholders concerned by the provision of data, through technical committees within the Department. Consultations were held on how to provide and collect data relating to indicators of sustainable development and gender, and the possibility of providing them. The Department is collecting available gender statistics, developing national data published in national reports and websites, and working to adapt Sustainable Development Goals to reflect the national perspective.

*40. Which of the following distribution are routinely provided by the main surveys in your country?*

Geographical Location  Sex  Age  Education  Social Status

## **Annexes**

- 1- Population and Women Statistics in Jordan**
  - 2- Indicators of sustainable development associated with the Beijing Declaration and Platform for Action**
  - 3- Attached Decisions and Letter**
  - 4- Legislation adopted and/or amended from 2015 to date**
  - 5- List of national policies, strategies, and plans**
  - 6- Report preparation mechanism**
  - 7- Lists of committee memberships**
    - The Jordanian National Commission for Women
    - The Interministerial Committee for Empowerment of Women
    - The Steering Committee on Progress Report towards Implementation of the Beijing Declaration and Platform for Action (+25)
    - Technical Committee: Sectoral Group on Gender Integration and Gender Equality
  - 8- Ministries, institutions, and experts who participated in the consultations and meetings during the preparation of the report**
    - Ministries
    - Security and military authorities
    - National and government institutions
    - Independent institutions
    - Parties and Unions
    - Associations and civil society organizations
    - Universities and Study Centres
    - Experts and activists
    - Media institutions
    - International organizations
  - 9- Preparation team**
- Sources and references**