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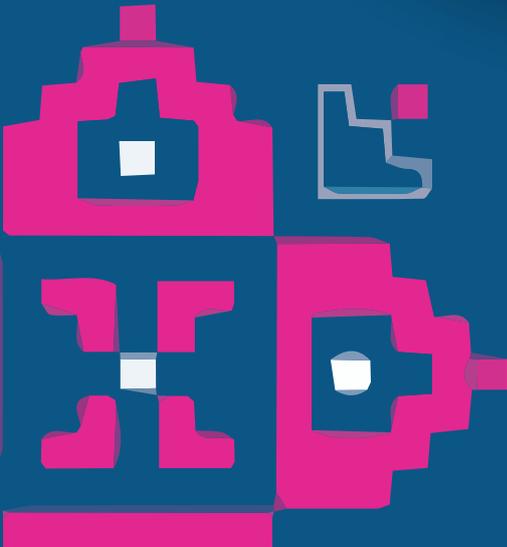


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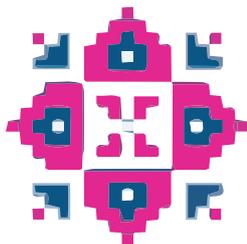
Building on women's needs to improve
the legal conditions for female participation
in the Jordanian labour market

➔ **Policy paper** ◀



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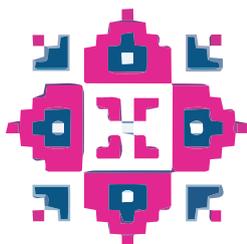


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➤ 1. Executive summary — ◀

The 2022 Global Gender Gap Report indicated that Jordan ranked 145 out of the 146 assessed countries on women's participation in the labour market.

It is projected that the absence of women's participation in the labour market and existing gender-based inequities in laws, social norms, and practices may lead to a loss of approximately USD575 billion in the Middle East and North Africa Region.

Moreover, weak economic participation of women has direct consequences on women's participation in decision-making in the public sphere as well as inside the household. For example, Jordanian women hold only 12.6 percent of leadership positions in the public sphere.

This lack of diversity misses essential insights from women on issues disproportionately affecting women. Weak economic participation is rooted in multiple factors, including "harmful" social norms, discriminatory laws, and incidences of harassment, in addition to fear of harassment.

This paper will focus on the legal aspect by reviewing the existing laws, bylaws, policies, and regulations that limit women's participation in the Jordanian labour market with a focus on issues related to Gender Based Violence (GBV).

The paper will also bring the voices of women in three governorates, Aqaba, Zarqa, and Irbid, to synthesise policy recommendations for laws and regulations of the private and public sectors.

The paper concludes that there is a clear absence of articles and provisions that define violence and harassment and a lack of measures to prevent and report GBV in the workplace.

The policy recommendations include revising legislation to 1) ensure safe and fair working conditions and rights for all, 2) protect workers, especially women and women with disabilities, from all forms of violence, 3) institutionalise legal accountability and reporting on incidences of harassment and violence that are clearly defined by the law.

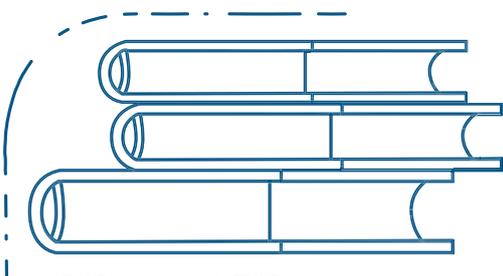
➤ 2. Introduction — ◀

The United Nations reported in 2020 that fewer than half of women globally are employed in the labour market, signifying that women’s involvement in the economic sphere remains a global challenge.¹ In the Arab region, women’s participation in the labour market ranged from 7 percent in Yemen to 30 percent in Lebanon, as the International Labour Organization (ILO) reported in 2022.²

While in Jordan, the rate of women’s economic participation in 2021 was 14 percent despite the efforts of Women’s Work Directorate in the Ministry of Labour, while the rate for men was substantially higher, at 54 percent.³ Notably, this gender gap in economic participation has persisted for three decades.⁴ It then comes as no surprise that the country ranks 145 out of 146 countries on women’s participation in the labour market, as indicated in the 2022 Global Gender Gap Report.⁵ It is projected that the absence of women’s participation in the labour market and existing gender-based inequities in laws, social norms, and practices may lead to a loss of approximately USD575 billion in the Middle East and North Africa.⁶

Moreover, weak economic participation and dependence directly affect women’s participation in decision-making in the public sphere and inside the household. For example, Jordanian women hold only 12.6 percent of leadership positions in the public sphere.^{7 8} This lack of diversity misses essential insights from women on issues disproportionately affecting women.⁹

Weak economic participation is rooted in multiple factors, including “harmful” social norms, discriminatory laws, gender pay gap, and incidences of harassment, in addition to fear of harassment.^{10 11} The risk of harassment is a primary deciding factor when women consider their career trajectories and working sectors. UN Women reported that “more than half of Jordanian women surveyed feel that harassment limits their employment opportunities.”¹²





However, the drivers for low female employment differ with educational attainment. Women with low educational attainment face the prominent challenges of traditional social norms and the lack of reliable public transportation.¹³ In comparison, university-educated women suffer from unemployment mainly due to the undiversified private sector that does not accommodate women's needs, such as flexible hours.¹⁴

The numbers reflect these struggles, with the percentage of unemployed males holding a bachelor's degree or higher at 25.5 percent in 2022, while the rate for females was higher at 87.9 percent.¹⁵

This paper will take a deeper look at the legal and structural considerations that might facilitate or challenge women's participation with a focus on rural communities and issues related to Gender Based Violence (GBV). The paper will analyse the existing laws, bylaws, policies, and regulations addressing women's participation in the labour market. The paper will also bring women's voices in three governorates, Aqaba, Zarqa, and Irbid, to synthesise policy recommendations for laws and regulations of the private and public sectors.

The paper provides several recommendations on specific laws and regulations to ensure women's protection against all forms of violence and provide safe, fair, and just working conditions and rights for women to increase their economic participation.

In the following sections, a brief background on the position of the Jordanian Labour Law on violence and harassment against women is presented, followed by an overview of women's perspectives on the challenges of inclusive economic participation.

2.1. Gender-Based Violence in the Jordanian Labour Law

Jordanian Constitution was amended in 2022 with a notable change to the title of Chapter 2 from “Rights and Duties of Jordanians” to “Rights and Duties of Jordanian Men and Women”. This change has also encompassed the addition of a new paragraph, Article 6.

The Article states,¹⁶ “The State guarantees to empower women and support them to play an active role in building society in a way that guarantees equal opportunities based on justice and fairness and protects them from all forms of violence and discrimination.”¹⁷ The Jordanian government also implements long and short-term national action plans and strategies, including the National Strategy for Women in Jordan 2020-2025,¹⁸ to achieve a society that is free from violence and discrimination.

However, the Labour Law and its amendments No.8 of 1996 refer to one Article (29/A/6) on workplace-related sexual harassment. The Article guarantees the legal rights of an employee (male or female) in the case of assault by beating, degradation, or any form of sexual assault punishable under the provisions of the legislation in force.

This means that women who face unwelcome advances or offensive gender-related language in the workplace have no clear legal rights.^{19 20} The absence of clear definitions of what constitutes “degradation” or “assault” and the lack of specific provisions to prevent or address violence and harassment against women in the workplace may lead to the subjective interpretation of what constitutes violence, varying from one perspective to another.

2.2. Community Voices on women’s economic participation

Friedrich Naumann Foundation conducted Community Focus Groups in 2022 with 136 participants; 71 percent constituted employed and unemployed women in rural areas across three Governorates in Jordan: Aqaba, Zarqa, and Irbid. The dialogue sessions unveiled many concerns, anxieties, and challenges that hinder women’s economic participation, particularly in rural settings.

One of the primary challenges to women's participation is the availability or lack thereof of a safe and reliable transportation system in rural areas. The use of public transportation often exposes women to harassment and violence, leading to feelings of discomfort, insecurity, and a lack of reliability.²¹ Participants also mentioned that there were limited job opportunities, mainly concentrated in the agricultural, industrial, and tourism sectors, which demand long working hours with relatively low wages.

Women, in particular, also discussed restrictive societal norms within families, where by male members hold power to determine the most appropriate occupation for female members to avoid harassment and mixed-gender work environments. Women mentioned that male family members might also take a high percentage of their salaries.

Additional structural challenges concerned the lack of nurseries at the workplace and the absence of a legal framework that guarantees women's economic rights in the labour market. Women also discussed marital status discrimination in the workplace, where employers prefer single to married women.

➤ 3. Methodology — ◀

Two West Asia-North Africa (WANA) Institute researchers and a subject matter expert in human rights did a content analysis on the local legislation related to civil service work, private sector, agriculture sector, and home-operated professions (please refer to Appendix A for the complete list).

The content analysis focused on specific mentions of gender-related articles or provisions to understand the positioning of female and male employees' rights under the Law, including women with disabilities.

The analysis also focused on mentions of harassment, assault, or any terms related to incidences of violence in the workplace and the complaints system as a window for legal

system as a window for legal reporting on workplace-related harassment or GBV incidences.

To understand the lived experiences of rural communities, a total of 136 women and men were part of Focus Group Discussions (FGDs) in Irbid, Zarqa, and Aqaba to share their experiences on challenges facing women in the workplace and how to create opportunities for more female inclusion.

The reports of the FGDs and the revisions of the local legislation were then synthesised into policy recommendations.



➤ 4. Legal framework review — ◀

Several laws, bylaws, regulations, and instructions govern workers' rights and obligations in different sectors.

The Civil Service Bylaw governs workers whose jobs, grades and salaries are considered in the General Budget Law, while the Jordanian Labour Law governs all workers, including trade unions and employees' associations, except for public and municipal employees.

Additional regulations and instructions, namely, the Agriculture Workers Regulation and the Instructions for Licensing the Practice of Professions from Home, were issued to govern workers in these sectors.

The subsections below are divided accordingly to highlight the existing laws, articles, or provisions related to 1) gender and 2) protection from violence.

The subsections also review legislation regarding women with disabilities and the social security system. This is because the related legislation, in effect, governs additional consideration for women's economic inclusion in the labour market and issues related to GBV.

4.1. Workers' rights under the Civil Service Bylaw

The Civil Service Bylaw and its amendments No. 9 of 2020 guarantee equal treatment of men and women on job designation, working hours, training, salaries, allowances, annual and occasional leaves, promotions, and disciplinary measures. Moreover, the instructions for flexible working hours issued in 2021 in the Civil Service Bylaw of 2020 equalise men and women employees. They provide specialised provisions that grant the employee responsible for childcare after the conclusion of the maternity leave the opportunity to utilise part-time arrangements for no more than four years.²²

The Bylaw additionally specifies under Article No. 106 that a female employee is entitled to a 90-day maternity leave with full pay, allowances, and a one-hour breastfeeding break for up to nine months following the end of the leave. Article No. 109 also allows for an unpaid leave of up to two years to care for her newborn child after the end of her maternity leave. Furthermore, a female employee is entitled to take unpaid leave for up to four months and ten days to observe the legal mourning period after the death of her husband.²³

However, the Civil Service Bylaw Article No. (24/A) differentiates between the male and female employees to their entitlement to a monthly family allowance. The Article states that the male employee is entitled to a JOD20 each month, including the widower and divorced employee, if he has children not over 18 years old. This treatment does not extend to women, as outlined in Article No. (24/B). A female employee is only entitled to the family allowance if her husband is incapacitated or she is the breadwinner for her children or divorced and does not get legal alimony for her children and their ages are not more than 18 years.

Protection from violence

The Civil Service Bylaw Article No. 69 prohibits employees from engaging in any conduct or activity that is morally offensive or involves physical or verbal conduct of a sexual nature, and such actions are punishable under disciplinary responsibilities. Chapter 17 discusses employees' rights to file a grievance in cases of violations of laws, regulations and instructions, breach of ethics or code of conduct, or pressure or coercion. Nevertheless, no legal provisions or text clarify the definition of verbal conduct of sexual nature, violence and harassment, or morally offensive activities. Additionally, there are no articles or provisions to prevent violence against women in the workplace.

4.2. Workers' rights in the private sector under the Jordanian Labour Law

The Jordanian Labour Law No. 8 of 1996 and its amendments equalise between male and female employees across the majority of its provisions. Additional articles specify the rights of pregnant, breastfeeding, and postpartum women (please refer to Appendix B). However, several provisions under Article No. 69 restrict the type of work women are allowed to do according to the decision of the Minister of Labour.

However, in 2018, the Minister of Labour issued Decision No. (2/2018) that allows women to work anywhere and anytime,²⁴ revoking the previous decision that prohibited women from working in certain occupations like in the chemical industry and specifying their working hours.²⁵ It is important to note that the ministerial decisions do not negate the legal foundation, in our example, Article No 69 that put restrictions on women's work, on which the Minister of Labour relies.

Protection from violence

Article No. 29 of the Jordanian Labour Law provides a general statement granting workers the right to leave without notice while retaining their legal rights. This right applies if the employer or their representative assaulted them during or because of work by beating, degradation, or any form of sexual violence, which is punishable by Law. However, there are no clear definitions of “degradation” and “sexual violence.” The Labour Law No. 8 of 1996 and its amendments specify articles to file and resolve complaints.²⁶ However, there is no mention of cases related to violence against women.

4.3. Workers’ rights under the Agriculture Workers Regulation

In 2008, Article No. 3 in the Labour Law was amended to specify that agricultural work is governed under specific regulations that specify work contracts, working hours, and other related matters. Thirteen years later, Agricultural Workers Regulation No. 9 of 2021, issued by Paragraph B of Article No. 3 of the Labour Law, was enacted, representing a significant and transformative milestone in advancing labour rights for agriculture workers.

The Regulation included provisions that equalise men and women in the sector. These provisions include wages, vacations, work contracts, complaints, working hours, suitable housing, and the provision of occupational safety and health conditions. The Regulation also specifies articles to affirm the rights of women working in the agriculture sector. For example, Article No. 8 confirms that agricultural business owners are responsible for providing equal wages to agricultural workers for work of equal value without any gender-based discrimination.²⁷

While the Regulation provides legal protection for women who contribute more working hours than men,²⁸ women’s rights on suitable housing and occupational safety continue to be violated.²⁹ This includes employers not providing safe transportation or separate sleeping accommodations.³⁰ This reality may be due to insufficient enforcement of their legal rights and workers’ unawareness and hesitancy to demand them.

Protection from violence

The Agricultural Workers Regulation No. 19 of 2021 Article 13 affords protection to both men and women, stipulating that any form of sexual or physical assault or infringement of workers' rights violates legal provisions. Article 14 specifies the steps taken when a worker's rights violation is reported in the agricultural sector.

Nevertheless, the Regulation does not contain any provisions explicitly addressing violence against women, including complaint channels, nor does it specify the nature of the sexual assault or provide clear definitions of what constitutes sexual assault or other forms of harassment or violence.

4.4. Workers' rights working from home

In 2020, Instructions for Licencing the Practice of Professions from Home were issued in the Professional Licenses Law for the City of Amman No. 20 for 1985. This issuance was essential to increase women's participation in the labour market. However, it was not until 2021 that the amended instructions for licensing home-based professions outlined the set of professions eligible for licensure and operation from a domestic setting.

These occupations include intellectual, handicrafts, food preparation, home services, hospitality, and childcare. While many of these professions are traditionally done by women, no specific provisions address gender-specific concerns.

Protection from violence

The legislation for licensing domestic work outlines procedures for inspection and does not address issues related to violence against women as employers or employees or provisions pertaining to complaints.

Any incidence concerning violence against women within the context of a family household is governed by The Protection from Domestic Violence Law.

4.5. Worker's rights under the Law of Rights of Persons with Disabilities

The Law on the Rights of Persons with Disabilities Act No. 20 of 2017 affirms the rights of individuals with disabilities, regardless of gender, to employment and vocational training without discrimination based on their disability status.

Article No. 25 mandates the availability of supportive measures, environmental accommodations, simplified forms, and accessibility in the workplace. However, no specific legal provisions address gender-based concerns in the workplace.

Protection from violence

Article No. 30 of the Law provides a reference for addressing acts of violence against persons with disabilities, regardless of gender. The Article defines the act of violence as an action or a denial that will deprive a person with a disability of a certain right or freedom or one that will restrict their practice of either right or freedom, or will undermine their physical integrity, or will inflict mental and/or psychological harm to the person with a disability based on, or because of, disability.

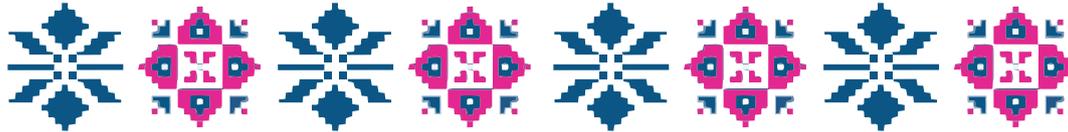
Article No. 48 stipulates that anyone who commits any act of violence as specified in Article No. 30 shall be punished with imprisonment for a period not exceeding one year along with a fine for no more than JOD1,000 or both, without undermining any severer punishment in any other legislation. However, the Law does not specify what constitutes acts of harassment, abuse, or degradation based on gender.

Article No. 14 of the Law on the Rights of Persons with Disabilities No. 20 of 2017 grants any individual with a disability, regardless of gender, the right to file a complaint for the Equal Opportunities Committee formed under the Supreme Council for the Rights of Persons with Disabilities. However, no legal provisions safeguard women with disabilities against violence in the workplace.

4.6. Social Security System

The Social Security System is an insurance scheme that provides social and economic protection by achieving social sufficiency considerations. Regulation No 93 for 2020, titled the Social Protection System linked to Maternity Insurance No. 93 for 2020, supports women's economic inclusion by outlining provisions for childcare subsidies.





➤ 5. Recommendations ——— ◀

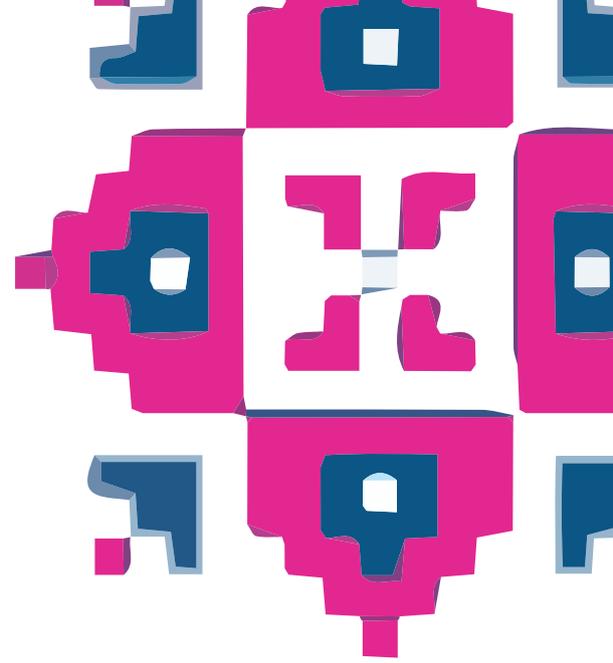
Women's work in the legal framework is still considered secondary compared to men's. This is evident from the Civil Service Bylaw Article No. (24/A) on family allowance, Article No. 69 of the Jordanian Labour Law that restricts women's work, and Article No. 70 of the Social Security Law No. 1 of 2014 and its amendments that set the retirement age at 60 for men and five years earlier for women.

Nevertheless, the laws equalised female and male workers on their rights and obligations while considering gender-based considerations like pregnancy, maternity, and childcare responsibilities.

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The following policy recommendations stem from a belief that equitable and just working conditions to enhance economic inclusion must consider the lived realities of women and men in the work environment. The recommendations bring women's voices from the focus group discussions and published articles and reports to ensure fair working conditions and well-defined and well-reported measures against harassment and violence. This, by definition, includes any act of harm or violence based on gender.



For the Civil Service Bylaw, the recommendations are

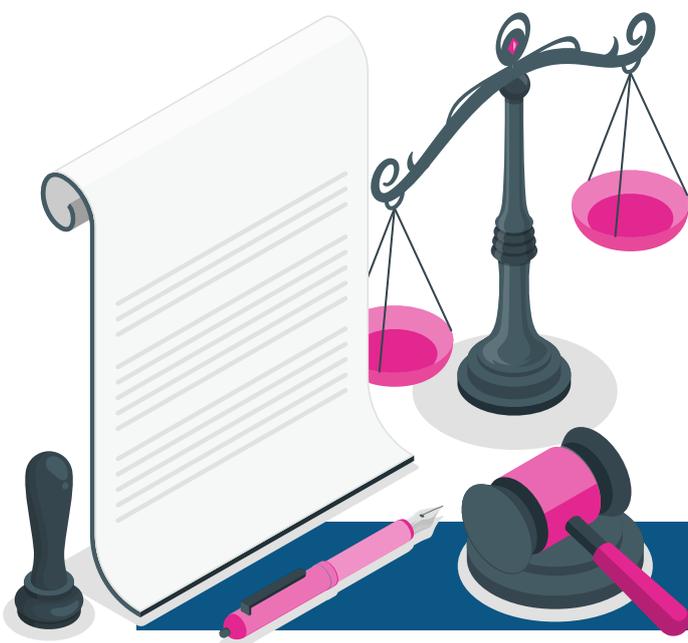
- A** Providing clear definitions of violence, harassment, abuse, indecent assault, sexual violence, and related offences to ensure that legislation addressing violence is understood and applied consistently.
- B** Issuing provisions to prevent all forms of violence and gender-based violence and address complaints measures specific to those cases.
- C** Including a provision in the Civil Service Bylaw No. 9 of 2020 to ensure access to qualified child caregivers similar to Article No. 72 of the Labour Law and its amendments No.8 of 1996.
- D** Revising Paragraphs A and B of Article No. 24 of the Civil Service Bylaw No. 9 of 2020 that states that married male employees are entitled to a monthly family allowance, including widowers and divorced employees with children under 18 years and restricts female employees to the same right. The revision should ensure the reception of the monthly allowance based on the family unit through proper channels regardless of gender.



For Jordanian Labour Law, the recommendations are

- A** Increasing awareness of women's rights under the Jordanian Labour Law by the Ministry of Labour through videos or other communication channels to get legal consultation or ask questions. ³¹
- B** Increasing the monitoring role of the Ministry of Labour on small and medium enterprises to ensure compliance with the labour law and prevent gender-based discrimination.
- C** Providing clear definitions of violence, harassment, abuse, indecent assault, sexual violence, and related offences to ensure that legislation addressing violence is understood and applied consistently.
- D** Amending Article (No. 29/A6) of Jordanian Labour Law No. 8 of 1996, which states that an employee has the right to leave work without prior notice and still be entitled to legal rights related to end-of-service and compensation for damages if the employer or their representative performed any form of sexual, or physical assaults such as beating or degradation. The amendment should include all forms of well-defined acts of violence, not only beating or degradation.
- E** Amending Article (No. 27/A1) of Jordanian Labour Law No. 8 of 1996, which states that the employer is prohibited from terminating the services of a working woman who is pregnant starting from her sixth month or when she is on maternity leave to prohibit the termination of a female employee's service during the whole pregnancy or maternity leave period. ³²
- F** Amending Article No. 70 of Jordanian Labour Law No. 8 of 1996, which states that the working woman shall be entitled to a full paid maternity leave before and after delivery. The total of this leave shall be 70 days. The amendment suggests increasing the fully paid maternity leave period to 90 days, similar to recommended 14 weeks by the International Labour Organisation. ^{33 34 35}
- G** Revising Article No. 69 of Jordanian Labour Law No. 8 of 1996 that grants the Minister of Labour the authority to determine the working hours and types of professions that women can work to include special provisions in this Article or otherwise to ensure a safe working environment that is sensitive to gender, disability, and medical status (including pregnant women).

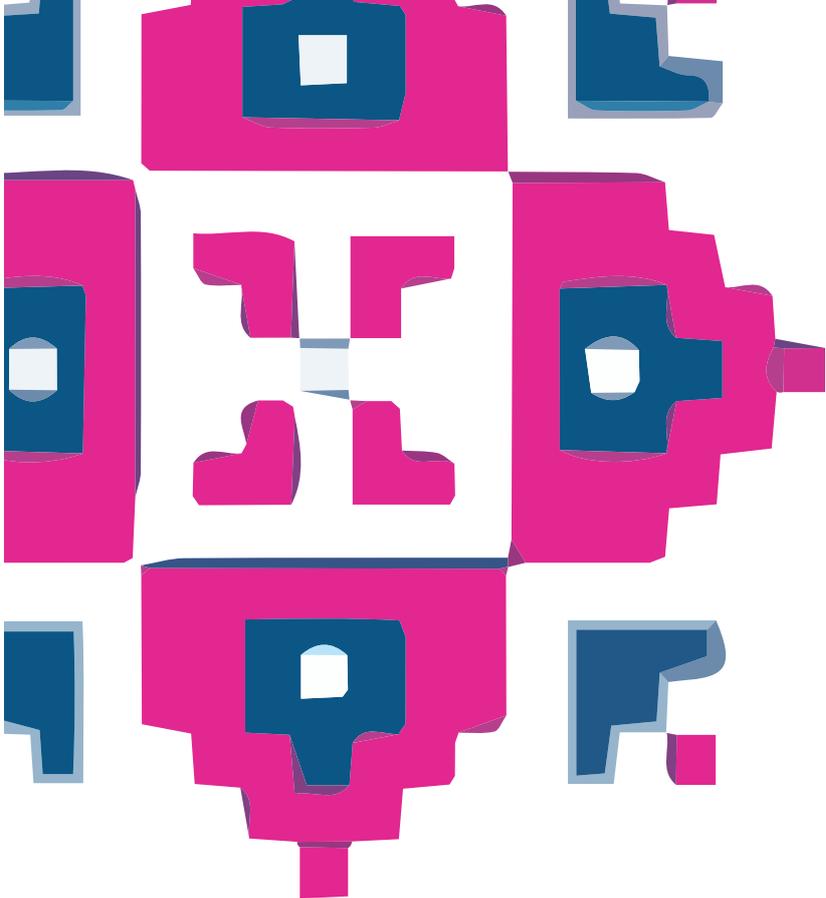
- H** Amending Article No. 55 of Jordanian Labour Law No. 8 of 1996, which states that employers of establishments with at least ten employees must create a bylaw outlining working hours, rest times, work violations, and penalties including dismissal. The amendment should include applying internal regulations on establishments regardless of their size, while ensuring the inclusion of a system for resolving disputes between workers and special procedures for preventing violence and harassment.
- I** Amending article (No. 3/A) of the Institutional Nursery Alternatives Instructions for 2023, which states that the establishments should provide alternative nurseries for the children of the employees provided that their number was more than 15 children, to provide tax deductions or incentives for employers who provide childcare facilities or assistance for their employees if the number of children is under 15.³⁶
- J** Adding provisions to Article No. 97 of the Labour Law No. 8 of 1996, which addresses Trade Union and Employers' Associations, to encourage women's participation in Trade Unions by implementing affirmative action measures such as long-term quotas or reserved seats.





For the Agricultural Workers Regulation No.19 of 2021, the recommendations are

- A** Adding a provision to Article No. 8 that includes the obligation of the agricultural business owner to provide a safe and equitable transportation system. ³⁷
- B** Amending Article No.9, which guarantees accommodation and health facilities to agricultural workers, to add a clause specifying that accommodation must be single-gender. ³⁸
- C** Amending Article No. 10, which states that an agricultural business owner who employs more than 20 agricultural workers should establish a bylaw outlining working hours, breaks, work violations, and penalties, including dismissal. The amendment suggests establishing the bylaw should be for agricultural business owners regardless of workers' number.
- D** Amending Article (No. 13/B), which states that sexual or physical assault on the agricultural worker or a violation of any of their basic rights is considered to violate the Agricultural Workers Regulation. The suggested amendment includes all forms of violence against the worker, like harassment and verbal abuse. The amendment also suggests protecting the employer and the worker during the trip to and from the agricultural establishment.
- E** Revising Article No. 15, which excludes the agricultural employer who employs three or fewer workers from applying the provisions of the following regulations; No. 4 concerning official working hours and lunch breaks, No. 5 concerning working and payment on days off and official holidays, No.7 concerning annual leaves, sick leaves, and maternity leaves, No. 12 concerning health insurance. This exception deprives workers of most of the rights stipulated in the regulation.
- F** Ratification of international labour agreements, in particular, The Freedom of Association and Protection to Organise Convention No. 87, which states that all workers and employers have the right to form and join organisations of their choosing, without any discrimination and only according to the rules of the organisation, without the need for prior authorisation.
- G** Ratification of Labour Inspection (Agriculture) Convention, 1969 No. 129, which establishes standards for labour inspections in the agricultural sector to promote better working conditions and protect the rights of agricultural workers.



For the Instructions for licensing the practice of professions from home for the year 2020, the recommendations are

- A** Incorporating a legal article to safeguard licensed individuals and their associates, particularly from external parties, including customers, against various forms of violence.
- B** Incorporating a legal article that outlines the process of filing complaints for workers and service recipients and establishes a monitoring and follow-up system.
- C** Including a legal article that grants disadvantaged individuals, including women and women with disabilities, the benefit of free licensing.

Appendix A: Local Laws, bylaws, instructions, and regulations

The following local legislations were revised:

Civil Service Bylaw and its amendments No. (9) of 2020, Issued by Article (120) of the Jordanian Constitution, in addition to the instructions for flexible working hours in the Civil Service Bylaw of 2021.³⁹

Jordanian Labour Law No. 8 of 1996 and its amendments, in addition to the flexible work system of 2017 and the instructions for institutional nursery alternatives for 2023.⁴⁰

Agricultural Workers Regulation No.19 of 2021 (Issued by Paragraph B of Article No. 3 of Labour Law No. 8 of 1996).⁴¹

Instructions for licensing the practice of professions from home for the year 2020.⁴²

Law on the Rights of Persons with Disabilities Act No. 20 of 2017.⁴³

Social Security Law No. 1 of 2014 and its amendments.⁴⁴

Regulation No. 93 For the year 2020 concerns Social Protection System linked to maternity insurance.⁴⁵



Appendix B: Jordanian Labour Law Articles on women

The Articles below under the Jordanian Labour Law specify additional rights and considerations for pregnant, breastfeeding, and postpartum women.

affirms that it is impermissible to terminate the service of a pregnant woman employee from her job during the sixth month of pregnancy or while on maternity leave.

Article No. 27

stipulates that a female employee working in an establishment that has ten or more employees has the entitlement to an unpaid leave for a duration not exceeding one year to solely care for her children. Nonetheless, this right will be forfeited if she works for a different establishment during the aforementioned duration.

Article No. 67

Indicates that each of the working couples shall have the right to get an unpaid leave once for a period not exceeding two years and for one period to accompany his/ her couple if he/ she moved to another work located outside the governorate in which he/she works inside the Kingdom or moved to work abroad the Kingdom.

Article No. 68

states that a female employee is entitled to a full paid leave for childbirth and postpartum, the aggregate of which is ten weeks. It is unlawful to assign her duties or responsibilities until this designated duration is completed.

Article No. 70

affirms the right of employed woman for a one-hour daily break to breastfeed her child for up to one year following childbirth, following the conclusion of her maternity leave.

Article No. 71

equalised men and women in obtaining onsite childcare for at least 15 children whose ages do not exceed five years old under the supervision of a qualified caregiver. The instructions for institutional nursery alternations for the year 2021 under the Labour Law specified that in cases where a childcare facility is unavailable on-site, the employer has the right to choose from two alternatives; 1) contracting with an external nursery school, or 2) providing financial compensation to male or female workers ranging between JOD 30-50, based on their salaries.

Article No. 72

- 1 UN Department of Economic and Social Affairs, "Women's Job Market Participation Stagnating at less than 50% for the Past 25 Years Finds UN Report," United Nations, <https://www.un.org/en/desa/women%E2%80%99s-job-market-participation-stagnating-less-50-past-25-years-finds-un-report>.
- 2 International Labour Organization, "World Employment and Social Outlook: Trends 2022," International Labour Organization, 2022, https://www.ilo.org/wcms-sp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_834081.pdf.
- 3 Petra Jordan News Agency, "Women's economic participation has stagnated for three decades," Petra Jordan News Agency, Aug. 24, 2020, <https://petra.gov-jo/Include/InnerPage.jsp?ID=149580&lang=ar&name=news>
- 4 Ibid
- 5 Batool Ghaith, "Jordan Ranks 145 out of 146 on Women's Labour Participation," The Jordan Times, Jul. 24, 2022, <https://jordantimes.com/news/local/-jordan-ranks-145-out-146-womens-labour-participation-%E2%80%94-global-gender-gap-report>.
- 6 Saroj Kumar Jha, "Maximizing economic opportunities for women: A priority in the Mashreq," World Bank Blogs, Mar. 4, 2020, <https://blogs.worldbank.org/ar/arabvoices/maximizing-economic-opportunities-women-priority-mashreq>.
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