



Public Transportation and its Impact on the Economic Participation of Women in Madaba Governorate



West Asia-North Africa, December 2020



This policy paper is within the framework of the project "Towards Social and Economic Inclusion of Young Marginalised Women and People with Disabilities" implemented by the WANA Institute and funded by IM, the Swedish Partner for Development in the Middle East. The project aims to provide 20 male and female trainees with the necessary skills and tools to gain support on issues of concern to marginalised women and people with disabilities by producing policy papers that deal with the two previous groups at the economic and social levels.

The WANA Institute envisions that the research could lead to governance and policymaking recommendations on the national level for Jordan as well as on the regional and international levels.

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1 Preface

This paper is part of a series entitled [“Towards Inclusive Participation of Vulnerable Women and People with Disabilities in the Social and Economic Life”](#). The project was implemented by the West Asia-North Africa Institute (WANA)’ Social Justice pillar in partnership with IM Swedish Development Partner in the Middle East.

The project sought to impart essential research skills and tools to twenty male and female trainees to enable them to advocate for issues of interest to marginalised women and persons with disabilities. It culminated with trainees drafting policy papers pertaining to the social and economic issues facing these populations.

2 Executive summary

Efficient public transport empowers the population of a country. It is an essential part of their daily mobility, regardless of its social or economic purposes. The importance of the transport sector in the Jordanian economy is reflected by its percentage contribution to the gross domestic product (GDP) - 8.5 per cent in 2018, including its support activities.¹ Moreover, it has been estimated that achieving a growth of 5 per cent in the GDP would require achieving up to 12 per cent growth in the transport sector.²

Given the importance of the sector, the paper concluded that there is a strong link between the quality of transport services, their geographical and temporal availability, and the economic participation of working women in the Madaba Governorate. The dependence on public transport played an important role for women in the governorate in terms of deciding whether or not to access the labour market. This is due to the almost daily challenges they encounter while using transportation within and outside the governorate.

Furthermore, the sector is encountering many difficulties in general, such as the 1) high number of individually owned operating vehicles and its implications on the quality of the service provided, 2) the policy development pertaining to public transport lacks consideration for gender differences, 3) the weak role of citizens in monitoring the sector due to the weak complaint culture, in addition to 4) the centralisation of decision-making related to the public transport sector, and 5) the lack of studies on the impact of public transport on the economic participation of women in Jordan.

Based on these problems, a number of policies were proposed that would improve the public transport service in the Madaba Governorate, and contribute to promoting the economic participation of women in the governorate. These policies include a general policy to improve the public transport system in Madaba Governorate, a general policy to take into account the

¹ Department of Statistics, Jordan in Figure 2018, the date of transfer from the website 23/9/2020, the link: <http://dosweb.dos.gov.jo/DataBank/JordanInFigures/2018.pdf>

² Economic Policy Board, Jordan Economic Growth Plan 2018-2022, 2017

integration of gender differences in the strategies and policies of the public transport sector, a general policy to activate de-centralisation in the public transport sector, and a general policy for re-structuring individual ownership in the public transport sector, in addition to proposing general policy of encouraging women to move towards remote employment, given the flexibility that this type of work provides while attending to the social roles assigned to women, such as housework, caring for children and seniors.

3 Paper objectives

The public transport sector in Jordan in general - and in Madaba in particular - has suffered for years from many organisational and distributional problems, which had an impact on women using this service and their economic and social lives. This paper sought to achieve the following:

- Studying the reality of public transport, and determining the problems that the sector suffers from within the Madaba governorate.
- Studying and understanding the impact of public transportation and its problems on working women and the economic participation of women in Madaba Governorate.
- Clarifying the roles of the different government agencies in organising the public transport sector in Madaba.
- Suggesting recommendations to overcome the problems that working women encounter while using public transport, and thus contributing to increasing their participation in the labour market.

4 Paper methodology

This paper sought to present a number of solutions to the problems facing the public transport service in Madaba, which had negatively affected the economic participation of women in the governorate. These problems and challenges were discovered by reviewing previous studies that address this issue, as well as policies and strategies, and a number of laws, regulations, and instructions governing the sector, and by analysing the data collected by the two focus groups discussions that were held with the women of Madaba. The two focus groups consisted of nineteen women from the governorate, who were employed women, or women looking for a job, or women who encountered difficulties in using public transportation to reach their workplace.

Interviews were also conducted with a number of relevant public authorities in the Jordanian transport sector and human rights organisations concerned with empowering women in public fields. Finally, a questionnaire titled, "*Public Transport in Madaba Governorate from Women Point of View*" was published on social media during the period of 26/11- 2/12/2020, in which 135 women from the governorate participated.

5 Historical background

Public transport is the service that the state provides to citizens with the aim of facilitating their movement to fulfil the requirements of their lives, whether directly by being a Transport Operator, or indirectly by regulating operators through the regulations and laws in force in the country. Locally, it was noted that the quality of public transport services provided to citizens was poor, and the percentage of public transport per 1000 citizens decreased to 0.88 vehicles/ 1000 citizens, compared to the average ownership in middle-income countries, which amounted to 2.66 vehicles/ 1000 citizens. It is also below the average for low-income countries which is 0.99 vehicles/ 1,000 citizens. This is the result of a number of challenges and problems that will be addressed in the coming sections.³

The authorities responsible for public transport in Madaba have changed over the years. These authorities are, according to their dates of establishment:

- The Ministry of Transport

The Ministry of Transport was established in 1965 under the name of the Ministry of Transportation (railways, aviation and ports). In 1971, after issuing Law No. 42 of the Ministry of Transport, the Ministry was formalised. With reference to Law No. (89) of 2003, which is currently in force, the Ministry assumes several responsibilities, including setting general transport policies and supervising their implementation in coordination and cooperation with the relevant authorities.⁴

- The Public Transport Regulatory Authority

In 2001, the Public Transport Regulatory Authority was established, and in accordance with the provisions of the Passenger Public Transport Law, the Authority was authorised to provide transportation directly by meeting the demand for public transport service and providing it at a good standard and for a reasonable cost.⁵

- The Land Transport Regulatory Authority

In 2010, a new law was issued under which the Public Transport Regulatory Authority was replaced by the Land Transport Regulatory Authority, where the latter had greater activities and powers related to all types of road transport in the Kingdom.⁶ This law stipulated that the Authority should regulate and control land transport and its services and encourage investment in the land transport sector. For this purpose, the Authority has the right to carry out a number of

³ Shabib, Lina, A review of the public transport sector in Jordan: challenges and opportunities, Al-Balqa Journal for Research and Studies, 2018.

⁴ Jordan Ministry of Transport website, link:

<http://www.mot.gov.jo/Ar/Pages/%D9%86%D8%A8%D8%B0%D8%A9%D8%B9%D9%86%D8%A7%D9%84%D9%88%D8%B2%D8%A7%D8%B1%D8%A9> the date of transfer from the website 23/09/2020.

⁵ Public Passenger Transport Law No. 48 of 2001, Legislation and Opinion Bureau website, <https://lob.gov.jo/?v=1.9&url=ar/LegislationDetails?LegislationID:3020,LegislationType:2,isMod:false> the date of transfer from the website 23/09/2020.

⁶ Land Transport Regulatory Authority website, link: <http://www.ltrc.gov.jo/?q=ar/node/12> the date of transfer from the website 23/09/2020.

tasks and powers, with the exception of its ownership or operation of any means of land transport, as the Authority was not entitled for such thing.⁷

In 2017, the Passenger Transport Law sought to develop the transport sector through the amendments that were introduced to it, which included creating the foundations for the decentralisation of the sector, and allowing the authority to assign a number of tasks of organising passenger transport services to a "competent authority", which includes the municipalities of the governorates' centres or any local authority exercising the powers of the municipal councils.⁸ However, the Greater Madaba Municipality has not been granted any of these powers so far, while the Greater Amman Municipality has been granted part of these powers.

As for the economic participation of women and its importance to the national economy, which is evident in Jordan's ability to increase its GDP by about 10 per cent, through closing the gender gap in economic participation by 25 per cent.⁹ However, for a period of more than 10 years, the economic participation of women did not exceed the rate of 18 per cent¹⁰ at the Jordanian level, and 21 per cent at the Madaba Governorate level.¹¹

One of the reasons for this low economic participation is the public transportation and its many problems. A full 47 per cent of Jordanian women confirmed that they refuse job opportunities due to the current state of public transport services¹², while 30 per cent of parents do not allow their children - especially the girls - to use public transportation. All of these points add to the poor quality of this public service¹³, and its impact on women's access to labour market opportunities.

6 Problems of the public transport sector in Madaba Governorate

The public transport system does not offer working women adequate service. Due to the issues facing the transportation system, women lose one of their basic rights guaranteed to them in the constitution, especially since human capital is the main resource for Jordan.

This section discusses a set of public transport sector problems in Madaba that led to a decrease in the level of service, and thus had a significant impact on the economic participation of women.

⁷ Land Transport Regulatory Authority Law No. (4) of 2011.

⁸ The Centre for the Study of the Built Environment and Friedrich Ebert, Public Transport in Jordan: A Policy Study and a General Review of the Draft Passenger Transport Law for the Year 2016, 2017.

⁹ Maximising economic opportunities for women: A priority in the Mashreq, Saroj Kumar Jha, World Banks Blogs, link: <https://blogs.worldbank.org/arabvoices/maximizing-economic-opportunities-women-priority-mashreq>.

¹⁰ Department of Statistics, Tables of Gender Indicators (2008-2018).

¹¹ Department of Statistics, Tables of Gender Indicators (2008-2018).

¹² SADAQA & Friedrich Ebert Foundation, Public Transportation from a female Point of View of Public Transportation, 2018.

¹³ International Youth Organisation, A study of public transport services and their impact on youth employment and options for their development in Jordan, 2014.

6.1 The prevalence of individual ownership of public transport

One of the biggest challenges facing the public transport sector in Madaba is the high percentage of ownership of transportation by individual operators rather than companies. With 85 per cent of the local sector privately owned, it is very difficult for the responsible authorities to organise it.¹⁴ It also causes the sector to lose the institutional presence required to ensure the development and sustainability of the services provided.

There are many consequences of private ownership. Among them, the problems of poor sector organisation as well as the operators' failure to abide by the specified dates for the trips, the announced routes, and the specified fares. Seeking to address these problems, the Passenger Transport Law No. 19 of 2017 was issued, compelling individual operators to switch to transport companies within a period not exceeding 5 years from the date of the law's enforcement. However, the implementation progress of this procedure was slow, because of the dissatisfaction of the individual operators with merging and turning into unified companies, due to their insufficient knowledge of the concept of merger.¹⁵

6.2 Failure to account for gender differences while developing public policies related to the public transport sector

Estimates indicate that limited access to the means of transportation and its lack of safety are the biggest obstacles to women participation in the labour market in developing countries, which reduces the likelihood of their participation by 16.5 per cent¹⁶. After reviewing the strategies and policies related to the transportation sector, it was notable that gender differences (such as: reasons for trips, their number, times, and distances travelled) were not taken into account, and even the differences between men and women's usage of public transport were not addressed when formulating these strategies and policies. This prevents the existence of a strong and organised political will and clear plans that should be followed to solve the problems that women encounter while using public transportation, and which affect their economic participation and freedom of movement.¹⁷

6.3 The absence of complaint culture among citizens

Due to the large number of operators in the sector, and the difficulty of monitoring all violations that occur in public transport by the authorities responsible for monitoring; the role of the citizen who files a complaint in the event that a violation or transgression of some kind takes place, becomes all the more critical to improving the reality of public transportation.

¹⁴ Economic and Social Council, Public Transport in Jordan, Policy Paper, 2018.

¹⁵ Land Transport Regulatory Authority, a summary of the studies of the Studies Directorate, link: http://www.ltrc.gov.jo/sites/default/files/drst_mshrw_Inql_lhdry_0.pdf the date of transfer from the website 14/12/2020.

¹⁶ World employment social outlook: Trends for women 2017, International Labour Organization, link: https://www.ilo.org/wcmsp5/groups/public/---dgreports/---inst/documents/publication/wcms_557245.pdf

¹⁷ Transporting Jordanian Women into Employment: Challenges and Opportunities in the Jordanian Transportation Sector, WUSC, 2018.

So far, however, the citizens' lack of 'complain culture' and awareness of the vitality of their supervisory role in public transport, in addition to the lack of clarity of complaint mechanisms and methods for women in Madaba, and citizens' lack of knowledge of the existence of the Land Transport Regulatory Authority, are evident. A study confirmed that 55 per cent¹⁸ of citizens do not know about the existence of the Authority, and neither do they know about the mechanisms and methods of complaint available to them.

According to the questionnaire results *"Public Transportation in Madaba Governorate from Women's Point of View"*, 56 per cent of participants were working to solve problems they encountered while using public transportation on their own, without resorting to official channels. Also, 23 per cent of them prefer not to take any action in case they encounter a problem. On the other hand, only 21 per cent of women who use public transportation are willing to go to the official authorities concerned with the sector to file a complaint.

6.4 Centralisation of decisions relating to the public transport sector in the capital

The public transport sector has, over the years, been characterised by the centralisation of decisions, as local governments - represented by the municipalities of the governorate centres - do not participate in organising the public transport sector by determining the routes or lines, or the fares for services provided within its jurisdiction, with the exception of the Greater Amman Municipality (GAM). Whereas the centralisation of management and decisions leads to the exclusion of these entities that are supposed to be effective in their local community, have strong connection with the citizens, and know their needs and evaluate them to a greater and accurate degree compared to the centralised institutions of the government.¹⁹

Although the Municipalities Law of 2015 gave municipalities within their jurisdiction the authority and power to contribute to the development of the public transport service in all its aspects, in addition to what was stated in the Passenger Transport Regulation Law for the year 2017, that a "competent authority", including the municipalities of the governorate centres, in coordination with the Land Transport Regulatory Authority, should be assigned a number of tasks related to internal passenger transport facilities and services. However, the municipality of Greater Madaba only supervises the complex, after it was basically unable to build it due to its limited financial resources. This has also negatively affected the establishment of stations dedicated to picking up and dropping off passengers, as scarce as they are throughout the governorate, cities, and villages.²⁰

¹⁸ Land Transport Regulatory Authority, a summary of the studies of the Studies Directorate, link: http://www.ltrc.gov.jo/sites/default/files/drst_mshrw_inql_lhdry_0.pdf the date of transfer from the website 18/11/2020.

¹⁹ The Center for the Study of the Built Environment and Friedrich Ebert, Public Transport in Jordan: A Policy Study and a General Review of the Draft Passenger Transport Law for the Year 2016, 2017.

²⁰ The interview that was held with the concerned parties from the Land Transport Regulatory Authority on 8/10/2020.

6.5 The lack of research on the impact of public transportation on the economic participation of women in Madaba

Information, research and studies addressing the impact of public transportation on the economic participation of women in Jordan in general, and Madaba in specific are lacking. There is room for a comprehensive study that investigates the causes that led to the decline in women economic participation. There is a need to clarify the relationship between working women and the public transport they use to reach their workplaces.

6.6 The challenges facing women while using public transportation in Madaba Governorate

After conducting two focus group discussions with a diverse group of women from Madaba Governorate, it became clear that the transport situation is poor, and it does not serve their desire to work and promote their economic participation. 90 per cent of the women interviewed were not satisfied with the transportation situation in the governorate. This is due to the fact that transportation does not effectively serve all parts of the governorate, and the service is not available after 7 pm, which resulted in rejecting job opportunities that require transportation in the evening hours. Moreover, they cited as challenges the lack of specific pick-up and drop-off points, and the limited internal movement within the villages of the governorate.

These challenges have made the use of transportation cumbersome, especially when women are forced to wait in the hot sun or cold rain. What makes matters worse is the irregularity of the trips' schedules, the failure of drivers to adhere to the routes specified for them, the misconduct of some operators towards passengers, their failure to abide by the rules of traffic and the prescribed cargo, and sometimes women's exposure to noise pollution because some drivers use profanity. The drivers also do not abide by the smoking ban which makes the use of transportation uncomfortable for many passengers including women, children, and old people, especially those suffering from respiratory diseases.

Furthermore, women are exposed to harassment while using public transportation such as: verbal or physical harassment, as (62.2 per cent) of women indicated that they have been victims of harassments while using public transportation.²¹ This often makes them feel less comfortable and gives them a sense of insecurity using public transportation, in addition to many obstacles such as wasting time waiting for the bus for long hours, or even having to wait inside the bus until it becomes full because the operators refrain from starting the bus until it reaches full load, and this leads to non-compliance with the deadlines, forcing women to leave early, in order to ensure that they are not late to their appointments.

Moreover, buses are not available at all times, which makes women resort to unregulated transportation, leading operators to take advantage of this and demand high fares that women cannot afford given their salaries. Also, the bus drivers often take advantage of the needs of

²¹ Sadaqa & Friedrich Ebert Foundation, Public Transportation from the Point of View of women who use Public Transportation, 2018.

women and demand a higher fare than the prescribed one, to which women often yield due to their lack of knowledge of the official complaint methods and mechanism, or to avoid engaging in a shouting match with drivers.

The majority of women reject job opportunities due to the relatively poor state of transportation, which is often accompanied by opposition from parents because of their fear that their girls will be exposed to some harm while using transportation, which is considered psychologically and physically unsafe for women. The majority of women likewise acknowledged that transportation is a major reason for their acceptance or rejection of a job opportunity.

According to the results of the questionnaire, *“Public Transport in Madaba Governorate from Women’s Point of View,”* three out of four women consider public transportation an obstacle to their access to the labour market due to its current state and for being unreliable.

7 Proposed improvement policies

To promote the economic participation of women in the Madaba governorate by improving the public transport system that serves the citizens in the governorate, the following are a set of recommendations and policies put forth:

7.1 Adopting a general policy to improve the public transport system in Madaba Governorate

Objective: to reach an integrated transportation system that efficiently serves all villages and individuals.

Programs:

Establishing a passenger transport fund in the Land Transport Regulatory Authority by activating Article (11) of the Passenger Transport Regulation Law of 2017 with the aim of supporting operators and companies operating in the sector in exchange for their commitment to the required service standards, and ensuring a fair distribution of the fund's allocations to governorates in which the public transport system suffers from several problems, such as Madaba.

- 1- Monitoring the activation of the code of ethical and professional conduct for users, operators, and workers in public transport facilities and means by the Land Transport Regulatory Authority, and ensuring the monitoring of the implementation and compliance with the code after the renewal of employment contracts for violators of its provisions.
- 2- Activating and tightening control over the means operating in the sector, specifically monitoring compliance with the fare and specified routes, the absence of smoking and cleanliness of buses by the Land Transport Regulatory Authority supervisors, in addition to tightening control over the load and speed by the Traffic Department, and expanding the scope of monitoring to include all lines operating in the governorate.

- 3- Establishing a program to publish complaints that enable citizens to communicate their observations and problems to the competent authorities through the Land Transport Regulatory Authority, using several electronic, paper or radio methods, and by obliging operators to publish their cases on buses, in cooperation with the Greater Madaba Municipality.
- 4- Launching a campaign to encourage non-profit associations to take advantage of the opportunity provided by the Ministry of Transport to provide free licenses to non-profit associations that provide transportation services.
- 5- The Land Transport Regulatory Authority should launch a mobile application for public transport lines to improve the experience of using public transportation in a safe manner, and explain how to use the application. The application should contain awareness notifications, show the remaining distance to reach the desired destination, and show the passenger his/her exact location. In addition, the application should contain a site map that is constantly updated, and must be safe for users, and contain a confidential, smooth, and direct complaint method.
- 6- Imposing a clear frequency system and forcing operators working on internal lines to comply with it, in addition to extending the hours-of-service provision between the city centre, the suburbs, and the outskirts of the governorate. The system should also be applied by the Land Transport Regulatory Authority.
- 7- Creating a clear mechanism to support the sector and publish this mechanism by all appropriate means in partnership with the municipality.
- 8- Issuing a set of clear standards for the quality of public transport service and working to publish them by all appropriate means. Also, circulating these standards to the operators, ensuring their compliance therewith, and refusing to renew the licenses and permits of those who do not comply.
- 9- Monitoring the implementation of the instructions governing the sector, and obliging the operators to implement the provisions thereof, especially with regards to the necessity of installing sound alarm devices distributed along the bus that notify the driver of the passenger's desire to get off, a digital tachograph to record the movement and speed of the bus, and a speed limiter calibrated to the speeds listed in the approved instructions.

7.2 Adopting a public policy to account for the integration of gender differences into public transport sector strategies and policies

Objective: To make transportation policies and strategies in Jordan sensitive to the needs of women.

Programs:

- 1- The Ministry of Transport should conclude agreements to exchange experiences with countries that have demonstrated a consideration for integrating gender differences in their public transport sector strategies and policies, and should also study the best ways to reflect these experiences in the local public transport sector.
- 2- Creating cooperation programs with international organisations concerned with the issue of integrating and accounting for gender differences in transport sector policies, such as: the

European Institute for Gender Equality and the International Transport Forum of the Organisation for Economic Cooperation and Development.

- 3- Holding training workshops for decision-makers on the importance of integrating and accounting for gender differences and using it in the development of policies and strategies related to the public transport sector, and its significant impact on raising the economic participation of women.
- 4- Providing statistical data for the transport sector, such as: accessibility to different means of transport, cost of transportation, and characteristics of trips in terms of reasons, frequencies, lengths, user feedback. This data would be aggregated by gender, which serves to inform policies that take into account the differences between men and women's user experiences when using public transportation, in addition to encouraging the conduction of studies that discuss public transportation and its impact on the employment of women by providing these statistics.
- 5- Conducting public consultations during all stages of sector policy preparations, and ensuring the participation of the various spectrums of the local community, especially women and residents living in the governorate's outskirts, through a combination of various public consultation tools such as: public hearings, focus group discussions, workshops, etc., in order to determine the difficulties they face while using public transport, and to get them involved in proposing solutions that will improve the level of service provided.

7.3 Adopting a general policy to activate the decentralisation role in the public transport sector in Madaba Governorate

Objective: To decentralise the issuance of transport sector decisions and activate the role of the Greater Madaba Municipality.

Programs:

- 1- Activating Article (5), Paragraph (a), Clause (13) of the Municipalities Law, which states that the municipality should be vested with the powers to contribute to the development of public transport networks within its jurisdiction, establish public transport vehicle stops, designate and organise them, define their routes and participate in determining the fare when appropriate.
- 2- Raising the financial allocations for the Greater Madaba Municipality to be able to carry out the tasks that will be assigned to it by the Land Transport Regulatory Authority; in order to be effective in organising the transport sector within the Governorate and to be able to conduct studies for the development of services and transportation lines in the governorate.
- 3- Making the Greater Madaba municipality part of the advisory committee established by the Land Transport Regulatory Authority in each governorate under Article (10) of the Passenger Transport Regulation Law of 2017 in order to activate its role in regulating the sector.
- 4- Implementing Article (18) of the Passenger Transport Law of 2017, according to which the Land Transport Regulatory Authority grants a number of powers to the Greater Madaba municipality.

- 5- Issuing legislations that regulate the transfer of the powers of the public transport system management within the jurisdiction of Greater Madaba Municipality from the Land Transport Regulatory Authority to the Greater Madaba Municipality.
- 6- Establishing a special account for the revenues of public transport that is fed from the fees collected by the municipality from the operators, and its resources are to be used to promote the efficiency of the internal transport system such as developing public transport facilities, developing the service provided to citizens, and granting facilities to operators who provide passenger transport service within the municipality.
- 7- Concluding agreements to exchange experiences between Greater Madaba Municipality and Greater Amman Municipality with the aim of promoting the efficiency of the municipality's workers regarding the issue of organising domestic transport within the municipality.

7.4 A general policy for re-structuring the individual ownership in the public transport sector

Objective: To facilitate the management and regulation of public transport by moving towards unified company proprietorship.

Policy Programs:

- 1- Monitoring the implementation of Article (13) of the Passenger Transport Law of 2017, to ensure the transformation of individual operators into companies before the year 2022, in order to avoid getting fines for violating the text of the said article.
- 2- The Land Transport Regulatory Authority should conduct awareness programs for individual operators about the benefits of establishing companies or coalitions in terms of organisation and financial revenue.
- 3- The Land Transport Regulatory Authority should issue a document indicating the procedures to be taken against individual operators who do not comply with Article (13) of the Passenger Transport Law by converting into companies, and the Authority should announce this document by all available means.
- 4- Granting incentives to individual operators to encourage them to merge under unified companies.

7.5 A general policy to promote the economic participation of women by facilitating work from home

Objective: To have the largest number of women working from home; due to what this type of jobs offers in terms of the flexibility and balance between work hours and their other responsibilities towards their families.

Programs:

- 1- Partnering with the private sector to launch training programs leading to employment. These programs are to be directed towards jobs that can be performed from home, such as: data entry, account auditing, software and web development, and consulting services.
- 2- Issuing legislations concerned with organising work from home to maintain a work-life balance, and to avoid harming the interests of men and women working from home, especially with regard to remote work hours calculation mechanisms.
- 3- Establishing a digital platform specialised in the work from home mode, which includes all jobs that can be done remotely and are offered by specific companies and institutions, with the aim of facilitating access to these jobs for women and all members of society, and providing them with the opportunity to apply for these jobs.
- 4- Building partnerships with the private sector to allocate job vacancies that could be performed from home, and hiring for these jobs qualified individuals in the governorates, specifically in rural areas and villages.
- 5- Developing the infrastructure of the communication network to ensure the internet reaches remote areas to facilitate work-from-home.
- 6- Launching a promotional campaign to encourage the private sector in Madaba to adopt work-from-home jobs by promoting the gains that can be realised from the expansion of this work model, including the benefits that the owners of economic enterprises will get, in terms of saving production costs, optimising the use of available resources, having easy access to talents, and having a higher focus on the activities of the main institutions.
- 7- Establishing a remote work centre through which many remote work empowerment resources can be provided and directed to the governorate's local community, such as holding specialised training courses, providing appropriate technological means, in addition to promoting this mode of non-traditional jobs among community members.

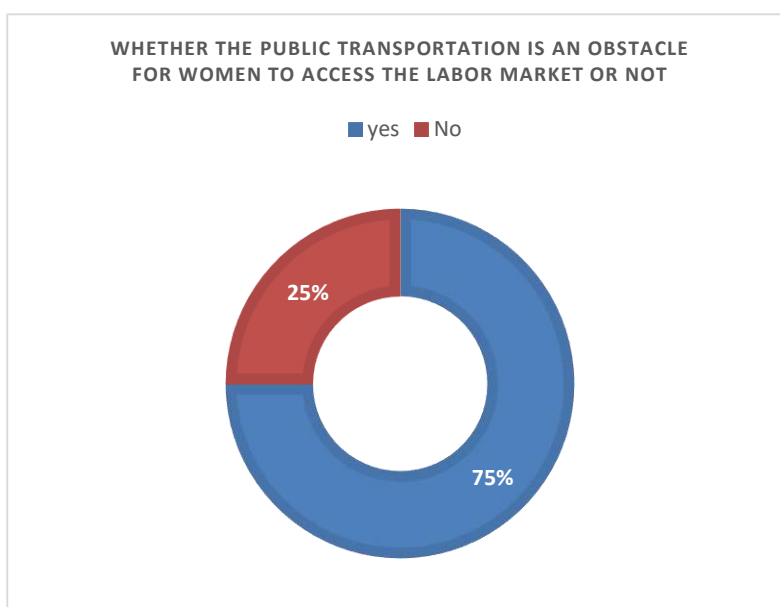
8 Analysis of proposed policies

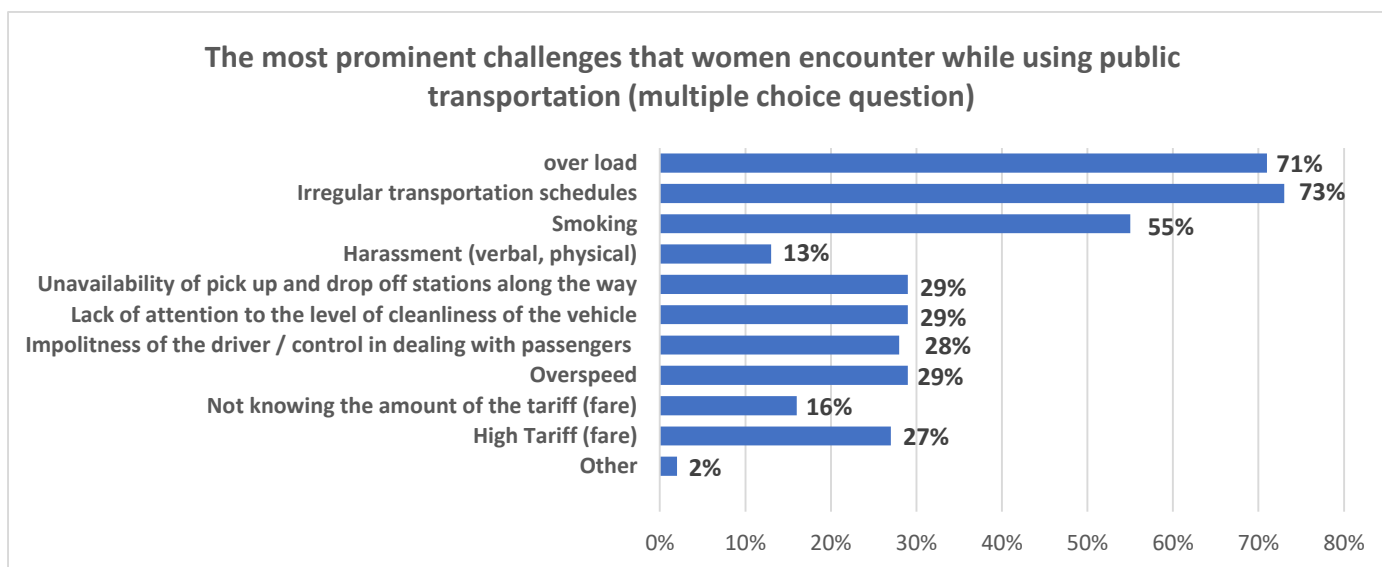
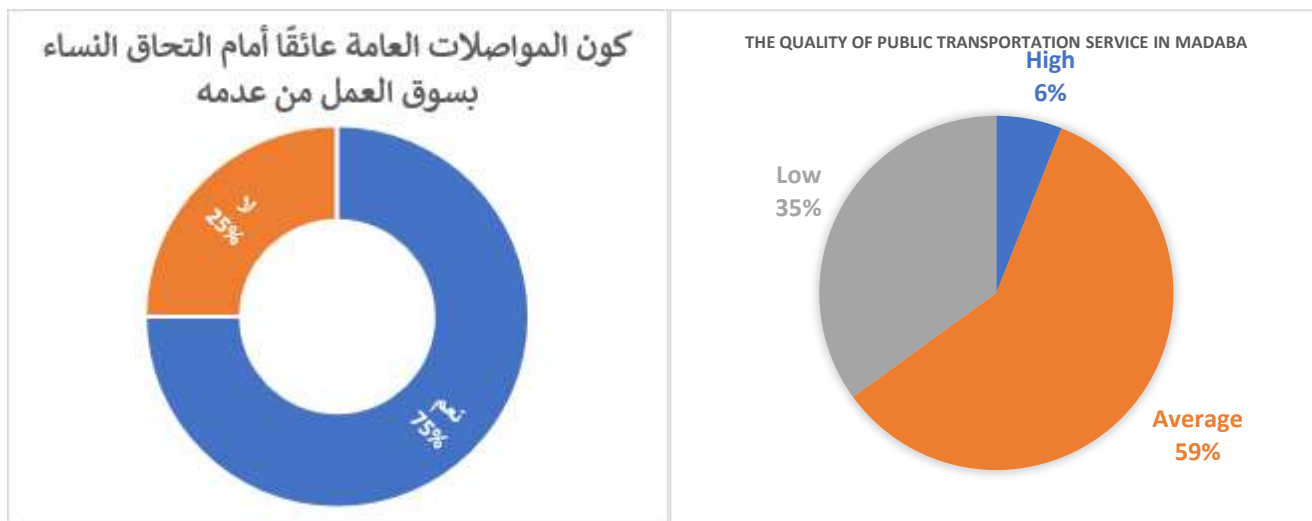
The paper is prioritising two of the above-mentioned policies aiming to improve the public transport for women in Madaba, these two recommendations serve to promote the women's economic participation.

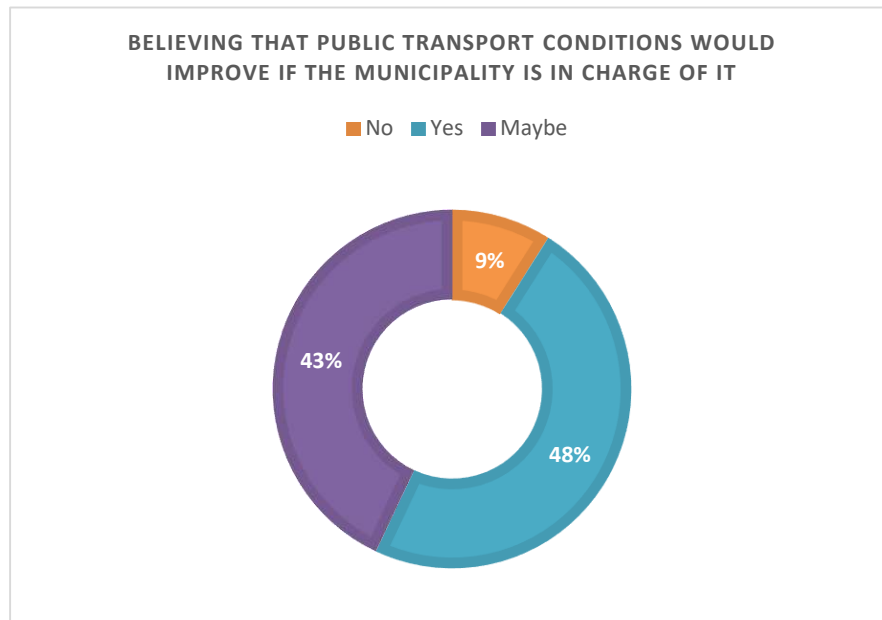
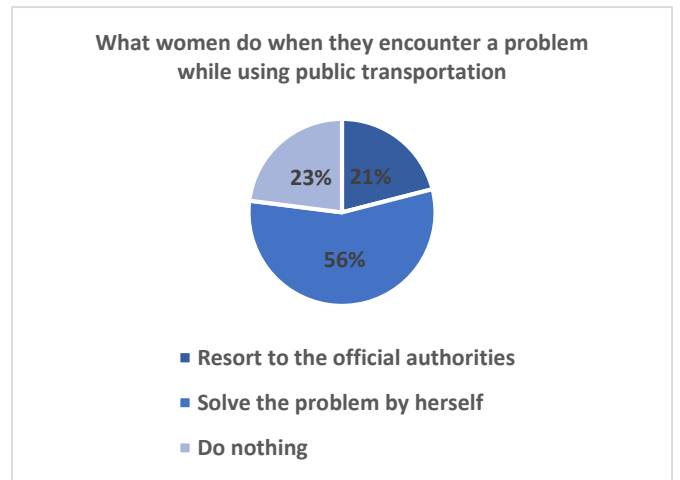
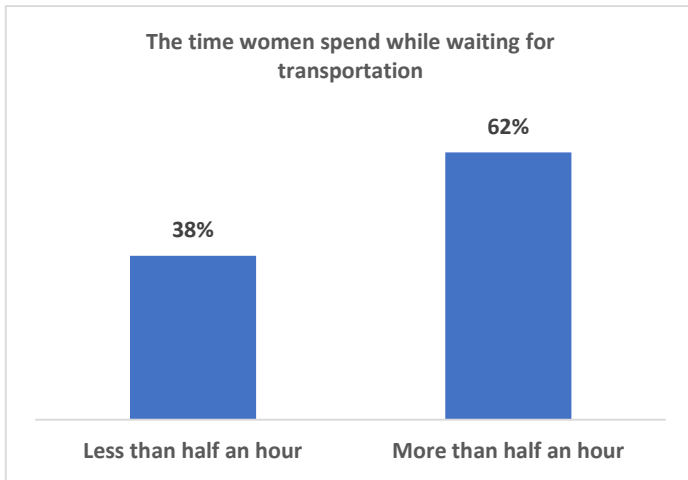
The researchers are suggesting to adopt: a general policy to activate decentralisation in the public transport sector; to decentralise the issuance of transport sector decisions and activate the role of the Greater Madaba Municipality. The second priority is promoting the economic participation of women by facilitating the procedures for women to work from home.

9 Annex (results of the public transportation questionnaire in Madaba Governorate from a women's perspective)

The questionnaire, *"Public Transportation in Madaba Governorate from Women Point of View"* was published during 26/11- 2/12/2020, and the target sample was women from the local community in Madaba Governorate. The questionnaire contained six questions that were asked through various social media platforms. Their answers were as follows:









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