

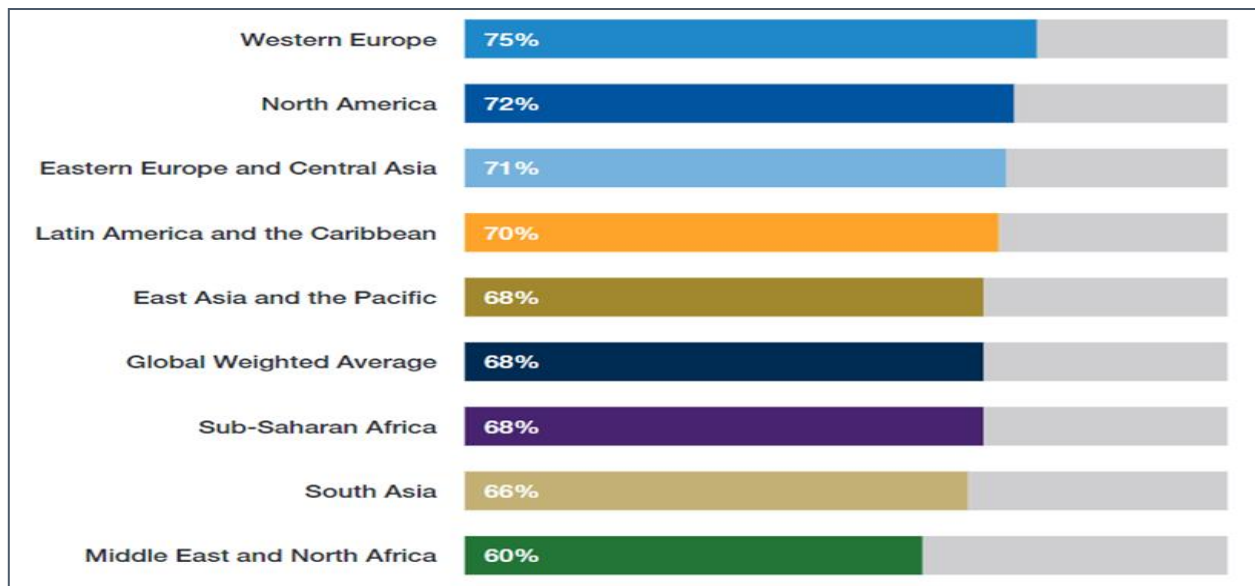
Women's Economic Rights in the Middle East: EXPERIENCE OF JORDAN

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Global Gender Gap Index

Global Gender Gap Report of 2017

- Economic participation and opportunity – salaries, participation and leadership
- Education – access to basic and higher levels of education
- Political empowerment – representation in decision-making structures
- Health and survival – life expectancy and sex ratio



Gender Gap in the Middle East



MIDDLE EAST AND NORTH AFRICA

Country	Overall rank	Overall score
Israel	44	0.721
Tunisia	117	0.651
United Arab Emirates	120	0.649
Bahrain	126	0.632
Algeria	127	0.629
Kuwait	129	0.628
Qatar	130	0.626
Turkey	131	0.625
Mauritania	132	0.614
Egypt	134	0.608
Jordan	135	0.604
Morocco	136	0.598
Lebanon	137	0.596
Saudi Arabia	138	0.584
Iran, Islamic Rep.	140	0.583
Syria	142	0.568
Yemen	144	0.516

Gender Gap in the Middle East:

ECONOMIC PARTICIPATION AND OPPORTUNITY



Middle East and North Africa

- Qatar (119)
- Algeria (120)
- United Arab Emirates (124)
- Jordan (138)
- Syria (142)

A path to promoting women's economic rights: JORDAN

Gender Diversity (May 2016)

Education (51/142)

- Enrolment in Secondary Education (1:1)
- Enrolment in Tertiary Education (1:1)

Health and Survival (113/144)

- Male Life Expectancy 64.3
- Female Life Expectancy 65.9
- Sex Ratio at Birth 1;1

Labour Force Participation (142/144)

- Men 67.8%
- Women 15.3% (mainly in feminized sectors)

Political Participation (126/144)



Women leave the workforce when married or when having children

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Gender Diversity in the Workplace

- **Jordanian business with more female employees have***
 - ***42 percent higher return on sales***
 - ***66 percent higher return on investment***
- **Presence in Boardrooms** (publicly listed and Jordanian private shareholding Companies)
 - **Women 6%**

Impact on GDP

- **Increase approximately by USD 8 billion ****

*Gender Diversity in Jordan: Research on the Impact of Gender Diversity on the Economic Performance of Companies in Jordan, IFC, 2015

** Effects of gender inequality in employment and pay in Jordan, Lebanon and the occupied Palestinian territory: Three Questions Answered, Zafiris Tzannatos, ILO, 2016

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The challenges that women face in entering and remaining in the workforce, and in reaching the boardroom and senior decision-making positions include:

1. **Norms and Cultures** (ex: roles at home, satellite factories, and hospitality sector)
2. **Capacity and Interpersonal Skills**
3. **Organizational Culture**
4. **“Flexi-Work” Arrangements**
5. **Daycare Facilities**
6. **Gender Pay Gap**
7. **Pension Pay Gap- Early Retirement**
8. **Public Transportation**
9. **Protection from Harassment**
10. **Maternity and Paternity Leave (limited stay of home dads, if any)**

A path to promoting women's economic rights: Tackling the Challenges

FLEXI WORK ARRANGEMENTS COMMITTEE



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SADAQA: DAYCARE FACILITIES IN THE WORKPLACE & TRANSPORTATION



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ILO: NATIONAL COMMITTEE FOR PAY EQUITY



Images: ILO Discrimination in the Workplace Teacher monthly salary 150 JOD

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FREEDOM HOUSE: PROTECTION FROM HARRASMENT



Images: ILO Discrimination in the Workplace

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ILO/NCPE: STAND UP WITH TEACHERS CAMPAIGN



من مصلحتي تحويل
راتبي للبنك وهو واجب
على مالك المدرسة

Tackling the Challenges

- ❑ Data and Research
- ❑ Community Organizing
- ❑ Listening Sessions
- ❑ Social Dialogue
- ❑ Family Economics !



Promoting women's economic rights



Questions and Answers