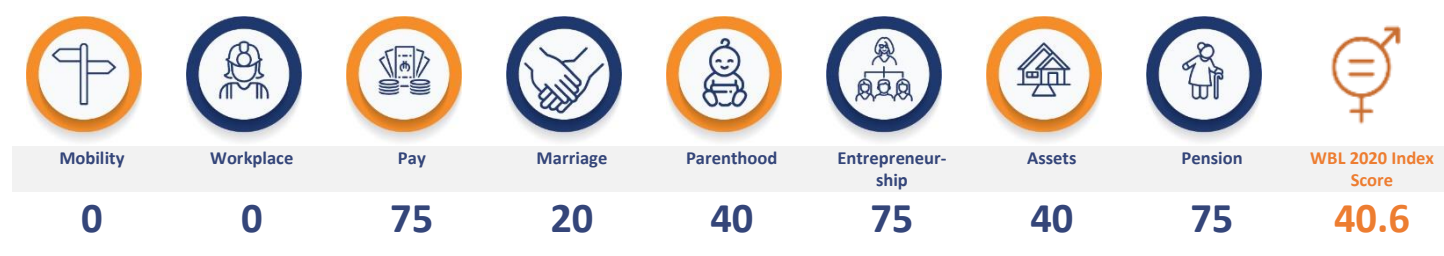


# Jordan

*Women, Business and the Law 2020* presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Amman). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Jordan scores 40.6 out of 100**. The overall score for Jordan is lower than the regional average observed across the Middle East & North Africa (49.6).

## Jordan - Scores for Women, Business and the Law 2020



### Relative Strengths

Jordan does not attain a perfect score on any of the WBL2020 indicators. There is room for improvement across all eight indicators.

### Areas for Improvement

However, when it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women's starting and running a business, gender differences in property and inheritance, and laws affecting the size of a women's pension, Jordan could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Jordan is on the indicator related to constraints on freedom of movement (the WBL2020 Mobility Indicator). To improve on the Mobility Indicator, Jordan may wish to consider allowing women to choose where to live in the same way as men, allowing a married woman to leave the home without her husband's permission, allowing women to apply for a passport in the same way as men, and allowing women to travel abroad in the same way as men.

### Recent Reforms (2018-2019)

**Pay:** Jordan lifted restrictions on women's ability to work at night. It also enacted legislation that mandates equal remuneration for work of equal value.

**Parenthood:** Jordan introduced three days of paid paternity leave.





	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	No	Personal Status Law No. 15 of 2019, Art. 72
	Can a woman travel outside her home in the same way as a man?	No	Personal Status Law No. 15 of 2019, Art. 62
	Can a woman apply for a passport in the same way as a man?	No	Passport application procedures
	Can a woman travel outside the country in the same way as a man?	No	Personal Status Law No. 15 of 2019, Art. 72
Workplace	Can a woman get a job in the same way as a man?	No	Personal Status Law No. 15 of 2019, Art. 61
	Does the law prohibit discrimination in employment based on gender?	No	No applicable provisions could be located
	Is there legislation on sexual harassment in employment?	No	No applicable provisions could be located
	Are there criminal penalties or civil remedies for sexual harassment in employment?	No	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Labor Law No. 8 of 1996, Arts. 2 and 53; Amended Jordanian Labor Law No. (14) of 2019
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	No	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: Labor Law No. 8, Art. 69
Marriage	Is there no legal provision that requires a married woman to obey her husband?	No	Personal Status Law No. 15 of 2019, Art. 78
	Can a woman be head of household in the same way as a man?	No	Civil Status Law No. 9 of 2001, Arts. 37, 38(b), 57 and 58 (a, b)
	Is there legislation specifically addressing domestic violence?	Yes	Law on Protection from Domestic Violence N. 15 of 2017
	Can a woman obtain a judgment of divorce in the same way as a man?	No	Personal Status Law No. 15 of 2019, Arts. 82, 98, 102 and 126
Parenthood	Does a woman have the same rights to remarry as a man?	No	Personal Status Law No. 15 of 2019, Arts. 98 and 145
	Is paid leave of at least 14 weeks available to mothers?	No	Labor Law No. 8 of 1996, Art. 7
	Does the government pay 100% of maternity leave benefits?	Yes	Social Security Law No. 1 of 2014, Art. 42
	Is there paid paternity leave?	Yes	Labor Law No. 8 of 1996, Art. 66(c); Amended Jordanian Labor Law No. (14) of 2019
Entrepreneur.	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	No	No applicable provisions could be located
	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
Assets	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Civil Law No. 43 of 1976, Art. 43
	Do sons and daughters have equal rights to inherit assets from their parents?	No	Personal Status Law No. 15 of 2019, Art. 292(c)
Pension	Do female and male surviving spouses have equal rights to inherit assets?	No	Personal Status Law No. 15 of 2019, Arts. 288 and 289
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Personal Status Law No. 15 of 2019, Art. 320
	Does the law provide for the valuation of nonmonetary contributions?	No	Personal Status Law No. 15 of 2019, Art. 320
	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Social Security Law of 1 March 2014 (No. 1 of 2014), Art. 62 Men: Social Security Law of 1 March 2014 (No. 1 of 2014), Art. 62
Pension	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: Social Security Law of 1 March 2014 (No. 1 of 214), Art. 64 and Table 5 Men: Social Security Law of 1 March 2014 (No. 1 of 2014), Art. 64 and Table 5
	Are the mandatory retirement ages for men and women equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Social Security Law of 1 March 2014 (No. 1 of 214), Art. 45(b)