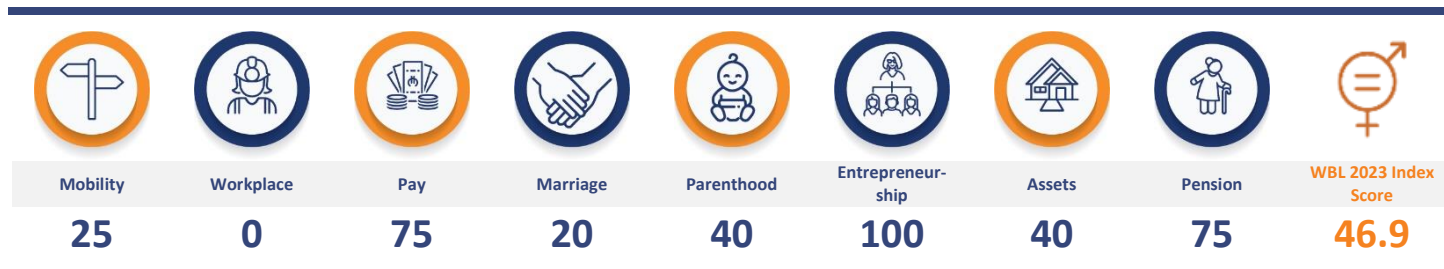


# Jordan

*Women, Business and the Law 2023* (WBL2023) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 46.9 out of 100**. The overall score for Jordan is lower than the regional average observed across the Middle East and North Africa (53.2). Within the Middle East and North Africa region, the maximum score observed is 91.3 (Malta).

## Jordan - Scores for Women, Business and the Law 2023



## Relative Strengths

When it comes to constraints on women starting and running a business, Jordan gets a perfect score.

## 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, gender differences in property and inheritance, and laws affecting the size of a woman'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 measuring laws affecting women's decisions to work (the WBL2023 Workplace indicator). To improve on the Workplace indicator, Jordan may wish to consider allowing a woman to get a job without permission from her husband, prohibiting discrimination in employment based on gender, enacting legislation protecting women from sexual harassment in employment, and adopting criminal or civil penalties for sexual harassment in employment.

## Recent Reforms

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for Jordan are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/jordan/2023>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	No	Personal Status Law No. 15/2019, Art. 72
	Can a woman travel outside her home in the same way as a man?	No	Personal Status Law No. 15/2019, Art. 62
	Can a woman apply for a passport in the same way as a man?	Yes	Passport application procedures
	Can a woman travel outside the country in the same way as a man?	No	Personal Status Law No. 15/2019, Art. 72
Workplace	Can a woman get a job in the same way as a man?	No	Personal Status Law No. 15/2019, 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 a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	No	Labor Law No. 8 of 1996, Art. 69
Marriage	Is the law free of legal provisions that require a married woman to obey her husband?	No	Personal Status Law No. 15/2019, Art. 78
	Can a woman be head of household in the same way as a man?	No	Civil Status Law No. 9/2001, Arts. 37, 38(b), 57, and 58(a, b)
	Is there legislation specifically addressing domestic violence?	Yes	Law on Protection from Domestic Violence
	Can a woman obtain a judgment of divorce in the same way as a man?	No	Personal Status Law No. 15/2019, 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. 70
	Does the government pay 100% of maternity leave benefits?	Yes	Social Security Law, Art. 42
	Is paid leave available to fathers?	Yes	Labor Law No. 8 of 1996, Art. 66(c); Amended Jordanian Labor Law No. (14) of 2019
	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
Entrepreneurship	Does the law prohibit discrimination in access to credit based on gender?	Yes	Central Bank of Jordan Instructions No. 56/2012, as amended by Circular No. 27/1/10091, Art. 30 (h)
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	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 a man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Civil Law No. 43/1976, 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)
	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
	Is the age at which men and women can retire with full pension benefits the same?	No	Social Security Law, Art. 62
Pension	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Social Security Law, Art. 64 and Table 5
	Is the mandatory retirement age for men and women the same?	Yes	No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Social Security Law, Art. 45(b)