











# Jordan

| WBL 2.0 legal frameworks score | WBL 2.0 supportive frameworks score | WBL 2.0 expert opinions score |
|--------------------------------|-------------------------------------|-------------------------------|
| <b>42.5</b>                    | <b>50.0</b>                         | <b>52.5</b>                   |

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Jordan, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Amman). The scores for Jordan are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

|                             |  |  |  |  |  |  |  |  |  |  |
|-----------------------------|---|---|---|---|---|---|---|---|---|---|
| WBL 2.0                     | Safety  | Mobility  | Workplace   | Pay   | Marriage  | Parenthood  | Childcare   | Entrepreneurship  | Assets  | Pension   |
| Legal frameworks score      | 0.0   | 0.0   | 25.0  | 100.0   | 0.0   | 50.0  | 100.0   | 50.0  | 25.0  | 75.0  |
| Supportive frameworks score | 75.0  | 100.0   | 33.3  | 50.0  | 66.7  | 33.3  | 75.0  | 33.3  | 33.3  | 0.0   |
| Expert opinions score       | 0.0   | 50.0  | 37.5  | 37.5  | 12.5  | 100.0   | 25.0  | 62.5  | 100.0   | 100.0   |

In summary, the **WBL 2.0 legal frameworks score** for Jordan (42.5 out of 100.0) is lower than the global average (64.2) and higher than the Middle East & North Africa regional average (38.6). When it comes to laws affecting women's pay and laws affecting childcare, Jordan obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Jordan is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Jordan may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Jordan (50.0 out of 100.0) is higher than the global average (39.5) and higher than the Middle East & North Africa regional average (24.9). When it comes to supportive frameworks affecting freedom of movement, Jordan obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Jordan is on the indicator measuring supportive frameworks affecting the size of a woman's pension. To improve on the Pension indicator, Jordan may wish to consider putting incentives in place to increase women's retirement benefits and

putting a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits.

The **WBL 2.0 expert opinions score** for Jordan (52.5 out of 100.0) is lower than the global average (65.7) and lower than the Middle East & North Africa regional average (66.0). When it comes to expert opinions on women's work after having children, expert opinions on women's property and inheritance and expert opinions on women's pensions, Jordan obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Jordan is on the indicator measuring expert opinions on women's safety.

## WBL 2.0 legal frameworks data

| QUESTION   | ANSWER | LEGAL BASIS   |
|--|--------|---|
| <b>Safety</b>  |        |   |
| Is there legislation on domestic violence?   | No     | No applicable provisions could be located   |
| Is there legislation on femicide?  | No     | No applicable provisions could be located   |
| Is there comprehensive legislation on sexual harassment?   | No     | No applicable provisions could be located   |
| Is there legislation on child marriage?  | No     | No applicable provisions could be located   |
| <b>Mobility</b>  |        |   |
| Can a woman travel internationally in the same way as a man?   | No     | Personal Status Law No. 15/2019, Art. 72  |
| 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  |
| Do women and men have equal rights to confer citizenship to their spouses and their children?          | No     | Citizenship Law No. 6 of 1954, as amended, Arts. 3(3), 8 and 9                        |
| <b>Workplace</b>   |        |   |
| 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?                                    | Yes    | Labor Law, Art. 69  |
| Does the law prohibit discrimination in recruitment based on marital status, parental status, and age? | No     | No applicable provisions could be located   |
| Does the law allow employees to request flexible work?   | No     | No applicable provisions could be located   |
| <b>Pay</b>   |        |   |
| 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 an industrial job 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  |
| <b>Marriage</b>  |        |   |
| Can a woman be "head of household" or "head of family" in the same way as a man?                       | No     | Civil Status Law No. 9/2001, Arts. 37, 38(b), 57, and 58(a, b)                        |
| 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 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                            |
| Does a woman have the same rights to remarry as a man?   | No     | Personal Status Law No. 15 of 2019, Arts. 98 and 145                                  |
| <b>Parenthood</b>  |        |   |
| Is paid leave of at least 14 weeks available to mothers?   | No     | Labor Law, Art. 70  |
| Are leave benefits for mothers paid solely by the government?  | Yes    | Social Security Law, Art. 42  |
| Is there paid leave available to fathers?  | Yes    | Labor Law, Art. 66(c); Amended Jordanian Labor Law No. (14) of 2019                   |
| Is dismissal of pregnant workers prohibited?   | No     | No applicable provisions could be located   |

**Childcare**

|  |     |  |
|--|-----|--|
| Does the law establish provision of childcare services in center-based settings?                           | Yes | Regulation No. 77 of 2018, Arts. 3, 4 and 11; Labor Law No. 8 of 1996, Art. 72   |
| Does the law establish any form of support to families for childcare services?                             | Yes | Order No. 93 of 2020, Arts. 5 and 7  |
| Does the law establish any form of support to non-state childcare providers?                               | Yes | Official Website of the Social Security Corporation, Financial Assistance Program for Nurseries; Official Website of the Vocational Training Corporation |
| Does the law establish quality standards for the provision of childcare services in center-based settings? | Yes | Instructions for Licensing Nurseries and their amendments 2019, Arts. 9, 11, 19 and 28; Regulation No. 77 of 2018, Art. 14                               |

**Entrepreneurship**

|  |     |   |
|--|-----|---|
| Can a woman undertake entrepreneurial activities in the same way as a man?                     | Yes | No restrictions could be located  |
| 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) |
| Does the law prescribe a gender quota on corporate boards?                                     | No  | No applicable provisions could be located   |
| Does the law include gender-sensitive procurement provisions for public procurement processes? | No  | No applicable provisions could be located   |

**Assets**

|  |     |  |
|--|-----|--|
| Do men and women have equal administrative power and ownership rights to immovable property, including land? | Yes | Personal Status Law No. 15 of 2019, Art. 320; 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 male and female surviving spouses have equal rights to inherit assets?                                    | No  | Personal Status Law No. 15 of 2019, Arts. 288 and 289                        |
| Does the law provide for the valuation of nonmonetary contributions?   | No  | Personal Status Law No. 15 of 2019, Art. 320                                 |

**Pension**

|   |     |   |
|---|-----|---|
| Are the ages at which men and women can retire with full pension benefits equal?    | No  | Social Security Law, Art. 62              |
| Are the ages at which men and women can retire with partial pension benefits equal? | Yes | Social Security Law, Art. 64 and Table 5  |
| Is the mandatory retirement age for men and women equal?                            | 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)           |

**WBL 2.0 supportive frameworks data**

| QUESTION   | ANSWER | SOURCE  |
|--|--------|---|
| <b>Safety</b>  |        |   |
| Has the government developed comprehensive mechanisms to address violence against women?   | Yes    | National Action Plan to Implement the Recommendations of the "Marriage of Underage Girls" Study to Limit the Marriage of Those Under the Age of 18 in Jordan (2018-2022); Guide to Combat Violence and Sexual Harassment in the Workplace, Ministry of Labour; Domestic Violence Protection System Services, Department of Family and Juvenile Protection |
| Are there special procedures for cases of sexual harassment?   | No     | Insufficient evidence located   |
| Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women? | Yes    | The Jordanian National Commission for Women   |
| Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?                                    | Yes    | Budget of the Ministry of Social Development  |
| <b>Mobility</b>  |        |   |

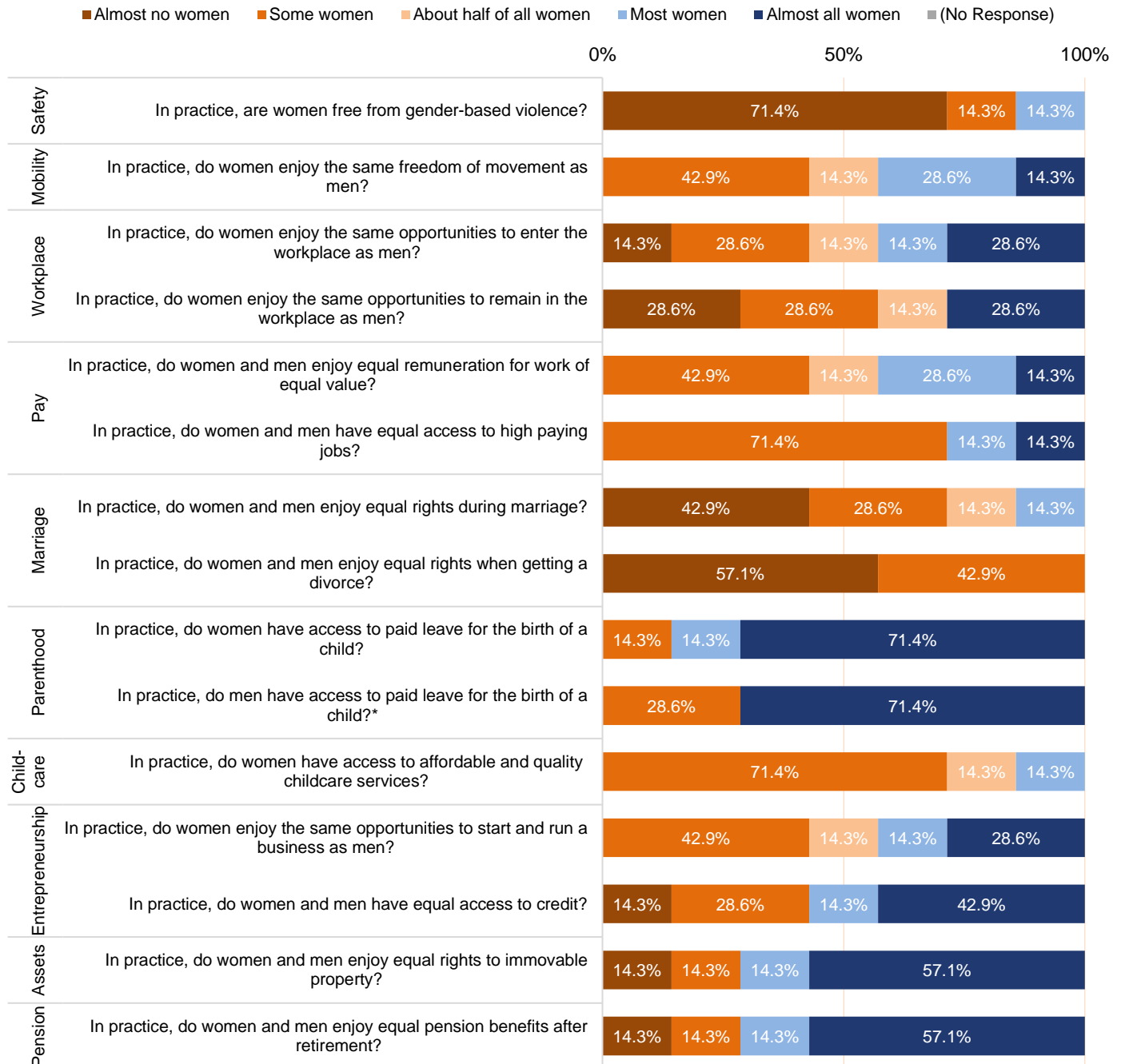
|   |     |  |
|---|-----|--|
| Are passport application processes the same for women and men?  | Yes | Passport application procedures  |
| Are the application processes for official identity documents the same for women and men?   | Yes | ID application procedures  |
| Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?                                  | Yes | Jordan's Executive Plan for the National Strategy for Women in Jordan 2023-2025, Outcome 1.2.2                     |
| <b>Workplace</b>  |     |  |
| Has the government published guidelines on non-discrimination based on gender in recruitment?   | No  | Insufficient evidence located  |
| Has the government published guidelines on flexible work arrangements?  | No  | Insufficient evidence located  |
| Is there a specialized body that receives complaints about gender discrimination in employment?   | Yes | National Human Rights Centre Law, Arts. 4(c) and 17(d)   |
| <b>Pay</b>  |     |  |
| Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?  | No  | Insufficient evidence located  |
| Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?   | Yes | Department of Statistics: Jordanian Employed Persons Age 15 + Years by Sex & Main Current Economic Activity - 2022 |
| <b>Marriage</b>   |     |  |
| Is there a fast-track process or procedure for family law disputes?   | Yes | Order No. 17 of 2013 Promulgating the System of Family Conciliation Offices  |
| Are there specialized family courts?  | Yes | Law No. 19 of 1972; Law No. 31 of 1959   |
| Is legal aid available for family law disputes?   | No  | Insufficient evidence located  |
| <b>Parenthood</b>   |     |  |
| Is it possible to apply for maternity benefits through a single government application process?   | Yes | Social Security Corporation  |
| Are incentives in place to encourage fathers to take paternity leave on the birth of a child?   | No  | Insufficient evidence located  |
| Has sex-disaggregated data on unpaid care work been published?  | No  | Insufficient evidence located  |
| <b>Childcare</b>  |     |  |
| Is there a publicly available registry or database of childcare providers?  | Yes | Official Website of the The Social Security Corporation  |
| Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?                       | Yes | Official Website of the Social Security Corporation  |
| Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers? | Yes | Official Website of the Social Security Corporation, Financial Assistance Program for Nurseries                    |
| Has the government published any reports on quality of childcare services within the last 3 years?  | No  | Insufficient evidence located  |
| <b>Entrepreneurship</b>   |     |  |
| Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?                                 | No  | Insufficient evidence located  |
| Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?               | No  | Insufficient evidence located  |
| Is there a current national government plan or strategy with a focus on women's access to financial services?   | Yes | The National Financial Inclusion Strategy (2023-2027)  |
| <b>Assets</b>   |     |  |
| Are there mechanisms or incentives to encourage women to register immovable property?   | No  | Insufficient evidence located  |
| Are there awareness measures in place to improve women's access to information about marital and inheritance rights?  | No  | Insufficient evidence located  |
| Is anonymized sex-disaggregated data on property ownership published on a regular basis?  | Yes | Jordan's Department of Statistics  |
| <b>Pension</b>  |     |  |



|   |    |                               |
|---|----|-------------------------------|
| Are there incentives in place to increase women's retirement benefits?  | No | Insufficient evidence located |
| Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits? | No | Insufficient evidence located |

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## WBL 2.0 distribution of expert opinion responses



\*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.