



IN A NUTSHELL

THE GENDER GAP

Where Do Females Stand in Jordan?

(Observations from the Global Gender Gap index 2018)

BACKGROUND

Female empowerment has always been a topic of high priority for several stakeholders. According to the World Bank Group Gender Strategy for 2016-2023, stronger and better-resourced efforts are needed to address gender inequalities in access to jobs as well as control over ownership of productive assets. Female presence in the labor force has an enormous impact on the productivity of companies and organizations. According to Catalyst organization, higher percentage of women in executive positions have a 34% higher total return to shareholders than those that do not. Similarly, McKinsey observed that publicly traded European companies with gender diversity in leadership experience higher return on equity, operating profit, and higher stock price.

JORDAN'S RANK ON THE GENDER GAP INDEX 2018

The Global Gender Gap Report is an insight tool published annually by the World Economic Forum. The Index does not seek to set priorities for countries but, rather, to provide a comprehensive set of data and a clear method for tracking gaps on critical indicators so that countries may set priorities within their own economic, political and cultural contexts. The index takes 4 pillars into account: Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment.

Jordan Currently ranks 138th in the world out of 149 countries in the index with a score of 0.605, with 1 being a full parity between males and females, and 0 representing full imparity between the genders. The overall ranking of Jordan implies that Jordan has the 10th worst gap between genders out of all the countries under analysis. Jordan's alarming ranking is reflected by its low female labor force participation in which it ranks 147th out of 149 countries. Jordan also falls weak when it comes to the estimated earned income, seated in the 145th rank.

On the bright side, Jordan possesses the top rank in enrollment in primary, secondary and tertiary education, which could provide a promising outlook for future generations.

Jordan's Ranking on the Gender Gap Index 2018-2008



Jordan Rankings on the Global Gap Index 2018



IN A NUTSHELL, on an institutional level, the JSF recommends the following:

1. As part of their CSR, private sector institutions shall allocate some funding for interventions that may resolve/mitigate, the social stigma against working females where it exists.
2. Companies in the private sector must introduce an efficient Telecommuting system to create an opportunity for skilled females to work from home.
3. Companies in the private sector must look into increasing their childcare services, such as nurseries, in order to reduce the childcare costs on working women and to encourage unemployed women to seek jobs.

On a governmental level, JSF recommends the following:

1. Given the high desire for education among females in Jordan, the government must collaborate with NGOs, donor agencies and training centers to come up with capacity building programs that increase the chance of employment for females whom are actively seeking a job.
2. The government must look into the possible solutions to enhance the quality of public transport services, which has always been one of the main barriers to female participation in the workforce.
3. The government must also look into providing childcare services in their facilities (municipalities, public schools, ministries, etc.) to encourage more females to join the labor force.