

Jordan

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
42.5	50.0	52.5

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
Safety		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	No	No applicable provisions could be located
Does the law address domestic violence?	No	No applicable provisions could be located
Does the law address femicide?	No	No applicable provisions could be located
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 internationally 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 a woman and a man have equal rights to confer citizenship on their spouses and their children?	No	Citizenship Law No. 6 of 1954, as amended, Arts. 3(3), 8 and 9
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 explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Labor Law, Art. 69
Does the law allow employees to request flexible work?	No	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?	Yes	No restrictions could be located
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" 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)
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
Parenthood		
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 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 the provision of center-based childcare services?	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 for families for childcare services?	Yes	Order No. 93 of 2020, Arts. 5 and 7
Does the law establish any form of support for nonstate 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 center-based childcare services?	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 for 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 a woman and a man 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?	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 a woman and a man can retire with full pension benefits the same?	No	Social Security Law, Art. 62
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	Social Security Law, Art. 64 and Table 5
Is the mandatory retirement age for a woman and a man 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)

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
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 special procedures in place for cases of sexual harassment?	No	Insufficient evidence located
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	The Jordanian National Commission for Women
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	Yes	Budget of the Ministry of Social Development
Mobility		

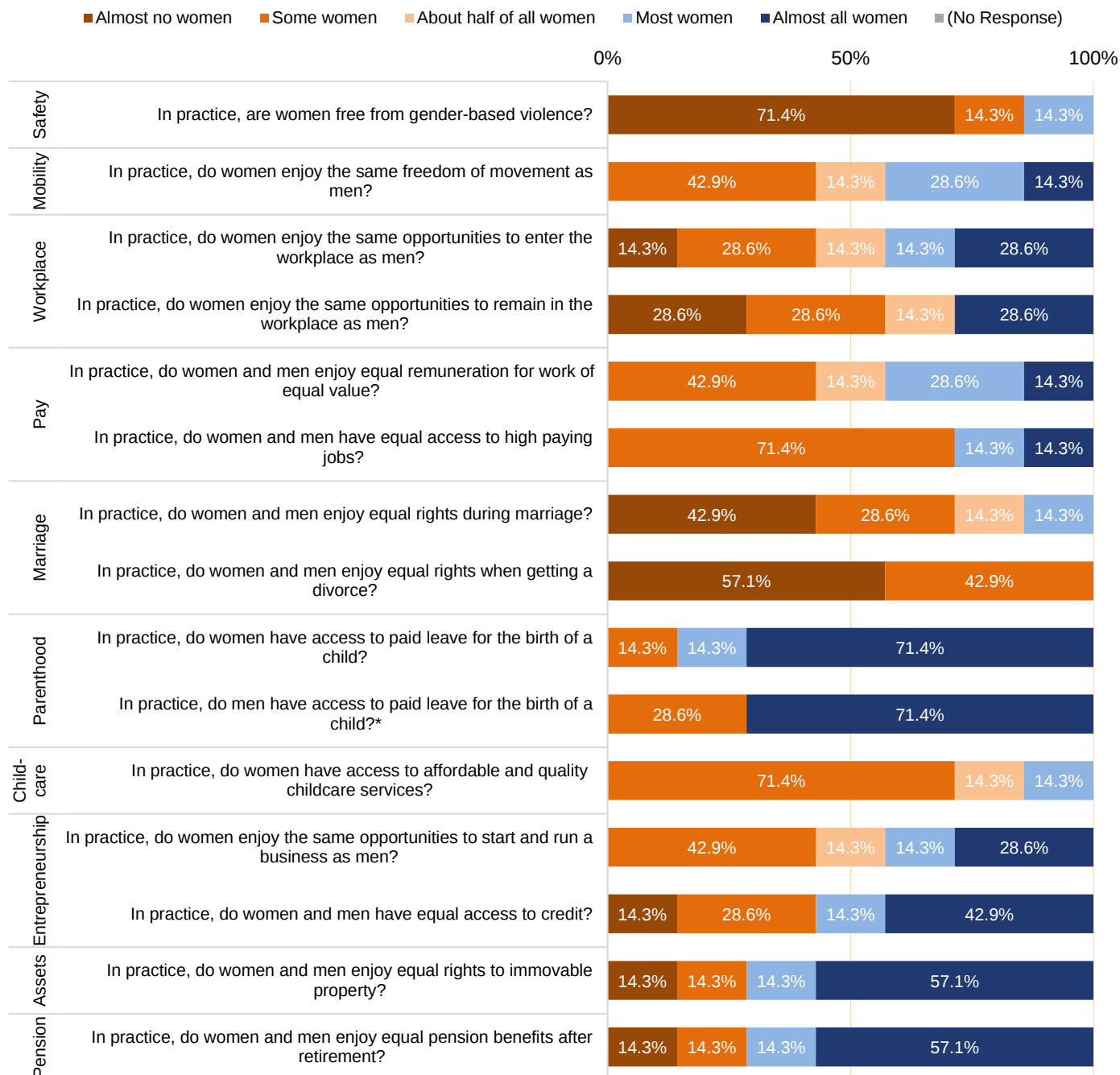
Are passport application processes the same for a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	Yes	Jordan's Executive Plan for the National Strategy for Women in Jordan 2023-2025, Outcome 1.2.2
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	Yes	National Human Rights Centre Law, Arts. 4(c) and 17(d)
Has the government published guidelines on nondiscrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Pay		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	Yes	Department of Statistics: Jordanian Employed Persons Age 15 + Years by Sex & Main Current Economic Activity - 2022
Marriage		
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
Parenthood		
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
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
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 nonstate childcare providers?	Yes	Official Website of the Social Security Corporation, Financial Assistance Program for Nurseries
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
Entrepreneurship		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	No	Insufficient evidence located
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence located
Does a current national government plan or strategy focus on women's access to financial services?	Yes	The National Financial Inclusion Strategy (2023-2027)
Assets		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	No	Insufficient evidence located
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published?	Yes	Jordan's Department of Statistics
Pension		



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



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.