

# FINAL REPORT

## **Jordan: Country Gender Profile**

**March 2009**

Japan International Cooperation Agency  
Public Policy Department

## Table of Contents

### Jordan

Summary

List of Abbreviations

1. Basic Profile

1-1	Socio-Economic Profile .....	1
1-2	Health Profile .....	3
1-3	Education Profile .....	4

2. General Situation of Women and Government Policy on Gender

2-1	General Situation of Women in Jordan .....	5
2-2	Government Policy on Gender.....	11
2-3	National Machinery .....	14

3. Current Situation of Women by Sector

3-1	Education .....	17
3-2	Health.....	20
3-3	Agriculture, Forestry, Fisheries.....	24
3-4	Economic Activities .....	26

4. Gender Projects ..... 30

5. Gender Information Sources

5-1	List of International Organization and NGOs related to Gender .....	34
5-2	List of Reports and References related to Gender.....	35

References

Definitions

\* This information presented here was gathered from on-site sources. Therefore, JICA is not responsible for its accuracy.

## Summary

### Summary of Country Gender Profile in Jordan (2009)

#### Current Situation of Women in Jordan

- ◆ Despite Jordan's early response to international calls for women's rights in public and political life, women are still highly underrepresented in both local and central government, having 6% of lower house seats, 13% of upper house seats, 14% of the Ministerial Cabinet and 25% of the municipal council seats (due to the quota system).
- ◆ Violence against women is an issue of concern in Jordan, especially in regards to "Honor Crimes", whose perpetrators, until today, receive lenient sentences for their crimes.
- ◆ Over 70,000 foreign domestic workers are employed in Jordan, none of whom is protected by the Labour Law, and many work under unacceptable conditions.

#### Government Policy on Gender

- ◆ National Strategy for Women had influenced the amendment of legislations and ratification of international conventions. It also called attention to violence against women.
- ◆ National Strategy for Women has set the country objectives for the next 4 years by domain.
- ◆ Several gender-related legislative changes took place in the last few years affecting: under-age marriage, divorce, quotas in elections, and domestic violence.

#### National Machinery

- ◆ JNCW is the official authority on women's issues that represents Jordan in regional and international meetings related to women, in addition to its advocacy role to all official and legislative bodies in women issues.
- ◆ Main national entities with a mandate/role to promote women issues in Jordan are: JNCW, NCFA, JOHUD, JRF, Jordan Forum for Business and Professional Woman, Jordan Women's Union, Mizan, Princess Basma Youth Center, and ZENID.

#### Situation of Women/Gender in Education

- ◆ Female illiteracy rates are decreasing despite the fact that it is double that for males.
- ◆ In recent years, female enrolment ratio in primary schools has exceeded that for males, however male enrolment ratio in private schools is greater.
- ◆ MOE is revising schools curricula to eliminate gender stereotypes, yet these stereotypes still

strongly exist.

◆ Higher female participation ratios in higher education did not escape typecasting of women roles and classification of majors that are “more appropriate” for women.

#### Situation of Women/Gender in Health

◆ MOH is the official responsible entity for Public health services in Jordan.

◆ Higher rates of low birth weight in rural areas were recorded.

◆ First marriage age and level of education are determining factors in family planning in Jordan, which has high fertility rates compared to neighboring countries.

◆ Increase of using contraceptive methods and change in its types was reported. The use of such methods is affected by the educational level of women.

◆ Low prevalence of HIV infection is established despite the lack of accurate records in this regard. Antiretroviral therapy is free of charge in all public hospitals in the country.

#### Situation of Women./Gender in Agriculture, Forestry, Fisheries

◆ A small minority of women own agricultural lands in Jordan, most of which does not exceed an area of 2 hectares.

◆ Rural families headed by women tend to be among the poorest as they have fewer assets than male-headed families.

#### Situation of Women/Gender in Economic Activities

◆ The economic participation of women in Jordan is considered low relative to international rates and rates in other neighbouring countries, whereby more than half the female employment in Jordan is concentrated in the age group of (25-39 years).

◆ Women in Jordan prefer to work in the public sector for various reasons including job security and shorter work days.

◆ Discrimination against women in the private sector is much higher than in the public sector.

◆ The minimum number of years required for early retirement for women was increased to decrease premature retirement ratios for women.

◆ The majority of informal sector employees are married women who suffer long irregular working hours with minimum wages and denial of workers' rights.

◆ The increase in the female share of micro-enterprises loans does not necessarily mean an increase in enabling of women due to the small share of women from the total amount of the loan

## **List of Abbreviations**

### **Jordan**

AI	Amnesty International
CIDA	Canadian International Development Agency
CEDAW	Committee on the Elimination of Discrimination against Women
CSOs	Civil Society Organizations
DOS	Department of Statistics
DPA	Department of Palestinian Affairs
FCO	Foreign and Commonwealth Office
GDP	Gross Domestic Product
GNI	Gross National Income
GOJ	Government of Jordan
GSF	Gender Social Fund
HIV/AIDS	Human-Immunodeficiency Virus/Acquired Immuno-Deficiency Syndrome
HSS	Health System Strengthening
ICT	Information and Communication Technology
ICTDAR	Information & Communication Technology for Development in Arab Region
IFAD	International Fund for Agricultural Development
IT	Information Technology
JD	Jordanian Dinar
JNCW	Jordanian National Council for Women
JOHUD	Jordanian Hashemite Fund for Development
JPFHS	Jordan Population and Family Health Survey
JRF	Jordan River Foundation
MOA	Ministry of Agriculture
MOE	Ministry of Education
MOH	Ministry of Health
MOHE	Ministry of Higher Education
MOL	Ministry of Labor
MOPIC	Ministry of Planning and International Cooperation
MP	Member of Parliament
NCFA	National Council for Family Affairs
NGO	Non-Governmental Organization
ORT	Oral Rehydration Therapy
PSP	Private Sector Project
SIDA	Swedish International Development Agency
UN	United Nations
UNDP	United Nations Development Programs
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
USAID	United States Agency for International Development
UNRWA	United Nations Relief and Works Agency
VHC	Vaccine Health Centre
WID	Women in Development
WMW	Women Migrant Workers
ZENID	The Queen Zein Al Sharaf Institute for Development

## 1. Basic Profile

### 1-1 Socio-Economic Profile

#### Economic Indicators Sources: 1,2, 9

GNI/Capita (US\$) (1)	GDP Growth rate (1) <sup>1</sup>	GDP Implicit deflator (1) <sup>2</sup>	Gini index (2,*9)	Aid/GNI (1)
2850 (07)	6 (07)	6 (07)	38.8 (07)	3.9 (06)
2290 (04)	9 (04)	3 (04)	36.4 (01)	5.0 (04)
1450 (94)	5 (94)	7 (94)	36.4 (97) *	6.3 (94)
1590 (79)	9 (79)	15 (79)	43.4 (91) *	39.0 (79)

#### Demographic Indicators Sources: 3, 4, 6

Total (millions) (3)	% of female population (3)	% of urban population (3,*4)	Population growth rate (3)	Total Fertility Rate (6)	Life Expectancy (6)	
					Male	Female
5.723 (07)	48.4 (07)	82.6	2.1 (07)	3.6 (07)	70.8 (07)	72.5(07)
5.350 (04)	48.4 (04)	78.3 (04) *	2.6 (94-04) <sup>3</sup>	3.7 (02)	68 (00)	71 (00)
4.139 (94)	47.8 (94)	73.6 (99)	4.4 (79-94) <sup>3</sup>	4.4 (97)	67 (94)	69 (94)
2.133 (79)	47.7 (79)	71 (95)	4.8 (61-79) <sup>3</sup>	7.4 (79)	57.4 (76)	61.9 (76)

#### Public Sector Expenditure to sectors (as % of GDP) Sources: 2

Health	Education	Social Welfare	Defence	Total Debt Services
4.7 (04)	4.9 (02-05) <sup>3</sup>	N.A.	5.3 (05)	4.8 (05)
5.3 (98)	7.9 (95-97) <sup>3</sup>	N.A.	10 (99)	8 (99)
3.6 (90)	8.0 (91)	N.A.	6.9 (90)	15.6 (90)
N.A.	6.8 (85-87) <sup>3</sup>	N.A.	N.A.	N.A.

#### Industry/GDP :( Value added (% of GDP)) source: 1

Year	Agriculture	Industry	Service
2007	3	32	65
2004	3	29	69
1994	5	29	66
1979	7	28	65

#### Labour Indicators source 3, 4, 7

total	Total No. (4)	Unemployment Rate (3)	Minimum wage (JD/month) (7)	female	% of total	Unemployment Rate(3)	Minimum wage(7)
	2009	N.A.	N.A.		150	2009	N.A.
2007	N.A.	13.1	110	2007	N.A.	25.6	110
2004	330,974	12.5	85	2004	N.A.	16.5	85
1994	N.A.	15.8	N.A.	1994	N.A.	29.4	N.A.

#### Proportion of workers source 2,\*9

male	Agriculture	Industry	Service	female	Agriculture	Industry	Service
95-05 <sup>3</sup>	4	23	73	95-05 <sup>3</sup>	2	13	83
1980	N.A. *	24*	76*	1980	N.A. *	7*	93*

<sup>1</sup> Original table head said "Growth rate of real GDP"

<sup>2</sup> In National Social and Economic Development Plan (04-06) the inflation (GPD deflator) = 1.8 (04, 05, 06)

<sup>3</sup> Data refer to the most recent year available during the period specified

**Women in decision-making** source 2,6, 5,8,9

Year	Member of parliament (6)		Ministries (8,*2, **9)	Deputy (2)	Managers (5,*2) <sup>4</sup>	Technicians (5,*2) <sup>5</sup>	Professionals (5,*2)
	Upper	Lower					
07-09	12.7 (07)	6.3 (07)	14% (09)	N.A.	0.20 % (07)	0.26 % (07)	0.47% (07)
03 - 04	12.7 (03)	5.54 (03)	10.7*	N.A.	0.10 % (04)	0.32 % (04)	0.31% (04)
93 - 94	5 (93)	1.25 (93)	3(95) **	0**	5.1**	N.A. **	N.A. **

**Law for Women**

Provisional Law No. 86 for 2001 Amendment of Penal Law	2001
Amended Jordan Election Law	2003
Amended Municipalities Law	2007
Law for Protection from Domestic Violence	2008

**Ratification and signature of international law for women**

Convention on the Elimination of All forms of Discrimination against Women (CEDAW)	Ratified in 1992 Reservations: Article 9, paragraph 2 (on nationality of children) Article 16, (c, d and g) of paragraph 1 (on rights and responsibilities in marriage and as parents)
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**Policy of Gender**

National Strategy for Jordanian Women	2006 – 2010
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**Governmental organization of Gender**

Jordanian National Commission for Women	Semi-governmental organization
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**References**

- 1 World Development Indicators, World Bank Website
- 2 United Nations Development Programme, Human Development Report, 2007/2008, 2001
- 3 Department of Statistics, Statistical Year Book, 2007
- 4 Department of Statistics, Population and Housing Census, 1994, 2004
- 5 Department of Statistics, Employment and Unemployment Survey, 2004, 2007
- 6 Department of Statistics, Man/Woman in Jordan 2008
- 7 Ministry of Labour Website ([www.mol.gov.jo](http://www.mol.gov.jo))
- 8 Prime Ministry Website (<http://www.pm.gov.jo/english/>)
- 9 Country WID Profile (Jordan), JICA, 2002

<sup>4</sup> This ratio includes Legislators, Senior Officials and Managers.

<sup>5</sup> This ratio includes Technicians and Associate Professionals



## 1-2 Health Profile

### 1-2 Health Profile

#### Expansion of health service source: 1, 2

No. of physicians (per 10,000 people) (1)	No. of Hospital Beds (1)	Public expenditure on health (% of GDP) (2)	% of Government Expenditure on Health (1)
26.7 (07)	18 (07)	4.7 <sup>6</sup> (02)	5.6 (07)
22.4 (04)	17 (04)	5.3 (98)	6.0 (04)
16.59 (1998)	17 (1999)	3.6 (90)	
	17 (1996)		

#### Child Health source: 3, 4, 5

	Mortality Rate (3) <sup>7</sup>		% of the vaccinated (1-year-old children) (4, *5)			
	Infant (per1,000)	Under-5 (per1,000)	BCG	DPT	Polio	Measles
2007	20.0	22.5	90	99	98	95
2002	24.0	28.0	28.8*	95	95	95
1997	28.8	33.9	NA	85	85	83
1990	36.8	42.4	NA	96	96	91

#### Family planning source: 3, 4, 5

Contraceptive prevalence rate (4, *5 <sup>9</sup> )		Birth attendance rate (4)	Maternal mortality rate (per100,000) (4)	Women Age at first marriage (years old) (3)	Total fertility rate (3)
Any Method	Any Modern Method	99% (00-07) <sup>8</sup>	41 <sup>10</sup> (00-07)	26.4 (07)	3.6 (07)
57.1% (07)*	41.9% (07)*	97% (95-00) <sup>8</sup>	41 (00)	25.9 (02)	3.7 (02)
55.8% (02)*	41.2% (02)*	87% (83-94) <sup>8</sup>	41 (80-99) <sup>8</sup>	24.7 (94)	4.4 (97)
56% (95-02) <sup>8</sup>				24.3 (87)	5.6 (90)
35% (80-94) <sup>8</sup>					

#### HIV/AIDS source: 1

Year	Age Group	<14	14-49	>50	Total
2007	M	23	292	42	357
	F	4	185	10	199
	Total	27	477	52	556

#### Nutrition source: 4, \*5

% of infants with low birth weight	Oral re-hydration therapy use rate
11% (07)*	44% (00-07) <sup>8</sup>
10.2 (02)*	29% (95-00) <sup>8</sup>
10% (95-99) <sup>8</sup>	53% (90-94) <sup>8</sup>
7% (90)	

#### Community health service source: 6

	Household access to safe drinking water <sup>11</sup>		Household access to adequate sanitation <sup>12</sup>	
	Urban	Rural	Urban	Rural
2004	97.6%	90.0%	99.8%	97.2%
1994	98.4%	91.1%	98.1%	89.2%

#### References:

- 1 Ministry of Health Statistical Yearbook, 2004, 2007 ([www.moh.gov.jo](http://www.moh.gov.jo))
- 2 Human Development Report, UNDP, 1996, 1997, 2001, 2008
- 3 Department of Statistics, Woman and Man in Jordan in Figures, 2008
- 4 The State of the World's Children, 1996, 2001, 2004, 2005, 2009
- 5 Department of Statistics, Population and Family Health Survey, 2002, 2007
- 6 Department of Statistics, Population and Housing Census of Jordan, 1994, 2004

<sup>6</sup> Data refer to a year or a period other than that specified, differ from the standard definition or refer to only part of the a country

<sup>7</sup> Numbers are the average of rates for males and females

<sup>8</sup> Data refer to the most recent year available during the period specified

<sup>9</sup> The data is for currently married women aged 15-49 years who are currently using contraceptive method

<sup>10</sup> Indicates data that refer to years or periods other than those specified in the column heading, differ from the standard definition, or refer to only part of a country.

<sup>11</sup> Access to safe water includes: connected to the public network (public and private tap), purchasing private water tankers or bottled water

<sup>12</sup> Access to adequate sanitation includes: connection to the public network or having a cesspool

## 1-3 Education Profile

### Education Profile

#### Commitment to Education source: \*1, 2

Education system (years)		Public expenditure on education (as % of)	
Compulsory	Primary	GNP	gov. expenditure
10	6	8.1* (2001)	20.6 <sup>13</sup> (02-05)
		7.9 <sup>15</sup> (95-97)	19.8 <sup>3</sup> (95-97)
		6.8 <sup>15</sup> (85-87)	15.8 <sup>3</sup> (85-87)

#### Adult literacy rate source: 2

	Total	Male	Female
95-05 <sup>14</sup>	91.1	95.2	87.0
99	89.2	94.5	83.4
95 <sup>16</sup>	86.6	93.4	79.4

#### Adult Illiteracy rate source: 3,\*4

Year	Male	Female
2007	4.8	11.6
2004*	6.6	13.6
1994	9.9	21.0
1979	18.9	48.3

#### Enrolment Ratio source: 5

	Primary education (Gross enrolment ratio)		Secondary education (Gross enrolment ratio)		Higher education (Gross enrolment ratio)		
	Male	Female	Male	Female	Male	Female	
00-07 <sup>15</sup>	96%	98%	00-07 <sup>15</sup>	88%	90%	NA	NA
95-99 <sup>15</sup>	93%	93%	95-97 <sup>17</sup>	52%	54%		
86-93 <sup>15</sup>	105%	105%	86-93 <sup>15</sup>	51%	55%		

#### Female Ratio of Higher Education in Jordanian Universities source: 6

	Education	Agriculture	Engineering Technology	Medicine & Natural Sciences	Social Sciences	Humanities	Other
2007-2008	79.0%	59.4%	32.2%	54.6%	61.1%	57.8%	40.3%
2003-2004	80.0%	59.0%	26.5%	51.6%	60.6%	84.8%	35.4%
1999-2000	71.0%	54.2%	23.3%	53.7%	59.4%	60.1%	32.5%

- Education includes: Education Science & Teacher Training, Physical Education
- Engineering Technology includes: Architecture & Town Planning, , Engineering
- Medicine & Natural Sciences includes: Dentistry, Medicine, Pharmacy, Para-Medical science, Veterinary Medicine, Natural Sciences
- Social Science includes: Social & Behavioural Science
- Humanities includes: Humanities & Religion, Fine & Applied Arts, Law
- Other includes: Service Trade, Commercial & Business Administration, Mass Communication & Documentation, Mathematics & Computer Science

#### References:

- 1 UNDP, Jordan Human Development Report, 2004
- 2 UNDP, Human Development Report, 2007/2008, 2001, 1997, 1996
- 3 Department of Statistics, Woman and Man in Jordan in Figures, 2008
- 4 Department of Statistics, Population and Housing Census, 2004
- 5 UNICEF, The State of the World's Children, 2009, 2001, 1996
- 6 Ministry of Higher Education Website ([www.mohe.gov.jo](http://www.mohe.gov.jo))

<sup>13</sup> Data refer to an earlier year than that specified (in the period 1999 to 2001).

<sup>14</sup> Data refer to national literacy estimates from census or surveys conducted between 1995 and 2005, unless otherwise specified. Due to differences in methodology and timeliness of underlying data, comparisons across countries over time should be made with caution

<sup>15</sup> Data refer to the most recent year available during the period specified

<sup>16</sup> We could not verify these numbers as they were not available in the reference report.

<sup>17</sup> Indicates data that refer to years or periods other than those specified, differ from the standard definition or refer to only part of a country.

## **2. General Situation of Women and Government Policy on Gender**

### **2-1 General Situation of Women in Jordan**

#### **General Situation of Women in Jordan**

- 1) Despite Jordan's early response to international calls for women's rights in public and political life, women are still highly underrepresented in both local and central government, having 6% of lower house seats, 13% of upper house seats, 14% of the Ministerial Cabinet and 25% of the municipal council seats (due to the quota system).
- 2) Violence against women is an issue of concern in Jordan, especially in regards to "Honor Crimes", whose perpetrators, until today, receive lenient sentences for their crimes.
- 3) Over 70,000 foreign domestic workers are employed in Jordan, none of whom is protected by the Labour Law, and many work under unacceptable conditions.

#### **[General situation]**

Jordanian women have witnessed advancement in the previous decades. However, significant inequities remain, especially in terms of participation in economic activities and political life, as well as legal rights as they relate to important issues such as marriage, inheritance, divorce and employment.

#### **[Islam and gender]**

Despite popular belief, Islamic religion, through the Quran and Hadith, called for equality between men and women in both rights and duties and there was no differentiation between them on the basis of gender but on deeds. God has said "as for those who lead a righteous life, male or female, while believing, they enter Paradise; without the slightest injustice" (Al Nesa' Soura, verse 124). Both have the right to speak, participate in public life, work, as well as obtain a good education. Prophet Mohammed said "the pursuit of education is required from every male and female Muslim".

Islam has also given women the freedom regarding their belongings, and independence of their personality, whereas no women should be forced to marry against her free will. If this phenomenon still takes place it is due to social pressure and cultural values rather than Islamic influence<sup>18</sup>.

As for women's right to work, it is not forbidden by Islam. Nevertheless, it is regulated, placing a priority on the woman's responsibility and role as a wife and mother. Any job that

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<sup>18</sup> UNIFEM (2007), Gender Dimensions at the Ministry of Education and its Various Directorates

leads a woman to neglect her duties towards her husband, children and home is considered religiously illegal. In addition, it is not advisable for a woman to work in a job that contradicts with her femininity or deprives her from her dignity. In the times of the Prophet's Companions, women were free to work outside their houses and participate in political life assuming any political position except for the Caliphate<sup>19</sup>.

In Jordan, Islamic law provides for detailed and complex calculations of inheritance shares. Although women may inherit from their immediate relatives and, sometimes, from more distant relatives, their share is smaller than that of men. Daughters generally receive only half the inheritance of the sons. This is justified by the argument that women are not financially responsible for their households. In addition, women are sometimes pressured into waiving their right to inheritance<sup>20</sup>.

An opinion survey conducted in 2007 on the Jordanian parliamentary elections found that electing a Member of Parliament (MP) was highly affected by religion. Around 50% of the respondents indicated it as a factor in their decision. Nonetheless, gender preferences were not affected by religion, such that of those who elected male MPs, only 3.2% stated religious reasons<sup>21</sup>.

Another finding of the study done by the United Nations Development Fund for Women (UNIFEM) on violence against women in Jordan was that the problem of "honor crimes" is not attributed to religion but to tribal traditions that dominate Jordanian culture<sup>22</sup>.

### **[Low representation in key decision making positions in the government]**

Jordan responded early to international support for women's rights such that women obtained the right to vote in and run for parliamentary elections (Lower House) in 1974<sup>23</sup>. In 2003, a female quota of 6% was introduced in order to increase political participation of Jordanian women. Before that, only two women had ever served in the Lower House: Toujan Faisal, who won a seat allocated for Circassians in the 1993 elections and Nuha Maaytah, who won a seat through internal parliamentary elections in 2001<sup>24</sup>. In 2007, the parliamentary elections resulted in the attainment of 7 seats for females, out of a total of 110 deputies.

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<sup>19</sup> UNIFEM (2007), Gender Dimensions at the Ministry of Education and its Various Directorates

<sup>20</sup> Social Institutions and Gender Index Website (<http://genderindex.org/country/jordan>)

<sup>21</sup> UNIFEM (2008), Final Analysis & Results Opinion and Social Research: Parliamentary Elections

<sup>22</sup> UNIFEM (2007), Female Killings in Jordan (2000-2003).

<sup>23</sup> Abu Ruman (2007), Reality & Horizons of Arab Women Participation in Local Governance, UNIFEM

<sup>24</sup> Husseini (2007), Government considering Doubling Women's Quota in Parliament, Jordan Times - June 17

As for municipal elections, the right of women to vote and run for office was obtained in 1982. However, it was only until 1995 that they were able to practice that right when the next elections were due. As a result of low participation, a quota system was introduced for municipal council seats in 2007, such that women would occupy at least 20% of those seats either through elections or by appointment (half the members of the municipal council in Jordan are appointed according to the Municipal Law No. 14 for 2007). The latest parliamentary and municipal elections in Jordan took place in 2007. During these elections, only 6 women ran for mayor/head of municipality (out of 739 candidates) and one woman (former appointed mayor for Hassa Municipality in Tafileh Governorate) won the seat. As for the municipal council, 380 women ran for seats out of 2,070 candidates such that 23 won through the elections and 7 were appointed by the government. This meant that women members currently represent 25% of the total municipal council seats in Jordan<sup>25</sup>.

In other important government positions, women are regularly appointed but still not highly represented. The 2009 Cabinet includes 4 female Ministers out of a total of 28 Ministers. With the exception of Minister Suhair Al-Ali of the Ministry of Planning & International Cooperation (MOPIC), the Ministries headed by women are usually not key Ministries (key ministries include Ministry of Interior, Foreign Affairs, Finance, Industry & Trade, Water & Irrigation, Public Works & Housing, and Health). As for the Upper House, which is appointed by a Royal Decree, there are currently 7 women out of a total of 55 members<sup>26</sup>.

### **[Sexual harassment and violence against women]**

Women in Jordan are subjected to domestic violence, an issue that has been tackled by several organizations in the country. These include United States Agency for International Development (USAID), The Queen Zein Al-Sharaf Institute for Development (ZENID), National Council for Family Affairs (NCFA), Noor Al-Hussein Foundation, and United Nations Population Fund (UNFPA).

Domestic violence has deep rooted cultural problems whereby many men, and even some women, support the notion and sometimes justify it. In fact, a study done by ZENID and UNFPA in local communities in Mafraq, Balqa, Tafila showed that at least 50% of men in all areas and 15% of women believe in the man's right to beat his wife. The majority of those stated that this was justifiable if the woman repeats the same mistake. An alarming result of this study was that young people had similar attitudes on this matter<sup>27</sup>.

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<sup>25</sup> Husseini (2007), Government considering Doubling Women's Quota in Parliament, Jordan Times - June 17

<sup>26</sup> Website of the Prime Ministry (<http://www.pm.gov.jo/english/>)

<sup>27</sup> RAFAH & UNFPA, Local Community Knowledge, Attitudes, and Practices in Reproductive Health and Gender Issues

In 2007, UNIFEM published a report entitled “Female Killings in Jordan [2000 – 2003]” in which data from that period was obtained and analysed in order to examine violence against women in the country. The main findings of this study were that although the number of reported cases were small, it was clear that violence against women in Jordan is “a complex issue governed by several social indicators”. For example, one of the main motives is “suspicion of immorality”, the definition of which differs according to education and social class.

Domestic violence on the other hand is a persistent problem. The study showed that death caused by domestic violence is usually preceded by several violent incidents, in other words the behaviour is repetitive. It also proposed that a weakness in the reporting mechanism and other social limitations may be exacerbating this problem.

Another important finding of this study is that a great number of murder and attempted murder cases were from urban areas and lower middle class. This contradicts the stereotype of poorly educated criminals and may be a sign of deeper problems in relation to social values of the community. This is intensified by the fact that “the decision to kill in most cases is a family and community decision and not an individual decision”<sup>28</sup>.

Progress regarding violence against women in Jordanian legislation has been slow. Although Article 340 of the Penal Code has been revised such that those committing “Honour Crimes” can no longer be exonerated from their crimes, the perpetrators still get lenient sentences due to the amended legislation. The new law also provides for reduced penalties for murders committed in a fit of fury and halves the sentence if the victim’s family drops the charges against the perpetrator of the crime. “Honour crimes” are still considered a major problem in Jordan that needs to be properly addressed<sup>29</sup>.

Data on sexual harassment in Jordan is not easily obtained as this issue is a taboo in the Arab world in general. In fact, there is no national legislation that prohibits sexual harassment of female employees in the work place and therefore no official mechanism of reporting it.

### **[Migrant Domestic Workers]**

In October 2008, Amnesty International (AI) published a critical report on the conditions of women migrant domestic workers in Jordan. AI found that there are over 40,000 domestic workers who are registered at the Jordanian Ministry of Labour (MOL), the vast majority of

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<sup>28</sup> UNIFEM (2007), Female Killings in Jordan (2000-2003)

<sup>29</sup> UN (2007), Convention on the Elimination of All Forms of Discrimination against Women

whom are from Indonesia, the Philippines and Sri Lanka. A further 30,000 were estimated as working illegally without any contract documents. It is important to note that domestic workers are not covered by the Labour Law of the country<sup>30</sup>.

The report found that many of these workers are not paid some or all of their already low wages. They work an average of 16 to 19 hours a day without any days off. Many suffer physical and mental abuse, beatings in particular. Some of these women are trapped in Jordan either because their employer has taken away their passports and locked them in the house or because the employer has not renewed their residency and large fines have accrued on them. There are many cases of rape and sexual abuse among the women; an embassy had reported to AI 12 cases of rape in 2007. AI also noted that of around 45 people who commit suicide each year in Jordan, between 5 and 10 are domestic workers<sup>31</sup>.

The most prominent achievement to combat this problem was the drafting of a “Special Working Contract for Non-Jordanian Domestic Workers”, prepared by the MOL and UNIFEM in 2003. The contract delineated the rights of workers to medical care, one day off a week and timely payment of wages. It also stated that the employer is responsible to bear the costs of work and residency permit and that the passport must remain with the passport owner. The problem with this contract was that it did not specify any enforcement or punishment mechanism for the employer should they not abide by the contract’s conditions. In fact, AI indicated that there was no evidence of any noticeable impact of this contract on the conditions of domestic workers in Jordan<sup>32</sup>.

### **[Palestinian Refugees]**

There are ten official Palestinian refugee camps in Jordan, accommodating 16% of the 1.7 million refugees registered with UNRWA (329,150 refugees). The camps are overcrowded and they consist of simple brick shelters. UNRWA coordinates with the Jordanian government's Department of Palestinian Affairs (DPA) as well as with the camps' improvement committees. In addition to committees there are 14 women’s program centers established by UNRWA. The infrastructure of the camps is primarily the responsibility of the host government. However, UNRWA's sanitation and technical departments work hand-in-hand with the DPA and camp committees to help improve roads, pathways and drainage.

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<sup>30</sup> AI (2008), *Isolated and Abused, Women Migrant Domestic Workers in Jordan Denied their Rights*

<sup>31</sup> AI (2008), *Isolated and Abused, Women Migrant Domestic Workers in Jordan Denied their Rights*

<sup>32</sup> *Ibid*

All Palestine refugees in Jordan have full Jordanian citizenship with the exception of about 120,000 refugees originally from the Gaza Strip. They are eligible for temporary Jordanian passports, which do not entitle them to full citizenship rights such as the right to vote and employment with the government<sup>33</sup>.

The Vocational Training for Refugees Women was executed in cooperation between DPA and Japan International Cooperation Agency (JICA). The project aims to alleviate unemployment ratios in refugee camps especially for women by improving the existing women vocational centres in four camps: Hiteen, Irbid, Baqaa and Souf.

Three main approaches were conducted to serve the established goal:

- 1) Overcoming the cultural barriers that prevent women from filling many job openings in factories and other unconventional workplaces.
- 2) Providing women with less employment opportunities (above 35 years old or looking after a big family) with skills that can ensure a sustainable income by meeting the market needs.
- 3) Awareness campaigns to change public perception against women working in certain places such as factories.

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<sup>33</sup> UNRWA Website, (<http://www.un.org/unrwa/refugees/jordan.html>)



## 2-2 Government Policy on Gender

### Government Policy on Gender

- 1) National Strategy for Women had influenced the amendment of legislations and ratification of international conventions. It also called attention to violence against women.
- 2) National Strategy for Women has set the country objectives for the next 4 years by domain.
- 3) Several gender related legislative changes took place in the last few years affecting: under-age marriage, divorce, quotas in elections, and domestic violence.

#### [Government Policy on Women]

The Jordanian Constitution and National Charter both acknowledge the equality of all citizens, male and female. Nevertheless, there are many legislation documents including the Personal Status Law, Social Security and Pension Law and Labour Law that do not guarantee the equality mentioned in the Constitution.

In 1993, the National Strategy for Women was launched with “the objectives and measures to improve the status of women on the legislative, political, economic, social, educational and health fields” in cooperation with governmental and non-governmental organizations. In 2006, progress made on this strategy was evaluated and the strategy itself was updated for the period 2006 – 2010. The main accomplishment cited was the amendment of legislations and ratification of international conventions. Another progress mentioned is the acknowledgement of the issue of violence against women as “an issue of public concern”.

The new updated strategy outlined an implementation mechanism which described roles for official institutions, civil society organizations (CSOs), women society organizations and the Jordanian National Commission for Women (JNCW). The domains covered by the document included legislative, economic empowerment, women participation in public life, human security and social protection (education, health, poverty, female headed families, violence, the elderly, people with special needs, food security, the environment, shelter and housing fields) and media and mass communications<sup>34</sup>.

#### [Development Plans for Women]

According to the National Strategy for Jordanian Women for 2006 – 2010, the following are the objectives of the country in the next 4 years by domain.

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<sup>34</sup> JNCW, National Strategy for Jordanian Women (2006-2010)

<b>The Legislative Domain</b>	
<ul style="list-style-type: none"> <li>• To enhance understanding of women's rights, as part of the concept of human rights and to ensure indiscrimination against women in laws, regulations and directives in force according to the basic reference documents and international agreements.</li> <li>• To increase awareness of rights and of law within the society in general and women in particular</li> </ul>	
<b>Human Security and Social Protection Domain</b>	
<b>Education</b>	<ul style="list-style-type: none"> <li>• To develop a gender sensitive educational system and to enhance its internal efficiency to become compatible with the economic and social transformation</li> <li>• To develop gender-sensitive irregular educational programs , and to focus on the fields of eliminating illiteracy in all of its forms (alphabetical, employment and IT illiteracy)</li> <li>• To increase the percentage of admissions to educational, rehabilitation and vocational training programs</li> <li>• To change the dominant social trends that limit women's educational choices</li> </ul>
<b>Health</b>	<ul style="list-style-type: none"> <li>• To improve the primary health care services for women of all age groups</li> <li>• To enhance prevention programs which deal with potential threats affecting women's health in all stages of their life, especially those related to reproductive health and HIV/AIDS</li> </ul>
<b>Violence</b>	<ul style="list-style-type: none"> <li>• To put an end to the phenomenon of violence against women</li> <li>• To develop a multi-institutional specialized and rights-based approach to protect women against violence in line with Arab and Islamic values and social norms to address the issue of violence against women</li> <li>• To change social trends which promote the phenomenon of violence against women in its different forms</li> </ul>
<b>Elderly Women</b>	<ul style="list-style-type: none"> <li>• To acquire knowledge on the conditions of elderly women and their problems</li> <li>• To take the necessary procedures to provide adequate care for elderly women according to their needs</li> </ul>
<b>Poverty</b>	<ul style="list-style-type: none"> <li>• To improve social conditions of poor women</li> <li>• To improve the economic opportunities of poor women</li> </ul>
<b>Female Headed Households</b>	<ul style="list-style-type: none"> <li>• To alleviate the burdens of women heading households</li> </ul>
<b>Special Needs</b>	<ul style="list-style-type: none"> <li>• To emphasize the rights of women with special needs and to provide them with needed services</li> </ul>
<b>Food Security</b>	<ul style="list-style-type: none"> <li>• To emphasize the role of women in achieving food security and specifically family food security</li> <li>• To enhance the skills of women in providing food security and specifically family food security</li> </ul>
<b>Environment</b>	<ul style="list-style-type: none"> <li>• To enhance women's role in the conservation of the environment and in its development</li> <li>• Protecting women from the dangers of environmental pollution</li> </ul>
<b>Shelter and Housing</b>	<ul style="list-style-type: none"> <li>• To empower women to access low cost housing with emphasis on poor female-headed households</li> <li>• To change social trends which hinder women from claiming their housing rights</li> </ul>
<b>Economic Empowerment Domain</b>	
<ul style="list-style-type: none"> <li>• To increase the available economic opportunities for women</li> <li>• To create the proper legislative environment that will result in increasing women participation in economic activities and which will guarantee full equality between men and women</li> <li>• To increase the percentage of women participating in decision making positions and in the economic policies process</li> </ul>	
<b>Participation in Public Life Domain</b>	
<ul style="list-style-type: none"> <li>• To increase the percentage of women participation in decision making positions</li> <li>• To enhance women's capacities and skills to increase her participation in public life</li> <li>• To raise social awareness in general and women's awareness in particular on the importance of participation in public life</li> <li>• To enhance citizenship rights of women</li> </ul>	
<b>Media and Communication Domain</b>	
<ul style="list-style-type: none"> <li>• To gain the support of the media and mass communication means for the different women's issues and rights</li> <li>• To induce a change in the stereotype image of women that is still being promoted by the media and the mass communication means from time to time, in order to present a more balanced image of women stressing their roles in the family and in the society</li> <li>• To benefit from the media and the mass communication means in raising awareness and in introducing the different women's issues and women's rights</li> <li>• To increase women participation in the decision-making positions and in taking media decisions</li> </ul>	

Source: JNCW, National Strategy for Jordanian Women (2006-2010)

## [Gender related laws and regulations]

Since the launch of the Jordanian Strategy for Women in 1993 and the UN International Conference on Women in 1995, several changes have been made on laws that discriminate against women. For example, women no longer need their male guardian's approval in order to obtain their passport. The age of marriage for women in Jordan has been raised from 15 to 18. However, Judges have been given the power to allow marriage under the age of 18 if they deem it in the interest of the girl. Women have also been given the right to seek divorce from their spouse. This right is accompanied by conditions, as well as financial and social consequences<sup>35</sup>.

More recent changes in laws include the introduction of the quota system in the Lower House and municipal councils discussed earlier. Another important piece of legislation recently passed in Jordan is the Law for Protection from Domestic Violence for 2008. This law outlined the procedure for ensuring the safety of victimized family members and punishing the perpetrators of domestic violence.

### WID/GAD related laws and regulations

<b>Laws and regulations</b>	<b>Date</b>	<b>Content</b>
Amended Jordan Election Law	2003	Quota of 6% for women in the Lower House
Amended Municipalities Law	2007	Quota of at least 20% for women in municipal councils
Law for Protection from Domestic Violence	2008	Procedure for ensuring safety of families victimized by domestic violence and punishment of perpetrators

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<sup>35</sup> USAID (2003), Gender Assessment for USAID / Jordan

## 2-3 National Machinery

### Jordanian National Commission for Women

- 1) JNCW is the official authority on women's issues that represents Jordan in regional and international meetings related to women, in addition to its advocacy role to all official and legislative bodies in women issues.
- 2) Main national entities with a mandate/role to promote women issues in Jordan are: JNCW, NCFA, JOHUD, JRF, Jordan Forum for Business and Professional Woman, Jordan Women's Union, Mizan, Princess Basma Youth Center, and ZENID.

#### [Background]

In a prompt response to the United Nations (UN) call for establishing a national commission dealing with women's issues, Jordan was the first Arab country to establish such an entity through a Cabinet decision on March 12, 1992. The entity, JNCW, is still active today.

#### [National Machinery]

The JNCW is the reference body in Jordan responsible for drawing up the general policies and identifying the priorities of women. In its 39<sup>th</sup> session held between 23 July and 10 August of 2007, the Committee on the Elimination of Discrimination against Women stated that there lacks a “clear picture of the legal framework, the status of the restructuring of the national machinery and the enhancement of its powers, in particular in the areas of decision-making and enforcement”<sup>36</sup>.

In its Gender Assessment Report, USAID provided an illustrative list of the main entities at the national level with a mandate to promote women issues in Jordan. The list of agencies, along with their objectives and activities, is provided in the table below.

Entities	Objectives and/or Activities
National Council for Family Affairs	<ul style="list-style-type: none"><li>• A key feature of the NCFA is its involvement in various aspects and levels that constitute, affect and influence a family's life.</li><li>• The NCFA conducts research on family related issues such as disadvantaged children. Legislation, early childhood development, and family protection.</li><li>• Their mandate is to work in multiple sectors to improve the quality and level of life for the Jordanian family.</li></ul>
Jordanian Hashemite Fund for Development (JOHUD)	The objectives of the Fund are to have a direct presence at the grassroots level, provide skills and knowledge for people to improve their lives, to promote sustainable development using local resources and to provide training. They have approximately 63 community centres throughout Jordan.

<sup>36</sup> UN (2007), Concluding comments of the Committee on the Elimination of Discrimination against Women: Jordan

Entities	Objectives and/or Activities
Jordan Forum for Business and Professional Woman	<ul style="list-style-type: none"> <li>• Provision of free legal counselling for women.</li> <li>• Advocacy and lobbying to amend laws affecting women.</li> <li>• Start up services for women planning a new business including training.</li> </ul>
Jordan River Foundation (JRF)	<ul style="list-style-type: none"> <li>• Economic empowerment: Cluster village program for income-generating activities that also include design of new products, a form of production line among the villages, and marketing mechanisms.</li> <li>• Child abuse program: prevention, intervention, training.</li> <li>• Cultural and natural heritage.</li> </ul>
Jordan Women's Union	The Union undertakes activities related to legal services, women's rights, violence against women, and hotline counselling. They run a shelter for physically abused women and a guest house.
Mizan	Provides legal counselling services as well as legal rights and human rights education for women in low-income communities.
Princess Basma Youth Center	<ul style="list-style-type: none"> <li>• Outreach and community level programs including programs that target the youth and programs related to Information Technology training and education</li> </ul>
Queen Zein Al Sharaf Institute for Development	<ul style="list-style-type: none"> <li>• Implementing arm of JOHUD and undertakes training, qualitative research, and policy change.</li> <li>• Provides linkage between local community and policy makers.</li> <li>• Operates the Princess Basma Youth Centers. There are 63 centers throughout Jordan and they concentrate on three main areas: <ul style="list-style-type: none"> <li>a. communication skills program,</li> <li>b. adolescent healthy-life program,</li> <li>c. sex education, and</li> <li>d. ICT training program in partnerships with AMIR.</li> </ul> </li> </ul>

Source: USAID (2003), Gender Assessment for USAID/ Jordan

The Canadian International Development Agency (CIDA), through its Gender Social Fund (GSF), is currently cooperating with the JCNW on a project entitled “Women and Gender Programming in Jordan: A Map of NGO Work”. The purpose of this project is to provide geographic mapping that “sheds light on to the level of outreach of the activities of CSOs” and sectoral mapping that “highlights gaps in areas of work as well as of working approaches” in the field of gender in Jordan. The mapping exercise showed that there are many organizations working on gender issues, covering diverse areas with different approaches to implementation. This may be causing a “diffusion of efforts and reduced impacts”, especially considering that coordination between the organizations is limited<sup>37</sup>.

### [The Main Activities of JNCW]

On September 21 1996, the Cabinet issued the decision of establishing JNCW to directly report to the Prime Ministry. Ever since, JNCW took charge of gender issues in general in addition to highlighting its sensitivities in governmental development projects. However, JNCW efforts are still limited to opening doors for other organizations and NGOs to work on

<sup>37</sup> JNCW & GSF-CIDA (2008), Women and Gender Programming in Jordan: A map of NGO work

several gender issues in Jordan. There is no defined timeframe for their projects and no tangible outcomes are expected<sup>38</sup>. As mentioned earlier, JNCW had cited few accomplishments except for the amendment of some legislations and ratification of international conventions.

The official assigned roles and responsibilities of JNCW are as follows:

A:

- 1) Define general policies related to women in all areas and identify priorities, plans and programmes in both and non-governmental sectors.
- 2) Follow up the implementation, revise and advance the National Strategy for Women.
- 3) Study existing legislation and any draft laws and other by-laws related to women to ensure that they do not discriminate against women, in coordination with the relevant concerned parties.
- 4) Propose laws and by-laws in all areas that advance women and are not discriminatory.
- 5) Strengthen contacts and exchange information and expertise, as well as carry out activities related to women's issues and the improvement of women's status at National, Arab, and international levels.
- 6) Participate in formulating plans and strategies aimed at fostering development and the advancement of women in all related sectors.
- 7) Participate in committees, official and consultative bodies formed by the government dealing directly or indirectly with women related issues.
- 8) Follow up the implementation of laws and by-laws to ensure that they are implemented and do not discriminate against women, as well as to follow up the implementation of policies and activities related to women adopted by national plans and programmes.
- 9) Form a network between the JNCW and ministries and public institutions in order to carry out the objectives of JNCW.
- 10) Form a committee of women's non-governmental organizations (NGOs), known as the Coordinating Committee of Women's Non-Governmental Organizations, whose role, objectives, and methods of work will be drawn up by regulations issued by JNCW.

B: JNCW shall be considered the authority on women's issues and activities by all the public sector and in this regard, should be consulted by all official parties before any related actions or decisions are taken.

C: JNCW shall be delegated to represent the Kingdom in bodies, conferences, and meetings related to women's affairs at National, Arab and International levels.

D: JNCW shall present its reports and recommendations for appropriate actions to be taken to the Prime Minister<sup>39</sup>.

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<sup>38</sup> Interview with Ms. Aida Abu Rass, Project Officer, JNCW, 24/2/2009

<sup>39</sup> The Jordanian National Commission for Women Booklet

### 3. Current Situation of Women by Sector

#### 3-1 Education

##### Education

- 1) Female illiteracy rates are decreasing despite the fact that it is double that for males.
- 2) In recent years, female enrolment ratio in primary schools has exceeded that for males, however male enrolment ratio in private schools is greater.
- 3) MOE is revising schools curricula to eliminate gender stereotypes, yet these stereotypes still strongly exist.
- 4) Higher female participation ratios in higher education did not escape typecasting of women roles and classification of majors that are “more appropriate” for women.

#### [Government Policy]

The Government of Jordan has always placed high priority on education for both males and females, as is evident in the high literacy and enrolment ratios in the country. This is further emphasized in the National Education Strategy for 2006, whose basic principles are to provide equal education opportunities to all citizens<sup>40</sup>.

#### [Literacy education]

Illiteracy in Jordan has been declining throughout the years, such that female illiteracy rate decreased from 21% in 1994 to 11.6% in 2007. Nevertheless, the female illiteracy rate is more than double that of males at 4.8% in 2007<sup>41</sup>. It is important to note that for the past 30 years, this gap has been decreasing and could be attributed to the level of education of the older generations. This trend will likely be maintained in the coming years until parity is achieved. In terms of urban versus rural areas, illiteracy rates for women vary significantly, such that in 2007, it was 10% for the former compared to 19.4% for the latter<sup>42</sup>.

#### [Primary and secondary education]

The educational system in Jordan comprises a 10-year compulsory phase from first grade until the tenth. Secondary education is not compulsory and is a 2-year phase from the ages of 16 to 18 years.

<sup>40</sup> MOE (2006), National Strategy for Education

<sup>41</sup> DOS (2008), Woman and Man in Figures in Jordan, DOS

<sup>42</sup> DOS Website (<http://www.dos.gov.jo>)

For the scholastic year 2007/2008, the percentage of female students enrolled in primary education in Jordan was 49.5% of the total enrolled students. However, the female enrolment ratio in that education level is increasing, such that it was 93% in the period from 1995 to 1999, and rose to 98% from 2000 to 2007, which is higher than the male enrolment ratio of 96% for the same period<sup>43</sup>.

Another important education indicator is enrolment in private and public schools. The data obtained shows that males enrolled in private schools are more than females, while the opposite is true for public schools. This could be explained by the fact that some families are willing to invest more in the education of their male offspring than the female, another sign of gender stereotyping in Jordan<sup>44</sup>.

Secondary enrolment ratio for females has increased drastically in the last decade, from 54% in the years between 1995 and 1999 to 90% from 2000 to 2007. In addition, this ratio is higher than the male ratio of 88%.

### **[Gender consideration development plan and education]**

The Ministry of Education (MOE) has undertaken the task of revising schools books with the aim of eliminating gender stereotypes and incorporating the principles of human rights and women's rights in the curricula. However, the deep-rooted cultural stereotypes regarding the roles and responsibilities of women and men in the Jordanian family and society is still widespread and considered a disadvantage to girls and their educational and career development<sup>45</sup>.

### **[Vocational and technical education, higher education]**

Statistical data on participation in higher education in Jordan was only available for Jordanian universities and community colleges. In those universities, the percentage of females enrolled is slightly more than males, where it was estimated to be 51.3% for the year 2007/2008. At a rate of 57% of the total students, female participation in community colleges is significantly higher than that of males<sup>46</sup>.

Despite these seemingly high participation rates, as the educational system in Jordan still supports stereotypes gender roles, female students are directed towards “appropriate”

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<sup>43</sup> MOE Website (<http://www.moe.gov.jo>)

<sup>44</sup> Ibid

<sup>45</sup> UN (2007), Convention on the Elimination of All Forms of Discrimination against Women

<sup>46</sup> Ministry of Higher Education (MOHE) Website (<http://www.mohe.gov.jo>)



professions<sup>47</sup>, and encouraged to pursue higher education in certain majors such as education and social sciences and therefore shy away from more “male-oriented” fields such as engineering and medicine.

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<sup>47</sup> World Bank (2005), *The Economic Advancement of Women in Jordan: A Country Gender Assessment*

## 3-2 Health

### Health

- 1) MOH is the official responsible entity for Public health services in Jordan.
- 2) Higher rates of low birth weight in rural areas were recorded.
- 3) First marriage age and level of education are determining factors in family planning in Jordan, which has high fertility rates compared to neighboring countries.
- 4) Increase of using contraceptive methods and change in its types was reported. The use of such methods is affected by the educational level of women.
- 5) Low prevalence of HIV infection is established despite the lack of accurate records in this regard. Antiretroviral therapy is free of charge in all public hospitals in the country.

#### **[Government Policy]**

In its National Health Strategy for 2006 – 2010, the Ministry of Health (MOH) set the objectives of increasing the utilization of reproductive health and family planning services and for providing services for special groups including children, elderly, women and the physically challenged<sup>48</sup>. According to the World Bank's Gender Country Assessment of Jordan, the country's relatively high investment in health compared to other lower-middle-income countries has been essential in improving health indicators for Jordanians<sup>49</sup>.

#### **[Medical Health]**

Public health services in Jordan are provided by the MOH through its health centers and hospitals throughout the country. The total number of MOH hospitals in 2007 was 103 hospitals, with a total of 11,043 beds. There are several types of health care centres in Jordan including 64 comprehensive, 377 primary, 238 peripheral, and 416 maternal and child health care centres, in addition to 285 dental clinics<sup>50</sup>.

#### **[Nutrition Conditions]**

Low birth weight is a main indicator of children's health and their chances of survival; the proportion of low birth weight in Jordan is higher in rural areas (13%) than in urban areas (11%). Jordan Population and Family Health Survey (JPFHS) of 2007 confirmed the

<sup>48</sup> MOH (2006), National Health Strategy 2006-2010

<sup>49</sup> World Bank (2005), The Economic Advancement of Women in Jordan: A Country Gender Assessment,

<sup>50</sup> MOH, Annual Statistical Yearbook 2007

association of mother's education and low birth weight. This ranged from 24% for mothers with no education to 8% for those with higher education.

About 25% of children with diarrhoea were treated using some kind of oral rehydration therapy (ORT) in Jordan in 2007<sup>51</sup>.

### **[Family Planning]**

Age at first marriage is an important indicator of childbirth since almost all Jordanian births occur within marriages. Studies show that the age at first marriage has been steadily increasing from 24.7 years in 1994 to 26.4 years in 2007. Increased education for girls has contributed to this, such that women with a secondary education tend to marry almost two years later than those with no or primary education, and five years later for those with a higher education<sup>52</sup>.

Fertility rates in Jordan are decreasing with time (5.6 in 1990, 4.4 in 1997, 3.7 in 2002 and 3.6 in 2007)<sup>53</sup>. Nevertheless, they are still higher than in most neighbouring countries as shown in the table below.

### **Fertility Rates in Jordan and Neighbouring Countries, 2007**

<b>Country</b>	<b>Fertility Rate</b>
Egypt	2.9
Israel	2.8
Lebanon	2.2
Syria	3.1
Saudi Arabia	3.4
Yemen	5.5
Jordan	3.6

Source: UNICEF (2009), State of the World's Children – Except Jordan (DOS (2008), Woman and Man in Figures in Jordan)

Fertility rates vary by education, whereas women with higher than secondary education have had almost one birth less than women who have had a secondary education or less. Moreover, total fertility rates varied according to wealth index<sup>54</sup>. Women in the poorest households would have, on average, 2.3 more children than women in wealthiest households<sup>55</sup>.

<sup>51</sup> DOS (2007), Population and Family Health Survey

<sup>52</sup> Ibid

<sup>53</sup> DOS (2008), Woman and Man in Figures in Jordan

<sup>54</sup> Wealth index was constructed using household assets, such as having television, private car and dwelling characteristics (source of water, type of toilet and dwelling floor). Each asset is assigned a weight (factor score) generated through principal

The rate of using contraceptive methods among married women has increased, from 40% in the 1990 JPFHS survey to 53% in 1997, 56% in 2002 and 57% in 2007. There has been a change in using specific contraceptive methods, such that intra-uterine device use has increased from 15% in 1990 to 22% in 2007. The use of male condoms has also increased, rising from <1% to 5%. Current use of contraceptive differs by background characteristics, such that the level of contraceptive use is higher by 13% among women living in urban areas than those living in rural ones. As for regional variations, the central region has the highest level of contraceptive use (58%), followed by the North region (55%), while the lowest was the South region (53%).

Use of contraceptives is also affected by the educational level of the women. As expected, it increases with women's education. The percentage of women with no education using modern methods of contraception was 44%, while the percentage of women with secondary or higher education using a modern contraceptive method was 58%<sup>56</sup>.

In terms of development activities in the field of reproductive health, JICA has cooperated with the MOH and Higher Population Council (HPC) and currently proceed with Integrated Health and Empowerment of Women in the South Region Project. The project, with a budget of \$3.75 million, aims to improve reproductive health status through strengthening of Village Health Centres (VHC), income generation project, awareness raising and policy recommendation. The project targets women in poverty pocket areas, working closely with MOH and HPC.

In addition, USAID is working on several health projects that are targeting women. One of these projects is the Jordan Private Sector Project (PSP) for Women's Health with a total budget of around \$14 million. The project aims to provide technical assistance and training to improve the quality of reproductive health services in the private sector, enhancing continuous medical education opportunities and improving breast cancer screening services, as well as expanding outreach activities for the health of women. Another project is Health Systems Strengthening (HSS) with an allocated budget of \$45 million. One of the project's main activities is improving the quality of health services with emphasis on safe motherhood and neonatal health care<sup>57</sup>.

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components analysis, and the resulting asset score were standardized in relation to a normal distribution with a mean of zero and standard deviation of one. Each household was then assigned a score for each asset and the scores were summed for each household; individuals were ranked according to the score of the household in which they resided. The sample was then divided into quintiles from one (lowest) to five (highest).

<sup>55</sup> DOS (2007), Population and Family Health Survey

<sup>56</sup> Ibid

<sup>57</sup> USAID Website (<http://jordan.usaid.gov>)

## [HIV/AIDS]

The first case of HIV/AIDS recorded in Jordan was in 1986. For a period of 20 years after that, a total of 485 cases were reported, 169 of which were Jordanians. In 2007, a total of 556 cases were reported, of which 199 were females (MOH Statistical Yearbook, 2007). Nevertheless, the MOH estimate that existing cases in the country is double the reported number, and United Nations Programme on HIV/AIDS (UNAIDS) believes there could be up to 1,000 cases.

Although recorded cases are of low prevalence, there are vulnerable groups that can become infected with no effective mechanism to monitor them. Methods of transmission in cases reported in Jordan include heterosexual sex, blood transfusion, mother to child transfusion, homosexual sex and drug use by injection. The conservative nature of Jordanian society is a major problem in the attempt to raise awareness of HIV/AIDS preventative actions<sup>58</sup>.

In the Population and Family Health Survey conducted in 2007, it was found that around 99% of ever married women have heard of AIDS. However, the ways to avoid contracting the disease reported by women were not well known as 56% believed it was through avoidance of blood transfusion while only 38% mentioned limiting sex to one partner<sup>59</sup>.

Antiretroviral therapy is free of charge in all public hospitals in the country. In 2007, USAID concluded a project that aimed to keep Jordan a low prevalence country in regards to AIDS. The program focused on prevention activities, behavioural change communication and community awareness. The total budget of the project was \$2.5 million<sup>60</sup>.

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<sup>58</sup> IRIN (2006), Jordan: AIDS high-risk groups must be controlled, says senior official, November 30

<sup>59</sup> DOS (2007), Population and Family Health Survey

<sup>60</sup> USAID Website (<http://jordan.usaid.gov>)

### 3-3 Agriculture, Forestry and Fisheries

#### Agriculture, Forestry, Fisheries

- 1) A small minority of women own agricultural lands in Jordan, most of which does not exceed an area of 2 hectares.
- 2) Rural families headed by women tend to be among the poorest as they have fewer assets than male-headed families.

#### **[Agricultural Policy and Gender]**

In its National Strategy for Agricultural Development for 2002-2010, the Ministry of Agriculture (MOA) focused on increasing the participation of women in agriculture, citing it as one of the main social objectives of the strategy. However, women are not mentioned in any of the sub-sectors on rainfed and irrigated agriculture and marketing within the detailed strategy. The importance of their role is only stressed in the Livestock and Rangeland Sub-sector in “production activities through assisting in raising livestock, animal feeding, flock milking and produce processing”.

#### **[Ownership of farming land and agrarian reform]**

The percentage of women who own any kind of land in Jordan is 4.9%. As for agriculture land, only 2.7% of Jordanian women own such lands. In fact, over 76% of those lands are less than 20 dunums (2 hectares)<sup>61</sup>. One of the reasons for this may be the previously mentioned Islamic law regarding inheritance, whereby daughters get half the share of the sons. This leads to fragmentation of lands and a decrease in women’s ownership generation after generation.

#### **[Rural life and gender]**

Rural life in Jordan is mainly characterized by farming activities concentrated in the Jordan Valley, the highlands and the Southern reaches of the country. Agriculture in those areas is mainly dependent on irrigation. The scarcity of water resources in the country means that this sector is highly susceptible to seasonal weather conditions. The main crops planted in Jordan are fruit trees, especially olive trees and citrus trees, wheat and barley, and vegetables, especially tomatoes and cucumbers.

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<sup>61</sup> Shtiwi (2008), Economic Marginalization for Jordanian Women

With a low contribution to the GDP (only 3% value added), agriculture provides work opportunities to 2.65% of the Jordanian working population, 12.2% of which are females<sup>62</sup>. This is quite low compared with a 33% of the total labour force during the 1960s. However, Jordan still places a high value on agriculture to ensure self-sustainability and food security<sup>63</sup>.

In Jordan, rural families headed by women tend to be among the poorest as they have fewer assets than male-headed families. Only 44% of female-headed households actually own agricultural land, compared to 68% of households headed by males. In addition, only 21% of these women receive loans for agricultural development while 43% of the male heads of households receive the same type of loans<sup>64</sup>.

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<sup>62</sup> DOS Website ([www.dos.gov.jo](http://www.dos.gov.jo))

<sup>63</sup> MOA (2003), National Agricultural Strategy for 2002 - 2010

<sup>64</sup> IFAD Website, Rural Poverty in Jordan, (<http://www.ruralpovertyportal.org/web/guest/country/home/tags/jordan>)

### 3-4 Economic Activities

#### Economic Activities

- 1) The economic participation of women in Jordan is considered low relative to international rates and rates in other neighbouring countries, whereby more than half the female employment in Jordan is concentrated in the age group of (25-39 years).
- 2) Women in Jordan prefer to work in the public sector for various reasons including job security and shorter work days.
- 3) Discrimination against women in the private sector is much higher than in the public sector.
- 4) The minimum number of years required for early retirement for women was increased to decrease premature retirement ratios for women.
- 5) The majority of informal sector employees are married women whereby they suffer long irregular working hours with minimum wages and denial of workers' rights.
- 6) The increase in the female share of micro-enterprises loans does not necessarily mean an increase in enabling of women due to the small share of women from the total amount of the loan

#### [Employment opportunities]

The entity in Jordan responsible for regulating and enhancing the labour market is the MOL. In 2006, the Ministry published the National Labour Strategy for 2006 – 2010 and placed women on top of the country's priorities. Increasing women participation in the labour market was therefore set as the second goal of this strategy. As a policy and general procedure, the document proposed to prepare plans and provide special services for women in order to enhance work opportunities for them. This includes education and vocational and technical training<sup>65</sup>.

The economic participation of women in Jordan is considered low relative to international rates and rates in other neighbouring countries. Refined crude economic activity rates for females are still low, ranging between 6.6% in 2004 and 9.3% in 2007, whereby refined economic activity rates (a more accurate indicator) ranged between 10.4% in 2004 and 14.7% in 2007. Consequently the gender gap has averaged 50 points for years 2006-2007, and although it has decreased from the early nineties records (59 points in 1993), it is still considered high<sup>66</sup>.

More than half the female employment in Jordan is concentrated in the age group of (25-39 years) with a rate of 60.5%. Over half of the female employment has a service-related nature,

<sup>65</sup> MOL (2006), Employment, Training and Vocational and Technical Education Strategy (2006-2010)

<sup>66</sup> Shtiwí (2008), Economic Marginalization for Jordanian Women



whereby 41% work in education, 15.1% in health and social works, and 5.7% in other community, social and personal service activities. Moreover, such employment is mostly in the public sector<sup>67</sup>.

High unemployment rates for females persisted over the last two decades approaching nearly double the unemployment rates for males. Furthermore, female unemployment in the northern governorates reached nearly triple the rate for males<sup>68</sup>.

Causes of female unemployment include, as it does for males, reform and restructuring programs, the lack of balance between educational outcome and market requirements, policies of minimum wages, and preference for cheaper foreign workers in agricultural and industrial sectors<sup>69</sup>.

### **[Women workers in public and private sector]**

Women in Jordan prefer to work in the public sector (50.8%) than in the private sector (42.8%) for various reasons including job security, shorter work days, in addition to retirement, health and other benefits. Gender discrimination is much higher in the private sector than in the public sector. In fact, it is estimated that if there was no discrimination, women would be paid 45% more than they are currently paid in the private sector, and 13% more in the public sector<sup>70</sup>.

Sector	Employment				Total	%
	Male	%	Female	%		
Government	N.A.	35.4	N.A.	50.8	N.A.	37.9
Private	N.A.	46.2	N.A.	42.8	N.A.	45.7
Own Account (Self-employed)	N.A.	8.8	N.A.	2.4	N.A.	7.8
Employer	N.A.	8.5	N.A.	1.7	N.A.	7.4
Unpaid Family Worker	N.A.	0.5	N.A.	0.8	N.A.	0.5
Unpaid Worker	N.A.	0.1	N.A.	0.3	N.A.	0.2
Total	N.A.	100	N.A.	100	N.A.	100

Source: DOS, Employment and Unemployment Survey for 2007

<sup>67</sup> Shtiwi (2008), Economic Marginalization for Jordanian Women

<sup>68</sup> Ibid

<sup>69</sup> Ibid

<sup>70</sup> World Bank (2005), The Economic Advancement of Women in Jordan: A Country Gender Assessment

An important factor that contributes to discrimination against women in the private sector is the “protective” nature of the Jordanian Labour Law. For example, the law states that employers should pay for maternity leaves, which discourages them from hiring women in the childbearing age. The International Labour Organization Convention 183 on Maternity Leave recommends that these costs be covered through taxes or insurance in order to prevent just such discrimination.

### **[Support system for women workers]**

The Jordanian government has worked over the last years on ensuring fair selection opportunities in different sectors and fighting discrimination based on gender. The JNCW was established in 1992 and linked directly with the prime ministry to start a movement for women empowerment in general.

As a mitigation of the premature withdrawal of women from the labour market, the minimum number of years required for early retirement for women was increased to 20 years instead of 15 years.

The updated National Strategy for Jordanian Women aims at: increasing economic opportunities for women, upgrading women’s capacities through training and education, awareness in the negative impacts of structural changes in the overall national economic structure which limits work opportunities for women, and creating a legislative environment that supports women enrolment in economic activities and ensures full equity between genders in this regard.

### **[Informal Sector]**

The informal sector is defined by the International Labour Organisation as a group of production units which forms part of the family sector such as family-owned businesses. Wages in this sector is usually low and goes below the average common wage or even below minimum wages in the formal sector.

The following were concluded from a preliminary analysis for the survey on women participation in the informal sector in Amman Governorate:

- Women participation in this sector reached around 11% of female employment.
- Married women participation in this sector reaches 80%.
- 83% of those women have a high school degree or less.
- 62% of them fall in the age group of 25 to 44 years.

- 80% of them work in industrial or craft-related jobs.
- Working long and irregular hours and irregular working hours were reported.
- Workers suffer low income and denial of rights obtained by workers in the formal sector like health insurance and social security accounts.
- Lack of training or gaining of experience that can be useful for career development<sup>71</sup>.

### **[Support for micro enterprises]**

National institutions supporting micro enterprises in Jordan fall into two categories:

1. Funded institutions: Development and Employment Fund is the leading institution in Jordan in addition to many other non-governmental institutions.
2. Commercial and financial sustainability-based institutions<sup>72</sup>.

According to available information, there has been an increase in the female share of such micro-enterprises loans. But that does not necessarily mean an increase in enabling of women due to the small share of women from the total amount of the loan.

Rates of women working in the informal sector are very close to that of women benefiting from micro-enterprises loans. That may indicate that women in the working in the informal sector are benefiting to some level from those loans<sup>73</sup>.

### **[Women workers in urban areas]**

Economic activities for Jordanian women in urban areas are dominated by education (40%), health and social work (14.8%) and public administration (6.9%). These occupations comprise more than 60% of the female working population in urban centres and are mainly within the public sector. Women in urban areas are generally employed as professionals (48.7%), followed by technicians and associate professionals (24.3%). The percentage of urban women working as legislators, senior officials and managers is in fact negligible, estimated at almost 0%<sup>74</sup>.

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<sup>71</sup> Shtiwi (2008), Economic Marginalization for Jordanian Women

<sup>72</sup> Ibid

<sup>73</sup> Ibid

<sup>74</sup> DOS Website (<http://www.dos.gov.jo>)

#### 4. On-going/Recent Gender Projects

Project / Program	Implementing Organization	Donor Organization	Duration	Budget	Relative to Women
Women / General					
Media Liberalization	International Research & Exchanges Board	USAID	2006 - 2009	\$4,945,126	Provide technical assistance to promote professionalism and promote gender equality in the media sector
Tawasol – Together Achieving Women’s Advancement in Services, Opportunities & Legal Rights	Freedom House, Inc.	USAID	2007 - 2010	\$2,590,000	Provide services for women’s issues
Strengthening Political Parties, Parliamentary Blocs, and Women's Political Participation	National Democratic Institute for International Affairs	USAID	2007 - 2009	\$2,500,000	Improve political competition in Jordan and broaden participation
Arab Regional Trust Fund – info in Jordan	Sweileh Community Development Centre, Arab Women Media Center	Government of Germany	January 2005 – July 2008	\$1,139,755.29	Protect and promote women’s human rights
Women Migrant Workers (WMW) in Jordan	UNIFEM and Local Partner Friends of Women Migrant Workers	UNIFEM	2008-2009	\$100,000	Reforming the national labor bylaws and rules for woman domestic workers
Arab Women Parliamentarian	Jordanian National Forum for Women As well as organizations from other countries	FCO SIDA	2005-2009	\$2,948,544	Increase women’s participation in decision- making processes
Peace Building Programme	JOHUD, as well as organizations from other countries	Foreign & Commonwealth Office (FCO)	2009-2010	\$2,314,718.02	Enhance the engagement of socially excluded women in conflict resolution and innovative peace-building activities

<b>Project / Program</b>	<b>Implementing Organization</b>	<b>Donor Organization</b>	<b>Duration</b>	<b>Budget</b>	<b>Relative to Women</b>
Integration of gender in public life	JNCW, MOPIC	The Danish Foreign Ministry	Jan/2007 (36 months)	306,270 JD	Increasing women participation in public life through planning at national level, increasing gender sensitivities at public institutions, providing an enabling environment for working women, & developing the capacity of JNCW.
Mapping of women-related activities	JNCW	CIDA, GSF	6 months	3,300 JD	Identifying women-related projects in Jordan, how projects are implemented and how suitable they are in achieving the objectives of the National Strategy
Support the participation of women in public life at the local governance level	JNCW, UNIFEM, JNFW	UNDP UNIFEM	12 months	70,863 JD (UNDP) 14,171 JD (UNIFEM)	Evaluate the progress of women involvement on government level, capacity building for female municipal council members and raise awareness
Seventh program for UNFPA 2008-2012/ Focus on Gender	JNCW, DOS, MOPIC, NCFA, Network to Fight Violence against Women (Sham'a)	UNFPA Sham'a	5 years	53,702 JD (UNFPA) 7,089 JD (Sham'a)	Capacity development to ensure the adherence to the CEDAW and its recommendations
Decentralization and Women Participation in Jordan	JNCW, MOPIC, Ministry of Municipalities, Women in Municipal Councils	Danish Government	N/A	140,000 JD	Improving the level of women participation in local municipal councils and raising awareness
"My Paper"	JNCW, Legal team, Judiciary Staff	ICTDAR UNDP	11/2007 (18 months)	101,325 JD (cash) 35,432 JD (in kind)	Using technology to transfer legal knowledge regarding women and children rights
Women complaints office	JNCW, Legal team	Freedom House	12 months	50,000 JD	Documentation and follow-up of women related issues and/or abuse cases.
Network for violence against women (Sham'a)	JNCW	JNCW, UNFPA, UNICEF	N/A	20,000 JD 7,089 JD from UNFPA	Eliminate violence against women

<b>Project / Program</b>	<b>Implementing Organization</b>	<b>Donor Organization</b>	<b>Duration</b>	<b>Budget</b>	<b>Relative to Women</b>
Update of "Jordan Women" website	JNCW	JNCW, UNFPA, The Danish Government	N/A	25,000 JD	Establish a database for all women-related issues, statistics, reports and projects
Enforcement of Security Council Decision No. 1325 (2000)	JNCW	JNCW	N/A	10,000 JD	Involvement of women in the decision making of peacekeeping
Introducing JNCW's projects & activities regarding women	JNCW	JNCW	N/A	15,600 JD	Media coverage for all projects & activities conducted by JNCW
Water Wise Women Initiative (WWWI)	JOHUD	GTZ, BGR, JOHUD	7/2007-9/2009	93,000 JD	Build sustainable awareness and prompt behavioural changes in household water resources management (rationing, using grey water, water protection, tank hygiene and storage)
<b>Education</b>					
Vocational Training for Palestinian Refugee Women	Department of Palestinian Affairs	JICA	2006-2009	\$500,000	Income generation, awareness raising, and support for job matching
Achieving E-Quality in the ICT Sector (Phase II)	UNIFEM and Cisco Systems	USAID	2004-2008	\$1,155,000	Linking (CNAP) graduates to the ICT job market, ensuring equal opportunities for women's participation
Support to the Jordan Education Initiative for Gender Mainstreaming	UNIFEM	USAID	2005-2008	\$880,00	Promoting gender in the Discovery Schools with focus on gender sensitizing of the curriculum
<b>Health / Medicine</b>					
Integrated Health and Empowerment of Women in the South Region	MOH, Higher Population Council	JICA	2006 - 2010	\$3,500,000	Improving reproductive health services at Vaccine Health Centers, income generation for poor women, awareness raising and policy proposal
Health Systems Strengthening	Abt Associates, Inc.	USAID	2005 - 2010	\$45,000,000	Improving the quality of health services with emphasis on safe motherhood and neonatal health care

<b>Project / Program</b>	<b>Implementing Organization</b>	<b>Donor Organization</b>	<b>Duration</b>	<b>Budget</b>	<b>Relative to Women</b>
The Jordan Private Sector Project for Women's Health	Abt Associates Inc.	USAID	2004 - 2010	\$13,970,829	Improve access to and quality of reproductive health services in the private sector
Central Contraceptive Procurement	Various	USAID	1995 - 2007	\$3,280,000	Provide public sector and NGOs with required contraceptives for Jordan's family planning program
Implementing AIDS Prevention and Control Activities (IMPACT)	Family Health International	USAID	2000 - 2007	\$2,500,000	Support to the National HIV/AIDS Program
Deliver Project	John Snow Inc.	USAID	2000 - 2007	\$400,000	Assist in developing a contraceptive security strategic plan under the Reproductive Health Action Plan
<b>Agriculture, Forestry, Fishery</b>					
N/A					
<b>Economic Activities</b>					
E-village project	UNIFEM	MoICT-Jordan	2005-present	\$108,000	Empowering women through providing means for economic security
A study on women in the informal labor sector	JNCW, DOS	World Bank	60 days	45,000 JD	Establish a statistical database on the percentage of women working in the informal labor force

N/A: Data not available

## 5 Gender Information Sources

### 5-1 List of Organizations/individuals related to Gender

Name of Organization	Contact Person (Area of specialization)	Results (Project Content Year Related Organizations, Experience in Social & Gender Analysis	Reports / Writers (Published Year etc.)	Contact Address Tele/Fax/E.Mail
Organization/individual who prepared the Profile				
Government Organization				
Ministry of Health				Tel: +962-6- 5200230 Fax: +962-6- 5689177
Department of Statistics			Population and Family Health Survey, 2007 DOS Statistical Yearbook, 2007 Man- Women in Jordan 2008, Employment and Unemployment Survey for 2007	Tel: +962-6-5300700 Fax: +962-6-5300710 stat@dos.gov.jo
Jordanian National Commission for Women (JNCW)	Ms. Asma Khader Ms. Aida Abu Rass	Economic, social, and political involvement and empowerment of women	National Strategy for Jordanian Women 206-2010	Tel: +962-6-5560741 Fax: +962-6-6768552 Email: aida@johud.org.jo <a href="http://www.jncw.jo">www.jncw.jo</a>
Jordan National Commission for Education, Science and Culture	Dr. Duha Al-Hadidi (gender department)	Including gender issues in policies and programs of the Ministry of Education	Gender Issues bulletin	Tel: +962-6-5607181 Fax: +962-6-5688061
International Organisation				
UNIFEM	Lubna Zoubi / Technical Coordinator	Women empowerment projects	-Regional Parliament Studies,2008 -Economic marginalization for Jordanian women, , 2008	Tel: +962-6-5200060 Fax:+962-6-5678594 Lubna.zoubi@unifem.org
UNRWA	Sana' Geelafy	Gender Issues		P.O.Box 140157, Amman 11814, Jordan Tel:+962-6-5826171-6, 586 2751, 586 4149
NGOs				
Nour Al-Hussein Foundation (NHF)	Hana Shaheen			Tel: +962 6 560 7460 Fax: +962 6 560 6994 <a href="http://www.nooralhusseinfoundation.org">www.nooralhusseinfoundation.org</a>
The Queen Zein Al-Sharaf Institute for Development	Sawsan Da'ajja			Tel: +9626 505 2431 Fax: +9626 505 2435 <a href="mailto:info@zenid.org.jo">info@zenid.org.jo</a>
The Jordanian Hashemite Fund for Human Development (JOHUD)	Heba Abu Al-Rub	Project Coordinator, Program of Natural Resources		Madina Munawara St.- building 127- P.O. Box 5118, 11189 Tel: +9626 556 0741 Fax: +9626 5515950 <a href="mailto:heba@johud.org.jo">heba@johud.org.jo</a>
Consultants				



## 5-2 List of reports and references related Gender

Title	Publisher	Year	Where to get
<b>Education and Training</b>			
National Strategy for Education	Ministry of Education (MOE)	2006	MOE Tel: +962-6-5607181 Fax: +962-6-5666019 E-mail: <a href="mailto:moe@moe.gov.jo">moe@moe.gov.jo</a> <a href="http://www.moe.gov.jo">www.moe.gov.jo</a>
Employment, Training and Vocational and Technical Education Strategy (2006-2010)	Ministry of Labor (MOL)	2006	MOL, P.O. Box: 8160 Amman 1118 Jordan Tel: +962-6-5802666 Fax: +962-6-5855072 Email: <a href="mailto:Info@mol.gov.jo">Info@mol.gov.jo</a>
Statistical Reports	Ministry of Higher Education (MOHE)	2000, 2004, 2008	<a href="http://www.mohe.gov.jo">www.mohe.gov.jo</a>
Gender Dimensions at the Ministry of Education and its Various Directorates	United Nations Development Fund for Women (UNIFEM)	2007	UNIFEM, P.O.Box: 830896 11183 Amman-Jordan Tel: +962-6-5678586/7 Fax: +962-6-5678594 E-mail: <a href="mailto:amman@unifem.org.jo">amman@unifem.org.jo</a> Website: <a href="http://www.unifem.org.jo">www.unifem.org.jo</a>
Jordanian Women in the ICT Space	UNIFEM	2007	UNIFEM, P.O.Box: 830896 11183 Amman-Jordan Tel: +962-6-5678586/7 Fax: +962-6-5678594 E-mail: <a href="mailto:amman@unifem.org.jo">amman@unifem.org.jo</a> Website: <a href="http://www.unifem.org.jo">www.unifem.org.jo</a>
<b>Health and Medicine</b>			
Statistical Yearbook	Ministry of Health (MOH)	2004	MOH, P.O.Box: 86, 11118 Amman-Jordan Tel: +962-6-5200230 Fax: +962-6- 5689177 E-mail: <a href="mailto:diwan@moh.gov.jo">diwan@moh.gov.jo</a>
Jordan: AIDS high-risk groups must be controlled, says senior official	IRIN/UN Office for the Coordination of Humanitarian Affairs	30 November 2006	IRIN ( <a href="http://www.irinnews.org/Report.aspx?ReportId=62282">http://www.irinnews.org/Report.aspx?ReportId=62282</a> )
Statistical Yearbook	MOH	2007	Ministry of Health Website ( <a href="http://www.moh.gov.jo">www.moh.gov.jo</a> )
National Health Strategy 2006-2010	MOH		MOH, P.O.Box: 86, 11118 Amman-Jordan Tel: +962-6-5200230 Fax: +962-6- 5689177 E-mail: <a href="mailto:diwan@moh.gov.jo">diwan@moh.gov.jo</a>
<b>Agriculture, Forestry and Fisheries</b>			
National Agricultural Strategy 2002 – 2010	Ministry of Agriculture (MOA)	2003	Ministry of Agriculture Website ( <a href="http://www.moa.gov.jo">www.moa.gov.jo</a> )
Rural poverty in Jordan, IFAD	International Fund for Agricultural Development, Rural Poverty Portal (IFAD)	Accessed in March 2009	

Title	Publisher	Year	Where to get
<b>Economic Activities</b>			
World Development Indicators	World Bank		<a href="http://www.worldbank.org">www.worldbank.org</a>
Economic Marginalization for Jordanian Women	UNIFEM	2008	UNIFEM, P.O.Box: 830896 11183 Amman-Jordan Tel: +962-6-5678586/7 Fax: +962-6-5678594 E-mail: <a href="mailto:amman@unifem.org.jo">amman@unifem.org.jo</a> Website: <a href="http://www.unifem.org.jo">www.unifem.org.jo</a>
The Economic Advancement of Women in Jordan: A Country Gender Assessment	World Bank Website	2005	<a href="http://www.worldbank.org">www.worldbank.org</a>
<b>Social/Gender Analysis</b>			
<i>Situation of Jordanian Women</i> [Arabic]	UNIFEM	2004	UNIFEM, P.O.Box: 830896 11183 Amman-Jordan Tel: +962-6-5678586/7 Fax: +962-6-5678594 E-mail: <a href="mailto:amman@unifem.org.jo">amman@unifem.org.jo</a> Website: <a href="http://www.unifem.org.jo">www.unifem.org.jo</a>
Progress of Arab Women	UNIFEM	2004	UNIFEM, P.O.Box: 830896 11183 Amman-Jordan Tel: +962-6-5678586/7 Fax: +962-6-5678594 E-mail: <a href="mailto:amman@unifem.org.jo">amman@unifem.org.jo</a> Website: <a href="http://www.unifem.org.jo">www.unifem.org.jo</a>
Human Rights Protections Applicable to Women Migrant Workers	UNIFEM	2003	UNIFEM, P.O.Box: 830896 11183 Amman-Jordan Tel: +962-6-5678586/7 Fax: +962-6-5678594 E-mail: <a href="mailto:amman@unifem.org.jo">amman@unifem.org.jo</a> Website: <a href="http://www.unifem.org.jo">www.unifem.org.jo</a>
High level regional governmental forum on women migrant workers, trafficking and labor law reform	UNIFEM	2007	UNIFEM, P.O.Box: 830896 11183 Amman-Jordan Tel: +962-6-5678586/7 Fax: +962-6-5678594 E-mail: <a href="mailto:amman@unifem.org.jo">amman@unifem.org.jo</a> Website: <a href="http://www.unifem.org.jo">www.unifem.org.jo</a>
Sensitive balance for gender (In Arabic)	UNIFEM	2007	UNIFEM, P.O.Box: 830896 11183 Amman-Jordan Tel: +962-6-5678586/7 Fax: +962-6-5678594 E-mail: <a href="mailto:amman@unifem.org.jo">amman@unifem.org.jo</a> Website: <a href="http://www.unifem.org.jo">www.unifem.org.jo</a>
Political empowerment of Arab women (In Arabic)	UNIFEM	2008	UNIFEM, P.O.Box : 830896 11183 Amman-Jordan Tel: +962-6-5678586/7 Fax: +962-6-5678594 E-mail: <a href="mailto:amman@unifem.org.jo">amman@unifem.org.jo</a> Website: <a href="http://www.unifem.org.jo">www.unifem.org.jo</a>
Regional parliamentary studies (In Arabic)	UNIFEM	2008	UNIFEM, P.O.Box: 830896 11183 Amman-Jordan Tel: +962-6-5678586/7 Fax: +962-6-5678594 E-mail: <a href="mailto:amman@unifem.org.jo">amman@unifem.org.jo</a> Website: <a href="http://www.unifem.org.jo">www.unifem.org.jo</a>

<b>Title</b>	<b>Publisher</b>	<b>Year</b>	<b>Where to get</b>
Female Killings in Jordan	UNIFEM	2000-2003	UNIFEM, P.O.Box: 830896 11183 Amman-Jordan Tel: +962-6-5678586/7 Fax: +962-6-5678594 E-mail: <a href="mailto:amman@unifem.org.jo">amman@unifem.org.jo</a> Website: <a href="http://www.unifem.org.jo">www.unifem.org.jo</a>
Final Analysis and Results Opinion and Social Research: Parliamentary Elections	UNIFEM, USAID, Jordan National Forum for Women, Freedom House, Ipsos marketing research	2007	UNIFEM, P.O.Box: 830896 11183 Amman-Jordan Tel: +962-6-5678586/7 Fax: +962-6-5678594 E-mail: <a href="mailto:amman@unifem.org.jo">amman@unifem.org.jo</a> Website: <a href="http://www.unifem.org.jo">www.unifem.org.jo</a>
Mapping of Jordanian Woman Empowerment (In Arabic)	Department of Statistics	2008	DOS P.O.Box: 2015 Postal Code: 11181 Amman-Jordan Tel: +962-6-5300700 Fax: +962-6-5300710 E-mail: <a href="mailto:stat@dos.gov.jo">stat@dos.gov.jo</a>
Reality and Horizons of Arab Women Participation in Local Governance (In Arabic)	UNIFEM	2007	UNIFEM, P.O.Box: 830896 11183 Amman-Jordan Tel: +962-6-5678586/7 Fax: +962-6-5678594 E-mail: <a href="mailto:amman@unifem.org.jo">amman@unifem.org.jo</a> Website: <a href="http://www.unifem.org.jo">www.unifem.org.jo</a>
Government considering Doubling Women's Quota in Parliament	Jordan Times	2007	
Local Community Knowledge, Attitudes, and Practices in Reproductive Health and Gender Issues	JOHUD (RAFAH), UNFPA	Not specified	JOHUD, P.O.Box: 230511, 11123 Amman-Jordan Tel: +962-6-5052431 Fax: +962-6-5052435 <a href="http://www.zenid.org.jo">www.zenid.org.jo</a>
Convention on the Elimination of All Forms of Discrimination against Women	UN Committee on the Elimination of Discrimination against Women	2007	<a href="http://www.un.org">www.un.org</a>
Isolated and Abused, Women Migrant Domestic Workers in Jordan Denied their Rights	Amnesty International	2008	<a href="http://www.amnesty.org">www.amnesty.org</a>
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## 7. Definitions

### <Technical Terms>

#### **Informal sector**

Part of economy consisting of small competitive individual or family firms listed in the labor indicators. According to the definition of ILO, those engaged in this sector have simple technology, insufficient amount of capital, unidentified business location, minimum number of employees (or none of them), lack of legality and registration, and no capability of bookkeeping.

#### **National machinery**

Administrative organization to promote equal participation between men and women, and to implement and strengthen policies related to women, and to supplement organization for women.

#### **Reproductive health/rights**

Health/Rights concerning sex and reproduction. To be able to live safe and satisfied sex life, and to have freedom to decide whether, when and how many children to deliver.

### <Indicators>

#### **Adult Literacy Rate**

Number of literate persons aged 15 and above, expressed as percentage of the total population in the age group

#### **Birth Attendance**

Percentage of births attended by skilled health personnel (doctors, nurses or midwives)

#### **Contraceptive Prevalence**

Percentage of women in union aged 15-49 currently using contraception

#### **Crude Economic Activity Rate**

The work force relevant to total population.

#### **Economic Activity Rate**

Measures the work force relevant to total population for over 15years

#### **Enrolment ratio of primary and secondary school**

Total enrolment ratio (or gross enrolment ratio) is the rate of pupils going to school with no respect to school age against population at the school age. Net enrolment ratio is the rate of pupils going to school at the school age against the people at the school age.

#### **Gender Gap**

% of men - % of women

#### **Gini index**

Aggregate numerical measures of income inequality ranging from 0 to 100. A Gini index of zero represents perfect equality, while an index of 100 implies perfect inequality.

#### **Inflation rate**

Instead, GDP deflator is used.



**Low Birth Weight**

Percentage of infants weighing less than 2,500 grams at birth

**Maternal Mortality Rate**

Annual number of deaths of women from pregnancy related causes per 100,000 live births

**Oral Rehydration Therapy (ORT) Use Rate**

The rate of using oral rehydrate salt or substitute solution for under- infants having diarrhea

**Primary School Gross Enrollment Ratio**

Number of children enrolled in primary school, regardless of age, expressed as percentage of the total number of children of official primary school age

**Secondary School Gross Enrollment Ratio**

Number of children enrolled in secondary school, regardless of age, expressed as percentage of the total number of children of official secondary school age

**Total fertility Rate (TFR)**

The average number of children that would be born alive to a woman during her reproductive age, if she were to pass through all her childbearing years conforming to age specific fertility rates of given year.

**Under-one Mortality Rate**

Deaths among children below one year of age per 1,000 live births

**Under-five Mortality Rate**

Deaths among children below 5 years of age per 1,000 live births