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Status of Women in Jordan

USAID TAKAMOL

Status of Women in Jordan

According to the 2017 Global Gender Gap Report that benchmarks 144 countries on their progress towards gender parity across four thematic dimensions: Economic Participation, Educational Attainment, Health and Survival, and Political Empowerment - Jordan was ranked 135/144



Economic
Participation
138/144



Political
Empowerment
126/144



Health and
Survival
113/144



Educational
Attainment
55/144

Status of Women in Jordan



Transportation



Household



Workforce



Education



Gender Based
Violence



Political
Empowerment



Social Security
& Insurance



Financial
Independence

Status of Women in Jordan

1

Education



- The percentage of education among Jordanian females (15+) is 93.1%
- Percentage of female students at Jordanian universities is 51.6% versus 48.4% of male students.
- Schools Curricula – USAID Takamol conducted a study on gender gaps in Jordanian curricula and found significant stereotyping of gender roles

Status of Women in Jordan

2

Employment

- Avoiding obligations imposed by the Labor law such as maternity leave, breastfeeding hour and the establishment of nurseries.
- There is no article in the Labor Code guaranteeing equal employment
- The proportion of female unemployed with a bachelor's degree or above during the first quarter of 2018 is 77.1%



Status of Women in Jordan



2

Workforce

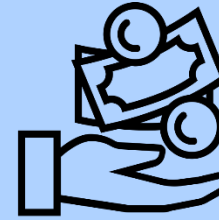
- 78.2% of male respondents and 71.5% of female respondents to Takamol's national survey agreed that when jobs are scarce, men should have more right to a job than a woman
- The perception that women take over men's jobs when they enter the job market.

Status of Women in Jordan

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Equal Pay

- There is equal pay act.
- Lack of acts that criminalize forced labor or criminalize the exploitation of worker
- Working women are deprived from family allowances unless they prove that they spend of their families.

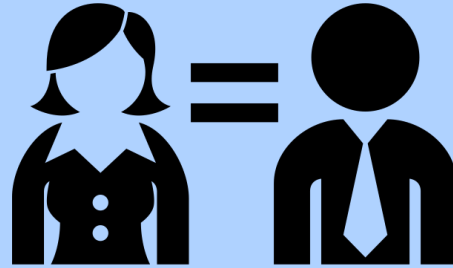


بحسب دراسة تحليلية صدرت
عن دائرة الاحصاءات العامة فان
الفجوة في الاجور بين الجنسين
من اكبر التحديات التي تواجه
النساء في الاردن

Status of Women in Jordan

2

Pay Gap



71% of the respondents agree that men and women should be paid equally for similar work

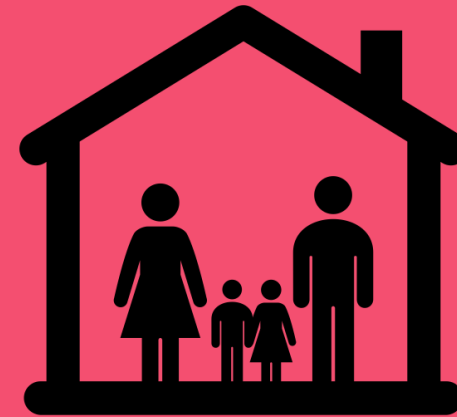
56% of males agree with this statement and 82% of females

Status of Women in Jordan

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Household Duties

- Housework duties are considered one of the women's roles.
- In the case of having children - availability of nurseries at the workplace or nearby.



Is her salary worth the additional cost of helper and /or nursery

Status of Women in Jordan

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Mobility

- Violation of the husband's desire has several consequences, including "nashuz" and then losing her right of getting financial support (nafaqa).
- Women remains under guardianship till the age of 30.

"للولي المحرم أن يضم إليه الأنثى إذا كانت دون الثلاثين من عمرها وكانت غير مأمونة على نفسها ما لم يقصد بالضم الكيد والإضرار به"



لمادة 185 من
قانون الأحوال الشخصية

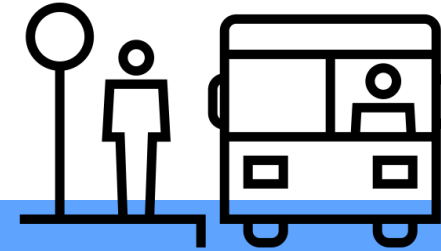
الوصاية على المرأة
حتى تبلغ 30 عام

Status of Women in Jordan

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Transportation

- Lack of an effective transportation system
- The possibility of sexual harassment

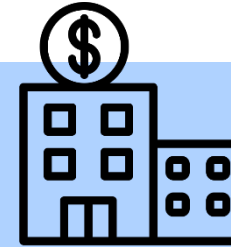


Status of Women in Jordan

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Financial Independence

- 95.4% of working females are employees (not business owners)
- Women have fewer opportunities for funding because of the lack of immovable properties as financial collateral.
- Banks are reluctant to grant women loans for entrepreneurial projects



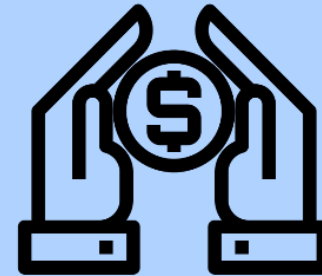
Jordan is ranked 172 out of 173 in terms of legal restrictions affecting women's economic participation followed by Saudi Arabia

Status of Women in Jordan

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Financial independence

- According to the survey conducted by Takamol on access to services :
 - 90.1% of respondents believe that it is important to provide women with financial and banking services for the establishment of small enterprises.
 - 92.8% of the respondents believe that it is important to provide training centers for women to enable them to get into the labor market

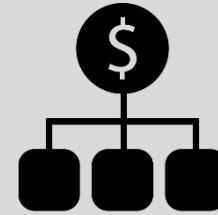


Status of Women in Jordan

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Social security, Retirement and Insurances

- The social security salary of female widows stops when she gets married.
- Some provisions of the Civil Retirement Law deal with employees as men only



حسب المادة 34 من قانون التقاعد المدني يورث راتب التقاعد للموظف دون شروط ، والموظفة تورث بشروط، إذا ثبت احتياجهم وأنها كانت مسؤولة مباشرة عن إعالتهم

Status of Women in Jordan

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Inheritance and ownership of lands

- Women often give away their shares of inheritance in favor of their male brothers. (especially lands and properties).
- Jordanian women's ownership of high value properties such as land and real estate is significantly lower than that of men

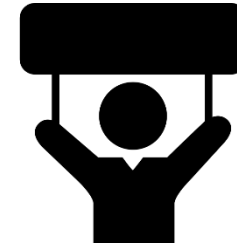


Status of Women in Jordan

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Political Empowerment

- According to Takamol's national survey, 65% of respondents agreed that men are better as political leaders. (70.3% of males agree and 53.7% of females)



Status of Women in Jordan

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Gender Based Violence

- Lack of a comprehensive protection system from all forms of gender-based violence.
- Domestic Violence law includes domestic violence within the family only and does not cover other forms of gender-based violence



Findings of USAID Takamol National Surveys

- National Survey on gender equality perceptions
- National Survey on access to services

(F indicator GNDR-4)

- Percentage of target population reporting increased agreement with the concept that males and females should have equal access to social, economic, and political opportunities

(F indicator GNDR-4)

- Data Collection Method of Indicator “A”
- This indicator is being measured through pre and post surveys assessing the level of agreement with the following three statements.
- Women should have equal rights with men and receive the same treatment as men do.
- On the whole, men make better political leaders than women and should be elected rather than women.
- When jobs are scarce, men should have more right to a job than a woman.

Survey Questions

- To what extent do you agree or disagree with the following statement:
- Scale: Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree
- Women should have equal rights with men and receive the same treatment as men do.
- In general, men make better political leaders than women.
- Women and men should have equal opportunities in obtaining a job including senior managerial positions.
- Women and men should be paid equally for work of similar value.

Questions

- To what extent do you agree or disagree with the following statement:
- When jobs are scarce, men should have more right to a job than a woman.
- Women and men have the same capabilities that equally enable them to occupy political positions
- Women should receive inheritance including inheritance of land.
- Women's political and economic participation are essential for the development of the society.

Sample

- Random Sample
- Total of 2012 respondents
- Females: 706 (35%)
- Males: 1306 (65%)

Sample/Age Group

Age Group	# of Reponses	Percentage
10-17	62	3%
18-29	629	31%
30-49	995	49%
50+	326	16%

Sample/Marital Status

Marital Status	# of Reponses	Percentage
Widow	30	1%
Single	623	31%
Married	1290	64%
Divorced	69	3%

Percentage in Jordan for 13 + years old*

Widows: 3.1%

Married: 54.5%

Single: 41.1%

Divorced: 1.2%

Additional categories: (Separated /Unspecified: 0.2%)

*** Department of Statistics**

Sample/Education

Marital Status	# of Reponses	Percentage
Secondary Schools or less	777	39%
Bachelor Degree	685	34%
Vocational Training	96	5%
Masters/PhD	172	9%
Community College	282	14%

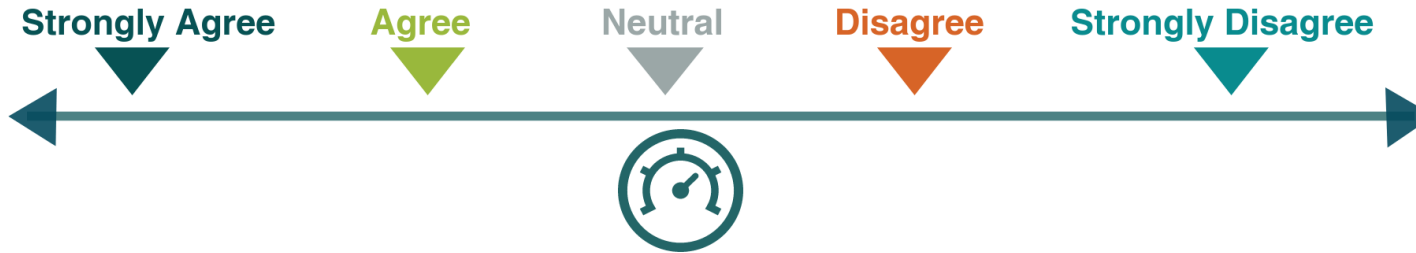
Sample/Governorate

Governorate	# of Reponses	Percentage	Geographical Distribution of the Jordanian Population
Irbid	203	10.1%	18.6%
Balqa	84	4.2%	5.2%
Zarqa	187	9.3%	14.3%
Tafila	8	0.4%	1 %
Aqaba	46	2.3%	2.3%
Karak	111	5.5%	3.3%
Mafrq	34	1.7%	5.8%
Jerash	12	0.6%	2.5%
Ajloun	11	0.5%	1.8%
Amman	1294	64.3%	42%
Madaba	15	0.8%	2 %
Maan	7	0.3%	1.5%

Type of Questions Asked



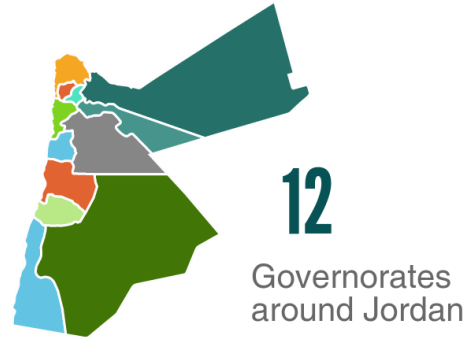
To what level do you agree or disagree with the following statements



Segregated By:



Governorate

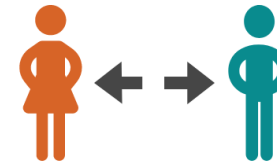


Age



-10-17
-18-29
-30-49
-50+

Sex



Education



Secondary School or Less, Vocational Training, Community College, Bachelor's Degree, Master's/PHD

Marital Status

Single



Married



Divorced

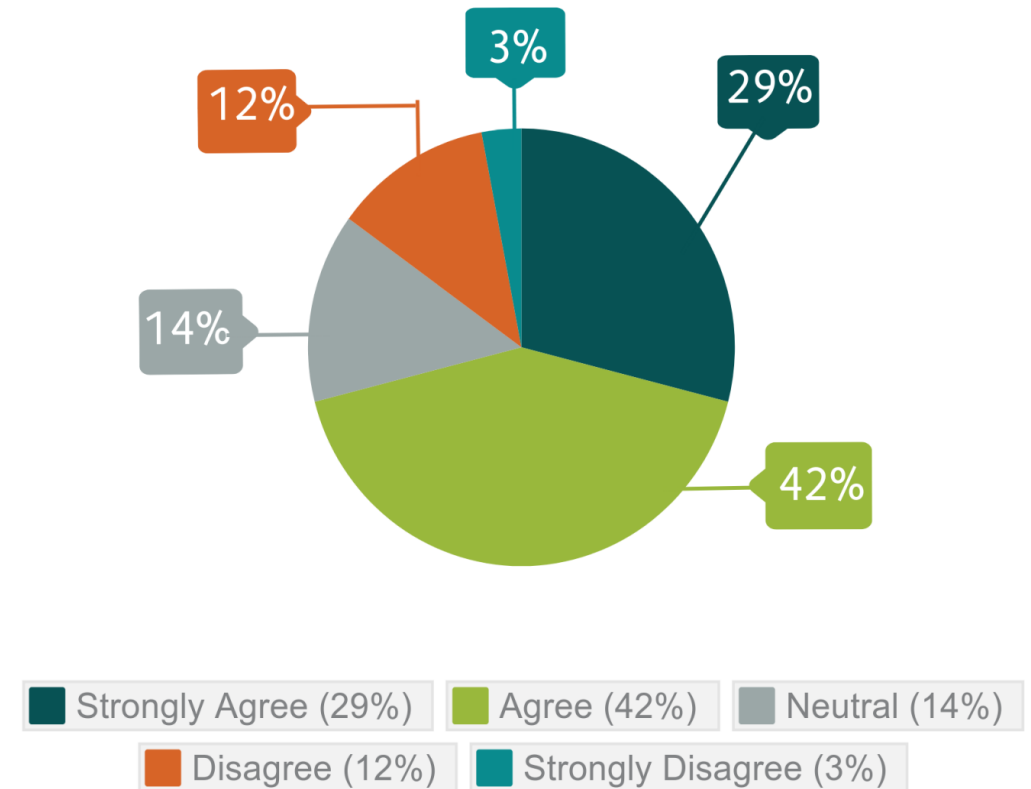


Widow



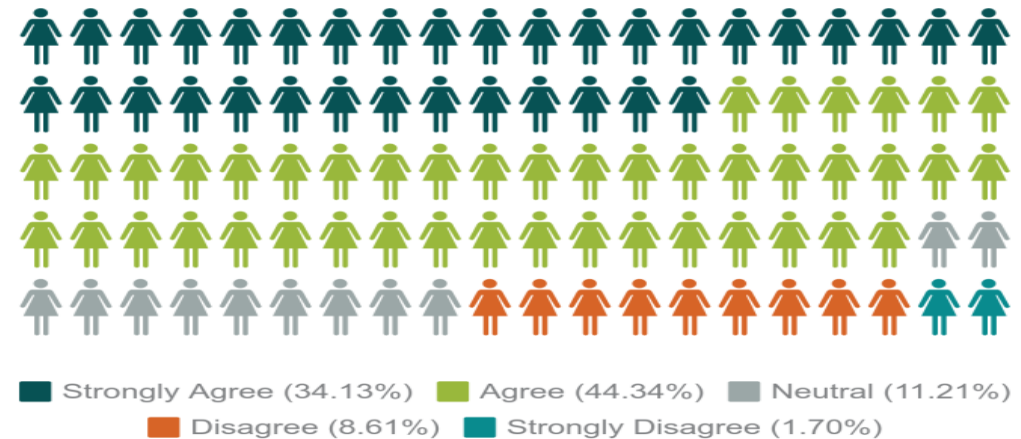
Women should have equal rights with men and receive the same treatment as men do

Around 71% were in agreement (Strongly agree/ agree) that men and women should have equal rights with men and receive the same treatment as men do.

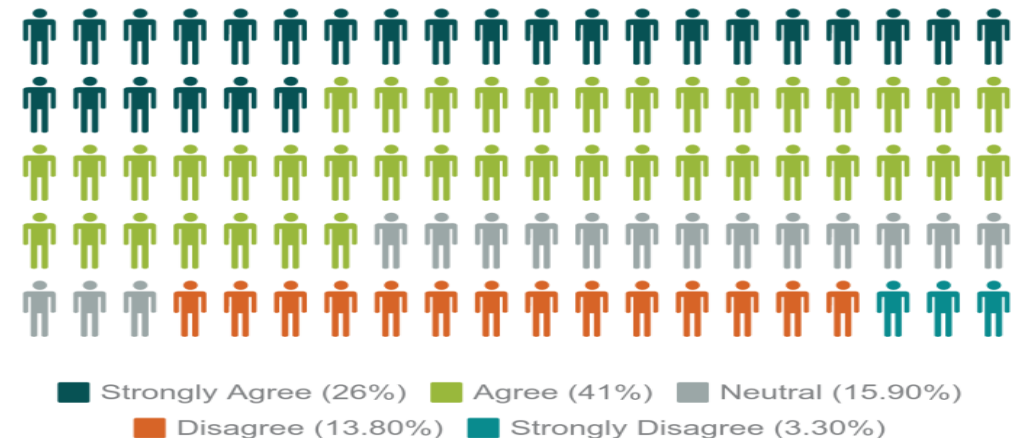


Women should have equal rights with men and receive the same treatment as men do

Among female respondents, round 78.5% agreed (Strongly agree/ agree) that men and women should have equal rights and receive the same treatment as men do, while 67% of men respondents agreed.

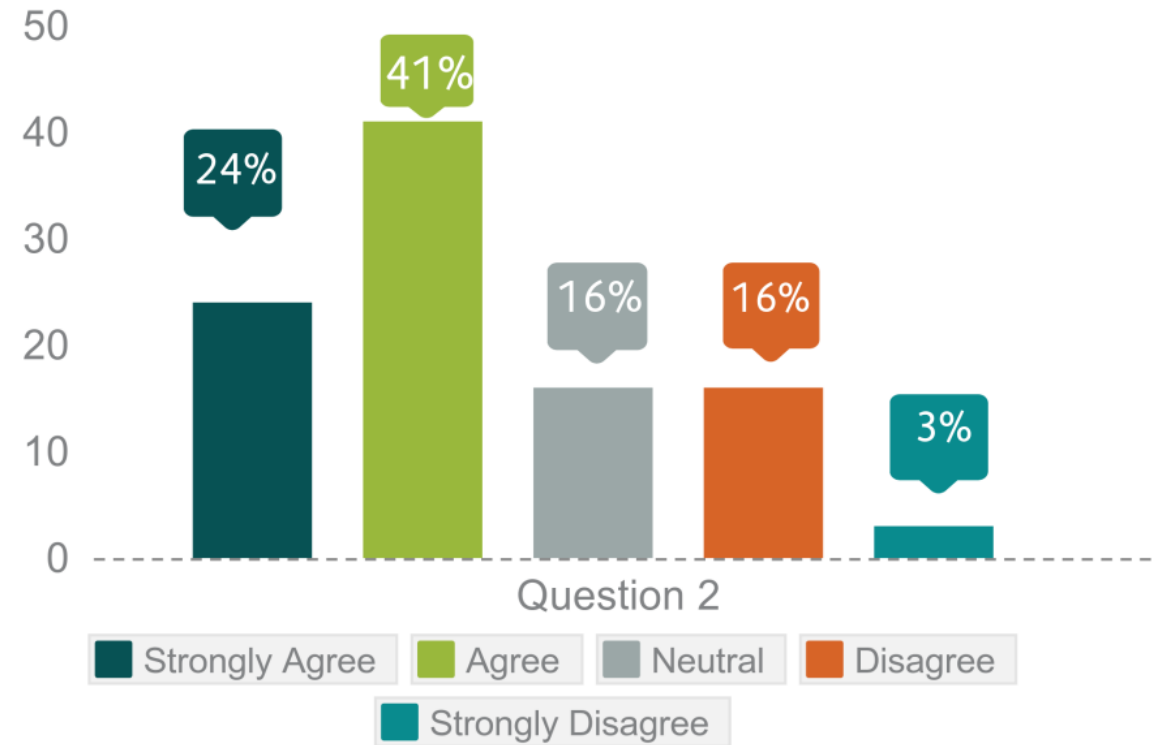


17.1% of men respondents disagreed, (Strongly disagree/ disagree) while 10.3% of female respondents disagreed (Strongly disagree/ disagree).



In general, men make better political leaders than women

65% agreed that men make better political leaders than women.



In general, men make better political leaders than women

70.3% of male respondents agreed that men make better political leaders than women while 53.7% of female respondents agreed.



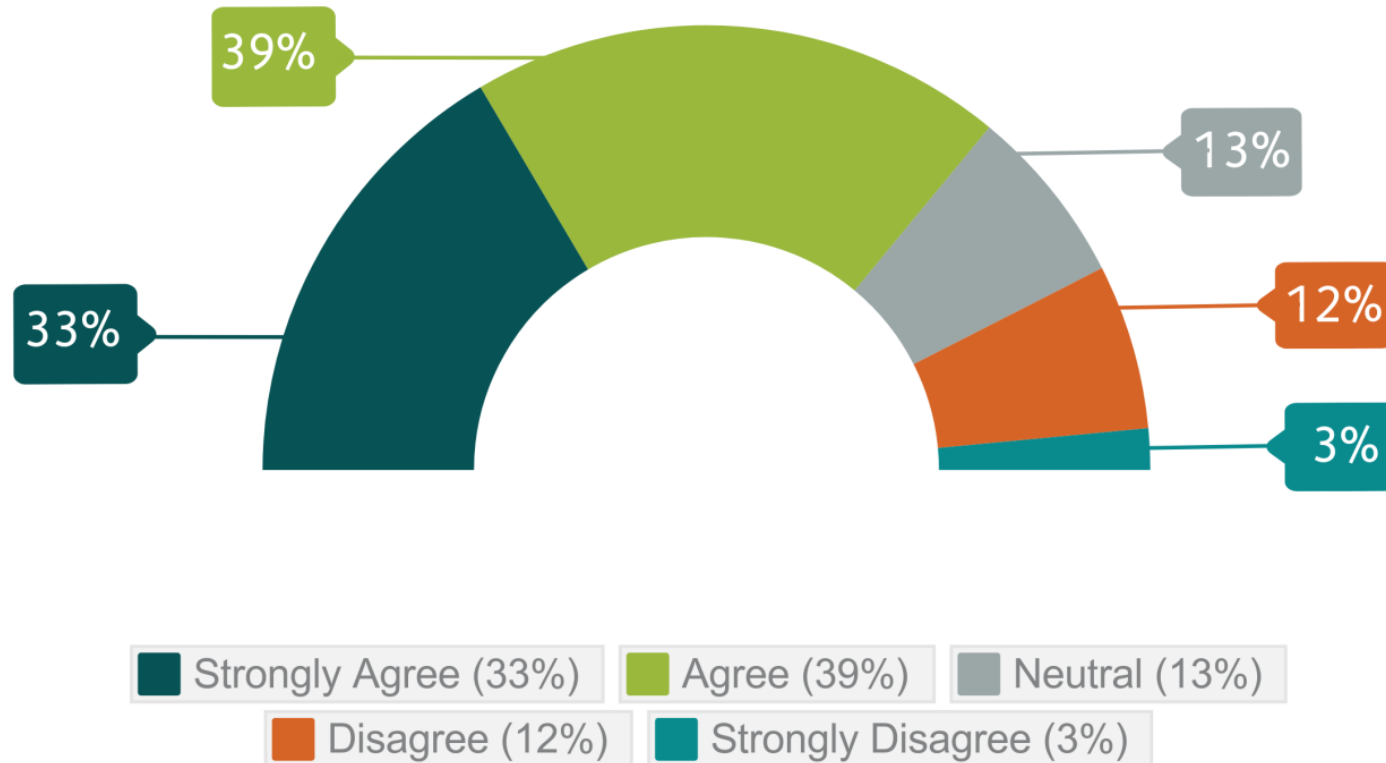
Strongly Agree (28.77%) Agree (41.66%) Neutral (14.19%)
Disagree (12.59%) Strongly Disagree (2.80%)



Strongly Agree (14.20%) Agree (39.50%) Neutral (20.30%)
Disagree (22.20%) Strongly Disagree (3.80%)

Women and men should have equal opportunities in obtaining a job including senior managerial positions

- Around 72% agreed (Strongly agree/ agree) that women and men should have equal opportunities in obtaining a job including senior managerial positions.



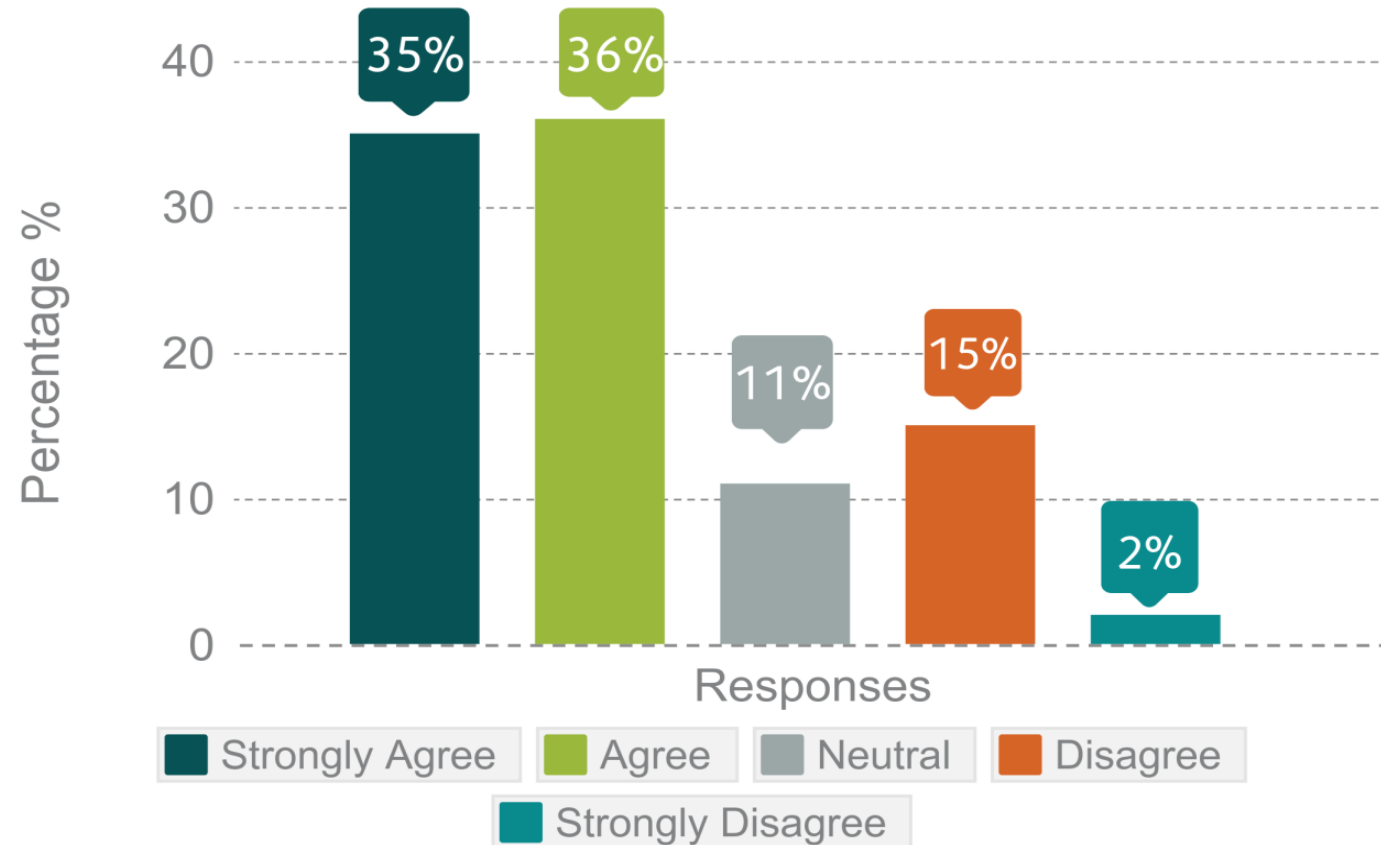
Women and men should have equal opportunities in obtaining a job including senior managerial positions

Around 83.7% of female respondents agreed (Strongly agree/ agree) while 66% of male respondents agreed with the above statement.



Women and men should be paid equally for work of similar value

Around 71% agreed (Sum of strongly agree/ agree) that men and women should be paid equally for work of similar value



Women and men should be paid equally for work of similar value

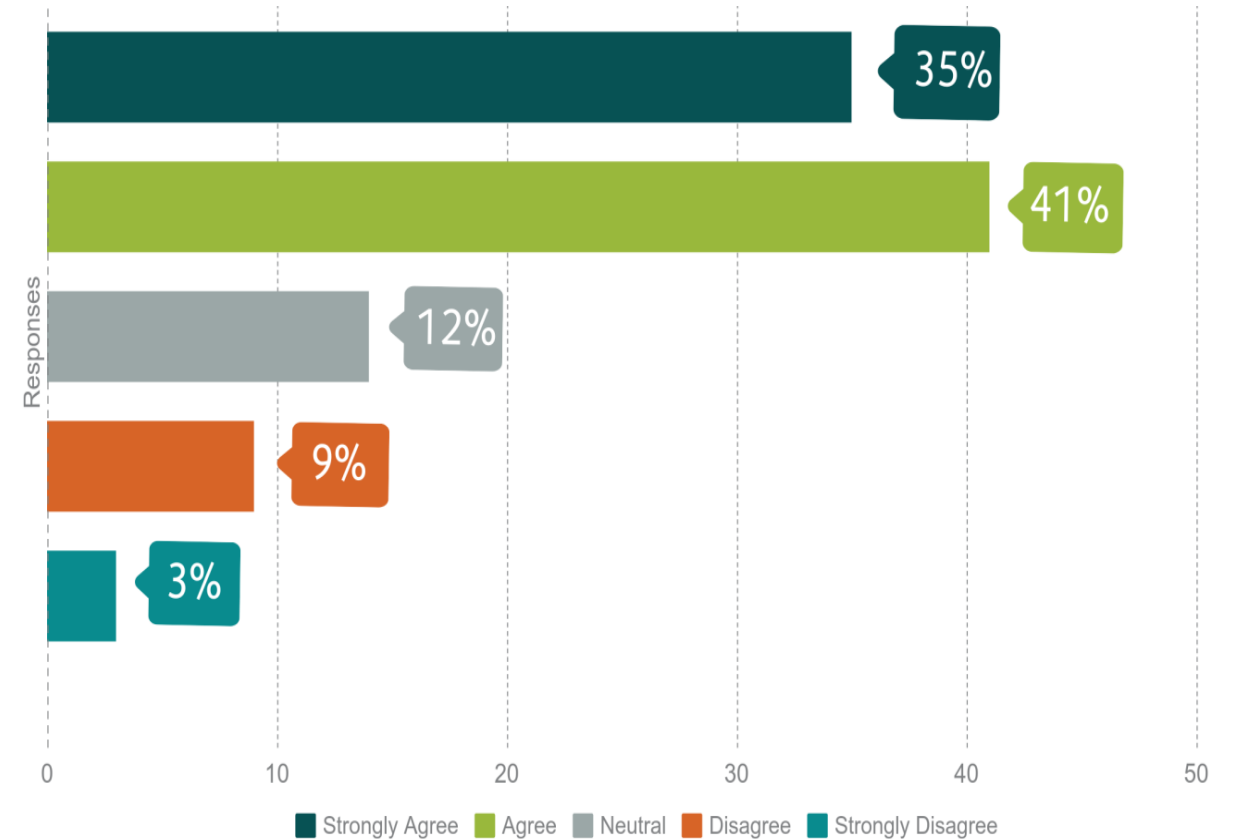
Around 65.4% of male respondents agreed (Sum of strongly agree/ agree) while 82% of female respondents agreed (Sum of strongly agree/ agree) with the above statement



When jobs are scarce, men should have more right to a job than a woman

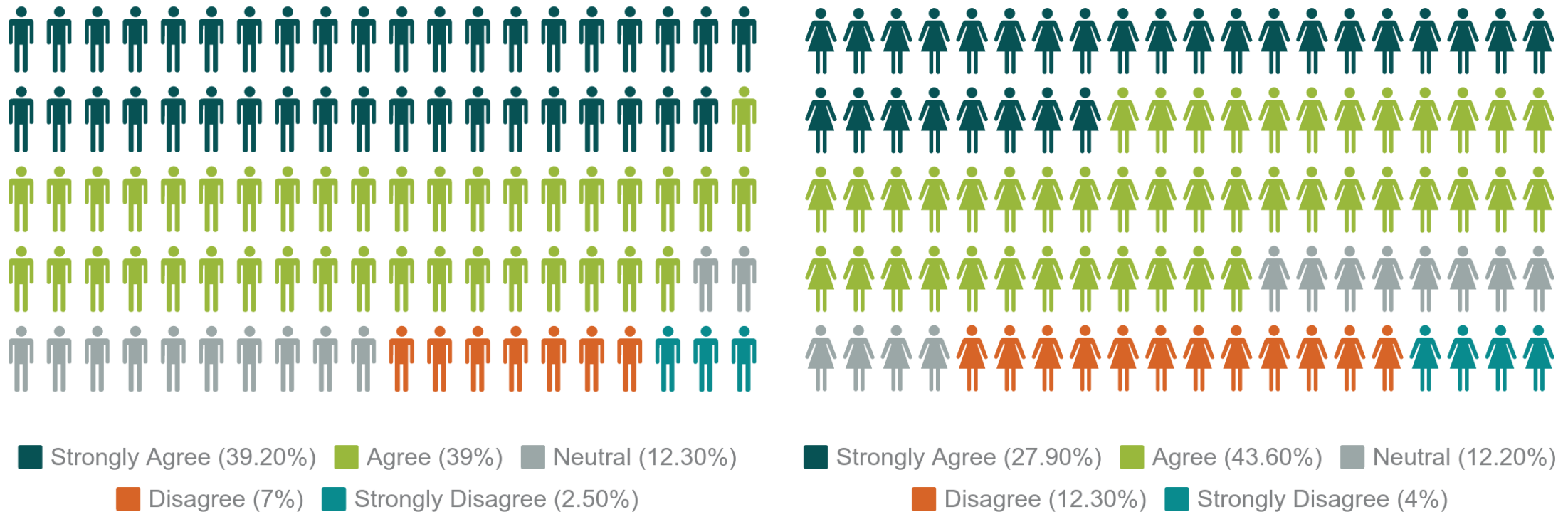
Around 76% agreed (Strongly agree/ agree) that when jobs are scarce, men should have more right to a job than a woman.

Only 9% disagreed and 3% strongly disagreed.



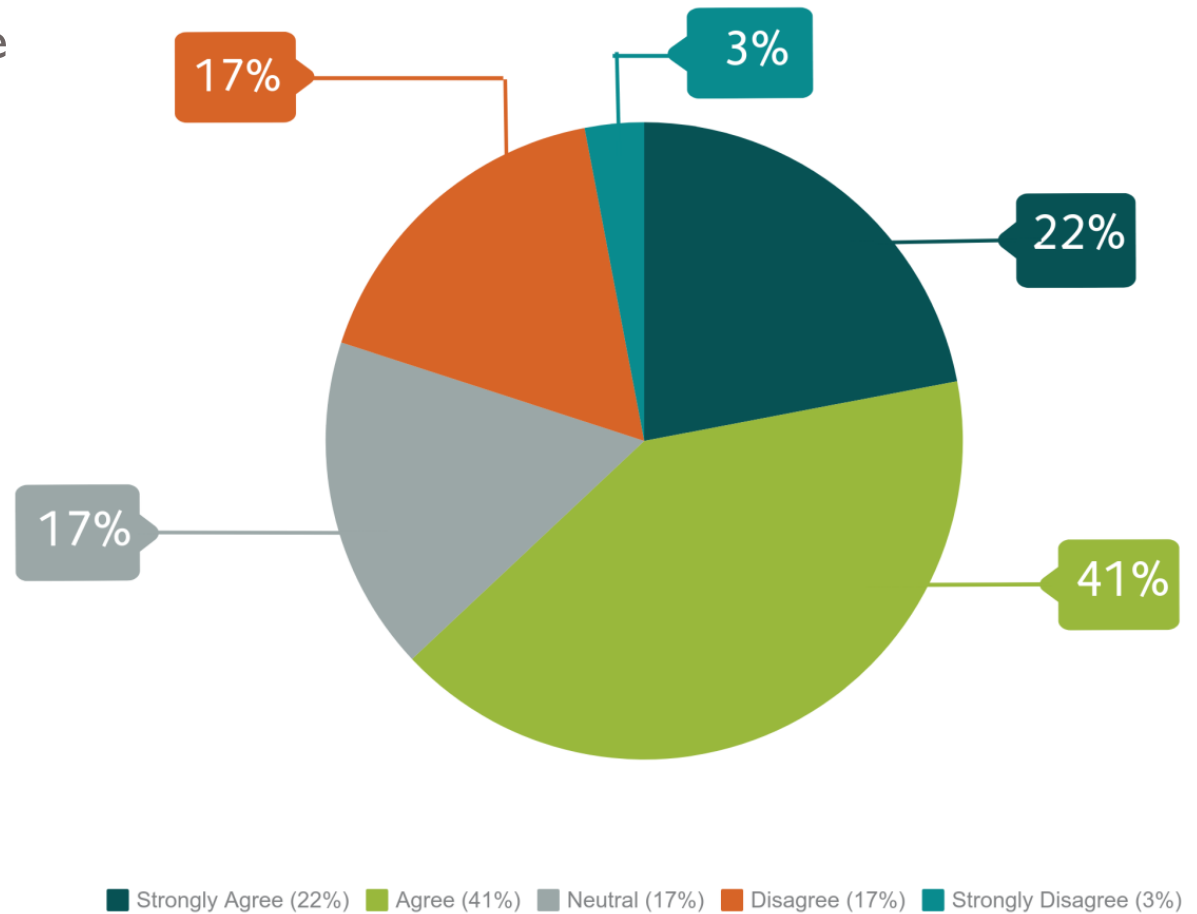
When jobs are scarce, men should have more right to a job than a woman

78.2% of male respondents agreed (Strongly agree/ agree) with the above statement while 71.5% of females respondents agreed (Strongly agree/ agree).



Women and men have the same capabilities that equally enable them to occupy political positions

Around 63% agreed that women and men have the same capabilities that equally enable them to occupy political positions



Women and men have the same capabilities that equally enable them to occupy political positions

58.6% of males respondents agreed with the above statement while 70.5% of female respondents agreed.

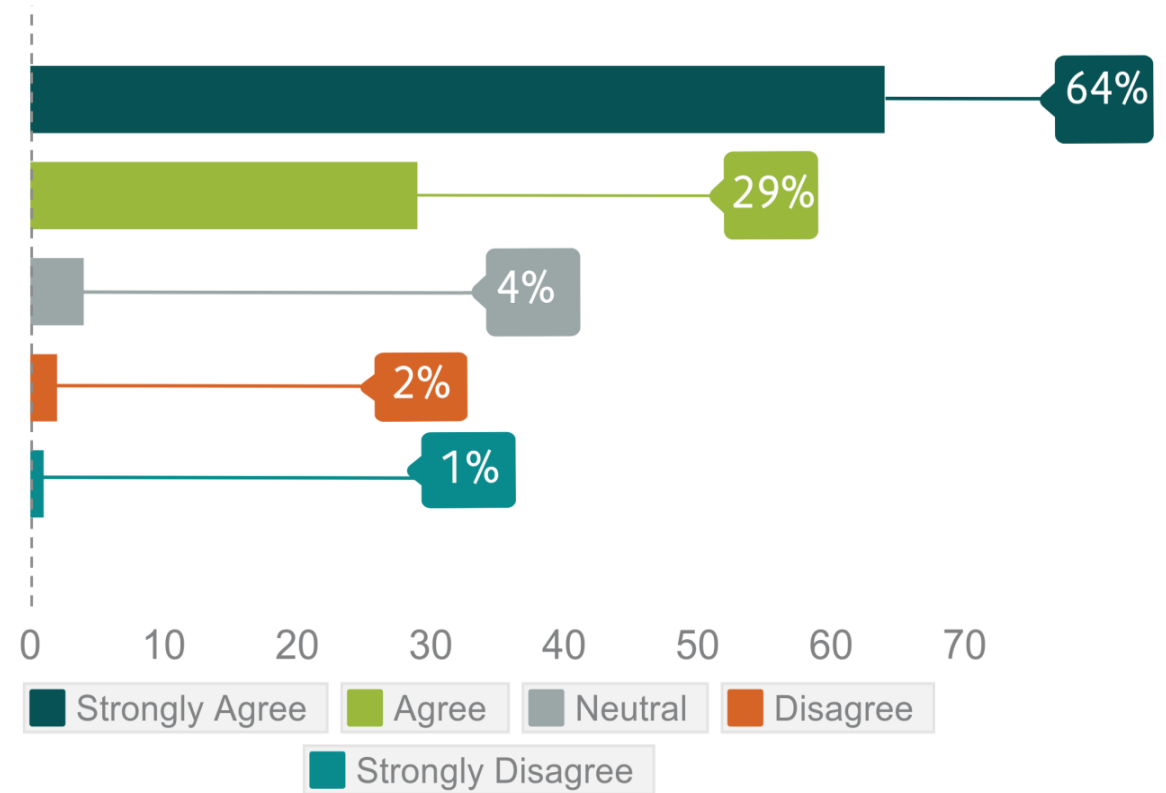


Strongly Agree (18.10%) Agree (40.50%) Neutral (18.80%)
Disagree (18.10%) Strongly Disagree (4.50%)

Strongly Agree (27.83%) Agree (42.64%) Neutral (14.41%)
Disagree (13.71%) Strongly Disagree (1.40%)

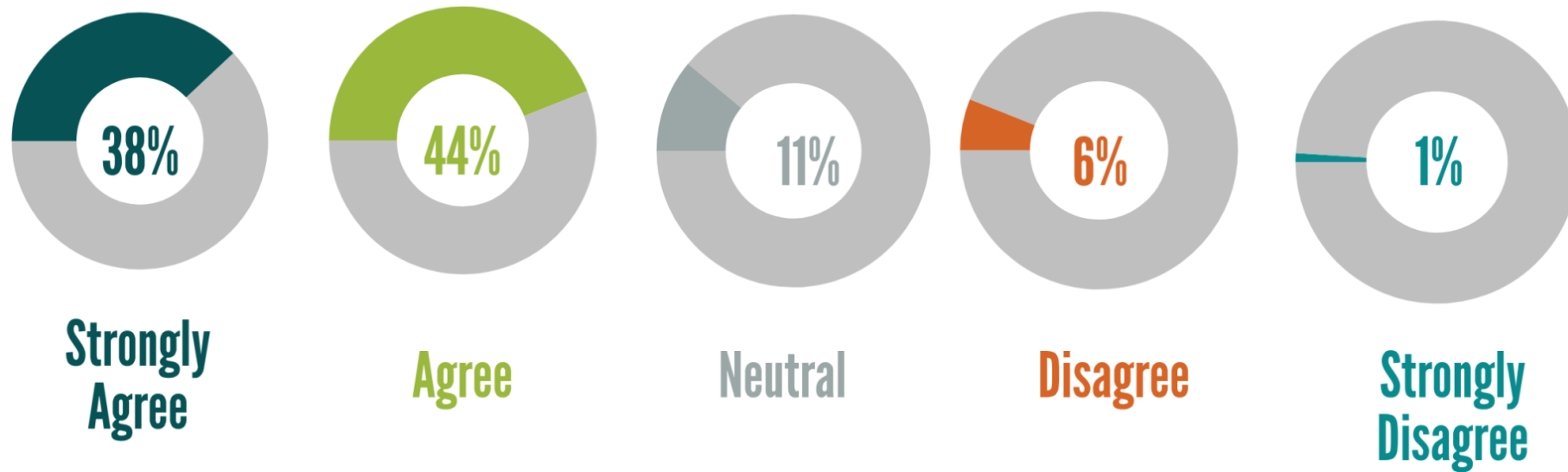
Women should receive inheritance including inheritance of land

- 64% strongly agreed, only 3% disagreed.
- The mode is 5 – most frequent answer is “Highly agree”
- This question had the highest level of agreement from all categories.



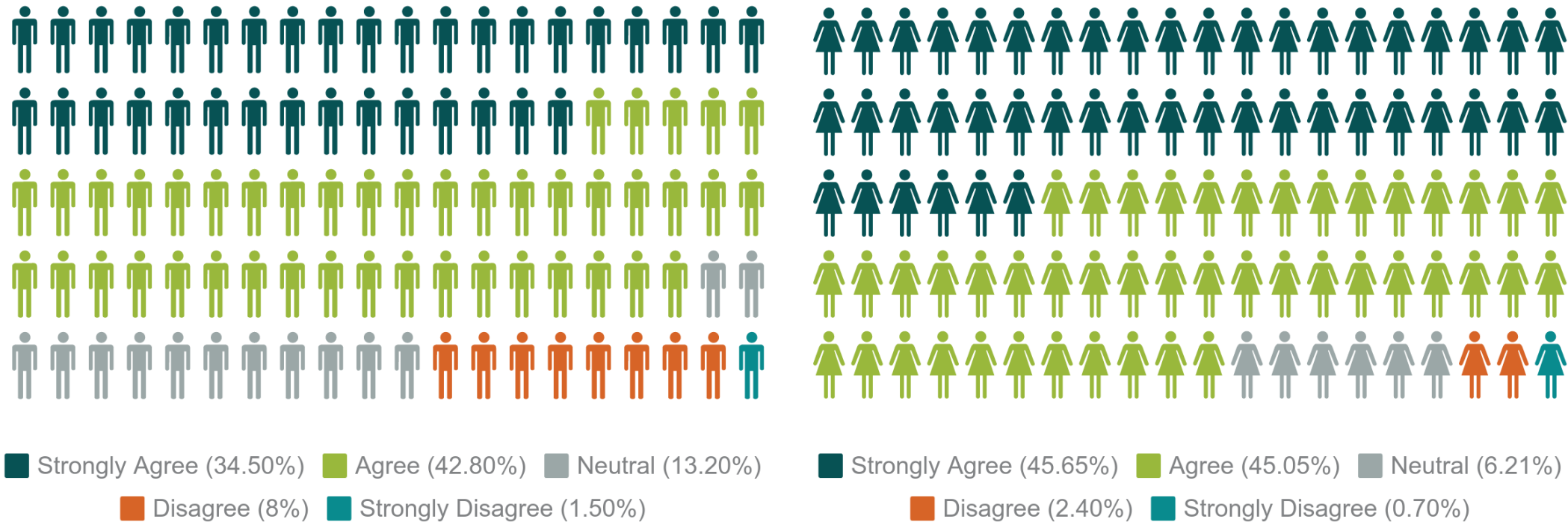
Women's political and economic participation are essential for the development of the society

Around 82% agreed (Strongly agreed or agreed) that women's political and economic participation are essential for the development of the society.



Women's political and economic participation are essential for the development of the society

Around 77.3% of male respondents agreed (Strongly agree/ agree) with the above statement while 90.7% of female respondents agreed (Strongly agree/ agree).



Access to Services Survey

The questions formulated for this survey were developed based on a focus groups conducted by USAID Takamol with representatives of CSOs who provide services for women and girls. Gaps and challenges were discussed and this survey was designed to validate assumptions on the availability of some of these services and their importance to respondents.

Access to Services Survey

The survey listed the following 11 services for data acquisition using the following multiple choice question - **To what extent do you agree that the following services are available for women in the area where you live;** (Available, available but not accessible, Not available, I don't know):

- Availability of a hotline for complaints and assistance to battered women.
- Availability of equipped centers for the protection of women subject to domestic violence and gender-based violence.
- Availability of qualified staff to deal with issues of domestic violence and gender-based violence at the medical centers in your area.

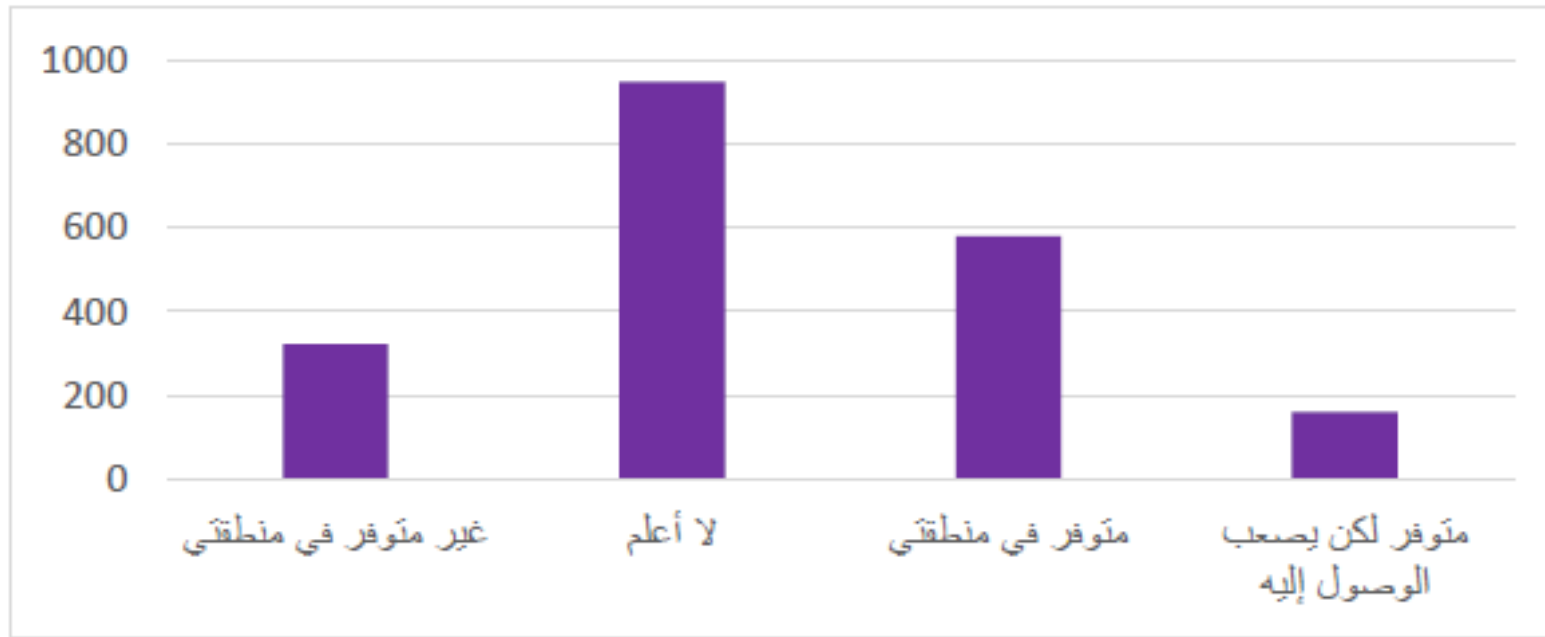
Access to Services Survey

- Availability of free legal counseling services related to personal status law and other legal issues.
- Availability of reproductive health awareness centers for women and young girls who are getting married.
- Availability of reproductive health awareness centers for men who are getting married.
- Availability of care services for orphans and youth deprived of family ties.

Access to Services Survey

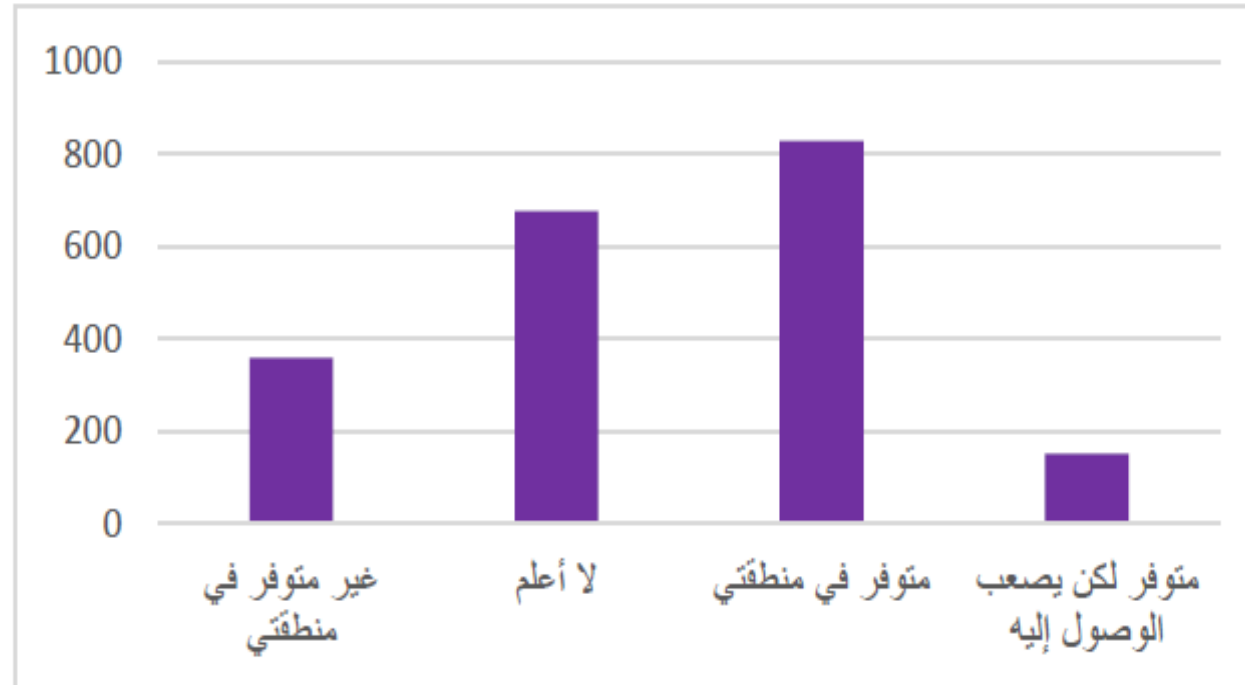
- Availability of a safe public transport network.
- Availability of safe parks for families and children.
- Availability of advice on how to deal with situations of extremism experienced by a family member influenced by extremist groups intellectually or ideologically.

Availability of a hotline for complaints and assistance to battered women



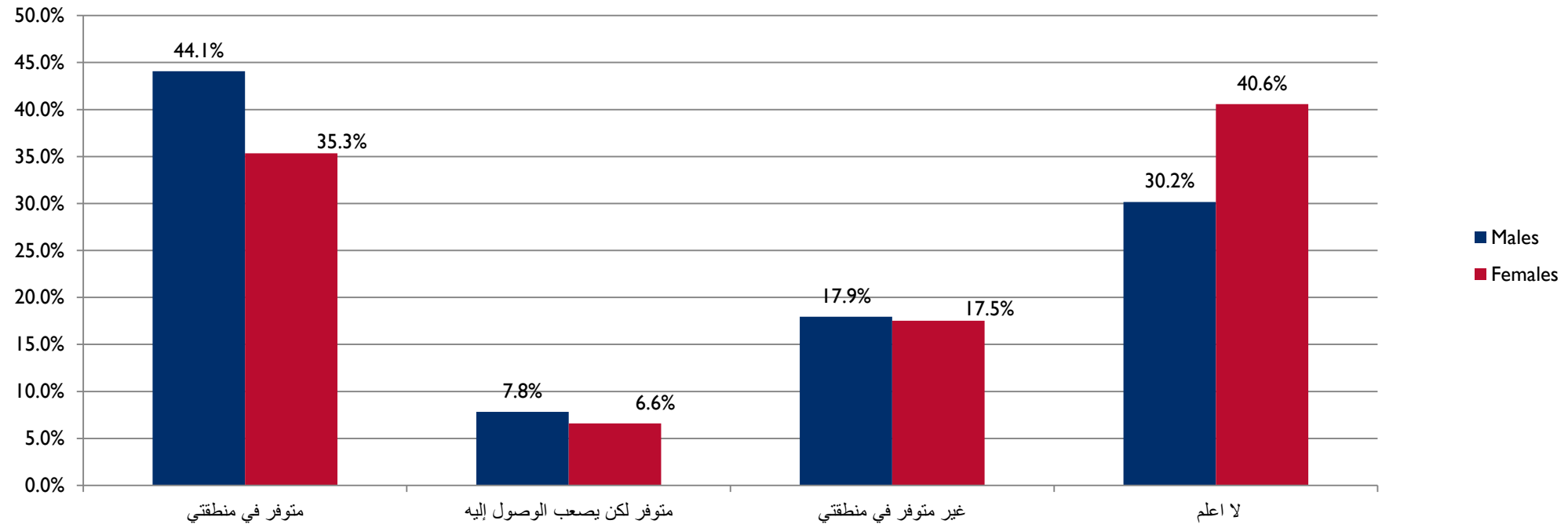
- 47% من المستطلعين لا يعلمون اذا كان هناك خط ساخن للشكاوى وطلب المساعدة للنساء المعنفات، في حين اجاب 29% بانه متوفر، 16% بانه غير متوفرو 8% متوفر لكن يصعب الوصول اليه

Availability of equipped centers for the protection of women subject to domestic violence and gender-based violence



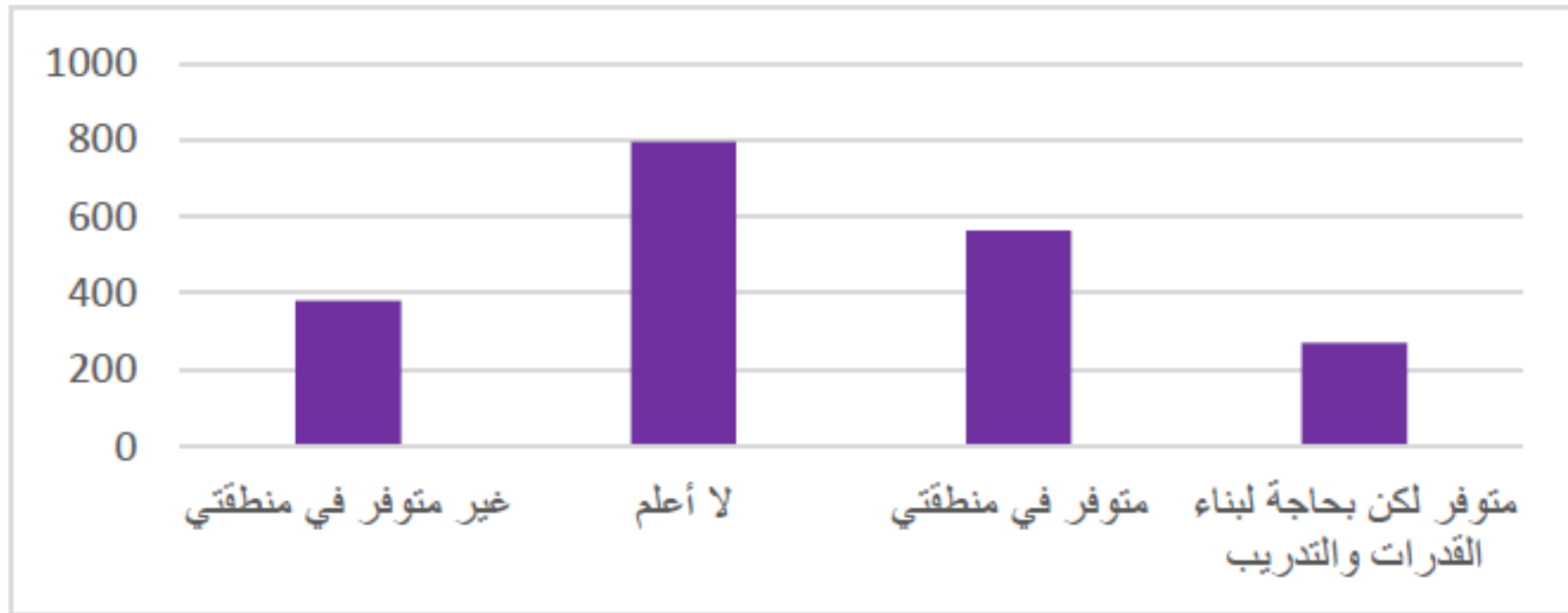
- 41% من المستطلعين أجابوا بأنه تتوفر مراكز مجهزة لحماية النساء المعرضات للعنف الأسري والعنف القائم على النوع الاجتماعي في حين أجاب 17.8% بعدم توفرها، 7.4% بأنها متوفرة لكن يصعب الوصول إليها وأجاب 33.6% بلا أعلم.

Availability of equipped centers for the protection of women subject to domestic violence and gender-based violence



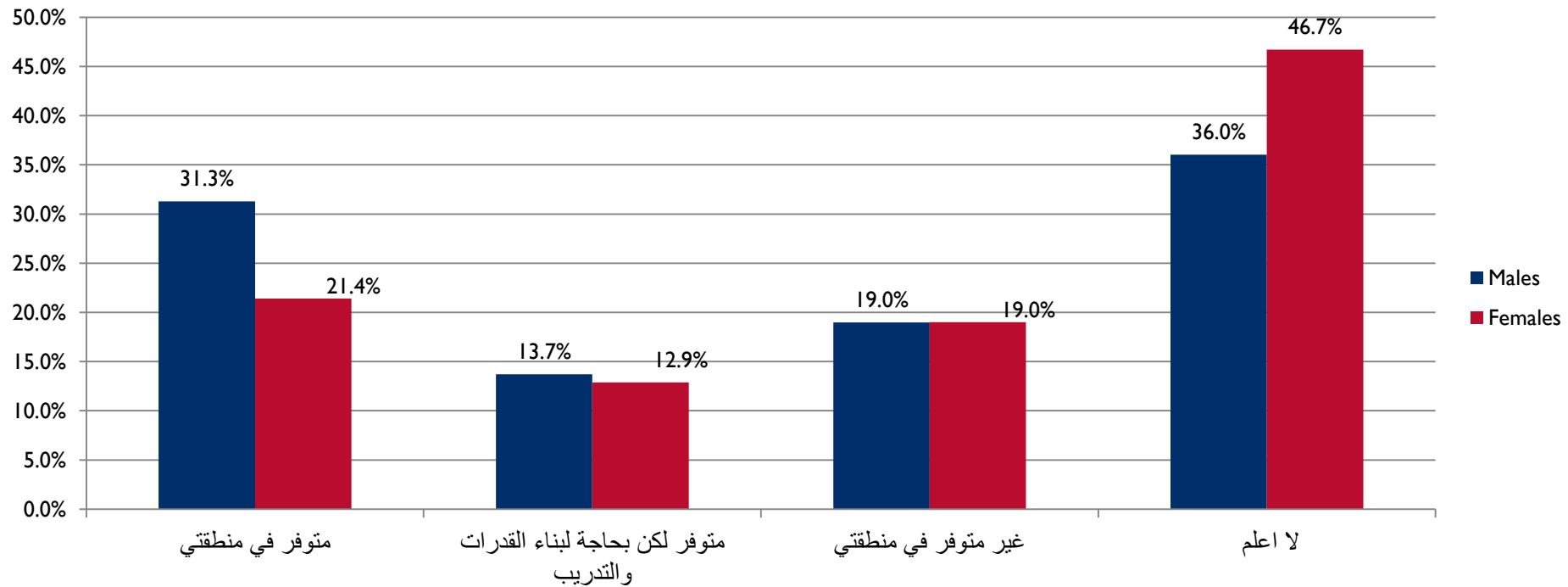
- غالبية الإناث المستطلعات لا يعلمن هل تتوفر مراكز مجهزة لحماية النساء المعرضات للعنف الأسري والعنف القائم على النوع الاجتماعي (40.6%) في حين غالبية الذكور المستطلعين يعتقدون بتوفرها (44.1%)

Availability of qualified staff to deal with issues of domestic violence and gender-based violence at the medical centers in your area



- 39.6% من المستطلعين لا يعلمون ما اذا توفر طاقم وظيفي مؤهل للتعامل مع قضايا العنف الأسري والعنف القائم على النوع الاجتماعي في المراكز الطبية في المنطقة
- 28% يعتقدون انه متوفر مقابل 19% غير متوفر
- 13.4% يعتقدون انه بحاجة لبناء قدرات

Availability of qualified staff to deal with issues of domestic violence and gender-based violence at the medical centers



- 31.3% من المستطلعين الذكور يعتقدون بتوفر طاقم وظيفي مؤهل للتعامل مع قضايا العنف الأسري والعنف القائم على النوع الاجتماعي في المراكز الطبية في المنطقة مقابل 21.4% من المستطلعات الإناث.
- 46.7% من المستطلعات الإناث و36% من المستطلعين الذكور لا يعلمون ما اذا توفر طاقم وظيفي مؤهل للتعامل مع قضايا العنف الأسري والعنف القائم على النوع الاجتماعي في المراكز الطبية في المنطقة

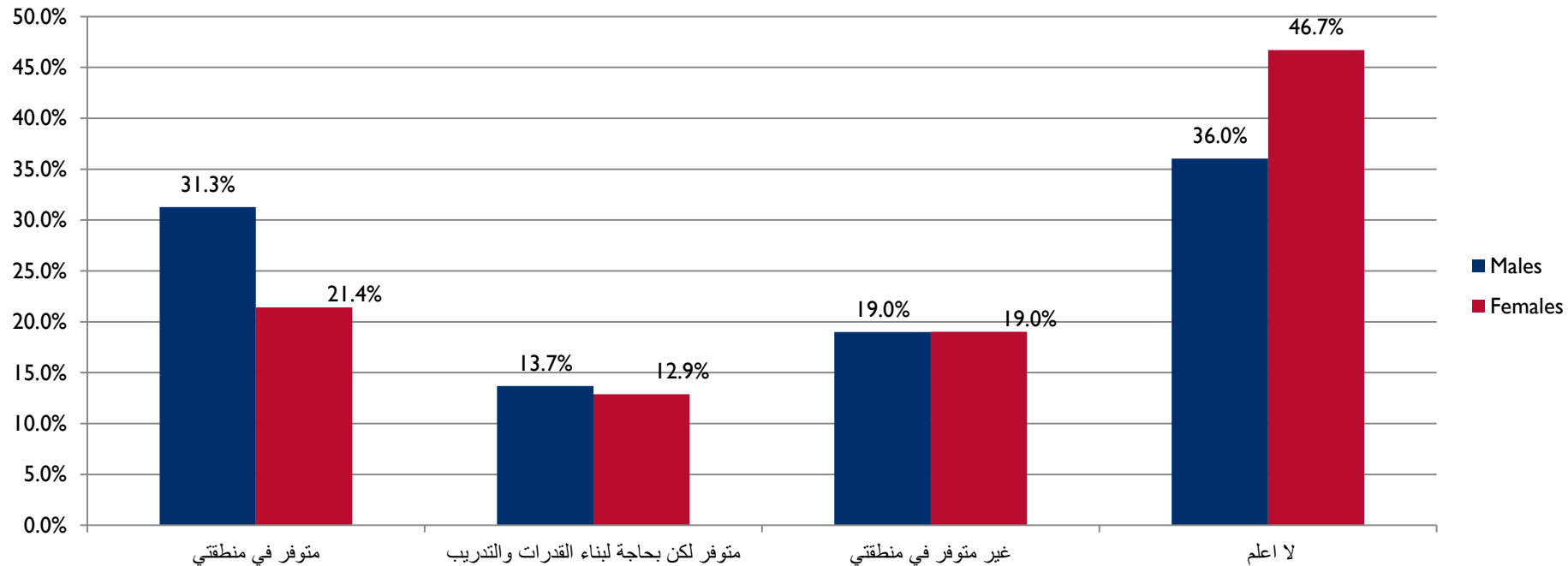
Availability of qualified staff to deal with issues of domestic violence and gender-based violence at the Police Center

الجواب	العدد	النسبة المئوية
غير متوفر في منطقتي	306	15.22%
لا أعلم	785	39.04%
متوفر في منطقتي	646	32.12%
متوفر لكن بحاجة لبناء القدرات والتدريب	274	13.63%

- 39.4% من المستطلعين لا يعلمون ما اذا توفر طاقم وظيفي مؤهل للتعامل مع قضايا العنف الأسري والعنف القائم على النوع الاجتماعي في المراكز الأمنية في المنطقة
- 32% يعتقدون انه متوفر مقابل 15% غير متوفر
- 13.6% يعتقدون انه بحاجة لبناء قدرات



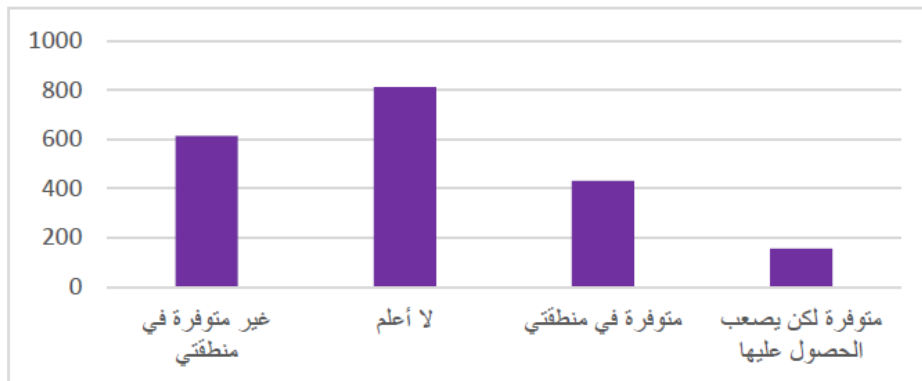
Availability of qualified staff to deal with issues of domestic violence and gender-based violence at Police Centers



- 31.3% من المستطلعين الذكور يعتقدون بتوفر طاقم وظيفي مؤهل للتعامل مع قضايا العنف الأسري والعنف القائم على النوع الاجتماعي في المراكز الطبية في المنطقة مقابل 21.4% من المستطلعات الإناث.
- 46.7% من المستطلعات الإناث و 36% من المستطلعين الذكور لا يعلمون ما اذا توفر طاقم وظيفي مؤهل للتعامل مع قضايا العنف الأسري والعنف القائم على النوع الاجتماعي في المراكز الطبية في المنطقة

Availability of free legal counseling services related to personal status law and other legal issues

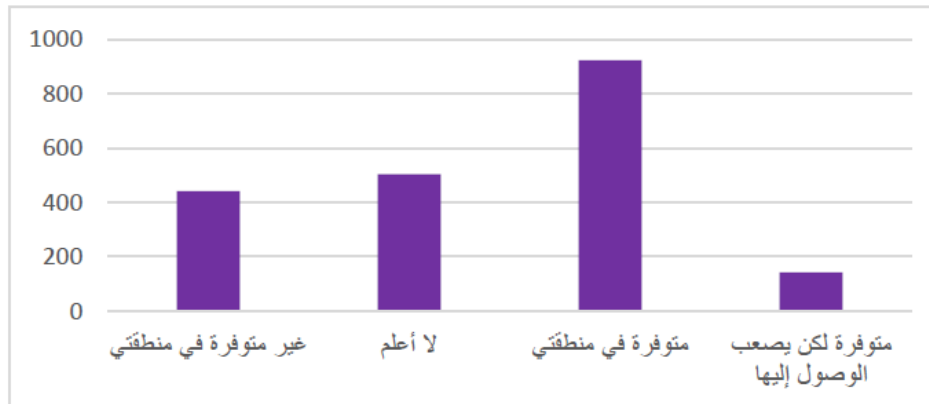
الجواب	العدد	النسبة المئوية
غير متوفرة في منطقتي	614	30.53%
لا أعلم	812	40.38%
متوفرة في منطقتي	431	21.43%
متوفرة لكن يصعب الحصول عليها	154	7.66%



- 40.4% من المستطلعين لا يعلمون ما اذا توفر مراكز لتقديم المشورة القانونية المجانية المتعلقة بقانون الأحوال الشخصية وغيرها من القضايا الحقوقية
- 21.4% يعتقدون انه متوفر مقابل 30.5% غير متوفر
- 7.6% يعتقدون انها متوفرة لكن يصعب الحصول عليها

Availability of reproductive health awareness centers for women and young girls who are getting married

الجواب	العدد	النسبة المئوية
غير متوفرة في منطقتي	442	21.98%
لا أعلم	503	25.01%
متوفرة في منطقتي	923	45.90%
متوفرة لكن يصعب الوصول إليها	143	7.11%



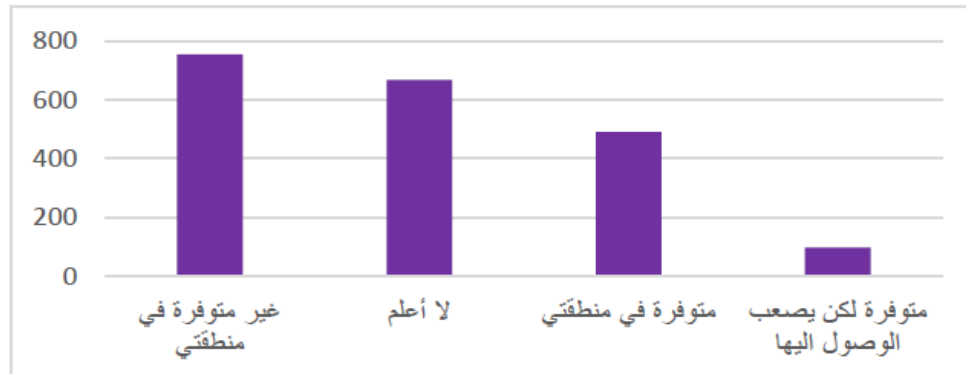
- 45.9% من المستطلعين يعتقدون انها متوفرة مقابل 22% من المستطلعين يعتقدون انها غير متوفرة

- 25% لا يعلمون اذا توفرت

- 7.1% يعتقدون انها متوفرة لكن يصعب الوصول عليها

Availability of reproductive health awareness centers for men who are getting married

الجواب	العدد	النسبة المئوية
غير متوفرة في منطقتي	754	37.49%
لا أعلم	668	33.22%
متوفرة في منطقتي	491	24.42%
متوفرة لكن يصعب الوصول اليها	98	4.87%



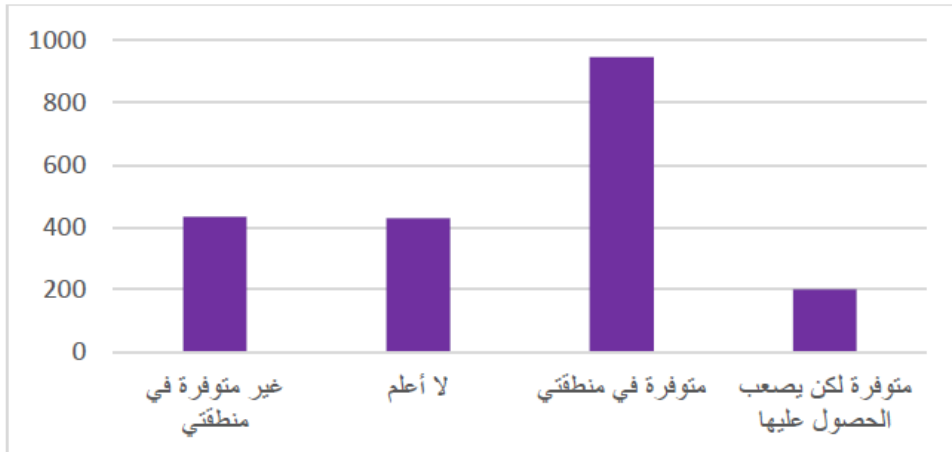
- 37.5% من المستطلعين يعتقدون انها غير متوفرة مقابل 24.4% يعتقدون انها متوفرة

- 33.2% لا يعلمون اذا توفرت هذه الخدمة

- 5% يعتقدون انها متوفرة لكن يصعب الوصول عليها

Availability of care services for orphans and youth deprived of family ties

الجواب	العدد	النسبة المئوية
غير متوفرة في منطقتي	434	21.58%
لا أعلم	429	21.33%
متوفرة في منطقتي	947	47.09%
متوفرة لكن يصعب الحصول عليها	201	10.00%



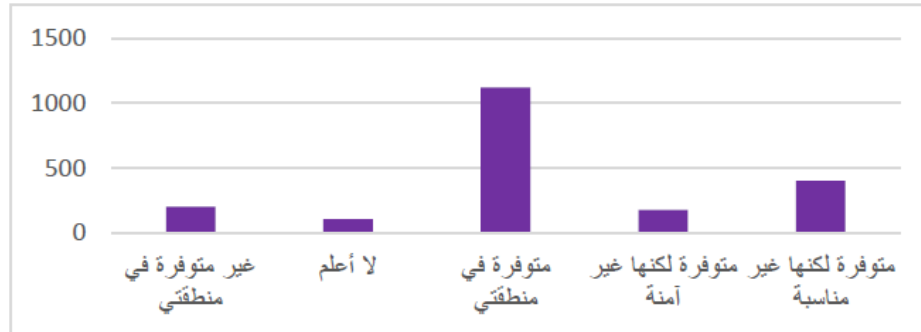
- 47.1% من المستطلعين يعتقدون انها متوفرة مقابل 21.6% يعتقدون انها غير متوفرة

- 21.3% لا يعلمون اذا توفرت هذه الخدمة

- 10% يعتقدون انها متوفرة لكن يصعب الحصول عليها

Availability of a safe public transport network

الجواب	العدد	النسبة المئوية
غير متوفرة في منطقتي	202	10.04%
لا أعلم	106	5.27%
متوفرة في منطقتي	1122	55.79%
متوفرة لكنها غير آمنة	178	8.85%
متوفرة لكنها غير مناسبة	403	20.04%

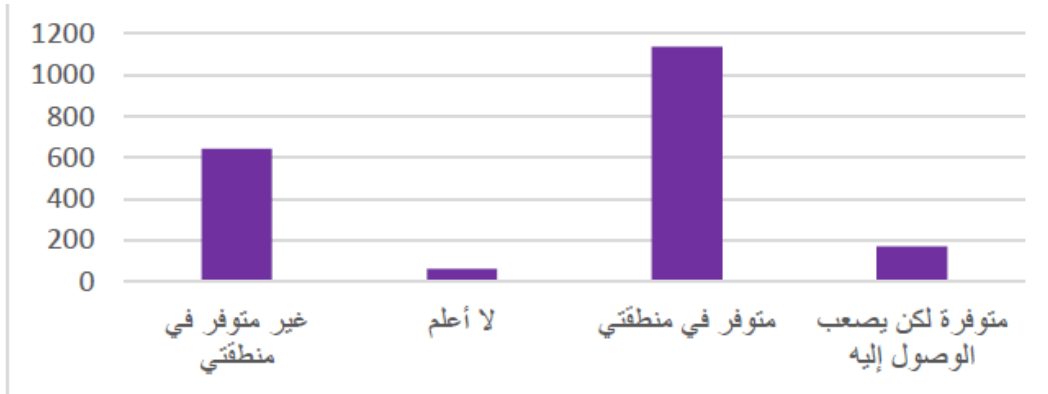


- 55.8% من المستطلعين يعتقدون انها متوفرة مقابل 10% يعتقدون انها غير متوفرة

- 20% يعتقدون انها متوفرة لكن غير مناسبة و 8.9% يعتقدون انها متوفرة لكن غير آمنة

Availability of safe parks for families and children

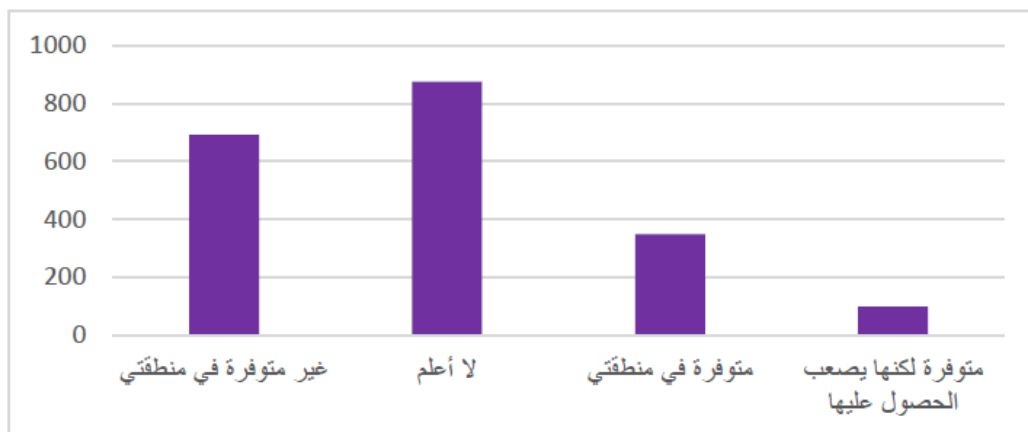
النسبة المئوية	العدد	الجواب
31.92%	642	غير متوفر في منطقتي
3.08%	62	لا أعلم
56.54%	1137	متوفر في منطقتي
8.45%	170	متوفرة لكن يصعب الوصول إليه



- 56.5% من المستطلعين يعتقدون انها متوفرة مقابل 32% يعتقدون انها غير متوفرة
- 8.5% يعتقدون انها متوفرة لكن يصعب الوصول عليها
- 3% لا يعلمون عن مدى توفر هذه الخدمة

Availability of advice on how to deal with situations of extremism experienced by a family member influenced by extremist groups intellectually or ideologically

الجواب	العدد	النسبة المئوية
غير متوفرة في منطقتي	691	34.361%
لا أعلم	874	43.461%
متوفرة في منطقتي	348	17.305%
متوفرة لكنها يصعب الحصول عليها	98	4.873%



- 43.5% لا يعلمون عن مدى توفر هذه الخدمة

- 34.4% من المستطلعين يعتقدون انها غير متوفرة مقابل 17.3% يعتقدون انها متوفرة

- 4.8% يعتقدون انها متوفرة لكن يصعب الوصول عليها



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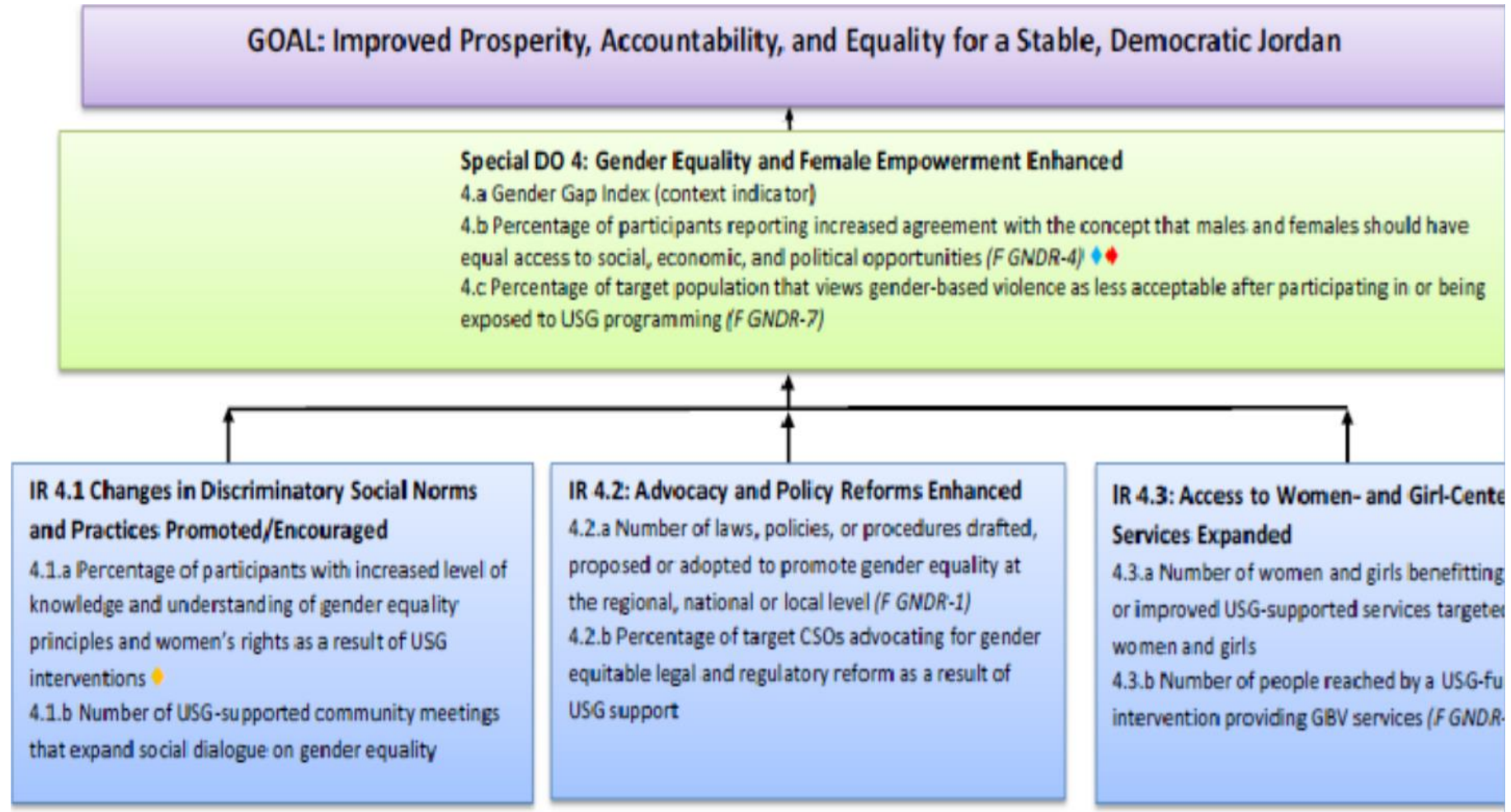


- How is gender reflected in our work?
- Reporting on Mission or Custom gender indicators
- Having Gender sensitive indicators and desegregations



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GNDR- 1: Number of laws, policies, or procedures drafted, proposed or adopted to promote gender equality at the regional, national or local level

GNDR- 2 :Proportion of female participants in USG-assisted programs designed to increase access to productive economic resources

GNDR- 3 :Percentage of participants with increased level of knowledge and understanding of gender equality principles and women's rights as a result of USG interventions



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GNDR- 4: Proportion (percentage) of target population reporting increased agreement with the concept that males and females should have equal access to social, economic, and political opportunities Gender-Based Violence

GNDR- 5: Number of laws, policies or procedures drafted, proposed, or adopted with USG assistance designed to improve prevention of or response to sexual and gender based violence at the regional, national or local level



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GNDR- 6: Number of people reached by a USG funded intervention providing GBV services (e.g., health, legal, psycho-social counseling, shelters, hotlines, other)

GNDR- 7: Percentage of target population that views Gender-Based Violence (GBV) as less acceptable after participating in or being exposed to USG programming



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The ADS contains the policies and procedures that guide USAID's programs and operations

ADS Chapter 205

Integrating Gender Equality and Female Empowerment in USAID's Program Cycle



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USAID Gender Analysis and Assessment March 2012



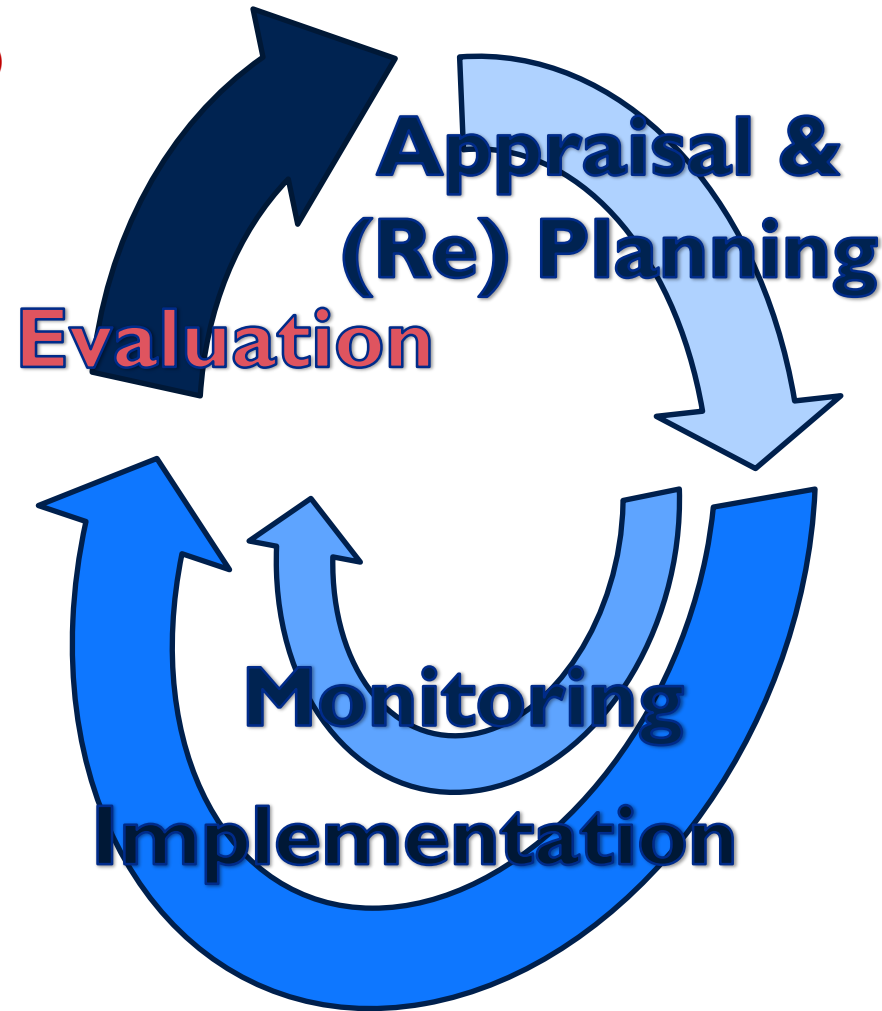
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Gender-Sensitive Indicators point out to what extent and in what ways development programs and projects achieved results related to gender equality and whether/how reducing gaps between males/females and empowering women leads to better project/development outcomes. (Chapter 205 ADS)

M&E & Gender in the project cycle

- Evaluation design
(include stakeholder & TG)
- Conduct evaluation
- Gender impact assessment
- Analysis, lessons learnt
(gender)
- Documentation,
dissemination
- Re-planning
- Refine monitoring systems
(Baseline, set targets, refine
indicators)
- Develop appropriate data
collection systems & tools
(incl. TG)
- Information reporting and
dissemination mechanisms
- Routine data collection and
analysis (impact on gender
relations)
- Reporting (incl to
stakeholder and TG)
- Action research



1. Stakeholder Analysis (gender)
2. Gender (gap) analysis
3. Gender audit
4. Gender sensitive
needs/capacities &
vulnerability assessment
5. Gender (age)
disaggregated data
collection

- Planning & Alternative Analysis
(RBP-LOGFRAME)
- Gender planning (strategic &
practical gender needs
objectives & indicators) (qualit.
& quantit. Ind.)
- Interventions & objectives
(Women/Men perspective)
- Risks & Assumptions (Do no
harm- gender relations (i.e.
access to res.)
- Strategic Plan (3-5 years)
- Annual OP plan
- Gender budgeting
- Staff recruitment (Gender
know how)
- Activity Implementation

Performance Indicators

ADS 203.3.4.3, Reflecting Gender Issues in Performance Indicators sets forth the Agency's requirements for performance indicators in projects/activities regarding gender: In order to ensure that USAID assistance makes the optimal contribution to gender equality, performance management systems and evaluations at the AO and project or activity levels must include **gender-sensitive indicators and sex-disaggregated data** when the technical analyses supporting the AO, project, or activity demonstrate that:

- The different roles and status of women and men within the community, political sphere, workplace, and household (for example, roles in decision-making and different access to and control over resources and services) affect the activities to be undertaken; and
- The anticipated results of the work would affect women and men differently.
- Both qualitative and quantitative data can be used to determine the impact of proposed or already implemented projects on policies and practices that affect men and women.

Gender Analysis

USAID's approach to gender analysis is built around two key questions:

1. How will the different roles and status of women and men within the community, political sphere, workplace, and household (for example, roles in decision-making and different access to and control over resources and services) affect the work to be undertaken?
2. How will the anticipated results of the work affect women and men differently?

Gender Analysis

Box 1: Sample Questions to Respond To: “How will the different roles and status of women and men within the community, political sphere, workplace, and household (for example, roles in decision-making and different access to and control over resources and services) affect the work to be undertaken?”

Gender Roles and Responsibilities

- Do differences in men’s and women’s position within the community influence their assumption of leadership positions and participation in community activities at the local and national levels; e.g., determine who designs and implements health programs?
- Do men’s and women’s roles within the community lead to gender inequalities in access?

Gender Analysis

- Do men's and women's different roles within the household influence how decisions are made, e.g., who within the household will seek health services and when they will seek them?
- Do men's and women's different responsibilities within the household make them more or less susceptible to health problems (e.g., contact with waste water, fumes from indoor cooking fires, bodily fluids, or animal meat)?

Gender Analysis

Sample Questions to Respond To: “How will the anticipated results of the work affect women and men differently?”

- Will promoting men’s participation in the project (family planning/ reproductive health and maternal health interventions) undermine or support women’s empowerment and autonomy?
- How have similar projects in the past affected gender dynamics within the household and community?
- Will women’s expanded knowledge of and access to reproductive health and family planning methods increase their risk of domestic violence? Will men’s engagement in family planning and women’s reproductive health mitigate this risk?
- Will income-generating activities for women impact the household’s power dynamics and allocation of resources for health? Could there be any unintended negative consequences?

Gender Analysis

In general, all gender analysis approaches should examine representation of men and women in a particular sector (e.g., education, health, or economic growth), how resources are distributed, and why these differences exist. It may also be useful to examine the historical and contemporary social context relevant to the specific sector to understand gender differences.

The United Nations Development Programme synthesizes the steps of gender analysis in this way:

(1) Sex-Disaggregated Data + (2) Analysis + (3) A Gender Perspective = Gender Analysis

Gender Analysis

Components of a Gender Analysis

- Analysis of sex-disaggregated data and information
- Assessment of roles and responsibilities/division of labor
- Consideration of access to and control over resources
- Examination of patterns of decision-making
- Examination of the data using a gender perspective (i.e., in the context of women and men's gender roles and relationships)

Components of a Gender Analysis

I. Analysis of sex-disaggregated data and information

Review any sex-disaggregated data relevant to the specific technical sector's proposed project or activity.

Example: Compare the following data from a hypothetical project that aims to increase economic activity through small-business development. Note how sex-disaggregated data gives a clearer picture of one of the problems to be addressed.

- “In Kaliningrad, 64% of the working age population is unemployed.”
- “In Kaliningrad, 74% of the registered unemployed are women and 26% are men. However, men are less likely to officially register with employment services as they tend to use informal channels to find work. Therefore, real unemployment rates for men may be higher. At the same time, because women remain unemployed for longer periods than men they tend to seek assistance through employment services.”

Components of a Gender Analysis

2. **Assessment of Roles and Responsibilities/Division of Labor**

- Consider men's and women's roles and responsibilities in relation to formal and informal employment, community participation, local/community politics, family and household roles, etc.
- Where is there greater participation of women or men? What are the reasons for this?
- What are the barriers to an equitable division of labor and equal opportunity?
- Where do opportunities or entry points exist to encourage an equitable division of labor and equal opportunity?
- What different roles do boys and girls play within the household and community? How might this affect their access to education, health care, etc.?

Components of a Gender Analysis

2. Analysis of roles and responsibilities

Pay attention to the different responsibilities of men and women in the following examples, and ask how these differences could be addressed in each project.

Health: In designing a program that improves care for HIV-positive people, it is important to note that women assume the greater burden of care for family members affected by HIV/AIDS. Even outside the family setting, women make up a disproportionate number of caregivers in nursing and hospice settings. Consideration should be given to how the program might further burden women caregivers, the social impact of such a program, and also whether the lack of male caregivers could negatively impact the care of people living with HIV.

Components of a Gender Analysis

2. Analysis of roles and responsibilities

Pay attention to the different responsibilities of men and women in the following examples, and ask how these differences could be addressed in each project.

Conflict Mitigation: A program that works in a post-conflict region, such as the North Caucasus, should include a detailed analysis of the impact of conflict on the roles of men and women. A program design for a post-conflict setting should outline a clear approach to the roles that women and men may play in perpetuating conflict, in preventing conflict and in peace-building as well as the different ways in which men and women may have been impacted by the conflict.

Components of a Gender Analysis

3. Consideration of Access to and Control over Resources

Who has access to and control of resources and services?

It is important to distinguish between the concepts of access and control when examining how resources are allocated between women and men. Access means a person or group can use a resource (e.g., land to grow crops), while control means that a person or group can make decisions about who uses or disposes of a resource (e.g., selling land and gaining the profits).

Components of a Gender Analysis

3. **Consideration of Access to and Control over Resources**

Local Governance: In designing a program to improve local governance, the intervention must encourage policy makers to consider the distinct needs of male and female citizens as well as the potential differential impact of seemingly gender-neutral policies. Gender-sensitive budgeting is an example of a tool that is used to build awareness of how budget allocations benefit some groups more than others and also to document women's informal economic contributions. Gender-sensitive budgeting could be included in a program on local governance.

Components of a Gender Analysis

4. Examination of Decision-Making Patterns

In what decision-making do men and women participate? Analysis can include the national, community, and household level.

Look at any constraints to decision-making. In some contexts, there may be formal constraints on women to participate in decision-making, while in others, the impediments may be de facto. Analyze and discuss how women and men are actually participating in decision-making. Such an analysis should include not only who is present when decisions are made but also who has actual power over the outcomes of the decision-making process.

Components of a Gender Analysis

4. Examination of Decision-Making Patterns

Example I: Political Process

In designing a program that would encourage citizen participation in political parties and elections and monitor how elections are managed, examine patterns of men and women holding elected office. For example, studies by Russian experts show that women are generally placed low on national party lists making it less likely they will actually obtain seats in the federal government (there are more Russian women in local office than at the federal level). Part of an election-monitoring program should therefore include analysis of barriers to women and men to being elected and taking public office. In particular, this program might work with male party members at the federal level to encourage them to see women candidates as assets who are able to reach out to new constituencies, as well as help women build the skills to campaign effectively.

Components of a Gender Analysis

4. Examination of Decision-Making Patterns

Example 2: Rule of Law:

In designing a program that aims to improve the rule of law in Russia by targeting judges, program planners should consider gender and the judiciary from several perspectives. First, ascertain whether men and women are equally represented in the judiciary. In Russia, many justices of the peace are women, but most chief judges, who direct court administration, are male. A second consideration in such a program would be the capacity of judges to integrate principles of gender equality into their judgments and to apply the law equitably. A third consideration would be whether there are differences between men and women in accessing the court system, that is, do women have a harder time bringing cases to court?

Components of a Gender Analysis

4. Examination of Decision-Making Patterns

Example 3: Health

In designing a program to affect policy and legal changes on such topics as HIV/AIDS or maternal health, women's under-representation in the state legislature

Components of a Gender Analysis

5. Examination of the Data Using a Gender Perspective

The use of a gender perspective means not simply presenting sex-disaggregated data but interpreting the data by considering the differences between men's and women's needs, priorities, responsibilities, status, perspectives, strengths, activities, opportunities, and constraints, among many other factors, over both the short and long term. Using all of the information collected from steps 1-4, it becomes possible to compile a comprehensive picture of the gender roles, responsibilities, and relations in a particular country, community, or project.

Components of a Gender Analysis

5. Examination of the Data Using a Gender Perspective

Within the context of any particular development problem, such gender-related data is essential to defining linkages between cause and effect and deciding how specific development goals will be achieved. The gender analysis conducted at the country strategic plan level may require further refinement, including the gathering of more data, as USAID technical officers transform the strategic plan into Assistance Objectives, Intermediate Results, projects, and activities.

Gender Indicators vs. Gender Sensitive Indicators

Gender indicators are established to measure and compare the situation of women and men over time. Gender indicators can refer to quantitative indicators (based on statistics broken down by sex) or to qualitative indicators (based on women's and men's experiences, attitudes, opinions and feelings).

Indicators play a crucial role in the gender mainstreaming process throughout the policy cycle. Quantitative and qualitative indicators must enable ongoing monitoring and evaluation of whether the project's gender equality objectives are being met and assessing the gender effect of project activities. If objectives are not being met, it could be essential to re-assess the project strategy and make amendments in order to ensure improvements.

Gender Indicators vs. Gender Sensitive Indicators

Gender-sensitive indicators allow measuring changes in the relations between women and men in regards to a certain policy area, a specific program or activity, or changes in the status or situation of women and men. As a measure of social change and the performance/ effectiveness of projects, gender-sensitive indicators can be described in terms of:

- the derived quality to be reached;
- the quantity of something to be achieved;
- the target group who is affected by or benefits from the project; and,
- the time frame envisaged for the achievement of the objectives.

Thank You!

STATUS OF WOMEN IN
JORDAN

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