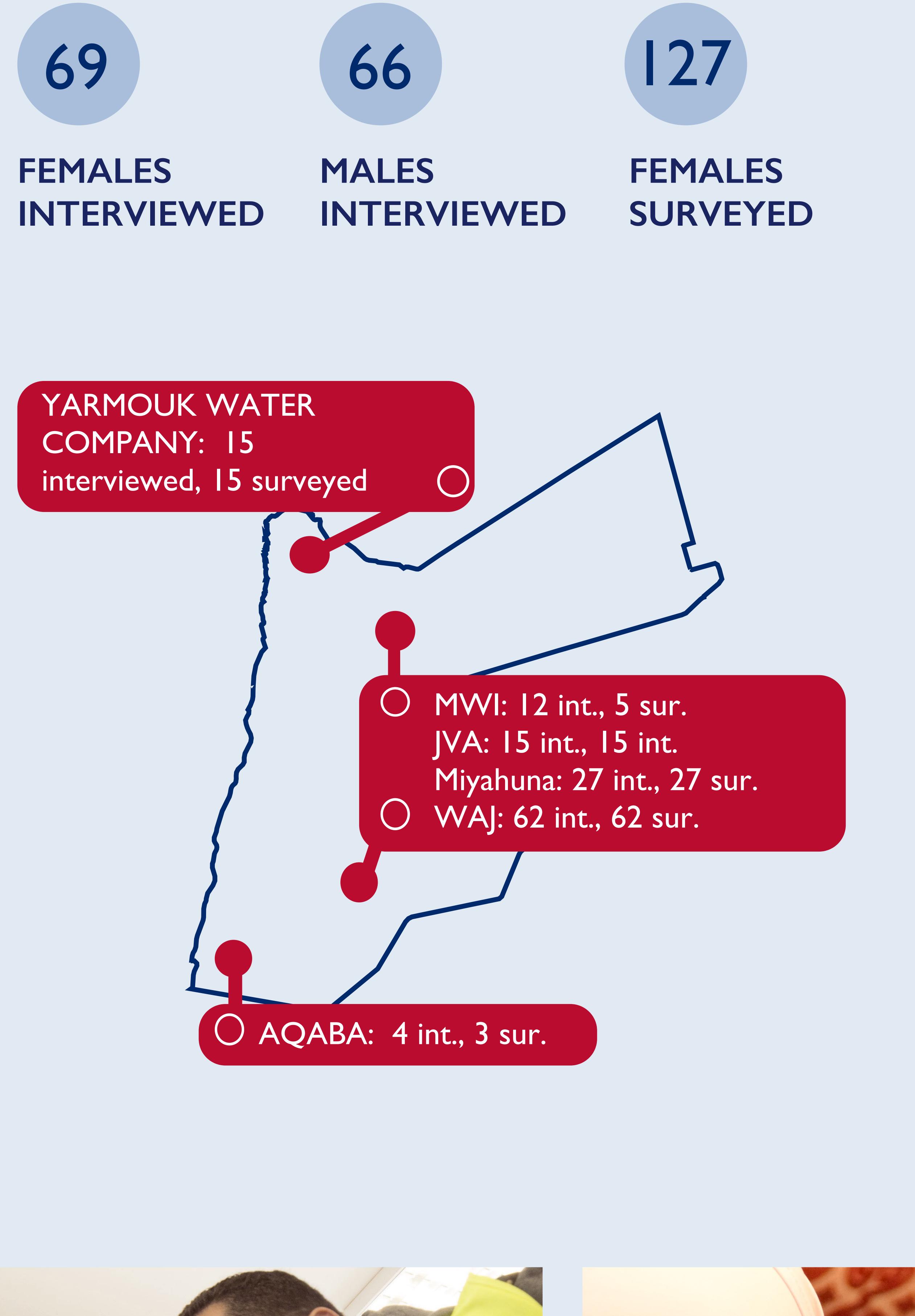


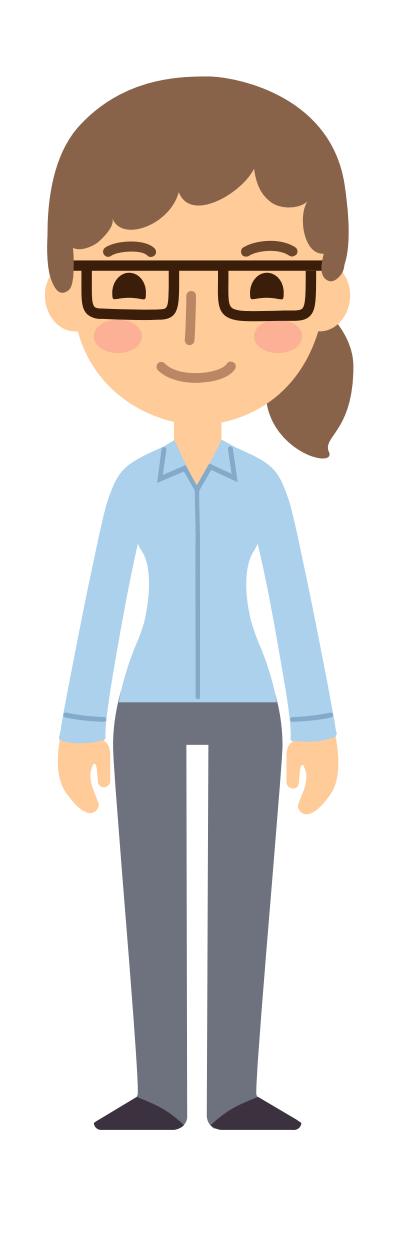


OBJECTIVE

This gender study is in line with the governmental plans to empower women in the public sector, with the purpose to assess the status of more than 1,200 women working in three water entities and three companies governing and operating the water supply Working Environment: 33% of women think that and sanitation services in Jordan. The study was led the available facilities (e.g. by the Women Studies Unit at the Ministry of Water prayer room, bathroom and nursery) are and Irrigation and supported by WMI. inadequate 69 66 Leadership: Gender Balance: Women hold Women employees MALES FEMALES 17.5% of leadership constitute 11% of the total employees in the and supervision INTERVIEWED SURVEYED positions water sector YARMOUK WATER **Education**: Working Hours: COMPANY: 15 M Women are More than 50% of women interviewed, 15 surveyed representing 39% of noted that the current the total employees working hours in the water \checkmark holding the first sector are unsuitable for university degree and working women, due to above other family and social commitments O MWI: 12 int., 5 sur. **JVA:** 15 int., 15 int. **Perceptions:** Miyahuna: 27 int., 27 sur. Water

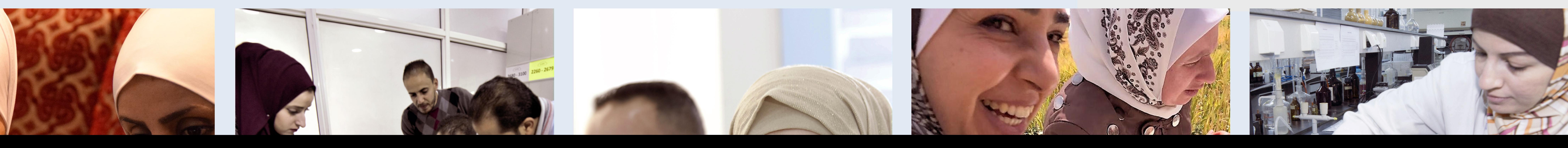


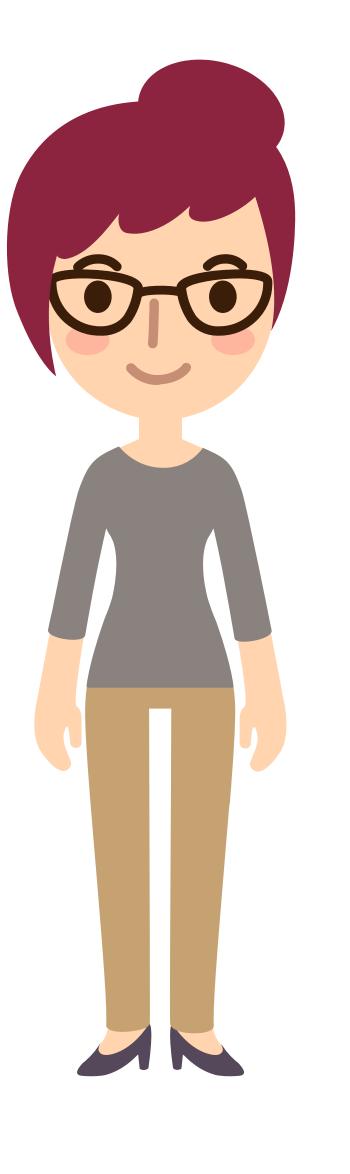
WATER MANAGEMENT INITIATIVE (WMI)



FINDINGS

sector entities are characterized by masculinity, due to the nature of fieldwork and tasks that require physical efforts usually performed by men



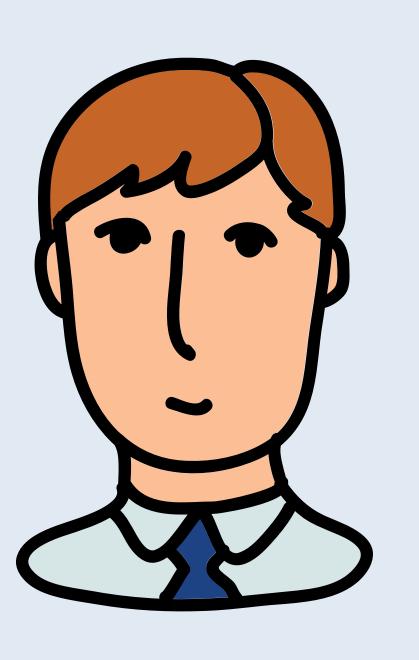


THE STATUS OF WOMEN IN JORDAN'S WATER SECTOR

Updated March 2019

Stereotyping: 53.6% of male interviewees think that many women need to develop their skills and abilities to reach senior positions in the water sector

Training: 43.7% of females disagree that equality is achieved regarding the training opportunities, especially for the external training



Career Development: 45% of females believe that men develop in their professions faster than females in their organization



Stereotyping:

Some say that women's leadership patterns are the result of their emotional nature and the influence of external/personal factors on professional life



Stereotyping: 49% of males have agreed that women have moderate ability to perform the same duties of men with the same degree of efficiency

RECOMMENDATIONS

