



جمعية النساء العربيات في الأردن
Arab Women Organization of Jordan

WOMEN'S RIGHTS IN JORDAN

DEC 1ST , 2023

UPR Info Pre-sessions

Sub-Issue - Economic Rights

- The enforcement of labour laws is weak, continuing the unfair treatment and blocking women's economic progress. Where
- Women are represented in the workforce by only 14% and ranked number 155 out of 156 countries.
- Teachers in private schools and women in the informal sectors suffer the most from exploitative conditions and wage gap, made worse by harassment at work and public transportation.
- Jordan should strengthen laws enforcement, enhance anti-harassment measures, and ensure job protections extend to all, especially in the informal sector.

Recommendations – Economic Rights

- Enforce labour laws more strictly to eliminate discrimination against women in the workplace, and ensure equal opportunities.
- Protect women workers in the informal sector from exploitative conditions and include them in the social insurance system.
- Amend Article 29 of the Labour Law to extend harassment protections to include harassment from co-workers (not only the employer, or the person acting on his/ her behalf).
- Extend maternity leave to align with international standards, (14 weeks instead of 10).
- Amend Article 72 of the labour law to mandate all employers to provide childcare facilities, regardless of the number of children or the parent's gender.

Sub-Issue - Gender-Based Violence (GBV)

- In the past few years, Jordan has established a law for domestic violence and set up public welfare institutions for protection.
- However, there are gaps: the law lacks a comprehensive definition of domestic violence and exclude GBV, as well as, protection schemes are inadequate.
- Recent developments include identifying these shortcomings and recognizing the need for more holistic support for GBV survivors.
- New needs include expanding the legal definition of violence, improving the sensitivity and capacity of staff in protection centers, increasing shelter availability, and integrating GBV awareness and prevention into school curricula.

Recommendations – GBV

- Amend Law No. 6/2008 and establish a clear and comprehensive definition of GBV that aligns with international standards.
- Implement mandatory training programs for law enforcement officials and public social workers.
- Provide comprehensive protection system for women seeking GBV services, including safe shelters that respect their personal freedom and self-determination, counselling, and free legal assistance.
- Integrate protection issues and GBV awareness into school curricula.

Sub-Issue - Personal Status Law (PSL)

- In the past four years, Jordan has debated changes to its Personal Status Law, particularly in addressing child marriage and marital rights and divorce. However, there has not been any positive change.
- While men can easily initiate divorce (talaq), women face more complex and financially challenging processes.
- Custody laws grant physical custody for women (if not remarried) and legal authority over children (wilaya) exclusively to fathers.
- Despite Jordan's ratification of CEDAW, reservations against Article 16 limit progress on equal marital and parental rights.
- New needs include reforming divorce and custody laws for gender equality, and fully committing to CEDAW provisions.

Recommendations – PSL

- Lift all reservations against the CEDAW convention and integrate its principles into the personal status law to guarantee equal rights in marriage, divorce, and child custody.
- Amend Article 223 to ensure mothers with physical custody are also granted legal guardianship of their children.
- Amend Article 173, enabling divorced and widowed women to remarry without losing custody rights.

Thank you

From all the members of our coalition:

- ❑ The Arab Women Organization
- ❑ Lutheran World Federation
- ❑ NAYA Community Center
- ❑ Zahr Al Rumman CBO