



# Gender in civil service in Jordan

# Fact and figures

	Indicator		males	females	total
	Total Population	Thousand	<b>52%</b>	<b>48%</b>	<b>5850</b>
<b>education</b>	Student population ratio	%	<b>30.9</b>	<b>32.5</b>	<b>31.7</b>
	Intermediate diploma	%	<b>6.6%</b>	<b>10.2%</b>	<b>8.4%</b>
	Bachelor and above	%	<b>14.6</b>	<b>10.7</b>	<b>12.7</b>
<b>Employment to Jordanian population ratio</b>		%	<b>57.5</b>	<b>10.8</b>	<b>34.5</b>
<b>Unemployment rate</b>		%	<b>10.7</b>	<b>28</b>	<b>14</b>
<b>education</b>	Community college graduate	%	<b>5.8</b>	<b>23</b>	<b>11.7</b>
	University graduate	%	<b>17.1</b>	<b>55.5</b>	<b>30.2</b>
<b>Age groups</b>	15-19	%	<b>19.4</b>	<b>26</b>	<b>13.6</b>
	20-24	%	<b>33.2</b>	<b>45</b>	<b>37.2</b>
	25-39	%	<b>34.7</b>	<b>49.1</b>	<b>39.6</b>
	40-54	%	<b>11.5</b>	<b>3.4</b>	<b>8.7</b>

# Fact and figures

- Jordan, in the last decades, has tremendous economic development, which has an enormous impact on the status of women.
- The number of women in civil service, and her participation in political activities have increased significantly.
  - ✓ Three women as Ministers,
  - ✓ Two secretary general and
  - ✓ Six women on the lower house of parliament ,
  - ✓ One woman as a judge
  - ✓ Every village council have one female member and if not elected the government assign one.

# Woman in Civil Service

- A larger proportion of the female labor force is in the public sector, in civil service women form (46%), numbering nearly 75000 women of the total employees in public sector 182005.
- Most of women work in the Ministries of Health and Education.

# Employees according to ministries and category

Category	First category			Second category			Third category	Contracts	Total
	male	female	total	male	female	total			
Ministry of Education	31482	37672	69154	4877	9638	14515	9699	46	93414
Ministry of Health	5977	3639	9616	3847	6155	10002	6740	70	26428
Others	11599	3708	15307	6987	3743	10733	18420	1058	45518
<b>Total</b>	<b>49058</b>	<b>45019</b>	<b>94077</b>	<b>15711</b>	<b>19536</b>	<b>35247</b>	<b>37061</b>	<b>1174</b>	<b>165360</b>

# Recruitment.

- According to civil service bylaw provisions, both females and males are ranked in the central applications pool after their degrees in their qualifications.
- Selection to fill posts is after passing competitive exams, and personal interviews.
- 72.3% of the applicants are females.
- 3.3% of females are appointed in 2008.
- Meanwhile, 6% of the vacancies are left to humanitarian cases.

# Number of job Applicants, those who applied, and who were appointed, according to gender and qualification for the year 2008

Qualification	Applicants			Appointed		
	Males	Females	Total	Males	Females	Total
University degree	43447	92265	135712	4543	3429	7972
Community collage	9645	46118	55763	911	1141	2052
<b>Total</b>	<b>53092</b>	<b>138383</b>	<b>191475</b>	<b>5454</b>	<b>4570</b>	<b>10024</b>

# Accumulated applicants and appointed on humanitarian cases according to case type and gender for (2008).

<b>Special cases</b>	<b>males</b>	<b>females</b>	<b>total</b>
<b>applicant</b>	<b>34</b>	<b>262</b>	<b>296</b>
<b>appointed</b>	<b>2</b>	<b>45</b>	<b>47</b>
<b>Aid fund</b>	<b>males</b>	<b>females</b>	<b>total</b>
<b>applicant</b>	<b>399</b>	<b>2544</b>	<b>2943</b>
<b>appointed</b>	<b>88</b>	<b>246</b>	<b>334</b>
<b>Disability</b>	<b>males</b>	<b>females</b>	<b>total</b>
<b>applicant</b>	<b>400</b>	<b>769</b>	<b>1169</b>
<b>appointed</b>	<b>76</b>	<b>78</b>	<b>154</b>
<b>Four members</b>	<b>males</b>	<b>females</b>	<b>total</b>
<b>applicant</b>	<b>501</b>	<b>890</b>	<b>1391</b>
<b>appointed</b>	<b>50</b>	<b>46</b>	<b>96</b>
<b>Total</b>	<b>males</b>	<b>females</b>	<b>total</b>
<b>applicant</b>	<b>1334</b>	<b>4465</b>	<b>5799</b>
<b>appointed</b>	<b>216</b>	<b>415</b>	<b>631</b>



# Training.

- In accordance with the provision of CS bylaw, both males and females compete on the available scholarships or training courses under the same criteria.
- Women attend and participate the same managerial and specialized courses related to career both which are identical to those of their male counterparts.
- Data related to dispatching shows that females don't participate in scholarships or long training courses due to social responsibilities towards her family .

## No. of dispatched employees according to their gender and department for 2008

department	male	female	total
Ministry of education	301	415	716
Ministry of health	12	22	34
Other departments	81	36	117
total	394	473	867

## No. of dispatched employees in training courses according to their gender and department for 2008

department	male	female	total
Ministry of education	14	5	19
Ministry of health	5	2	7
Other departments	50	11	61
total	69	18	87

# Retention Rates.

The turn over rate of civil service women is considered very low due to reasonable work hours, in addition to the benefits she has as healthcare coverage, education, skills training.

# Civil Service Bureau

- Civil Service Bureau (CSB) works together with Jordan National Commission for Women (JNCW) to enhance the concept of gender in Jordan.
- In 2000, CSB agreed to undertake an experimental gender mainstreaming initiative covering its basic structure, and its services in coordination with JNCW.

# Achievements

- CSB has an accumulated database for human resources including data related to gender.
- CSB opened an office to receive complaints, related to its work, either from Prime Ministry, Ombudsman Bureau, or the Person her/himself, the office studies these complaints and gives the best, available answers.
- CSB has a team working with the JNCW.
- CSB held workshops to identify gender concept to its employees.

# Achievements

- CSB revised most of the regulations and laws related to civil service to avoid discrimination in HR procedures.
- CSB's team work with JNCW in preparing the national gender reports as SEDAW report.
- CSB sponsors MA studies related to all aspects of HR as gender

# Civil Service Bylaw

- Cs bylaw articles does not discriminate according to gender in implementing human resources procedures.
- Maternity leave is extended from 60 days to 90 days with full pay.
- Woman can take an unpaid leave to look after her children if needed.
- After CS bylaw provision pregnant woman should not under take activities harmful to her physical health or pregnancy.

## Employment in public sector and Private sector in 2007

<b>Labor requirements</b>	<b>Public sector</b>	<b>Private Sector</b>
<b>Minimum wage</b>	<b>120JD</b>	<b>85JD</b>
<b>Working hours</b>	<b>7 hours</b>	<b>8 hours</b>
<b>Tenure</b>	<b>Security of tenure</b>	<b>Contractual</b>
<b>Paid maternity leave</b>	<b>90 days</b>	<b>70 days</b>
<b>Costs covered by</b>	<b>Government</b>	<b>Private sector employer</b>
<b>Lactation leave</b>	<b>None prescribed</b>	<b>1 hour per day</b>
<b>Nursery care</b>	<b>None prescribed</b>	<b>Fully funded on-site once 20 married women employed</b>



# Factors of Success

- ❖ The support of their Majesties King Abdullah II and Queen Rania.
- ❖ Policies toward woman empowerment applied by different governments.
- ❖ The National agenda with its three national dimensions:
  - ✓ Government & Policies.
  - ✓ Basic Rights and Freedoms.
  - ✓ Services.
- ❖ The establishment of commission that follow up woman's affairs entitled " Jordan National Commission for women".

# Issues to complete

Some regulations are still under process as:

- Maternity fund for women under social security.
- Raising the retirement age up to 55 for woman and 65 for men.
- Allocate a 20% quota for women in governorate councils to enhance women empowerment.

# Barriers

- ❖ Man's attitude towards woman's empowerment.
- ❖ Cultural attitudes towards gender concepts.
- ❖ Change starts from the family, school, universities then the whole society .
- ❖ Changing the attitudes of woman herself and her believe in gender concepts and her equality chances.

# Conclusion

Unless more steps are taken to change the mindsets of males and females who implement government policies in all governorates, reforms may have little effect towards women empowerment.