



WOMEN'S PARTICIPATION IN THE AGRICULTURAL SECTOR, RURAL INSTITUTIONS AND COMMUNITY LIFE



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IMPACT Initiatives
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EXECUTIVE SUMMARY

Context

Although the contribution of the agriculture sector to the Hashemite Kingdom of Jordan's (Jordan's) Gross Domestic Product (GDP) and labour force has declined over the last decades¹, women's participation in the agricultural sector remains a critical source of employment for the country's poorest citizens², and also serves as a major source of subsistence and food security in the country³. While only 2% of the total working-population in Jordan, and 0.9% of its total female labour force, was employed in agriculture as of 2014 according to the Food and Agriculture Organization of the United Nations (FAO)⁴, about 25% of the total poor in Jordan who live in rural areas continue to depend on agriculture as a primary source of livelihood.⁵

The agricultural sector in Jordan is also known to have the highest proportion of informal workers compared to other economic sectors.⁶ **Sixteen percent of women who work in the agricultural sector are informally employed, which is higher than the proportion of men (5%).**⁷ According to FAO, **women in Jordan are also actively involved in home-based agricultural activities**, typically managing small homestead gardens and looking after the family plot.⁸

Despite women's seemingly active role in the agriculture sector, **a review of existing literature and secondary data suggests that limited up-to-date**

information is available on the subject of women's involvement in the sector, possibly due to its informal nature. While some research exists on the challenges facing the agricultural sector in general,⁹ very limited up-to-date gender-disaggregated data is available on the challenges specific to women working in the sector.¹⁰

- 1 European Commission, 'Assessment of the Agricultural Sector in Jordan- Volume 1', (April 2012), p.17.
- 2 5% of the total poor in Jordan who live in rural areas depend on agriculture as a primary source of their livelihood. See also: European Commission, 'Assessment of the Agricultural Sector in Jordan- Volume 1', (April 2012), p.17.
- 3 See also: Department of Statistics (last accessed 21 August 2017); European Commission, 'Assessment of the Agricultural Sector in Jordan- Volume 1', (April 2012), p.16-17.
- 4 Jordan FAO Statistics database (last accessed 21 August 2017).
- 5 European Commission, 'Assessment of the Agricultural Sector in Jordan- Volume 1', (April 2012), p.17.
- 6 Tamkeen Fields for Aid, 'Forgotten Rights: the working and living condition of migrant workers in the agricultural sector in Jordan', (2014) p. 43-44.
- 7 United Nations Development Programme (UNDP), 'The Informal Sector in the Jordanian Economy' (2013), p.34-35.
- 8 Food and Agriculture Organization of the United Nations (FAO), Plan of Action: Resilient Livelihoods for Agriculture and Food and Nutrition Security in Areas of Jordan Affected by the Syria Crisis (2014), p. 39.

- 9 For example, a comprehensive assessment was conducted by EuropeAid in 2012 that covers a vast range of information on the agricultural sector in Jordan, including current legislative frameworks, stakeholders and challenges the sector faces in Jordan. Challenges facing the sector are also mentioned in policy papers, such as the FAO Plan of Action: Resilient Livelihoods for Agriculture and Food and Nutrition Security in Areas of Jordan Affected by the Syria Crisis, as well as a report by USAID from 2006, focusing on marketing and production challenges within the agricultural sector in Jordan, and how to overcome them.
- 10 The last research conducted concerning the situation of women in agriculture in Jordan specifically, along with women's economic activities in microenterprise and the formal sector, was by USAID in 1999. See also: USAID/ Women in Development Technical Assistance Project, 'Women's Economic Activities in Jordan: Research Findings on Women's Participation in Microenterprise, Agriculture and the Formal Sector' (July 1999). Furthermore, while secondary data does exist for challenges related to women's economic participation in Jordan in general, there is limited focus within these studies on challenges faced specifically by women who are participating in the agricultural sector. See also: REACH-UN Women, 'Women Working: Jordanian and Syrian refugee women's labour force participation and attitudes towards employment' (October 2016); Labor Watch, 'Women's Economic Participation in Jordan: Reality and Challenges of the Private Sector of women in the private sector' (March 2016); Social Institutions and Gender Index (SIGI), Statistics on general challenges of women in Jordan; World Bank, 'Hashemite Kingdom of Jordan, Jordan Country Gender Assessment: Economic participation, Agency and Access to Justice in of women in Jordan' (July 2013).

A greater understanding of women's roles and working conditions within the agriculture sector in Jordan, as well as the specific barriers and challenges they face is needed to **enable development and resilience actors to enhance women's ability to meet their livelihoods and food security needs through their engagement in this sector as well as to enhance the role of women in the rural economy as a whole.**

Assessment Background and Methodology

In light of these information gaps and given the relatively high importance of agricultural activities for rural women in Jordan, **between January and July 2017, REACH, in collaboration with UN Women, conducted an assessment on rural women and their role in the agriculture sector in four governorates across Jordan: Irbid, Mafraq, Balqa and Karak.** Agricultural areas within these four governorates were divided into three zones based on type of activity, similarities in climatic conditions, and other shared ecological and geographic features. The three identified zones consist of Northeast¹¹ (comprising most rural and peri-urban parts of Mafraq governorate), Rainfed Highlands¹² (comprising Rahab district in Mafraq, and most rural and peri-urban parts of Irbid, Karak and Balqa governorates), and Jordan Valley¹³ (comprising Ghour Safi in Karak governorate, Shouna Shamaliya in Irbid governorate, and Shouna Janoubiya and Dair Alla in Balqa governorate).¹⁴

The assessment's overall goal was to inform, through evidence-based recommendations, programming aimed at removing gendered barriers to rural women's participation in the agricultural sector in

11 Shared characteristics for this zone include higher prevalence of livestock-related activities, more arid/ desert climate and limited availability of water.

12 Shared characteristics for this zone include higher prevalence of small-scale and home-based agriculture, high elevation and mountainous terrain, prevalence of rainfed agriculture, and availability of fertile red soil.

13 Shared characteristics for this zone include higher prevalence of both home-based agriculture and large-scale commercial farming (especially fruit and vegetable production), prevalence of irrigated agriculture, and availability of fertile (black, mineral-rich) soil.

14 More information on the methodology of identifying these agricultural zones is provided on pages 15-16.

Jordan. In support of this, this assessment sought to improve understanding of rural women's role in the agricultural sector and of their leadership and community involvement, their specific activities and working conditions as well as challenges to their participation and compensation in the sector.

To meet these objectives, **a mixed methods approach was used comprising four phases:** secondary data review, 16 Key Informant (KI) interviews, 24 Focus Group Discussions (FGDs) and 1,154 household-level perception surveys. KI interviews were conducted with representatives from community-based organisations (CBO), government representatives, community leaders and other stakeholders working in Jordan's agricultural sector, as well as with KIs specialised on the concerned legal and policy framework. FGDs were conducted separately with Syrian and Jordanian women and men involved in agricultural activities. In addition, FGDs with women were stratified by the two main types of agricultural activity they engage in: home-based/ small-scale agriculture and labour in large-scale agriculture. Survey respondents included both Syrian as well as Jordanian women who had engaged in agricultural activities in the 12 months preceding the time of the survey.¹⁵

KEY FINDINGS

Overview of women's engagement in the agriculture sector in Jordan

- Findings indicate that rural **women in Jordan are actively or very actively involved in the agricultural sector.** They engage in a range of agricultural activities, encompassing both crop and livestock production, and are actively involved throughout the agricultural production process.

- Women who engaged in agricultural activities in the past 12 months were found to be from relatively **young age groups** (56% aged 18-40 years), **married with children** (79% married and 73% reportedly have

15 The sample for the survey was designed to provide statistically generalizable findings for women working in agriculture across the assessed areas, with a 99% level of confidence and 4% margin of error, as well as for women working in agriculture in each individual zone with a 95% level of confidence and 5% margin of error.

children), and with **low levels of education** (31% completed only up to primary education, 35% are reportedly illiterate).

- Economic factors (income generation and/ or the need to produce food for household consumption), personal/ familial circumstances (lack of alternatives, whole family working on farms, as a hobby), and having background knowledge and experience in the sector¹⁶ were found to be the **most significant factors motivating women to engage in agriculture**, reported by 93%, 52% and 32% respectively.
- **Economic factors were found to be especially important for women engaging in paid agricultural labour**, who are driven primarily by motivating factors such as income generation and the need to meet household expenses, as well as for women who lack alternatives or who are not trained to engage in other types of income generating activities. **Meanwhile, women were found to be engaging in home-based agriculture more out of personal preference**, either as a hobby or to produce food for household consumption. These motivating factors and variations within them are important to take into account when identifying avenues for programming.
- Reflective of income generation being one of the key motivating factors reported for women taking up agricultural activities, both quantitative and qualitative findings confirm that **women's engagement in agricultural activities has economic importance for their household**. An overwhelming majority of women who engaged in both paid agricultural labour and home-based agriculture in the past 12 months (81% and 79% respectively) perceived their involvement in these activities to be 'essential'

¹⁶ Background knowledge and experience includes women who have the relevant knowledge and experience due to prior engagement in the sector as well as women who undertake agricultural activities because it is customary and a common way of life for the women of the area. For Syrian women, this might include activities undertaken in Syria prior to their displacement or since their arrival in Jordan. The indicator "background knowledge and experience in agricultural activities", however, is based on respondents' self-assessment and does not refer to a specific timeframe.

or 'important' for their household. Respondents further affirmed that their capacity to contribute to their household's income enhanced their ability to independently take decisions within the household. Despite this perceived economic importance, it is worth noting that women working as paid agricultural labour earn relatively low wages, a reported average of 142 Jordanian Dinar (JOD)¹⁷ per month across all seasons. Overall, this goes to show that **enhancing women's engagement in agricultural activities can not only help support and further their personal and household well-being, but the benefits that they accrue from it can also strengthen the local economy** in rural agricultural communities.

Women's engagement in home-based agriculture

- **Home-based agriculture was found to be the most common type of agricultural activity undertaken by women in the past 12 months**, reported by 73%.¹⁸ Home-based agriculture appears to be more common among Jordanian women (97%, compared to 3% of Syrians), possibly due to their and their family's ability to own land. However, a majority of Syrian women (68%) also reported having engaged in home-based agriculture prior to their displacement, which indicates that they have a background in these activities and thus could benefit from opportunities to expand and sustain these activities in the longer term.
- The **extent of women's involvement in home-based agriculture did vary between seasons**, with spring and winter being the seasons during which most women engaged in this activity. This has important implications for livelihoods programming as it shows that women rely on home-based agricultural activities as a primary source of livelihood and income

¹⁷ Corresponds to 200.341 USD. (As of the exchange rate on 22.11.2017, 1 JOD corresponds to 1.41086 USD, cf. <http://www.xe.com/>)

¹⁸ According to both KIs and FGD participants, key defining characteristics of women's involvement in home-based agriculture include undertaking agricultural production from home, typically on family-owned or rented land, both for subsistence farming as well as to sell surplus in local markets.

generation more during certain periods of the year. Further, seasonal and geographic challenges were perceived to be one of the primary challenges being faced, which highlights the need to generate awareness about sustainable water management and land use strategies.

- **Overall, however, home-based agriculture appears to be an important source of livelihood for women, as reflected through the significant time committed** by women to this activity on an average monthly (21 days per month across seasons) and daily basis (4 hours per day across seasons). This importance of home-based agriculture indicates that women's role in the agricultural sector specifically, as well as in the rural economy as a whole, can be further enhanced if **support is provided to help them expand home-based agricultural production** so that they can accrue optimal benefit from these activities.
- **Despite women's seemingly active involvement in home-based agriculture, it was not found to be common for women to own the land being used for agricultural production**, with only 5% stating that they personally owned the land being used. In terms of the impact of lack of land ownership, KIs and FGD participants stated that it limits the scope of production activities that women are able to undertake, limits their decision-making capacity vis-à-vis production and marketing, and limits their access to microcredit to start agribusinesses as land/ material assets is usually required to collateralise loans.

Women's engagement as paid agricultural labour

- In comparison to home-based agriculture, **women's engagement in paid agricultural labour was found to be more limited, with 26%** women reportedly having engaged in this activity in the past 12 months.¹⁹
- Although women appear to be **committing a significant amount of their time to paid agricultural labour**, at an average of 22 days per month and 6 hours per day across seasons, **their engagement in**

¹⁹ This includes 13% women who engaged in home-based agriculture as well.

this activity did vary between seasons, with spring and summer being the seasons women were most typically engaged, at 62% and 58% respectively. This shows that agricultural labour is not a year-round source of employment but is important during some periods of the year. These seasonal variations should be taken into consideration for designing programming aimed at economic empowerment of rural women in Jordan.

- **Women engaging in paid agricultural labour primarily do so informally**, and a very small minority of women who worked in paid agricultural labour in the past 12 months reported having been employed through a contract. Further reflective of this, daily and hourly rates were the two most frequently reported manners in which women's pay is decided, at 48% and 36% respectively. KIs and FGD participants confirmed that involvement in paid agricultural labour is usually more common among women from poorer economic backgrounds, who are employed informally on commercial farms undertaking medium to large-scale production.
- Similarly, among Syrian respondents who reported having engaged in agricultural labour in the past 12 months, only **5% reported having a work permit**,²⁰ **while 3% stated they had tried to apply for a work permit for their work as paid agricultural labour**.²¹ Most frequently reported reasons for not having tried to apply for a work permit include women not knowing that they were eligible (33%), thinking

²⁰ Please note that this is 5% of the number of Syrian respondents who reported having engaged in paid agricultural labour in the past 12 months, which is 22/ 92 respondents.

²¹ While the proportion of Syrian women who do have work permits is small, it is worth noting that these are self-reported figures and survey enumerators did not verify if the women had valid work permits, in cases where they did report having them. Overreporting is likely especially because respondents might fear consequences if they were found to be working in agricultural labour without work permits. KIs and FGD participants also reported that one of the key barriers which might be limiting Syrian women's engagement in agricultural activities is their limited access/ inability to secure work permits and subsequent fear of being caught by Jordanian authorities for working without one. For the 3% of Syrian respondents who reportedly tried to apply for a work permit, it could be that their request was either rejected or they were still waiting to hear back from authorities.

that a work permit is not useful (31%), and/ or not considering it necessary for the kind of work they do (27%). This highlights the need to generate more awareness both about work permit regulations and application processes, as well as about the benefits of having a work permit.

- Overall, **lack of formal employment not only exposes women to potentially harmful working conditions, it also inhibits their access to social security and health insurance.**²² This thus highlights the need for programmatic support to both raise awareness among women about the benefits of formal employment, as well as to help them organise in unions or organisations to protect their legal rights as workers. On the other hand, there is also a need for higher-level legislative support, in terms of advocating for more stringent application of labour regulations, to ensure that employers provide at least minimum wages and decent working conditions for both men and women engaging in paid agricultural labour.

Women's engagement in rural institutions and community life

- **Women's seemingly active involvement in the agricultural sector**, be it in home-based activities or paid agricultural labour, **does not appear to be translating into enhanced community organisation.** Only 1% of women who engaged in agricultural activities in the past 12 months were reportedly organised in any formal or informal organisation, union or association.

22 However, according to a study conducted by the International Labour Organization (ILO) in 2017, work permits granted to Syrian refugees for the agricultural sector by the Ministry of Labour do not require social security registration unlike other sectors. This has negative implications for working conditions within the sector and highlights the importance of legislative interventions to further formalise agricultural jobs which take into account the need for inclusion of agricultural workers in social security. See also: ILO, 'Work permits and Employment of Syrian Refugees in Jordan: Towards formalising the work of Syrian Refugees' (2017), p. 11.

- **Lack of awareness,²³ perceptions of such organisations not being useful and lack of opportunities were the most commonly reported reasons for this limited participation**, at 57%, 35% and 24% respectively. This points towards the need for generating interest in and increasing awareness among women about the importance of such activities, as well as targeted programmes to train women on how such activities can be undertaken in an efficient and sustainable manner.

Challenges faced by women in agriculture

- Overall, women engaging in the agricultural sector are facing a range of challenges which could limit their ability to generate optimum benefits from their involvement in the sector. **Seasonal/ geographic challenges, socio-cultural challenges, and financial/ economic challenges were found to be the three most important types of challenges being faced**, at 39%, 24% and 20% respectively.
- **While reported challenges were relatively similar across the different zones, they did vary by type of agricultural activity.** In home-based agriculture, challenges related to production, such as limited access to natural, material and financial resources were found to be more pressing, whereas personal issues ('domestic responsibilities on top of work') as well as legal/ policy related issues,²⁴ were more important for paid agricultural labour.
- Therefore, in order to address challenges being faced, **there is a need for both programmatic interventions (such as awareness raising, technical capacity building and provision of material support) as well as advocacy efforts to reinforce implementation of existing legislations and introduce/ update policy**

23 'Lack of awareness' includes includes both unawareness of how to organise or take up community-based roles, as well as lack of awareness of whether there are such associations in the area that women could participate in.

24 In the case of agricultural labour, legal/ policy related challenges include 'challenges related to working circumstances', 'lack of legal protection', 'no access to health insurance and social security'. In the case of home-based agriculture, legal/ policy related challenges include 'lack of land ownership', and 'market regulation challenges'.

frameworks that incorporate gender-specific issues.

These interventions should also take into account the variations in findings for different demographic groups, as addressing certain types of challenges might be a greater priority for a specific group of women in specific parts of the country in comparison to others.

- Further reflective of this, **material and financial support** (including financial support and loans, and material support to enhance productivity) **was reported as the most important type of support needed to enhance women's engagement in home-based agriculture, whereas legislative/ policy support** (support obtaining formal employment, health insurance, social security and higher wages) **was reported as the most important type of support needed to enhance women's engagement as paid agricultural labour.** As with challenges, type of support needed was also found to vary by nationality and agricultural zone. Once again, these variations highlight the importance of proper targeting of programming and advocacy efforts if women's engagement in the sector is to be equitably enhanced for all demographic groups across the country.

Conclusion

Overall, given the importance of agriculture as an economic sector for rural livelihoods in Jordan, and women's own perceptions that their ability to generate income through agricultural activities does enhance their independence and decision-making capacity within the household, **removing gendered barriers to rural women's participation in the agricultural sector could contribute towards the overall economic empowerment of women** as well as towards ensuring inclusive socio-economic development for both men and women in rural parts of Jordan. To address some of these barriers and enhance the role played by women in agriculture and the rural economy, findings from

this assessment point towards four potential entry points for programming and advocacy.

Firstly, there is the scope to **strengthen technical capacities of women engaging in agricultural activities and to provide direct material and financial support.** This will enable women to enhance productivity, expand their home-based agricultural activities and, in subsequence, ensure that they are able to accrue optimum benefits from their engagement in these activities.

Furthermore, lack of awareness among women about the usefulness of community organisation and about the possibility to obtain better working conditions through formal employment highlights the need for **awareness-raising campaigns targeting these issues.** For women undertaking home-based agricultural production, awareness also needs to be generated about sustainable water management and land use strategies, as seasonal and geographic challenges were perceived to be one of the most important challenges being faced.

The legislative nature of some of the challenges reportedly being faced also highlights the need for higher level legislative/ policy support and active advocacy efforts. The latter could aim not only for the reinforced implementation of existing legislations such as labour regulations and women's rights to land ownership and inheritance, but also for the introduction of policies and regulations which adequately target gender-specific issues.

Finally, **by highlighting key variations between different demographic groups and agricultural activities, findings from this assessment can also help with the design of beneficiary targeting criteria** so as to ensure that interventions and advocacy efforts are tailored as much as possible to local contexts and varying primary needs of different demographic groups in different parts of the country are equitably addressed.

List of Acronyms

AARINENA	Association of Agricultural Research Institutions in the Near East and North Africa	KI	Key Informant
ACC	Agriculture Credit Corporation	MOA	Ministry of Agriculture
CBO	Community Based Organisation	MOL	Ministry of Labour
CEDAW	Convention for the Elimination of All Forms of Discrimination Against Women	NAIS	National Agricultural Information System
DoS	Department of Statistics	NCARE	National Centre for Agricultural Research and Extension
FAO	Food and Agricultural Organization of the United Nations	NGO	Non-Governmental Organisation
FGD	Focus Group Discussion	OECD	Organisation for Economic Co-operation and Development
GDP	Gross Domestic Product	RFSAN	Regional Food Security Analysis Network
GIS	Geographic Information System	SPSS	Statistical Package for the Social Sciences
GOJ	Government of Jordan	SSR	Self-Sufficiency Ratio
GPS	Global Positioning System	UN	United Nations
IDP	Internally Displaced Person	UNDP	United Nations Development Programme
IFAD	International Fund for Agricultural Development	UNHCR	United Nations High Commissioner for Refugees
ILO	International Labour Organization	USAID	United States Agency for International Development
ITS	Informal Tented Settlements	WEF	World Economic Forum
JNCW	Jordanian National Commission for Women	WFP	World Food Programme
JOD	Jordanian Dinar	WPR	Worker-Population Ratio
JOHUD	Jordanian Hashemite Fund for Human Development		

Geographical classifications

Governorate	The highest administrative boundary below the national level. Jordan is divided into 12 Governorates.
District and sub-district	The 12 Jordanian Governorates are further divided into districts and sub-districts.
Agricultural Zone	For the purpose of this assessment, primarily for sampling and analysis purposes, the four target governorates (Balqa, Irbid, Karak and Mafraq) were divided into three agricultural zones based on the prevalence and type of agricultural activity, climatic features, and shared ecological and geographical features.

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INTRODUCTION

Context

According to the Government of Jordan's Department of Statistics (DoS), **the agricultural sector in Jordan is one of the most important economic sectors in the country**, contributing to employing the country's manpower, serving as the main source of income for agricultural holders and their families, and providing basic food products for human consumption.²⁵ An assessment of the country's agricultural sector conducted by the European Commission in 2012 also found that although the contribution of agriculture to Jordan's labour force and its GDP in relative terms has been declining in recent decades,²⁶ **the sector remains a critical form of sustenance and employment for the country's poorest citizens**, especially in rural areas and the Badia,²⁷ and serves as **a major source of food security for people of the country**.²⁸ For instance, the gap in the country's self-sufficiency for milk and milk products has reduced from 50% in 1974 to 34% in 2010, primarily due to an increase in the number of dairy farms. Similarly, 38.5% of the national demand for red meat is locally produced and almost all of the consumption needs for fruits and vegetables are met by local production.²⁹

Despite this, according to statistics from the Food and Agriculture Organization of the United Nations (FAO), as of 2014, **only 2% of the total population in Jordan was employed in agriculture**.³⁰ According to the National Agricultural Information System (NAIS), **the sector employs 7% of the labour force in the country**.³¹ While this is a relatively small proportion of the population, it is still significant because of **the importance of employment in this sector in rural**

communities of Jordan: about 25% of the total poor in Jordan live in rural areas and depend on agriculture as a primary source of livelihood.³² Additionally, the agricultural sector in Jordan is also known to have the highest proportion of informal workers compared to other economic sectors.³³

In terms of **women's engagement in the agricultural sector** specifically, FAO statistics show that as of 2014, **0.9% of the country's total female population was employed in agriculture**.³⁴ While this is a small proportion, as stated above, this could be related to the high prevalence of informal employment in this sector. Indeed, according to a study conducted by the United Nations Development Programme (UNDP) in 2013, 16% of women who work in the agricultural sector are informally employed, which is higher than

25 Jordan Department of Statistics (last accessed 21 August 2017).

26 As per findings from past research, reasons for this decline include inability to keep up with the economic growth of other sectors, insufficient water and decrease in availability of agricultural land (for both cropping and pastoral purposes), increasing tendency among workers to move towards more technical sectors with better pay and working conditions, and a general unwillingness among youth to engage in the agricultural sector.

27 European Union and GOPA, 'Strategic Plan of the Agriculture Sector in Jordan' (January 2014), p.5.

28 European Commission, 'Assessment of the Agricultural Sector in Jordan- Volume 1', (April 2012), p.17.

29 Ibid, p.16.

30 Jordan FAO Statistics database (last accessed 21 August 2017).

31 National Agriculture Information System, About National Agriculture Information System (NAIS), accessed 21 May 2017.

32 European Commission, 'Assessment of the Agricultural Sector in Jordan- Volume 1', (April 2012), p.17.

33 Tamkeen Fields for Aid, 'Forgotten Rights: the working and living condition of migrant workers in the agricultural sector in Jordan', (2014) p. 43-44.

34 FAOStat, Jordan.

the proportion of men (5%).³⁵ Furthermore, a study conducted by the Association of Agricultural Research Institutions in the Near East and North Africa (AARIN-ENA) in 2012 states that a majority of rural women in Jordan provide unpaid agricultural labour in small to medium-sized family farms, and these women make up the largest section of the female population active in agriculture.³⁶ On the other hand, **women are also actively involved in home-based agricultural activities** and women in Jordan often manage small homestead gardens and are typically responsible for the family plot.³⁷

Agriculture is also increasingly becoming an important sector of employment for Syrian refugees in Jordan, both men and women. According to registration data from the United Nations High Commissioner for Refugees (UNHCR), as of January 2017, 12,000 Syrian refugees had an official work permit to work in the agricultural sector, while approximately 31,000 either have a background in agriculture or are working in sectors related to agriculture.³⁸ A study conducted by the ILO in 2015 also found that agriculture and construction are the two sectors within Jordan's labour market which have been most affected by the onset of the Syria crisis, and due to a sustained increase in employment of Syrians in these sectors, 30% of Jordanians who were employed in these sectors just before the crisis no longer work in them now.³⁹ Furthermore, agriculture was also among the three most frequently reported employment sectors for Syrian refugee women during a 2016 study conducted by REACH and

UN Women on women's labour force participation in Jordan.⁴⁰

Despite this role of both Syrian and Jordanian women in the agricultural sector, a review of existing literature and secondary data suggests that **limited up-to-date information is available on the subject of women's involvement in the sector in Jordan**, primarily due to the informal nature of their involvement in it. While there are sporadic mentions of women in reports concerning the sector as a whole, data is often not gender disaggregated and there appears to have been **limited in-depth research that highlights the differences between male and female participation.**

Women engaging in the agricultural sector also face a range of barriers and challenges, including those being faced by the agricultural sector as a whole. For instance, **water scarcity and lack of natural resources, especially arable land, are the most reported primary challenges facing the agricultural sector** in Jordan today,⁴¹ which is likely to be affecting women's home-based agricultural activities as well. Furthermore, **due to the informal nature of employment of women in agricultural labour, they could be vulnerable to harsh**

35 UNDP, 'The Informal Sector in the Jordanian Economy' (2013), p.34-35.

36 AARINENA, 'Women Empowerment for Improved Research in Agricultural Development, Innovation and Knowledge Transfer in the West Asia/ North Africa Region' (2012), p. 88.

37 FAO, Plan of Action: Resilient Livelihoods for Agriculture and Food and Nutrition Security in Areas of Jordan Affected by the Syria Crisis (2014), p. 39.

38 UNHCR-ICARDA, 'Agricultural Livelihoods for Syrian Refugees in Jordan' (June 2016).

39 Hillesund, Solveig and Svein Erik Stave, International Labour Organization (ILO) and Fafo, 'Impact of Syrian refugees on the Jordanian Labour Market' (2015), p.6, p.53-54, p.114.

40 The other two frequently cited sectors of employment for Syrian refugee women were accommodation and food services, followed by humanitarian work in NGOs or international organisations, usually on a cash for work basis. See also: REACH-UN Women, 'Women Working: Jordanian and Syrian Refugee Women's Participation and Attitudes Towards Employment' (2017), p.10.

41 With an average yearly rainfall of 101.2 mm, most of Jordan consists of arid land (90%) and semi-arid land (8%). Only 20% of the country receives 200 mm of rainfall per year, the minimum required for rain-fed agriculture. It is expected that by 2025, the demand for water will exceed the available water resources in the country by more than 26%. Furthermore, according to the previously cited study by AARINENA, only 4% of Jordan's total land surface is arable. Additionally, land available for agriculture has significantly reduced due to urbanisation and land fragmentation due to inheritance laws that distribute lands to several inheritors, reducing the average landholding size from 63 dunum in 1991 to 40 dunum in 2007. See also: The World Bank Group, Climate Change Knowledge Portal: Jordan (last accessed 30 May 2017); Ministry of Environment, Programme for Mainstreaming Gender in Climate Change Efforts in Jordan (November 2010); Ministry of Water and Irrigation, National Water Strategy 2016-2025; EuropeAid, Pre-identification mission: support to agricultural development in Jordan, 2012, p.80.

working conditions and might not have access to the legal protection and insurance needed to protect them from these conditions. A 2016 study on livelihood resilience in Jordan conducted by REACH and the Regional Food Security Analysis Network (RFSAN) also highlighted that there is a perceived lack of support to enhance women's employment in the agricultural sector, both in terms of material support (provision of financial support and/or equipment and inputs) and technical support (capacity building and vocational training).⁴²

However, as with women's roles in the sector, while there appears to have been quite a bit of research conducted on challenges facing the agricultural sector in Jordan as a whole,⁴³ **very limited gender-disaggregated data is available for these challenges and it appears there has been no updated research**

that focuses on challenges being faced specifically by women working in this sector.⁴⁴

In terms of the **legal framework that applies to women's work in general, and to women's involvement in the agricultural sector in particular**, there are no explicit laws and regulations prohibiting women's involvement in these aspects. In fact, Jordan has ratified several international treaties that are relevant to the position of rural women and their involvement in the agriculture sector. For instance, the 'Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW)' stipulates the principles of non-discrimination on the basis of sex, and calls for the elimination of discrimination against women in rural areas. In terms of national legislation, the main legislative framework for employment in the agricultural sector is provided by the 1996 Jordanian Labour Code. This set of laws contains provisions to ensure the protection of labourers in Jordan, which includes, amongst others, guarantee of a monthly salary and minimum wages, sick leave and the regulation of working hours. Article 97 (a) of the Jordanian Labour Law also stipulates that employees in any profession may establish a labour union for themselves, to protect their rights in employment, and this right applies to all workers, whether in the formal or informal sector.⁴⁵

42 Food and Agriculture Organization of the United Nations (FAO), Regional Food Security Analysis Network (RFSAN), REACH, 'Disaster Risk Reduction Assessment: Understanding Livelihood Resilience in Jordan' (October 2016).

43 For example, a comprehensive assessment was conducted by EuropeAid in 2012 that covers a vast range of information on the agricultural sector in Jordan, including current legislative frameworks, stakeholders, and challenges the sector faces in Jordan. Challenges facing the sector are also mentioned in policy papers, such as the FAO Plan of Action: Resilient Livelihoods for Agriculture and Food and Nutrition Security in Areas of Jordan Affected by the Syria Crisis, as well as a report by USAID from 2006, focusing on marketing and production challenges within the agricultural sector in Jordan, and how to overcome them.

44 The last research conducted concerning the situation of women in agriculture in Jordan specifically, along with women's economic activities in microenterprise and the formal sector, was by USAID in 1999. See also: USAID/ Women in Development Technical Assistance Project, 'Women's Economic Activities in Jordan: Research Findings on Women's Participation in Microenterprise, Agriculture and the Formal Sector' (July 1999). Furthermore, while secondary data does exist for challenges related to women's economic participation in Jordan in general, there is limited focus within these studies on challenges faced specifically by women who are participating in the agricultural sector. See also: REACH-UN Women, 'Women Working: Jordanian and Syrian refugee women's labour force participation and attitudes towards employment' (October 2016); Labor Watch, 'Economic participation of women in the private sector'; Social Institutions and Gender Index (SIGI), Statistics on general challenges of women in Jordan; World Bank, 'Economic participation of women in Jordan' (2013).

45 See also: http://www.hammourilaw.com/Hammouri_Resorces/Articals/labor_law__2.pdf.

While legislative frameworks conducive to women's engagement in the agricultural sector are in place, the World Bank states that the **implementation of laws and regulations can be problematic**, especially when conflicting with social norms.⁴⁶ Additionally, workers who are employed informally do not enjoy the aforementioned rights guaranteed by Jordan's labour legislation.

Overall, while barriers and challenges do exist, they also present **an opportunity for development and resilience actors in Jordan to leverage the agricultural platform as a means to enhance the ability of both men and women in meeting their livelihoods and food security needs through this sector**, especially in rural areas. In order to remove gendered barriers and promote an inclusive rural economy, a better understanding is thus required of the existing opportunities for and barriers to rural women's participation in agriculture and rural community life.

Report Outline

This report provides a detailed explanation of the assessment methodology, followed by a presentation

of the key assessment findings organised into the following sections⁴⁷:

- **Overview of women's engagement in agriculture in Jordan:** This comprises a presentation of women's demographic characteristics in the agricultural sector, as well as a presentation of the different types of agricultural activity they engage in.
- **Push factors for women's engagement in agricultural activities:** This section includes an overview of primary motivating factors for women to engage in the agriculture sector, which were found to vary by type of agricultural activity. It further presents a discussion about agricultural activities' economic importance for women as well as women's background in this sector.
- **Women's engagement in home-based agriculture:** Presenting defining characteristics, this segment discusses detailed findings in terms of women's specific roles, as well as the time they spend in home-based agriculture, the products they produce and the barriers they face in home-based agriculture.
- **Women's engagement as paid agricultural labour:** Looking into detailed defining characteristics of women's engagement as paid agricultural labour, this section analyses characteristics such as the type of farms where women work, the specific roles they assume and the working conditions under which they perform these roles.
- **Women's participation in rural institutions and community life:** This section discusses the extent to which women participate in community activities, and presents reasons for the limited involvement in rural institutions.
- **Challenges faced by women in the agricultural sector:** Providing an overview of challenges women face in agriculture, this section also presents challenges that

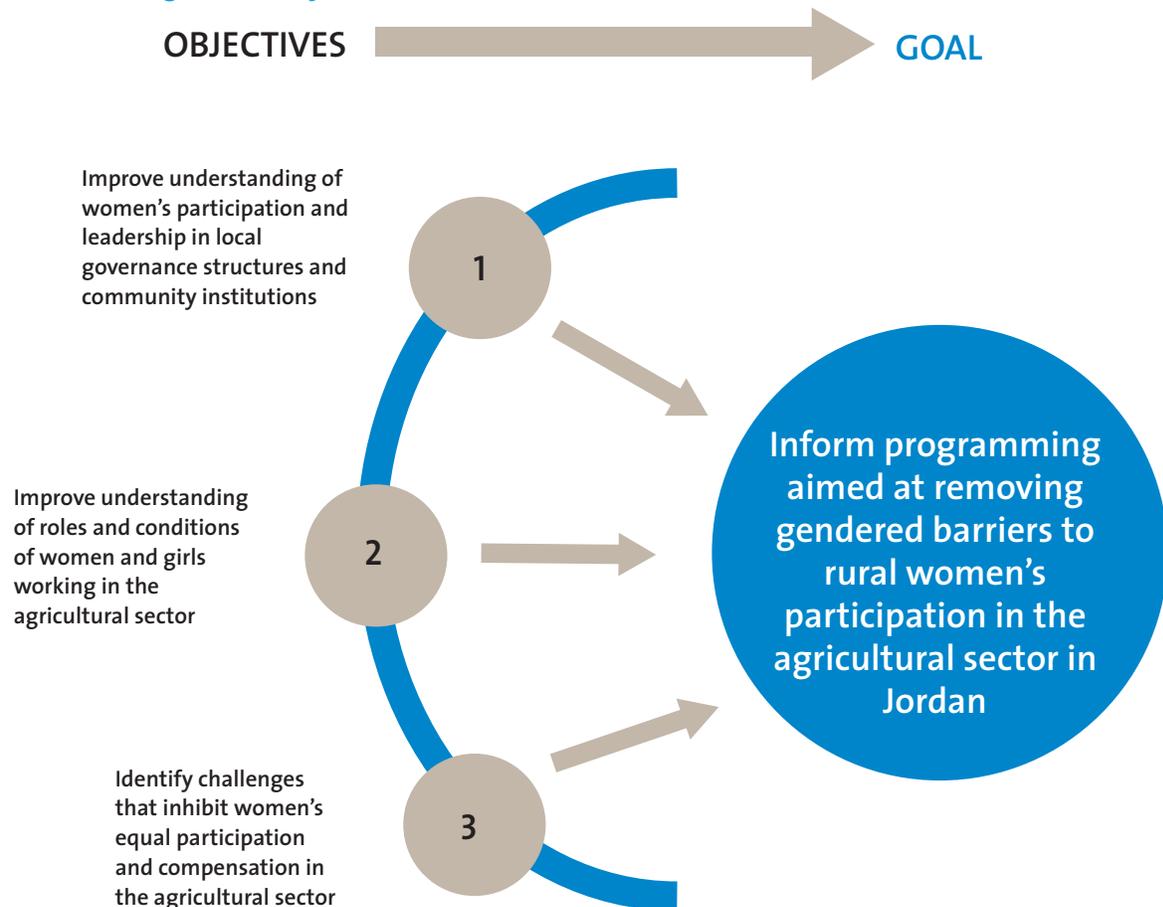
⁴⁶ The World Bank defines social norms in the Jordanian context as follows: "Social norms are not uniform – they vary based on a number of factors including social and economic status and rural versus urban locations. They are also influenced by religious factors, in the Jordan country context primarily Islam and Christianity, and non-religious traditions. [...] Social norms place a father or husband as the head of family, which gives him the role of guardian of the family and female members, and the responsibility to provide financial maintenance and make major decisions affecting the family. In return for financial maintenance, female family members are normally expected to defer to male family members in decision-making and control of economic assets. [...] In practice, social norms can act to restrict agency beyond the boundaries set by legislation and regulations. This may occur through a process of 'self-censorship', where individuals restrict their actions to conform to the societal view of behaviors that are and are not acceptable." World Bank, 'Economic Participation, Agency and Access to Justice in Jordan', (2013), p.61-62.

⁴⁷ Where relevant and if found to be significant, key findings have also been disaggregated by agricultural zone, type of activity, nationality, age group and other applicable criteria, to draw out further details which might be relevant for the programming and advocacy interests of key actors.

women face specifically in home-based as well as in paid agriculture and looks into challenges disaggregated by nationality and agricultural zone. Legal and policy related challenges are also discussed in further detail.

- **Primary support to enhance women’s role in agriculture:** Following up from the key challenges being faced by women in agriculture, this section will discuss the type of support that is reported to be needed to enhance women’s role in the sector, disaggregated by type of agricultural activity, nationality and agricultural zone.

FIGURE 1
Assessment goal and objectives



METHODOLOGY

Objectives of this assessment

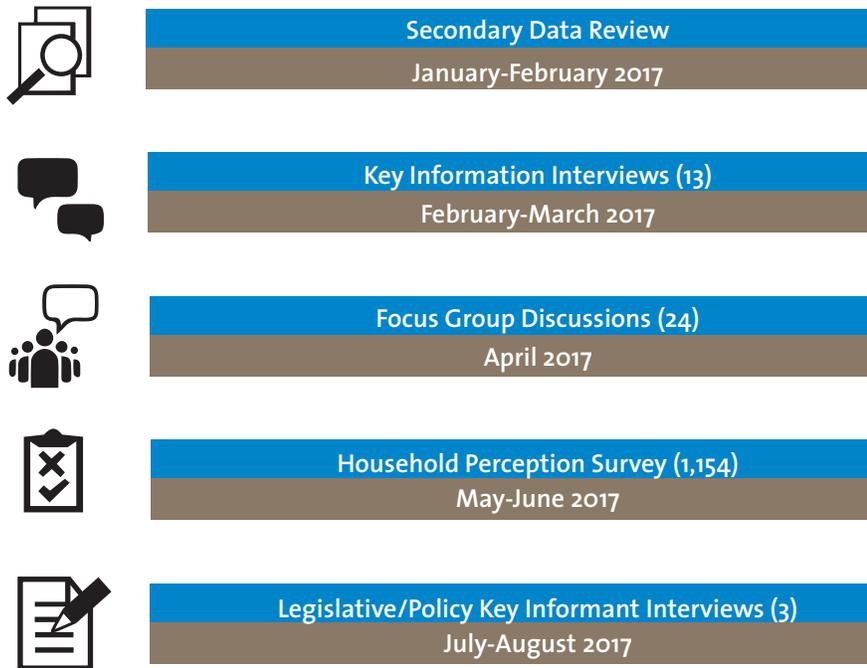
In light of existing information gaps and given the relatively high importance of the agricultural sector for rural women, **between January and July 2017, REACH, in collaboration with UN Women Jordan conducted an assessment on rural women and their role in the agriculture sector in four governorates across Jordan: Irbid, Mafraq, Balqa and Karak.**

The assessment's overall goal was to **inform, through evidence-based recommendations, programming aimed at removing gendered barriers to rural women's participation in the agricultural sector in Jordan.** In support of this, the assessment sought to improve understanding of rural women's role in the

agricultural sector, their leadership and involvement in rural community life, and challenges being faced therein (See Figure 1). Figure 1: Assessment goal and objectives

To meet research objectives and generate robust data on women's participation in the agricultural sector and rural community life, this assessment adopted a **mixed-methods, multi-stage approach, combining qualitative and quantitative methods.** Four key activities – secondary data review, Key Informant (KI) interviews, Focus Group Discussions (FGDs), perception surveys - were conducted between January and July 2017 (See Figure 2).

FIGURE 2
Methodology Overview and Assessment Timeline



This multi-stage approach was used so that each phase of data collection could serve as a basis to both inform the methodology of subsequent phases as well as to identify recurring themes that can be further explored and narrowed down in subsequent phases of data collection.

Targeted areas and agricultural zoning

This assessment was targeted at women working in the agriculture sector in predominantly agricultural areas (rural and peri-urban) in Balqa, Irbid, Karak and Mafraq governorates. For both analysis and sampling purposes, **agricultural areas within these target governorates were stratified into three agricultural zones based on prevalence and type of agricultural activity, similarities in climatic conditions and shared ecological/ geographic**

features. This classification was done because, for an agriculture-related assessment such as this one, these zones would reflect more accurately on experiences and challenges related to agricultural engagement based on shared climatic, ecological and geographic features, rather than administrative classifications.

While the zones were predetermined based on existing information, including insights from secondary data and REACH field staff, this zoning and further details regarding shared defining characteristics within each zone were confirmed through participatory mapping exercises during KI interviews and FGDs.⁴⁸ Table 1 below provides a detailed overview of this breakdown by zones, and criteria used for categorising these zones. Annex 1 also includes maps showing which specific areas within these zones were covered during FGDs and the survey.⁴⁹

TABLE 1:
Defining characteristics of agricultural zones, as identified for this assessment

	Zone 1: Northeast	Zone 2: Rainfed Highlands	Zone 3: Jordan Valley
Areas included	Most parts of Mafraq governorate	Parts of Mafraq (Rahab district), Irbid, Karak, Balqa, governorates	Ghour Safi, Shouna Shamaliya, Shouna Janoubiya, Dair Alla
Type of agricultural activity	Higher prevalence of livestock activities ⁵⁰	Higher prevalence of small-scale and home-based agriculture	Higher prevalence of both home-based agriculture and large-scale commercial farming (especially fruit and vegetable production)
Climatic features and farming practices	More arid, desert climate	Rainfed agriculture	Irrigated agriculture
Ecological features	Limited availability of water	Relatively high elevation (600 metres or more above sea level), mountainous, fertile (red) soil	Fertile (black, mineral-rich) soil

⁴⁸ Please refer to the Annex for the interview guides used for KI interviews and Question Routes used for FGDs.

⁴⁹ For a complete list of all districts/ sub-districts covered within each zone during the survey, please also refer to Annex 1.

Data Collection and Sampling

Secondary Data Review

Prior to primary data collection, a **comprehensive desk review of existing secondary data and literature on women in agriculture in Jordan** was conducted to identify key information gaps and themes which could be further explored. The desk review looked into a variety of documents and databases including annual reports from UN agencies and other stakeholders programming in the agricultural sector in Jordan, publications by ministries/ government agencies,⁵¹ publicly available legal and policy documents delineating the legislative framework of Jordan's agricultural sector, and past assessments conducted by REACH on relevant subjects.⁵²

Findings from the secondary data review directly fed into the development of interview guides for KI interviews and helped to inform the selection of topics and thematic areas for subsequent FGDs, and the

further exploration and by identifying key information gaps that directed data collection design.

Key Informant Interviews

In total, **16 KI interviews were conducted for this assessment, across two phases.** Firstly, following the preliminary desk review, 13 KI interviews were conducted (including four at the national level and three each at the zone level) with government representatives, community leaders and other stakeholders working in the country's agricultural sector. At the end of data collection, in July and August 2017, a few additional KI interviews were also conducted with national level stakeholders to gather more in-depth information on the legislative and policy framework governing the country's agricultural sector and women's involvement in this sector.

KIs were identified through both purposive and snowballing techniques. Initial KIs at the national level were

TABLE 2 :

Number of FGDs conducted, by agricultural zone and sample group

		SAMPLE GROUP					
		Women in home-based/ small-scale agriculture		Women working as labour in large-scale agriculture		Men working in agriculture	
		Jordanian	Syrian	Jordanian	Syrian	Jordanian	Syrian
AGRICULTURAL ZONE	Zone 1 (North East)	1	1	1	1	2	2
	Zone 2 (Rainfed Highlands)	1	1	1	1	2	2
	Zone 3 (Jordan Valley)	1	1	1	1	2	2
TOTAL NO. OF FGDs		24 (6-8 participants per FGD)					

context/ background section for this report. Overall, the secondary data review enabled this assessment to make optimal use of the pre-existing knowledge base, by utilising existing findings as a starting point for

identified through a stakeholder analysis, in consultation with UN Women. Following these interviews, a snowballing technique was used wherein interviewed

50 For the purpose of this assessment, livestock rearing activities were considered to be agricultural activities

51 These include publications from the Agriculture Credit Corporation (ACC), DoS and the National Centre for Agricultural Research and Extension (NCARE).

52 Past research conducted by REACH that were used for this secondary data review include: a UN Women-REACH 2016 assessment on Syrian and Jordanian women's livelihoods and employment, a FAO-RFSAN-REACH Jordan Disaster Risk Reduction assessment conducted in 2016, and a Food Security and Livelihoods assessment conducted in collaboration with FAO in 2014.

KIs were asked if they knew of relevant people within the different zones who could be contacted for further interviews, based on their work in and knowledge of the agricultural sector in these areas. Existing REACH networks from past assessments were also leveraged to identify KIs at the zone level.⁵³

Focus Group Discussions

In addition to the KI interviews, **24 FGDs were conducted in April 2017**, including **12 FGDs with women working in agriculture** (Syrian and Jordanian) and **12 FGDs with men working in agriculture** (Syrian and Jordanian).⁵⁴ In total, this resulted in six FGDs being conducted per agricultural zone.

For the female FGDs, in addition to stratification by nationality, focus groups were also stratified by what secondary data and KI interview findings revealed to be the **two most common types of agricultural activities being undertaken by women in Jordan** – home-based/ small-scale agriculture, and labour in large-scale agriculture (See Table 2). Focus groups were stratified in this way so that discussions could be tailored to each of these different groups of women, assuming that their experiences and challenges would be different because of the difference in types of activity.⁵⁵

Participants for FGDs were identified using purposive sampling approach, either through REACH pre-existing networks from past assessments in target areas, or through contacts for Community Based Organisations (CBOs) provided by KIs, or through field recruitment on the day itself. Locations for conducting FGDs were selected because of the high prevalence of people engaging in agricultural activities in these areas, as per insights from KIs and field knowledge

of REACH staff. Annex 1 shows the GPS points of the locations where FGDs were conducted, by zone and type of FGD attendance. Overall, the purpose of these FGDs was to explore key findings from the secondary data review and KI interviews, and to gain a deeper and more contextualised understanding of women's engagement in the agricultural sector.

Perception Survey

Building on findings from the preceding stages of data collection, a household-level perception survey was designed to generate statistically robust data on women's engagement in the agricultural sector, rural institutions and community life, as well as to quantify and measure the extent of key trends and challenges discussed during KI interviews and FGDs. In total, **1,154 surveys were conducted between May and June 2017, with women who had undertaken agricultural activities in the 12 months preceding the time of data collection.**

The sample was designed to provide statistically generalizable findings for women working in agriculture across the assessed areas, with a 99% level of confidence and 4% margin of error, as well as for women working in agriculture in each individual zone with a 95% level of confidence and 5% margin of error (See Table 3). Given that the sample was stratified by agricultural zones, findings reported across all assessed zones were first weighted according to the female population size within these zones.⁵⁶

Furthermore, the **sample also provides results generalisable by nationality and type of agriculture activity, albeit with a lower confidence level and higher margin of error** (See Table 3). Statistical significance for these two strata are lower because of the smaller number of respondents who were Syrians, compared to Jordanians, and the smaller number of respondents who

53 Please refer to Table 6 in Annex 3 for a detailed overview of KI interviews conducted, including a breakdown of the number of interviews conducted and the profiles of KIs interviewed.

54 Although the population of interest for the assessment was specifically women in agriculture, including men into the sample enabled the detection of disparities in perceptions between men and women, if any, and to discern gender-specific challenges in accessing the agricultural sector. In order to account for sensitive topics that could have come up during the discussions, female enumerators were deployed to conduct the FGDs with women, whereas FGDs with men were facilitated by male enumerators.

55 Please refer to the Annex for the different Question Routes used for each sample group.

56 The female population size for each zone was calculated by adding up the female population figures for each district/ sub-district included in that zone, as available from the 2015 census data of the Department of Statistics, Government of Jordan. Please refer to Annex 1 for a full list of districts/ sub-districts assessed in each zone and the female population figures for each of these districts/ sub-districts.

TABLE 3:

Overview of survey sample, by level of stratification

Jordan Valley	Northeast	Rainfed Highlands	Jordanian women	Syrian women	Home-based agriculture	Agricultural labour
384	385	385	1,033	121	1,034	239
95%	95%	95%	97%	92%	97%	93%
5%	5%	5%	4%	8%	4%	6%
1,154 (99% confidence level, 4% margin of error)						

reported having engaged in paid agricultural labour in the past 12 months.⁵⁷

Respondents for the survey were identified using random GIS sampling approach, an approach that REACH has developed and successfully implemented in a series of prior assessments in Jordan. This approach was used to ensure that women working in agriculture within each of the assessed zones had as close as possible to equal a chance of being selected for the survey. Please refer to Annex 1 for a detailed note on this approach, as well as for a full list and map showing the districts and sub-districts assessed during the survey.

Analysis

Since this assessment used a multi-stage approach, **data from each phase was analysed before initiating subsequent data collection phases**. This ensured that findings from each phase fed into the indicator and questionnaire design for the next subsequent phase. In each step of data analysis, findings were cross-checked with information obtained through the different types of data sources. This triangulation method helped to ensure that only validated

information is reported and that findings presented in this report are as robust as possible.

Data from the survey in itself was analysed using IBM’s statistical computer software, Statistical Package for the Social Sciences (SPSS). This enabled the **performance of statistical significance tests where necessary, especially to test relationships between different factors and themes**. As such, relationships between different factors and themes and disaggregation of findings by different demographic groups and agricultural zones have only been included if the Pearson’s chi-squared value for this disaggregation was found to be statistically significant. Stratification of focus groups by gender, nationality and types of agricultural activity also enabled the drawing out of interesting disaggregation of qualitative data to provide more in-depth information of core themes discussed.

Challenges and Limitations

Below is an outline of the challenges experienced during data collection and analysis, respective mitigation strategies adopted, and any limitations that might exist in data reported.

- **Challenges faced during data collection:** On two occasions, difficulties were faced in identifying respondents for the assessment as per required selection criteria. These specific occasions are outlined below, along with mitigation steps taken to ensure that the required information was collected:

⁵⁷ The survey questionnaire was divided into loops, with a set of questions only opening if respondents selected that loop. For example, if respondent said ‘Yes’ for having engaged in paid agricultural labour in the past 12 months, a specific set of questions came up related to their work as agricultural labour, which would not open otherwise. Please refer to the Annex for the complete survey questionnaire.

1. During FGDs, difficulties were faced in finding Syrian FGD participants in the Jordan Valley. Field visits revealed that this was because by the end of spring season (around the time these FGDs were being conducted), Syrians who had moved to the Jordan Valley at the end of winter to find agricultural work, had moved back to Mafraq where agricultural work is more extensive during summer. Based on these insights, REACH adjusted the selection criteria and conducted the required FGDs with Syrians in Mafraq who had moved back from the Jordan Valley in the past month, while discussing their experiences from the Jordan Valley.
 2. During the perception survey, when the GPS points were near large agricultural farms, difficulties were faced in finding female respondents who had engaged in agricultural work in households either in or within a 250-meter radius of these farms. After the pilot, it was thus decided that a snowballing approach should be used i.e. if respondents don't meet required selection criteria in households within a 250-meter radius, enumerators would drive to the next large farm and continue the process till the required number of interviews for that point were conducted.
- **Sample weighting:** For quantitative findings generalised across all assessed zones, results needed to be weighted by zone population to ensure that samples are proportional to the actual population size of each zone. However, since population data was not available for women working in agriculture in each of the assessed areas,⁵⁸ female population data for each assessed district/ sub-district was used as a proxy for the female population that are engaging in the agricultural sector in each of these areas. While this may have a potential impact on reported results, using female population data as a proxy for the proportion of female population that engaged in agriculture can be considered accurate given that each of the assessed areas were particularly targeted for their high prevalence of agricultural activities, and the fact that most of the population within these areas is likely to be engaging in some type of agricultural activity.
 - **Lower statistical significance level of data for Syrian women and women working as paid agricultural labour:** Within the different stratifications in the survey sample, the number of Syrian respondents and the number of women working as paid agricultural labour were relatively low. As a result, while the findings for these groups are still statistically significant, the confidence level is lower in comparison to that for Jordanians and women who engage in home-based agriculture (See Table 3).
 - **Data related to the legislative and policy framework:** A key objective of this assessment was to understand the legislative and policy framework governing the agriculture sector in Jordan and how this may be affecting women's engagement in it. During the initial round of KI interviews, difficulties were faced in obtaining this information. Although additional KI interviews were conducted at the end of data collection with stakeholders who could specifically inform on this aspect, the information gathered was still not found to be to the level of detail required. Where possible, information provided by KIs was cross-checked and triangulated with information available through secondary data sources. However, due to the limited number of such sources that are publicly available, data presented in this report vis-à-vis the legislative and policy framework might not be as thorough or comprehensive as data presented for other thematic areas.
 - **Limitations in randomisation obtained of survey sample:** Generating a random sample of a specific demographic group working in a specific sector, especially if this involves informal work, is challenging, and did prove to be challenging for this particular survey. While several steps were taken to ensure randomisation was obtained as much as possible (please refer to Annex 1 for a note on random sampling approach used), this still represents a key limitation in the survey and should be taken into consideration when reviewing results presented in this report.

⁵⁸ Even if up-to-date population data for women who work in the agricultural sector was available, it would have been difficult to obtain this accurately as this data would exclude women who are engaging informally as well as Syrian refugee women working in the sector.



FINDINGS

FINDINGS

According to both KIs as well as male and female participants of FGDs, **women are actively or very actively involved in the agricultural sector in Jordan**. Reportedly, **women engage in a range of agricultural activities, encompassing both crop and livestock production,**

and are actively involved throughout the production process, starting from ploughing/ preparing ground, planting seeds and rearing of livestock, up until the harvesting, processing and marketing of produce.

1. OVERVIEW OF WOMEN'S ENGAGEMENT IN THE AGRICULTURAL SECTOR IN JORDAN

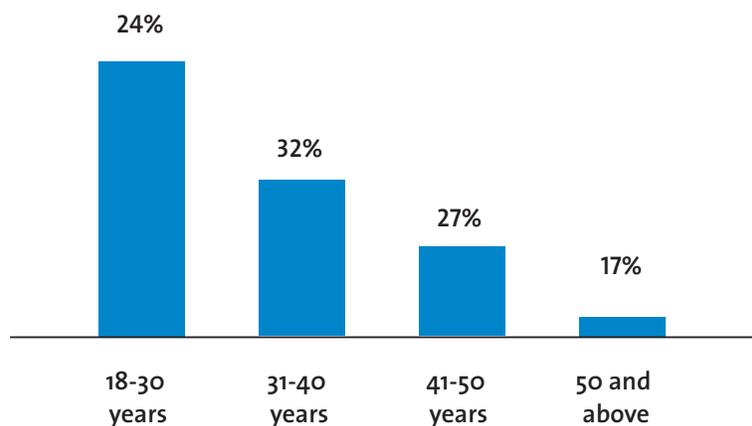
1.1 Demographics

Across assessed areas, women who engaged in agricultural activities in the past 12 months⁵⁹ were found to be **relatively young** (56% aged 18-40 years), **married with children** (79% married and 73% reportedly have children), and with **relatively low levels of education** (31% completed only up to primary education, 35% reportedly illiterate). In addition, a majority of women engaged in agricultural activities (62.5%) reported not being the head of their household. However, this number was found to vary by type of agricultural activity, as detailed below. No significant variations in demographic profiles were found between agricultural

zones. This demographic profile is also in line with what was found through the preliminary desk review and KI interviews.

Possibly reflective of women belonging to younger age groups, most women who engage in the agricultural sector were not found to be facing severe health concerns. **While 13% reported facing difficulties in walking/ climbing stairs, less than 10% reported experiencing other health-related concerns** such as difficulties with sight, remembering/ concentrating, hearing, washing or dressing, and communicating.⁶⁰

FIGURE 3:
Age of female respondents that engaged in agricultural activities in the past 12 months



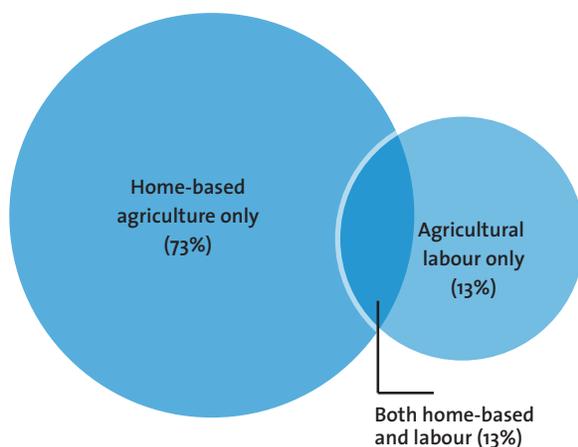
⁵⁹ For all quantitative findings reported in this chapter, readers should take note that these are for women who reported engaging in agricultural activities in the 12 months preceding the time of data collection i.e. May-June 2017.

⁶⁰ Among those respondents who did report any of the above-mentioned health concerns, highest number of respondents who perceived reported health concerns to impact their ability to engage in agricultural activities was for those who reported difficulties with walking/ climbing stairs (98/138 respondents), followed by those who reported difficulties with sight (66/102 respondents).

1.2 Type of agricultural activities undertaken by women in the past 12 months

Home-based agriculture was found to be the most common type of agricultural activity undertaken by women in the past 12 months, reported by 73% across assessed areas.⁶¹ Meanwhile, 13% engaged in paid agricultural labour, while 13% undertook both home-based and paid agricultural labour (See Figure 4).⁶²

FIGURE 4:
Type of agricultural activity undertaken by women in the past 12 months



61 According to KIs and FGD participants, women's involvement in home-based agriculture in Jordan is usually on a small or medium scale and typically involves them undertaking agricultural production activities from home, either on family-owned or rented land, both to produce food for household consumption and/ or to sell surplus in local markets.

In addition to these two being the most common form of involvement in the agricultural sector among women, a few KIs also discussed women's involvement in **other small or medium scale agricultural production initiatives**, such as through local community associations and cooperatives. However, such involvement is reportedly not as common as their involvement in home-based agriculture and agricultural labour. A report by AARINENA further states that the largest segment of women who engage in agriculture in Jordan conduct agricultural activities in the framework of their families and as extension of their domestic duties, while a proportion of women is also active in agricultural labour.⁶³

In terms of **geographic variations** of these agricultural activities, **home-based agriculture was found to be most common in the Rainfed Highlands**, where 98% women reportedly engaged in this activity in the past 12 months. Meanwhile, the **highest proportion of women who engaged in both home-based agriculture and paid agricultural labour in the past 12 months was in the Jordan Valley** (See Figure 5). This is reflective of the fact that the Jordan Valley is the primary agricultural production zone in the country, where the sector serves as one of the most important sources of livelihood for the people living in this zone. For instance, a report published by AARINENA in 2012 found that the Jordan Valley is characterised by intensive large-scale agricultural activities that are irrigated and mostly consist of the cultivation of fruits and vegetables.⁶⁴

62 Readers should take note that while women were asked about their overall engagement in agriculture in the past 12 months, in terms of engagement in specific activities, the survey only asked women about their engagement in home-based agriculture and paid agricultural labour. Therefore, if any other types of activities were undertaken in addition to these two, these are not reflected in the findings. Please refer to Annex for the complete survey questionnaire.

63 AARINENA, Women Empowerment for Improved Research in Agricultural Development, Innovation and Knowledge Transfer in the West Asia/ North Africa Region (2012), p.88.

64 Ibid.

FIGURE 5:

Type of agricultural activity undertaken by women in the past 12 months, by agricultural zone



Key defining characteristics of home-based agriculture and paid agricultural labour

According to both KIs and participants of FGDs, some of the key defining characteristics of women’s involvement in **home-based agriculture include undertaking agricultural production activities from home, either on family-owned or rented land**, both to produce food for household consumption as well as to sell surplus in local markets.

Meanwhile, women’s engagement **as agricultural labour is reportedly common among women from**

poorer economic backgrounds, who are usually **employed informally on these farms** (See Table 4). Indeed, the previously reported report by AARINENA states that the majority of rural women in Jordan work as unpaid agricultural labour in small to medium-sized family farms, and that these women make up the largest section of females active in agriculture.⁶⁵ Because of this, it is also likely that female participation in agricultural labour is underreported due to the informal nature of this participation, especially considering that the agricultural sector is among the economic sectors with the highest rates of female informal employment (16%).⁶⁶

TABLE 4:

Key defining characteristics of women’s involvement in home-based agriculture and paid agricultural labour, as reported by KIs and FGD participants

Nature and setting of work	Agricultural production activities undertaken out of home, on family- owned or rented land	Usually women who are informally employed and working as labourers in commercial farms
Typical profile of women engaged in this type of work	More common among Jordanian women, due to their family’s ability to own land	Common for women from poorer economic backgrounds, and also becoming increasingly common among Syrian refugee women
Socio-cultural factors	Common form of engagement among women because it enables women to work from home while also focusing on domestic responsibilities	Due to cultural reasons, women’s engagement in agricultural labour is perceived negatively by people in the community

65 Ibid.

66 UNDP, The Informal Sector in the Jordanian Economy, op.cit., p.34.

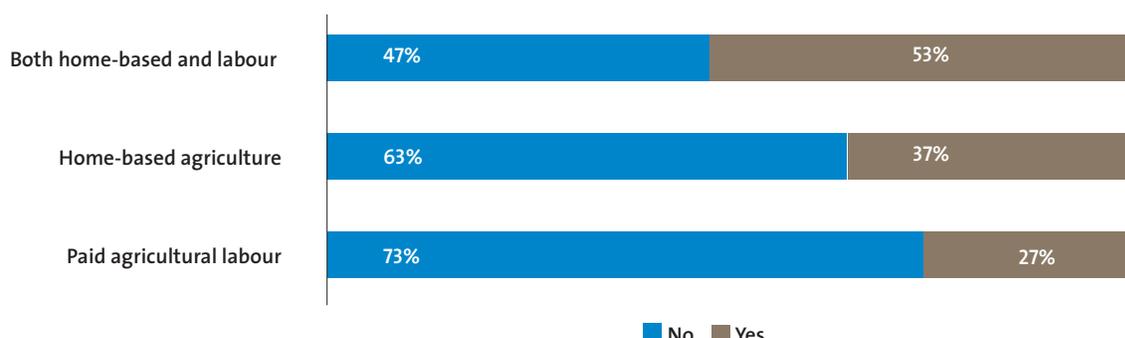
In terms of home-based agriculture, findings from KI interviews further indicate that the **national legislative framework in Jordan is conducive to women’s self-employment through home-based agricultural activities**, as ‘food manufacturing professions’ is one of the household occupations covered under Article 6 of the Occupational Licenses Law No.20 of 1985. Specifically, this article issues instructions for the licensing of practicing the profession from inside the house, so that men or women are able to work legally from home and start their projects with lower costs and burdens. KIs from the Jordanian National Commission for Women (JNCW) also highlighted the relevance of the National Strategy for Jordanian Women (2013-2017) in this context as it is concerned with the economic, political and social empowerment of women and explicitly outlines objectives to enhance women’s entrepreneurial engagement by 2017. Furthermore, the Ministry of Labour’s Self-Employment Initiative which was launched in 2012 also provides women with relevant training and supports them in starting up business projects.

Demographic profile by type of agricultural activity

Engagement in home-based agriculture was found to be more common among Jordanian women: 97% of women who engaged in home-based agriculture in the past 12 months were Jordanian, compared to only 3% Syrian. According to both KIs and FGD participants, the higher level of involvement of Jordanian women in this activity is linked to their or their family’s ability to own land, unlike Syrians. KIs further added that Syrians frequently move and/ or live in Informal Tented Settlements (ITS) which limits their ability to engage in home-based agricultural activities.

Interestingly, women who engaged in both home-based agriculture and paid agricultural labour in the past 12 months were found to be more likely to be the head of their household: 53% who engaged in both these activities reported being the head of their household, compared to 37% for home-based agriculture and 27% for agricultural labour (See Figure 6).

FIGURE 6:
% of women who reported being the head of their household, by type of agricultural activity



This finding might indicate that women’s involvement in the agricultural sector is being driven, to a large extent, by their financial circumstances and the need to generate income to meet household expenses. In other words, one could derive from this that a woman who is the head of her household is more likely to engage in both types of agricultural activities as it increases her sources of income and enables her to provide better for the needs of the people in her household. Indeed, the most commonly reported motivating factor by

women who engaged in agricultural labour in the past 12 months was to generate income in order to meet household expenses, while selling products and generating income was one of the three most frequently reported motivating factors for women in home-based agriculture. Motivating factors for women’s involvement in agriculture will be discussed in more detail in the next section of this report.

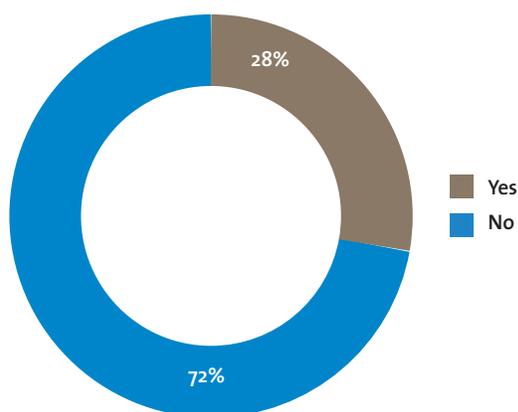
The greater economic need for female-headed households is also confirmed by secondary data. According to the International Fund for Agricultural Development (IFAD), households headed by females tend to be the poorest and most economically vulnerable in the country. For example, 44% of female-headed households own agricultural land, compared to 68% in the case of male-headed households. Possibly as a result of this, only 21% of female-headed households received loans for agricultural development, compared to 43% for male-headed households.⁶⁷

Children’s engagement in agricultural activities

Among women who have school-aged children,⁶⁸ **28% stated that their school-aged children also participated in agricultural activities ‘often: few times a week’ or ‘sometimes: few times a month’** (See Figure 7).⁶⁹ However, in general, women did not perceive this involvement to be affecting their children’s ability to attend or perform in school. For instance, among those respondents who stated that their school-aged children had also engaged in home-based agriculture, only 11% perceived this engagement to affect their children’s ability to attend and perform in school ‘often’ (3%) or ‘sometimes’ (8%).

FIGURE 7:

% of women whose school-aged children participated in agriculture ‘often’ or ‘sometimes’



67 IFAD, ‘Enabling the Rural Poor to Overcome Poverty in Jordan’ (October 2007), p.2.

68 For this survey, school-aged children was defined as children aged 5-17 years.

1.3 Summary

Overall, women engaging in the agricultural sector in Jordan are likely to belong to younger age groups, be married with children and have relatively low levels of education. The dominant type of agricultural activity that these women engaged in during the past 12 months was found to be home-based agriculture. Furthermore, more than one-fourth of the women who have school-aged children reported that these children also engage in agricultural activities occasionally. However, this engagement is not perceived to be affecting their attendance or performance in school.

Demographic characteristics were not found to vary significantly between agricultural zones, although they do differ by the type of agricultural activity being undertaken. Such variations could have important implications for programmatic design and targeting. For instance, women who are the head of their household and engaging in both home-based agriculture and agricultural labour are likely to have more pressing financial and material support needs than women who are not the head of their household and undertaking home-based agriculture.

69 While 28% is a small minority relatively speaking, it is still quite significant when looking at statistics related to children’s engagement in economic activities overall in the wider national context. A National Child Labour Survey conducted in 2016 found that about 2% of Jordanian children are engaged in economic activities (about 75,982 children). When looking at children’s engagement by type of economic activities, engagement in the agricultural, forestry and fishing sector in Jordan was found to be the second most important at 27%, second only to wholesale and retail trade sector at 29%. This is also reflected in the finding that children living in urban areas were found to be slightly less involved in economic activities than children from rural areas, 2% for urban children in comparison to 3% for rural children. Furthermore, while Syrian children were more involved in economic activities overall, with a worker-population ratio (WPR) of 3% compared to 2% for Jordanian children, Jordanian children were actually much more involved than Syrian children in the agriculture sector, at 32%, compared to 10% for Syrians. See also: Center for Strategic Studies, University of Jordan, The National Child Labour Survey 2016 of Jordan (August 2016), p.18, 30.



FACTORS MOTIVATING WOMEN'S ENGAGEMENT IN AGRICULTURAL ACTIVITIES

2. FACTORS MOTIVATING WOMEN’S ENGAGEMENT IN AGRICULTURAL ACTIVITIES

This section will look into factors motivating women’s engagement in the agricultural sector in more detail. It will then discuss what implications these motivating factors may have for efforts being made to remove barriers to women’s more active participation in the agricultural sector.

2.1 Overview of most reported motivating factors

In terms of what motivates women to engage in the agricultural sector, **economic factors such as production of food for household consumption and income generation** were found to be the most common, reported by 93%.⁷⁰ **Personal/ familial circumstances (lack of alternatives, whole family working on farms, as a hobby)** were also reported by a majority of women, at 52%. **Having background knowledge and experience in the sector** appears to be another key motivating factor, reported by 32% of women who engaged in agriculture in the past 12 months.⁷¹

Having background knowledge and experience was found to be more important for women of older age groups (44% of those aged 51 and above, compared to an average of 33% across all age groups), **and for women in the Jordan Valley and Northeast Zones** (33% in both cases, compared to 17% in the Rainfed Highlands).⁷² Such variations are important because of their implications for developing targeting criteria for training and awareness-raising programmes aimed at enhancing women’s capacity in agricultural

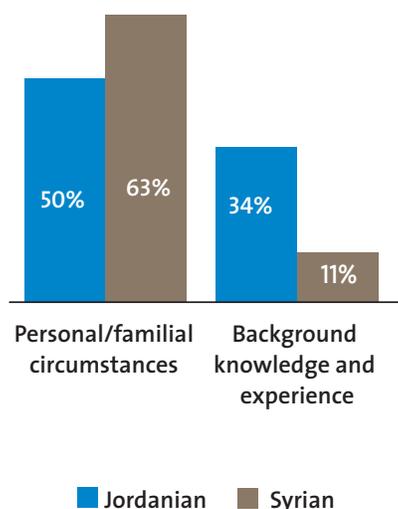
70 Multiple responses could be provided for this question. Please refer to Annex for the complete survey questionnaire.

71 Background knowledge and experience includes women who have the relevant knowledge and experience due to prior engagement in the sector as well as women who undertake agricultural activities because it is customary and a common way of life for the women of the area. For Syrian women, this might include activities undertaken in Syria prior to their displacement or since their arrival in Jordan. The indicator “background knowledge and experience in agricultural activities”, however, is based on respondents’ self-assessment and does not refer to a specific timeframe.

72 Please note that this report only includes variations for motivating factors for which statistically significant differences were found as per Pearson’s chi-square test.

production. In other words, women with prior knowledge and experience in the sector are more likely to benefit from advanced capacity-building programmes (such as new technologies to enhance productivity, sustainable land management and water use techniques, innovative marketing strategies) than women who do not have this background.

FIGURE 8:
Factors motivating women’s engagement in the agriculture sector, by nationality



Factors motivating women’s engagement in the agricultural sector were also found to vary by nationality. While **personal/ familial circumstances were more frequently reported by Syrian women** engaging in agriculture, **having background knowledge and experience appears to be more important as a motivating factor for Jordanian women’s** engagement in the sector (See Figure 8). This is also reflected in findings from FGDs during which Syrian women more frequently discussed their reliance on agricultural work as a primary source of income, especially given their limited access to alternative opportunities. Reflective of this, 57% of Syrian women stated ‘lack of alternatives/ not trained for anything else’ as a factor

motivating their engagement as paid agricultural labour, compared to 36% of Jordanian women.

2.2 Motivating factors by type of agricultural activity

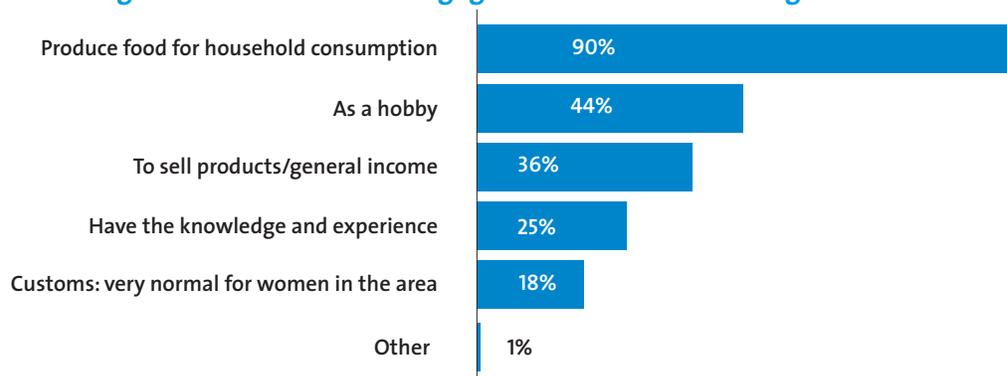
Reported **motivating factors were also found to vary to a large extent by the type of agricultural activity women are undertaking.** For instance, personal circumstances appear to be more important for women’s engagement in paid agricultural labour, whereas background knowledge and experience were found to be more important in agricultural labour. In other words, while **women are more likely to be engaging in home-based agriculture out of personal preference** (for instance, as a hobby or to produce food for household consumption), their **engagement as paid agricultural labour appears to be driven more**

by economic necessity and financial circumstances. These findings are similar to what was discussed during KI interviews and FGDs.

Factors motivating women’s engagement in home-based agriculture

As shown in Figure 9 below, the three most frequently reported motivations for women’s engagement in home-based agriculture include **production of food for household consumption (90%), as a hobby (44%) and selling of products to generate income (36%).** In addition to these factors, during FGDs, women also discussed the **ability to undertake production from home and simultaneously undertake domestic responsibilities** as one the primary motivating factors for their engagement in home-based agriculture.

FIGURE 9:
Motivating reasons for women’s engagement in home-based agriculture



Interestingly, **‘to sell products/ generate income’ was found to more important as a motivating factor for women in the Jordan Valley**, with 41% women citing this as their motivation in this zone, compared to the average of 32% across all zones. This shows that women in the Jordan Valley are more likely to be relying on home-based agriculture as an economic and income-generating activity, and thus more likely to be engaging in the commercial and marketing aspects of agricultural production. In terms of implications for advocacy and programming, this implies that women in this zone are more affected by market regulations and availability or the lack of marketing opportunities. As such, women in the Jordan Valley are

more likely to benefit from targeted training sessions to increase their awareness of market regulations and innovative technologies to enhance productivity, as well as from increased opportunities for marketing agricultural products.

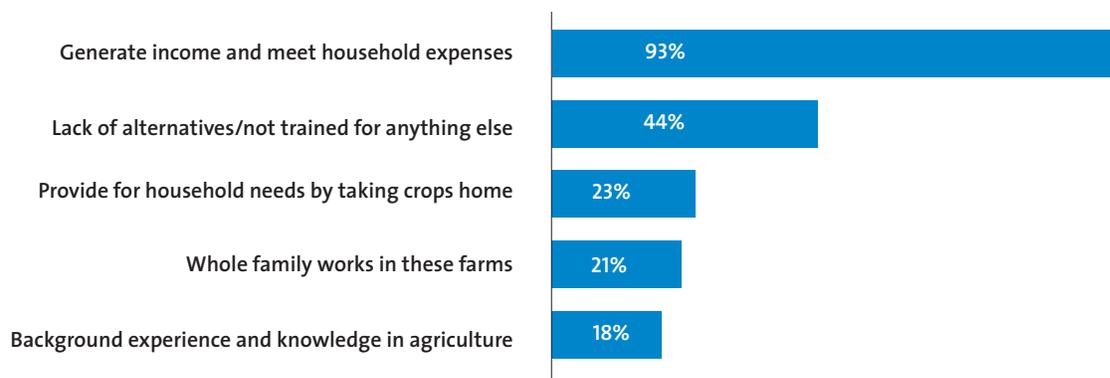
Factors motivating women’s engagement as paid agricultural labour

Unlike factors motivating women’s engagement in home-based agriculture, **women’s engagement as paid agricultural labour appears to be driven more by financial need**, with **generation of income to meet household expenses** being the most frequently

reported reason for this engagement (See Figure 10). This is followed by a perceived **lack of alternatives and perceptions of not being trained for anything else**. These perceptions are further corroborated by the finding that women who engaged in paid labour in the past 12 months were found to be less likely to

have completed higher levels of education: only 16% of women who engaged in paid agricultural labour reportedly completed secondary education, university degree or postgraduate studies, compared to 36% of women in home-based agriculture.

FIGURE 10:
Motivating factors for women’s engagement as paid agricultural labour



In addition to the above-mentioned factors, during FGDs, women also discussed **additional benefits such as housing provided by the employer/ farm owner** (more so among Syrians than Jordanians) as motivating factors for taking up work as paid agricultural labour.

2.3 Perceived economic importance of women’s engagement in the agricultural sector

Reflective of income generation being one of the main motivating factors reported for women taking up agricultural activities, both quantitative and qualitative findings confirm that **women’s engagement in agricultural activities has economic importance for their household**. Indeed, both KIs and FGD participants - male and female - perceived women’s involvement in agricultural activities to be

economically important for the household, either as an important or very important source of income. While men did perceive women’s involvement in agriculture to be an important source of household income, they were more likely than women to report this to be a supplementary source of income rather than a primary one.

Furthermore, KIs stated that the **economic importance of agriculture for women in Jordan has increased over the years**, due to two key external factors. Firstly, since the onset of the crisis in neighbouring Syria, food imports have reduced due to border closures, as a result of which internal demand for agricultural products have increased.⁷³ Secondly, economic importance is also perceived to have improved because of inflation of prices in the food market and the subsequent realisation among people about the cost-effectiveness of relying on self-production for subsistence.⁷⁴

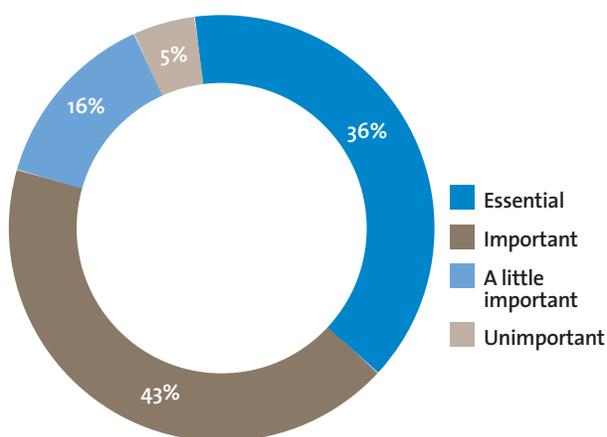
73 The outbreak of the crisis in Syria has severely impacted food trade in Jordan, through a 30% decline in agricultural imports from Syria and a 25% decline in agricultural exports to Syria in 2011-2012. See also: UNHCR-UNDP Joint Secretariat, 'Regional Trends in the Impact of the Syria Crisis on Livelihoods and Opportunities' (October 2015), p.12.

74 According to the report on inflation in Jordan issued by the Government of Jordan's Department of Statistics in March 2017, there has been an average increase of 4.3% of the inflation rate in the past year, including a sustained increase in the general level of prices for vegetables, among other things. See also: Jordan Department of Statistics, last accessed July 29 2017.

Economic importance of women's engagement in home-based agriculture

As shown in Figure 11 below, **an overwhelming majority – 79% – of women who engaged in home-based agriculture in the past 12 months perceived their involvement in these activities to be 'essential' (36%) or 'important' (43%) for their household.** This is quite striking, especially considering that only 36% of women who engaged in home-based agriculture reported 'to sell products/ generating income' as their motivation for engaging in this activity. A possible explanation could be that production of food for household consumption through home-based agriculture – which was reported as a motivation by 90% of women – is perceived to be minimising household expenses to a large extent, and thus is economically important for the household. FGD participants confirmed this by stating that growing one's own vegetables was cheaper than buying them from markets.

FIGURE 11:
Perceived economic importance of women's home-based agricultural activities



A relatively larger proportion of Syrian women perceived their involvement in home-based agriculture to be essential for their household, 45% compared to 36% among Jordanian women. Further corroborative of this, growing vegetables through home-based agriculture for household consumption and its importance for minimising household expenses was

highlighted as being particularly important during FGDs with Syrian women.

Engagement in home-based agriculture was also perceived to be more economically important for women in the Jordan Valley, with 43% of women in the Jordan Valley perceiving their involvement in this activity to be 'essential' for the household, compared to an average of 34% across all three zones. This further confirms what was outlined previously about women in the Jordan Valley being more reliant on home-based agricultural production as an income-generating activity.

Finally, **women who reported being the head of their household perceived their involvement in home-based agriculture to be more economically important than women who were not.** Indeed, 88% of women who are the heads of their household stated that home-based agriculture was 'essential' or 'important' for their household, compared to 74% of women who are not the heads of their household. As with women in the Jordan Valley, this implies that women who are the heads of their households are more likely to rely on home-based agriculture as an income-generating activity and could thus benefit more from increased marketing opportunities, and from trainings and material support to enhance productivity.

Economic importance of women's engagement as paid agricultural labour

Perceived economic importance of women's engagement as paid agricultural labour was found to be similar to that of home-based agriculture, with 81% of women who had engaged in paid agricultural labour in the past 12 months perceiving this engagement to be 'essential' (68%) or 'important' (13%) for their household across all seasons in the year.

Although no significant differences were found between nationalities for perceptions of economic importance during the survey, **findings from FGDs indicate that Syrian women are more likely to rely on agricultural labour as a primary source of household income** than their Jordanian counterparts. Syrian male FGD participants were also more likely to perceive the

income generated by women through agriculture as an important or very important source of household income, in comparison to Jordanian men who more often saw it as not important or not as the main income source.

In addition to the generation of household income, **another possible reason why women perceived their engagement in agricultural labour to be of such high economic importance could be related to the number of household members who are generating income to meet household expenses.** Reflective of this, an average of 27% of women who engaged in paid agricultural labour in the past 12 months stated that they were the sole source of household income. This was highest during spring season, when 40% of women were reportedly the only source of income for their household, followed by 33% during winter and 25% in summer.

Despite this perceived economic importance, it is worth noting that women working as paid agricultural labour earn relatively low wages, an average of 142 Jordanian Dinar (JOD)⁷⁵ per month across all seasons. It is possibly because of the low wages earned that male FGD participants reported women's work in agriculture to be a secondary/ supplementary source of household income only, and not a primary one. Average monthly income and other working conditions are discussed in more detail in a later section of this report on the defining characteristics of women's engagement as paid agricultural labour.

Control over income generated through women's engagement in agricultural activities

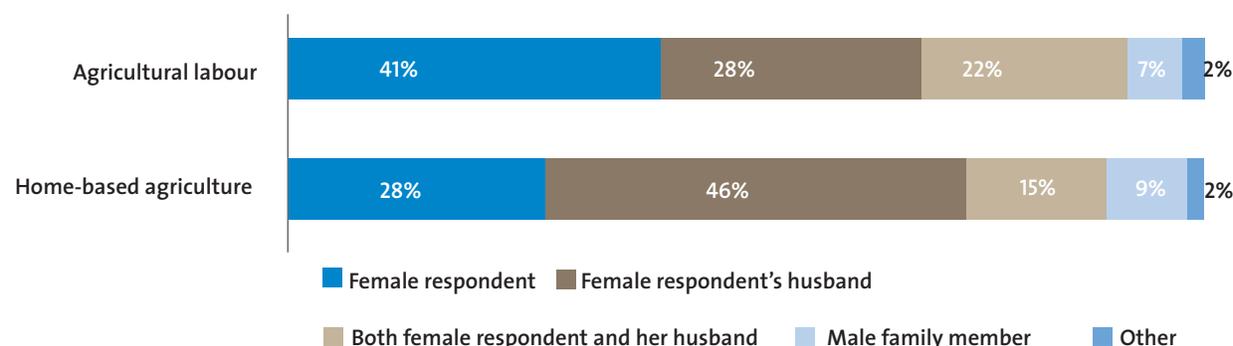
Since women's engagement in agricultural activities is perceived to be economically important, women were also asked who controlled the income generated through their engagement in these activities.⁷⁶ **Control over income can provide insight into the extent to which women's engagement in agricultural activities enhances their position within their household,** especially in terms of their independence and decision-making capacities.

The tendency of women to personally control the income generated through involvement in agricultural activities was found to be higher among women who engaged in paid agricultural labour. While 63% of women who engaged in agricultural labour stated that the income generated was either controlled by them personally (41%) or by both them and their husband (22%), only 43% of the women who engaged in home-based agricultural activities reported the same (See Figure 12). This is discernible because as shown in Figure 6 above, a higher proportion of women who engaged in paid agricultural labour in the past 12 months reported being the heads of their household, than those who engaged in home-based agriculture, as was outlined previously.

75 Corresponds to 200.341 USD. (As of 22.11.2017, 1 JOD corresponds to 1.41086 USD, cf. <http://www.xe.com/>)

76 Please refer to Annex for the complete survey questionnaire

FIGURE 12:
Person controlling income generated from engagement in agricultural labour/home-based agriculture



Meanwhile, **the higher proportion of women in home-based agriculture who stated that their husbands control the income generated could be due to women's more limited role in the commercial and marketing aspects** of home-based agriculture. When asked during FGDs what women perceive to be the difference in roles between themselves and the male members of their household in home-based agriculture, one of the key differences discussed was that men have more of a supportive role during the production process but are more involved in taking the decisions with regards to marketing of produce, while women oversee all other phases of the production process on a day-to-day basis. This is in line with both AARINENA's study and a report on the Programme for Mainstreaming Gender in Climate Change Efforts in Jordan, both of which indicate that women are involved in most of the agricultural tasks, while men tend to be responsible for economic and marketing aspects.⁷⁷

In terms of the impact that income generation and control over income is perceived to have, FGD findings indicate that having an income **enhances women's ability to be independent, by enabling them to participate in decision-making at the household level, and control income and expenses.** Thus, from a programming and advocacy point of view, encouraging

⁷⁷ See also: AARINENA, Women Empowerment for Improved Research in Agricultural Development, Innovation and Knowledge Transfer in the West Asia/ North Africa Region (2012), p. 95; Ministry of Environment, et. al. Programme for Mainstreaming Gender in Climate Change Efforts in Jordan (2010), p.18.

women to participate more actively in the agriculture sector, as well as to expand their production and marketing capacities through home-based agriculture, could contribute towards enhancing their standing within their individual households as well as within their larger communities.

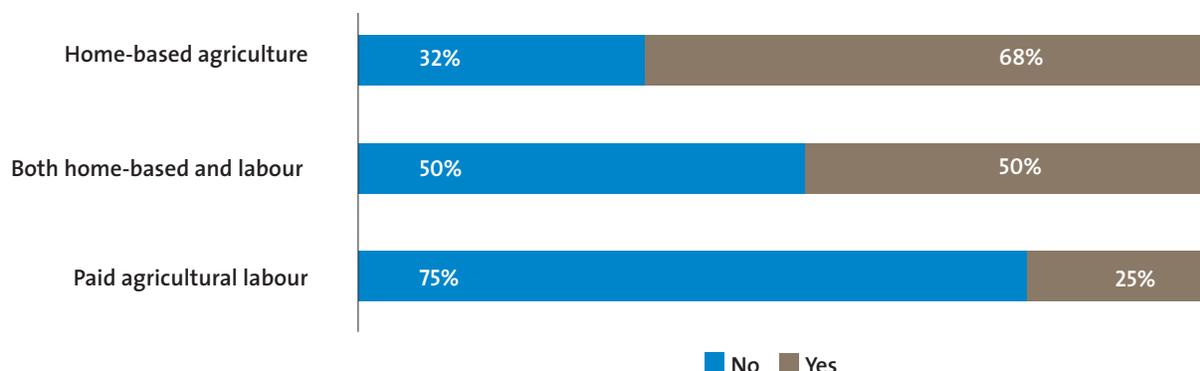
2.4 Syrian women's background in the agricultural sector

When looking specifically at whether **Syrian women's background in the agricultural sector serves as a key factor motivating their engagement in this sector in Jordan, findings indicate that Syrian women who are currently engaged in agriculture might not necessarily have a background in the sector.** Indeed, only 40% of Syrian women who engaged in agricultural activities in the past 12 months stated that they were also engaging in agriculture in Syria i.e. prior to their displacement to Jordan.

However, this was found to **vary by the type of agricultural activity and agricultural background was found to be more common among Syrian women engaging in home-based agriculture,** in comparison to their counterparts in agricultural labour. As shown in Figure 13 below, 68% of Syrian women who engaged in home-based agriculture in the past 12 months reportedly have a background in agriculture (i.e. were engaged in this activity back in Syria), compared to 25% in agricultural labour.

FIGURE 13:

% of Syrian women who were engaged in agriculture back in Syria, by type of agricultural activity



The higher likelihood of Syria women having engaged in home-based agriculture in comparison to paid agricultural labour back in Syria is further confirmed by qualitative findings and secondary data. A majority of Syrian women who participated in FGDs stated that they had worked in large-scale home-based agriculture back in Syria before the war, which primarily included production of vegetables, herbs and/ or pulses. Similarly, female Syrian refugees in Jordan who participated in a 2016 research conducted by CARE stated that prior to their displacement from Dar’a in Syria, they were covering most of their household food needs through self-production of olives, vegetables, fruits and livestock rearing.⁷⁸ Furthermore, two evaluations on the role of women in the agricultural sector in Syria conducted by the International Fund for Agricultural Development (IFAD) in 1999 found that farming for women in Syria was primarily a household activity, with women participating in all stages of the crop production process.⁷⁹

Further reflective of this, when Syrian respondents who reported having engaged in home-based agriculture

back in Syria were asked how their current level of engagement in this activity compares to their level of involvement prior to displacement, a large majority – 77% – stated that they are less actively involved in home-based agriculture in Jordan, compared to the extent to which they were involved back in Syria.

Despite this background in home-based agriculture, a majority of KIs and FGD participants also stated that it is becoming increasingly common for Syrian refugee women to work as paid agricultural labour in Jordan, regardless of whether or not they were working in this sector prior to their displacement. The prevalence of Syrian women engaging in the agricultural sector in Jordan, regardless of whether or not they have a background in the sector, could be driven by a range of factors including their financial circumstances and inability to access jobs in other sectors. Indeed, the most frequently reported motivating factors by Syrian women for their engagement as paid agricultural labour was generation of income to meet household expenses (94%) and lack of alternatives/ not being trained for anything else (57%).

In general, these findings related to Syrian women’s background in the agricultural sector do have important implications for programming. Specifically, they highlight the need to take into account specific subjective factors such as background knowledge and experience, and personal circumstances, when designing programmes to enhance Syrian women’s capacity

78 AARINENA, Women Empowerment for Improved Research in Agricultural Development, Innovation and Knowledge Transfer in the West Asia/ North Africa Region, 2012 p. 95. Ministry of Environment, et al. Programme for Mainstreaming Gender in Climate Change Efforts in Jordan, 2010, p. 18. CARE, ‘Women, Work and War: Syrian women and the struggle to survive five years of conflict’ (March 2016), p. 25.

79 International Fund for Agricultural Development (IFAD), Syria: Women role in agriculture (1999).

to undertake agricultural production by themselves versus efforts to increase their engagement as paid agricultural labour.

2.5 Summary

Overall, economic factors such as generation of income or production of food for household consumption appear to be most important in terms of explaining women's engagement in the agricultural sector. However, motivating factors were found to vary by type of agricultural activity undertaken as well as for different demographic groups. Such variations do have important implications for programming in terms of the type of primary support needed to enhance women's engagement in the sector. For instance, women who are engaging in home-based agriculture with a background knowledge of the sector are likely to have different needs from those

who do not. To further understand these variations and their implications for advocacy and programming, the following two sections of this report will look into some of the key defining characteristics of women's involvement in home-based agriculture and paid agricultural labour.

In general, irrespective of what motivates women to undertake agricultural activities, their engagement in these activities is perceived to be economically important for their household and their ability to generate and control income is perceived to be enhancing their independence and decision-making capacity within the household. Encouraging women's involvement in agricultural activities and expanding their ability to generate income from these activities could thus contribute towards uplifting and enhancing women's position both within their household, as well as within their wider communities more generally.



WOMEN'S
ENGAGEMENT
IN HOME-BASED
AGRICULTURE

3. WOMEN'S ENGAGEMENT IN HOME-BASED AGRICULTURE

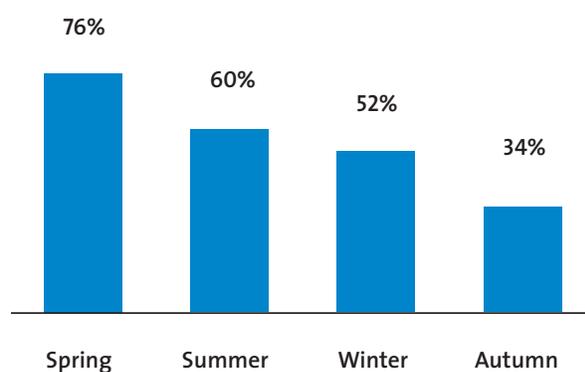
Among the two categories of agricultural activities assessed, women were found to be more commonly engaged in home-based agricultural activities, which, as per what was reported by KIs and FGD participants, usually involves undertaking agricultural production activities - both crop and livestock - from within their homes, either on self-owned or rented land. The purpose of such production is reportedly both for subsistence as well as to generate income by selling surplus produce in the market.

3.1 Time spent by women in home-based agricultural activities

Seasons during which women engaged in home-based agriculture

The extent of women's involvement in home-based agriculture does seem to vary between the different seasons of the year, with **spring and winter** being the seasons during which most women engaged in home-based agriculture in the past 12 months (see Figure 14).⁸⁰

FIGURE 14:
Seasons during which women engaged in home-based agriculture in the past 12 months



⁸⁰ Multiple responses could be provided for this question. Please refer to Annex 2 for the complete survey questionnaire.

Reflective of varying climatic features in the different agricultural zones, the extent of women's involvement across different seasons was found to vary between zones, especially during winter and autumn. For instance, **home-based agriculture during winter was found to be more common in the Jordan Valley** (64% compared to an average of 57% across all three zones), whereas **women's involvement in such activities during autumn was found to be more common in the Rainfed Highlands** (43% compared to an average of 37% across all zones).

Average time spent by women in home-based agriculture

On average across seasons, women reportedly spent **21 days per month and 4 hours per day in home-based agricultural activities in the past 12 months**. No major variations in average time spent were found between seasons. Women thus appear to be making a significant time commitment to home-based agricultural activities which indicates that they do rely on these activities as an important source of livelihood for themselves and their households.

3.2 Products produced by women through home-based agriculture

In terms of what women are producing through their engagement in home-based agriculture, **vegetables, dairy products, eggs and meat were found to be among the most commonly produced food items across all four seasons** in the past 12 months.⁸¹ However, a few seasonal variations in production patterns can be seen. For example, **fruits were more commonly produced during spring and summer, while olive oil and olive pickles were produced only during winter and autumn** (See Figure 15). Furthermore, women were least likely to undertake production during autumn with 23% stating that they had not produced anything during this season.

⁸¹ Multiple responses could be provided for this question. Please refer to Annex for the complete survey questionnaire.

Overall, these variations are interesting as they can help to identify the varying types of technical assistance that women might need to enhance productivity in different parts of the country during different times of the year.

3.3 Women's specific roles and tasks within home-based agriculture

Women's roles and tasks in home-based agriculture

Reflective of eggs and meat being one of the most commonly produced food items by women in home-based agriculture, **rearing livestock was one of the three most common types of agricultural activities which women reported to be undertaking across all four seasons.** Across seasons, an average of 47% of women stated that they had reared livestock as part of their home-based agricultural activities, ranging from 54% during autumn to 47%, 46% and 43% in summer, spring and winter respectively.

Despite this relatively high engagement among women in livestock-related activities, it does not appear to be common for women to own the livestock that they rear. For those women who did undertake livestock-related activities as part of their engagement in home-based agriculture in the past 12 months, a large majority (77%) stated that the livestock is owned by either their husband (67%) or another male family member (10%). Only 17% stated that they personally owned livestock whereas the remaining said livestock was owned by another female family member (1%), that animals were not officially registered (2%) or other (2%). What these figures show is that **ownership over livestock might not necessarily be an important factor for women to engage in home-based agricultural production related to livestock.**

In addition to rearing of livestock, other common roles reportedly undertaken by women in home-based agriculture include harvesting (average of 39% across all seasons), planting/ sowing (average of 30.5% across all seasons), and milking (average of 26.5% across all seasons). During autumn, ploughing and preparing of ground was also found to be one of the three most

common activities women are undertaking – reported by 34% (See Table 5).⁸²

These findings, together with those from KI interviews and FGDs, confirm that **women engaging in home-based agriculture are involved throughout the agricultural production process**, starting from preparing the ground, planting of seeds and rearing of livestock, to the harvesting of produce. Additionally, KIs stated that women in home-based agriculture are also involved in processing and generating by-products (such as dairy products, olive oil), and in the marketing of these by-products.

Differences between men and women's roles and tasks in home-based agriculture

While women appear to be involved in almost all phases of agricultural production, **female FGD participants did perceive themselves to have slightly different roles from the men of their household** in home-based agriculture. Primarily, **men were perceived to only have supportive roles** since they are engaged in other work outside the house during the day, while women play a more fundamental role on a day-to-day basis. Further confirming this, when women were asked how they perceived men's involvement in home-based agriculture compared to the involvement of female household members, more than 60% stated that men were either less involved (43%) or that they were involved to the same level (24%) as female household members during all four seasons. An additional 18% stated that men were not involved at all in home-based agricultural activities.

⁸² Multiple responses could be provided for this question. Please refer to Annex for the complete survey questionnaire.

FIGURE 15:
Most commonly produced agricultural products by women in home-based agriculture, by season

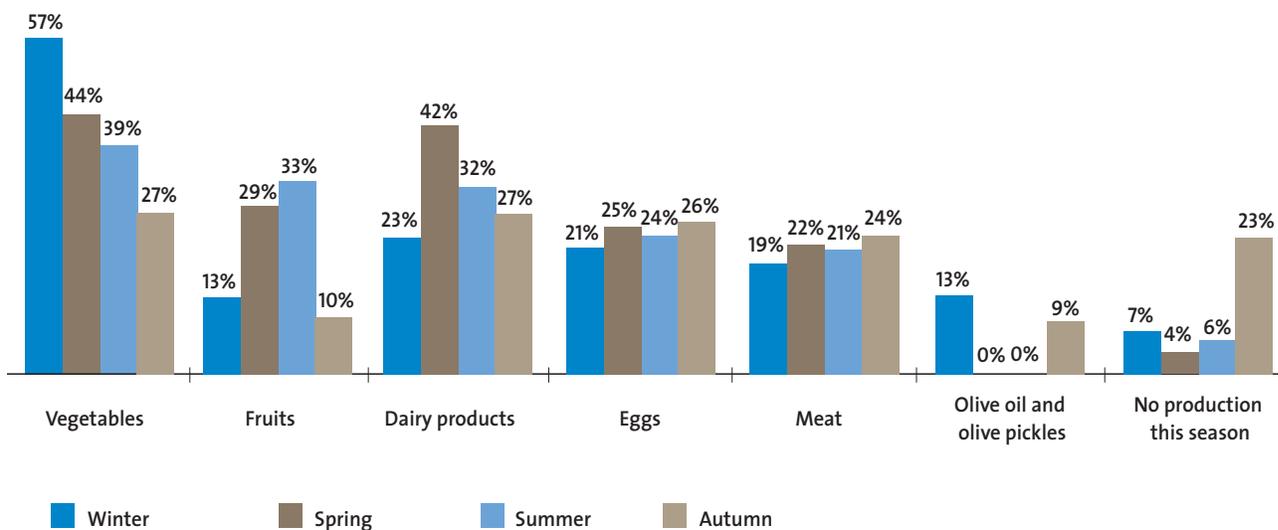
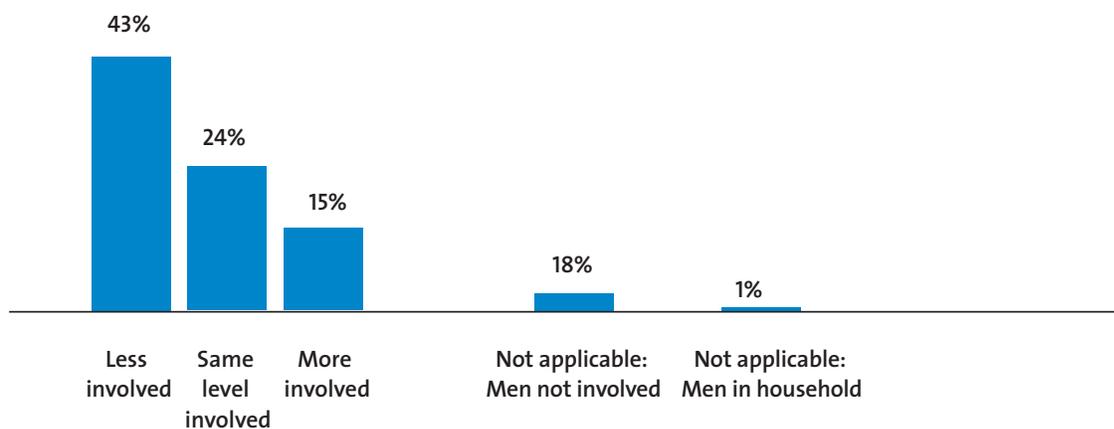


FIGURE 16:
Men’s level of involvement in home-based agriculture compared to female household members⁸³



According to both male and female FGD participants, supportive roles of men in home-based agriculture include them **undertaking tasks which require physically heavier labour** such as ploughing of land and grazing of livestock. These perceptions are further confirmed by the finding that **when women were**

asked how men’s activities in home-based agriculture differs from theirs, one of the three most commonly reported reason for all four seasons was that **men do the physically heavier work**, reported by an average of 32% women across all seasons, and ranging between 36% during summer and 27% in spring. The other two commonly reported responses in this aspect was that **men do the same activities as women** (average of 53%

⁸³ This question was asked for every season individually. The presented percentages are the average across seasons.

TABLE 5:**Most commonly reported roles/ tasks being undertaken by women in home-based agriculture, by season**

Activity	Season(s) during which this is commonly undertaken
Ploughing/preparing of ground	Autumn (34%)
Planting/sowing	Winter (33%), Spring (37%), Autumn (26%), Summer (26%)
Livestock rearing	Winter (43%), Spring (36%), Autumn (54%), Summer (47%)
Milking	Spring (35%), Summer (29%)
Harvesting	Winter (54%), Summer (47%)

across all seasons), and that **men of the household are not involved** in home-based agriculture (average of 18% across all seasons).⁸⁴ Furthermore, both KIs and FGD participants stated that **men of the household are more closely involved in the commercial aspects and in taking key decisions related to the marketing of produce.**

Overall, these findings show that on a day-to-day basis, home-based agriculture usually falls within the realm of responsibilities of female household members, with men providing more of supportive roles, especially in commercial and marketing aspects as well as by undertaking tasks that may require physically heavier labour.

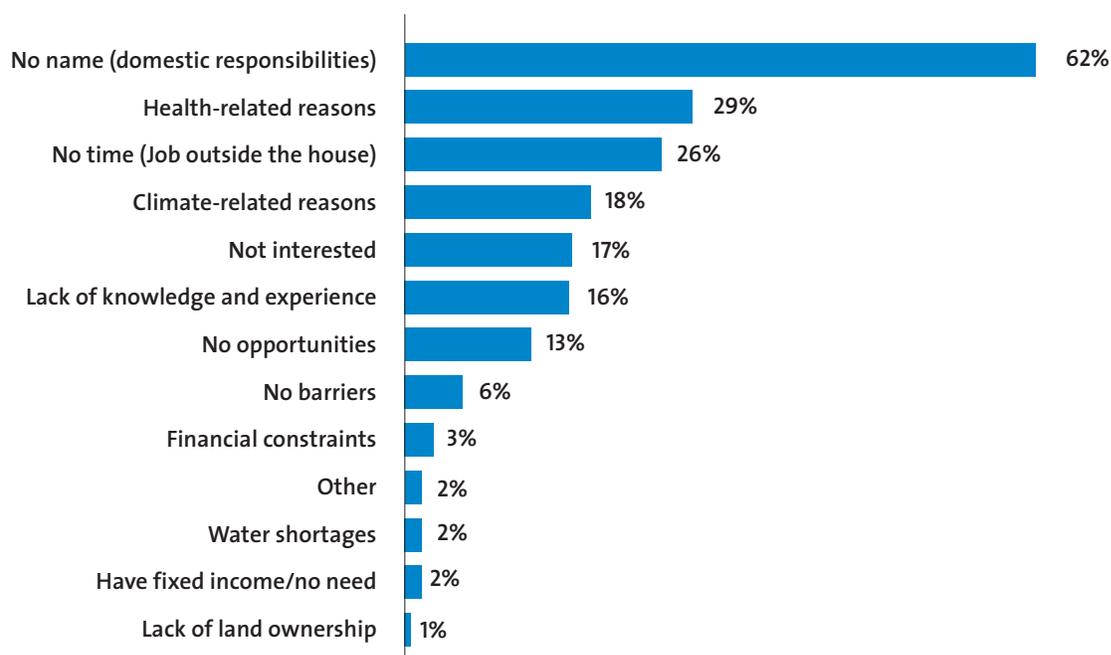
3.4 Barriers limiting women's active participation in home-based agriculture

Despite what appears to be women's relatively active involvement in home-based agriculture, barriers do exist which could be limiting women's more active participation in this activity. **Lack of time due to domestic responsibilities was the most frequently reported barrier** limiting women's participation in home-based agriculture, at 62% (See Figure 17). Other frequently reported barriers include **health-related reasons** (29%) and **lack of time due to women being employed elsewhere outside the house** (26%).⁸⁵ The strong perception of lack of time is important as it highlights that women are not able to dedicate as much time as deemed necessary for them to generate best outcomes from their engagement in home-based agriculture.

⁸⁴ Multiple responses could be provided for this question. Please refer to Annex for the complete survey questionnaire.

FIGURE 17:

Barriers reportedly limiting women's more active participation in home-based agriculture



These barriers are similar to the barriers discussed during FGDs, wherein ‘no time due to other commitments’⁸⁶ and ‘health-related concerns’ such as pregnancy were among the most frequently reported barriers limiting women’s participation in home-based agriculture. According to FGD participants, ‘health-related concerns’ are an especially important barrier because by limiting women’s ability to undertake agricultural labour, they impact agricultural production as women might not have the resources needed to hire paid labour to undertake these activities in their stead. This relatively strong perception of health-related concerns as a barrier for women is contradictory to what was discussed previously in the Demographics section vis-à-vis the low proportion of women reporting health-related concerns. A possible explanation for this discrepancy could be that while this low proportion is of female respondents who have engaged in agricultural activities in the past

12 months, barriers discussed were for what women perceived to be limiting participation in home-based agriculture, including for women who are currently not engaged in the sector. Another explanation could be that pregnancy-related health issues were under-reported in the demographics section because they were not specifically associated with the optional answers or because they might not be considered as lasting barriers.

Variations of reported barriers by nationality and age group

When looking at variations in perceived barriers by age group, **women from older age groups were more likely to perceive health-related reasons as an important barrier:** 45% of women aged 51 and above reported this barrier, compared to 31% or lower for all other age groups. This indicates that provision of certain types of material support – such as equipment and advanced technologies to enhance production, as well as access to financial support to enable women to hire labour in home-based farms – is more of a priority for older women engaging in home-based agriculture,

85 Multiple responses could be provided for this question. Please refer to Annex for the complete survey questionnaire.

86 Other commitments discussed during FGDs include both domestic responsibilities as well as engagement in other work outside the house.

compared to women of younger age groups. Indeed, younger women are reportedly in a better physical shape and might thus not need to rely on equipment to sustain their agricultural activities, this might be more of a priority. However, this does not exclude the potential benefit of or younger women's interest in material support for production enhancement.

In terms of variations in perceived barriers by nationality, **Jordanian women perceived having no time because of other employment outside the house** (26%, compared to 16% of Syrian women) **as well as lack of interest** (18%, compared to 2% of Syrian women) to be more important barriers than Syrian women. These variations could be related to the fact that Syrian women perceive their access to opportunities outside the house to be more limited, due to their status as refugees in Jordan. Furthermore, past background in home-based agriculture among Syrian women, as outlined in the preceding section discussing motivating factors, could also explain why Syrian women were less likely to perceive lack of interest as a barrier than their Jordanian counterparts.

Variations of reported barriers by agricultural zone

In terms of variations in perceived barriers by agricultural zone, **climate-related reasons and water shortages were perceived to be a greater barrier for women in the Northeast zone.** Meanwhile, **lack of knowledge and experience** was perceived to be a **greater barrier for women in the Rainfed Highlands** (See Figure 18).⁸⁷ The stronger perception of climate-related reasons and water shortages in the Northeast zone is discernable, since this zone includes the northern part of Jordan's Badia region which is characterised predominantly by arid and semi-arid climates.⁸⁸ A temporal and spatial analysis of climate change in the Northern Jordanian Badia conducted in 2015 by researchers from the Hashemite University in Jordan concluded that the Northern Badia receives an annual rainfall of less than 200 mm per year,⁸⁹ which is the minimum required for rainfed agriculture.⁹⁰ Meanwhile, according to figures from the Ministry of Agriculture's (MoA's) National Centre for Agricultural Research and Extension (NCARE), the Badia region receives an average rainfall of even less than 100 mm.⁹¹

87 Please note that reported barriers have been included only if statistically significant differences were found.

88 The Hashemite Fund for Development of Jordan Badia (last accessed 30 July 2017).

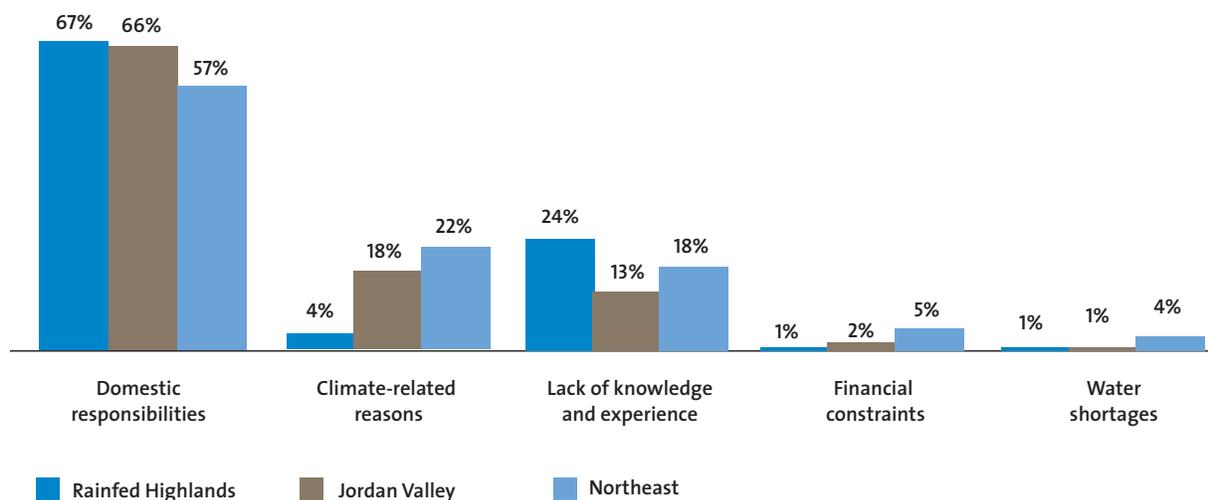
89 Sala, Alaa Abu Mahmoud Abu-Allaban, Ahmad Al-Malabeh, 'Temporal and Spatial Analysis on Climate Change in the Northern Jordanian Badia', *Jordan Journal of Earth and Environmental Sciences* (Volume 7 No.2, December 2015), p. 92.

90 Ministry of Environment, Programme for Mainstreaming Gender in Climate Change Efforts in Jordan (November 2010), p. 18.

91 NCARE (Presentation by Yahya Shakhathreh), *Trend Analysis for Rainfall and Temperatures in Three Locations in Jordan* (February 2010).

FIGURE 18:

Barriers perceived to be limiting women's engagement in home-based agriculture, by zone



3.5 Summary

Overall, findings confirm that home-based agriculture is an important activity for women in assessed areas, as reflected through the significant time committed by women to this activity on an average monthly and daily basis, the reportedly fundamental roles which women play in home-based agriculture in comparison to more supportive roles for men. In addition, findings related to strong perceptions of the economic importance of home-based agriculture for the household, as presented in section 2.3 (p.28) corroborate this. However, the extent of women's involvement in this activity was found to vary between seasons, with spring and winter being the two seasons during which women were most actively involved in home-based agriculture in the past 12 months. Few variations between seasons and agricultural zones were also found with relation to women's specific activities and

production patterns within home-based agriculture. These variations can help to identify the varying types of technical assistance that women might need to enhance productivity in different parts of the country and during different times of the year.

Despite what appears to be women's relatively active involvement in home-based agriculture, barriers do exist which could be limiting their more active participation in this activity. Primary barriers reported include lack of time, and health and climate related reasons. Reported barriers were found to vary between different demographic groups and agricultural zones. These variations highlight primary needs and areas of focus for programming and advocacy, if barriers to women's engagement in home-based agriculture is to be equitably addressed for all demographic groups and agricultural areas across the country.



WOMEN'S
ENGAGEMENT AS
PAID AGRICULTURAL
LABOUR

4. WOMEN'S ENGAGEMENT AS PAID AGRICULTURAL LABOUR

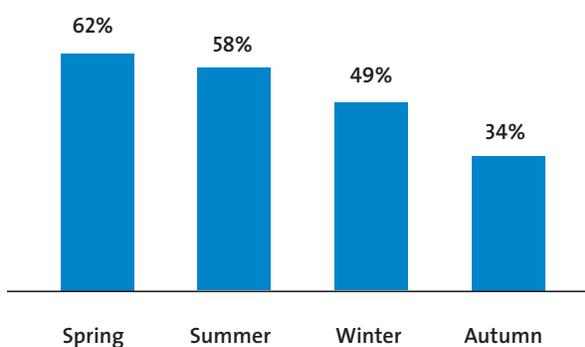
According to KIs and FGD participants, apart from home-based agriculture, the other common type of agricultural activity undertaken by women in Jordan is paid agricultural labour, usually on large-scale commercial farms. This section will look at some of the key defining characteristics of women's involvement in this activity, including the time they spend in it, the types of farms they tend to work in, what their specific roles and tasks are within these farms, and their working conditions as paid agricultural labourers.

4.1 Time spent by women as paid agricultural labour

Seasons during which women engaged in paid agricultural labour

Women's engagement as paid agricultural labour appears to be most common during spring and summer seasons, with 62% and 58% of women who engaged in paid agricultural labour in the past 12 months respectively citing these to be the seasons during which they engaged in this activity (See Figure 19).⁹²

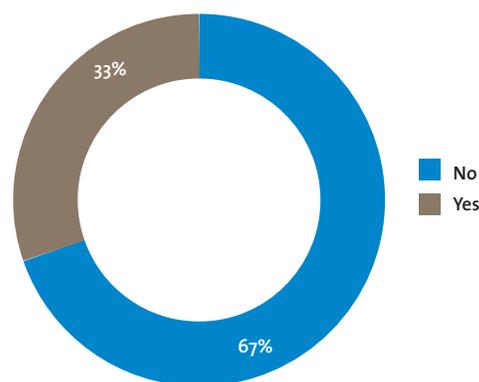
FIGURE 19:
Seasons during which women engaged as paid agricultural labour



During winter, women's engagement as agricultural labour was found to be highest in the Jordan Valley, with 57% women there stating that they engaged in agricultural labour during the winter, compared to 36% in the Northeast and 32% in the Rainfed Highlands.

Despite these variations in levels of involvement between seasons, **women were not found to be typically moving around different areas to engage in agricultural labour across seasons.** Indeed, a minority of women who engaged in paid agricultural labour in the past 12 months – 33% – stated that they had moved around between seasons to seek work as paid agricultural labour (See Figure 20).

FIGURE 20:
% of women who reported having to move around between seasons to engage in paid agricultural labour



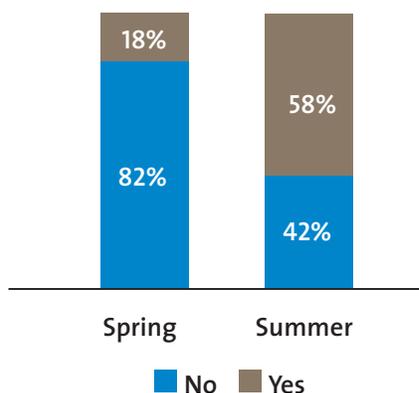
However, this tendency to move around between seasons does seem to vary between nationalities and **Syrian women were found to be more likely than Jordanian women to move around between seasons to engage in paid agricultural labour** (See Figure 21). This could be related to Syrians position in Jordan as refugees and the fact that a large number of Syrian refugees are also living in ITS in or around large agricultural farms. During an assessment conducted by REACH in 2014, 125 ITS were counted with around 10,500 individuals living in them, across the governorates of Al Aqaba, Al Mafraq, Amman, Irbid, Maan and Zarqa.⁹³ With ITS presenting higher levels of vulnerability and insecurity in terms of land, labour or property rights, Syrians in ITS depend on private

⁹² Multiple responses could be provided for this question. Please refer to Annex for the complete survey questionnaire.

⁹³ REACH, Syrian Refugees staying in Informal Tented Settlements in Jordan (2014), p. 8.

landlords who often force them to relocate, sometimes in formal but also informal camps.⁹⁴ This, in turn, might explain the higher tendency of Syrians living in ITS to move around more often in order to cope with these issues.

FIGURE 21:
% of women who moved around between seasons to engage in paid agricultural labour, by nationality



Furthermore, according to a recent study conducted by ILO on work permits and Syrian refugee employment in Jordan, employment of Syrians in agricultural activities in Jordan was found to be seasonal, with agricultural workers moving between employers according to peak harvest seasons for different crops in different areas. Because of this, agriculture is also the only sector where Syrians are not required to be tied to a single employer to procure work permits.⁹⁵

Average time spent by women as paid agricultural labour

On average across seasons, women reportedly spent **22 days per month and 7 hours per day in paid agricultural labour in the past 12 months**. No major variations

⁹⁴ Luigi Achilli, "Syrian Refugees in Jordan: a Reality Check", Migration Policy Centre, EUI (2015), p. 7.

⁹⁵ A Ministry of Labour decree passed in 2016 permits cooperatives to apply for work permits on behalf of Syrian workers which negates the usual requirement for other sectors of workers being tied to a single employer. See also: ILO, 'Work permits and Employment of Syrian Refugees in Jordan: Towards formalising the work of Syrian Refugees' (2017), p. 13, 21.

in average time spent were found between seasons. This is relatively similar to the time that women were found to be committing on average in home-based agriculture, and as with home-based agriculture, this time commitment indicates that women do rely on these activities as an important source of livelihood for themselves and their households.

4.2 Types of farms in which women engage as paid agricultural labour

When looking at the types of farms in which women engage as paid agricultural labour, during all four seasons, **women were found to work most commonly on vegetable farms**. Across all four seasons, an average of 61% of women stated that they had engaged as paid agricultural labour on these farms. Engagement in **olive and fruit farms** were also found to be common, while engagement in **livestock farms** was among the three most commonly reported during spring and summer seasons.⁹⁶

Relatively high level of engagement among women on fruit, vegetable and olive farms is reflective of the fact that most of Jordan's need for these food items is met by local production activities. Indeed, the contribution of vegetable and fruit production in Jordan to local consumption needs is known to be quite significant, and almost all of the needs for vegetables is locally met.⁹⁷ In 2010, 1,394,259 tonnes of vegetables were produced in the country, which accounted for a significantly high Self-Sufficiency Ratio (SSR)⁹⁸ for veg-

⁹⁶ Multiple responses could be selected for this question. Please refer to Annex for the complete survey questionnaire.

⁹⁷ EuropeAid, Pre-identification Mission: Support to Agricultural Development in Jordan (April 2012), p. 17.

⁹⁸ Self-Sufficiency Ratio, defined as $\text{production} \times 100 / (\text{production} + \text{imports} - \text{exports})$, is an indicator for the extent to which a country relies on its own production resources for subsistence. The higher the ratio, the greater the self-sufficiency. In general, a SSR below 80 indicates that national food production does not meet the national demand. A SSR between 80-120 indicates that the country produces approximately sufficient food for national consumption while potentially exporting production surplus. A SSR above 120 usually translates into meeting dietary needs in addition to exporting surplus products. FAO, 'The State of Agricultural Commodity Markets: IN DEPTH' (2015-2016), p.4. See also: FAO, Metadata Concepts (last accessed 31 July 2017), p. 252.

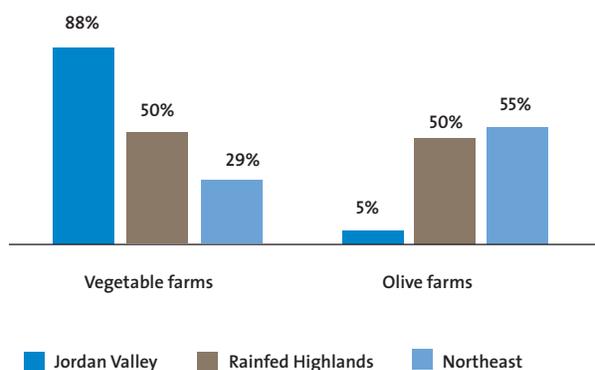
etables of 147.2.⁹⁹ SSR for olives and fruits is similarly high, at 102.4 and 78.8 respectively.¹⁰⁰ Thus, women may be more likely to be engaging in these farms because such farms undertake agricultural production on a larger, more commercial scale.

Variations in types of farms by nationality and agricultural zone

Significant differences in the type of farms that Syrian and Jordanian women engaged in were only found in the case of winter. **During winter, Jordanian women were found to be more likely to engage as labour on vegetable farms** (77% of Jordanians, compared to 60% of Syrians), whereas **Syrians were more likely to engage on olive farms** (29% of Syrians, compared to 15% of Jordanians).

During winter, the types of farms in which women work as agricultural labour were also found to vary by agricultural zone. For instance, **women's engagement on vegetable farms during winter was found to be significantly higher in the Jordan Valley**, while their engagement on olive farms during winter was found to be more common in the Northeast and Rainfed Highlands (See Figure 22). Significantly higher engagement on vegetable farms in the Jordan Valley is understandable since this zone is characterised by large-scale agricultural activities that are primarily focused on fruit and vegetable cultivation.¹⁰¹

FIGURE 22:
Type of farm in which women engaged as paid agricultural labour during winter, by agricultural zone¹⁰²



4.3 Women's specific roles and tasks as paid agricultural labour

Women's roles and tasks as paid agricultural labour

Reflective of fruit and vegetable farms being one of the most common types of farms in which women engage as paid agricultural labour, the most common roles and tasks women seem to be undertaking as paid agricultural labour were **similar across seasons and primarily related to crop cultivation and maintenance**.

During all four seasons, the most frequently reported activity being undertaken by women as paid agricultural labour was picking/ harvesting. On average across seasons, 65% of women stated that they had undertaken picking/ harvesting as part of their work as paid agricultural labour in the past 12 months. In addition to picking/ harvesting, other common roles reportedly being undertaken by women as paid agricultural labour include **weeding (45%), and planting/ sowing (28%)**.¹⁰³

99 As a point of reference, according to FAO, countries with SSR higher than 120% in countries where consumption is at or above the adequate nutritional intake are typically meeting their dietary need and export surplus food. If consumption is below adequate nutritional intake, countries with SSR higher than 120% might be experiencing mild or elevated hunger, but would still be exporting food. See also: FAO, 'The State of Agricultural Commodity Markets' (2015-2016), p. 4.

100 EuropeAid, Pre-identification Mission: Support to Agricultural Development in Jordan (April 2012), p. 17.

101 AARINENA, Women Empowerment for Improved Research in Agricultural Development, Innovation and Knowledge Transfer in the West Asia/ North Africa Region, 2012, p. 88.

102 Please note that this report only includes farms for which statistically significant differences were found as per Pearson's chi-square test.

103 Multiple responses could be selected for this question. Please refer to Annex for the complete survey questionnaire.

In addition to the aforementioned activities, **Syrian FGD participants also reported engagement in beekeeping**, especially in the Northeast zone and Jordan Valley, while **Jordanian women reported engagement in the processing of harvest into by-products** in the Rainfed Highlands. These variations show that while women's roles and tasks as paid agricultural labour are relatively similar throughout the year, some tasks are being undertaken more commonly by women in some areas than elsewhere. This is reflective of varying climatic and ecological features of the different zones, according to which crop cultivation patterns and women's roles in crop cultivation and production are determined.

Overall, roles and tasks reportedly being undertaken by women as paid agricultural labour are similar to what was reported by KIs and FGD participants. As with home-based agriculture, these findings show that **women engaging in paid agricultural labour undertake tasks relevant to all phases of agricultural production**, starting from cultivation and crop maintenance, to the harvesting and picking of crops.

Differences between men and women's roles and activities in paid agricultural labour

While women appear to be involved in almost all phases of agricultural production, **KIs and FGD participants did perceive women to have slightly different roles from men** who also work as paid agricultural labour on the same farm. Primarily, **men are perceived to be more involved with those tasks which require physically heavier labour**, such as ploughing of land, packaging of produce and carrying boxes of produce to their means of transportation.

Further confirming this, when women were asked how they perceived men's tasks as paid agricultural labour to differ from their own, **the most commonly reported difference for all four seasons was 'men do the tasks that require physically heavier labour', reported by an average of 52% of women across all seasons**. In addition to this, another commonly perceived difference during all seasons was of **men occupying higher positions**. No significant differences between men and women's roles in agricultural labour were found between the different seasons.

Interestingly, **Syrian women were more likely to perceive no differences between their roles and tasks, and roles and tasks of men**. For instance, in winter, 29% of Syrians stated that there was no difference between their roles and tasks and those of men, compared to 16% of Jordanians. Similarly, 20% of Syrian women perceived no difference between their roles and those of men during summer, compared to 9% of Jordanians. This could be related to the specific types of farms in which Syrians are engaging in and/ or to specific working conditions set out for Syrians by their employers and farm owners. The next sub-section will discuss working conditions for women's work in paid agricultural labour in further detail.

4.4 Working conditions for women who engage as paid agricultural labour

Payment conditions and average monthly income earned by women as paid agricultural labour

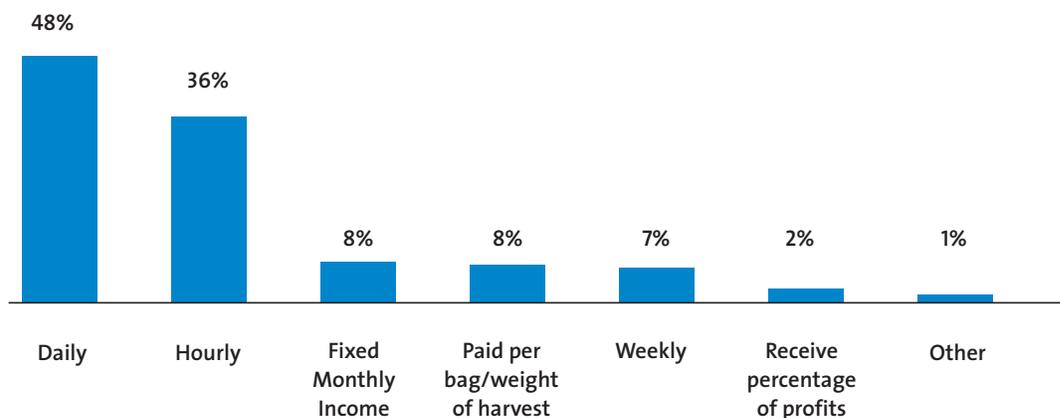
Despite women's current involvement as paid labour in Jordan's agricultural sector, both KIs and FGD participants reported that unfavourable working conditions – including long working hours and low wages – might be limiting women's more active participation as paid agricultural labour in the country. Indeed, a majority of FGD participants reported earning a low amount of 6 JOD¹⁰⁴ per day for a seven-hour working day, paid at the end of each week.

Further confirming these findings, across all four seasons, women were found to **earn an average monthly income of 142 JOD¹⁰⁵** from their work in paid agricultural labour. Across all seasons, **daily and hourly rates were the two most frequently reported manners in which the pay is decided** for women's work in agricultural labour, reported by 84% women who engaged in agricultural labour in the past 12 months (See Figure 23).

104 Corresponds to 8.46385 USD. (As of 22.11.2017, 1 JOD corresponds to 1.41086 USD, cf. <http://www.xe.com/>)

105 Corresponds to 200.341 USD. (As of 22.11.2017, 1 JOD corresponds to 1.41086 USD, cf. <http://www.xe.com/>)

FIGURE 23:
Reported manner in which pay is decided for women’s work in paid agricultural labour¹⁰⁶

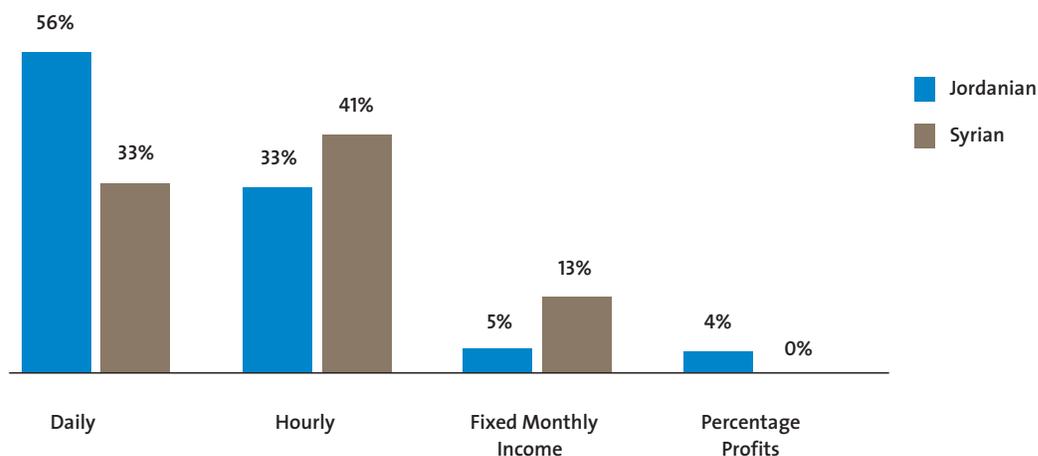


While **payment of wages through fixed monthly income** was not found to be common overall, this payment manner **appears to be more common in the Northeast zone**. Indeed, 15% of women who worked as paid agricultural labour in this zone were reportedly paid through a fixed monthly income, compared to 4% in Jordan Valley and 0% in the Rainfed Highlands. This could indicate that women in the Northeast zone are more likely to be formally employed for their work in agricultural labour, as a result of which they

have more standardised payment arrangements than women in other areas, who are employed on a more informal or irregular basis.

Reported manner in which payment is determined was also found to vary by nationality. While a **larger proportion of Jordanian women stated that they were paid on a daily basis, payment on an hourly basis or through fixed monthly income was more frequently reported by Syrian women** (See Figure 24).

FIGURE 24:
Reported manner in which pay is decided for women’s work in paid agricultural labour, by nationality¹⁰⁶



These differences are interesting to note especially because during FGDs conducted with Syrian women, participants commonly reported that women of other nationalities, such as Jordanians and Egyptians, have better working conditions – shorter working hours, higher wages – than them. A plausible explanation for this discrepancy could be that having a fixed monthly income does not necessarily translate into higher pay, especially if Syrian women are only engaging in these activities for few months a year

Nature of employment for women in paid agricultural labour

As outlined above, **manner in which pay is determined as well as how much women are actually paid could both be related to the nature of women’s employment and whether this is formal or informal.** Both KIs and FGD participants stated that women in Jordan may be unwilling to or disinterested in taking up work as paid agricultural labour because of the informal nature of employment in this activity, which has implications in terms of working conditions, especially irregular working hours and low wages.

Further confirming this, and considering that daily and hourly rates were found to be the most common ways in which women’s pay in agricultural labour is determined, **a very small minority of women who worked as paid agricultural labour in the past 12 months reported having been employed through a contract.** Less than 1% of women were reportedly employed through a contract across spring, summer and winter seasons, with no significant differences found between seasons, nationalities, agricultural zones or types of farms.

Similarly, **among those Syrian women engaged in paid agricultural labour in the past 12 months, only 5% reportedly had a work permit,** while the remaining 95% reported that they do not.¹⁰⁷ While the proportion of Syrian women who do have work permits is quite

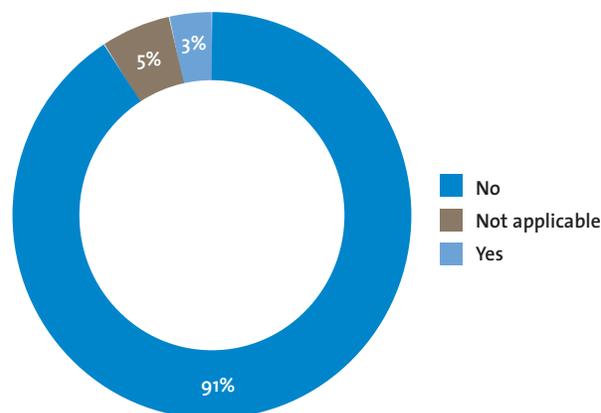
¹⁰⁶Please note that this report only includes differences in manners of payment for which statistically significant differences were found as per Pearson’s chi-square test.

¹⁰⁷ Please note that this is 5% of respondents who were Syrian and had engaged in paid agricultural labour in the past 12 months (22 out of 92 respondents).

small, it is worth noting that these are self-reported figures and survey enumerators did not verify if the women had valid work permits, in cases where they did report having them. Overreporting is likely especially because respondents might fear consequences if they were found to be working in agricultural labour without work permits. Indeed, KIs and FGD participants also stated that one of the key barriers which might be limiting Syrian women’s engagement in agricultural activities is their limited access/ inability to secure work permits and subsequent fear of being caught by Jordanian authorities for working without one.

Meanwhile, only **3% of Syrian survey respondents who engaged in agricultural labour in the past 12 months reportedly tried to apply for a work permit** (See Figure 25).¹⁰⁸ This is similar to findings from FGDs during which a majority of Syrian FGD participants (both male and female) stated that they did not have or had not tried to apply for a work permit.

FIGURE 25:
% of Syrian respondents who reported having tried to apply for a work permit



¹⁰⁸ While the proportion of Syrian women who do have work permits is small, it is worth noting that these are self-reported figures and survey enumerators did not verify if the women had valid work permits, in cases where they did report having them. Overreporting is likely especially because respondents might fear consequences if they were found to be working in agricultural labour without work permits. KIs and FGD participants also reported that one of the key barriers which might be limiting Syrian women’s engagement in agricultural activities is their limited access/ inability to secure work permits and subsequent fear of being caught by Jordanian authorities for working without one. For the 3% of Syrian respondents who reportedly tried to apply for a work permit, their request was either rejected or they were still waiting to hear back from authorities.

When asked **why respondents had not tried to apply for a work permit**, the most frequently reported reasons were **'did not think women were eligible'** (33%), **'don't think it is useful'** (31%), and **'don't need it to work here'** (27%).¹⁰⁹ This highlights the need to raise awareness among Syrian women both about work permit regulations and application processes in Jordan, as well as about the benefits of having a work permit. 'Too expensive' was another reason reported by 23% of Syrian respondents for not having tried to apply for a work permit, which implies that there is a need to make application processes and work permit regulations more accessible for women whose employers don't have the required resources to undertake these processes. These reasons are similar to what Syrians discussed during FGDs, wherein perceptions of women not being eligible and high costs involved in application were the two most frequently reported reasons for not having tried to apply for a work permit.

Overall, in addition to exposing women to potentially harmful working conditions, lack of formal employment also inhibits women's access to social security and health insurance, which they would otherwise be entitled to if employed formally to work as agricultural labour.¹¹⁰ Thus, high prevalence of informal employment among women working as paid agricultural labour highlights support needs in two key aspects. Firstly, there is a need for programmatic support to both raise awareness among women about the benefits of formal employment, as well as to help them organise in unions or organisations to protect their legal rights as workers. On the other hand, there is a need for higher-level legislative support, in terms of advocating for more stringent application of labour

¹⁰⁹ As above, please note that this is the proportion of respondents who were Syrian, had engaged in paid agricultural labour in the past 12 months, and who said they had not tried to apply for a work permit (a total of 84 respondents).

¹¹⁰ However, according to a study conducted by ILO in 2017, work permits granted to Syrian refugees for the agricultural sector by the Ministry of Labour do not require social security registration unlike other sectors. This has negative implications for working conditions within the sector and highlights the importance of legislative interventions to further formalise agricultural jobs which take into account the need for inclusion of agricultural workers in social security. See also: ILO, 'Work permits and Employment of Syrian Refugees in Jordan: Towards formalising the work of Syrian Refugees' (2017), p. 11.

regulations, to ensure that employers provide at least minimum wages and decent working conditions for both men and women engaging in paid agricultural labour across the country.

Provision of support by employer to women working as paid agricultural labour

Although there appears to be a low prevalence of formal employment among women who engage in paid agricultural labour, and the associated benefits that do come with it, most **women working as paid agricultural labour are reportedly receiving some kind of support from their employers**. The most commonly reported type of support being provided by the employer to women working as paid agricultural labour across all four seasons was the **ability to take crops home**. Other types of support reported across all four seasons include **transportation to and from the workplace**, and **meals**.¹¹¹

However, Jordanian women were found to be more likely to receive transportation and meal support from their employer, in comparison to their Syrian counterparts. For example, an average of 66% of Jordanian women who engaged in paid agricultural labour during winter, spring and summer reportedly received transportation support from their employer during these seasons, compared to an average of 23% for Syrians. Similarly, an average of 11% of Syrians across these seasons reported receiving meals from their employer, compared to 51% of Jordanians.

Meanwhile, **Syrian women who engaged in paid agricultural labour during winter, spring and summer were found to be more likely to receive housing support from their employer**, in comparison to Jordanians. For example, a larger proportion of Syrian women were found to receive housing support from their employer (an average of 38% across winter, spring and summer seasons), including utilities such as water and electricity (an average of 30% across these three seasons), in comparison to Jordanian women (an average of 8% and 2% for housing and utilities, respectively).

¹¹¹ According to FGD findings, meals specifically provided by employer include breakfast and/ or lunch.

Despite such support being provided, female FGD participants across all three zones **reported not receiving any support in terms of insurance** to cover costs in case they have accidents on the farm, which means that they have to pay for treatment costs themselves in case something does happen. Most **respondents further stated that they were not satisfied with the support being provided**, especially in terms of transportation, as too many people are transported in one vehicle which could be potentially dangerous and makes them more prone to accidents.

4.5 Summary

Overall, as with home-based agriculture, women in assessed areas do seem to be relying on paid agricultural labour as an important livelihood source, as reflected through three key findings. Firstly, for those women who are engaged in paid agricultural labour, they appear to be committing a significant amount of time on an average monthly and daily basis to this activity. Secondly, women reportedly have fundamental roles in all phases of the production process in the farms in which they are employed, with only slight differences with the roles undertaken by men on the farm. Finally, despite low wages being received, women tend to perceive their work as paid agricultural labour to be of significant economic importance for their household, as presented in section 2.3.

However, despite what appears to be women's relatively active involvement as paid agricultural labour, it was not common for women to be formally employed for their work on the farms. Lack of formal employment does have implications in terms of making women vulnerable to potentially harmful working conditions, including low wages, long working hours and lack of legal protection. From an advocacy perspective, this highlights the importance of proper implementation of existing labour laws and ensuring employers' compliance with these laws,¹¹² as well as the need to strengthen official representation and protection for agricultural workers, both men and women. From a programming perspective, this highlights the importance of awareness-raising among women about their legal rights and entitlements, as well as the need to provide support to organise in effective and sustainable unions/ associations to help women protect their legal rights as agricultural workers.

In this backdrop, the next section will look a bit more at community organisation among women and to what extent women's engagement in agriculture results in their ability to effectively organise into community-based roles to address common issues being faced in the sector.

¹¹² As stated in the Introduction of this report, while there is no law in Jordan specifically relevant for gender equality in the agricultural sector, several laws, treaties and policies apply to women's labour in general, and in particular in agriculture. Some of these include the Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW) as well as the Agenda 21, Chapter 24, of the United Nations Conference on Environment and Development. The main national legal framework is provided by the 1996 Jordanian Labour Code and national policies include the National Water Strategy 2016-2025, (ii) the National Climate Change Policy 2013-2020, (iii) the Programme for Mainstreaming Gender in Climate Change Efforts, (iv) the Jordan Poverty Reduction Strategy 2013-2020, and (v) the Jordan Response Plan for the Syria Crisis 2016-2018.

WOMEN'S
PARTICIPATION IN
RURAL INSTITUTIONS
AND COMMUNITY LIFE

The image features a solid blue background at the top and a solid green background at the bottom. A large, stylized, light green 'S' shape is centered across the boundary between the two colors, extending into both. The text is white and positioned in the upper blue section, with each line underlined.

5. WOMEN'S PARTICIPATION IN RURAL INSTITUTIONS AND COMMUNITY LIFE

5.1 Extent of women's participation in community-based activities

Rural women's involvement in agricultural activities does not appear to translate into enhanced community-based organisation among them. Indeed, only 1% of women who engaged in agricultural activities in the past 12 months reported to be organised in some form of formal or informal organisation, union or association linked to their work in agriculture. This indicates that even if women are actively undertaking agricultural activities, either within their homes or their area in general, this engagement does not necessarily translate into more active and prominent role for women in rural community life.

These findings are further corroborated by what was reported by FGD participants (both men and women) and KIs. For instance, a majority of the participants of FGDs conducted with women who were involved in home-based agriculture and/ or other types of small-scale agricultural production reported that they were not leading or taking part in any community-wide activities, institutions or organisations related to their work in agriculture. Only two examples of women's role in the community were reported in Bani Kinana, Irbid. While one example reported was of female agricultural engineers organising community-wide awareness sessions on sustainable agricultural practices, the other example reported was of a female-headed CBO that provides support in crop protection and maintenance, including provision of pesticides, to other women undertaking agricultural activities in the area.

FGDs conducted with both Jordanian and Syrian women engaging in agricultural labour also revealed similar trends, with **participants stating that they were not**

organised through labour unions or other CBOs to advocate for and protect their legal rights in employment.

Lows levels of women's leadership and participation in rural institutions and community life is further confirmed by the fact that limited participation of women in the public sphere has been a long-standing gap in Jordan.¹¹³ For example, according to the Global Gender Gap Index developed by the World Economic Forum (WEF), as of 2016, Jordan ranked 123 out of 144 countries in terms of gender gap in political empowerment, despite a relatively small gender gap in educational attainment (ranking 64 out of 144 countries).¹¹⁴ Similarly, a study published by the Organisation for Economic Cooperation and Development (OECD) in 2014 found that while women are well represented in Jordan's public sector – women represent 52% of its employees – they are underrepresented in the governmental central workforce.¹¹⁵ According to the study, the percentage of women in middle management positions in the civil service drops to 41% and to 30% in top management positions.¹¹⁶ Similarly, Jordanian women represent under 15% of Jordanians engaged in legislature,¹¹⁷ in comparison to an OECD average of 27.9%.¹¹⁸

5.2 Reasons for women's limited involvement in community life

When looking into why women are not more actively involved in community-based roles and organisations, **lack of awareness** was the most frequently reported reason, at 57%. Lack of awareness includes both unawareness of how to organise or take up community-based roles, as well as lack of awareness of whether there are such associations in the area that women could participate in. In addition, **'not**

113 See also: Dababneh, Abeer Bashier, "Jordanian Women's Political Participation: Legislative Status and Structural Challenges", *European Journal of Social Sciences* 27(2), 2012, pp.213-221; UNDP, "Gender Equality and Women's Empowerment in Public Administration: Jordan Case Study", 2012; World Bank, "Country Gender Assessment: Economic participation, agency and access to justice in Jordan", 2014; ILO, "Labour market transitions of young women and men in Jordan", 2014; World Bank Data 2006-2014 (last accessed: 1st August 2017).

114 World Economic Forum, Jordan Global Gender Gap Index (2016).

115 The average in OECD countries is 50%.

116 OECD, *Women in Public Life: Gender, law and policy in the Middle East and North Africa*, MENA-OECD Governance Programme, (November 2014), p.20.

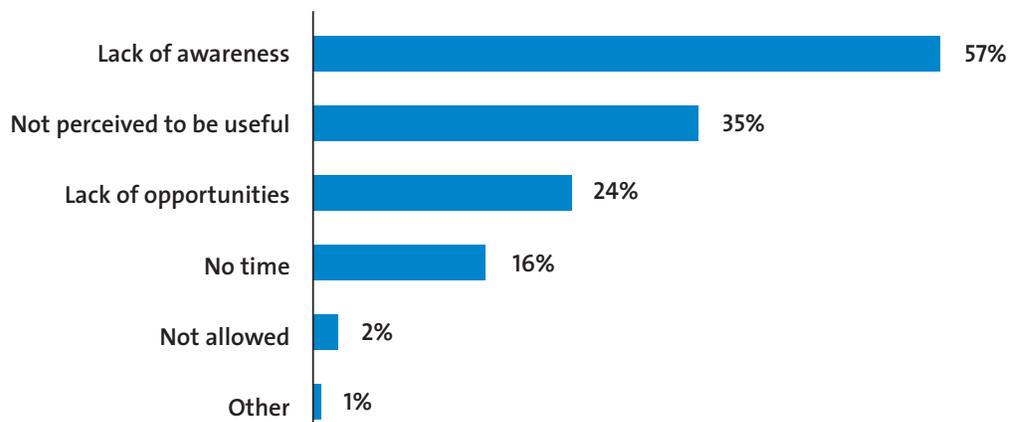
117 *Ibid*, p. 14.

118 OECD, *Women in politics, Government at a Glance* (2015), p. 88.

perceived to be useful' and 'lack of opportunities'¹¹⁹ were the two other frequently reported reasons for women's limited participation in these activities, at 35% and 24% respectively (See Figure 26). The relatively strong perception of community-based

activities not being useful highlights the importance of the need to raise awareness among women about the importance and benefits of these activities, before training them about how and where these activities can be undertaken.

FIGURE 26:
Reported reasons for women not being organised in community-based roles¹²⁰



While cultural/ traditional barriers were not found to be a key reason limiting women's participation in community life through the survey, these barriers were discussed by KIs as well as male and female participants of FGDs. Specifically, **KIs and FGD participants highlighted that in addition to a lack of opportunities, women were not actively participating in community life because of cultural/ traditional barriers and low levels of education** which negatively affects their confidence and ability to take up leadership roles in the community.

When looking at these reported reasons by nationality, some interesting variations can be seen. For instance, **Syrian women were more likely to perceive lack of awareness¹²¹ as a reason for their limited participa-**

tion in the community (76% of Syrians, compared to 54% of Jordanians), whereas Jordanian women were more likely to report lack of time as a reason (16% of Jordanians, compared to 11% of Syrians).

The higher level of unawareness among Syrian women is discernible given their more recent displacement and the fact that they don't originally belong to the communities they are currently residing in. Reflective of this, **during FGDs, Syrian women also highlighted their position as refugees in Jordanian society as a reason for not taking part in community-based activities.** Furthermore, they did not perceive these activities to be useful as they perceive their presence in the community to be temporary and new, which limits their opportunities to integrate to the extent needed to benefit from such activities. During FGDs, Syrian women also discussed their lack of time and their preference of using any spare time available to engage in income-generating activities, rather than community-based roles and volunteering activities.

Another interesting variation can also be seen between agricultural zones. **In Jordan Valley, women were more likely to perceive 'lack of opportunities'**

¹¹⁹ Lack of opportunities includes not just opportunities to organize in general but also opportunities in terms of conducive social setup i.e. whether or not women know enough people in the area to organize/ whether there is enough community cohesion to facilitate community organization.

¹²⁰ Multiple responses could be provided for this question. Please refer to Annex for the complete survey questionnaire.

¹²¹ As stated previously, 'lack of awareness' includes both unawareness of how to organise or take up community-based roles, as well as lack of awareness of whether there are such associations in the area that women could participate in.

as a key reason for their limited participation in community based activities, reported by 29% of women compared to 20% in the Rainfed Highlands and 18% in the Northeast. This implies that in the Jordan Valley, there is a greater need to create opportunities to enable a more active participation of women in community-based activities, for example, through the establishment of CBOs or associations working directly with women undertaking self-production or the establishment of groups/ unions representing and protecting the legal rights of female agricultural workers.

5.3 Summary

In sum, women's involvement in agricultural activities does not appear to be translating into their enhanced community organisation or active engagement in rural institutions and community life. Lack of awareness and perceptions of such activities not being useful were some of the key reasons reported for women's limited participation in this aspect. This highlights the need for awareness-raising campaigns that generate interest in and increase awareness among women about the need and importance of such activities, as well as targeted training programmes to train women on how such activities can be undertaken in an efficient and sustainable manner.

Furthermore, variations in reasons reported between different demographic groups and agricultural zones also highlight the importance of tailored advocacy and programming efforts if community engagement among women is to be equitably enhanced across all demographic groups and geographic areas. For instance, raising awareness about existing opportunities might be more of a priority for Syrian women, whereas advocating for and raising awareness about the benefits of community-based activities might be more a priority to increase community engagement among Jordanian women. Similarly, increasing awareness and capacity-building might be more of a priority in some areas which are more traditional and where women tend to have lower levels of education, whereas establishing sustainable opportunities for women to undertake community-based activities might be more of a priority in other areas where women already have the interest and ability but not the right platforms to organise themselves.

Having now looked at some of the key characteristics of women's participation in the agriculture sector in Jordan and the extent to which this influences their role and position within rural communities, the remainder of this report will look at challenges being faced by women in the sector and what women perceive to be the primary types of support needed to enhance their role in it.



CHALLENGES
FACED BY WOMEN IN
THE AGRICULTURAL
SECTOR

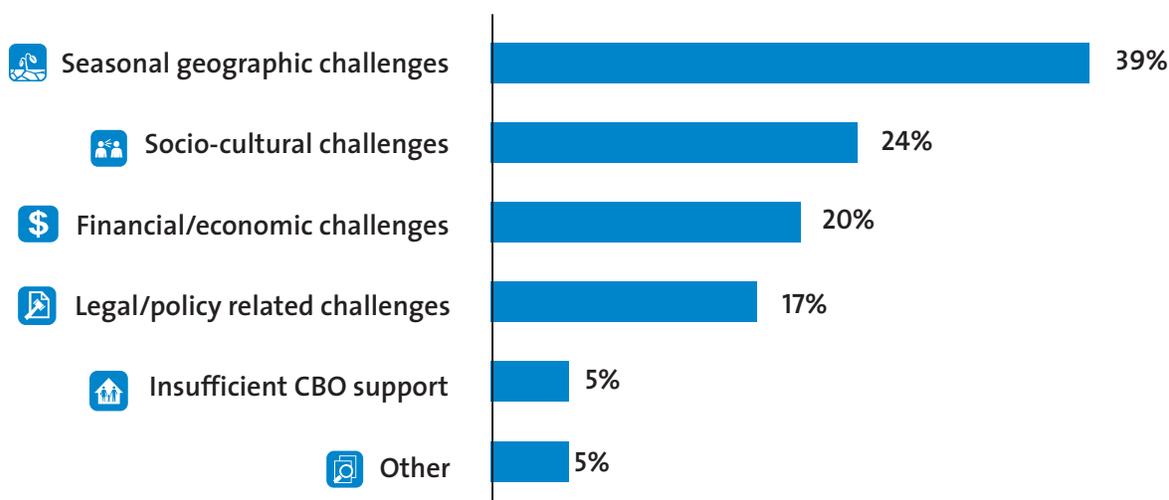
6. CHALLENGES FACED BY WOMEN IN THE AGRICULTURAL SECTOR

6.1 Overview of key challenges faced by women in the agricultural sector

Despite women’s seemingly active involvement in agriculture and the economic importance of this involvement, women who engaged in agricultural activities in the past 12 months did report facing challenges which affects their engagement in the sector. As shown in Figure 27 below, **seasonal and geographical challenges¹²² were reported to be the primary challenge faced**, by 39% of women.¹²³ This is reflective of the fact that water scarcity and

lack of natural resources, especially arable land, is the primary challenge known to be facing the agricultural sector in Jordan today.¹²⁴ With an average yearly rainfall of 101.2 millimetre (mm), most of Jordan consists of arid land (90%) and semi-arid land (8%). Only 20% of the country receives 200 mm and more of rainfall per year, which is the minimum needed for rain-fed agriculture.¹²⁵ Furthermore, according to the previously reported study by AARINENA, only 4% of Jordan’s total land surface is arable.¹²⁶ Land available for agriculture has also significantly decreased over the years due to urbanisation and land fragmentation upon inheritance.¹²⁷

FIGURE 27:
Primary challenges faced by women who engaged in agricultural activities in the last 12 months



122 Seasonal/ geographic challenges include issues related to soil and water and/ or being forced to move across seasons to engage in paid agricultural labour.

123 Multiple responses could be provided for this question. This was also a ranking question and respondents were asked to rank the top three out of all the challenges selected. The % shown here is for % of respondents who reported this to be their most important challenge. Please refer to Annex for the complete survey questionnaire.

124 See also: The World Bank Group, Climate Change Knowledge Portal: Jordan (last accessed 30 May 2017); Ministry of Environment, Programme for Mainstreaming Gender in Climate Change Efforts in Jordan (November 2010); Ministry of Water and Irrigation, National Water Strategy 2016-2025.

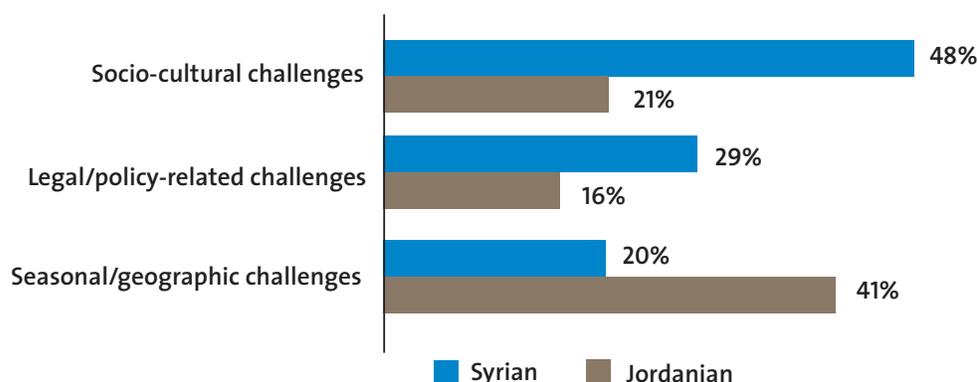
125 Ministry of Environment, Programme for Mainstreaming Gender in Climate Change Efforts in Jordan, November 2010, p. 18.

126 AARINENA, Women Empowerment for Improved Research in Agricultural Development, Innovation and Knowledge Transfer in the West Asia/ North Africa Region (2012), p. 86.

127 EuropeAid, Pre-identification mission: support to agricultural development in Jordan (2012), p. 80.

FIGURE 28:

Top three primary challenges being faced by women in agriculture, by nationality



The **second most reported primary challenge reported were of socio-cultural nature**, at 24%, including the lack of land ownership, shame culture,¹²⁸ domestic responsibilities, (threat of) harassment and violence. The other frequently reported challenges were financial and economic challenges, and legal and policy related challenges, at 20% and 17% respectively. Overall, these findings are consistent with challenges discussed during KI interviews and FGDs. While challenges are fairly similar across agricultural zones, they do vary depending on the type of agricultural activity women are engaged in. These variations are discussed in more detail below.

Syrian FGD participants particularly highlighted the importance of having to move around across seasons as a key challenge, which is understandable since they often live in ITS around their workplace – mostly large-scale commercial farms – where production patterns vary across the seasons.

128 Shame culture relates to socio-cultural constraints women face in seeking employment outside of the household. This may for example include negative community perceptions of female (physical) labour and perceptions that the latter complicates women’s ability to fulfil their domestic duties. The mere fact of being employed could also be perceived as going against traditional gender expectations in Jordan. For further information, please refer to the World Bank’s definition of social norms in Jordan, presented in footnote 47 of the present report.

Variations in challenges faced by nationality and agricultural zone

Reported challenges were found to vary by nationality and agricultural zone.¹²⁹ For instance, while Syrian women working in agriculture more frequently reported legal and policy related challenges and socio-cultural challenges as the primary challenges being faced, Jordanian women prioritized seasonal and geographical challenges (See Figure 28). Higher priority given by Jordanian women to seasonal and geographical challenges is explicable since they were also found to be more involved in home-based agricultural activities and are thus more dependent on favourable environmental conditions to enhance their production activities.

Meanwhile, given the legal status of Syrians as refugees in Jordan, it is not surprising that **legal and policy related challenges were perceived to be more important by Syrian women (29%), compared to their Jordanian counterparts (16%)**. Examples of policy related barriers which Syrians might be facing include restrictions in accessing formal employment opportunities due to work permit regulations, and inability to own land on which agricultural production can be undertaken due to their status as refugees.

129 Please note that this report only includes variations for which statistically significant differences were found as per Pearson’s chi-square test.

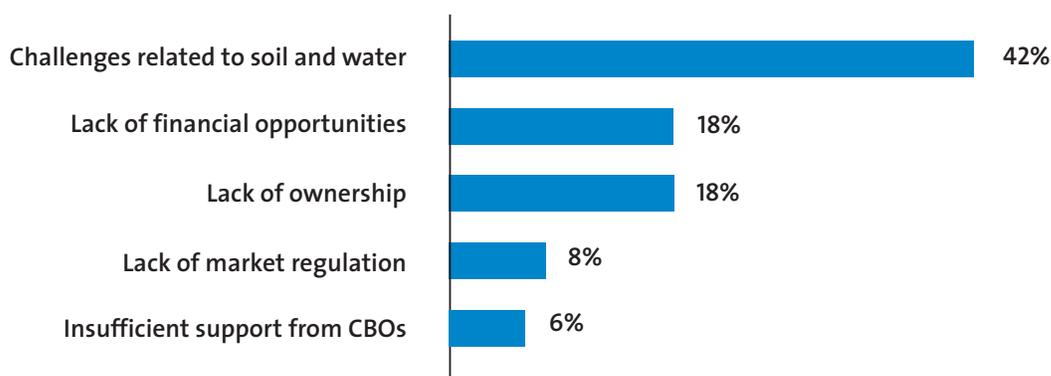
In terms of variations by agricultural zone, **legal and policy related challenges were found to be a greater priority in the Jordan Valley**, reported by 24% of women, compared to the average of 12% or lower in the other two zones. This could be related to the higher prevalence of commercial agriculture in this zone, as a result of which women in the Jordan Valley might be more affected by restrictions in market regulations or unfavourable working conditions. Meanwhile, seasonal and geographical challenges were found to be of greater priority in the Northeast (48%, compared to an average of 40% for all three zones). This is discernible because as previously mentioned, the Northeast comprises of the country's Badia region which is characterised by arid climatic conditions¹³⁰ and an average annual rainfall of less than 100 mm.¹³¹ In terms of programming and advocacy, this highlights a greater need for generating awareness about sustainable water management and land use practices in this zone, as well as the importance of developing policy level strategies for improved land preservation and water use/ management practices in this zone. Subsidising prices of necessary inputs such as irrigation water and livestock fodder could also help to encourage agricultural production in this zone, despite these environmental challenges.

6.2 Challenges faced by women in home-based agriculture

In home-based agriculture, seasonal and geographic challenges were found to be more important than in agricultural labour, while socio-cultural challenges and legal/policy related challenges were more important in agricultural labour. As shown in Figure 29, 42% of women reported issues related to soil and water as the primary challenge being faced. The importance of scarcity of water and suitable soil for home-based agriculture is discernible since women rely on the land available within the bounds of their households for agricultural production. Therefore, if the quality of soil for land available is not adequate, they may be unable to undertake production. This is corroborated by information gained from FGDs, where land related challenges and access to resources, particularly water and suitable land, as well as lack of financial means, limited marketing and profitability, were frequently discussed by women engaging in home-based and small-scale agricultural activities.

Following challenges related to soil and water, the **second most frequently reported challenges were the lack of financial opportunities and lack of land**

FIGURE 29:
Primary challenges faced by women in home-based agriculture



¹³⁰ The Hashemite Fund for Development of Jordan Badia (last accessed 30 July 2017).

¹³¹ NCARE (Presentation by Yahya Shakhathreh), Trend Analysis for Rainfall and Temperatures in Three Locations in Jordan (February 2010).

ownership. The importance of both these factors is further corroborated by the finding that 90% of women who engaged in home-based agriculture in the past 12 months stated production of food for household consumption to be the primary factor motivating their engagement in this activity (see Figure 9). FGD participants also confirmed that growing their own vegetables is cheaper than buying them from markets. Therefore, since financial/economic reasons are key factors motivating women to engage in home-based agriculture, it is not surprising that women perceived themselves to be limited by a lack of financial means and land resources to expand their agricultural activities further.

In addition to the challenges outlined above, **FGD participants also stated that their ability to engage in home-based agriculture is challenged by time constraints** either due to having other jobs outside of the house (for Jordanian women specifically) or because of domestic responsibilities.

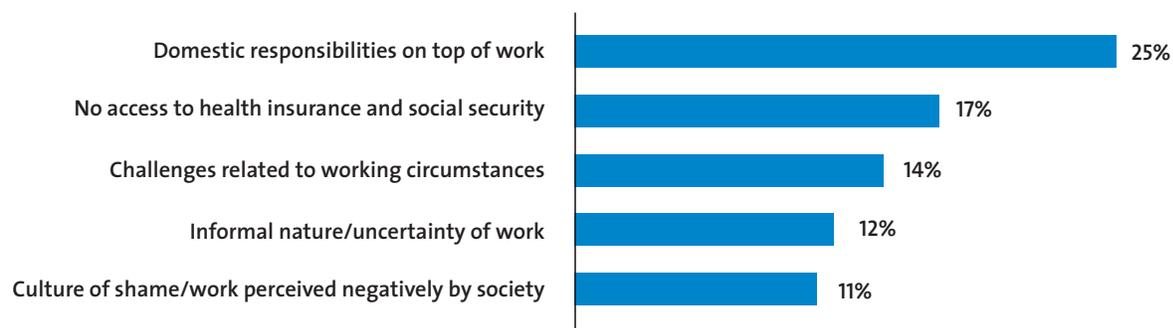
6.3 Challenges faced by women as paid agricultural labour

In comparison to challenges faced in home-based agriculture, **socio-cultural challenges as well as legal and policy related challenges were found to be the primary challenges for women who engaged in paid agricultural labour in the past 12 months** (See Figure 30).

In terms of socio-cultural challenges, the most frequently reported challenge by women working as paid agricultural labour was the inability to reconcile their domestic responsibilities with their work in agriculture. An additional 11% of women who engaged in paid agricultural labour in the past 12 months also reported a culture of shame and their work being perceived negatively by society as a key challenge faced. Further confirming this, KIs stated that women in Jordan mostly engage in home-based agriculture because it is more compatible with traditional gender-related expectations than working in agricultural labour, as the former enables them to conform to their domestic roles and tasks in addition to undertaking agricultural activities out of home. In addition, during FGDs, women also discussed a fear or threat of violence or harassment in the workplace, including both physical and/ or verbal aggression, as a challenge faced by women working as paid agricultural labour. However, during the survey only 2% reported ‘harassment and violence’ as the primary challenge being faced by women engaging in paid agricultural labour.

Apart from socio-cultural challenges, **other key challenges reportedly being faced were primarily related to employment conditions**, including no access to health insurance and social security (17%), challenges related to working circumstances (14%),¹³² and informal nature/ uncertainty of work (12%). Further confirming this, FGD participants also discussed a lack of interest or an

FIGURE 30:
Primary challenges faced by women working as paid agricultural labour



¹³² For respondents who did report challenges related to working circumstances, examples provided include issues such as long working hours, low wages, harsh climatic conditions and physically demanding work.

unwillingness to take up informal jobs, as well as unfavourable working circumstances such as long working hours and having to work in harsh climatic conditions, as challenges faced by women in paid agricultural labour. Challenges related to working conditions of paid agricultural labour are discussed in further detail in the following sub-section on legal/ policy-related challenges.

6.4 Legal and policy related challenges

Although only 17% of women engaged in agriculture overall reported legal and policy related issues as the main challenge that they face, **these issues were found to be more important among Syrian women and women in the Jordan Valley who engaged in agricultural activities in the past 12 months, as well as women who engaged in paid agricultural labour in the past 12 months.** In the context of agricultural labour, these challenges include challenges related to working circumstances and lack of employment benefits, while in the context of home-based agriculture, legal/ policy-related challenges include challenges related to marketing regulations and land ownership.

Challenges related to working conditions as paid agricultural labour

As stated previously in this report, most women engaged in agriculture work in an informal setting which inhibits their access to legal protection and employment benefits such as minimum wages, health insurance and social security. Informal engagement thus prevents women from benefitting from the provisions of Jordan's Labour Code which guarantee monthly salary and minimum wages, sick leave and regulation of working hours, for workers in the agricultural sector.¹³³

¹³³ Labour Law as outlined in Article 23 of the Constitution of the Hashemite Kingdom of Jordan of 1952 guarantees individuals' right to work, protection of the rights of workers, and labour regulations defining number of working hours, holidays, compensations and conditions of women and juvenile work. See also: The Jordanian Hashemite Fund for Human Development (JOHUD), 'Women's Rights to Inheritance Realities and Proposed Policies' (2012), p. 7. A KI interviewed during this assessment also stated that the Labour Code which contains provisions to ensure the protection of labour rights in Jordan only became applicable for workers in the agricultural sector after a reform in 2002 which ensured applicability of this law to agricultural workers, both men and women.

The legal and policy related challenge in this context thus might not necessarily imply an actual gap in the legislative and policy framework, but instead a gap in the implementation of existing legislations i.e. those in place to protect the rights of workers in Jordan.

KIs also highlighted two specific provisions within the labour law which could be interpreted as specifically protecting the rights of female agricultural workers. The specific provisions discussed were Article 72 of the Jordan Labour Code which stipulates the provision of daycare centres for children by employers who hire women,¹³⁴ and a government regulation related to flexible working hours which allows for the division of weekly working hours in a manner that is compatible with the needs of specific workers, including those with children and pregnant women.¹³⁵ In light of this, increasing awareness about labour rights is particularly important as 'domestic responsibilities on top of work' was the most frequently reported challenge for women working as paid agricultural labour.

Additionally, KIs stated that even agricultural workers who are employed formally sometimes are not adequately benefitting from insurance services that are provided by the government, such as the Farmers Risk Fund (Sandouq al-Makhatir),¹³⁶ which reinforces the possibility that implementation of laws rather than the actual gap in legislation might be a key challenge for agricultural workers in Jordan. Similarly, another KI stated that although existing labour regulations provides that all formal employees with wages below

¹³⁴ "Employers with at least twenty married women workers in their employment shall provide an adequate facility under the care of a trained nurse for the women workers' children under four years of age, if at least ten of them are in such an age group." ILO, 'Jordan Labour Code' 1996.

¹³⁵ The following article includes an infographic that was published by the disseminated by the Prime Minister's office. The Jordan Times, 'Flexible working hours will benefit working women, gov't says' (March 2017), (last accessed 21st November 2017).

¹³⁶ The Farmers Risk Fund is supposed to provide insurance for agricultural workers in view of agricultural risks defined as "risks to the property and agricultural products of beneficiaries, including natural hazards such as drought, snow, heavy rain, hail, storms, floods and frosts, as well as disease and epidemics that may affect plants and animals in an epidemiological manner." See also: Ministry of Agriculture website (last accessed 1st August 2017), Original in Arabic.

300 JOD¹³⁷ per month should be receiving health insurance, this is rarely ever the case.

Some KIs also highlighted gaps in legislation in addition to gaps in implementation of existing legislations as potential barriers for women’s engagement in the agriculture sector. More specifically, **KIs pointed to gaps related to the fact that there is no specific legislation to guarantee gender equality and protect women working in agriculture, as gender is not adequately addressed and incorporated in existing legislation and policies.** KIs further reported that protection of women in the workplace becomes particularly an issue because gender-based violence is not explicitly addressed at a policy-making and legislative level.

Overall, while several policies and laws exist that include gender-specific chapters or provisions, as stated in the introductory section of this report, there is no comprehensive document that exclusively targets issues such as structural inequality between men and women as well as barriers preventing women from taking on a more active role in agriculture and community-level activities. This gap in legislation as well as the gap in implementation of existing laws translates, as reported by KIs, into barriers for women’s engagement in the agricultural sector.

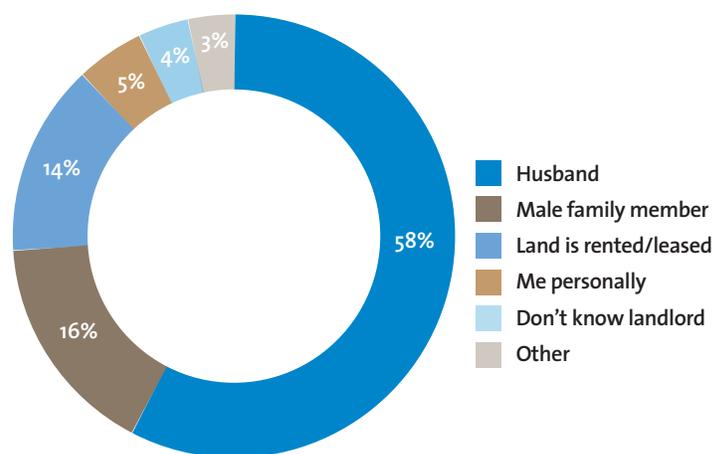
Challenges related to women’s lack of land ownership

Among women who engaged in home-based agriculture in the past 12 months, 18% perceived ‘lack of land ownership’ as the primary challenge they are facing. This is a relatively small proportion considering that it was found to be quite uncommon for women to be owning the land that they use for home-based agriculture. As shown in Figure 31 below, only 5% stated that they personally owned the land being used for home-based agriculture, while a large majority – 74% – stated that the land was either owned by their husband (58%) or another male family member (16%).

137 Corresponds to 423.163 USD. (As of 22.11.2017, 1 JOD corresponds to 1.41086 USD, cf. <http://www.xe.com/>)

Secondary data further confirms these findings. A report on the Ministry of Environment’s Programme for Mainstreaming Gender in Climate Change Efforts refers to data retrieved from the DoS stating that women own less than 4.5% of the land and less than 1.8% of agricultural equipment.¹³⁸ According to gender disaggregated data from the DoS, as of 2014, only 21% of private land in Jordan was owned by female owners, compared to 74% for men, and 5% with joint ownership.¹³⁹ A report from FAO further highlights that women often have limited access to production inputs such as agricultural land, water, fertilizers and phytosanitary products.¹⁴⁰

FIGURE 31:
Reported ownership of land being used for home-based agriculture¹⁴¹



However, it is worth pointing out that there is no specific legislation in Jordan which explicitly prohibits women from owning or inheriting land and there

138 Ministry of Environment, et. al. Programme for Mainstreaming Gender in Climate Change Efforts in Jordan, 2010, p. 18.

139 Sweidan, Manal (DoS), ‘A Gender Perspective of Measuring Asset Ownership for Sustainable Development in Jordan’ (2016), p. 6.

140 FAO, Plan of Action: Resilient Livelihoods for Agriculture and Food and Nutrition Security in Areas of Jordan Affected by the Syria Crisis, 2014, p. 39.

141 Other’ includes government land (0.9%), land owned by another female family member (0.6%), and instances where women who work on farms and live in the farms where they work are allowed by the farm-owners to plant crops near their tents to produce food for household consumption (1.1%).

are provisions within the country's legal framework which guarantees women's rights to land ownership and inheritance.¹⁴² **Nevertheless, despite legal guarantees, women in Jordan often do not benefit from their rights to land ownership and inheritance.**

As outlined in a report published in 2012 by the Jordanian Hashemite Fund for Human Development (JOHUD) on women's rights to inheritance, "despite all conventions, covenants, and laws, women in Jordan do not enjoy their rights to ownership and inheritance due to continuous inequality in economic rights, which sustains women's economic subordination and dependancy and makes them more vulnerable to violence, exploitation and other violations".¹⁴³

The same report also outlines that as per results from interviews conducted with 15 women aged between 24 and 45 years, some issues faced relate to women obtaining their shares of inheritance, typically because women often voluntarily relinquish their property rights to male members of the household. Limited knowledge among women about property rights and compliance with inherited social customs and traditions are some of the key reasons why this takes place.¹⁴⁴ Furthermore, a report from the Gender Statistics Division of the government's DoS highlights that the proportion of female land-owners in Jordan is low, despite legal rights to property title. The report states that these low numbers might be due to high costs of registration and changing property ownership after the decease of male household members, which is why few women transfer property legally under their names. The report further mentions social pressure to abandon their legal rights to property in favor

of male relatives as a factor limiting women's ownership of land.¹⁴⁵ **This highlights the importance not just of legislative reforms that reinforces women's rights to ownership and inheritance and protects them from involuntary relinquishment of these rights, but also the importance of raising awareness among women about these rights and their importance for women's inclusive economic participation.**

Overall, although lack of land ownership was not perceived to be the primary challenge by a large majority of women. KIs and FGD participants did highlight **three key impacts of a lack of land ownership on women's engagement in agricultural activities.** Firstly, a lack of land ownership is perceived to be **limiting the scope of production activities** that women are able to undertake. This is because the scope of activities that can be undertaken on rented land for example could be limited by allowances from the land-owner, which is sometimes outlined in land rental and lease agreements. Secondly, this limitation on the expansion of production activities is perceived to be **impacting women's ability to take profitable decisions vis-à-vis marketing** of items produced through home-based agriculture.

Finally, a lack of land ownership also **reportedly impacts women's access to loans to start small-scale agribusinesses** since proof of owning property/ land or similar kind of non-liquid assets is typically required to collateralise loans from investors. KIs specifically reported that while women might be receiving loans from private loan institutions such as the 'Microfund for Women',¹⁴⁶ accessing governmental loans from the Agricultural Credit Corporation (ACC) is more difficult as it requires proof of land ownership and salary as collaterals. This is further confirmed by existing secondary data. The previously reported report from the DoS Gender Statistics Division highlights that as of 2015, the proportion of borrowers that are women reached by the ACC, which is the government's major institution for microfinance, was relatively low at

¹⁴² As per provisions under Islamic Shari'a to inheritance rights, Article 1086 of the Jordanian Civil Law stipulates women's rights to inheritance. The Provisional Jordanian Personal Status Law no.36 of 2010 also regulates inheritance issues, while stating that women's entitlement to inheritance varies in accordance to their status and relation with the decedent. See also: JOHUD, 'Women's Rights to Inheritance Realities and Proposed Policies' (2012), p. 12-13. In terms of women's rights to land ownership, there are several constitutional provisions at the national level which guarantee Jordanian citizens' rights to social equality by law, including equal economic and social rights for all Jordanians, as well as rights to property in terms of prohibiting by law expropriation except for public utility and in consideration of a just compensation. See also: Paragraphs 1 and 2 of Article 6 of 1952 Constitution, Article 11 of 1952 Constitution

¹⁴³ JOHUD, 'Women's Rights to Inheritance Realities and Proposed Policies' (2012), p. 8.

¹⁴⁴ Ibid., p. 23.

¹⁴⁵ Sweidan, Manal (DoS), 'A Gender Perspective of Measuring Asset Ownership for Sustainable Development in Jordan' (2016), p. 6.

¹⁴⁶ Sandouq al Mara' website: http://www.microfund.org.jo/public/main_english.aspx?M=3&page_id=1 (Last accessed 22nd August 2017).

34%.¹⁴⁷ The same report also outlines that in Jordan, women's access to formal financing from commercial banks to initiate their own businesses and income-generating activities was four times lower to that of men's as of 2015, primarily because women's ability to obtain formal financing is impacted by traditional property arrangements as a result of which they might not have the collateral needed to access commercial loans.¹⁴⁸

However, the fact that only 18% of women in home-based agriculture perceived lack of land ownership as their primary challenge shows that despite the above-mentioned impacts of women's lack of land ownership, women might not perceive these to be affecting their agricultural activities to the same extent as other challenges such as challenges related to soil and water.

Challenges related to marketing regulations

Finally, another legal/ policy-related challenge reported by women who engaged in home-based agriculture in the past 12 months was challenges related to a lack of marketing regulations. Although reported by only 8%, this is still an important aspect to look into as it does have important implications for economic empowerment of rural women through their involvement in the agricultural sector.

In terms of what challenges related to marketing regulations entail, issues highlighted by KIs include **gaps in stringent monitoring of prices, lack of adequate quality control practices**, and (related to both of these issues), **limited regulations which allows a strong role to be played by middlemen, often at the cost of individual farmers and farm workers**. Further confirming this, a study conducted by the United States Agency for International Development (USAID) on agricultural production and marketing in Jordan found that marketing policies were often in favour of marketing intermediaries and that there was a lack of sustained

support for farmers' markets in big cities and for building farmers' marketing cooperatives.¹⁴⁹ Additionally, the same study also outlined that the country's marketing policy imposes significant costs on agricultural marketing through taxes and regulations which other countries in the region do not have.¹⁵⁰

With regards to marketing challenges faced specifically by women, KIs mentioned that while opportunities do exist, they are not adequate to enable women to obtain optimal benefits from their agricultural production initiatives. For instance, the Ministry of Labour and the Greater Amman municipality co-organise marketing exhibitions in Amman to give women the opportunity to exhibit and sell the products they produce through their self-employment initiatives, including agricultural products.¹⁵¹ However, KIs did not perceive these to be taking place frequently enough,¹⁵² and also stated that since these exhibitions take place in Amman, women in remote rural areas who don't have access to private or affordable public transportation are unable to benefit from them.

Furthermore, **FGD participants also discussed a higher involvement of men in marketing home-grown products, although women are more involved in all other phases of the production process**. Because of this, favourable marketing policies and setting out a clear set of regulations could arguably empower women to take up these tasks as well, thereby strengthening their independence and control over income generated from home-based agriculture. Another possible avenue to empower rural women's socio-economic standing through home-based agriculture could be through supporting the development of small agribusiness projects in the community to encourage dairy production, olive oil production and production of other by-products (such as juices, canned foods) on a larger scale.

147 Sweidan, Manal (DoS), 'A Gender Perspective of Measuring Asset Ownership for Sustainable Development in Jordan' (2016), p. 3.

148 Ibid., p. 2.

149 USAID, 'Toward more efficient agricultural production and marketing in Jordan' (2006), p. 5.

150 Ibid., p. 7.

151 See also: Jordan Times, Exhibition Markets Products by Self-Employed Women, 3 May 2016.

152 Please note that KIs were unable to inform on the exact frequency of these marketing exhibitions and were unsure of how often they were taking place.

6.6 Summary

Women who engage in agricultural activities do face a range of challenges which could affect their participation in these activities. Across agricultural activities, seasonal and geographic challenges were found to be most important, followed by socio-cultural and financial-economic challenges. These challenges do vary by the type of agricultural activities and few variations were also found by nationality and agricultural zone. In home-based agriculture, issues related to soil and water were considered to be most challenging, while lack of financial opportunities and lack of land ownership were found to be important challenges as well. In paid agricultural labour, the top three challenges reported were domestic responsibilities on top of work, no access to health insurance and social security as well as issues related to working circumstances. Some of these challenges also entail challenges being faced on a higher, policy level, such as marketing regulations, land ownership challenges and challenges related to employment and working conditions.

Overall, in order to address challenges faced by women in agriculture, these findings highlight the importance of both programmatic interventions (such as awareness raising, technical capacity building and provision of material support) as well as advocacy efforts to reinforce implementation of existing legislations and introduce/ update policy frameworks that incorporate gender-specific issues. These interventions and efforts should also take into account the variations in findings for different demographic groups, as addressing certain challenges might be a greater priority for a specific group of women in specific parts of the country in comparison to others.

PRIMARY SUPPORT
NEEDED TO ENHANCE
WOMEN'S ROLE IN THE
AGRICULTURE SECTOR

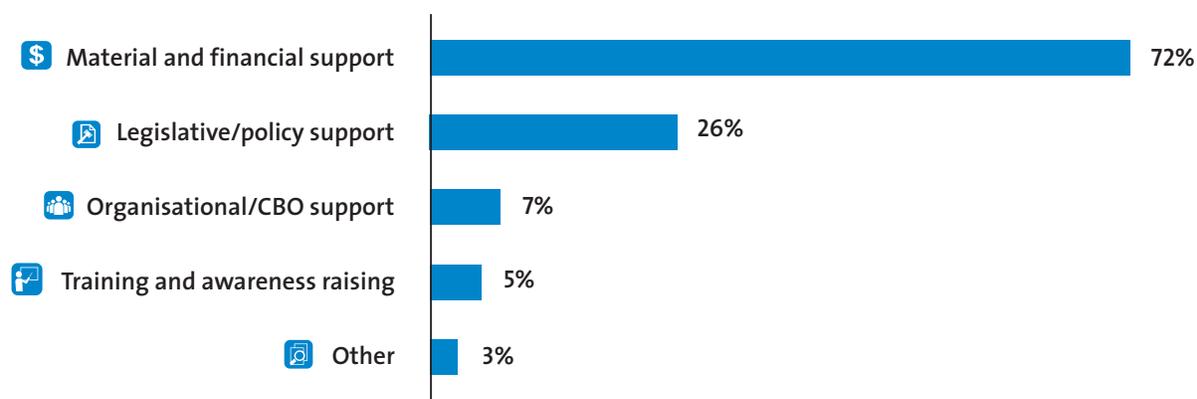
7. PRIMARY SUPPORT NEEDED TO ENHANCE WOMEN'S ROLE IN THE AGRICULTURE SECTOR

7.1 Overview of primary support needed

Reflective of the primary challenges faced by women in agriculture, **material and financial support followed by legislative and policy support**¹⁵³ were the two most frequently reported primary types of support perceived to be needed to strengthen women's role in the sector, reported by 72% and 26% of women respectively (see Figure 32).¹⁵⁴

Meanwhile, only 7% of respondents reported the need for organisational/ CBO support. This is in line with the low levels of community-based involvement among women that were discussed previously, as well as the perception that these activities are not important or helpful to reinforce women's stance in agricultural activities. On the other hand, women's existing background experience and knowledge in agriculture could explain the low proportions of women who perceive training and awareness raising support to be important. In addition, and independently from

FIGURE 32:
Primary type of support needed for women in the agriculture sector



This perceived importance of material/ financial support, and legislative/ policy support is also corroborated by findings from FGDs where frequently suggested ways to address challenges faced by participants included provision of loans, pushing for more inclusive legislation which allows women to own land, provision of support to enable women to rent land, and assisting with the procurement of work permits for Syrians.

women's prior experience and knowledge, female respondents might consider that addressing their material and financial limitations as bearing a greater potential for change.

¹⁵³ The legislative and policy support variable was created by aggregating the following response categories: legislative support and market regulations from the home-based agricultural loop, as well as the following responses from the paid agricultural loop: legislation to protect labourers' rights, support obtaining formal employment, support obtaining health insurance and social security, support obtaining higher wages.

¹⁵⁴ Multiple responses could be provided for this question. This was also a ranking question and respondents were asked to rank the top three primary support needs among all the responses chosen. Please refer to Annex for the complete survey questionnaire.

7.2 Support needed by type of agricultural activity

As with challenges, reported types of support needed was also found to vary by the type of agricultural activity. In general, **material and financial support was reportedly a greater priority for women who engaged in home-based agriculture while legislative and policy support was of more importance for women working as paid agricultural labour.** This goes to show that from a programming point of view, directing the appropriate kind of support according to the agricultural activity conducted is essential if women's engagement in the sector is to be equitably enhanced as a whole.

Primary support needed in home-based agriculture

Among women who engaged in home-based agriculture in the past 12 months, 46% stated that they were most in need of **material support to enhance productivity**, while

37% reported **financial support/ loans** as a primary type of support needed (see Figure 33).

The expressed need for both material and financial support shows that improving women's access to financial support and loans could also address their need for material support by enabling women to procure for themselves the inputs and equipment they require to enhance productivity.

Primary support needed in paid agricultural labour

For women who engaged as paid agricultural labour in the past 12 months, support in obtaining higher wages was found to be the primary type of support needed, reported by 40% (see Figure 34).

It is interesting to note the difference between the main challenges faced and the main support perceived to be needed in agricultural labour. For instance, informal nature of work was perceived to be the primary

FIGURE 33:
Primary type of support needed in home-based agriculture

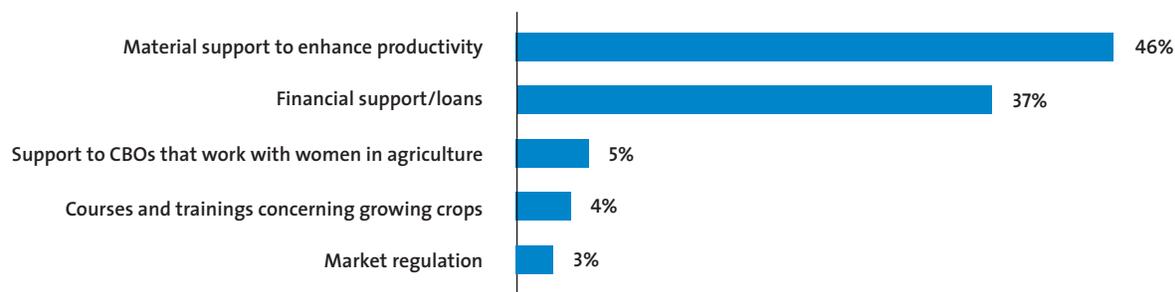
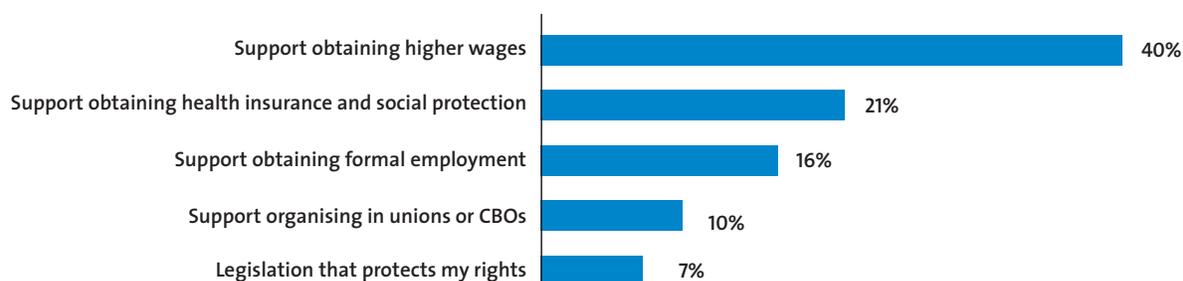


FIGURE 34:
Primary type of support needed in agricultural labour

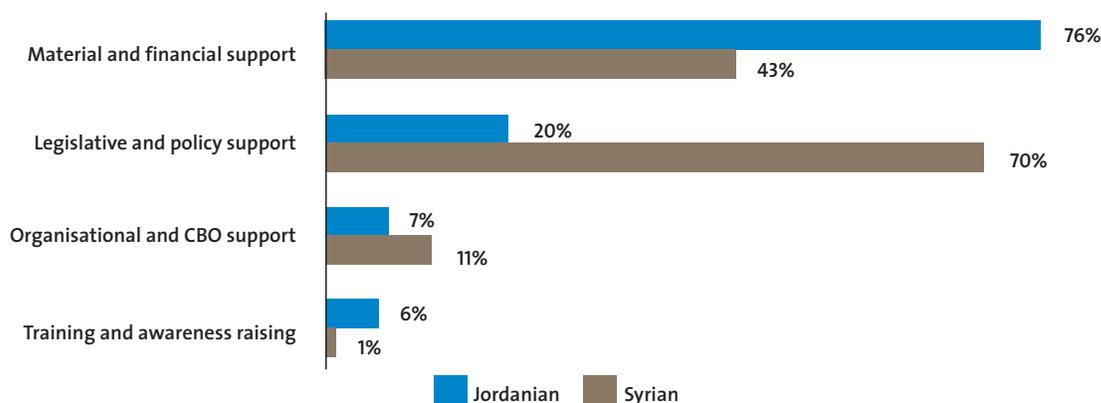


challenge by only 12% of women who engaged in paid agricultural labour, while support obtaining higher wages, health insurance and social protection was perceived to be a priority by 61%. Since the informal nature of work does limit women's access to employment benefits including minimum wages, health insurance and social protection, it does seem to be important to increase awareness among women about the link between the two. In other words, **if support is provided for women to obtain formal employment, this could automatically enable women to obtain higher wages, and health insurance and social protection**, which were perceived to be the two most important types of primary support needed.

posing a challenge for women's engagement in the agriculture sector.¹⁵⁶

At the same time, FGD participants confirmed that women engaged in agricultural work are, in general, not organised in CBOs or labour unions. Indeed, the Rainfed Highlands was the only zone where Jordanian women reported to be actively involved in community-level activities, which they perceived to be helping them overcome cultural barriers and contributing to a better integration of Syrian women into Jordanian society as interaction between the two communities increased. Support through CBOs could, therefore, be part of an effort to address women's

FIGURE 35:
Primary type of support needed for women in agriculture, by nationality



Furthermore, **it is also interesting to note that only 10% of women perceived support organising in unions or CBOs as their priority, especially considering that only 2% of women who engaged in paid agricultural labour in the past 12 months were found to have access to support for their work from other sources than their employer.** This is further striking because KIs highlighted a lack of official representation to protect rights of agricultural workers,¹⁵⁵ especially female agricultural workers, as one of the key gaps in implementation of existing legislation which could be

capacity to organise and advocate for themselves while also improving interaction between host and refugee communities.

7.3 Support needed by nationality and agricultural zone¹⁵⁷

In addition to variations by type of agricultural activity, support needed was also found to vary by nationality

¹⁵⁵ KIs clarified that while there are Farmer Unions in every governorate which are officially recognized, these are unions more of farmers and farm-owners, not farm labour.

¹⁵⁶ KIs discussed this as a gap in implementation and not a gap in legislation because legally, Article 97 (a) of the Jordanian Labour Law stipulates that employees in any profession may establish a labour union for themselves, to protect their rights in employment, and this right applies to all workers, whether in the formal or informal sector. See also: http://www.hammourilaw.com/Hammouri_Resorces/Articals/labor_law__2.pdf.

¹⁵⁷ Please note that this report includes only those variations for which statistically significant differences were found.

and agricultural zone. **While material and financial support was found to be more important for Jordanian women, Syrian women prioritised legislative and policy support** (see Figure 35). This is reflective of variations in types of challenges being faced by both nationalities and as previously discussed, can be explained by the distinctive contexts of both.

In terms of variation by agricultural zone, legislative and policy related support was found to be more of a priority for women in the Jordan Valley, where 33% reported it as their primary support needed, compared to an average of 21% across all zones. A reason for this difference might be that the Jordan Valley has a high prevalence of both home-based agriculture as well as large-scale commercial farming. This indicates that legislative and policy related concerns are a priority for women engaged in both home-based activities as well as in agricultural labour – ranging from market regulation concerns for women engaged in home-based agricultural activities as well as issues linked to paid agricultural labour, such as the protection of rights, higher wages, formal employment, and access to health insurance and social security.

7.4 Summary

Across agricultural activities, a vast majority of women who engaged in agricultural activities in the past 12 months perceived material and financial support to be the primary type of support needed to enhance their engagement in agriculture, followed by legislative and policy support. This reflects findings from the previous section on challenges being faced by women in agriculture. However, the type of support that is most needed was found to vary by type of agricultural activity as well as by nationality and zone. Once again, these variations highlight the importance of proper targeting of programming and advocacy efforts if women's engagement in the agriculture sector is to be equitably enhanced for women from all demographic groups and parts of the country.

CONCLUSION

This report presents key findings from an assessment of rural women and their role in the agricultural sector in Jordan conducted by REACH, in collaboration with UN Women between January and July 2017. The aim of this assessment was to gain a better understanding of roles and conditions of women working in the agricultural sector in Jordan and challenges they are facing within the sector, as well as to improve understanding of women's participation in local governance structures and community institutions. **This assessment seeks to inform, through evidence-based recommendations, programming aimed at removing gendered barriers to rural women's participation in the agricultural sector.**

Overview of women's engagement in the agricultural sector

Findings from this assessment indicate that women in rural and peri-urban areas of Balqa, Irbid, Karak and Mafraq governorates are actively involved in the agricultural sector and relying on agriculture as an important source of livelihood, primarily through home-based agriculture but also through paid agricultural labour. This is reflected through four key findings: the significant time committed by women to these activities on an average monthly and daily basis, the reportedly fundamental roles which women play throughout the production process in comparison to the more supportive roles for men, the perceived economic importance of these activities for women and their households, and the widespread perception that women's ability to generate income through agriculture enhances their independence and decision-making capacity within the household.

In terms of **key demographic profiles**, most women who engaged in agricultural activities in the past 12 months were from younger age groups, married and had relatively low levels of education. However, variations in findings were found between different demographic groups which should be kept in mind to **ensure that programmes and advocacy efforts are tailored as much as possible to different local contexts**. For instance, it was found that home-based agriculture is the predominant type of activity women engage in, especially among Jordanian women, while

women who are the heads of their households are more likely to engage in both home-based agriculture and paid agricultural labour.

Findings from this assessment also show that **women engaging in agriculture do have some kind of background knowledge and experience in agriculture**, as reflected in a relatively large proportion of women - 32% - citing their background knowledge and experience in the sector as a primary motivation for their engagement in agricultural activities, and in the small proportion of women who perceived courses and awareness raising as a primary type of support needed to enhance their engagement in the sector. However, **while women might have the basic knowledge needed to undertake agricultural activities, they could still benefit from more advanced training and capacity building initiatives to enhance and sustain productivity** (for example, innovative technologies, sustainable land management and water use techniques, primary veterinary care, etc.).

Variations in motivating factors, challenges and support needed by activity type, nationality, and zones

One of the key findings from this assessment is that **motivating factors, challenges faced and types of primary support needed do vary by type of agricultural activity, nationality and agricultural zone, all of which has implications for programme design and targeting**. For example, legal and policy-related

challenges were found to be more important for Syrian women and for women engaging in agriculture in the Jordan Valley, as well as for women engaged in paid agricultural labour. This implies that advocacy-oriented programmes is a greater priority for these specific groups of women.

Similarly, while **seasonal and geographical challenges were widely reported across zones and types of activities, these were found to be more relevant for home-based agricultural activities.** In paid agricultural labour, socio-cultural and policy-legal issues were reported as more pressing challenges. As such, the same type of support might not be as effective in both home-based and paid labour, and while women in home-based agriculture might benefit more from material support to enhance productivity, women in paid agricultural labour might benefit more from support to increase wages as well as from legal and policy support to improve working conditions.

Furthermore, as **legal and policy-related challenges were found to be more important for Syrian women, awareness raising initiatives might be especially useful to effectively tackle issues related to work permits.** Indeed, the two most reported reasons why Syrian women don't apply for work permits for their work in agricultural labour are 'did not think women are eligible' and 'don't think it's useful'. This suggests that awareness-raising campaigns to generate more information about the benefits of having a valid work permit as well as about the actual application process to procure them might be useful. Similarly, since formal employment was not found to be common among women who engaged in paid agricultural labour but challenges related to working circumstances were perceived to be important, women could benefit from awareness-raising campaigns which informs them about the link between the two, the importance of formal employment, and about their legal rights as agricultural workers.

Women's involvement in rural institutions and community life

Despite women's seemingly active involvement in the agriculture sector, women were not found to be

actively involved in community-based activities and rural governance structures, with lack of awareness and perceptions of such activities not being useful being some of the key reasons why. This indicates that more groundwork may be needed in terms of **awareness raising and advocacy campaigns aimed at both women and men to generate interest in these activities, create awareness about the importance of such involvement,** and further enhance women's standing both within the household and the wider community. Awareness among men about the importance of women's involvement in community-based activities and institutions is also important to ensure that rural communities have a socio-cultural environment conducive to women taking up more active, leadership roles in their respective communities.

Overall implications for future programming and advocacy

By outlining key defining characteristics of women's involvement in the agricultural sector and challenges they face within it, **findings from this assessment can be used to identify potential avenues for development and resilience actors in Jordan to tackle some of the most important issues being faced by women in the sector.**

Firstly, there is scope to **strengthen technical capacities of women engaging in agricultural activities and to provide direct material and financial support.** This will enable women to enhance productivity, expand their home-based agricultural activities, and, in subsequence, ensure that they are able to accrue optimum benefits from their engagement in these activities.

Furthermore, lack of awareness among women about the usefulness of community organisation and about the possibility to obtain better working conditions for paid labour through formal employment highlights the need for **awareness-raising campaigns targeting these issues.** For women undertaking home-based agricultural production, awareness also needs to be generated about sustainable water management and land use strategies, as seasonal and geographic challenges were perceived to be one of the primary challenges being faced.

The legislative and policy nature of some of the challenges being faced also highlight the need for higher level legislative support and active advocacy efforts, advocating not only for the reinforced implementation of existing legislations such as labour regulations and women's rights to land ownership and inheritance, but also for the introduction of policies and regulations which adequately target gender-specific issues.

Finally, **by highlighting key variations between different demographic groups and agricultural activities, findings from this assessment can also help with the design of beneficiary targeting criteria** so as to ensure

that interventions and advocacy efforts are tailored as much as possible to local contexts and varying primary needs of different demographic groups in different parts of the country are equitably addressed.

Given the importance of agriculture as an economic sector for rural livelihoods in Jordan, using such avenues to remove gendered barriers to rural women's participation in the agricultural sector could **contribute towards the overall economic empowerment of women** as well as towards ensuring inclusive socio-economic development for both men and women in rural parts of Jordan.

ANNEX 1:

METHODOLOGY

Key Informant Profiles

TABLE 6:
Number of Key Informant Interviews conducted, by location and selection criteria

	KI Selection Criteria		# of Interviews
National Level	Government representative	Ministry of Agriculture	1
		National Centre for Agricultural Research and Extension (NCARE)	1
	NGO/ CBO representative	Farmer Women's Cooperative	1
		Labour Watch Jordan	1
National Level (Legislative/ policy focus)	Government representative	The Jordanian National Commission for Women (JNCW) ¹⁵⁹	1
		Central Market	1
	Community representative	Agricultural Workers' Syndicate	1
Zone 1 (North East)	CBO/ Community representative	Mafraq Farmers' Union	1
		CBO in Badia Shamalyah (Mafraq)	1
	Local government representative	NCARE local branch, Mafraq	1
Zone 2 (Rainfed Highlands)	CBO representative	CBO in Bani Kinana (Irbid)	1
		CBO in Jadaah (Karak)	1
	Local government representative	NCARE local branch, Bani Kinana (Irbid)	1
Zone 3 (Jordan Valley)	Community representative	Union for Greenhouse Farming in Jordan Valley	1
	Local government representative	NCARE local branch, Shooneh Shamalya (Irbid)	1
		NCARE local branch, Dair Alla (Balqa)	1
Total # of interviews conducted			16

Note on Random GIS Sampling ¹⁵⁸

To obtain randomisation of the survey sample i.e. draw a random sample of women working in agriculture in each zone, several steps were taken. Firstly, within each zone, administrative boundaries either at the district or sub-district level were identified for rural and peri-urban areas¹⁵⁹ where there is a high prevalence of people engaging in agricultural activities. These areas were identified based on field knowledge of REACH staff and participatory mapping results from FGDs and KI interviews.

The boundaries of identified areas were then confirmed through a consultation with representatives from the Ministry of Agriculture's NCARE. Table 7 below provides a full list of districts and sub-districts assessed in each zone, along with the female population figures for each of these districts/sub-districts.

Once the boundaries of agricultural areas within each zone had been determined, LandScan imagery was used to generate GPS points based on population density and land cover within each of these

boundaries. Using land cover as a criterion in addition to population density was necessary as population density alone might have skewed the sample towards residential areas and away from areas where there are large agricultural farms, in and around which agricultural workers might also be residing. A sufficient buffer of points (10%) was also generated to mitigate against the case that in some of the GPS points, there might be households where women are not working in or had not worked in agriculture in the past 12 months.

When the data collection teams arrived at the GPS point, individual households or households/shelters inside farms were approached within a 250-meter radius of that point. If within the household, there was a woman present who was working in/ had worked in agriculture in the past 12 months and was willing to participate in the survey, the enumerator proceeded with the interview. If not, enumerators moved on to the next household in the area, until a respondent meeting the selection criteria was found. Map 2 below shows the GPS points of areas covered through the survey, by agricultural zone.

¹⁵⁸JNCW is a semi-governmental organisation initiated and headed by Her Royal Highness Princess Basma, which was established by a cabinet decision in 1992. Since then, JNCW has gained recognition as the authority on women's affairs in Jordan's public sector while it also represents the Kingdom at regional and international levels in matters pertaining to women. See also: The Jordanian National Commission for Women webpage (last accessed 22 August 2017).

¹⁵⁹ Although the assessment originally intended to target only rural areas within each zone, the scope was eventually extended to peri-urban areas to increase the likelihood of finding respondents who were working as agricultural labour on farms in rural areas but residing in neighbouring peri-urban areas.

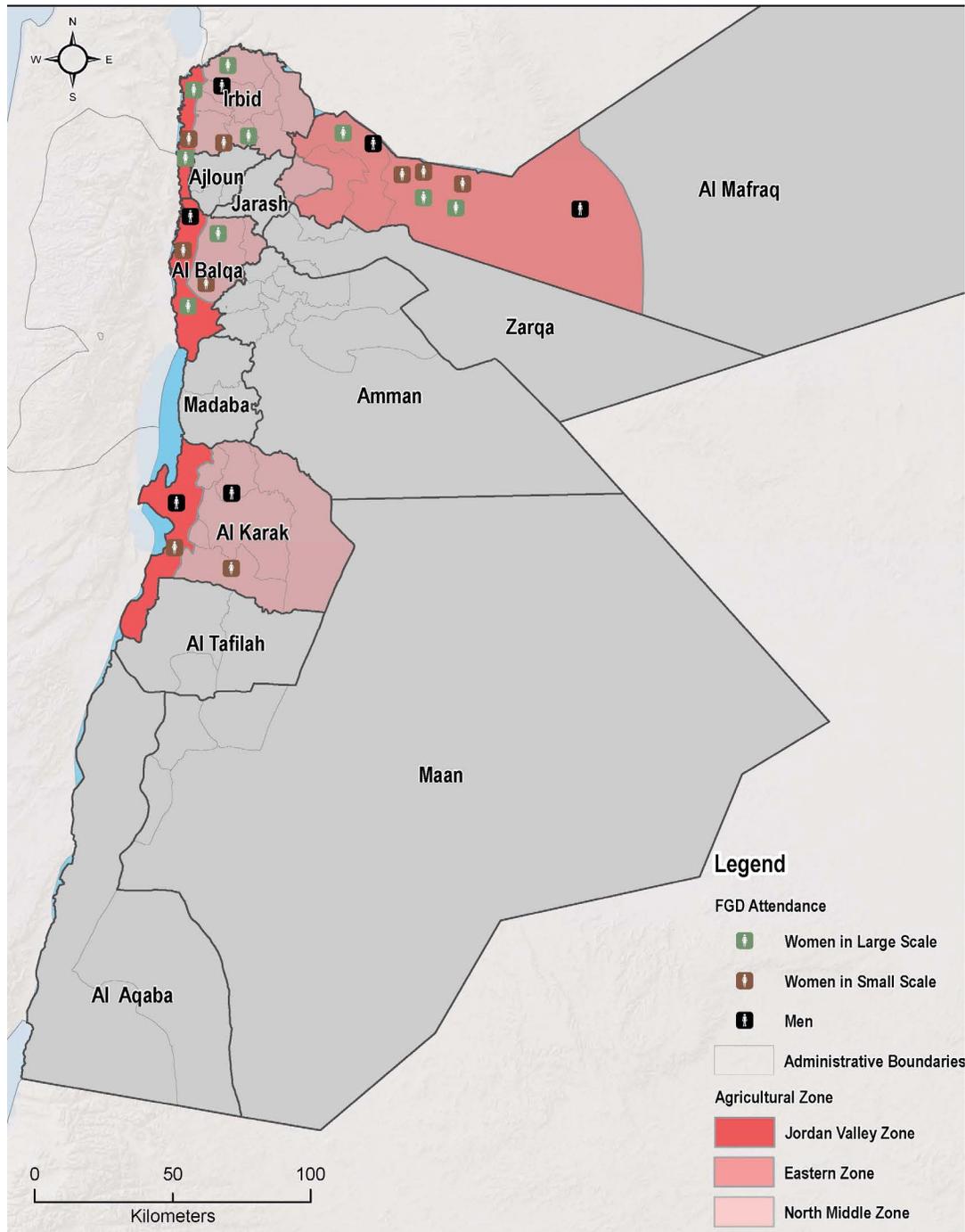
TABLE 7:

Areas covered by the survey, by agricultural zone

	Governorate	District/ Sub-district	Female Population	Sample
Zone 1 (North East)	Mafraq	Balama Sub-district	9,937	69
		Umm Al Jemali District	7,012	63
		Sabeha Sub-district	4,758	60
		Al Badiyah Ash-Shamaliyya Al Gharbeh District	11,277	53
		Sama As Sarhan District	7,741	36
		Husah Sub-district	7,015	31
		Umm Al Qutain Sub-district	4,248	22
		Al Badih Ash-Shamaliyya District	8,302	17
		Al Manesheih Sub-district	3,584	12
		Al Khalediah Sub-district	10,181	11
		Dayer Al Kahef Sub-district	3,626	8
		Qasabet Al-Mafraq District	27,506	4
Zone 2 (Rainfed Highlands)	Balqa	Zay Sub-district	6,793	18
		Ayn Al Basheh District	62,638	17
		Al Aredah Sub-district	4,731	10
		Ara and Yarqa District	4,211	6
		Mahes and Fahes District	10,821	4
	Irbid	Ar Ramtha District	53,876	67
		Bani Obaid District	45,945	49
		Bani Kinana District	37,540	42
		Al Wastiyya District	11,572	24
		Al Mazar Ash-shamali District	21,452	21
		Al Kora District	44,690	17
		At Taibeh District	14,176	4
		Qasabet Irbid District	183,215	4
	Karak	Al Ghwar Ashamalya District	41,260	2
		Al Mazar Al-Janubi District	23,367	28
		Al Qaser District	7,323	18
		Muab Sub-district	4,794	11
		Al Faqua District	6,001	7
		Al Qatraneh District	3,400	7
Al M Sujb District		2,901	4	
'Ayy District		4,761	2	
Mafraq	Qasabet Al Karak District	32,293	1	
	Rahab sub-district	8,088	22	
Zone 3 (Jordan Valley)	Balqa	Dair Alla Sub-district	22,282	153
		Ash Shuna Al-Janubiyya District	17,854	96
	Irbid	Al Ghwar Ashamalya District	41,260	68
	Karak	Al Ghwar Al-Janubiyya	3,240	49
		Ghor Al Mazraa District	6,292	17
Total # of surveys conducted				1,154

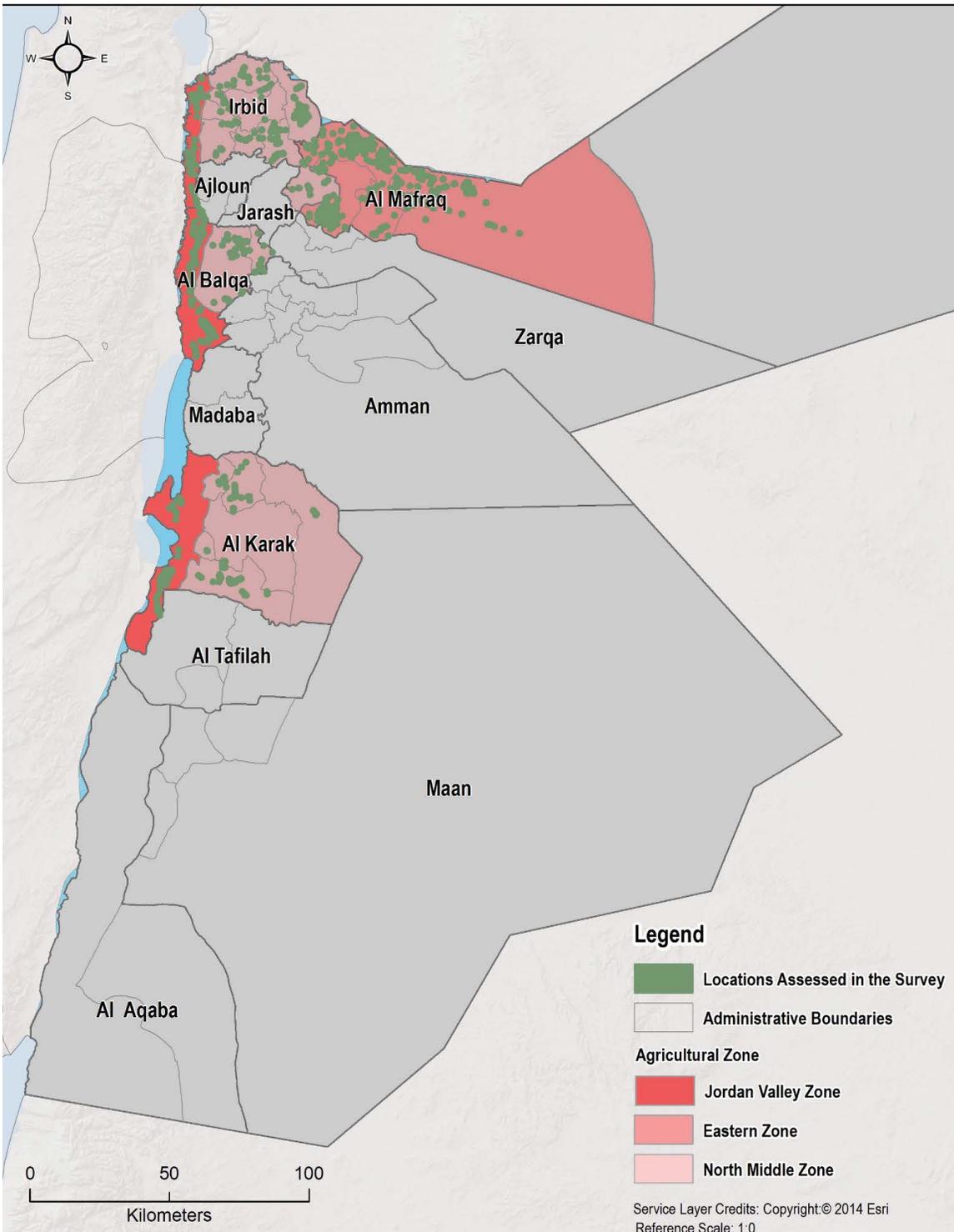
Survey and FGD Locations

MAP 1:
Locations covered through FGDs, by zone and type of FGD attendance¹⁶⁰



¹⁶⁰ The scale by which FGDs were disaggregated refers to the scale of the activity: large-scale implies women working in large commercial farms typically as hired farm labour, while small-scale implies women who engage in small-scale agricultural activities, either within the confines of their home (for subsistence, commercial purposes, or both) or in small-scale agribusinesses at the community level.

MAP 2:
Locations covered during the survey, by agricultural zone



ANNEX 2:

SURVEY QUESTIONNAIRE

1. Introduction and general information:

1.1 Interview Date (DD/MM/YY): _____

1.2 Interviewer Name: _____

INTRODUCTION

Hello, my name is _____. I am working for REACH and am coming here on behalf of UN Women. We are conducting a survey of roughly 1270 Jordanian and Syrian refugee women and would like to understand women's participation in agriculture, the extent to which women are involved in agriculture, the challenges they face and the support that is needed. What you will say will be kept confidential and is being anonymised. This survey will take around 30 minutes to complete.

1.3 First we need to ask an essential question to see if you fit the interview criteria. Did you participate in agricultural activities in the past 12 months?

Yes No

1.3.1 Why did you not participate in agricultural activities in the past 12 months? (select all that apply)

- Not interested
- Low wages/ not profitable
- Don't have the required training/ skills
- Don't have the time (domestic responsibilities)
- Don't have the time (already engaged in other work)
- My husband/ family would object
- Other, please specify _____

Consent

1.4.1 We are doing this survey to inform organizations better on how to support women involved in agriculture. Are you willing to participate in this survey?

Yes No

1.4.2 If no, would you mind explaining why not?

- Not interested
- Don't have time
- My husband/ family would object
- I have participated in too many interviews already
- I do not think this will benefit me
- Other, please specify _____

2. Demographics

2.1 What is your age? (answer with numbers)

2.2 What is your nationality?

- Jordanian
- Syrian
- Other

2.3 If you are Syrian, did you come to Jordan as a refugee?

Yes No

2.4 What is your current marital status? (select one)

- Single
- Engaged
- Married
- Widowed
- Divorced

2.5.1 Do you have children?

- Yes No

2.5.2 If yes, how many children do you have? (answer with numbers)

- _____

2.5.3 Do you have children of school-going age?

- Yes No

2.5.4 If yes, how many children do you have that are of school-going age? (answer with number)

- _____

2.6 What is the highest level of education you completed? (select one)

- No formal education
- Primary
- Secondary
- Vocational training
- University degree
- Post graduate
- Other, please specify: _____

2.7.1 Are you the head of your household?

- Yes No

2.7.2 If no, who is the head of your household?

- My husband
- Other, please specify _____

2.8 What is your current location of residence?

- goverorate
- district
- subdistrict

3. Disabilities

3.1 First, we would like to ask you a few questions concerning your health and ability to do everyday tasks. Would you be willing to answer these questions?

- Yes No

3.2 Do you have difficulties seeing, even when wearing glasses?

- Prefer not to answer
- None
- Yes, a little
- Yes, a lot
- Cannot do at all

3.3 Do you have difficulty hearing, even when using hearing aid?

- Prefer not to answer
- None
- Yes, a little
- Yes, a lot
- Cannot do at all

3.4 Do you have difficulty walking or climbing stairs?

- Prefer not to answer
- None
- Yes, a little
- Yes, a lot
- Cannot do at all

3.5 Do you have difficulties remembering or concentrating?

- Prefer not to answer
- None
- Yes, a little
- Yes, a lot
- Cannot do at all

3.6 Do you have difficulties washing all over or dressing?

- Prefer not to answer
- None
- Yes, a little
- Yes, a lot
- Cannot do at all

3.7 Do you have difficulty communicating in your native language?

- Prefer not to answer
- None
- Yes, a little
- Yes, a lot
- Cannot do at all

3.8 If any of the above-mentioned health concerns apply to you, do they negatively affect your engagement in agriculture?

- Yes No

4. Involvement in home-based agriculture

4.1 Did you engage in home-based agricultural activities in the last twelve months?

- Yes No

4.2 Which seasons did you engage in home-based agricultural activities? (select all that apply)

- Spring this year
- Winter last year
- Autumn this year
- Summer last year

[Seasons loops begin: The following questions until 4.3.6 included were asked for all the seasons that have been selected in 4.2]

4.3.1 Which home-based agricultural activities did you engage in this spring/ last winter/ autumn/ summer? (select all that apply)

- Planting seeds
- Ploughing and preparing ground
- Harvesting/ picking
- Rearing livestock
- Milking
- Making dairy products
- Selling agricultural products
- Other, please specify: _____

4.3.2 What did you produce through home-based agricultural activities this spring/ last winter/ autumn/ summer? (select all that apply)

- Fruits
- Vegetables
- Pulses
- Barley/ wheat
- Meat
- Egg
- Dairy products
- Other, please specify _____

4.3.3 Which home-based agricultural activities do the men of your household engage in this spring/ last winter/ autumn/ summer? (select all that apply)

- Men of my household are not involved in home-based agriculture
- Men do the same activities as me
- Men are more involved in commercial aspects
- Men do the physically heavier work
- Men generally take the decisions
- Other, please specify _____

4.3.4 Compared to your female household members, would you say that men are more involved or less involved than women in home-based agricultural activities during this spring/ last winter/ autumn/ summer?

- More involved
- Less involved
- The same level of involvement

4.3.5 On an average, how many days per month did you engage in home-based agricultural activities this spring/ last winter/ autumn/ summer?

Number of days: _____

4.3.6 On an average, how many hours per day did you engage in home-based agricultural activities this spring/ last winter/ autumn/ summer?

Number of hours: _____

[End of season loops]

4.4 What would you say is the economic importance of home-based agricultural activities for your household?

- Essential
- Important
- A little important
- Unimportant

4.5.1 [Syrians only] Were you involved in home-based agriculture in Syria?

Yes No

4.5.2 [Syrians only] Would you say you are more actively or less actively involved in agriculture in Jordan, compared to Syria?

- More involved
- Less involved
- The same level of involvement

4.6.1 Do your children of school age also take part in home-based agricultural activities?

- Often (few times a week)
- Sometimes (few times a month)
- Rarely (only during school vacations)
- No, never

4.6.2 Would you say their participation in home-based agriculture negatively affects their ability to go to school or to perform in school?

- Yes, often
- Yes, sometimes
- Yes, rarely
- No, never

4.7.1 Who owns the land you use to engage in home-based agricultural activities?

- Me, personally
- My husband
- Male family member
- Female family member
- The land is rented/ leased
- Other, please specify _____

4.7.2 If the land is rented, who rents it?

- Me, personally
- My husband
- Male family member
- Female family member
- Other, please specify _____

4.7.3 If you engage in livestock-related activities, who owns the animals you rear?

- Me, personally
- My husband
- Male family member
- Female family member
- Other, please specify _____

4.8.1 Are you currently organized in any form of formal or informal group or union that occupies itself with home-based agriculture? (select all that apply)

- A community based organization, please specify _____
- Union, please specify _____
- An informal group of people that regularly meet, please specify _____
- Other, please specify _____
- Not organized

4.8.2 According to you, what are the main reasons for not being organized? (select all that apply)

- No opportunities to organize
- I don't think it is useful
- Not allowed
- I don't know enough people/ not a lot of community cohesion
- No time
- Other, please specify _____
- Don't know how

4.9 What motivates you to engage in home-based agricultural activities? (select all that apply)

- As a hobby
- To produce food for household consumption
- To sell products/ generate income
- Because I have the knowledge and experience
- Because of customs: it is very normal for women to engage in home-based agriculture in the area
- Other, please specify _____

4.10 If agricultural products are sold, who controls the income generated from selling the products? (select one)

- Me personally
- My husband
- Male family member
- Female family member
- Both me and my husband
- Other, please specify
- Prefer not to answer

4.11.1 What are the main challenges you face when engaging in home-based agricultural activities? (select all that apply)

- Lack of market regulation
- Lack of legislative support, please specify ____
- Lack of land ownership
- Insufficient support from CBOs
- Lack of financial opportunities
- Challenges related to soil and water
- Other, please specify ____

Please number selected challenges according to importance (1 being the most important)

4.11.2 What are the most important types of support needed to improve the situation of women engaging in home-based agriculture in your area? (Select all that apply)

- Financial support (loans)
- Legislative support, please specify _____
- Support to CBOs that work with women in agriculture
- Courses and trainings concerning growing your crops
- Courses and trainings concerning marketing
- Material support to enhance productivity
- Market regulation
- Awareness sessions on your rights as women
- Other, please specify _____

Please rank the types of support needed by level of importance (1 being most important)

4.12 Which barriers limit you and other women from participating in home-based agricultural activities? (select all that apply)

- No barriers
- Climate -related reasons, please specify _____
- Domestic responsibilities
- Job outside the home (no time)
- Health reasons
- No opportunities
- Lack of knowledge and experience
- I am not interested in home-based agriculture
- Other, please specify _____

5. Involvement in paid agricultural labour

5.1 Did you engage in paid agricultural labour in the past 12 months?

- Yes No

5.2 Have you moved around to engage in agricultural labour, according to the seasons, in the past 12 months?

- Yes, I move around
 No, I stay in the same place

5.3 Which seasons did you engage in agricultural labour in the past 12 months? (select all that apply)

- Spring this year
 Winter last year
 Autumn last year
 Summer last year

[Seasons loops begin: The following questions until 5.4.17 included were asked for all the seasons that have been selected in 5.3]

5.4.1 In what location did you engage in agricultural labour this spring/ last winter/ autumn/ summer?

- goverorate
 district
 subdistrict

5.4.2 What is the type of farm you performed agricultural labour this spring/ last winter/ autumn/ summer? (select all that apply)

- Vegetable farm
 Livestock farm
 Olive farm
 Fruit farm
 Paid help in home-based agriculture
 Other, please specify: _____

5.4.3 Which agricultural labour activities did you engage in in this farm this spring/ last winter/ autumn/ summer? (select all that apply)

- Planting/ sowing
 Weeding
 Picking/ harvest
 Trimming
 Pruning
 Producing by-products
 Beekeeping
 Fertilisation
 Ploughing/ preparing the ground
 Rearing livestock
 Milking
 Generating dairy products
 Packaging
 Others, please specify _____

5.4.4 What are the differences with tasks men do in this farm? (select all that apply)

- No differences
- Men only occupy higher positions
- Men are more productive
- Men work longer hours
- Men work lesser hours
- Men do physically heavier labour
- Men are less productive
- Men do not engage in labour in this farm
- Other, please specify _____

5.4.5 Do men and women work side by side as labourers on the farm?

- Yes No

5.4.6 Would you say that the majority of labourers on this farm consists of men or women?

- Men
- Women
- Equal numbers of men and women

5.4.7 As an average, how many days per month did you engage in agricultural labour this spring/ last winter/ autumn/ summer?

- Number of days: _____

5.4.8 As an average, how many hours per day did you engage in agricultural labour last spring?

- Number of hours: _____

5.4.9 Were you employed through a contract?

- Yes No

5.4.10 If yes, do you have access to health insurance and social security?

- Yes No

5.4.11 In what manner is your payment decided?

- Fixed monthly income
- Paid per hour
- Paid per day
- Paid per bag/ weight of crops harvested
- I receive a percentage of the profits
- Other, please specify _____

5.4.12 As an average, what was your monthly income stemming from agricultural labour this spring/ last winter/ autumn/ summer?

- Number of JDs: _____

5.4.13 What would you say was the economic importance of your agricultural labour during this spring/ last winter/ autumn/ summer for your household?

- Important
- Little importance
- Unimportant
- Essential

5.4.14 Are you the only source of income within your household during this spring/ last winter/ autumn/ summer?

- Yes No

5.4.15 Who provides the main income in your household during spring/ winter/ autumn/ summer?

- My husband
- Both me and my husband
- Other, please specify _____

5.4.16 What type of support is provided by your employer during your work this spring/ last winter/ autumn/ summer? (select all that apply)

- Social security and health insurance
- Meals
- Housing
- Transport to and from the workplace
- Being allowed to take home crops
- Other, please specify _____

5.4.17 For each type of support selected above: are you satisfied with this support?

- Yes No

[End of season loops]

5.5 [Syrians only] Did you work as a paid agricultural labourer in Syria?

- Yes No

5.6.1 [Syrians only] Do you have a work permit?

- Yes No

5.6.2 [Syrians only] Have you tried to apply for a work permit?

- Yes No

5.6.3 [Syrians only] What are the reasons you did not try to apply for a work permit? (select all that apply)

- I did not think women are eligible for work permits
- I don't think it is useful
- Too expensive
- I don't need it to work here
- Other, please specify _____

5.7 Who controls the income generated from your activities in agricultural labour? (select one)

- Prefer not to answer
- Me, personally
- My husband
- Both me and my husband
- Male family member
- Female family member
- Other, please specify _____

5.8.1 Do your children of school age also engage in agricultural labour?

- Often (few times a week)
- Sometimes (few times a month)
- Rarely (only during school vacations)
- No, never

5.8.2 Would you say their participation in agricultural labour negatively affects their ability to attend school?

- Yes, often
- Yes, sometimes
- Yes, rarely
- No, never

5.9 What motivates you to engage in paid labour in agriculture? (Select all that apply)

- To generate income and meet HH expenses
- I have an agricultural background, so I have the knowledge and experience
- My whole family works in these farms
- Lack of alternative/ not trained for anything else
- Provide for household needs by taking home crops
- Other, please specify _____

5.10 What are the most important challenges you face when engaging in agricultural labour? (Select all that apply)

- Culture of shame: work perceived negatively by society
- Informal nature/ uncertainty of work
- Lack of legal protection
- Challenges related to working circumstances, please specify _____
- Harassment and violence
- Domestic responsibilities on top of work
- Being forced to move around across seasons
- No access to health insurance and social security
- Other, please specify _____

Please rank number selected challenges according to level of importance (1 being most important)

5.11.1 Do you currently have access to outside support for your work in agriculture from any Jordanian or international organisations?

- Yes No

5.11.2 If yes, is this a Jordanian or an international organisation?

- Jordanian organisation; Please specify type of support provided _____
- International agency; Please specify types of support provided per organisation _____
- Both; Please specify types of support provided per organisation _____

5.12.1 Are you and other female labourers currently organized in any kind of formal or informal organization?

- Yes, please specify No

5.12.2 If no, what are the main reasons for not being organized? (select all that apply)

- No opportunities to organize
- Not useful
- Don't know how
- Not allowed
- I don't know enough people/ not enough community cohesion
- No time
- Other, please specify _____

5.13 What are the types of support that are most urgently needed in order to improve the situation of women engaged in agricultural labour? (Select all that apply)

- Support organizing in unions or CBOs
- Legislation that protects your rights
- Support obtaining formal employment
- Support obtaining health insurance and social protection
- Support obtaining higher wages
- Support covering the costs when moving around between farms
- Awareness sessions that inform you about your rights as an agricultural labourer
- Other, please specify _____

Please rank selected types of needed support according to importance

6. Conclusion

6.1 Thank you very much for taking the time for answering these questions. Your contribution will be valuable to our research. We would like to emphasize again that all information you provided will remain strictly confidential.

ANNEX 3: KEY INFORMANT INTERVIEW GUIDE(S)

INTERVIEW GUIDE: GENERAL

Introduction

A. Introduction and informed consent

- Hello, my name is _____ and I work for REACH Initiative. Thank you for taking out time to meet with us today.
- We would like to speak to you as part of a research exercise we are conducting for UN Women on women's participation and role in the agriculture sector of Jordan. The study will be covering Balqa, Irbid, Mafraq, and Karak governorates
- Do you confirm that you are willing to take part in the interview? o Yes o No
- If you do not wish to answer specific questions, you do not have to.
- May we record your responses for ensuring the quality of the data? We will not share this recording outside of our team.

B. Background and purpose of interview

- Before we start, let me provide some context and explain briefly what we would like to discuss with you and why.
- The interview will last around 60 minutes. The aim of this interview is to help us better understand the current legislative framework for the agriculture sector in Jordan and women's role in this sector.

- We would also like to understand what challenges exist for women in participating in agriculture and in rural decision-making processes such as consultations with the government, local cooperatives and community institutions, farmer unions, local governance structures, etc.
- Information provided by you will contribute towards helping UN Women alter and design programmes to promote rural women's participation in the agriculture sector and their engagement in rural decision-making structures in Jordan.

C. Note to interviewers

- When conducting each interview, note that you do not have to ask all the probes, instead use the ones that are most relevant to understand the main questions in each section. Probe further if needed.
- When writing notes, try to be as specific as you can. You do not have to write everything, but ensure you note the key information, including quotes where they help to explain a point.

INTERVIEW GUIDE

Section 1: Basic Information

Interviewer name: _____

Interviewee name: _____

Selection criteria:

- Ministry of Agriculture representative
- Local government representative
- Community leader/ CBO representative
- Farmer Union representative
- Other (please specify) _____

Interviewee's professional title (if applicable): _____

How long has the interviewee been working/ involved in Jordan's agriculture sector? _____

Interview location: _____

Date of interview: Day: _____

Month: _____

Year: _____

Section 2: Women's role and participation in the agriculture sector of Jordan

Given the current context of the agriculture sector in Jordan, what is the role that women play in the sector and how actively engaged are they in agriculture? (Prompt: We are interested in understanding participation in terms of formal employment; informal involvement including home-based/ family farming, supportive roles such as livestock breeding; women's participation in community institutions and rural decision-making processes, etc.)

[Probing Questions]

- a. What are the main types of agricultural activities women are currently engaging in? Why do women specifically engage in these activities? (Prompt: Crop farming, livestock, fishery, forestry, etc.)

- Do men engage in different types of activities from women?

- Yes (Please specify which activities and why)
- No

- In what way do types of agricultural activities differ geographically i.e. for different parts of the country? Please specify in which regions which activities are more prevalent and why.

- b. How do women most commonly engage in the agricultural sector? Please rank this based on prevalence i.e. 1 for most common, 2 for 2nd most common and so on.

Large-scale commercial agriculture (i.e. involvement in large-scale agri-business activities conducted mainly to generate profits by selling agricultural products at the local market and abroad. Usually involves large land holdings, extensive use of hired labour and modern technology/ machinery)

Small or medium scale commercial agriculture (i.e. involvement in agri-business activities conducted on a smaller scale to generate profits, involving smaller land holdings, intensive labour and sale of products at the local market and/ or to neighbouring countries)

Home-based agriculture (i.e. privately owned agricultural holdings on which all types of activities such as crop production, livestock rearing, etc. are conducted by household members to both obtain agricultural produce for self/family consumption as well to sell on a smaller scale at the local market)

Home-based agriculture (i.e. agricultural activities at home or privately-owned holdings- kitchen gardening- conducted solely for subsistence/ self-consumption purposes)

Formal/ informal labour (this could involve working on self-owned properties or working as hired labour)

Other (please specify) _____

- Why is this the most common form of involvement?

- What are some other defining characteristics (such as size of land holding, use of labour, types of products and marketing, etc.) of the forms of involvement we have just discussed?

- In what way do women's involvement/ their roles change for different demographic groups working in the sector (for example for Jordanian women, migrant workers, refugee women)?
- In what way do women's involvement/ their roles in the sector change according to age differences (young women for example) and based on marital status?
- How do women's involvement/ their roles and responsibilities differ from those of men? *(Prompt: For example, formal vs. informal employment, home-based vs. commercial farming, physical labour vs. supportive roles such as livestock breeding, etc.)*

In your opinion, how important is agriculture as an economic activity for women in Jordan today? (Note for interviewer: Economic activity can include formal employment in the sector, agriculture as a secondary source of income-generation such as small-scale home-based agriculture, etc.)

- Important/ very important (Please elaborate why and in what way)
- Not important (Please explain why not)

[Probing Questions]

- a.** Over the years, do you think agriculture has become more important or less important as an economic activity for women in Jordan?
 - More important (Please elaborate why, in what way)
 - Less important (Please elaborate why, in what way)
- b.** What are the main factors that influence women's participation or lack of participation in the agriculture sector?

Section 3: Current legislative framework for the agriculture sector

In terms of the laws and policies governing the agricultural sector in Jordan, what are the main institutions and who are the main actors (both national and local levels) involved in taking decisions for the effective functioning of this sector?

[Probing Questions]

- a.** Among the policies and laws currently governing the sector, which of these directly affect women's engagement in agriculture and their participation in rural decision-making processes? *(Prompt: For example, policies related to women's employment in agriculture, role in the public sector, access to productive resources, land ownership/ management rights, etc.)*
- b.** To what extent do you think women have the ability to contribute constructively to decision-making processes that affect rural livelihoods and the functioning of the agriculture sector?
 - How/ through what means do they engage in these processes? Please elaborate and provide specific examples if possible. *(Prompt: For example, representation in local governance institutions, Farmer Unions, Community Based Organisations, participation in community planning processes, etc.)*
 - Through which mechanisms/ policies is the government providing support for the agriculture sector? *(Prompt: For example, provision of inputs, agricultural credit/ loans, marketing policies, land/ resource management policies, training and capacity building support, etc.)*
 - Are there any policies or mechanisms specifically targeted at providing support for women's engagement in agricultural activities? Please provide specific examples if possible.

In your opinion, what steps could be taken to enhance women's role and participation in the agricultural sector? (Prompt: For example, enhancing access to decision-making, better access to resources and inputs, more targeted technical and skill training, etc.)

Section 4: Challenges facing the agriculture sector

What are the main challenges being faced by the agricultural sector today? Please rank these based on level of importance. (*Prompt: For example, challenges related to resource management, lack of investment, socio-economic issues, profitability and marketing challenges, declining interest and expertise, lack of veterinary services, etc.*)

[Probing Questions]

- a. Which are the challenges being faced by women specifically?
 - Why do women specifically face these challenges?
 - In what way, if at all, does violence against women or the risk of such violence (be it in the form of physical violence, emotional violence such as discrimination, disrespect, etc.) pose as a challenge for women's participation in the agriculture sector? Please elaborate.
 - What specific challenges, if any, inhibit women's equal participation in the sector?
- b. For those women formally employed in the sector, how do their working conditions (such as compensation/ wages, working hour regulations, access to insurance and social security, etc.) differ from those for men? Please elaborate.
- c. In what way and to what extent does the lack of proper legislation or the lack of proper implementation of existing legislation pose as a specific challenge for women's participation in agriculture? Please elaborate.

Section 5: Prevalence of agricultural activities in the country

[Use mapping exercise for this question] For the final part of this interview, we would like to discuss with you the geographical prevalence of agricultural practices in the country. We have identified the following three agricultural zones based on shared climatic and ecological characteristics: Northeast, Northwest, Jordan Valley. Would you agree or disagree with this classification? (*Note to interviewer: Use map to show pre-identified zones*)

- Agree (*Probe with Question 6a*)
- Disagree (*Probe with Question 6b*)

[Probing Questions]

- a. If you agree, what are the common factors and shared characteristics for each of these zones? (*Prompt: Shared characteristics could include physical features such as land cover, soil quality, elevation, water table accessibility; climate; type of agricultural activities and production systems; types of crops cultivated; demographic features; etc.*)
- b. If you disagree, which, in your opinion, are the main agricultural zones in the country? (*Note to interviewer: Mark zone boundaries with black marker*)
 - What are the common factors and shared characteristics for each of these zones?
- c. Within each of these zones, which specific areas or villages are most active in agriculture? (*Note to interviewer: Mark area boundaries with green marker*)
 - Who is most involved in agricultural activities in these areas? (*Prompt: For example, men, women, migrant workers, refugees etc.*)
 - In which of these areas are women most actively involved in agricultural activities? Please indicate on the map if possible. (*Note to interviewer: Use red 'x' signs to mark these areas on map*)
- d. Within each of these zones, are there any big commercial farms engaging in large-scale crop or livestock production? (*Note to interviewer: Shade farm areas with red lines on map*)

Yes (Who owns these farms? Who works on these farms? What is being cultivated/ produced?)

No

e. Within these zones, are you aware of any local organisations, NGOs, associations or cooperatives that are working specifically with women in agriculture or in an area related to rural women's development?

Yes (Please name these organisations and provide contact details if possible)

No

f. Within these zones, do you know of key persons (such as government or farmer union representatives, community leaders, etc.) who would be able to provide us further information for this study?

Yes (Please name these persons and provide contact details if possible)

No

Conclusion

- This is the end of the interview. Is there anything else you would like to mention which we haven't discussed so far?

- Do you have any questions for me before we finish?

- Thank you for your time. This has been a very successful interview and we really appreciate your inputs.

INTERVIEW GUIDE: LEGISLATIVE/ POLICY FRAMEWORK

Introduction

A. Introduction and informed consent

- Hello, my name is _____ and I work for REACH Initiative. Thank you for taking out time to meet with us today.

- We would like to speak to you as part of a research exercise we are conducting for UN Women on women's participation and role in the agriculture sector of Jordan. The study will be covering Balqa, Irbid, Mafraq, and Karak governorates

- Do you confirm that you are willing to take part in the interview? Yes No

- If you do not wish to answer specific questions, you do not have to.

- May we record your responses for ensuring the quality of the data? We will not share this recording outside of our team.

B. Background and purpose of interview

- Before we start, let me provide some context and explain briefly what we would like to discuss with you and why.

- The interview will last around 30-45 minutes. The aim of this interview is to help us better understand the current policy and legislative framework for the agriculture sector in Jordan and how this affects women's participation in this sector.

- Information provided by you will contribute towards helping UN Women alter and design programmes to promote rural women's participation in the agriculture sector and their engagement in rural decision-making structures in Jordan.

INTERVIEW GUIDE

Section 1: Basic Information

Interviewer name: _____

Interviewee name: _____

Selection criteria:

- Government representative
- International organisation representative
- Community leader/ CBO representative
- Farmer Union representative
- Other (please specify) _____

Interviewee's professional title (if applicable): _____

How long has the interviewee been working/ involved in Jordan's agriculture sector? _____

Interview location: _____

Date of interview:

Day: ____ Month: ____ Year: ____

Section 2: Questions

Given the current context of the agriculture sector in Jordan, what, in your opinion, are the most important laws and policies governing the sector today? Why are these the most important in your opinion? (Prompt: These could include laws/ policies related to marketing, labour rights, climate change, land ownership, water resource management, poverty reduction, etc.)

[Probing Questions]

- a. Through which specific mechanisms is the government providing support for the agriculture sector? Are there any mechanisms specifically targeted at providing support for women's engagement in agricultural activities? Please provide specific examples. (Prompt: For example, provision of inputs, agricultural credit/ loans, local agricultural production projects, land/ resource management support, training and capacity building support, etc.)

Among the laws and policies we have just discussed, which of these directly affect women's participation in the agriculture sector? In what way? (Prompt: Affecting women's participation in terms of their employment as agricultural labour, their ability to start agricultural production initiatives, their role in the public sector, their access to productive resources, land ownership/ management rights, etc.)

[Probing Questions]

- a. For women working as paid agricultural labour, how do their labour rights and working conditions (such as nature of employment i.e. formal/ informal, compensation/ wages, working hour regulations, access to insurance and social security, etc.) differ from those for men? Please elaborate.

Does the lack of proper legislation pose as a specific challenge for women's participation and involvement in the agriculture sector? In what way? Please elaborate.

[Probing Questions]

- a. Does improper implementation of existing legislation pose as a specific challenge for women's participation and involvement in agriculture? In what way? Please elaborate.

In your opinion, what steps could be taken to address the gaps we have just talked about and enhance women's participation in the agricultural sector? Please elaborate. (Prompt: For example, legislative reform, enhancing women's access to decision-making, better access to resources and inputs, more targeted technical and skill training, etc.)

CONCLUSION

- This is the end of the interview. Is there anything else you would like to mention which we haven't discussed so far?
- Do you have any questions for me before we finish?
- Thank you for your time. This has been a very successful interview and we really appreciate your inputs.

ANNEX 4:

FOCUS GROUP DISCUSSION

QUESTION ROUTE(S)

SAMPLE GROUP 1: WOMEN WORKING IN SMALL-SCALE AND HOME-BASED AGRICULTURE

Introduction

A. Facilitator's welcome, introduction and instructions to participants [5 minutes]

- Facilitator completes an ODK form for each participant, recording the FGD code, location, number of participants, and start and end times of the discussion. Facilitator assists each participant in filling out their portion of the ODK form - age, sex, size of household, household demographics, type of residence, and number of years lived in Jordan.
- Welcome and thank you for volunteering to take part in this discussion. You have been asked to participate as your point of view is important. I appreciate your time.
- This discussion is designed to understand women's role in the agricultural sector in Jordan, especially in terms of small-scale and home-based agricultural production. We would also like to understand what challenges are being faced by women engaging in agriculture, and how and to what extent women are participating in rural life and decision-making processes such as through local governance structures and community institutions.
- **Anonymity:** I would like to assure you that the discussion will be anonymous. We would appreciate it if you would refrain from discussing the comments of other group members outside of this session. If there are any questions or discussions that you do not wish to answer or participate in, you do not have to do so; however please try to answer and be as involved as possible.
- *The discussion will take no more than 1 hour.*

B. Ground rules [5 minutes]

- The most important rule is that only one person speaks at a time. There may be a temptation to jump in when someone is talking but please wait until they have finished.
- There are no right or wrong answers.
- You do not have to speak in any particular order.
- When you do have something to say, please do so. There are many of you in the group and it is important that I obtain the views of each of you.
- You do not have to agree with the views of other people in the group.
- Does anyone have any questions? (*answers*)
- May I tape the discussion to facilitate its recollection? (*if yes, switch on the recorder*)
- OK, let's begin.

Question Route (60-75 minutes)

Stage 1 [Jordanian FGDs]: Women's role and involvement in agriculture and rural community life [20 min]

In your opinion, how actively involved are you and other women of this area in agriculture? What are the specific roles that women are playing and how do these roles differ for different groups of women (for example, by nationality, age group, marital status, etc.)? (Prompt: Agricultural activities can include livestock related activities both in and outside the home, labour in large-scale farms, home-based vegetable gardens etc.) Please elaborate.

[Probing Questions]

- a. How have your roles in agriculture changed over the years? Have you become more involved or less involved than before? Why have you become more/ less involved?
- b. If women are currently actively involved in agriculture:
 - i. What motivated you to engage in agricultural activities? (*Prompt: To what extent do women favour work in agriculture over other types of income generating opportunities?*)
 - ii. How important is your involvement in agriculture for the overall income of your household?
- c. If women are not actively involved in agriculture currently:
 - i. Why are you not more involved in agriculture? What factors are preventing you and other women like yourselves from becoming more involved in the sector?
 - ii. Are some groups of women less involved than others? Why?
- d. In what way does women's involvement in agriculture differ from those of men? Why?

Are you or other women that you are aware of actively participating in community level activities, for example representation in local governance structures, Farmer Unions, Community Based Organisations, village meetings, community planning processes, etc.? What are your/ their specific roles in the community? Please provide examples.

[Probing Questions]

- a. Do you think women's involvement in agriculture enhances their roles in the community? In what way?
- b. To what extent has women's participation in community activities proven effective in resolving problems being faced? Why/ why not? Please provide specific examples.

- c. If women are not actively involved in such community based roles, why do you think that is? What are the barriers to women's active participation in this aspect?

Stage 1 [Syrian FGDs]: Women's role and involvement in agriculture and rural community life [20 minutes]

Prior to the start of the war and before you left Syria and moved to Jordan, how important was agriculture as a means of livelihood for your village/ community? (Prompt: agriculture can involve all activities that involve crops or livestock)

[Probing Questions]

- a. How actively involved were you and other women like yourselves in agricultural activities?
 - i. What kind of agricultural activities were you engaging in back then?
 - ii. If you were not previously involved in agricultural work, what kind of work were you doing in Syria?
- b. What is your current involvement with agricultural work in Jordan?
 - i. How do your agricultural activities, roles and responsibilities differ from what you were doing in Syria?
 - ii. What motivated you to engage in these activities? To what extent do Syrian women favour work in agriculture over other activities? (*Note to facilitator: This is to probe if women rely on agriculture willingly, or because it is economically beneficial, or because of lack of alternative opportunities*)
- i. How important is your involvement in agriculture for the overall income of your household?
 - ii. In what way do your roles and agricultural activities differ from those of women of other nationalities (Jordanians, Egyptians, Iraqis, Palestinians, etc.) in the area? Why do you think this difference exists?
 - iii. If participants clarify that they are not currently involved in agriculture in Jordan:

- i. Why are you not more involved in agriculture? What factors are preventing you from becoming more involved in the sector?
- ii. What specific barriers are faced by you and other women like yourselves when trying to undertake agricultural work? Do you think women of other nationalities face similar barriers? Why/ why not?
- c. In what way does your involvement in agriculture differ from those of Syrian men? Why?
- d. Apart from your area, in which other areas or villages are Syrian women actively engaging in agriculture?
- e. In what way does your involvement in agriculture in this area differ from Syrian women's involvement in agriculture in other parts of Jordan? Why do you think this is?

If you have taken up agricultural work since you moved to Jordan, what has been your experience in starting up such activities and how has this affected your integration into the community?

[Probing Questions]

- a. Did you face any challenges, for example problems within the community, when trying to get involved in these activities? Please elaborate and provide specific examples.
- b. To what extent has your involvement in agriculture helped you integrate into and enhanced your role in this community? Please provide specific examples of how this involvement may have affected your life here.
- c. If you have not taken up an active role in the community, why do you think that is?
 - What are the barriers to your active participation in this aspect?
 - Do you think Jordanian women face similar barriers? Why/ why not?
 - If barriers are limited to Syrian women, are they also faced by Syrian men? Please explain.

Stage 2: Home-based and small scale agricultural production [20 minutes]

To what extent are women involved in home-based agricultural activities in your area?

[Probing Questions]

- a. What are women's specific roles and responsibilities in home-based agriculture? Are some groups of women more likely to engage in home-based farming than others? Why?
- b. In what way does women's involvement with home-based agriculture change with the seasons?
- c. [Syrian FGDs only] Do you think there are differences in the way Syrians are involved in home-based agriculture and the way Jordanians take part in it? Please explain.
- d. Does home-based agriculture involve more of crop farming, or livestock production, or both? Why?
- e. [Jordanian FGDs only] Does home-based agriculture involve production for household consumption or also for commercial and marketing purposes? If it does have commercial purposes: *(Prompt: Commercial and marketing purposes implies that agricultural produce is not just used for household consumption but is also sold for profit, be it to neighbours, in the local market or exported outside)*
 - i. What types of home-based agricultural businesses are run by women in this area? How big are they?
 - ii. What is being produced and sold?
 - iii. What kind of inputs and techniques are being used to enhance productivity? *(Prompt: For example, improved seed varieties and fertilisers, veterinary services, specific technology and equipment, etc.)*
 - iv. How important is such production as a source of income for the household? In what way does women's involvement in this activity enhance their decision-making capacity within the household, especially with regards to income expenditure?
 - v. What specific challenges, if any, are faced in terms of marketing such products?

f. [Syrian FGDs only] Apart from home-based agriculture for household consumption, do you or other women like yourselves also sell agricultural products to other people in the community/ in the local market? If yes:

i. What is being produced and sold? What challenges, if any, are faced in selling such products?

ii. What kind of inputs and techniques are being used to enhance productivity? (*Prompt: For example, improved seed varieties and fertilisers, veterinary services, specific technology and equipment, etc.*)

iii. How important is this as a source of income for the household? In what way does your involvement in this activity enhance your decision-making capacity within the household, especially with regards to income expenditure?

iv. Have you or other women that you know of tried to take any steps to formalize such home-based production initiatives? What specific steps were taken? What difficulties, if any, were faced?

g. [Jordanian FGDs only] Do women own the land that is being used for such home-based agricultural production?

i. If yes, what added advantages does land ownership have for these women?

ii. If they don't own the land, what is the type of tenure/ ownership of this land (for example, family owned, communal land, rented land, government land, etc.)?

iii. How does lack of land ownership affect women's ability to take decisions related to production? (*Prompt: For example, decisions related to access to credit, which inputs to buy, which types of crops to grow and livestock to raise, marketing decisions, etc.*)

iv. In what way does land ownership differ for different groups of women (for example, by nationality, age group, marital status, etc.)?

h. What kind of external support (for example, access to loans, training and marketing support), if at all, is available for women to be able to sustain such home-based agricultural activities in the longer term?

Apart from the home-based agricultural activities we have just discussed, are you or other women like yourselves involved in other small-scale agricultural production activities (for example, through NGOs, Community-based Organisations, small business ventures, etc.)? Please elaborate.

[Probing Questions]

a. What kind of community institutions and organisations are enabling women to pursue such activities?

b. Are these activities done by women only or do men also participate in them? How are roles and responsibilities in these activities divided or shared between women and men?

c. Are some groups of women (for example, different nationalities, different age groups, married/ unmarried women) more likely to engage in such activities than others? Why? How do roles and activities differ?

d. In what way does women's involvement in these activities change with the seasons? Please elaborate.

e. Do these activities involve more of crop farming, or livestock production, or both? Why?

f. What kind of inputs and techniques are being used to enhance productivity? (*Prompt: For example, improved seed varieties and fertilisers, veterinary services, specific technology and equipment, etc.*)

g. How important are such activities as a source of income for the household? In what way does women's involvement in this activity enhance their decision-making capacity within the household, especially with regards to income expenditure?

h. What specific challenges are faced in selling such products? To what extent do men face similar challenges?

i. What kind of external support (for example, access to loans, training and marketing support), if at all, is available for women to be able to sustain these activities in the longer term?

Stage 3: Challenges faced by women in agriculture [10 minutes]

In light of the activities we have just discussed, what are the specific challenges being faced by women engaging in the agricultural sector? Why do women specifically face these challenges? Please rank these based on level of importance.

[Probing Questions]

- a. Do men face similar challenges? If not, what are the different challenges being faced by men?
- b. [Syrian FGDs only] Do you think these challenges are being faced specifically by Syrian women working in agriculture? If yes, why are women of other nationalities (Jordanians, Iraqis, Egyptians, Palestinians, etc.) not facing similar challenges?
- c. [Jordanian FGDs only] If there are women in this area who do not own land, how does this pose as a specific challenge for them? How does this limit their participation in agriculture and decision-making? Please elaborate.
- d. [Jordanian FGDs only] In what way and to what extent does the lack of proper legislation and government/ institutional support pose as a specific challenge for women involved in agriculture? Please elaborate.
- e. What further steps could be taken to enhance women's role in the agricultural sector specifically and in rural community life as a whole?

Stage 4 [Jordanian FGDs only]: Agricultural Zone [5 minutes]

For the final part of this discussion, we would like to discuss with you the geographical prevalence of agricultural practices in your area. We have identified your area as a part of this agricultural zone [specify whether area where FGD is being conducted is part of Northeast, Jordan Valley or Middle zone].

[Probing Questions]

- a. What do you think are the common factors and shared characteristics for this zone? (Prompt: Shared characteristics could include physical features such as land cover, soil quality, elevation, water accessibility;

climate; type of agricultural activities/ production systems; types of crops cultivated; demographic features; etc.)

- b. Apart from your area, in which other areas or villages within this zone are women actively engaging in agricultural activities? How do their activities differ from yours, if at all?
- c. In what way does women's involvement in agriculture in this zone differ from women's involvement in agriculture in other parts of the country? Why do you think this is?

Conclusion [5 minutes]

- We have now come to the end of our discussion. Thank you for participating. We hope you found it interesting.
- This has been a very successful discussion. Your opinions will be a valuable asset to the study.
- I would like to remind you that any comments featuring in this report will be anonymous.
- Before you leave, please ensure you have completed the personal details questionnaire.

SAMPLE GROUP 2: WOMEN WORKING AS AGRICULTURAL LABOUR IN LARGE-SCALE AGRICULTURE

Introduction

A. Facilitator's welcome, introduction and instructions to participants [5 minutes]

- Facilitator completes an ODK form for each participant, recording the FGD code, location, number of participants, and start and end times of the discussion. Facilitator assists each participant in filling out their portion of the ODK form - age, sex, size of household, household demographics, type of residence, and number of years lived in Jordan.
- Welcome and thank you for volunteering to take part in this discussion. You have been asked to participate as your point of view is important. I appreciate your time.
- This discussion is designed to enquire about the conditions in which Jordanian women work in large-scale commercial farms and ways in which their situation could be improved. This discussion will be part of a wider assessment we are conducting on behalf of UN Women to understand the role of women in agriculture in general.
- **Anonymity:** I would like to assure you that the discussion will be anonymous. We would appreciate it if you would refrain from discussing the comments of other group members outside of this session. If there are any questions or discussions that you do not wish to answer or participate in, you do not have to do so; however please try to answer and be as involved as possible.
- The discussion will take no more than 1 hour. We will have a short break in between

B. Ground rules [5 minutes]

- The most important rule is that only one person speaks at a time. There may be a temptation to jump in when someone is talking but please wait until they have finished.
- There are no right or wrong answers.
- You do not have to speak in any particular order. When you do have something to say, please do so.

There are many of you in the group and it is important that I obtain the views of each of you.

- You do not have to agree with the views of other people in the group.
- Does anyone have any questions? (*answers*)
- May I tape the discussion to facilitate its recollection? (*if yes, switch on the recorder*)
- OK, let's begin.

Question Route

STAGE 1 [Jordanian FGDs]: Women's role and involvement in agriculture

In your opinion, how actively involved are you and other women of this area in agriculture? What are the specific roles that women play and how do these roles differ across different groups of women (for example, by nationality, age group, marital status, etc.)? Please elaborate.

[Probing Questions]

- a. How have your roles in agriculture changed over the years? Have you become more involved or less involved than before? Why have you become more/less involved?
- b. If you are currently actively involved in agriculture, what motivated you to engage in the sector? (*Prompt: Do women rely on agriculture willingly, because it is economically beneficial, or because of lack of opportunities?*)
- c. If women are not actively involved in agriculture currently:
 - i. Why are you not more involved in agriculture? What factors are preventing you and other women like yourselves from becoming more involved in the sector?
 - ii. Are some groups of women less involved than others? Why?
- d. In what way does women's involvement in agriculture differ from that of men? Why?

STAGE 1 [Syrian FGDs]: Understanding the factors that push Syrian women to work in large-scale commercial farms

We would like to begin by trying to understand what kind of work you were engaged in back in Syria i.e. before arriving in Jordan and how this compares to the work you do now.

1. Were you working in Syria before the war? [If yes, go into probes a and b, if no, jump to c]

[Probing Questions]

- a. [If respondents were working in Syria] What specific kind of work were you engaged in?
- b. How does the work you used to do compare to the work you do now? (*Prompt: Would you say the work you did in Syria was better than the work you do in Jordan? Or is it the other way around? Or the same? Did you acquire certain skills in Syria that help you during your work in Jordan?*)
- c. [If respondents were not working in Syria] What factors pushed you to join the workforce in Jordan? Why did you choose this kind of work specifically?

STAGE 2: Understanding the factors that push women to work in large-scale commercial farms

We would now like to understand why you and other women like yourselves work in large-scale farms, and which reasons push you – and women in general – to work in large-scale commercial agriculture. We would also like to understand more about your family situation and how important your work is for you as a source of income.

1. How common is it for women from your area/ community to work in large scale agriculture?

[Probing Questions]

- a. What are the main types of agriculture – crops or livestock - women in your area involve in when it comes to large-scale agriculture?
- b. [Syrian FGDs only] If you were working in agriculture back in Syria, in what way does your current

work differ from what you were doing before? Please elaborate.

- c. [Syrian FGDs only] In which other areas of Jordan do you think Syrian women are mainly involved in agriculture? How does their involvement differ from yours?
- d. How common is it for people of other nationalities to work in large-scale farms in your area? Do different categories of migrant workers (*Syrians, Egyptians, Pakistanis ...*) mainly consist of men or women?

2. Why do you – and women in general – work in large-scale agricultural projects?

[Probing Questions]

- a. What are the factors that pushed you to come work here? (*Note to facilitator: Possible answers could be: because not many skills are required and it is easy to get a job here, because of poverty, because it is normal in our communities, because my family works here etc.*)
- b. [Syrian FGDs only] Do you feel it is easy for Syrian women to get jobs in large-scale commercial farms? If yes, please provide more details on the process involved.
- c. Are there certain obstacles that might stop you or other women from your community from working here? If yes, please elaborate. (*Note to facilitator: You could probe into possible cultural obstacles, probe into the way their job is perceived by members of their community, ask if there are safety obstacles etc.*)
- d. What role did your family play in your decision to work here? (*Note to facilitator: Could be because the whole family works in these kind of projects, could also be because family pushes her to work here or other reasons, maybe the family did not approve of her working here etc.*)
- e. How important is your work as a source of income for your household?
- f. Is there a difference between the work male and female members of your household engage in?

- g.** [Syrian FGDs only: only if participants were working in Syria before the war] Were the factors that pushed you to work in Syria different from the factors that push you to work now, or are the reasons comparable?

3. To what extent does having an income and your work in agriculture make you feel more independent, both at home or outside? (Note to facilitator: This is to probe into social standing, both at household and community levels)

[Probing Questions]

- a.** Who makes the decisions about purchases in your household? Are different sources of income used in a different way? (Note to facilitator: This is to probe into if they control what happens with their income)
- b.** Do you think having an income makes your life different than that of other women? Do you feel like it expands your possibilities? Please elaborate in what way.
- c.** Who usually makes most of the general decisions in your household? Did having an income generally change your position within the decision-making processes?
- d.** Does having an income help you play a role in your community when it comes to decision making? Through what processes/ institutions do you participate in such decision-making? Please provide specific examples.
- e.** How do you feel that women working in large-scale farms is generally perceived by your community?

4. [Syrian FGDs only] To what extent has working in large-scale farming helped you integrate into Jordanian society?

STAGE 3: Understanding female labour and related conditions in large-scale commercial farms

Now, we would like to learn more about the specific tasks you do as part of your work on the farm here.

- 1.** What is the nature of the labour you engage in in this large-scale farm? (Prompt: formal/ informal, seasonal, day labour)

[Probing Questions]

- a.** According to you, is this the case for most women working in large-scale farms? If not, why?
- b.** Are there differences between the ways female and male labourers are employed in your workplace?
- c.** Are there differences between the ways migrant and non-migrant workers are employed in your workplace?
- d.** On which factors does your wage depend? Does your pay vary across different seasons? (Note to facilitator: This is to ask if they are paid per hour, per kilogram of product harvested, per day or per month)
- e.** Do you think wages differ across different categories of workers employed on the farm? Please explain.
- f.** If you engage in seasonal labour, which seasons do you work in?

2. What specific kind of activities do you engage in during your work in the farm here? (Prompt: fertilization, planting, sowing seeds, crop maintenance, harvesting, weeding and trimming, animal care, livestock related activities etc.)

[Probing Questions]

- a.** How are women's activities different from those of men? What activities do men usually engage in? (Note to facilitator: could be that men engage in heavier physical work but also that men are more involved in decision making processes and have higher positions)
- b.** In your experience, how do activities differ across different categories of workers (Jordanian/ Syrian/

migrant and men/ women)? Do you know why certain people engage in certain types of work and others do different activities? Who decides who does which work?

- c. [Syrian FGDs only] How does your experience and that of other Syrian women compare to the experience of Jordanian or other migrant women working in this area? Please explain.
- d. How do the specific activities you engage in differ according to the seasons?

3. For women working as labourers in large-scale farms, what kind of support is available to protect their rights?

[Probing Questions]

- a. [Syrian FGDs only] Do international organizations provide specific support to Syrian women working in large-scale farms? If yes, could you give specific examples? (Prompt: support on getting work permits, labour rights awareness sessions etc.)
- b. [Syrian FGDs only] Do you or other Syrian women like yourselves have work permits to work on these farms?
 - What was the process you went through to acquire work permits? (Note to facilitator: This question should be asked both if they have a work permit, as well as if they applied for the work permit and have not received it yet/ did not receive it at all)
 - What kind of support is available to help Syrian women access work permits? Who is providing such support? (Prompt: For example, support from employers, cooperatives, NGOs, international organisations, etc.) Has this support proven effective in the past? Please provide specific examples.
 - If you are unable to acquire/ access a work permit, please explain why (Note to facilitator: Ask this both if they have tried applying and failed to get a work permit as well as if they have not applied at all).
 - How do challenges faced in acquiring work permits differ for men and women?

- c. If an accident happens during your work on the farm, which steps are usually taken? Are there persons or places you can go to that provide support in these instances? (Note to facilitator: this is to probe into the awareness of legal rights and protection mechanisms)
- d. Are you organized in labour unions or in local organizations (CBOs)? (If yes, continue with the following probes, if no skip to the next question)
 - How do these organizations contribute to ensuring your legal protection? Please give specific examples of times when labourers were able to organize effectively to ensure the protection of their rights.
- e. [Ask only if they are not organized] According to you, why are you not currently organized in unions or local organizations? (Prompt: Is it because they think organizing would not be useful? Because they are not allowed?)
- f. Which specific support, if any, is provided to you by your employer? (Note to facilitator: This is to probe – carefully - into the provision of transport, insurance)

STAGE 4: Challenges faced by women working in large-scale farms

We would now like to understand which challenges and difficulties you are facing in your work here.

1. What are the most important challenges facing women who work in large-scale commercial farming?

[Probing Questions]

- a. What are the most important challenges when it comes to your working conditions? (Prompt: long working hours, dangerous working conditions, heavy work ...)
- b. Are there challenges you face related to transport to and from the workplace? (Prompt: answers could be that there is no transport, or that transport is provided but is unsafe, or others)
- c. What are the most important challenges when it comes to your wages?

- [Jordanian FGDs only] Do you think the Syrian crisis has had an impact on your wages?

- How are challenges related to your wages related to the way you are employed? (Prompt: [if they are informally employed] are wages for those informally employed lower than those formally employed?)

d. What are the most important challenges when it comes to legal representation and protection?

e. Which challenges are faced by women specifically?

- Is harassment and violence against women a common challenge for women working in large-scale farms?

- Do you face specific challenges that stem from culture and traditions?

Are you responsible for domestic duties on top of your work outside the house? Do you experience this as a challenge that women specifically face?

Is the “culture of shame” a specific challenge you face as women? Please explain.

f. [Jordanian FGDs only] In your experience, do challenges faced by Jordanian women differ from challenges faced by other groups of women workers on the farm? (Prompt: Jordanian men, Syrian women, Syrian men, Egyptian men, Egyptian women, migrant workers of other nationalities etc.)

g. [Syrian FGDs only] Which challenges do Syrians face specifically?

- Do you feel like discrimination on the basis of your nationality is among the challenges you face? Please explain.

- Do you feel like there are certain challenges non-Jordanian workers in general face while working on the farm? If yes, please elaborate.

h. Are there currently any mechanisms in place that allow you to address these challenges? If yes, please explain which mechanisms and how they can be used. Please provide specific examples.

2. What further steps could be taken to improve the situation of women working in large-scale commercial farms? (Prompt: For example, giving women the possibility to be formally employed, implementing legislation concerning working conditions, the provision of safe transportation, higher wages, mechanisms through which women can file complaints concerning SGBV, the possibility for women to organize in unions ...)

Stage 5 [Jordanian FGDs only]: Agricultural Zone [5 minutes]

1. For the final part of this discussion, we would like to discuss with you the geographical prevalence of agricultural practices in your area. We have identified your area as a part of this agricultural zone [specify whether area where FGD is being conducted is part of Northeast, Jordan Valley or Middle zone].

[Probing Questions]

a. What do you think are the common factors and shared characteristics for this zone? (Prompt: Shared characteristics could include physical features such as land cover, soil quality, elevation, water accessibility; climate; type of agricultural activities, production systems; types of crops cultivated; demographic features; etc.)

b. Apart from your area, in which other areas or villages within this zone are women actively engaging in agricultural activities? How do their activities differ from yours, if at all?

c. In what way does women’s involvement in agriculture in this zone differ from women’s involvement in agriculture in other parts of the country? Why do you think this is?

Conclusion [5 minutes]

–We have now come to the end of our discussion. Thank you for participating. We hope you found it interesting.

–This has been a very successful discussion. Your opinions will be a valuable asset to the study.

–I would like to remind you that any comments featuring in this report will be anonymous.

–Before you leave, please ensure you have completed the personal details questionnaire.

SAMPLE GROUP 3: MEN WORKING IN AGRICULTURE SECTOR IN JORDAN

Introduction

A. Facilitator's welcome, introduction and instructions to participants [5 minutes]

- Facilitator completes an ODK form for each participant, recording the FGD code, location, number of participants, and start and end times of the discussion. Facilitator assists each participant in filling out their portion of the ODK form - age, sex, size of household, household demographics, type of residence, and number of years lived in Jordan.

- Welcome and thank you for volunteering to take part in this discussion. You have been asked to participate as your point of view is important. I appreciate your time.

- This discussion is designed to understand women's role in the agricultural sector in Jordan and challenges that they may be facing when engaging in agriculture. We would also like to understand what challenges exist for women in participating in rural decision-making processes such as consultations with the government, local cooperatives and community institutions, farmer unions, local governance structures, etc.

- **Anonymity:** I would like to assure you that the discussion will be anonymous. We would appreciate it if you would refrain from discussing the comments of other group members outside of this session. If there are any questions or discussions that you do not wish to answer or participate in, you do not have to do so; however please try to answer and be as involved as possible.

- The discussion will take no more than 1 hour.

B. Ground rules [5 minutes]

- The most important rule is that only one person speaks at a time. There may be a temptation to jump in when someone is talking but please wait until they have finished.

- There are no right or wrong answers.

- You do not have to speak in any particular order.

- When you do have something to say, please do so. There are many of you in the group and it is important that I obtain the views of each of you.

- You do not have to agree with the views of other people in the group.

- Does anyone have any questions? (*answers*)

- May I tape the discussion to facilitate its recollection? (*if yes, switch on the recorder*)

- OK, let's begin. -

Question Route (60 minutes)

Stage 1: Women's role and involvement in agriculture [30 minutes]

1. In your opinion, how actively involved are women of your area in the agriculture sector? What are the specific roles that women have? (Prompt: We are interested in understanding involvement both in terms of formal employment; informal involvement including home-based/ family farming, small-scale agricultural production; supportive roles such as livestock breeding; etc.)

[Probing Questions]

a. How do these roles differ for different groups of women (for example, for different nationalities, different age groups, by marital status, etc.)?

b. How do these roles differ from those of men undertaking agriculture in the area?

c. For women currently involved in agriculture, what type of agricultural production (home-based, small scale, large scale commercial farming, etc.) are they involved with?

- Please provide specific details of why women engage in such production, what such production entails, what is being produced and sold, how women benefit from it, etc.

d. For women currently involved in agriculture, what are the specific types of activities they are

undertaking (crop farming, livestock rearing, farm labour, etc.)?

- Why do women specifically undertake these activities?
- How do their activities differ from those of men?

e. Are you aware of specific cases of women who own the land which they use for agricultural production? If yes, what added advantages do these women have in comparison to those who don't own land? Please provide specific examples.

- If women don't own the land, what is the type of tenure/ ownership of land (family owned, rented, communal land, government land, etc.) they are using for production?

- If they don't own the land, in what way does this affect their agricultural work? For example, does lack of land ownership limit their ability to take key decisions related to production and marketing?

f. In what way would you say women's roles and their agricultural activities have changed over the years?

- Have women become more involved or less involved than before?
- Why have they become more/ less involved?

2. If women are currently actively involved in agriculture, what motivates them to engage in agricultural activities?

[Probing Questions]

- a.** In cases where women are working in agriculture, to what extent do women favour working in agriculture over other types of income-generating activities? *(Note to facilitator: This question is intended to understand if women are working in agriculture willingly, for example, because of family involvement/ because it is profitable, or if they work here because they don't have other opportunities)*
- b.** If women prefer to work in other activities/ sectors, what kind of work do you think they would prefer to engage in, based on their existing capacities?

c. To what extent does women's work in agriculture provide an important source of income for the household?

d. What kind of community institutions and organisations, if any, are supporting women to pursue agricultural activities? In what way do they support women? Please provide specific examples.

e. What other kind of external support (for example, access to loans, training and capacity-building, marketing support) is available to support women engaging in agricultural activities?

3. If women are not actively involved in agriculture currently, why do you think they are not actively involved?

[Probing Questions]

a. What factors are preventing them from becoming more involved in the sector? Do men face similar barriers? Why/ why not?

b. If some groups of women are more involved in agriculture than others, which groups of women are more/ less involved? Why are they more/ less involved?

c. What kind of external support (for example, access to loans, training and marketing support) is needed for women to be able to start up and sustain agricultural activities in the future?

Stage 2: Women's role and participation in rural community life [10 minutes]

4. To what extent/ in what way does women's involvement in agriculture help to enhance the role they play in the community? Through what activities and institutions are women participating in the community? What specific roles do they have?

[Probing Questions]

a. What kind of community based activities (for example representation in local governance

structures, Farmer Unions, Community Based Organisations, village meetings, community planning processes, etc.) are women participating in? Please provide examples.

- b. To what extent has such participation by women proven effective for community leadership and decision-making in the past? Why/ why not? Please provide specific examples.
- c. Do you think some groups of women are more actively involved in the community than others? Please elaborate.
- d. If women are not actively involved in such community based roles, why do you think that is? What are the barriers to women's active participation in this aspect?

Stage 3: Challenges faced by women in agriculture [10 minutes]

- 5. In light of the activities we have just discussed, what are the specific challenges being faced by women engaging in the agricultural sector? What is limiting their role in agriculture? Why do women specifically face these challenges? Please rank these based on level of importance.

[Probing Questions]

- a. Does the lack of legislation and government/ institutional support pose as a specific challenge for women involved in agricultural production? If yes, please elaborate in what way and to what extent?
- b. To what extent, if at all, does the risk of violence against women (be it in the form of physical violence, emotional violence such as discrimination, disrespect, etc.) limit women's participation in agriculture? Please elaborate.
- c. What specific challenges are faced by women in terms of commercial and marketing aspects? Please elaborate. *(Prompt: Commercial and marketing purposes implies that agricultural produce is not*

just used for household consumption but is also sold for profit, be it to neighbours, in the local market or exported outside)

- d. What further steps could be taken to enhance women's role in the agricultural sector specifically and their participation in the as a whole?
- e. Do men face different challenges? Why and in what way?

Stage 4 [Jordanian FGDs only]: Agricultural Zone [10 minutes]

- 6. **For the final part of this discussion, we would like to discuss with you the geographical prevalence of women's agricultural practices in your area. We have identified your area as a part of this agricultural zone [specify whether area where FGD is being conducted is part of Northeast, Jordan Valley or Middle zone].**

[Probing Questions]

- a. What do you think are the common factors and shared characteristics for this zone? *(Prompt: Shared characteristics could include physical features such as land cover, soil quality, elevation, water table accessibility; climate; type of agricultural activities and production systems; types of crops cultivated; demographic features; etc.)*
- b. Apart from your area, in which other areas or villages within this zone are women actively engaging in agricultural activities? How do their activities differ from those of women in your area, if at all?
- c. In what way does women's involvement in agriculture in this zone differ from women's involvement in agriculture in other parts of the country? Why do you think this is?

Conclusion [5 minutes]

- We have now come to the end of our discussion. Thank you for participating. We hope you found it interesting.
- This has been a very successful discussion. Your opinions will be a valuable asset to the study.
- I would like to remind you that any comments featuring in this report will be anonymous.
- Before you leave, please ensure you have completed the personal details questionnaire.

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**Planet 50-50 by 2030
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