

# Assessment of the Status of Gender Statistics in Jordan





## TABLE OF CONTENTS

Executive summary .....	7
Introduction: Background .....	8
Assessment of the status of gender statistics in Jordan .....	8
Objective of the assessment .....	9
Methodology of the assessment .....	9
<b>1. An enabling environment for the effective monitoring of policy commitments .....</b>	<b>10</b>
Overview of Jordan's geo and sociopolitical context and government structures .....	10
Implications of the geo-and sociopolitical context on gender statistics and opportunities to improve the enabling environment .....	13
Jordan's legal, policy and institutional frameworks on gender equality .....	14
Policy and strategies .....	14
Institutional mechanisms for GEWE .....	17
National planning instruments on GEWE .....	18
Issues pertinent to gender statistics in legislative, policy and planning instruments...	18
Gender statistics and reporting requirements for national and international commitments on GEWE .....	19
Gender statistics within the National Strategy for Women .....	23
Gender statistics and gender-responsive budgeting .....	23
Opportunities for enhancing enabling policy environment for gender statistics: GEWE legal, policy and institutional frameworks .....	24
Gender in the legal and institutional frameworks for official statistics .....	26
Legal framework .....	26
Institutional framework within the Department of Statistics .....	27

Institutional capacity-development on gender mainstreaming in DoS .....	32
National Strategy for the Development of Statistics .....	33
Coordination in the Jordanian statistical system .....	34
Budgetary resources for statistical activities .....	34
Gender in Jordan's SDG monitoring and indicators framework .....	37
The monitoring and evaluation framework for the SDGs in Jordan .....	39
Integration of a gender perspective in the SDGs monitoring framework .....	43
<b>2. Production of gender data and statistics: Status and gaps .....</b>	<b>44</b>
Overview of data sources in Jordan .....	44
Overview of data sources for gender statistics .....	48
The SDG 5 lens .....	50
Opportunities for improving data production for gender-related SDG indicators .....	51
<b>3. Data access, dissemination and use to inform policy .....</b>	<b>52</b>
Gender data use .....	52
Data dissemination process .....	53
3.1 Women Statistics .....	54
3.2 Gender Indicators Database .....	57
3.3 The Gender Statistics Interactive Database .....	59
Promoting access and use: Data dissemination policy and advance release calendar .....	61
Opportunities for improving access and use of gender statistics .....	63
Conclusion and recommendations .....	64
<b>Annex 1: List of sources for desk review .....</b>	<b>69</b>

## ACRONYMS

<b>ADMS</b>	Administrative Data Management System
<b>CEDAW</b>	Convention on the Elimination of All Forms of Discrimination against Women
<b>CVA</b>	Comprehensive Vulnerability Assessment
<b>CSO</b>	Civil Society Organization
<b>DHS</b>	Demographic and Health Surveys
<b>DoS</b>	Department of Statistics
<b>DQAF</b>	Data Quality Assessment Framework
<b>EDP</b>	Executive Development Programmes
<b>ESCWA</b>	United Nations Economic and Social Commission for West Asia
<b>EU</b>	European Union
<b>GBD</b>	General Budget Department
<b>GEWE</b>	gender equality and women's empowerment
<b>GRB</b>	gender-responsive budgeting
<b>GSD</b>	Gender Statistics Division
<b>HEIS</b>	Household Expenditures and Income Survey
<b>HNCSD</b>	Higher National Committee for Sustainable Development
<b>IAEG</b>	Inter-Agency Expert Group
<b>ICT</b>	information and communications technology
<b>IMC</b>	Inter-Ministerial Committee
<b>JNCW</b>	Jordanian National Commission for Women
<b>JOD</b>	Jordanian dinars
<b>JRP</b>	Jordan Response Plan for the Syria Crisis

<b>LFS</b>	Labour Force Survey
<b>MDGs</b>	Millennium Development Goals
<b>MoF</b>	Ministry of Finance
<b>MoI</b>	Ministry of Interior
<b>MoLA</b>	Ministry of Local Administration
<b>MoMA</b>	Ministry of Municipality Affairs
<b>MoPIC</b>	Ministry of Planning and International Cooperation
<b>MoSD</b>	Ministry of Social Development
<b>NGO</b>	non-governmental organization
<b>NSDS</b>	National Strategy for the Development of Statistics
<b>NSS</b>	national statistical systems
<b>SDDS</b>	Special Data Dissemination System
<b>SDG</b>	Sustainable Development Goal
<b>UN</b>	United Nations
<b>UNCT</b>	United Nations Country Team
<b>UNDP</b>	United Nations Development Programme
<b>UNHCR</b>	United Nations High Commission for Refugees
<b>UNSD</b>	United Nations Statistics Division UN Women
<b>UN WOMEN</b>	The United Nations Entity for Gender Equality and the Empowerment of Women
<b>VIO</b>	Volunteer-Involving Organizations
<b>VNR</b>	Voluntary National Review
<b>Women Count</b>	Making Every Woman and Girl Count programme

## EXECUTIVE SUMMARY

This assessment aims to provide a well-informed basis for the design of Making Every Woman and Girl Count (Women Count) programme interventions in Jordan, which will be aligned with the three programme pillars: enabling environment for gender statistics, data production, data use. Information was collected through a desk review of documentation provided by the Department of Statistics (DoS), UN Women and other sources, as well as a reviews by DoS and the Jordanian National Commission for Women (JNCW), and a validation workshop in October 2019, which included a range of stakeholders (representing government institutions, data producers and data users, civil society organizations, academia and researchers, the private sector, UN agencies and international partners). This report is structured according to the three main pillars of the programme mentioned above.

The assessment identifies a number of key challenges facing gender statistics in Jordan:

### Enabling environment:

1. Gender in the legal and institutional frameworks for official statistics: Gender statistics have not been included in national statistics legislation, or in national strategies for the development of statistics. Moreover, gender statistics are not explicitly written in to many policies and action plans that guide the implementation of laws, policies and strategies.
2. Coordination in the Jordanian Statistical System: There is a lack of coordination between government institutions in the field of statistical data production, in particular when it comes to gender statistics and sex- and age-disaggregated data.

### Data production:

1. Budgetary resources for statistical activities: There are insufficient financial resources available for the production of gender statistics and data.
2. Institutional capacity: There is insufficient institutional capacity for production, research and training related to gender statistics in both the national statistics office as well as line ministries.

## Data use:

1. Issues related to data use and dissemination processes: There are a variety of challenges related to optimal gender data use and dissemination, such as: a lack of coordination between data users and producers, lack of a data release calendar, and produced data that is not responsive to users' needs.

This assessment suggests a number of recommendations to enhance gender statistics in Jordan, ranging from the policy and strategic level to the operational level.

## INTRODUCTION: BACKGROUND

The 2030 Agenda for Sustainable Development calls for addressing inequalities and promoting human rights in development efforts. Building on the lessons learned from previous efforts, such as the Millennium Development Goals (MDGs), the 2030 Agenda constitutes a rallying call to eradicate poverty and ensure individual human rights, well-being, gender equality and women's empowerment, while maintaining sustained and inclusive economic growth and protecting the environment for current and future generations. The agenda is underpinned by the concept of "leaving no one behind". In order to achieve the Sustainable Development Goals (SDGs), it has been recognized that development decisions must be based on evidence, with an emphasis on governance and accountability. This represents a shift from a needs-based towards a rights-based approach in development planning and implementation.

In recognition of these goals and rallying principles, UN Women's gender data programme, Making Every Woman and Girl Count (Women Count) aims to support Member States in implementing the 2030 Agenda through a radical shift in the production, availability, accessibility and use of quality data and statistics on key aspects of gender equality and women's empowerment. In Jordan, Women Count aims to strengthen the capacity of the National Statistical System (NSS) to produce and use gender statistics in order to inform and monitor the implementation of the country's gender-related commitments in the 2030 Agenda.

## ASSESSMENT OF THE STATUS OF GENDER STATISTICS IN JORDAN

The purpose of this study was to carry out a national needs assessment on gender statistics in order to develop a programme strategy that can help to address three broad areas: (1) enabling environment, (2) data production, and (3) data accessibility.



The premise of Women Count is that gaps in gender statistics are linked to three distinct but inter-related challenges:

1. Weak policy space and legal and financial environments due to limited political will and understanding of the importance of quality gender statistics.
2. Technical challenges, particularly with regards to sensitive, methodologically demanding or emerging areas.
3. A confluence of limited data dissemination and communication capacities of the NSS and limited ability of governments and other stakeholders to utilize and advocate for gender statistics to inform decisions, policy research, advocacy, policies and programmes.

Designing a set of project outputs and activities that are appropriate for Jordan requires zeroing in on how these challenges affect the official statistical system and gender data in particular. This presents the results of an assessment of the status of gender statistics in Jordan carried out in 2019.

## OBJECTIVE OF THE ASSESSMENT

This assessment aims to identify existing challenges and past achievements to build upon, to provide a well-informed basis for the selection and design of interventions to address the three aforementioned problems. The assessment aims to answer the question: "What are the key challenges to achieving progress on gender statistics in Jordan and what kind of interventions are necessary to address them?"

## METHODOLOGY OF THE ASSESSMENT

Information was collected mainly through a desk review of relevant documentation provided by DoS, UN Women and other sources (see list of sources in Annex 1). This draft assessment was then reviewed and validated through a series of meetings and reviews by DoS and JNCW, followed by a validation workshop with a range of stakeholders representing government institutions, data producers and data users, civil society organizations, academics and researchers, the private sector, UN agencies and international partners. The assessment focuses on three pillars and how each relates to Jordan's current situation:

1. Putting in place an enabling environment for a gender-responsive localization and effective monitoring of national and international policy commitments.

2. Filling gender data gaps by ensuring that quality, comparable gender statistics are produced regularly.
3. Ensuring that data is accessible and used to inform policy and advocacy.

Given the methodology of this assessment, some issues that surfaced will require more in-depth analysis. A more in-depth data gaps assessment was recommended during the validation workshop and will be undertaken as part of the Women Count project in Jordan.

This assessment thus recommends some ideas for building a stronger and more effective gender statistical system through existing statistical legal, policy and institutional frameworks, but consultations and in-depth analysis will serve as the basis for an action plan. Through UN Women's Women Count programme, Jordan will work with a range of national partners, including DoS as the main implementing partner, to improve the development of gender-sensitive indicators, data collection, production, accessibility and use of gender statistics, as well as their analysis and regular monitoring.

## 1. AN ENABLING ENVIRONMENT FOR THE EFFECTIVE MONITORING OF POLICY COMMITMENTS

This section assesses the relevant factors for achieving an enabling environment for a gender-responsive localization and effective monitoring of national and international policy commitments. In order to effectively establish such an enabling environment, it is first necessary to understand Jordan's political context and its implications for that environment. Equally important is an understanding of Jordan's current legal, policy and institutional frameworks on gender equality. Next, this section examines gender within the legal and institutional frameworks for official statistics in Jordan, before concluding with a look at gender data and gender-responsiveness of SDG monitoring and indicators frameworks in Jordan.

### Overview of Jordan's geo and sociopolitical context and government structures

Jordan is a constitutional monarchy with the King as its Head of State and a political system based on a separation of power between executive, legislative and judiciary. It has a bicameral Parliament, with a 130-member House of Representatives directly elected by citizens, and an appointed House of Senate. His Majesty King Abdullah II Ibn Al Hussein is the Head of State and has executive authority, along with his Cabinet of 27 ministers, led by the Prime Minister.

The country has a highly centralized two-tier system of administrative organization divided into 12 governorates, each headed by a local governor who is appointed by the King through the Ministry of Interior (MoI). Governors act together with the directorates of line ministries, as an extension of the central government. Jordan is further divided into 100 municipalities with financial and administrative autonomy, supervised by the Ministry of Local Administration (MoLA).<sup>1</sup>

Jordan ranks 138<sup>th</sup> out of 149 countries on the World Economic Forum's Global Gender Gap Report 2018<sup>2</sup> and 111<sup>th</sup> out of 159 countries on the Gender Inequality Index of the United Nations Development Programme (UNDP)'s Human Development Report.<sup>3</sup> While outperforming countries in the region on other global indices, Jordan struggles on these gender indices mainly due to the low participation of women in political and economic life, despite positive scores on indicators such as education, health.

Women's unemployment in Jordan stands at approximately 33 per cent, while their labour force participation rate has not exceeded 18 per cent in the past 10 years.<sup>4</sup> Despite a host of efforts made in recent years by the Jordanian Government, including temporary special measures, women's representation is minimal in both appointed and elected political positions: 7 out of 29 ministerial positions (up from 3 in 2017), 20 of the 130 parliamentary seats, and 10 of 65 senators. Not surprisingly, on the UN Women/Inter-Parliamentary Union's Women in Parliaments 2017 index, Jordan ranked 130<sup>th</sup> out of 193 countries on parliamentary representation, and 149<sup>th</sup> on women's ministerial representation.<sup>5</sup> Legislative, institutional and structural constraints stem from: political parties, the electoral system, electoral management bodies, legislative authority, the media, as well as cultural and attitudinal barriers, and social norms and traditions that limit women's accessibility to public life and prevent them from fully and freely practicing their political rights.

Violence against women is also a concern in Jordan. Its national statistics office, the Department of Statistics (DoS), has conducted population surveys in 2012 and 2018 that include data on prevalence of violence against women. The latest data from the 2018 Demographic and Health Survey (DHS) found that 21 per cent of ever-married women aged 15-49 have experienced physical violence since age 15; that 26 per cent

1 OECD (2017). Jordan: Towards a New Partnership with Citizens: Jordan's Decentralisation Reform. p. 46.

<https://www.oecd.org/mena/governance/Jordan-Highlights-2017.pdf>

2 World Economic Forum (2018). Global Gender Gap Report. <https://www.weforum.org/reports/the-global-gender-gap-report-2018>

3 UNDP (2016). Human Development Report 2016. [http://hdr.undp.org/sites/all/themes/hdr\\_theme/country-notes/JOR.pdf](http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/JOR.pdf) Retrieved 18 June 2018. p. 5.

4 Department of Statistics (2018). <http://dosweb.dos.gov.jo/180--unemployment-rate-during-the-second-quarter-of-20172-/> and <http://dosweb.dos.gov.jo/jordanian-womens-report-on-the-occasion-of-the-international-womens-day-statistical-perspective/> Retrieved 6 June 2018; and historical comparisons gleaned from World Bank website. <https://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS?locations=JO> Retrieved 6 June 2018.

5 UN Women and Inter-Parliamentary Union (2017). Women in Politics. [http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2017/femmesenpolitique\\_2017\\_english\\_web.pdf?la=en&vs=1123](http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2017/femmesenpolitique_2017_english_web.pdf?la=en&vs=1123)

of ever-married women aged 15-49 have ever experienced spousal physical, sexual, or emotional violence; and that only 1 in 5 women (19 per cent) who have experienced any physical or spousal sexual violence have sought help to stop the violence. Two-thirds have never sought help or told anyone about the violence.<sup>6</sup>

Assessing the needs of the most vulnerable has been identified as a priority in Jordan. According to the Jordanian Government's Jordan 2025: A National Vision and Strategy, as well as the United Nations Common Country Assessment of Jordan, three broad development areas in Jordan are increasingly critical and prioritized: (1) effectiveness and accountability of institutions, particularly related to services for vulnerable people; (2) strengthening the voice and rights of women, youth and the vulnerable; and (3) opportunities for enhanced and meaningful participation for all.<sup>7</sup> National analysis, as well as the UN Women Strategic Note on Jordan, also show that Jordan has made strides in achieving gender equality in a number of areas, but progress is still needed on the political and economic engagement of women.

Structural issues of societal and gender inequality in Jordan have been exacerbated by the Syria crisis and its spillover effects, which have a continuing impact. Jordan currently hosts an estimated population of more than 1.3 million Syrian refugees<sup>8</sup>, of which more than 650,000 are registered as persons of concern with the United Nations High Commission for Refugees (UNHCR)<sup>9</sup>. This is equivalent to nearly 10 per cent of Jordan's pre-crisis population and Jordan actually now hosts the second-largest number of refugees per capita in the world.<sup>10</sup> This expansion in population has increased competition over resources, placed additional strain on social services and heightened community tensions in some areas. And the "vast majority" of Syrian refugees are women and children.<sup>11</sup>

Despite the support and services provided by the Government of Jordan, the needs of the host population and the refugees living in Jordan are significant and unemployment is high. Within camp settings, there are few livelihood opportunities, and of these, very few engage women. At the same time, economic vulnerability within the Syrian refugee population has been linked to violence against women and girls. Getting a better sense of the real numbers of vulnerable people, and their gender, as well as the

- 
- 6 The Hashemite Kingdom of Jordan (2019). "Jordan population and family health survey 2018." [http://www.dos.gov.jo/dos\\_home\\_e/main/linked-html/DHS2017\\_en.pdf](http://www.dos.gov.jo/dos_home_e/main/linked-html/DHS2017_en.pdf)
  - 7 United Nations Country Team, Jordan (December 2017). United Nations Sustainable Development Framework in Jordan 2018-2022. p. 20. [http://jo.one.un.org/uploaded/publications\\_book/1525335438.pdf](http://jo.one.un.org/uploaded/publications_book/1525335438.pdf)
  - 8 The Hashemite Kingdom of Jordan (2018). Jordan Response Plan for the Syria Crisis 2018-2020. <https://static1.square-space.com/static/522c2552e4b0d3c39ccd1e00/t/5ab3565f8a922d5e4a011286/1521702505515/JRP+Final+Copy+21-3.pdf>
  - 9 UNHCR (October 2019). Operational Portal, Refugee Situations: Syria Regional Refugee Response: Jordan. Accessed 29 October 2019. <https://data2.unhcr.org/en/situations/syria/location/36>
  - 10 OECD (2017). Jordan: Towards a New Partnership with Citizens: Jordan's Decentralisation Reform. p. 5
  - 11 The Hashemite Kingdom of Jordan (2015). Jordan position paper on the Beijing+20 review and appraisal process. <http://www2.unwomen.org/-/media/field%20office%20jordan/attachments/publications/un%20women%20en%20book2.pdf?la=en&vs=3420> p. 8.

specific needs of this growing population, is essential for Jordan's effective response.

The Jordan Response Plan (JRP) for the Syria Crisis 2016-2018 stressed the need for gender-sensitive interventions, including the provision of economic opportunities, awareness-raising activities and safe spaces for women, who are most at risk. It emphasized the importance of strengthening protection systems, particularly for the most vulnerable women and girls. Within its objective to increase equitable access for boys and girls affected by the Syria crisis to quality child protection, the JRP included a goal on creating "common situation monitoring frameworks, including indicators, data collection methods and frequency of data."<sup>12</sup> And within its objective of improving the availability, access and utilization of quality food for vulnerable women, girls, boys and men affected by the Syria crisis, the JRP seeks to measure the percentage of food security and livelihoods projects justified through needs-driven and evidence-based data.<sup>13</sup> Still, there were many areas not specifically earmarked for data and evidence collection, such as the potential number of women and girls who are experiencing violence and potentially in need of protection services. Nor was there any mention of the need to assess the specific needs of vulnerable women and girls.

The latest Jordan Response Plan for the Syria crisis 2018-2020 acknowledges data challenges in effective monitoring: "The use of different criteria, methodologies and tools by the international community to conduct Syria crisis-related vulnerability assessments in Jordan has generated several challenges in the analysis, aggregation and comparison of collected data and information. This has indeed limited the capacity of the Government of Jordan and the international community to gain a comprehensive and exhaustive picture of the existing Syria crisis-related vulnerabilities faced by the country."<sup>14</sup> In order to overcome such challenges, Jordan has created a JRP Comprehensive Vulnerability Assessment (CVA), based on recent assessments, as well as reports and evaluations produced by national and international stakeholders. The CVA aims to rationalize Jordan's response to the impact of the Syria crisis.

## **Implications of the geo-and sociopolitical context on gender statistics and opportunities to improve the enabling environment**

The context above is important to understanding the need for enhanced statistical capacity, as there is an urgent need for Jordan's statistical system to keep pace with the country's changing demographic and social realities, to reflect the expansion and diversity of Jordan's changing society. Given that the majority of refugees are Syrians with a large population of women and girls, and that some data suggest that there

12 The Hashemite Kingdom of Jordan (2016). Jordan Response Plan for the Syria Crisis 2016-2018. [https://reliefweb.int/sites/reliefweb.int/files/resources/JRP16\\_18\\_Document-final+draft.pdf](https://reliefweb.int/sites/reliefweb.int/files/resources/JRP16_18_Document-final+draft.pdf) p. 138.

13 Ibid., p. 100.

14 The Hashemite Kingdom of Jordan (2018). Jordan Response Plan for the Syria Crisis 2018-2020. p. 17.

are a growing number of female-headed households, gender statistics are particularly relevant to capture fully.

At the same time, gender adds an important layer of understanding to existing challenges. Gender plays a part that is all too often overlooked and in order to truly tackle challenges in Jordan, gender needs to be acknowledged, addressed and assessed.

Consideration of the social, cultural and geopolitical challenges Jordan faces is an important precursor to an enabling environment that allows gender-responsive localization and effective monitoring of national and international policy commitments. Creating such an environment requires political will, which exists to a large extent in Jordan, and recognition by institutional actors, alongside wider societal acceptance and recognition of the need for gender data and a deeper analysis of women's specific needs.

Women Count seeks to support the creation of an enabling environment for gender statistics, and for the effective monitoring of national and international policy commitments, as explored in the next section.

### **Jordan's legal, policy and institutional frameworks on gender equality**

The Government of Jordan has ratified most international human rights frameworks that address gender equality and women's empowerment (GEWE), including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). However, the country's continued reservations on CEDAW Articles 9 (nationality rights) and 16 (rights in marriage) remain an issue. Jordan has also carried out substantial reforms to national laws to eliminate discrimination against women and adopted a variety of policies and national strategies related to gender equality, human rights and women's empowerment. Examples include: the Comprehensive National Human Rights Plan 2016-2025, the Jordanian National Action Plan for the Implementation of Security Council resolution 1325, the National Plan for the Implementation of the Sustainable Development Goals, the Implementation Plan to Strengthen the Institutional Response to Domestic Violence, the National Strategy for the Prevention of Human Trafficking 2018-2021, the draft National Strategy for Women 2020-2025, among other plans and strategies that integrate human rights.

### **Policy and strategies**

The Kingdom has made equality for women and girls a State priority, as evidenced by its adoption of a National Strategy for Women (NSW) in 2006-2010 and 2013-2017, coordinated by the JNCW. In its analysis of the 2006-2010 strategy, the JNCW said



the concept of ‘social gender’ was established in many governmental institutions, the government adopted the concept gender-responsive budgeting, and statistics and data were developed and classified according to gender.<sup>15</sup>

The 2013-2017 NSW was built based on the results of evaluative studies and a summary of indicators reflected in the national and regional reports regarding national achievements of NSW objectives, and in light of a women’s status analysis, as well as the discussions and outputs of a national dialogue (with 24 workshops) on women’s priorities, with participation of government, private, academic and media as well as civil society organizations.<sup>16</sup> The 2013-2017 strategy made specific reference to gender statistics, citing the need to “work to provide transparent and sensitive statistics of gender in various sectors and fields of life related to the real status of women and their empowerment; for the possession of these ... indicators will help in policymaking, decision-taking, developing plans and designing programs and projects in accordance with real needs of women, and thus, improving performance, effective management of resources and providing services fairly, which contribute to achieving the targets.”<sup>17</sup>

In its three-page assessment of the implementation of the latest Strategy, the JNCW found that solid partnerships were forged between civil society, international partners and the Government to raise awareness of its content. However, although the Strategy was endorsed by the Cabinet, the JNCW found that there was no systematic adoption of its indicators by the Government within national development plans or sectoral plans. Implementation of the Strategy and prioritization of gender equality were further constrained by the refugee crisis and channelling of funds towards urgent humanitarian responses over structural development. A detailed independent evaluation of the 2013-2017 National Strategy for Women will be completed in 2019, which will feed in to the process of updating the Strategy for 2020-2025 and ensuring its alignment to gender-related Sustainable Development Goals (SDGs) and indicators. The new Strategy is expected to be finalized at the end of 2019, and gender data and evidence will play an important role therein.

In 2018, the first Jordanian National Action Plan (JONAP) on implementation of UN Security Council resolution 1325 on Women, Peace and Security, was launched. It includes both costing and detailed monitoring frameworks, with indicators to monitor progress and track allocations that were lauded by the UN Secretary-General in 2017.<sup>18</sup> The JONAP is perhaps the best example of a plan in line with Outcome 1, in

15 Jordanian National Commission for Women (2012). “Evaluation of the National Strategy for Women 2006-2010.” [https://www.ilo.org/dyn/youthpol/en/equest.fileutils.dochandle?p\\_uploaded\\_file\\_id=170](https://www.ilo.org/dyn/youthpol/en/equest.fileutils.dochandle?p_uploaded_file_id=170) p. 15.

16 Jordanian National Commission for Women (2014). “National Strategy for Jordanian Women 2013-2017: Main trends and general features” A presentation delivered by Dr. Muta Munamin at the Workshop on the Development of Gender Indicators in the Arab countries, in Istanbul, Turkey, 1-3 April 2014. <https://slideplayer.com/slide/6126996/> (Slide 7).

17 Ibid., slide 16.

18 UN Security Council (2017). [Report of the Secretary-General on women, peace and security](#), S/2017861/. p. 19.

that it allows for gender-responsive localization and effective monitoring of national and international policy commitments. Implementation has just begun but GEWE objectives will be closely monitored.<sup>19</sup>

The importance of GEWE has equally been established in other strategic documents, such as Jordan 2025 as well as the Comprehensive National Plan for Human Rights, under which Jordan commits to enhance and protect women's rights by adopting policies to enable women to enjoy all their rights – although neither of the latter plans include publicly available monitoring frameworks.

The Government of Jordan does not have a National Gender Policy, despite such a recommendation in the Comprehensive National Plan for Human Rights.

The CEDAW Committee's "Concluding observations on the sixth periodic report of Jordan"<sup>20</sup> in 2017 welcomed Jordan's efforts to improve its gender-related institutional and policy frameworks, through the adoption or creation of the following policies and strategies:

- National Framework for Family Protection against Violence in 2016, the Communication Strategy on Gender-based Violence in 2015, and the National Strategy to Combat Violence against Women 2017-2014 in 2014.
- National Strategy for the Advancement of Women 2017-2013, coordinated by the Jordanian National Commission for Women.
- Ministry of Health Family Planning Strategy 2017-2013 and the National Reproductive Health/Family Planning Strategy 2017-2013 in 2013.
- Strategy to promote women's political participation in all elected bodies at the parliamentary, municipal, union, chamber of commerce and industry levels -2012 2017 in 2012.
- And anti-trafficking units established within the Public Security Directorate in 2012.

<sup>19</sup> Monitoring is done by the JONAP M&E Technical Working Group based on the JONAP indicator framework and its baselines, indicators and target values. The framework was developed as part of a participatory process convened by UNW and JNCW, which engaged all stakeholders in the national coalition that developed and drafted the JONAP (which included government security sector agencies, civil society, international partners, etc.). The framework includes the entities responsible for collecting relevant data for the performance indicators and the frequency for data collection.

<sup>20</sup> United Nations Committee on the Elimination of Discrimination against Women (2017). Concluding observations on the sixth periodic report of Jordan. p.2. <http://docstore.ohchr.org/SelfServices/FilesHandler.ashx?enc=6QkGId%2fPPRiCAqhK-b7yhsr9E9fM8JLxSfpAS5QTBDrtcF8%2bL1ZiRz%2b75T8ybDUi%2f3SgLTlIrGD%2bc7JGuTQiPrMqJWnBTPKUhnQqetr-kiG56Rxma3r1RmLaPoh7Iuz>



To boost women's political participation, in 2003 Jordan adopted its first parliamentary women's quota system as a temporary special measure. The move increased women's representation from 6 seats in 2003 to 15 seats in 2016; currently, women occupy 15.4 per cent of seats in parliament. The quota also applied to municipal councils with a percentage of 25 per cent. In 2015, the House of Representatives also endorsed a political parties' law to promote true engagement for all citizens in political parties; however, the law didn't include special quotas for women and youth, which is considered a setback in women's empowerment and engagement in politics.

At the same time, Jordan has begun a decentralization process that will make municipalities and communities important partners in designing and implementing laws, policies and normative frameworks on GEWE and provide increased opportunities for local women to engage and raise their voices in local planning processes.

### **Institutional mechanisms for GEWE**

The Jordanian National Commission for Women (JNCW) was established as a semi-governmental body in 1996 and reports to the Prime Minister's Office. The mandate of JNCW includes policy and strategy development, legislative review and advocacy on GEWE issues. A Gender Focal Points network was recently formalized in 2018 through the adoption by the civil service of standardized job descriptions. Approximately half of government ministries have a gender focal point,<sup>21</sup> as it is not mandatory and their positioning within ministries is not standardized. Although the Terms of Reference for GFPs do not specifically refer to 'gender statistics', they do refer to gender 'indicators'.

Although there is no women's ministry, in 2015, the Government of Jordan established an Inter-Ministerial Committee (IMC) on women's empowerment, to provide leadership, coordination and accountability for action to achieve women's human rights commitments within national priorities and planning documents. The IMC advocates for legislation and policy based on technical inputs and recommendations received from its members. The IMC exists at the ministerial level, with a rotating ministerial chair and includes JNCW as a member and rapporteur. The IMC coordinates with the JNCW in its role as the technical gender equality mechanism for the Government, and the network of gender focal points in ministries and other government institutions. Furthermore, in 2017, the Jordanian Prime Ministry established the Gender Equality and Mainstreaming Working Group headed by the Secretary General of the JNCW.

<sup>21</sup> The roles of gender focal points include: encouraging colleagues to develop gender-sensitive objectives and workplans; encouraging colleagues to promote parity of women and men participants in events, training and projects, as well as gender balance among office staff; contributing to sharing knowledge, news and promoting good gender equality practices within the directorate; coordinate with other ministerial teams; as well as encouraging the inclusion of gender-specific objectives, outcomes and indicators, as well as activities in office programmes, using a tool created for this purpose.

## National planning instruments on GEWE

While the Government has structures in place for the promotion of GEWE, in some respects these structures could be further aligned and positioned in respect to national planning. In supporting the Government to effectively respond to the influx of Syrian refugees, the international community has invested in a large-scale multi-year humanitarian response which, over time, has broadened to address also the development challenges exacerbated by the Syria crisis and supporting the security and stability of Jordan. The national planning process has itself been fragmented between the humanitarian (the JRP, Jordan 2025) and the development (the Executive Development Plan, the SDGs). As these two areas and multiple policy plans begin to align and move towards one integrated planning framework, it will be critical that the Government's gender equality mechanisms and dedicated national capacity on GEWE follow suit.

The Government of Jordan's commitment to advancing women's empowerment has been reflected in the mainstreaming of gender in a variety of national planning documents, including the Economic and Social Development Plan for 1999–2003, the National Agenda of 2006–2015, and finally, in 2015, in Jordan's national development plan, Jordan 2025: A National Vision and Strategy. Jordan 2025 is operationalized through rolling, multi-year national Executive Development Programmes (EDPs), whose priorities and goals are further expanded into sectoral plans. The Government is also working towards the adoption of Governance Development Plans.

The Government's EDP for 2016–2019 (Annex 2) includes encouraging the entry of women into the labour market, raising their participation therein from 15 to 24 per cent by 2025, and reducing the gender gap in the relevant sectors.<sup>22</sup> Several other government planning documents refer to gender equality priorities and targets; however, their dispersed nature has impeded their implementation and accountability. Ideally, government policy on gender equality commitments should exist both in a targeted gender policy, as well as be mainstreamed in all national planning documents.

## Issues pertinent to gender statistics in legislative, policy and planning instruments

Gender statistics are defined by the United Nations Statistics Division (UNSD)<sup>23</sup> as the sum of the following characteristics:

22 UN Human Rights Council, Working Group on the Universal Periodic Review (23 August 2018). Jordan: National report submitted in accordance with paragraph 15 (a) of the annex to Human Rights Council resolution 51/. A/HRC/WG.6/31/JOR/1. p. 7. <https://documents-dds-ny.un.org/doc/UNDOC/GEN/G1858/256//PDF/G1825658.pdf?OpenElement>

23 UN Department of Economic and Social Affairs, Statistics Division (2016). Integrating a Gender Perspective into Statistics. (United Nations, New York). Studies in Methods series F, No. 111. p. 1. <https://unstats.un.org/unsd/demographic-social/Standards-and-Methods/files/Handbooks/gender/Integrating-a-Gender-Perspective-into-Statistics-E.pdf>

- (1) Data are collected and presented by sex as a primary and overall classification.
- (2) Data reflect gender issues.
- (3) Data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives.
- (4) Data collection methods consider stereotypes and social and cultural factors that may induce gender bias in the data.

Gender statistics are more than data disaggregated by sex. The characteristics listed above are useful in differentiating between sex-disaggregated statistics (the first requirement in the list) and gender statistics (which incorporate all four requirements). The second and third bullets emphasize the analytical and policy uses for gender statistics and the topics and information that need to be collected – more broadly, the collection of gender data. The last bullet emphasizes how data should be collected in order to meet the intended uses of gender statistics.

The various GEWE-related laws, policies, strategies and plans in Jordan have implications on Jordan's production and use of gender data and statistics and, consequently, can and should enhance support for improving gender data and statistics systems within implementing agencies.

## **Gender statistics and reporting requirements for national and international commitments on GEWE**

Jordan has to report on its gender equality commitments through a range of reporting mechanisms. At the international level, treaty body reports prove useful to examine. The Government's National Reports to various international mechanisms use gender statistics extensively in establishing compliance and reporting on gender equality implementation progress. Reports to different treaty bodies are drafted by different ministries, councils or commissions, supported by data from DoS (where available). Thus, the methodology of such national reporting includes collection and compilation of data and statistics and treaty bodies often raise the issue of lack of gender data and statistics as a limitation:

Among its most recent concluding observations, the CEDAW Committee noted the need for more gender-disaggregated data,<sup>24</sup> recommending in particular that Jordan:

12. (c) Seek technical support for the establishment of a system to collect disaggregated data on incidents of gender-based violence against women, in

<sup>24</sup> United Nations CEDAW Committee (2017). Concluding observations on the sixth periodic report of Jordan. pp. 4, 7, 9.

particular sexual violence, and incidents of forced prostitution and child and/or forced marriage of refugee women and girls [...]

26. (c) Undertake an impact assessment of the National Strategy for Women (2017-2013) to evaluate the progress made towards gender equality and develop a new strategy for the period 2022-2018, as well as a plan of action that clearly defines the competencies of national and local authorities regarding its implementation and that is supported by a comprehensive data collection and monitoring system.
32. (g) Systematically collect data on all forms of gender-based violence against women, disaggregated by sex, age, nationality and the relationship between the victim and the perpetrator, as well as on protection orders, prosecutions and sentences imposed on perpetrators.

The need for more gender data is also mentioned in other international reporting, including the Government's 2005 monitoring report for the Beijing Declaration and Platform for Action anniversary<sup>25</sup>, which makes the following references:

- More of an effort is required to make statistics published by the country's public institutions gender-sensitive in view of the vital importance of this for purposes of national planning and decision-making.
- [...] gender-disaggregated statistics continue to represent a persistent problem in Jordan. The annual and other periodic reports issued by most national institutions and agencies, and even ministries (except for the Department of Statistics), do not contain gender-disaggregated statistics. As a result, JNCW and its partners are devoting greater importance to this question. A major objective under the theme "The economic empowerment of women" in the Strategy is inducing all ministries to publish their national and sectoral statistics in gender-disaggregated form.
- One substantial challenge confronting users of gender-disaggregated statistics in Jordan today is that the statistics produced by some agencies are not computerized but are still kept in the form of paper files and printed records which are accessible only at the cost of considerable expenditure of time and effort. However, this problem is gradually being solved as all national sectors, agencies and institutions are progressively adopting the computer and learning how to use it effectively.

<sup>25</sup> The Hashemite Kingdom of Jordan (2005). Report by the Hashemite Kingdom of Jordan on Implementation of the Beijing Platform for Action (1995) and the Outcome of the Twenty-Third Special Session of the General Assembly (2000). pp. 21, 25, 26, 30. <http://www.un.org/womenwatch/daw/Review/responses/JORDAN-English.pdf>

- Transparency, especially the availability of reliable data on various resources and those who benefit from them (both women and men), will serve to promote gender equity, which is desirable from the standpoint not only of Jordanian women but also of Jordanian men.

The Government's 2019 report for the Beijing Declaration and Platform for Action anniversary makes the following references:

- One the main challenges mentioned in the introduction that was faced during the preparation of the report was the gaps in up-to-date gender data and the difficulty in accessing available data.
- The introduction of the report emphasizes the importance of building institutional capacities for the production and availability of gender data for the updating of the National Women Strategy and its alignment of the Sustainable Development Goals and specifically Goal 5 on gender equality and the empowerment of women and girls (p. 5).
- Para. 1.2.f p. 9 refers to the challenges faced when carrying out in-depth analysis of women in the informal sector, due to the lack of data.
- Para. 7.1, p. 22 refers to the need to provide needed resources to include unpaid care work in national surveys; such as time-use survey. It also refers to the need for data on violence against women and the calculation of the economic cost of domestic violence.
- Para. 12 .14.b, p. 40 refers to the needed human and financial resources to provide unavailable gender data and carry out needed surveys to produce needed data to provide gender indicators for Goal 5 indicators (14 indicators) and sex-disaggregated indicators for relevant targets within the other goals (80 indicators). The paragraph also refers to the challenges faced by the tracking system for domestic violence cases.
- Para. 34. b.2, refers to the main challenge faced in reporting progress on the implementation of international commitments such as the Beijing Declaration and Platform for Action and the SDGs – that is, the need for the production and provision of gender data, and the importance of improving the quality and broadening the diversity of the data collected and made available. This includes data needed for reporting on Agenda 2030 with geographic sub-division, gender, age and people with disabilities. Also, the paragraph refers to the needed financial and human resources in order to be able to produce, analyse and make data available.

- Para. 35, p. 58 refers to Jordan's effort to align its national planning frameworks with the SDGs, and this includes mainstreaming gender within national plans and enhancing institutional frameworks for coordination and planning, costing and monitoring. As part of this effort, DoS under the Ministry of Planning and International Cooperation (MoPIC) is developing a national dashboard within the Prime Ministry to monitor progress towards the implementation of national plans. The success of this effort will depend on the ability to collect, analyse and produce gender data for such monitoring systems.
- Section 4: on Data and Statistics refers to the efforts carried out by DoS to map available gender data and indicators and their resources. DoS surveys provide 24 per cent of needed gender indicators for monitoring the SDGs, while the remaining indicators depend on administrative records of governmental and non-governmental organizations. This indicates the need to enhance the technical capacity of all stakeholders and governmental organizations that contribute to filling the gender data gap.
- Para. 36.7, p. 60 emphasises the importance of the role of the Gender Statistics Division within DoS – in providing data, and the need to institutionalize the provision of sex-disaggregated data and gender data across the work of the different departments within DoS.
- Para. 37.1, p. 60 refers to the need for financial resources and technical support to DoS to be able to fill the needed gender data and indicators gaps.
- Para. 37.3, p. 61 refers to the importance of coordination and communication among data producers and data users to enhance the quality of data production and the ability to access and use it.<sup>26</sup>

Finally, Jordan's National Report to its Third Cycle of the Universal Periodic Review, in November 2018, cited "the need to provide the necessary resources and expertise to implement the Sustainable Development Goals and their human rights-related indicators, and to spread the human rights culture."<sup>27</sup>

The 2030 Agenda naturally increases the onus on the collection and use of gender statistics for reporting on gender equality commitments and is discussed at greater length later in this report.

<sup>26</sup> The Hashemite Kingdom of Jordan (2019). Comprehensive National Review of the Progress in the Implementation of the Beijing Declaration and Platform for Action 25 Years On. <https://www.unwomen.org/-/media/headquarters/attachments/sections/csw/64/national-reviews/jordan-en.pdf?la=en&vs=710> Pp. 5-61.

<sup>27</sup> UN Human Rights Council, Working Group on the UPR (2018). Jordan: National report. A/HRC/WG.631/JOR/1. p. 22.

## Gender statistics within the National Strategy for Women

The 2013-2017 National Strategy for Women<sup>28</sup> makes a few references to gender statistics, namely:

- “The need to secure the transparent and sensitive statistics to the gender in different life fields and sectors related to woman and her empowerment as possessing these digital indicators will help in setting policies, decision-making, setting plans and designing [programmes] and projects according to the real needs of women.”<sup>29</sup>
- In the domain of violence against women “There is still an urgent need to intensify efforts to secure transparent statistics...”<sup>30</sup>
- On the environment and sustainable resource management, it cites a “lack of statistics in this field for classification according to gender...”<sup>31</sup>
- It recommends “Working to provide databases classified according to gender in all governmental ministries, institutions and departments, provided that should include all work axes in representative levels and resources and include all information and data related to analysing tools of gender (like age, learning level, category, class, salary, vacations, courses, rewards and evaluations, etc.) to facilitate referring to it.”<sup>32</sup>
- In the process of conducting research and audits of gender issues, decisions concerning the effective merging of the concept should “facilitate the process of following-up, evaluation and strategic planning”.<sup>33</sup>

These represent an important recognition of the gaps. However, the NSW 2013-2017 does not make any reference to the need for a gender statistics policy per se, or to the need for systematic monitoring through indicators.

## Gender statistics and gender-responsive budgeting

Gender-responsive budgeting (GRB) in Jordan aims to enhance women’s rights and empowerment through gender-responsive government planning, programming and budget decisions. Jordan’s directive through the Budget Circular signed by the Prime Minister advanced its commitments to GRB, integrating it into Budget Circulars since

28 The Hashemite Kingdom of Jordan (2015). National Strategy for Jordanian Women: summary document. Pp. 20, 31, 62. Retrieved from: [https://www.ilo.org/dyn/youthpol/en/equest.fileutils.do?handle?p\\_uploaded\\_file\\_id=170](https://www.ilo.org/dyn/youthpol/en/equest.fileutils.do?handle?p_uploaded_file_id=170)

29 Ibid., p. 20 (para. 7)

30 Ibid., p. 31 (para. 2)

31 Ibid., p. 34 (para. 2)

32 Ibid., p. 63 (para. 3)

33 Ibid., p. 62 (para. 3)



2013 and establishing it within the law. In line with Jordan's commitment to greater transparency in its governance and institutions, GRB represents a much-needed analytical tool to improve service-delivery, leading to effective resource allocation at all stages of the budget process.

Dedicated capacity on GRB, in terms of human resources, was in place between 2013 and 2015, with a unit established to provide strategic support to the Ministry of Finance and the General Budget Department. This provided valuable insights to better understand and apply GRB in Jordan and resulted in increasing the annual budget allocations for women's key priorities in Jordan from JOD 1.3 billion in 2013 to JOD 1.6 billion in 2015.<sup>34</sup> However, due to a lack of funds and despite resource mobilization efforts, the unit has been discontinued.

### **Opportunities for enhancing enabling policy environment for gender statistics: GEWE legal, policy and institutional frameworks**

A great majority of the existing planning and action processes and instruments have monitoring and evaluation functions that require gender data and statistics to be available and accessible. However, implementation of the data and monitoring provisions continues to be a bottleneck. Data collection and data management systems that facilitate institutionalized access, dissemination and analyses within and across implementing agencies are needed.

Of similar importance is the need to map and ensure coherence of gender-related goals, targets and indicators within national policy and planning. This requires mapping gender-related targets and indicators against the expressed goals of strategies such as Jordan 2025 as well as the objectives and initiatives of its EDP, which operationalizes the country's national plan for the coming years. However, the existing national indicator frameworks for monitoring the EDP are not gender-responsive, which represents an opportunity for Jordan's Women Count project.

While the country's enabling environment contains relevant policies on statistics, challenges in the omission of a focus on gender data and in the full implementation of existing policies spell a limited policy space to advance gender data.

There are several opportunities the Government of Jordan could leverage to improve its gender data:

1. Develop a government policy to mainstream gender statistics (in national and

<sup>34</sup> UN Women Jordan (n.d.) "Advancing gender-responsive budgeting in Jordan". <http://jordan.unwomen.org/en/what-we-do/past-initiatives/increasing-accountability-in-financing-gender-equality/initiative1/success-stories/advancing-gender-responsive-budgeting-in-jordan>



sectoral policies, the EDP, gender-responsive budgeting, etc.), to strengthen capacity and structures and ensure that users in all relevant institutions are able to access and analyse gender data to inform gender-sensitive policies, programmes, research and advocacy.

2. Ensure all ministries have mandatory and institutionalized gender focal points (given that only 50 per cent currently do) and/or gender statistics focal points or units that support data and evidence collection, planning and budgeting processes.
3. Include gender expertise from the JNCW, DoS (which has a Gender Statistics Division, to be explained in the following section), and ministry gender focal points in all national planning and budget processes.
4. Leverage public-private partnerships and explore non-traditional sources of support to develop gender-related statistics.

Recognizing that challenges exist to strengthening national systems and structures for gender equality and women's empowerment, the IMC has decided to develop a national gender mainstreaming policy with UN Women's assistance. It will set the framework for ministries and government institutions to understand their roles and expectations in addressing gender equality and women's empowerment in all their work. It will identify structures and standard operating procedures to bring together all national gender-related commitments in one targeted policy document, set out a roadmap for implementation, as well as lay out a system for mainstreaming gender into all future national planning processes including gender statistics.

Two additional working groups were established in addition to the 17 workings groups on the EDP: 1) the Gender Equality and Mainstreaming Working Group headed by the Secretary General of the JNCW and 2) the Civil Liberties and Human Rights Working Group headed by the General Commissioner of the National Center for Human Rights. As per the recommendation of JNCW and MoPIC, the Gender Equality and Mainstreaming Working Group included relevant ministries, national organizations, key women civil society organizations (CSOs) that have initiated efforts on the SDGs and specifically SDG 5, and the General Budget Department and DoS.<sup>35</sup>

As gender issues move forward in national and global agendas, new demands are created for statistics. Global policymakers, researchers and advocates request additional data and argue, more generally, that the gender perspective should be a

<sup>35</sup> JNCW (2017). High-Level Political Forum on Sustainable Development, Session 8: Review of Implementation: SDGS. New York, 10-19 July.

basic assumption guiding which data to collect and to analyse. In this way, gender statistics raise consciousness and provide the impetus for public debate and change. However, this is not yet occurring systematically in Jordan.

With differentiated data, accompanying analysis and coordinated government structures, Jordan will be better able to tailor its policies, strategies and programmes to address women's needs and fulfil its commitments to ensure human rights, sustainable development and effective humanitarian response.

The importance of assessing the rights and needs of the most vulnerable was underlined at the Brussels II Conference in April 2018. The Jordan Partnership Paper – jointly developed for the conference by the Government of Jordan, the European Union (EU) and the UN – specifically recommends “increasing the use of gender disaggregated data for the monitoring of assistance programmes targeting Jordanian and Syrian women” to achieve women's inclusion.

## Gender in the legal and institutional frameworks for official statistics

Gender statistics have not been sufficiently included in national statistics legislation and in national strategies for statistics development. In Jordan, gender statistics need to be more explicitly written into policies and action plans that guide the implementation of laws, policies and strategies.

### Legal framework

Jordan has the “General Statistics Law No. 12 of 2012” which organizes the statistical work and applies to all citizens and foreigners present in Jordan. According to Article 4 of the Law<sup>36</sup>, the DoS is considered “the sole governmental body authorized to collect statistical information and data from respondents.” Its duties include to:

- A. Collect, classify, store, analyse and disseminate official statistics;
- B. Conduct a General Census, at most once every 10 years on dates set by the Council of Ministers;
- C. Coordinate and organize the statistical work in partnership with the different Governmental departments;
- D. Participate in international cooperation and exchange of expertise with Arab and international scientific institutions;

<sup>36</sup> The Hashemite Kingdom of Jordan (2012). General Statistics Law. (No. 12 of. 2012). p. 2. Retrieved from: [http://dosweb.dos.gov.jo/wp-content/uploads/201706/Statistical\\_Law\\_No\\_12\\_of2012-e.pdf](http://dosweb.dos.gov.jo/wp-content/uploads/201706/Statistical_Law_No_12_of2012-e.pdf)

- E. Enter into contracts and conclude agreements with local and international bodies;
- F. Accept donation, contributions and grants;
- G. Establish statistical training centres and prepare the necessary training plans and programs therefore;
- H. Conduct any specialized survey on behalf of any party that requests such survey in exchange for a fee to be decided by the Director General;
- I. Hold seminars and conferences, conduct activities to raise awareness about importance to use statistics in decision-making.

The law further specifies that “any governmental department, may, in coordination with the Department, conduct any survey aimed at collecting specific statistical data if such survey is directly related to the area of the governmental department’s work and if the data is not available at the Department after securing the approval of the Director General”; “any unofficial body may conduct a statistical survey related to the marketing of its products or services”; and “any unofficial body may collect and disseminate statistical information on behalf of another body subject to prior written permission from the Director General.”<sup>37</sup>

The law does not make any reference to gender statistics or sex-disaggregated data at all.

### **Institutional framework within the Department of Statistics**

Jordan’s national statistical system (NSS) is composed of the Department of Statistics and a number of public institutions that use and produce statistics as a by-product of their main activity. The most important institutions in this category are the Central Bank, the Ministry of Finance, the Ministry of Labour, the Ministry of Education, the Ministry of Health, the Ministry of Higher Education, the Department of Civil Service, the Civil Registry, the Department of Passports, the Land and Surveying Authority, the municipalities and unions.<sup>38</sup> The regulations of many public institutions require that they provide statistical data and mandate collaboration in the statistical field, including the provision of statistics to users, as well as the establishment of databases maintained by such institutions.<sup>39</sup> At the same time, there is a lack of knowledge regarding gender concepts among statisticians in key ministries.

<sup>37</sup> Ibid., p. 3.

<sup>38</sup> The Hashemite Kingdom of Jordan (2008). National Statistical Strategy 2008-2013. p. 11. <https://paris21.org/sites/default/files/jordan-NSDS-200813-.pdf>

<sup>39</sup> Ibid., p. 11.

As mentioned above, however, the law specifies that the DoS bears primary responsibility for the collection and coordination of all statistics. Therefore, the coordination of gender statistics also implicitly rests with DoS.

The Government of Jordan established the Gender Statistics Division (GSD) within DoS in 2005. The GSD was created in response to international commitments ratified by Jordan, in order to establish a national mechanism that tracks the advancement of women, promotes their social, political and economic participation to achieve equal opportunities for all.<sup>40</sup>

The objectives of establishing the GSD were to:

- Improve the sensitization of users and statisticians to the production, use and updating of gender statistics;
- Improve the sensitization of the national statistical system in all areas of work (especially in economic and business statistics, administrative registers, etc.);
- Improve the availability and quality of gender statistics in areas where gaps are more relevant (entrepreneurship, agriculture, communications, etc.);
- Raise awareness on the difference in opportunities between women and men and to ultimately advocate for the need for more gender-sensitive policies.

The main tasks of the GSD include:

- Establishing and updating the database on women and men in Jordan that reflects the status of women and men, in a transparent and credible manner;
- Conducting studies and research on gender-related issues;
- Building national capacity in gender statistics and implementing training programmes;
- Creating awareness among the wide range of data users about the importance of using gender statistics and its indicators in different development issues;
- Coordinating with local, regional and international parties related to gender statistics; and

<sup>40</sup> Department of Statistics (n.d.) "Gender indicators: In brief" <http://dosweb.dos.gov.jo/population/gender-indicators/>

- Reviewing international reports on Jordan from a gender perspective.

In theory, the GSD's roles are in keeping with project Outcome 1, on effective monitoring of national and international policy commitments, as well as with institutional coordination roles in Outcomes 2 and 3. In practice, the GSD serves as an important source for many institutions (such as JNCW and MoPIC) as well as national reports on gender statistics. However, it faces specific challenges which will be discussed later.

DoS could benefit from institutional capacity-development on gender mainstreaming across its key units. Looking internally within DoS, there is currently no specific mandate for the GSD beyond the job description of its head of division. It will therefore be important to create a mandate for the GSD, in order to institutionalize the unit's work. DoS will also need to internally review its overall gender capacity and link it to its own annual work and training plans for key units and job descriptions in a structured way. This is linked to the technical capabilities of DoS training centre personnel, all of which should be reflected in all job descriptions, units' mandates, strategic plans and monitoring indicators.

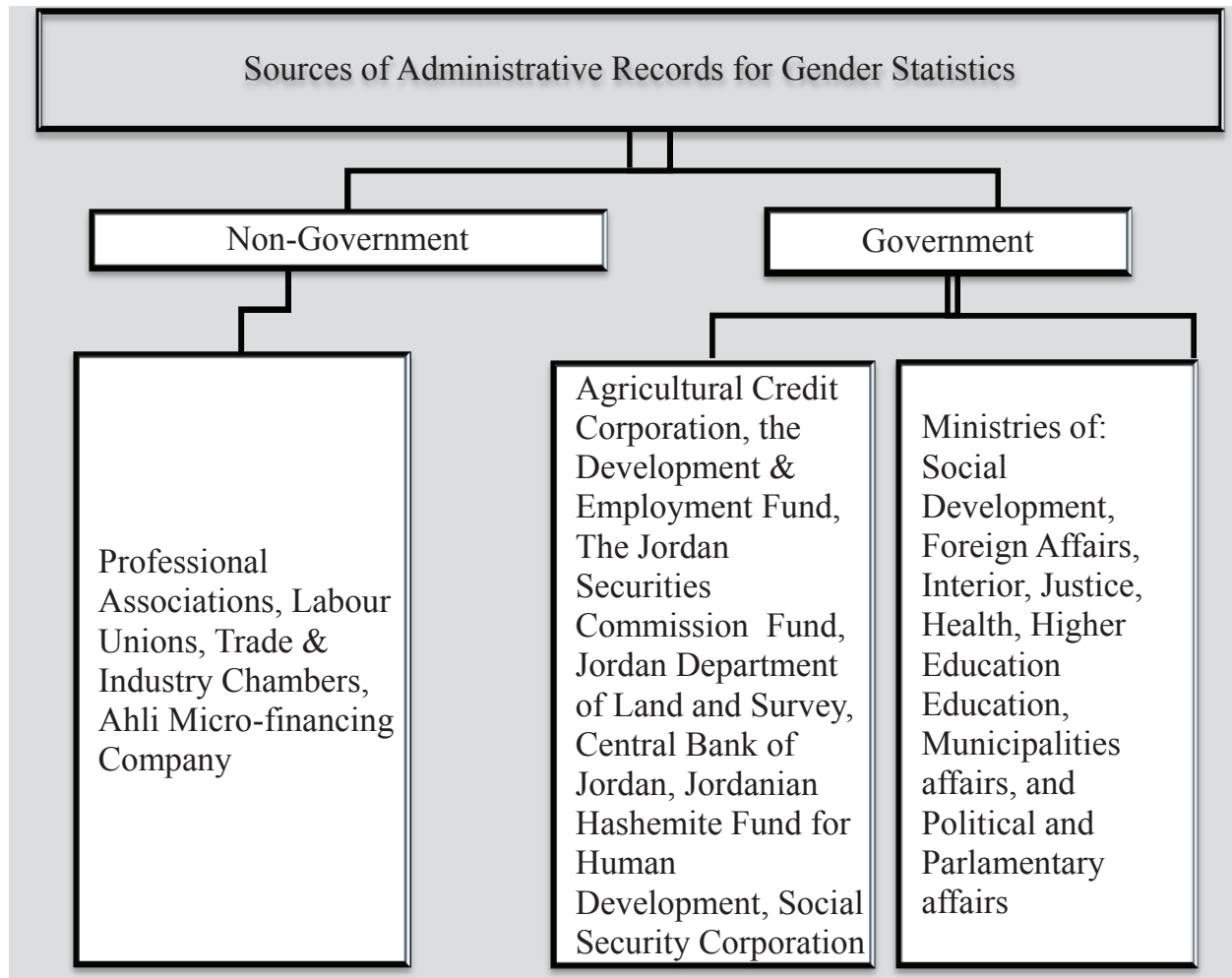
Since the establishment of the global programme on gender statistics led by UNSD in 2005, Jordan has been represented on the Inter-Agency Expert Group on Gender Statistics (IAEG GS) by the GSD. DoS became an active member, participating in activities such as the Global Forum on Gender Statistics. Moreover, DoS GSD was appointed as chair of the Advisory Group on Global Gender Statistics and Indicators Databases. This allowed GSD to be involved in assessing SDG indicators from a gender perspective and to propose modifications to the minimum set of gender indicators, while maintaining consistency of the latter with the Beijing Platform for Action. At the regional level, the GSD also participates in IAEG GS Arab country activities through events organized by the United Nations Economic and Social Commission for Western Asia (ESCWA).<sup>41</sup>

The GSD follows well-established data processes and institutional arrangements for gathering gender data, with quality assurance provided by the DoS. "Gender data are collected through DoS surveys and censuses as well as from administrative records by re-calculating the indicators and formulating them in new tables to achieve the goals of the GSD. The gender gap is calculated to pinpoint differences between men and women to reflect on prevailing situations, so that decision-makers can take action to reduce these gaps."<sup>42</sup> Four permanent employees run the GSD (a division head and three other statisticians), which works with different governmental and non-governmental organizations, as displayed in Figure 1.

41 See: <https://www.unescwa.org/events/gender-statistics-arab-countries-5th-meeting>

42 Department of Statistics (n.d.) "Gender indicators: Methodology" <http://dosweb.dos.gov.jo/population/gender-indicators/>

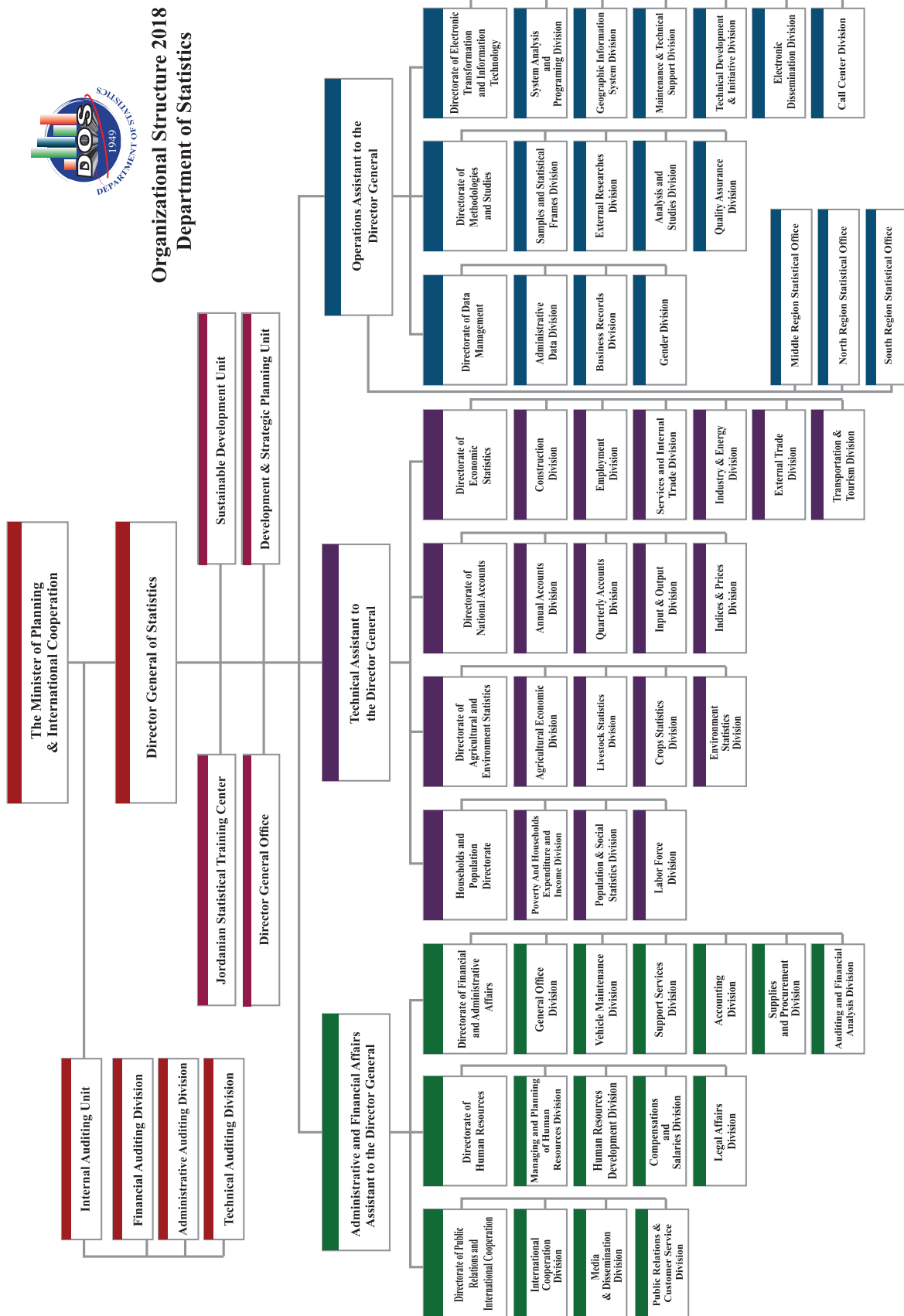
Figure 1: Sources of administrative records for gender statistics



Source: DoS internal

The GSD is located under the Directorate of Data Management. Figure 2 shows its location within the organizational structure of the DoS.

Figure 2: GSD within the organizational structure of DoS:



Source: Department of Statistics (2018)

## Institutional capacity-development on gender mainstreaming in DoS

There is a need for efficient coordination, collection and sharing of sex-disaggregated data, as well as for capacity-development of focal points and gender-related statistical activities among DoS and line ministries to ensure coherence and avoid duplication. There are limited staff and capacity for using sex-disaggregated data in the organizational units of the national statistical system, in terms of those who are responsible for collection, compilation, analysis and dissemination of statistics. This is based on a lack of knowledge on gender issues among relevant ministries and lack of gender concepts knowledge among statisticians in key ministries. DoS needs to be supported in structuring and strengthening the analytical capacities of national statistical focal points, government institutions, civil society and academia to generate and use gender statistics. Furthermore, there is a need to focus on the role of DoS to build the capacity of the statisticians on gender statistics and data.

It is important to identify needs and knowledge gaps on gender statistics in national plans and take action on a set of clear indicators linked to the SDGs. Many of the gender-related indicators in the SDGs – such as on the economic cost of violence, unpaid work, women in the informal sector and abuse, access to justice and indicators related to gender and the environment – currently lack comparable methodologies for comprehensive and periodic monitoring. The lack of statistics in these areas arises from a lack of knowledge, lack of prioritizing gender equality in data collection and from a lack of resources.

DoS needs to ensure it has the technical expertise to localize the SDGs (specifically Goal 5 and other relevant gender indicators across the other Goals) within its unique domestic context and prioritize capacity-building to collect and use the new cross-cutting data that will emerge. This will require substantial support, to build the internal capacity of DoS personnel and external staff of statistics units in line ministries. Currently, DoS maintains the responsibility of quality assurance and clearance of all indicators and a special SDG team has been established within the department for this purpose. The team works primarily on gender-related SDG indicators, albeit in an unstructured way.

It is important to enhance the overall capacities and technical expertise of the national statistical system in developing gender-sensitive indicators and in data collection, reporting and analysis, as this will impact Jordan's ability to develop clear policies, strategies and programmes to address women's specific needs and fulfil its commitments to international frameworks, sustainable development and effective humanitarian response. This will have to include increased use of standardized methodological and technical tools and templates to produce gender-related SDGs indicators to address national data gaps.



At the same time, there is a lack of knowledge regarding gender concepts among statisticians in key ministries. The lack of disaggregated data has led to an absence of evidence-based policies to address gender gaps and has contributed to Jordan's constant low ranking on gender equality indexes such as the Global Gender Gap Report 2018, which places Jordan 138<sup>th</sup> among 149 nations.<sup>43</sup>

## National Strategy for the Development of Statistics

Jordan has had three national statistical strategies since the first was developed for the 2008-2012 period. The exercise sought to help stakeholders undertake impactful statistical advocacy, address statistical challenges, mobilize the use of resources, and integrate statistics within national policy and planning processes. It was carried out in partnership with 12 public entities and covered the following sectors: population, labour, health, education, commercial registration, agriculture, information technology, energy, environment, transportation, finance and the economy. The first strategy only mentioned gender to say that: "social changes and government policies... increase the demand for group-level data, such as gender, age, and marital status, to meet the requirement of equality and fairness."<sup>44</sup>

In 2012, DoS formed a 'Strategy Developing Committee' which prepared an evaluation summary of the first National Statistical Strategy 2008-2012 and determined the points of strengths, weaknesses and improvement opportunities. Although this evaluation was mentioned in the 2012-2015 Strategy,<sup>45</sup> the second strategy made absolutely no reference to gender statistics, so one could assume that this topic was not specifically assessed.

The second Strategy, for 2012-2015, addressed the "emerging need for comprehensive statistical work due to the increasing demand for statistical data in all aspects of life", but it did not refer to women or gender-related goals at all.<sup>46</sup> For instance, in the 'Analysis of the Current Situation in the Department of Statistics' chapter, there are sections for Points of Strengths, Points of Weakness and Opportunities, but none of these sections highlighted gender-related statistics and data. The GSD itself was not even mentioned. Thus, from a very limited mention of gender in the 2008-2012 Strategy, the second strategy made no provisions for gender statistics, or their improvement, whatsoever.

43 WEF (2018). Global Gender Gap Report 2018.

44 Department of Statistics (2008). National Statistical Strategy for 2008-2013. pp. 56-. <https://paris21.org/sites/default/files/jordan-NSDS-200813-.pdf>

45 Department of Statistics (2012). Statistical Strategy 2012-2015. p. 10. [http://dos.gov.jo/dos\\_home\\_e/main/about\\_dos/DoS\\_Statistical\\_Strategy\\_20122015-.pdf](http://dos.gov.jo/dos_home_e/main/about_dos/DoS_Statistical_Strategy_20122015-.pdf)

46 Ibid.

After a few years without an articulated strategy, a third National Strategy for the Development of Statistics (NSDS) was published for 2018–2022. It includes an explicit recognition of the connection between data, monitoring and policy, stating: “the new concept of policy-making based on follow-up and evaluation programs has increased the importance of statistical data in the policy analysis process, especially in the presence of intersecting or overlapping themes.”<sup>47</sup> The 2018–2022 Strategy assesses the strengths and weaknesses of the statistical system, noting the “absence of a comprehensive institutional framework for statistical data producers”, and that “the scope of data produced does not cover all national needs because the statistical production fields are not linked to national priorities, objectives and development sectors”.<sup>48</sup> Furthermore, it says the “expansion and diversity of the social phenomena and problems in the Jordanian society is a burden on the statistical system for producing statistical data to keep pace with this development.”<sup>49</sup> The Strategy mentions the ‘sustainable development indicators’; however, once again, it neglects to make any reference to gender, women, GSD or sex-disaggregated data.

Gender statistics capacity should be reflected in the eventual evaluations of the current plan, and gender targets and goals should figure in the next national statistical development strategy.

### Coordination in the Jordanian statistical system

According to the self-assessment of the NSDS for 2018–2022, there is “poor coordination and partnership between government institutions, private sector and civil society organizations in the field of statistical data production” as well as the “absence of the supervisory and evaluating role that regulates the national statistical work.”<sup>50</sup>

There is equally little sharing of gender-disaggregated data among main data users and statistical offices. For several years, DoS has called for the establishment of an Administrative Data Management System (ADMS), to improve access to data produced by ministries and enhance quality and comparability of the collected statistics. These specific topics will be detailed further in sections II and III.

### Budgetary resources for statistical activities

According to the self-assessment of the NSDS for 2018–2022, “weak financial resources and legislative constraints within the civil service system have weakened the institutions’ ability to attract efficient human resources.”<sup>51</sup>

47 Department of Statistics (2018). National Strategy for the Development of Statistics 2018–2022. p. 10.

48 Ibid., pp. 1824–.

49 Ibid., p. 23.

50 Ibid., p. 18.

51 Ibid., p. 20.

A steady reduction in overall expenditures for DoS can be noted over the past few years (see Table 1), such that by 2020, the Department will be functioning with nearly a third less budget than in 2016.

Table 1: Summary of Government Expenditures for 2016-2020 (Department of Statistics)

( In JDs )

Description		Actual 2016	Estimated 2017	Re-estimated 2017	Estimated 2018	Indicative	
Group						2019	2020
<b>Current Expenditures</b>							
2111	Salaries, Wages and Allowances	4,369,483	4,620,000	4,435,000	4,538,000	4,634,000	4,732,000
2121	Social Security Contributions	369,000	390,000	390,000	425,000	434,000	444,000
2211	Use of Goods and Services	237,981	238,000	214,000	235,000	300,000	305,000
2821	Other Current Expenditures	1,510	2,000	2,000	20,000	20,000	20,000
<b>Total current expenditures</b>		<b>4,977,974</b>	<b>5,250,000</b>	<b>5,041,000</b>	<b>5,218,000</b>	<b>5,388,000</b>	<b>5,501,000</b>
<b>Capital Expenditures</b>							
2111	Salaries, Wages and Allowances	550,173	620,000	620,000	620,000	540,000	540,000
2121	Social Security Contributions	19,000	0	0	0	0	0
2211	Use of Goods and Services	3,794,898	1,265,000	1,265,000	1,045,000	805,000	305,000
<b>Total capital expenditures</b>		<b>4,364,071</b>	<b>1,885,000</b>	<b>1,885,000</b>	<b>1,665,000</b>	<b>1,345,000</b>	<b>845,000</b>
<b>Treasury</b>		<b>4,364,071</b>	<b>1,885,000</b>	<b>1,885,000</b>	<b>1,665,000</b>	<b>1,345,000</b>	<b>845,000</b>
<b>Total current and capital expenditures</b>		<b>9,342,045</b>	<b>7,135,000</b>	<b>6,926,000</b>	<b>6,883,000</b>	<b>6,733,000</b>	<b>6,346,000</b>

( Thousands of JDs )

Source: General Budget Department (2018). Chapter 1702: Ministry of Planning and International Co-operation/Department of Statistics. <http://www.gbd.gov.jo/Uploads/Files/GBD/Law-Ministry/2018/en/1702.pdf> Accessed on 21 January 2019.

For 2018, the DoS had JOD 6,883,000 (USD 9.7 million) in total expenditures (for administration and support services as well as their statistics programme). Below, (see Table 2) the overall expenditures are indicated, as in the General Budgetary Law for the Fiscal Year 2018, which also includes “estimated allocations for females” (which refers to the salaries of female staff members) totalling JOD 2,955,000 for 2018, which represents 43 per cent of expenditures. However, there is no specific budget line for the GSD or gender statistics.

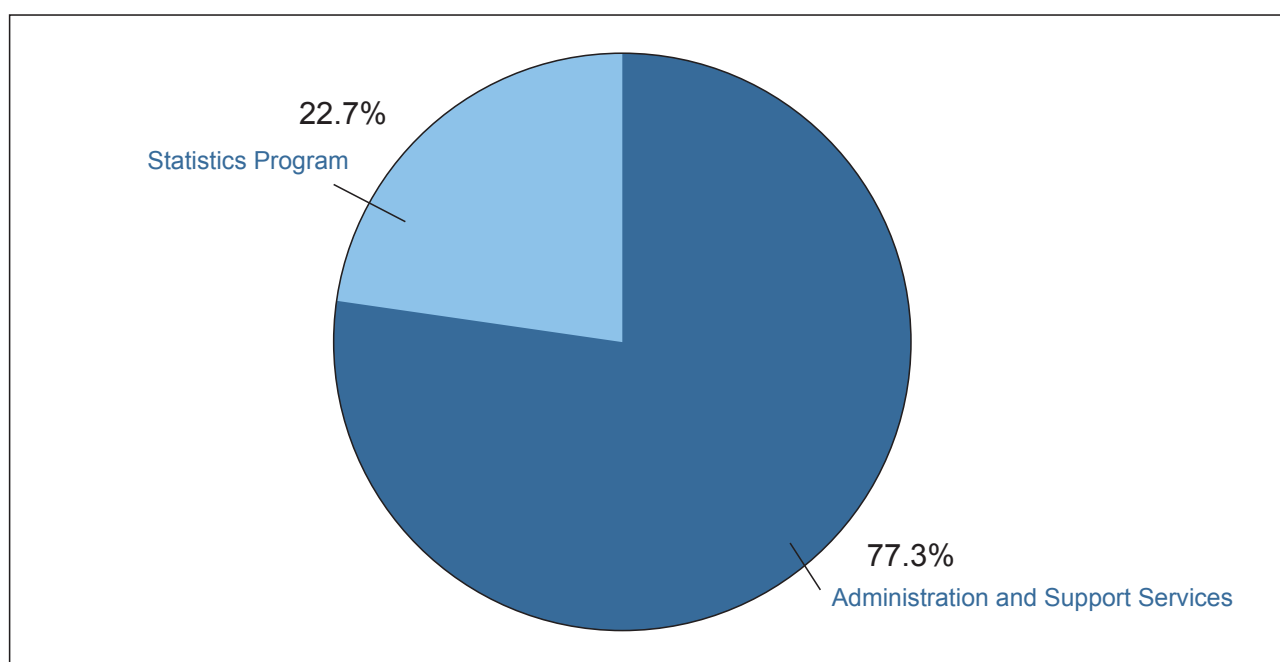
Table 2: Budget for the Ministry of Planning and International Cooperation/Department of Statistics

**Budget of Chapter 1702 - Ministry of Planning and International Cooperation/Department of Statistics  
For the Year 2018 Distributed According to Programs**

(in JDs)

Prog.	Description	Current Expenditures	Capital Expenditures	Total Expenditures
3101	Administration and Support Services	5,218.000	100.000	5,318.000
3105	Statistics Program	0	1,565.000	1,565.000
Total		5,218.000	1,665.000	6,883.000

**Total Expenditures for the Year 2018 Distributed According to Programs**



**Estimated Allocations for Females distributed according to Programs for the Years 2016 - 2020**

Program		2016	2017	2018	2019	2020
3101	Administration and Support Services	2379000	2520000	2955000	2820000	2830000
Total		2379000	2520000	2955000	2820000	2830000

Source: General Budget Department (2018). Chapter 1702: Ministry of Planning and International Cooperation/ Department of Statistics. p. 3. <http://www.gbd.gov.jo/Uploads/Files/GBD/Law-Ministry/2018/en/1702.pdf>  
Accessed on 21 January 2019.

As mentioned, there is no dedicated budget for gender statistics in Jordan, although the GSD itself is funded through the DoS. As a result, there is insufficient funding allocated for the production of gender statistics from within national budgets, or from

international partners. Beyond GSD staff, there is no dedicated funding for undertaking specific surveys or research, no law mandating the reporting of statistical budgets on GEWE objectives, and no requirement that there be dedicated gender statistics focal points in other ministries.

## Gender in Jordan's SDG monitoring and indicators framework

This is an opportune time to develop and establish policies that integrate the gender perspective into the SDGs reporting process across all goals. It is the moment to ensure that plans for producing gender-specific indicators regularly are in place and to advocate for their implementation, including for the provision of resources.

The Higher National Committee for Sustainable Development (HNCSD) was established in 2002, following the announcement of the Millennium Development Goals, and designed to act as a reference for all national endeavours related to sustainable development. The Committee is headed by the Minister of Planning and International Cooperation with membership from relevant line ministries and institutions, the Senate (upper house), the House of Representatives (lower house), the private sector, CSOs, and representatives of women, youth and local communities. In an important change that should ensure a greater focus on gender issues, the HNCSD was restructured and its membership was expanded in March 2017 to include the type of broader government and civil society participation required for strategic alignment with the 2030 Agenda, namely, by adding the JNCW and civil society coalitions. Two additional working groups were formed to better align the EDP with the SDGs: the Gender Equality and Mainstreaming Working Group (GEWG), headed by JNCW, and the Human Rights and Freedom of Expression Working Group. The GEWG's terms of reference (TORs) include mainstreaming gender into national plans. It will also ensure regular reporting to mechanisms on international commitments such as the CEDAW and the Beijing Platform for Action. Members of both groups will also be embedded within all 18 SDG working groups shown in Table 3 to ensure connectedness and complementarity.

Table 3: Linkages between working groups on the different SDGs

The following table demonstrates the linkages between the work of the 18 working groups across the 17 SDGs and will be further refined to reflect additional emerging connections:

Legislation & Justice	Industry, Trade & Investment	Agriculture, water & Environment	Tourism	Public Finance	Financial Services	Public Sector	Human Resources Development	Health	Productivity & Combating Poverty	Local Development	Decentralization	Culture and Youth	Transport, Public Works & Telecomm.	National Economy	Energy & Mineral Resources	Gender	Freedom and Human Rights
		1					1		1	1	1	1				1	1
		2						2	2			2		2	2	2	2
		3						3	3			3	3	3		3	3
							4			4		4				4	4
5						5	5	5				5				5	5
	6	6	6					6		6		6			6	6	6
		7										7			7	7	7
8	8	8	8	8	8	8	8					8		8		8	8
	9	9			9		9					9	9	9	9		
10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
		11	11						11	11	11	11	11		11	11	11
		12	12	12								12			12		12
		13	13				13					13			13		
		14	14									14			14		
		15	15						15	15	15	15			15		
16		16			16	16	16		16		16	16		16	16	16	16
17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17

Source: The Hashemite Kingdom of Jordan (2015). Jordan's Way to Sustainable Development: First Voluntary National Review on the Implementation of the 2030 Agenda. p.32

It is worth noting that the working group on gender equality (second to last column of Table 3) is interlinked with 12 of the 17 SDGs. However, given the truly cross-cutting nature of gender, it could expand such interlinkages to all SDGs, or at least to more. In particular, gender equality should be interlinked with SDGs 9 (on industry and innovation) and SDG 13 (on climate action), the latter of which even includes specific targets on women.<sup>52</sup>

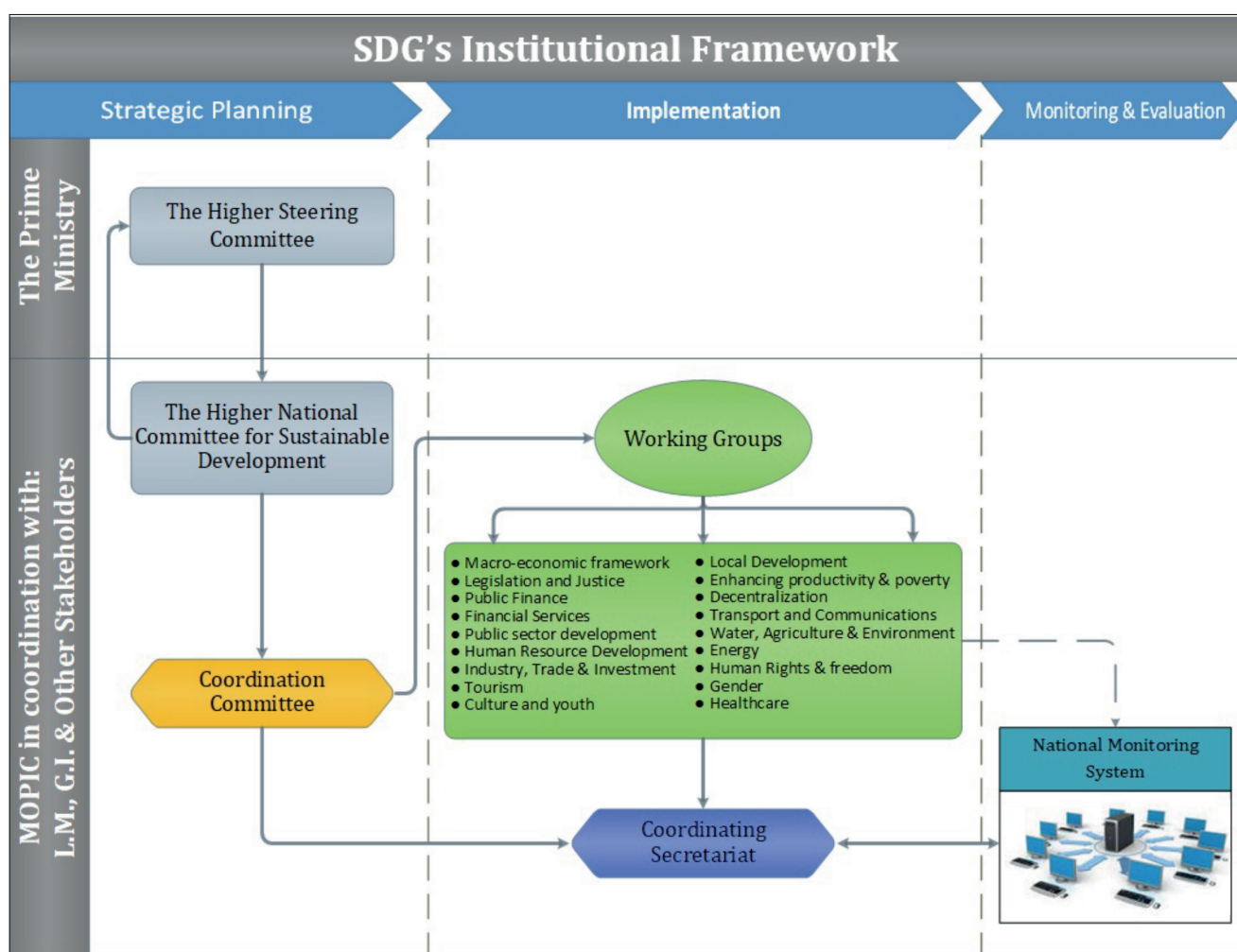
<sup>52</sup> SDG 13 includes a target to: "Promote mechanisms for raising capacity for effective climate change-related planning and management in least developed countries and small island developing States, including focusing on women, youth and local and marginalized communities." See: <https://www.un.org/sustainabledevelopment/climate-change-2/>



## The monitoring and evaluation framework for the SDGs in Jordan

Jordan formulated a ‘road map’ for SDG implementation through the MoPIC, in close cooperation and with direct support from several UN agencies, in addition to efforts to mainstream the SDGs into national/subnational planning. Furthermore, through the HNCSD, MoPIC is leading national efforts to work with all national institutions, including civil society organizations and the private sector, to translate the 2030 Agenda into Jordan’s development plans and strategies. Alongside the DoS, MoPIC will develop plans for regular monitoring of the SDGs and to customize gender-related SDG indicators to national contexts (see Figure 3).

Figure 3: Institutional framework for the SDGs in Jordan



Source: The Hashemite Kingdom of Jordan (2017). Jordan’s Way to Sustainable Development: First Voluntary National Review on the Implementation of the 2030 Agenda. p. 30.

The outputs of the monitoring system will include: regular progress reports in addition to a monitoring dashboard on the DoS website (linked to the Ministry's website), which will be publicly available. This monitoring system development offers an important opportunity and entry point for Women Count.

The 2030 Agenda goals and targets have been mainstreamed throughout the Government's Executive Development Plan for 2016-2019, with a large proportion of indicators categorized as Tier I<sup>53</sup> indicators (600 indicators monitor progress of the EDP).<sup>54</sup> The eventual national system to monitor a number of programmes and plans will also include the SDG indicators within the EDP.

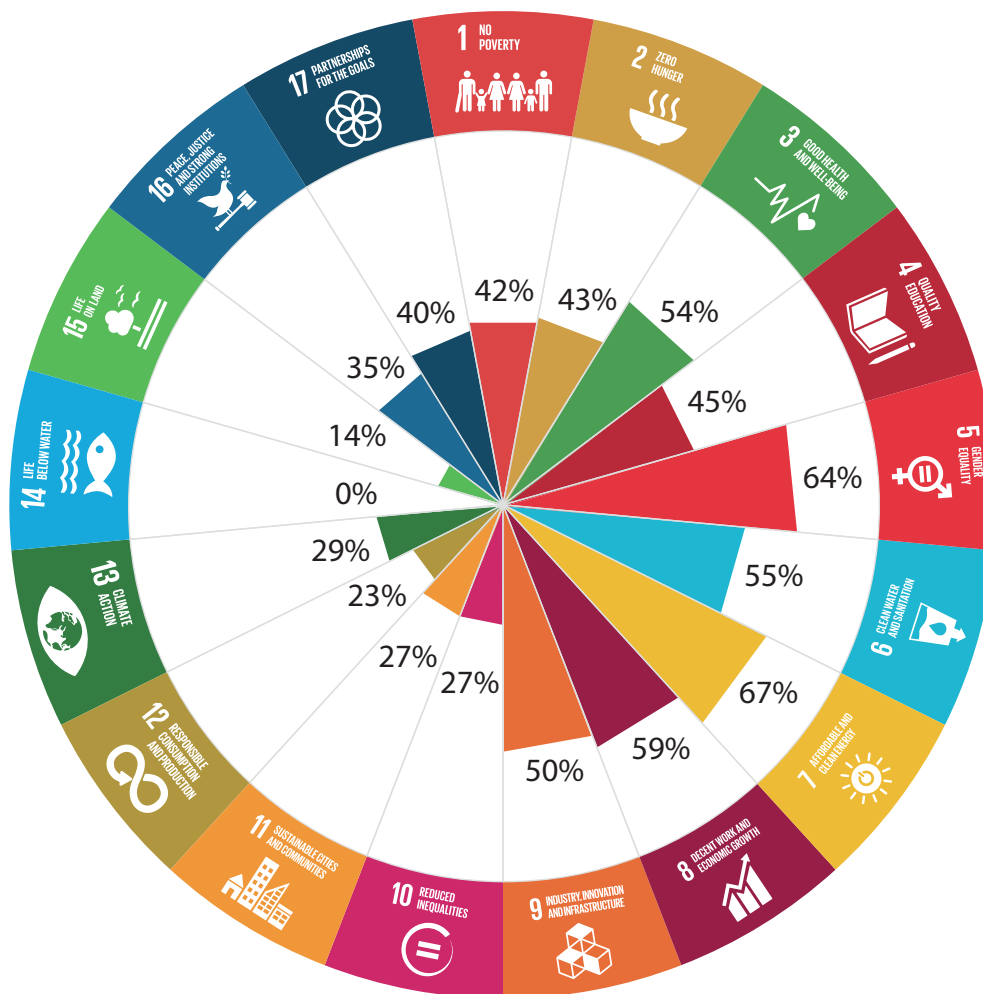
According to the SDG mapping conducted between late 2016 and early 2017, comparing goals, targets and indicators from the 2030 Agenda with the national development framework (EDP), baselines were available for 64 per cent of the indicators under SDG 5 (on gender equality) (See Figure 4).

53 SDG indicators are classified under three main groups – depending on the confirmed availability of an agreed methodology and data set. The indicators in the Tier I group have an internationally accepted method of calculation and a comparable data set across countries. Indicators in the Tier II group lack supporting data coverage, although the methodology of calculation exists. The last group, Tier III, has neither an accepted methodology nor a well-defined data set.

54 It is hoped that the coming EDPs will include all Tier I indicators and a growing number of Tier II and Tier III indicators, as their measurement process becomes further integrated within national measurement mechanisms.



Figure 4: Percentage of indicators per Goal, for which baselines are available (Tier I & II)



Source: The Hashemite Kingdom of Jordan (2017). Jordan's Way to Sustainable Development: First Voluntary National Review on the Implementation of the 2030 Agenda. p. 33.

Although SDG 5 was one of the better-represented of all Goals, there is still room for improvement in terms of establishing baselines for the other 36 per cent of its indicators, as well as for the gender-specific indicators spread out across all other SDGs.

The priorities and goals in the EDP are further expanded into sectoral plans. The Government is also working towards the adoption of Governance Development Plans, which seek to prioritize and sequence investments in priority development programmes, into which the SDGs are integrated. Many line ministries have formed technical working groups to review their sectoral plans and map them against the SDGs. Chaired by JNCW, the Gender Equality Working Group will map the 2030

Agenda and SDGs within the EDP and the new National Women's Strategy to ensure gender is mainstreamed fully. Technical support missions have also been conducted to support this process with relevant line ministries and the DoS, especially with regards to reviewing the availability of indicators and their categorization.

Jordan has completed key preparatory activities for SDG monitoring and implementation, including:

- An 11-point road map for implementing the 2030 Agenda, developed by MoPIC in March 2017, which includes as one of its key priorities “strengthening national statistical systems and the availability of data through the categorization of SDG indicators, providing technical and financial support to the DoS to disaggregate data, and improving data availability and quality.”<sup>55</sup>
- A Voluntary National Review (VNR) on the Status of Implementation of the SDGs in Jordan for the 70th Session of the United Nations General Assembly in 2017. The report affirmed its support and commitment for the process and outlined that the capacities of the national statistical system in the country should be further strengthened as a crucial step to accommodate new roles in data-gathering and quality control.<sup>56</sup>

MoPIC requested the support of the United Nations system in Jordan in order to facilitate the landing process of the SDGs. In response, the United Nations Country Team (UNCT) established an inter-agency working group on the SDGs, comprised of relevant UN agencies (including UN Women). This group supported MoPIC and the HNCSD in the preparation of its VNR, including the “road map” of 11 priority action points for implementing the SDGs. The joint initiative has been formulated to support the Government of Jordan in addressing eight of the priority needs as well as eight Goal 17 indicators.

With the aim of consolidating the One UN approach, the UNCT mainstreamed the SDGs into its programming through the endorsement of the “Strategy for the implementation of the 2030 Agenda” and its Action Plan 2016/2017. The Strategy encompasses three key areas of support: a) Mainstreaming the SDGs into national plans and monitoring systems; b) Capacity development for effective implementation and data collection/monitoring; c) Advocacy and awareness-raising. In addition, the UNCT has reflected the interconnectedness of the 2030 Agenda in the new UN Sustainable Development Partnership Framework. UN Women has contributed to inter-agency efforts, starting

<sup>55</sup> The Hashemite Kingdom of Jordan (2017). Jordan's Way to Sustainable Development: First Voluntary National Review on the Implementation of the 2030 Agenda. p. 24. <https://sustainabledevelopment.un.org/content/documents/16289Jordan.pdf>

<sup>56</sup> [Ibid.](#)

from the organization of an SDGs inception workshop (8-10 March 2017) with relevant stakeholders, which was instrumental to formulating the national road map for the landing process of the SDGs.

At the regional level, it is also worth mentioning that ESCWA is a key partner in terms of strengthening the capacity of the national statistics department on SDG compliance. A regional partnership framework is in place between ESCWA and the UN Women Regional Office for Arab States on gender statistics, which will help set the stage for Women Count.

### **Integration of a gender perspective in the SDGs monitoring framework**

In its VNR, the Government pledged to: continue mainstreaming gender in all national development plans in line with the SDGs, map gender indicator gaps and establish a new gender database. Priorities also include strengthening the national statistical system and developing national capacities for mainstreaming gender throughout SDG monitoring – including in mapping gender indicator gaps, as well as supporting the coordination of non-government organizations’ efforts and capacities in gender mainstreaming, monitoring and awareness-raising on gender and the SDGs.<sup>57</sup>

The UN Women Country Office, in collaboration with the JNCW, organized a three-day workshop in July 2017 to present the VNR report and to discuss gender priorities in the landing process of the 2030 Agenda with civil society organizations, community-based organizations, gender focal points of national institutions, and other relevant stakeholders. The workshop sought to build consensus on gender-focused priorities under the SDGs and agree upon a road map with the Government in order to integrate such priorities in national planning frameworks, namely the Government’s EDP for 2016-2019 and the National Women’s Strategy.

The road map is considered an important building-block for the Agenda’s implementation and will be regularly reviewed and refined as part of the overall monitoring of national development plans and mechanisms. How frequently this will be done is not specified in the VNR. In particular, the Government will work on aligning the SDG indicators under its EDP, with technical support provided by UN entities to line ministries and national institutions, including the JNCW, in partnership with UN Women. A workplan for the monitoring of SDG implementation is being developed based on this road map.

With regards to the implementation of the Government’s strategy on the SDGs, it is worth mentioning that the agreed road map makes specific references to financing.

<sup>57</sup> Ibid. pp. 67.

Through internal and external sources, in this regard, MoPIC, in coordination with the Ministry of Finance (MoF) and the General Budget Department (GBD), have linked capital expenditures to the EDP, thereby ensuring that priority funding is allocated to the SDGs.

## 2. PRODUCTION OF GENDER DATA AND STATISTICS: STATUS AND GAPS

### Overview of data sources in Jordan

The General Population and Housing Census is the largest statistical operation undertaken by DoS to provide accurate, recent and comprehensive data on the population and their demographic, social and economic characteristics. The 2015 Census is Jordan's sixth, following on the 2004 Census. In accordance with Jordan's General Statistics Law No.12 of 2012, the Census should be implemented every 10 years.<sup>58</sup> The 2015 General Population and Housing Census was implemented electronically at all stages, which the NSDS states as making Jordan:

“one of the leading countries in the field of comprehensive electronic transformation in data collection. This experience resulted in changing the implementation methodology of censuses, surveys and studies in many countries. The Jordanian Census is considered as a pioneering model and treated as a reference in international statistical conferences, workshops, meetings and forums.”<sup>59</sup>

This electronic method also became the basis for the implementation of all future censuses, surveys and studies conducted by DoS, including the Censuses on Agriculture, Industry or Establishments.

Since the 1980s, DoS has carried out economic surveys on construction, services, enterprises, transport and communications. It also conducts surveys on: employment and unemployment, environment, poverty, health, food security, energy in homes, vegetable production, domestic tourism, household income and expenditures, among others.

At the same time, institutions beyond DoS produce administrative records and collect their own limited data. Jordan's National Strategy for the Development of Statistics involved consultation with DoS as well as 11 other key institutions that produce enough data, considered relevant partners for the exercise:

<sup>58</sup> The Hashemite Kingdom of Jordan (2012). General Statistics Law No. 12.

[http://dosweb.dos.gov.jo/wp-content/uploads/201706/Statistical\\_Law\\_No\\_12\\_of2012-e.pdf](http://dosweb.dos.gov.jo/wp-content/uploads/201706/Statistical_Law_No_12_of2012-e.pdf) p. 2.

<sup>59</sup> Department of Statistics (2018). National Strategy for the Development of Statistics 2018-2022. p. 16.

- Ministry of Education.
- Ministry of Health.
- Ministry of Labour.
- Ministry of Energy.
- Ministry of Industry and Commerce/Companies Control Department.
- Ministry of Transport.
- Civil Status and Passports Department.
- Ministry of Environment.
- Residence and Borders Directorate.
- Ministry of Communications and Information Technology.
- Central Bank of Jordan.

For several years, DoS has advocated for the construction of an Administrative Data Management System (ADMS), to improve the quality, comparability and access to the data produced by line ministries to complement the data now produced by a set of internationally comparable surveys – such as the Household Expenditures and Income Survey (HEIS), Demographic and Health Survey (DHS), Labour Force Survey (LFS) and Census – to improve the timeliness, accuracy and level of disaggregation of the data required for monitoring and reporting on national strategies, international conventions and the SDGs.

The NSDS reflected on a number of challenges Jordan faces, such as limited data sources, scattered and unpublished data, and a lack of capacity and resources to upgrade quality. In an analysis of strengths and weaknesses of the statistical system, several challenges to optimal data production were identified:

- Absence of a comprehensive institutional framework for statistical data producers.
- Poor linkage between databases in data-producing institutions.
- Little confidence of data users in data quality and accuracy.

- Weak methodologies of some private centres that produce statistical data.
- Poor coordination and partnership between government institutions, private sector and civil society organizations in the field of statistical data production.
- Lack of application of a quality control system in most statistical data-producing institutions.
- Terminology for some produced data that are not procedurally clarified to users.
- The scope of data produced does not cover all national needs because the statistical production fields are not linked to national priorities, objectives and development sectors.
- Conflicting statistical data between producers within the same fields.
- Poor and irregular communication between data producers and users, which has increased the gap between demand and supply.
- Weak, ineffective and inefficient use of national statistical data and their decline in limited fields.
- Volume of data demand is increasing compared to the size of supply.
- A need to develop the technical competencies of the data-producing and disseminating staff in all institutions.
- Rare opportunities for scholarships offered to data production and dissemination staff.
- Data-producing institutions do not have the power to retain their human competencies.
- Preparation and application of human resources policies in data-producing institutions is weak.
- Concepts, methodologies and methods used to produce some data do not keep pace with modern methods and best international practices.
- Legislations of many national institutions lack decisions to establish specialized administrative units for data production and provision.<sup>60</sup>

<sup>60</sup> Ibid., pp. 18-24.

These challenges to data production in general, although not specific to gender statistics, clearly also impact the production of gender data and illustrate a number of opportunities for improvement.

The various institutions and organizations involved in Jordan's response to the Syria crisis also produce data and have faced challenges in terms of ensuring the quality and comparability of data. As mentioned earlier, the latest Jordan Response Plan for the Syria crisis (for 2018-2020) states that: "The use of different criteria, methodologies and tools by the international community to conduct Syria crisis-related vulnerability assessments in Jordan has generated several challenges in the analysis, aggregation and comparison of collected data and information. This has indeed limited the capacity of the Government of Jordan and the international community to gain a comprehensive and exhaustive picture of the existing Syria crisis-related vulnerabilities faced by the country."<sup>61</sup> The previous JRP, for 2016-2018, also included a goal on creating "common situation monitoring frameworks, including indicators, data collection methods and frequency of data."<sup>62</sup>

In terms of Jordan's capacity to undertake SDG monitoring, Jordan's Voluntary National Review makes several recommendations for strengthening national statistical systems and the production of data:

- Finalizing the mapping of national and sub-national SDG indicators.
- Providing technical assistance to DoS to map all routine surveys (e.g., the DHS and HEIS, to name a few), and utilizing these to try to close data gaps related to the SDGs.
- Providing technical support to DoS and related institutions to develop new surveys and routine data systems to ensure the availability of missing data (including disaggregated data) from DoS or other data providers.
- Conducting training programmes, including e-learning on statistics for the SDGs targeting DoS, relevant ministries, NGOs and CSOs, local authorities, etc.
- Providing technical assistance to DoS in data quality assurance.
- Further strengthening the national statistical system to address emerging data gaps.
- Harmonizing the methodologies used to calculate indicators in line with international standards.

<sup>61</sup> The Hashemite Kingdom of Jordan (2018). Jordan Response Plan for the Syria Crisis 2018-2020. p. 17

<sup>62</sup> The Hashemite Kingdom of Jordan (2016). Jordan Response Plan for the Syria Crisis 2016-2018., p. 138.



- Clarifying the role of DoS in quality assurance and coordination among different data producers.
- Creating capacity development strategies to strengthen the use of administrative records to cover data gaps.
- Building on this process, future work will identify institutions (DoS and others) responsible for data gathering, levels of disaggregation required, approaches and methodologies to be used to further improve the availability of data.
- Providing technical support to the DoS to ensure that the National Statistical Strategy currently being developed addresses the data gaps in SDG indicators and focuses on optimal use of administrative records.<sup>63</sup>

Although gender is mentioned several times within the VNR, and there are several comments regarding the need for disaggregated data or indicators, the VNR does not focus on the production of gender statistics specifically, nor on the regularity of their production. In addition, the final recommendation was not followed-up on because the new National Statistical Development Strategy was developed and adopted in 2018 without a gender perspective and without any specific consideration of gender-related data gaps in SDG indicators.

## Overview of data sources for gender statistics

The DoS keeps a tremendous amount of social, economic, geographic and demographic data disaggregated by sex. Gender data sources range from the administrative records of governmental and non-governmental institutions, to the data provided by the different censuses and surveys conducted by DoS on a regular basis, such as the Employment and Unemployment survey (which is conducted quarterly). A number of these surveys have not been updated recently. The latest Population and Family Health Survey (2018) was launched in March 2019.

Different types of sex-disaggregated data are compiled in three DoS portals or databases. However, despite these dedicated gender portals or databases, it may come as a surprise that there is limited use of sex-disaggregated data in the organizational units of the national statistical system, among those responsible for collection, compilation, analysis and dissemination of statistics. Moreover, DoS follows the general data quality assessment framework (DQAF) to verify the quality of data for surveys and censuses. However, the quality of the administrative records is verified by comparing data collected from administrative sources with data in the same time series.

<sup>63</sup> The Hashemite Kingdom of Jordan (2017). First Voluntary National Review. Pp. 24, 31, 34, 64.



The social development sector in Jordan is in need of new gender-sensitive indicators, considering that it works with the most vulnerable and marginalized groups in society. For example, there is nearly no public disaggregated data concerning victims of domestic violence, the poor, juveniles, the elderly, people with disabilities, children in foster care, and other vulnerable groups. As mentioned earlier, the 2013–2017 National Strategy for Women mentioned the need for gender statistics on violence against women, women and the environment and sustainable resource management as well as the need for gender databases in all ministries.

Jordan also faces challenges in technically demanding or emerging areas such as measuring time-use on unpaid care and domestic work – as well as how to cost a gender-based violence survey. This is a reflection of the lack of institutionalisation of technical skills on data production. Some statistics take time to be available, such as: different types of poverty indicators (food, absolute and extreme), unpaid domestic and care work, women working in the informal sector, employment benefits for women, economic mobility, access to means of transportation, women’s contribution in decision-making in private and public lives, most of which are SDG gender-related indicators.

As mentioned, Jordan’s VNR does not specifically address the production of gender statistics. However, there is one recommendation couched within the 11-point road map that relates to gender statistics specifically. Point 6 refers to: “Continuing to mainstream gender in all national development plans in-line with the SDGs, mapping of gender indicator gaps and establishment of a gender database.”<sup>64</sup>

Within UN Women’s flagship report on the SDGs, an appendix documents the gender-specific SDG indicators for which data has been reported for each country.<sup>65</sup> For Jordan, the following data presented in Table 4 were collected and reported on, or unavailable/not reported on:

64 The Hashemite Kingdom of Jordan (2017). Jordan’s Way to Sustainable Development: First Voluntary National Review. p. 66.  
 65 UN Women (2018). Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development: Annex 2. Pp. 266301-. <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2018/sdg-report-gender-equality-in-the-2030-agenda-for-sustainable-development-2018-en.pdf?la=en&vs=4332>

Table 4: Gender-specific SDG indicators for which data were collected by Jordan (for UN Women's SDG flagship report)

SDGs	Has collected data and reported on			Has not collected data and reported on
	Tier 1	Tier 2	Tier 3	
Goal 1	1.1.1			1.2.1, 1.2.2, 1.3.1, 1.4.2, 1.b.1
Goal 2	2.1.2c			2.3.2
Goal 3	3.1.1, 3.1.2, 3.7.1	3.7.2		3.3.1, 3.8.1
Goal 4	4.2.2, 4.5.1	4.1.1, 4.5.1	4.1.1, 4.2.1, 4.5.1	4.3.1, 4.6.1, 4.7.1, 4.a.1
Goal 5	5.5.1, 5.5.2, 5.2.1, 5.3.1, 5.5.1, 5.6.1			5.1.1, 5.2.2, 5.4.1, 5.c.1
Goal 6				
Goal 7				
Goal 8	8.5.2	8.7.1		8.3.1, 8.5.1, 8.6.1, 8.8.1, 8.8.2, 8.9.2
Goal 9				
Goal 10				10.2.1
Goal 11	11.1.1h			11.2.1, 11.7.1, 11.7.2
Goal 12				
Goal 13				13.b.1
Goal 14				
Goal 15				
Goal 16	16.1.1			16.1.2, 16.2.2, 16.2.3, 16.7.1, 16.7.2
Goal 17				17.18.1

Source: DoS internal records (2019)

As can be observed from this table, Jordan did collect data and report on six of the targets under SDG 5; however, it did not collect data on nine targets related to gender equality and women's empowerment.

## The SDG 5 lens

Key national planning documents, such as Jordan 2025 and the EDP, are in harmony with the SDGs and the 2030 Agenda and have adopted a set of strategic objectives related to the empowerment of women in health, education, poverty, social protection, employment and labour force participation. However, monitoring results against these objectives will not be easy for many targets and indicators under several SDGs, in particular the dedicated goal on gender equality. As mentioned, the Government of Jordan has reported baselines for 64 per cent of the SDG 5 indicators. However, for most of these indicators, the most recent information available is from 2017, after publishing the DHS report.

## Opportunities for improving data production for gender-related SDG indicators

Opportunities for strengthening the technical capacity of the statistical system on gender statistics include:

- (i) Direct technical support to compile Tier I SDG indicators.
- (ii) Identification of suitable data sources and technical and financial support to collect Tier II indicators.
- (iii) Methodological work to develop standards to enable the National Statistical System to produce gender-related Tier II and Tier III indicators on targets scattered among the SDGs.

DoS will maintain the responsibility of quality assurance and clearance of all indicators and a special SDG team within the department that has been established for this purpose, which is mandated to provide substantial support to the process. The responsibilities related to quality assurance for the SDG indicators are reflected in the National Strategy for the Development of Statistics, which also focuses on the importance of strengthening the quality of administrative records in covering important gaps in data in the future. These efforts will provide a numerical representation of women's status and gender gaps in the Jordanian community, monitor the implementation of the SDGs, and inform the public and policymakers of the urgency to take necessary action.

The efficiency of cross-institutional information transfers can be greatly improved, and the costs greatly reduced by: ensuring the compatibility of hardware and software systems and the quality, comparability and adherence to international standards of nationally generated data; improving information transfer by supporting the move to an Administrative Data Management System; and by creating a shared National Statistical Data Repository for reporting purposes. An accessible joint pool of quantitative administrative data would also reduce the need to rely exclusively on slow, expensive, large-scale surveys.

As a middle-income Arab States country struggling with the effects of the Syria crisis, the opportunity for Jordan to improve gender statistics (in particular to get a better sense of the most vulnerable groups of women such as migrants, female-headed households and victims of violence) would provide a good and timely example for other countries in the region. This would benefit other governmental departments, CSO and international development agencies, who could work in closer coordination with DoS.

Moreover, this is an opportune time to support the Government in the integration of gender-specific indicators, as it is still in the process of developing its national set of SDG indicators. It will leverage UN joint efforts supporting the Government in identifying these indicators, baselines and targets, and establishing a framework to track and report progress on the SDGs, taking forward Jordan's VNR recommendations. This would also enhance monitoring and evaluation of the SDGs and work towards developing a national monitoring system.

### 3. DATA ACCESS, DISSEMINATION AND USE TO INFORM POLICY

Once the production of quality, comparable gender statistics has been ensured, the next logical step is to ensure that this data can be found and easily accessed by those who need it, including those who will analyse and use such data to inform policy (government) or advocacy (civil society).

As noted, Jordan's VNR did not focus on gender statistics per se, and when it did mention disaggregated data, the focus was more on the production side of data on SDG indicators. However, the review did make specific reference to future efforts to improve data availability, saying: "future work will identify institutions (DoS and others) responsible for data gathering, levels of disaggregation required, approaches and methodologies to be used to further improve the availability of data."<sup>66</sup>

Gender data and statistics provide information that is essential for gender-responsive planning, policy formulation and implementation. They support gendered analysis, with sex-disaggregation as a starting point. For SDG monitoring, the gender-related indicators allow measurement of progress towards achieving the goals. Understanding the indicators and capacity to analyse the data are necessary to carry out a gender assessment of the SDGs. Access to available data and knowing how to use them are foundations for analyses, assessments and measuring progress.

This section focuses on issues around gender data and the users of statistics. In Jordan, users include: civil servants, legislators and decision-makers in government at all levels, the private sector, civil society organizations, media, researchers, academics and the international community.

#### Gender data use

The most visible uses of gender statistics in recent years (many cited in the earlier sections of this assessment) include: the 2017 Voluntary National Review on the SDGs

<sup>66</sup> The Hashemite Kingdom of Jordan (2015). Jordan's Way to Sustainable Development: First Voluntary National Review. p. 34.

(with SDG 5 as one of the thematic areas); monitoring reports for CEDAW and the Beijing Platform for Action; and the SDG 5 indicators (concluding report). Gender statistics are used by international organizations and donors to assess needs and gaps and determine programming. Localized data on female and male employment and unemployment figures, for example, help to target both government and international funding and programming towards programmes to boost women's employment.

The Jordan Response Plan for the Syria Crisis 2016-2018, for example, identified the need to improve research, data analysis and assessment, although specifically to identify the gaps in the justice sector and the impact of the Syria crisis on that sector.<sup>67</sup> But it was silent on the need for more gender data.

At the same time, there is low capacity to analyse and interpret statistical information across data-users and an inadequate use of sex-disaggregated data for policy and decision-making in Jordan. Many data users lack the technical skills needed to write policy papers or engage in advocacy. The dearth of certain disaggregated data and subsequent analysis or interpretation affects the Government's ability to develop evidence-based gender-differentiated policies and programmes to address women's specific needs and adversities.

It is necessary to bridge the gap between the existence of gender data and the ability of users to analyse it to inform policy and advocacy. Partnerships are needed with local academia and think tanks to support the research and assessment of policy options that address integrated approaches to sustainable development and contribute to progress for women across multiple goals, while assessing the trade-offs and costs of specific policy scenarios.

## Data dissemination process

The purpose of disseminating data and statistics is to enable users to access and utilize the statistical information produced from data collections (surveys, censuses), compilations (administrative and programme data) and other alternative data sources. In principle, standards and best practices for data dissemination will hold across all statistical domains. But the visibility of gender data and statistics still needs to be especially raised, and good dissemination practices help do that.

The Jordanian statistical system has a wealth of statistical data, including historic data. Such data are regularly published using modern technologies, including electronic dissemination on the websites of a number of agencies and institutions. At the same time, these platforms are not very user-friendly, and many data producers lack certain

<sup>67</sup> The Hashemite Kingdom of Jordan (2016). Jordan Response Plan for the Syria Crisis 2016-2018. p. 89.

technical skills in terms of how to publish data in electronic format, which makes it difficult to publish data regularly. The regularity and timeliness with which such data are published can determine their potential usefulness, and gender statistics are not necessarily published with the same frequency or speed as other types of data sets in Jordan.

A number of databases on relevant gender issues were built and systematically compiled according to international scientific standards and made available in the form of time series to users in order to create an inventory of information that provides reliable comparisons between women and men in Jordan. These databases, housed on the DoS website, include:

### 3.1 Women Statistics

This database describes the demographic and economic characteristics of women since 2000 and is updated annually. Data about women only are calculated at the national as well as at the subnational level, with breakdown by urban and rural areas. The main data sources for this database are the Employment and Unemployment survey, which is conducted quarterly by DoS. Only eight indicators are covered, namely: marital status, marital status and education level, education level, economic activity, occupation, economic activity status, economic activity status and education level, and economic activity status and marital status. This reflects how limited the indicator framework is for this database. The usability is also limited in terms of the download format for results, which are displayed in a PDF file. This database and its results are displayed in Arabic and English as a static link on the DoS website, under “Tables of Women Statistics” at: <http://dosweb.dos.gov.jo/population/woman-statistics/>

In 2019, the Women’s Statistics Database was updated to “Jordanian Women’s Statistics”, which was launched in the first quarter of 2020, providing an interactive database highlighting the main economic, social and educational characteristics that describe the reality of Jordanian females aged 15 and above.

As a step towards development, for the first time, the Department published detailed data on Jordanian female heads of household, with the provision of data to this group of women in Jordanian society being one of the most important challenges facing the assessment and analysis of the reality of women in Jordan and highlighting their role in the sustainable development. This has been adapted to provide comparisons of a data series spanning more than 20 years starting in year 2000, detailed at the level of the twelve-governorate level.

This database includes thousands of numerical indicators that reflect the situation of Jordanian women aged 15 and over in Arabic and English by presenting them in seven main groups that include: the demographic characteristics of women, the employment status of women, as well as illiteracy. Each group includes several tables describing the demographic, social and economic characteristics of Jordanian females. The interactive database are based on the Employment and Unemployment Survey carried out annually by Department of Statistics. This database is updated annually in conjunction with the publication of the data of the main report of the Employment and Unemployment Survey. The database allows data users to configure the tables required for Jordanian females according to a variety of properties in the active interactive PX-Web method, saved in several forms such as Excel, PX-file, CSV-file) and represented graphically (see figure 5) Available via: [http://jorinfo.dos.gov.jo/Databank/pxweb/en/DOS\\_Database/START\\_\\_14\\_\\_1401/WOM\\_T17/](http://jorinfo.dos.gov.jo/Databank/pxweb/en/DOS_Database/START__14__1401/WOM_T17/)

Figure 5: Jordanian Women's Statistics

→ ↻ Not secure | jorinfo.dos.gov.jo/Databank/pxweb/en/DOS\_Database/START\_14\_1401/WOM\_T1/

قاعدة البيانات التفاعلية  
Interactive Database

English

[↗ >> More of Database...](#) >> Jordanian Women Statistics >> Group 1: Distribution of Women >>  
 Table 1.1: Distribution of Jordanian Women Aged 15+ Years, by Governorate and Some of Characteristics 2017 - 2020

1 Choose table  
 2 Choose variable  
 3 Show table

Distribution of Jordanian by (Females/Head of Household), Governorate, Some of Characteristics and Time

[Select variable](#) [About table](#)

Mark your selections and choose between table on screen and file format. Marking tips  
 For variables marked \* you need to select at least one value

(Females/Head of Household) *	Governorate *	Some of Characteristics *	Time *
Total 2 Selected <input checked="" type="checkbox"/> All Females <input checked="" type="checkbox"/> Head of Household Search <input type="text"/> <input type="button" value="→"/> <input type="checkbox"/> Beginning of word	Total 13 Selected <input checked="" type="checkbox"/> Kingdom <input checked="" type="checkbox"/> Amman <input checked="" type="checkbox"/> Balqa <input checked="" type="checkbox"/> Zarqa <input checked="" type="checkbox"/> Madaba <input checked="" type="checkbox"/> Irbid Search <input type="text"/> <input type="button" value="→"/> <input type="checkbox"/> Beginning of word	Total 4 Selected <input checked="" type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2019 <input checked="" type="checkbox"/> 2018 <input checked="" type="checkbox"/> 2017 Search <input type="text"/> <input type="button" value="→"/> <input type="checkbox"/> Beginning of word	Total 4 Selected <input checked="" type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2019 <input checked="" type="checkbox"/> 2018 <input checked="" type="checkbox"/> 2017 Search <input type="text"/> <input type="button" value="→"/> <input type="checkbox"/> Beginning of word

Number of selected data cells are: 0 (maximum number allowed is 1,000,000)  
 Presentation on screen is limited to 1,000 rows and 30 columns

Table - Layout 2

Source: Department of Statistics, Jordanian Women Statistic Retrieved on 1 Aug 2021  
[http://jorinfo.dos.gov.jo/Databank/pxweb/en/DOS\\_Database/START\\_14\\_1401/WOM\\_T1/](http://jorinfo.dos.gov.jo/Databank/pxweb/en/DOS_Database/START_14_1401/WOM_T1/)

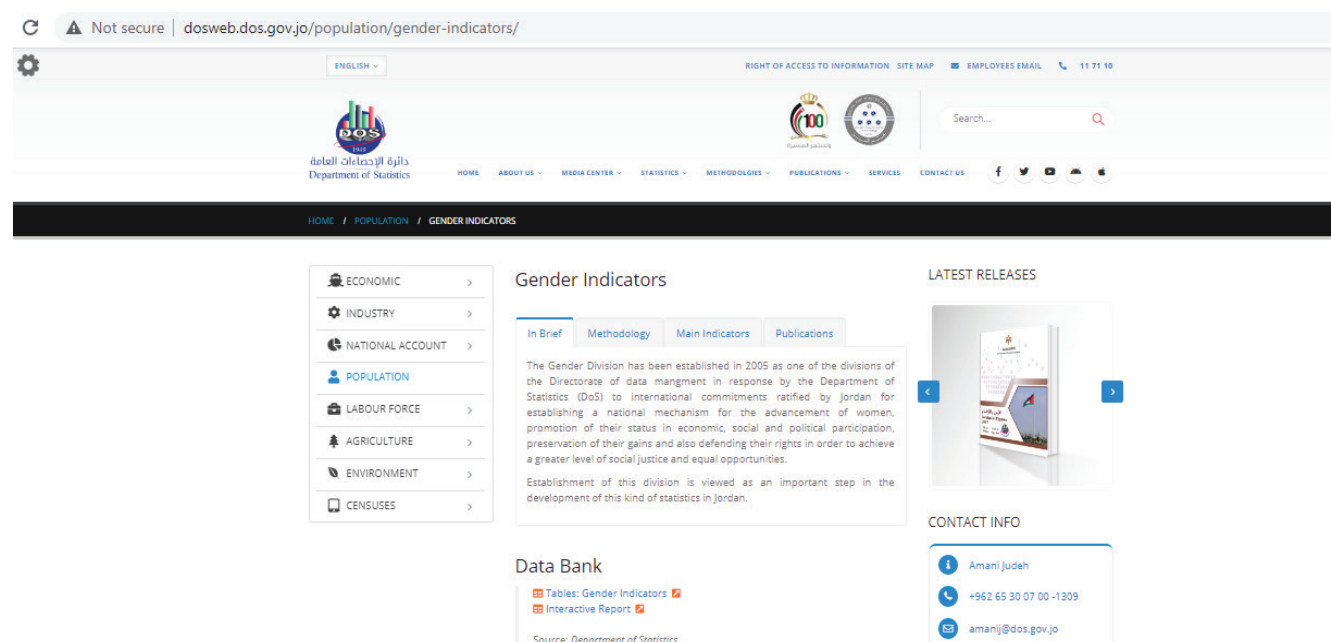


The fact that data is collected quarterly, but the database is updated annually, reveals an issue in providing timely public access to this gender data. Moreover, it is not updated in a timely manner per calendar year. For example, when performing searches in April 2019, the most recent year available for consultation from the dropdown menu for these tables was the year '2017'. At the same time, this same newer data can be found elsewhere on the website, although perhaps not as easily – such as within the Statistical Yearbook 2018, for example. This points to an issue with timely dissemination of gender data and updating of the ICT tools for increasing user access.

### 3.2 Gender Indicators Database

In 2008, with the increasing demand for disaggregated data by sex, this new database was established to provide researchers and analysts with the quantitative evidence necessary to assess gender gaps between females and males in the areas of: education, health, higher education, social indicators, the economy, income and expenditure of households, politics and law. This database relies on different data sources, ranging from the administrative records of governmental institutions, to the data provided by different surveys conducted by DoS on a regular basis. The database is updated annually to point out gender-related changes over time and to measure whether the goal of gender equality is being achieved. Available at: <http://dosweb.dos.gov.jo/population/gender-indicators/>

Figure 6: Main gender indicators



- ECONOMIC >
- INDUSTRY >
- NATIONAL ACCOUNT >
- POPULATION >
- LABOUR FORCE >
- AGRICULTURE >
- ENVIRONMENT >
- CENSUSES >

## Gender Indicators

In Brief Methodology Main Indicators Publications

- Number of students in kindergarten stage
- Number of students in the basic stage
- Number of students in the secondary stage
- Number of students in the industrial secondary stage
- Number of students in the agricultural secondary stage
- Number of teachers in the basic education stage
- Number of teachers in the secondary education stage
- Number of school principals in the basic education stage
- Number of school principals in the secondary education stage
- Number of founders and general body by Sex
- Number of members of First legislative council (senators) by gender
- Number of members of the Second legislative council (deputies) by sex
- Number of founders and general panel of political parties by sex
- Number of land and apartments' owners by gender and male / female ownership

## LATEST RELEASES



## CONTACT INFO

Amani Judeh  
+962 65 30 07 00 - 1309

Source: Department of Statistics (n.d.). "Gender indicators: Main indicators". Retrieved on 1 Aug 2021  
<http://dosweb.dos.gov.jo/population/gender-indicators/#tab-1502358242627-2-7>

Figure 7: Sectors within the gender indicators tables function of the database

Source: Department of Statistics (n.d.). "Gender indicators Tables". Retrieved on 1 Aug 2021.  
<http://jorinfo.dos.gov.jo/Databank/pxweb/en/GenderStatistics/>

As noted with the ‘Woman Statistics’ tables, the ‘gender indicators tables’ are not updated in a timely manner per calendar year. For example, when performing searches in April 2019, the most recent year available for consultation from the dropdown menu for the gender indicators tables was also the year ‘2017’ – once again revealing an issue with the timely updating of these data sets on the website. Results are displayed in both English and Arabic and download formats are again also limited to PDFs. However, in terms of substance, there is a wider variety of data, including some SDG indicators in the health and education-related goals.

As a step on the road towards the development of more gender-sensitive statistical information, a Gender Gap Index was also calculated to draw attention to the size of the gap between both sexes. It promotes understanding of the linkages between cultural, social and economic factors at the root of gender inequality, and their dynamics over time. In 2009, the gender indicators database was expanded in coverage, to further breakdown and compile indicators at the subnational level and by geographical distribution. As a spin-off, a more detailed and interactive database was launched.

### 3.3 The Gender Statistics Interactive Database

This comprehensive online resource provides the latest sex-disaggregated data and gender statistics covering population, education, higher education, economic opportunities, public life and decision-making, agency, household income and expenditures, as well as health, information technology, agriculture and demography. The interactive database is updated yearly. The gender statistics Interactive Database enables a wide range of data users to interact and customize their search for data within a collection of time series data. It has advanced functions for selecting and displaying data, performing customized queries, downloading data, and creating charts and tables. Users can create dynamic custom reports based on their selection of indicators and years. It also features enhanced visualizations and reporting capabilities with Excel-like pivot functions, features to save reports – tables and charts, and features to create reports on subnational databases. It is available in Arabic and English, at:

<http://jorinfo.dos.gov.jo/Databank/pxweb/en/GenderStatistics/search/?searchquery=female>

Figure 8: Gender statistics Interactive Database (search for the word female)

Not secure | jorinfo.dos.gov.jo/Databank/pxweb/en/GenderStatistics/search/?searchquery=female

قاعدة البيانات التفاعلية  
Interactive Database

English

>> - Gender Statistics >> Search

1 Choose table 2 Choose variable 3 Show table

Search in - Gender Statistics:

female Search

☒ Search all fields ☐ Only search ☐ Table title ☐ Value text ☐ Value code

Searchresult: (33 hits)

Table	Published
Table 1: Life Expectancy at Birth(Kingdom) 2008-2018	2/18/2020
Table 4: Distribution of Persons Aged (5+) Who Use Internet by Means of Using (Kingdom) (2010-2017)	2/26/2020
Table 1: Distribution of Persons Aged (15+) by Using of Internet (Kingdom) (2010-2017)	2/18/2020
Table 2: Distribution of Persons Aged (15+) Who Use Internet by Economic Activity Status (Kingdom) (2010-2017)	2/18/2020
Table 3: Distribution of Persons Aged (5+) by Place where Person Used Internet (Kingdom) (2010-2017)	2/18/2020
Table 5: Distribution of Persons Aged (15+) Who Not Use Internet by Economic Activity Status (Kingdom) (2010-2017)	2/18/2020
Table 5: Graduates in Higher Studies(2016-2017)	2/18/2020
Table 6: Graduates by scientific specialization (2014-2015)	2/18/2020
Table 1: Jobs Created for Persons Aged (15+) (2009-2017)	2/18/2020
Table 1: Percentage Distribution of Population (2009-2019)	8/30/2020
Table 4: Employees in Health Sector 2008-2018	2/18/2020
Table 3: Employed Population (Aged 15+) by Main Current Economic Activity (2008-2019)	10/6/2020
Table 7: Educational Enroll (2008-2018)	8/30/2020

Source: Department of Statistics (n.d.). Gender statistics Interactive Database (search for the word 'female'). Retrieved on 1 Aug 2021

Beyond being complex for data producers to upload data, there is evidence that users of these databases also find them difficult to navigate. Most complaints on the platforms' user-feedback forms relate to the website not being user-friendly or running too slow.

In addition to existing gender-specific databases, in 2019 DoS is updating its web portal (which currently receives more than 200,000 visitors a year), where it will eventually consolidate all the SDG data it does collect against specific indicators [<http://dosweb.dos.gov.jo/>], which should also enable gender data, and the gaps, to be more visible. As mentioned, the Government's 11-point road map does make reference to gender statistics and specifically to the "establishment of a gender database",<sup>68</sup> although it is unclear how that database will differ from the three mentioned above.

The Women Count project will address issues in the existing data dissemination infrastructure, including through a policy paper. It equally anticipates the creation of a data platform and/or helping DoS maintain and build on its three existing and widely

68 The Hashemite Kingdom of Jordan (2017). Jordan's Way to Sustainable Development: First Voluntary National Review. p. 66.

accessible gender databases (the solution chosen will be decided in coordination with DoS). The project will also compile indicators for the minimum set and gender-related SDGs indicators. With differentiated data and accompanying analysis, Jordan will be better able to tailor its policies, strategies and programmes to address women's specific needs and fulfil its commitments to ensure human rights, sustainable development and effective humanitarian response.

### **Promoting access and use: Data dissemination policy and advance release calendar**

There are two basic good practices for dissemination for statistical offices – having a dissemination policy and having an advance release calendar. A dissemination policy sets out general guidelines to be pursued in making statistical data available; an advance release calendar is a statement on the schedule of release of data in terms of periodicity and timeliness.

A data dissemination policy is a key policy instrument that is defined in accordance with the decisions made regarding the following aspects:

- Storage and publication of statistical results on the website.
- Correction and communication of errors.
- Publications calendar.
- Relations with the media.
- Release of statistical results under embargo.
- User information channels and services.
- Customized requests.
- Publishing activity.
- Prices of the information.
- Licenses to use the information.
- Determination of users' needs.
- Dissemination activities.
- Strategies for promotion of the use of statistical information.

According to the 2018-2022 National Strategy for the Development of Statistics, Jordan was the fourth Arab country to join the Special Data Dissemination System (SDDS) in 2010 for timely release of data.<sup>69</sup> However, Jordan does not yet have a data dissemination policy. The Strategy mentions an executive plan currently underway to “develop a national policy for dissemination and data access in accordance with international best practices”, with a policy document to be completed by June 2019.<sup>70</sup> This would also represent an opportune moment for Women Count to engage with this development, to ensure that the data dissemination policy will make gender statistics accessible in a timely way.

In addition to the challenges to data production noted in Jordan’s latest NSDS for 2018-2022, its SWOT analysis also notes challenges to optimal data dissemination processes, namely:

- Poor linkage between databases in data-producing institutions.
- Underdeveloped technical competencies of data-producing and disseminating staff in all institutions.
- Difficulty accessing data in a timely manner.
- Poor adherence to the data dissemination timetable.
- Irregular preparation or announcement of timetables for statistical data production and dissemination by some institutions.
- Limited analysis of statistical data.
- Limited use of statistics by most policymakers and decision-takers.
- Limited means used to disseminate data.
- Multiple statistical sources through social media leads to conflict and duality and disturbs the confidence of data users and public opinion, which causes a decline in the level of support for the statistical system.<sup>71</sup>

Given these observations, it appears that a data dissemination timetable does exist in Jordan, even if not an advance release calendar, although ‘poor adherence’ is noted.

<sup>69</sup> The Hashemite Kingdom of Jordan (2018). National Statistical Development Strategy for 2018-2022. p. 16.

<sup>70</sup> Ibid. p. 42.

<sup>71</sup> Ibid. Pp. 18-23.

It is necessary to support the formulation, adoption and implementation of a data dissemination policy for Jordan and create an advance release calendar for gender statistics as part of implementing the provisions of the national statistics policy. Ensuring compliance and the implementation of such policies represent further opportunities.

There is also a degree of disconnect between those who produce and those who use gender statistics in Jordan. Currently, the exchange is limited to the aforementioned visitor feedback that DoS receives from what is published on its website, the annual survey of measuring user satisfaction, and the annual user survey to measure knowledge and awareness of DoS products.

### **Opportunities for improving access and use of gender statistics**

Jordan has technical expertise that can be strengthened and existing platforms that can be enhanced and improved. It has a number of existing tools that can be harnessed and coupled with procedures to ensure that gender statistics are released in a timely way. And there is at least an understanding by relevant institutions that data can and should be used to inform policies and programming.

To ensure that data is publicly accessible and used to inform both policy and advocacy, Women Count will: strengthen data-sharing protocols; seek to shape the development of a data dissemination policy and seek to ensure regular publication of data by the NSS on the status of women compared to men at the national and local level; as well as provide dissemination and visualization tools for a broad audience at the national level. The capacity of all users will be enhanced through training and technical assistance. The promotion of user-producer dialogues will take place in several ways, including the strengthening of opportunities for national statistical systems to engage with policymakers and key actors and training to improve users' understanding of statistical information.

The limited data dissemination and communication capacities of Jordan's national statistical system and the limited ability of the Government and other stakeholders to utilize and advocate for gender statistics to inform decisions, policy research, advocacy, policies and programmes also stand as key opportunities for improving the access and use of gender statistics in Jordan.

In Jordan, the policy space is well developed in some areas but lacking development in other areas, such as gender statistics. Although progress has been slow, there is at least the political will to improve and there is an increasing understanding of the importance of quality gender statistics, catapulted in large part by SDG implementation.



## CONCLUSION AND RECOMMENDATIONS

The recommendations contained in this report are based on a consultation process with national stakeholders. This consultation was undertaken in the form of a validation workshop led by DoS in October 2019, which included different national and international stakeholders. The validation workshop is one of the activities of the review and assessment process, wherein the initial findings of a desk review and bilateral stakeholder dialogues were presented and reviewed by workshop participants. The workshop equally aimed to solicit feedback from participants on the specific interventions needed to come up with measures to address the challenges raised, to inform policy discourse aimed at empowering women and eliminating gender inequalities.

The specific objectives of the validation workshop included:

- Promoting a shared understanding and appreciation among stakeholders of the key challenges to, and importance of, improving gender statistics to inform policymaking and advocacy, as well as to monitor progress on GEWE in Jordan.
- Validating the findings and recommendations of a draft assessment report of the status of gender statistics and key needs and challenges that should be addressed by the Women Count project.
- Promoting dialogue, partnerships and consensus around the collection, management and use of gender statistics in Jordan.

The validation workshop brought together representatives of DoS and key government ministries, the JNCW, academic and research institutions supporting policy research and formulation on gender issues, international stakeholders, relevant civil society organizations and private sector entities. During the validation workshop, participating entities agreed on:

- The main issues to be addressed in order to strengthen gender statistics in Jordan (along the three outcome areas, of: enabling policy environment, data production, and data accessibility and use).
- Target outputs and related actions that need to be prioritized to achieve the three aforementioned outcomes.
- Cooperation with DoS regarding gender statistics tailored to these identified needs, challenges and recommendations.



The recommendations generated centred on the three main outcomes of this assessment and were categorized according to the policy/strategic level and the operational/implementation level, as follows:

## 1) An enabling environment for the effective monitoring of policy commitments

At the policy level:

- Create a gender statistics national policy, to ensure that there is a legal framework for the collection and production of statistical data, beyond the statistical law.
- Facilitate structured cooperation between DoS and key agencies, for institutions to have access to administrative data.
- Empower gender units in all departments and ministries.
- Appoint main and alternative liaison officers.
- Establish agreements and memoranda of understanding with universities so students can receive courses on statistical fieldwork and the importance of data disaggregation.
- Activate the provisions of Article (45) of the Rights of Persons with Disabilities Law No. 2017/20.<sup>72</sup>
- Integrate and mainstream gender within the National Strategy for the Development of Statistics to give it more political weight.

At the operational level:

- Conduct a study to identify gender gaps in all sectors, at the national and subnational level.
- Establish an institutional capacity-development road map for gender statistics, focused on the roles of the Gender Statistics Division in building structured

<sup>72</sup> This was one of the recommendations from the Higher Council for the Rights of Persons with Disabilities in Jordan. This law was issued in 2017 but still not activated. Its provisions include: that the Department of Statistics, will, in coordination with the Council, execute the following one year from the date on which the Law goes into effect: a) Include in its policies, strategies, plans and programmes measures that will guarantee the inclusion of persons with disabilities; b) Conduct specialized surveys and gather statistics on persons with disabilities, and include them in questionnaires and forms used in the General Population Census, specifically items that will indicate the number of persons with disabilities, their geographical distribution, sex, age, as well as the type, degree and nature of their disabilities; c) Create a comprehensive database on persons with disabilities, and enable the authorities concerned with their rights, issues and services to view such a database (provided that their right to privacy is not compromised).

institutional capacity internally, within DoS, and externally, among stakeholders.

- Establish gender units in public/private universities to increase data disaggregation by sex.
- Allocate gender-sensitive budgets and train people to design and manage these budgets.
- Activate a database disaggregated according to persons with disabilities so that data will be published mentioning the percentage of disabled persons by sex in each sector.

## 2) Production of gender data and statistics

At the policy level:

- Create a gender statistics national policy, to ensure that there is a legal framework for the collection and production of statistical data in addition to the statistical law.
- Create a comprehensive institutional framework to produce statistical data and statistics disaggregated by sex, outlining the standard operating procedures for this process (objective, coverage, time period, indicators, activities, periodicity, necessary tools in terms of equipment, staff and costs) and circulate these to all concerned with data production, led by DoS.
- Establish a coordination platform between government institutions, the private sector and CSOs to produce gender data and data disaggregated by sex according to the logical framework.
- Review and support internal legislation/policy in national institutions to establish administrative units or job titles specialized in the production and reporting of statistical data.

At the operational level:

- Establish a quality control system for gender statistics.
- Support the effective and efficient use of national gender statistics to feed into national and international reports.

- Introduce structured institutional capacity-building courses on technical skills for gender data production and dissemination in national institutions' internal training plans.
- Design e-learning programmes for the SDGs and their gender-related indicators, targeting DoS, relevant ministries, NGOs, civil society organizations, local authorities, etc.
- Provide direct technical support for the preparation of SDG indicators in the Tier I category.
- Provide technical and financial support for data collection and the development of SDG indicators in the Tier II category.
- Establish institutional development/strengthening plans that enable the national statistical system to draft standards aimed at developing SDG indicators in the Tier II and Tier III category.
- Design capacity-building activities on political reporting and research to inform policies.

### 3) Data accessibility and use

At the policy level:

- Create a gender statistics national policy to ensure that there is a legal framework for the collection and production of statistical data in addition to the statistical law.
- Establish a national dissemination policy among all institutions that support the existence of a special standard for the dissemination of gender data, with clear time frames and data publication schedules.

At the operational level:

- Assess needs and develop a user-friendly platform for gender statistics under the SDG platform to enable users to access data with less time and effort.
- Enhance the media visibility of gender data, for promotional and awareness purposes.

- Expose relevant stakeholders to best practices in the dissemination of gender data.
- Establish a quality control system for administrative e-records of gender data among all institutions, including electronic reporting as one of the standards of data dissemination to enhance operational efficiency and the effectiveness of monitoring.
- Ensure structured capacity-building for administrative records staff and existing gender focal points in institutions and enhance their ability to institutionalize their work.
- Provide support for the informal sector surveying in order to provide data on women's economic empowerment.
- Develop a repository of quantitative and qualitative gender data for reporting purposes (reports, research, studies, etc.).
- Provide systematic approaches and methodologies to improve the availability of gender data from different sources (field or administrative records) and collect them according to structured standards and clear time frames.
- Empower trainers on gender statistics in DoS and related institutions to raise awareness of the use and availability of gender data within their institutions and ministries.

## ANNEX 1

### List of sources for desk review

Department of Statistics (n.d.). Department of Statistics website.  
<http://dosweb.dos.gov.jo/>

Department of Statistics (n.d.). “Gender indicators: Methodology” Retrieved on 2 April 2019. <http://dosweb.dos.gov.jo/population/gender-indicators/>

Department of Statistics (n.d.). “Interactive database” (for gender statistics). Retrieved on 5 April 2019.  
[http://jorinfo.dos.gov.jo/PXWeb2014R2/Menu.aspx?px\\_language=en&px\\_db=Gender+Statistics&rxid=89486a61-b62a-4a90-83ae-b26d09cadccc](http://jorinfo.dos.gov.jo/PXWeb2014R2/Menu.aspx?px_language=en&px_db=Gender+Statistics&rxid=89486a61-b62a-4a90-83ae-b26d09cadccc)

Department of Statistics (n.d.). “Woman statistics.” Retrieved on 14 January 2019.  
<http://dosweb.dos.gov.jo/population/woman-statistics/>

Department of Statistics (2008). National Statistical Strategy 2008-2013.  
<https://paris21.org/sites/default/files/jordan-NSDS-2008-13.pdf>

Department of Statistics (2012). Statistical Strategy for 2012-2015.  
[http://dos.gov.jo/dos\\_home\\_e/main/about\\_dos/DoS\\_Statistical\\_Strategy\\_2012-2015.pdf](http://dos.gov.jo/dos_home_e/main/about_dos/DoS_Statistical_Strategy_2012-2015.pdf)

Department of Statistics (2018) “Jordanian women’s report on the occasion of International Women’s Day”.  
<http://dosweb.dos.gov.jo/jordanian-womens-report-on-the-occasion-of-the-international-womens-day-statistical-perspective/>

Department of Statistics (2018). National Strategy for the Development of Statistics 2018-2022.

Department of Statistics (2018). “Unemployment rate during the second quarter of 2017”.  
<http://dosweb.dos.gov.jo/18-0-unemployment-rate-during-the-second-quarter-of-2017-2/>

UN Department of Economic and Social Affairs Statistics Division (2016). “Integrating a Gender Perspective into Statistics.” (United Nations, New York). Studies in Methods series F, No. 111.

<https://unstats.un.org/unsd/demographic-social/Standards-and-Methods/files/Handbooks/gender/Integrating-a-Gender-Perspective-into-Statistics-E.pdf>

Fafa and the Ministry of Planning and International Cooperation (2019). The living conditions of Syrian refugees in Jordan: Results from the 2017-2018 survey of Syrian refugees inside and outside camps.

[http://dosweb.dos.gov.jo/DataBank/Analytical\\_Reports/English/Syrian\\_refugees.pdf](http://dosweb.dos.gov.jo/DataBank/Analytical_Reports/English/Syrian_refugees.pdf)

General Budget Department (2018). “Chapter 1702: Ministry of Planning and International Cooperation/Department of Statistics.” Accessed on 21 January 2019.

<http://www.gbd.gov.jo/Uploads/Files/GBD/Law-Ministry/2018/en/1702.pdf>

Jordanian National Commission for Women (2012). “Evaluation of the National Strategy for Women 2006-2010.”

[https://www.ilo.org/dyn/youthpol/en/equest.fileutils.dochandle?p\\_uploaded\\_file\\_id=170](https://www.ilo.org/dyn/youthpol/en/equest.fileutils.dochandle?p_uploaded_file_id=170)

Jordanian National Commission for Women (2014). “National Strategy for Jordanian Women 2013-2017: Main trends and general features” A presentation delivered by Dr. Muna Mutamin at the Workshop on the Development of Gender Indicators in the Arab countries, in Istanbul, Turkey, 1-3 April 2014. <https://slideplayer.com/slide/6126996/>

Organization for Economic Co-operation and Development (2017). Jordan: Towards a New Partnership with Citizens: Jordan’s Decentralisation Reform.

<https://www.oecd.org/mena/governance/Jordan-Highlights-2017.pdf>

The Hashemite Kingdom of Jordan (n.d.). National Plan for the Implementation of the Sustainable Development Goals.

The Hashemite Kingdom of Jordan (1952). Constitution of the Hashemite Kingdom of Jordan. <https://wipolex.wipo.int/en/text/227813>

The Hashemite Kingdom of Jordan (2005). Report by the Hashemite Kingdom of Jordan on Implementation of the Beijing Platform for Action (1995) and the Outcome of the Twenty-Third Special Session of the General Assembly (2000).

<http://www.un.org/womenwatch/daw/Review/responses/JORDAN-English.pdf>

The Hashemite Kingdom of Jordan (2006). National Strategy for Jordanian Women (2006-2010).

The Hashemite Kingdom of Jordan (2012). General Statistics Law (No. 12 of 2012). [http://dosweb.dos.gov.jo/wp-content/uploads/2017/06/Statistical\\_Law\\_No\\_12\\_of2012-e.pdf](http://dosweb.dos.gov.jo/wp-content/uploads/2017/06/Statistical_Law_No_12_of2012-e.pdf)

The Hashemite Kingdom of Jordan (2012). National Strategy for Jordanian Women (2013-2017): summary document. [https://www.ilo.org/dyn/youthpol/en/equest.fileutils.dochandle?p\\_uploaded\\_file\\_id=170](https://www.ilo.org/dyn/youthpol/en/equest.fileutils.dochandle?p_uploaded_file_id=170)

The Hashemite Kingdom of Jordan (2015). Jordan position paper on the Beijing+20 review and appraisal process. <http://www2.unwomen.org/-/media/field%20office%20jordan/attachments/publications/un%20women%20en%20book2.pdf?la=en&vs=3420>

The Hashemite Kingdom of Jordan (2016). Comprehensive National Plan for Human Rights 2016-2025. [http://www.jordanembassy.or.id/comprehensive\\_national\\_plan\\_for\\_human\\_rights.htm](http://www.jordanembassy.or.id/comprehensive_national_plan_for_human_rights.htm)

The Hashemite Kingdom of Jordan (2016). Jordan Response Plan for the Syria Crisis 2016-2018. [https://reliefweb.int/sites/reliefweb.int/files/resources/JRP16\\_18\\_Document-final+draft.pdf](https://reliefweb.int/sites/reliefweb.int/files/resources/JRP16_18_Document-final+draft.pdf)

The Hashemite Kingdom of Jordan (2017). Jordan's Way to Sustainable Development: First Voluntary National Review on the Implementation of the 2030 Agenda. <https://sustainabledevelopment.un.org/content/documents/16289Jordan.pdf>

The Hashemite Kingdom of Jordan (2018). Jordanian National Action Plan for the Implementation of Security Council resolution 1325. <http://www2.unwomen.org/-/media/field%20office%20jordan/images/publications/2018/jonap%202018-2021%20unscr%201325.pdf?la=en&vs=5624>

The Hashemite Kingdom of Jordan (2018). Jordan Response Plan for the Syria Crisis 2018-2020. <https://static1.squarespace.com/static/522c2552e4b0d3c39ccd1e00/t/5ab3565f8a922d5e4a011286/1521702505515/JRP+Final+Copy+21-3.pdf>



The Hashemite Kingdom of Jordan (2019). Comprehensive National Review of the Progress in the Implementation of the Beijing Declaration and Platform for Action, 25 Years On. Pp. 5-61.

<https://www.unwomen.org/-/media/headquarters/attachments/sections/csw/64/national-reviews/jordan-en.pdf?la=en&vs=710>

United Nations Committee on the Elimination of Discrimination against Women (2017). Concluding observations on the sixth periodic report of Jordan.

<http://docstore.ohchr.org/SelfServices/FilesHandler>.



