

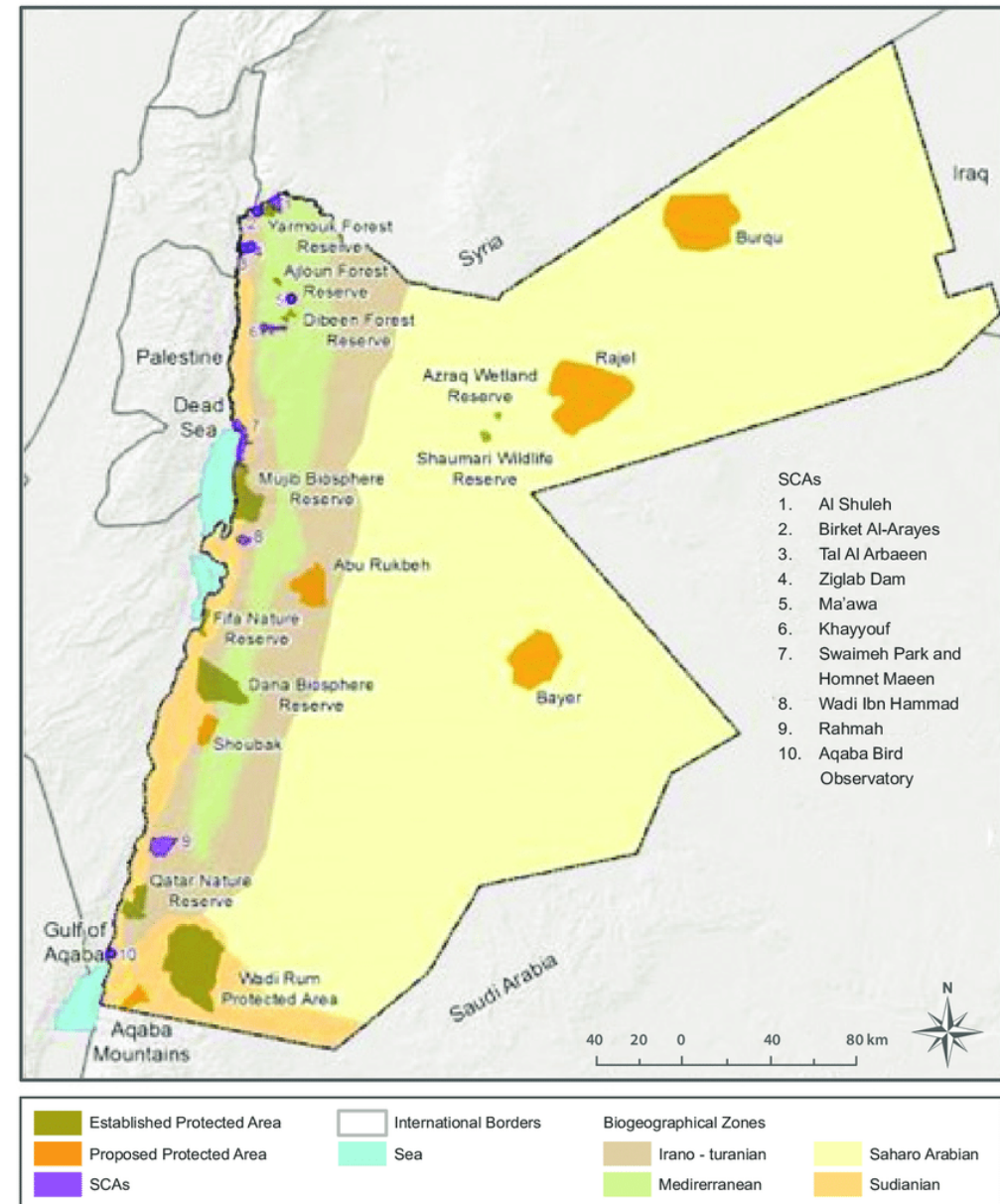


# Integral Feminine Jordan

Mayyada Abu Jaber

# The Five Ecosystem's of Jordan

Source: Jordan's Third National Communication Report on Climate Change- 2014





# Educated Jordan



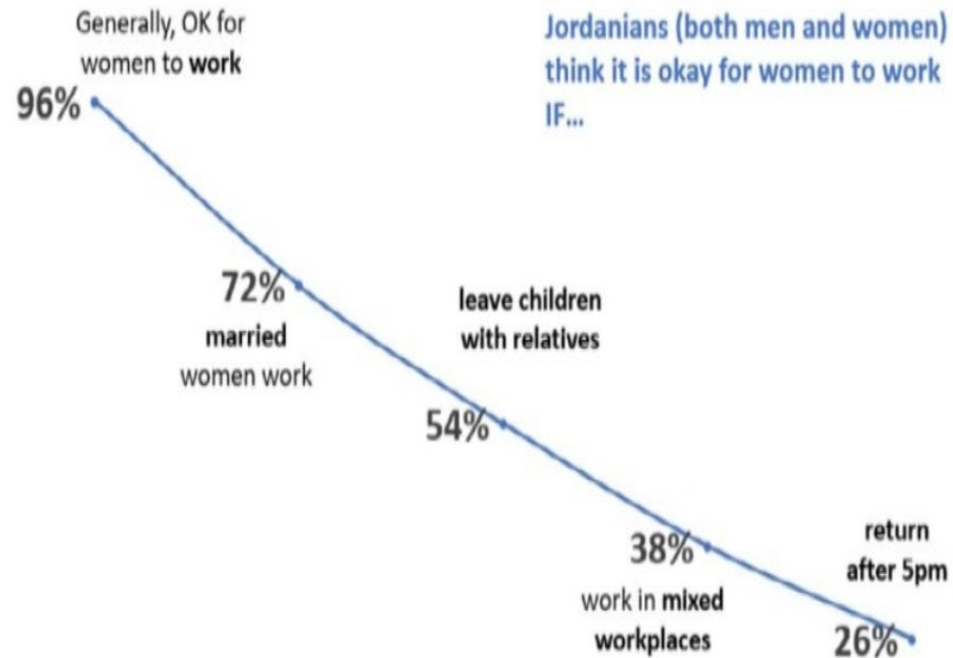
- The MENA region has achieved gender parity when it comes to girls' access to both Primary and Secondary education, with enrolment rates being among the universal world average.
- Unlike the rest of the world, a “reverse” gender gap has been reported in the region with girls outperforming boys in grade 4 math results, a trend that continues into grade 8.
- Girls are outperforming boys in every subject and every grade level.
- Achievement of girls in STEM at schools is higher than the achievement of boys and there is a higher level of transition into university for girls than for boys.

Yet:

- women economic participation remains at a low of 22% (World Bank, 2018) in the MENA countries, compared to an estimated 48.8 percent female employment rate globally, which translates to almost half of the global rate.
- Women economic participation in Jordan is even lower standing at 14%, rating it amongst the lowest few in the region.
- The highest level of unemployment in Jordan is among female university graduates.



# Masculine Societal



- The decision of girls not joining the workforce was not their own, but rather of the male members of her family namely their fathers and brothers.
- Within one household, sisters could have differential treatment depending on the education level they have reached.
- There were greater restrictions on girls who have failed their schooling than those who were pursuing university degrees.
- There were multiple restrictions on women entering labour market and in general it was linked to desirability for marriage.





# Masculine Policies

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- Until recently, Jordan had specific provisions that **discriminate against women's employment in certain occupations**. There are provisions in Jordan's labour code **article 69**, that restrict women's work after certain hours, and prevent them from working in occupations that are perceived to be high-risk, such as mining and some vocational jobs.
  - Articles 69 limits women's access to eleven occupational fields such as geology
- **Personal Status codes** in Jordan restrict women from employment without her husband's permission- under the guardianship definition. **Article 61** of the Personal Status Law (2010) states that wives have a right to work and receive 'marital allowance' if the job she works in is decent and approved by her husband.
- **Article 29**, Harassment in the Workplace law states "A worker shall be entitled to leave his/her employment **without giving notice while preserving his/her legal rights to end of service**. Indemnities and entitlements to damages, if: the **employer, or the person acting on his/her behalf, assaults or insults or conducts any form of sexual harassment to the worker**".



# Masculine Enterprise

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- Employers perceive that men are often the breadwinners for families while women supplement an income or keeps it mostly for herself. Because of this, they are partial to hiring men since they find that men have more financial responsibilities. Studies show that **nearly 40-50% of employers in Jordan would not hire women for a variety of reasons.**
- Women's employment in Jordan is highly gendered, as women are more likely to work for the **public sector**, as well as in traditional roles of teaching, administrative and clerical services, and social and health services such as nursing.
- Women are overrepresented in the **unregulated informal sector**, primarily in gendered services such as agricultural workers and domestic housekeepers.
- The **hiring process also has discriminatory** practices. HR managers may ask women personal questions, specifically those that relate to their personal lives. These include questions on whether or not they intend to get married and have children, by default implying that women with those responsibilities are less productive or will be costlier employees.
- **Pay inequity challenges** the appeal of employment for women. This trend undervalues women's contributions in the workforce.
- **women networks** are weak and do not necessarily have access to the job market from which they are excluded in the first place. **(the Boy's Club Culture-Forbes)**

# Why do we need a feminine economy?

Masculine Traits	Feminine Traits
EGO	Mindfulness
Profit worship	Gratitude
Competition	Integrity
Meritocracy	Empathy
Materialism	Care
Inequity	Connectedness with nature
Scarcity consciousness	Abundance consciousness
Individualism	Collaboration



Mother Nature is  
Feminie

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## The need for a Feminine Economy

A world where **feminist realities flourish**, where **resources** and **power** are shared in ways that enable everyone, where **future generations** are safeguarded to thrive and realize their full potential **with dignity, love and respect**, and where **Earth nurtures** life in all its diversity.



# Feminine Ethical Guidelines

- Ethics guiding principles as defined by the Center for Environmental Ethics and Law (CEEL) are as follows:
  - Promote ecological solidarity between humans and nature, with the obligation to respect and the compassion of love as the basis for genuine care of living beings, places and people: love for the beauty and gift of the natural world with all of its living diversity; love for our places and our homes; and love for the people of today and tomorrow.
  - Support universal human rights and efforts for social, economic and environmental justice.
  - Recognize the danger in the commodification of life, the appropriation of life processes and the synthetic creation of new life forms being introduced into the biosphere.
  - Maintain, promote and nurture bio-cultural diversity.
  - Foster local and regional alliances which recognize the knowledge and understanding that each has to contribute.

## Solidarity Movement

*("Only movements can create sustained change at the levels that policy and legislation alone cannot achieve.")*



IN ORDER TO MAKE A FEMINIST ECONOMY HAPPEN, WE NEED STRONG AND DIVERSE FEMINIST NETWORKS.



WE NEED MOVEMENTS BUILDING SOLIDARITY FROM THE PERSONAL TO THE POLITICAL, FROM THE LOCAL TO THE GLOBAL AND BACK.

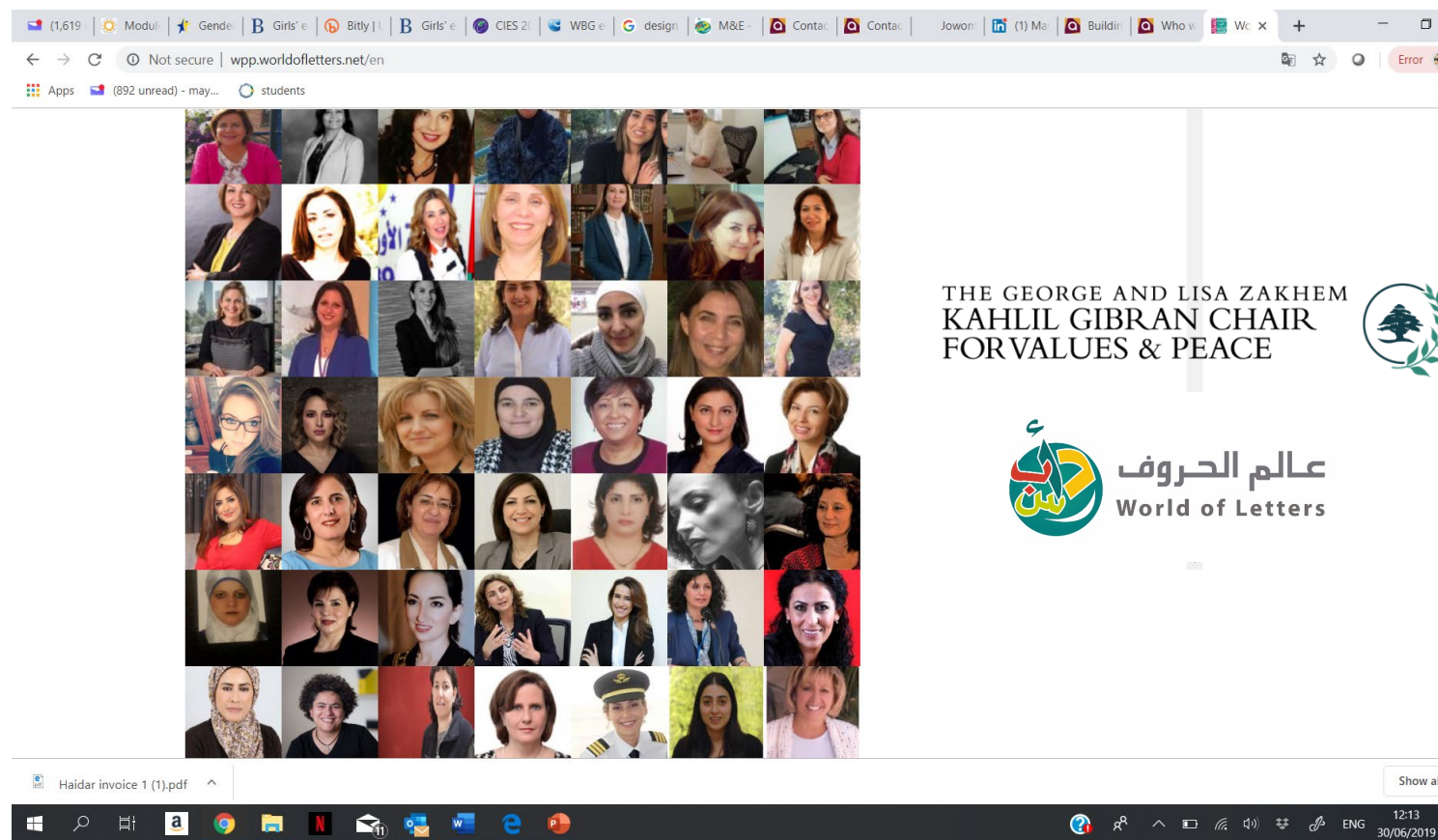


BUILDING COLLECTIVE POWER THROUGH MOVEMENTS HELPS CONVERT THE STRUGGLE FOR HUMAN RIGHTS, EQUALITY AND JUSTICE INTO A POLITICAL FORCE FOR CHANGE THAT CANNOT BE IGNORED.

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# Women As Partners in Progress

National mobilization campaign that aims to create a mindset change towards gender equality and inclusiveness in the economy through influencing legislation community and education, calling for action among all facets of society.





Feminist Enterprise and Communities  
(8 communities -450 women-2000  
community members and 5 private  
sector)

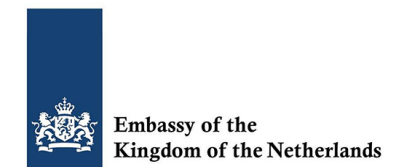
- Learning communities
- Reviving culture
- Reconnecting with Nature
- Raising consciousness of communities
- Self awareness
- Using religious dialogue
- Introducing CARE And Empathy
- Gratitude

# FICRI

## Feminist Integral Centre for Research and Innovation



Source: Women, Business and the Law team.



# FIKRI OBJECTIVES

Integral policies aligned with our feminist vision

## Outcome 1

**Research** to inform  
policymakers, communities  
and wider public

## Outcome 2

Community Activation  
and **Dissemination**  
towards building a  
solidarity movement

## Outcome 3

**Raising consciousness  
& creating change**  
towards a feminist  
environment for dialogue

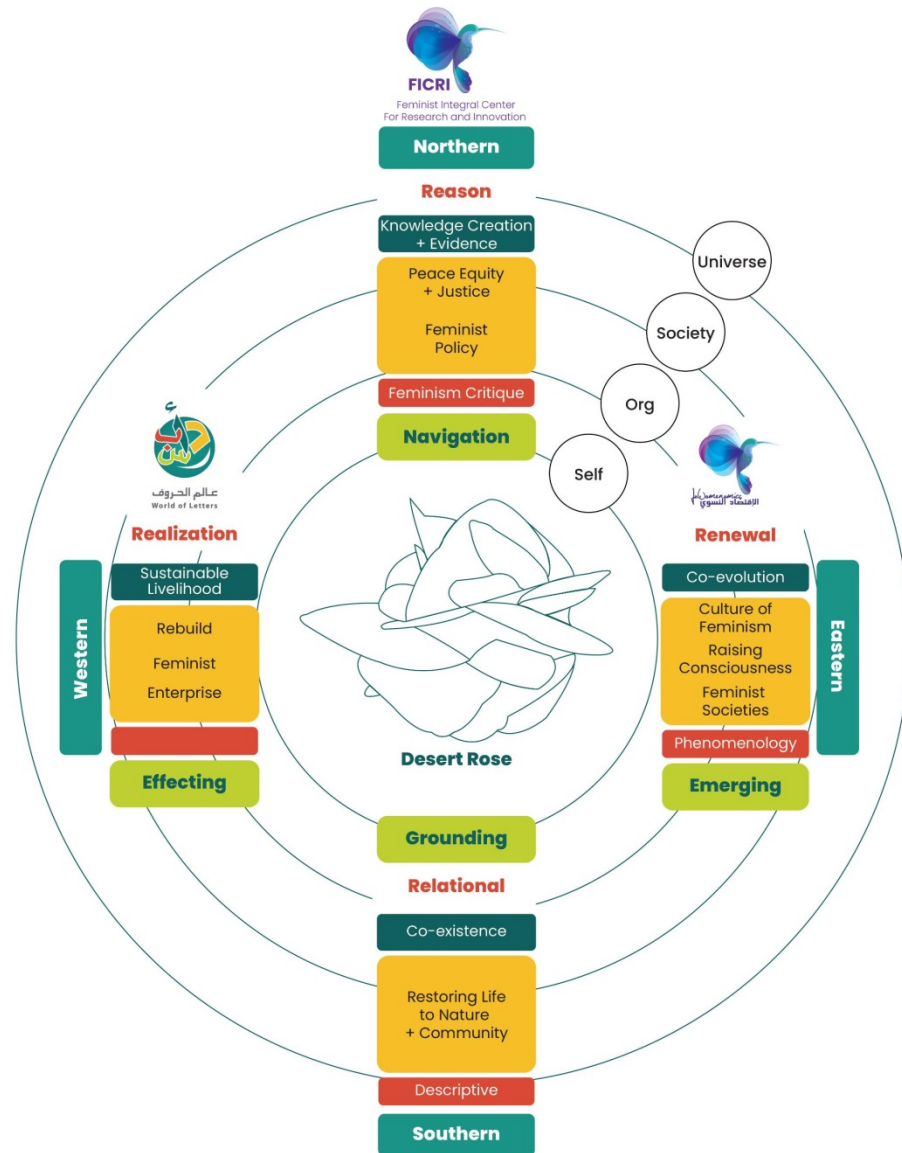


# Desert Rose

- Desert rose is a flower shaped rock and rock formation that has slowly crystalized in the desert in the form of layers or pedals which together resemble a rose.
- Desert rose form in the midst of harsh desert environment, withstanding winds, heat and pressure to form a beautiful rose shape rock.
- It is known by gemmologist that the desert rose has healing power as the stone helps a person to withstand any hardship









Womenomics  
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Thank you