

**Study**

Summary

# Women's Safety in Working environment



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## Phenix Center for Economic and Informatics Studies

The Phenix Center for Economic & Informatics Studies is a non-governmental organization dedicated to independent policy research and measuring public opinions on impactful current and emerging issues in areas of economics, society, and its legislative environment in Jordan. The Center was founded in Amman, Jordan in 2003 under the registration number 142203. It works to promote a sustainable developmental paradigm in Jordan, rooted in human rights and the principles of democratic governance by focusing on reforming the labor policies, lifting of restrictions on freedom of association, and strengthening of social protection policies. The Center specializes in promoting inclusivity in development processes. It compiles databases of relevant actors and stakeholders, develops research, studies, papers and reports, conducts conferences and advocacy campaigns, and empowers several actors to take part in steering development through capacity building.



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## Introduction:

For the past half-century, there have been significant economic, social, and technological transformations in the world which have had significant repercussions - some negative and others positive - on people's lifestyles in general and working relationships between individuals in particular.

People, particularly in industrialized countries, have benefited from technological progress, the emergence of knowledge and digital societies, and increased interconnectedness. This has also led to a shift in developing countries, where social relations and legislation have been moving towards equality and human rights to keep pace with other countries. However, women's participation in the workforce remains limited because of the gender discrimination that they face in society, which hinders their right to work and leads them to have fewer job opportunities than their male counterparts. To say that gender discrimination deprives millions of women of job opportunities and confines them to certain occupations is not an overstatement. A large number of women continue to face discrimination due to pregnancy, social status, and family responsibilities. Meanwhile, the gender income gap remains a global phenomenon regardless of women's abilities or job requirements.

Matters become further complicated for women when they are faced with weak enforcement of conditions necessary for decent work - including those related to public health and safety, such as the provision of personal protection equipment (PPE), first aid equipment, and routine medical examinations - in the absence of minimal social protection.

For health promotion policies to be effective for both women and men, they must be based on more accurate information on the relationship between health and gender roles. Health promotion policies for women should take into account their three roles as caregivers, mothers, and workers. One example is the situation of pregnant women who are exposed to chemical substances at their workplaces, who may have to abide by health and safety measures that do not apply to men or non-pregnant women.

As the call for gender equality and justice requires the inclusion of women in the business world and receiving their share of the power granted to men, some may interpret women's rights as threatening the social system and damaging to authoritarian infrastructure. This leads to resistance, which negatively affects women and their exclusion from economic activity due to the belief that women are not suitable for certain types of work. Within this context, some may rely on violence as a mechanism of enforcing exclusionary social structures, where violence against working

women emerges as a tool to create women who are completely absent from public affairs. This, in turn, increases women's unemployment rates and lowers their participation in the labor market.

Jordanian society is similar to other developing societies when it comes to characteristics related to patriarchal culture, and economic foundations. Traditions and customs limit the role of women in specific areas. As a result, Jordan's plans for development are not consistent with an economic approach designed to include women in the labor market.

Needless to say, women in all cultures and societies have long suffered from the violence and discrimination caused by male oppression. As a result, the international legal framework of human rights acknowledges the imbalance in the political, social and economic structures, and seeks to create a new system that recognizes gender equality and to eliminate the patterns of thinking and behavior that are conducive to discrimination and violence against women.

**This study** aims to identify and analyze barriers to safe workplaces for women in terms of gender equity and gender-based violence, as well as to identify health and safety standards that particularly affect women in various sectors. Additionally, the study also aims to make proposals and recommendations at a public policy level and at a program level for the short and long term, within a response framework that ensures a decent working environment for women and empowers them as the leaders of development initiatives who can participate in society in roles that are parallel to those of men. The study attempts to reach this aim by identifying certain areas where gender disparities and discrimination persist that require interventions from relevant policy executive institutions to increase women's participation in the national economy. Additionally, the study also will focus on analyzing these barriers at several levels: the institutional level, social level, legal framework, legislative level. Finally, this study analyzes what "safety within the workplace» means for male and female workers and employers.

The research methodology was based on the descriptive analytical approach using quantitative and qualitative research, where various studies, literature, related indicators, and all statistical indicators related to women's safety at work were reviewed. A questionnaire was designed as a tool for collecting quantitative data, on a sample of 384 individuals working in different economic sectors, in the study population, namely Al-Karak, At-Tafila, Al-Balqa and Madaba.

A qualitative data collection form was also designed through in-depth interviews. In the absence of a framework for the study population, an intentional sample of 12 experts was selected for representatives from government institutions and international NGOs operating in Jordan, Civil Society Organizations (CSOs) and women's rights activists, taking into account the diversity of educational and working levels.

Five focus group discussion (FGD) sessions were also held, taking into account the diversity of the place (city, village, camp), the diversity of the group's ages (young people, middle aged, adults) and genders. The first of the FGDs included female workers in the informal labor sector on 6 May 2021, and the second session included a group representing women working in the formal labor sector on 9 May 2021. The third session was held by a group representing women entrepreneurs on 15 May 2021, while the fourth session was a group representing male workers from different sectors (formal, informal) on 17 May 2021, and the fifth session came with a group representing employers (males) on May 20, 2021.

### **Research challenges:**

One of the prominent difficulties faced by the researcher is the lack of response of many interviewees to conduct qualitative interviews due to their time constraints, and the lack of personal benefit from the interview.

The spread of the coronavirus has also added difficulties related to interview procedures and FGDs. Additionally, the use of telephones and Internet software led to difficulties related to technical problems when holding FGDs.

One challenge worth emphasizing is that the vast majority of the interviewees were afraid of facing violence and harassment in the workplace, and stressed that their names are not to be mentioned for fear of losing their jobs. Additionally, they expressed that they were concerned that the stigma of talking about sexual harassment in the workplace may affect them and even their entire families.

Moreover, the majority could not distinguish between sexual harassment and rape, which are similar terms to them. What is remarkable is that men share these perceptions. Everyone stressed that there is no harassment in the Jordanian society due to the existence of religious and tribal customs. This calls for greater awareness of the Jordanian society on the meaning of sexual harassment, which may be in the form of a word, a joke or even a look.

Finally, one of the research challenges was the lack of awareness of the issues of

psychological violence and their justification for it as a type of motivators required at work. The concept of violence was limited to physical violence only, as if restrictions against women's personal and political freedoms and restrictions against their ability to push back against a system failing to protect them – or even just push back against stereotypes – was an insignificant matter.

## Conclusions:

### First: Health and safety for working women

1. The study showed the need to amend the Social Security Law, and reduce mandatory deduction rates for both the employer and the worker, as it caused increased levels of evasion of insuring social security for female workers in its various forms.
2. The study showed the importance of gender analysis when implementing occupational health and safety policies at work and integrating it with the relevant national strategies, as there are no gender-disaggregated figures, statistics, or databases to follow up, to evaluate and analyze gender when analyzing occupational health and safety policies at work.
3. The study showed that women in the informal labor sector suffer from multiple types of occupational injuries, such as fractures, spinal injuries, head injuries, dislocation, and sprains, pneumonia, slippage, wounds (prick and cut), burns, injuries resulting from the use of chemicals (poisoning), physical injuries and heat injuries.
4. The study showed that there are many work-related health injuries or problems in the formal labor sector experienced by female workers, such as chronic lower back pain, cartilage slippage, falls and slippage, neck stiffness and wrist pain, eye strain, chronic diseases such as high blood pressure, diabetes, and heart disease.
5. The study indicates a correlation between the monthly income and the health and safety of female workers, between the category of monthly income less than 260 JOD and the two categories (260-499 JOD) due to women joining the informal labor sector. The level of wages in this sector is usually low and below the average known wage, or below the level of wages in the formal labor sector, and the

workers in these activities are not included in social protection programs and the lack of minimum standards related to working conditions by the informal labor sector. Additionally, women working in such activities are not included in any social protection programs, and the informal labor sector lacks minimum standards of work conditions. As a result, it affects the occupational safety and the health of workers, including those between the monthly income group (more than 1,000JOD) due to women working in administrative centers requiring long office hours, thus exposing them to office occupational diseases such as work exhaustion, back stiffness, and numbness of hands and feet at work.

6. The study showed that there is a relationship between the level of women's safety at work and the type of occupation. It indicates that women working in the industrial sector are more vulnerable to hazards and diseases, followed by commercial and administrative professions, medical professions, engineering professions, and educational and social professions.
7. The study revealed that both male and female employers do not comply with the occupational safety standards of workers in their facilities. It showed that there were material factors related to the technological environment and included sources of risk and machinery resulting from a lack of design, manufacture, or specifications, and the lack of safety equipment and personal protective equipment (PPE). Additionally, there are issues due to lack of maintenance procedures and the lack of proper lighting, ventilation and humidity systems suitable for the nature of the work.
8. The study indicates that the distance of work locations and the lack of transportation for working women is one of the most lacking procedures for women in their workplace.
9. The study showed that working women suffer from a lack of training and development of preventive and health awareness in the field of protection against work hazards and accident reduction, such as training on the mechanisms of safety equipment at work, how to cope with emergencies, and how to safely dispose of hazardous equipment and materials.



10. The study showed that there were some mild attempts by employers to assess and address factors related to discrimination at work and the health and well-being of female workers, such as the absence of nurseries except in schools. Simultaneously, other establishments had negative results, as none of them provided nurseries despite having large numbers of female workers. This is due to the far distance of some establishments from the population area, which is not suitable for bringing children to, as some of them work in agriculture and animal husbandry.
11. No gender difference has been found between speech and approaches of male and female employers in terms of providing safety requirements. This can be explained by the fact that women provide low-cost labor in many professions. This implies that employers do not view their workplace culture as a system composed of human beings but rather as a system of machines, to the extent of justifying violence and discrimination in their establishments and praise it as necessary discipline, as workers are considered easily replaceable.. As a result of this line of thinking, employers did not display an interest in improving the working environment, implementing safety measures or even creating code of conduct for workers.
12. The study indicates that the patriarchal culture is rooted in the collective mentality of the Jordanian society like other patriarchal cultures, and this leads us to view gender as an important variable on the basis that masculinity is not linked to males, and femininity to women, as is common, but rather to view different aspects of gender relations bilaterally. It should be taken into account that “masculine” and “feminine” characteristics vary according to the social context and exist within all women and men. This has been the case with the characteristics of male and female employers when dealing with female workers.
13. The study proposes some possible ways to reduce the proportion of work-related injuries, accidents and diseases, such as placing occupational safety and health, and ensuring a working environment at the top of political and national programs, also strengthening the institutional capacities of occupational safety and health and the Central Inspection Authority. Moreover, the study recommends strength-

ening and developing organizational and administrative structures on occupational safety and health. Ensuring the working environment according to the latest national, Arab and global standards and requirements, and maintaining the health of female workers is also extremely important. In addition, providing health services and integrated safety equipments to all workers across the sectors of work and the issuance of periodic bulletins, the establishment of a website for occupational safety and health and securing the working environment to publish research, studies and laws and everything that is relevant to the system of management of occupational safety and health and its problems, and the appropriate solutions, along with increasing awareness and promoting the culture of safety and occupational health, developing training and education as well as concerning the working environment.

The study emphasizes the need to strengthen the role of labor inspectors concerning the occupational safety and health of working women, in terms of increasing their numbers, training, education and improving their situation to comply with the new and emerging challenges. Moreover, the need for modern labor inspection systems to respond to the growing need for gender sensitivity, and to involve female inspectors in labor inspection cases, where the study showed that there are no special inspection programmes for women's work - taking into consideration the specificity of women's work and cessation of forms of discrimination against them in the labor market, although many texts are favoring the employment of women as labor inspectors, such as Article 8 of the Labor Inspection Agreement 1947 (No. 81), Article 10 of the Labor Inspection Agreement (Agriculture) (1969 No. 129) and the International Labor Organization (ILO) Recommendation on Labor Inspection 1923 No. (20).

14. The study examined gendered spaces formed within working environments, and found that the design and application of standards of safety in the working environment reinforced the gender hierarchy. The majority of office buildings are designed to be devoid of nurseries, women's restrooms, materials and tools needed for women, and are inaccessible by public transportation. This all suggests, in one way or another, that these spaces are restricted to male use. Workplaces

in the study sample did not respond to the female and the male employee in the same way. The causes of injuries, machines, tools, kitchens and streets carry different risks for female workers. Crowded offices, corridors or break rooms may seem normal to an onlooker, but may in fact be full of dangers for female workers of different ages.

## **Second: Discrimination in workplace**

The study found that several obstacles and challenges were faced by working women. For instance, professional problems such as distinguishing between them and their male colleagues, starting with the rejection of their applications when hiring as they are (mothers or wives), the wage gap, and discrimination in training where they receive it with their efforts, and at their own expense, and this burdens them financially, as they have lower wages compared to men. Additionally, discrimination in promotions keeps women in the junior or middle level professions while men can more easily reach leadership positions. Additionally, there are legal challenges that the Jordanian government must amend, such as the fact that working women do not receive family allowance unlike their male counterparts, and the exclusion of working women's families from health insurance coverage.

1. The study found that the most common legal violations of the rights of female workers by employers is the non-inclusion of female workers in health insurance, followed by their non-inclusion in social security programs, along with their non-inclusion in the pension fund and housing loans, which are mostly given to male workers.
2. The study showed that trade unions played a weak role in promoting women's access to all of their rights, raising their standard of living, caring for their interests, and working to improve terms of employment. This includes collective negotiations and representing workers during disputes with employers, since trade unions and their administrations do not take into account gender equality in the representation of their structures. Therefore, insufficient attention is paid to empowering women in their projects.
3. The study showed that most challenges faced by working women are social issues, one of the most difficult of which is what is known as

the double burden, where they must play multiple roles and have to reconcile these roles together. Society does not tolerate women's failure, even if they reach top positions. Additionally, workplaces feed the features of men's masculinity and women's femininity in a mechanism that codifies and restricts the individual, forcing them to act as dictated in order for their behavior to match their body.

4. The study found that psychological problems such as stress and anxiety are among the several challenges which are faced by working women, especially when leaving their children for long periods of time, not being satisfied with their own behavior, perceived incompetence in reaching desired goals, or their inability to perform effectively. Women leaders in particular may struggle psychologically with a fear of failure, especially if the people around them are skeptical of their ability to succeed at work.

The study examined "cultural alienation" within the production process itself, as the worker entered her profession within the constraints of wage labor and not out of her own desire, but rather to satisfy the desires and needs of the work itself. As a result, the work does not become a self-satisfied process, but a place of ownership and authority to return in every aspect of the production process to the capitalist employer. This conflict leads to the alienation of female workers who find it difficult to take their proper role in assuming national, political, and social responsibilities.

5. The study indicates that the skills of female graduates are not suitable for jobs in the labor market. It urges the need for some human skills in female workers, such as negotiation, communication, and teamwork. Modern technological skills must be taught to keep up with the present time and its requirements. The study also highlighted the importance of time management skills for women, especially in light of increasing the burden of care.
6. The study emphasizes that discrimination against women in employment is a cost paid for by Jordanian society, in the form of heavy economic and social expenses at both the macro and micro levels. In terms of the economic situation of the labor market, the low productivity due to the lack of access to education rates for women, or their orientation to work in the informal sector that lacks social protec-

tions, and a high level of dependency within the family. As a result, discrimination increases women's vulnerability to poverty. Discrimination also has significant losses on work and production, in relation to the ability to serve consumer markets. The study also showed that there are physical and psychological effects on women in the work environments, where job discrimination is pervasive, owing to the increased burden of pressures surrounding them when performing roles, as well as the implications of discrimination in education in terms of weakening education of women, especially within poor and middle groups.

7. The study encourages working women to pursue flexible working arrangements to balance between their two roles easily, as the adoption of other flexible working arrangements can be a more effective and better choice for working women. This is particularly true of flexible working hours, which are more in demand and the most widely used globally. Additionally, the application of the job-sharing system so that two workers take joint responsibility for one job full-time is another form of flexible working arrangements.
8. The study views flexible work as a real-time solution suitable for working women to protect them from exposure to risks and work injuries, where the results show a correlation in the dimensions of women's safety at work from the number of hours worked daily. The lower the working hours, the less vulnerable they are to the risks and injuries of work, as it was found that women working under 6 hours and each of the 6-8 hours category were less vulnerable to risks and diseases than female workers in the 8-11 hours category.
9. The study outlined some proposals to promote and protect the economic and social rights of working women based on labor standards, including activating and applying international standards related to women's work and protection, and the interaction between the government and the private sector to provide requirements to strengthen the status of women in the labor market, and expanding their professional choices, giving them the skills needed to train and raise awareness of available employment opportunities, and monitoring the application and respect decent work standards, deterrent sanctions against enterprises that violate labor laws, also encouraging participation in trade union work, modify the mechanisms of flexible

work for women workers, promote women's entrepreneurial spirit, easing barriers such as tax systems, providing incentives and facilities to women, as well as making them aware of the importance of business incubators.

10. The study examined some cultural and gender biases, such as depriving women of loans or financing. Many institutions tend to prefer to finance male-owned businesses. Additionally, necessary procedures such as guarantees, and subsidies, banks' distrust of women borrowers, and investors' reluctance to invest in women-led startups are further challenges.
11. The study shows a discrepancy in the legal procedures taken to obtain the right to work in the case of a complaint or report. Private companies differ from the government sector or foreign organizations. In private companies, the person in charge is the human resources officer who has the responsibility to assess the situation and take appropriate action, while the Ministry of Labor is the only option for women to resort to in order to complain about discrimination against them by going to any office in the Ministry of Labor. Women also receive their rights if they are harassed through the courts and have recourse to the Penal Code. While foreign organizations or companies proved effective in fighting violence and discrimination by providing them with a speak up line, which is a hotline to complain, as well as e-mails for complaints even against the general manager of the company. In the case of a complaint, a committee of several sections is formed and a thorough investigation with all parties is made, the committee ultimately assesses the situation whether it is violence or discrimination or not based on witnesses and cameras as well. Additionally, the committee consists of a lawyer with the requirement of having both genders.
12. The study showed that women report violence when they are confident of the feasibility of sanctions, as shown by international companies, where women have seen their effects, which encouraged them and will encourage others to report discrimination and violence.
13. The results indicate that it is difficult to measure discrimination, sexual harassment, psychological and verbal violence in the workplace and to develop appropriate procedures to fight it, which requires the

Ministry of Labor to seek assistance of international expertise in this regard, particularly the Swedish and the Dutch experiences.

14. The study showed some services that help working women to face legal violations represented by implementing the laws related to the protection of working women, particularly wage discrimination and sexual harassment, generating legislation to protect working women, legal assistance and guidance, awareness by institutions concerned with women's rights, the media, and a hotline service.
15. The study referred to some of the legal amendments that are necessary to ensure greater gender equality and remove barriers that stand in the way of women in employment, such as expanding the social protection umbrella of the informal labor sector and increasing control over this sector in terms of strengthening inspection laws, amending some laws relating to trade union work such as modifying article 98 of the Labor Law so that all female and male workers, whether in the formal or informal work, are allowed to establish their trade union organizations, especially for the informal labor sector, and And the need to amend some laws related to family allowances and insurance coverage for the family of female workers . In addition to laws on harassment such as Article 29 of the Labor Law, which states that «if a worker is subjected to violence or sexual assault by the employer, he can leave work while preserving their rights», without stating that violence and sexual harassment may be from other persons such as their representative. Moreover, investment and tax laws must be reformed, such as through the repeal of the Free Zone Income Tax Law, as tax hinders investment in many sectors.

### **Third: Gender-based violence in the workplace**

The causes of violence varied as shown by the study as there is a substantial number of women who are unable to empathize emotionally with abused women, and they discriminate against them in a way that generates violence as an inevitable result of the traditions of society, in favor of the male. The first of which was the historically unequal relationships of power, which are glorified, according to the results of the study from media, novels, proverbs and embrace social norms. Also, some cultural ideologies such as traditions, customs and religious beliefs are used to justify violence against women and exer-

cise control over them in societies , then the material situation and poverty have emerged as a cause of violence against women in the workplace, making them content to work in an ambience that lacks the slightest safety. It appears that the failure of governments to take action to prevent and end violence against women make them complicit, and this creates an environment in which perpetrators can escape from punishment, and fosters a culture of silence which discourages workers from seeking support and protection from the State or its agents (e.g. the police or the judiciary).

1. The sources of violence against working women varied, with the most critical source of violence being one of the visitors/customers/audiences who came to their places of work, followed by the directive, unknown persons, co-worker and then by figures of authority.
2. The study confirms that violence against working women is not limited to one form but takes several forms represented by psychological violence, followed by sexual, economic, electronic, and physical violence, where the latter accounts for a very small proportion in the workplace.
3. The study showed the extent to which women are aware of symbolic violence based on cultural and social factors, showing that women see themselves as emotional and unfit to lead, that they cannot work as men in the fields of technology, communications, municipal work, and politics, and that they will not be able to access these positions unless through quotas. Women workers do not prefer to work in mixed environments for reasons related to the discrimination they face in the labor market, which has led them to want to divide spaces and occupations into male and female occupations.
4. The study shows a relationship between the awareness of working women on symbolic violence with their monthly income, whereas women with a monthly income of fewer than 260 Dinars and women with a monthly income of 260-499 Dinars. Women workers in low-paid sectors lack awareness and legal literacy, often in the informal labor sector, as the majority of women working in the informal labor sector can only receive appropriate training and courses only with their effort and at their own expense, which may burden them financially (particularly when considering the gender wage gap)..



5. The study shows that there is a correlation in the awareness of women working in symbolic violence attributable to the financial compensation system, where workers and employers with a permanent and monthly salaried system have shown greater awareness of the symbolic violence surrounding them due to job stability and access to some of the legal courses they need in employment. Workers in temporary contracts or day laborers, on the other hand, are subjected to symbolic gender violence in terms of unequal jobs, wages and treatment more than others.
6. The study showed that the most violent places for female workers were their workplaces, followed by the street, the Internet, and social media.
7. The study emphasizes the need for concerted efforts by several entities to participate in the fight against violence at work such as human rights organizations concerned with women workers, whether international or local, academic institutions, chambers of industry, commerce and trade unions, as well as the institution of justice and police, and to give the latter the powers to immediately address cases of harassment and violence in public places, especially on public transport, to ensure that the police exercise their powers under the rule of law and codes of conduct, and to ensure that the police can be held accountable for any violation.
8. The study showed a complete absence of the role of technological means and their applications in combating gender-based violence, such as the applications StreetPal, SafeNes, Securella and others.
9. The study showed the effects of occupational violence on women, where they varied from health effects such as permanent headaches and post-traumatic stress, depression, sleep problems and post-traumatic stress disorders, emotional distress and eating disorders. As well as political and social effects that do not stop at the limits of violence but extend it to the generations that follow, especially when talking about sexual harassment. Keeping silent is the prevailing culture and the inheritance that a mother may pass to her daughters. Additionally, violence increases the perpetuation of the stereotype of female workers. Finally, the study showed that violence against women has an economic cost on several levels, including reducing their

productive contribution within the family, exhausting the resources of social and health services, reducing productivity at work, and thereby hindering development requirements.

10. The study showed the reactions of working women who had experienced violence at work, where withdrawal from the labor market was the first option, followed by silence on such violence, then self-defense, crying and complaining to a friend, while none of the workers expressed a desire to complain to the police or even resort to the court.
11. The results have shown difficulty and shortcomings in the mechanisms for dealing with complaints and reporting cases of violence, in light of the laws that do not fully protect women who are subjected to violence in the case of a complaint. The ineffectiveness of the outcome of the complaint has also affected the rest of the women, making the majority of them not complain as they already know that there are no deterrent penalties for the violator, but he can exert pressure to withdraw the complaint or accuse it of malicious reporting, which leads to them to be losers and prompts others not to report as well.
12. The study raised an important issue that needs to be taken into account when developing policies and programs to address the issue of sexual harassment, as male employers may be reluctant to hire women for fear of these problems. Therefore, Jordanian women return to the starting point in their struggle to enter the labor market.
13. The study showed four different types of capital owned by the community-based actor in Jordan, represented by economic capital, cultural capital, social capital, and symbolic capital. Within the sample of the study, women lacked capital and men had clear advantages in obtaining capital.
14. In this study, it is found a process of stereotyping working women according to the data and ideologies of the community system and its creation and instilling everything that would form women based on the elements of the law, and customs of the dominant society. The study was able to reach the gendered nature of women's workplaces, although they are not clearly visible. The public discourse of violent

women also attempts to highlight violence primarily as physical violence, as if restricting women and their freedoms, depriving them of politics, resistance or even complaining and rebelling against the regime's failure to protect them or even their timid attempts to change perceptions and stereotypes about them is easy and there is no need to even pass through it. So the Jordanian society, directly and indirectly, seeks to maintain its components as a coherent pattern, and to transmit this cultural heritage through generations in order to produce and reproduce society. Along with the stated discourse of harassment or violence attempts to return this violence to the body or dress of women or even to unemployment and hunger as if the forces of tradition in society and the mythological classifications they produce between masculinity and femininity have nothing to do with this gender-based violence in the workplace.

### **Recommendations:**

Reviewing the above conclusions, the study recommends:

#### **At the health and safety level of working women:**

1. Political and specialized programs and training courses should be developed in the field of occupational safety and health for working women and secure the working environment. Additionally, subject training to national laws and legislation and make it mandatory, especially at high-risk sectors.
2. Capabilities of inspectors in the Ministry of Labor should be developed while focusing on separating safety inspection from work inspection.
3. Information and expertise should be exchanged in labor inspection and strengthen cooperation between relevant authorities and institutions, also providing abundant opportunities to exchange experiences and opinions on labor inspection and implementation of occupational safety and health legislation and other labor legislation.
4. Awareness should be raised in order to promote a culture of occupational safety and health among employers and workers as a culture of enter-

prise, family culture or community culture as it relates to many aspects of working life.

5. Field studies should be conducted, and environmental engineering and clinical research should be prepared, which are necessary to uncover the causes of problems related to occupational safety and health and secure the working environment. Besides, solutions should be proposed, and specialists must be trained on various problems of occupational safety and health and secure the working environment in different sectors.
6. To take advantage of the read, visual and audio media to publish occupational safety and health legislation, and to clarify the close relationship between health and work.
7. Partnerships should be created between civil society institutions and women's rights activists to gain access to some workplaces for female workers, particularly in the informal sector.
8. Basic occupational health and safety agreements should be ratified, namely, Occupational Safety and Health Convention No. (155), the Occupational Safety and Health Convention No. (161) and the Chemicals Convention No. (170).
9. Appropriate prevention tools should be provided for each relevant work, training women workers on the proper use of personal prevention tasks, such as protective clothing, protection of the head, arms, facemasks and hearing protection equipment to be part of their daily work program. Safety regulations at the facility should be applied to oblige workers to use such equipment, and the organization of awareness programs for them to clarify their benefits in avoiding injuries, in addition to inspections, maintenance and continuous hygiene of this equipment.
10. Public and educational programs should be developed and implemented to raise awareness, particularly for women, children, and people who are less educated about persistent organic wastes and their effects on health, the environment, and the alternatives available to them. Among the cases of exposure to hazardous materials are dealing with chemicals that wom-

en workers in the service sector, beauty salons, food processing, textiles and leather industries are exposed to, and also exposure to infectious substances which are found in the health sector that is dominated by women.

11. National occupational safety and health strategy should be developed in which relevant ministries, employers' organizations, labor organizations, public institutions and civil society organizations are represented.
12. National stakeholders, including women's groups, should be consulted, in order to facilitate the development, implementation and modernization of their implementation plans concerning the safety of women workers in the workplace, and the need to analyze gender when developing and integrating such plans and policies with the National Occupational Safety and Health Strategy.

Design a comprehensive and unified database of occupational accidents, injuries, and diseases, so that this rule is shared by the Ministry of Labor and the Social Security Cooperation, and is inclusive of all female workers in the Jordanian labor market in various sectors.

### **At the level of discrimination in the workplace**

1. Legal oversight of employers, especially social protection systems, must be enforced, and strict penalties shall be imposed on anyone who violates these rights.
2. Training courses should be prepared in order to raise awareness of the legal rights and practice of female workers and developing awareness programs for legal human rights literacy among all members of society.
3. Educational programmes for new people are of great importance and should be viewed from a gender perspective, to change some discriminatory stereotypes between men and women, and to rid them of all ideas based on discrimination against women. They must contain clear definitions of gender-based violence and its impact on women.
4. The provision of a friendly environment for working women should be ex-

panded, by providing nurseries and kindergartens for encouraging fees in the work areas. Article (72) of the Jordanian Labor Law should be activated, which obliges the employer who employs 20 workers to provide a nursery for their children and to employ a qualified au-pair to take care for children under the age of four, and their number not less than 10 children.

5. A periodic review of legislation and laws should be conducted to ensure their gender sensitivity.
6. Amendment to article 45 of the Labor Law should be made, requiring the employer to apply the principle of equal pay without distinguishing between men and women workers for every work of equal value, including works of different quality and equal value.
7. Legal legislation should be created to amend the statute (the unified internal system) of trade unions, granting women a quota in executive offices and administrative bodies, and giving wage earners the right to establish their union by repealing article (98) of Jordan's Labor Law, which places barriers to their right to establish it.
8. The public transport and transport system should be strengthened to meet the needs of women to go to their workplaces easily and safely, and the cost of the public transport system should be reviewed to suit the wages of female workers, who are mostly below the minimum wage.
9. Wage policies should be reviewed to reduce the gender gap, such as conducting an annual pay review in coordination with workers' representatives, or employers publishing their wage data.
10. Promoting awareness of the importance of gender-sensitive budgets should be formulated based on an assessment of the differences in the roles and needs of women in society, throughout the policy-making process, including during budget planning, implementation, follow-up, and evaluation, through advocacy among various stakeholders from the media, professionals, policy-makers and members of Parliament.

11. The financial system infrastructure should be developed, especially in rural areas, expanding digital financial services, and the Central Bank of Jordan should direct commercial banks to provide financial services packages with fewer restrictions and requirements for women, also incentives can be used in the form of credit guarantee programs to encourage banks to finance women entrepreneurs.
12. Human rights committees should be formed, that oblige the country to provide and pay part of its fees, and other voluntary committees working to defend the cases of female workers, especially those who do not find the financial capacity for legal counselling and defence in the courts.
13. The role of monitoring the implementation of laws must be activated, finding binding mechanisms of action to implement and follow up on the implementation of judicial rulings, and increasing the number of inspectors to monitor labor rights violations that have increased due to the global pandemic and then the adoption of deterrent sanctions for violators.
14. Social protection systems for women workers, especially in the informal labor sector, should be promoted, to develop a better mechanism for voluntary participation. Additionally, the Social Security Law should be amended, by reducing the value of deductions charged from enterprises registered with social security, and from persons wishing to register voluntarily, reviewing the health insurance policy for female workers, and ensuring that women benefit from different age groups from these systems.
15. The role of media and religious institutions should be activated in terms of their strong influence on the groups of society, especially concerning jurisprudence that pertain to women, since the majority of groups of society are of the religious class. This requires reviving such jurisprudence to build a religious pattern based on the Holy Quran and the Prophet's Sunnah and then identifying new behavioral trends to change some of the stereotypes that have been inflicted on women.
16. Creating databases classified by gender and social status to follow up, and evaluate all types of gender-based discrimination, based on scientific research.

## At the level of combating violence in the workplace

1. Legal definitions should be found to identify violence against working women, particularly sexual violence, as part of the problem, as Mexico, Bolivia and Tunisia have done.
2. Laws and legislation related to the protection of women from occupational violence should be reviewed, and the implementation of these laws should be monitored by competent authorities, and harmonized with conventions and treaties both in subject and form to ensure the right of women to full citizenship, and that is by submitting proposals for these laws to the competent authorities, and benefiting from the experience of Latin America in creating a law criminalizing political violence and sexual harassment, or including texts related to violence against women in the workplace within the penal laws or the cybercrime.
3. Activists in the field of anti-violence against women, the police, the judiciary, doctors, and lawyers as well as representatives of human rights and women's associations should be provided with the necessary expertise, training and upgrading their capacity to deal with cases of violence against women and establish detailed databases.
4. Special units for working women should be established to allow them to complain about violence against them in the medical services, within the courts and police stations, and the need to tighten penalties and monitor their implementation within clear and specific mechanisms.
5. Technology should be harnessed in order to strengthen the combat against violence and sexual harassment in the workplace and public places and a comprehensive approach should be applied to combat it with the help of technological programs.
6. A proper environment and mechanism should be created to file complaints and reports on all forms of violence against working women and to ensure a clear process of the procedure and meaningful consequences for those found to have engaged in violence against them. Moreover, encouraging women to report any illegal or discriminatory practices against them.
7. A specialized training manual should be created, which will serve as a reference framework for those working in the field of violence against female workers from psychologists, social workers and legal workers.



8. General national strategies should be developed, that deals with violence against women at work in both preventive and therapeutic aspects, affecting all segments of women, whether in the formal or or in the informal labor sector.
9. The capacity of research and documentation centers should be developed, civic education materials should be provided, and the circulation of information on gender-based electoral violence should be encouraged.
10. The completion of quantitative studies and research and integration of qualitative approaches into research design should be encouraged, as occupational violence against women may be at a personal level requiring in-depth interviews.
11. Education programmes should be given intensive care as it is one of the few preventative means to change attitudes about the importance of women's safety at work and the need to provide them with the right environment.
- 12- There is a need to develop a general code of conduct containing clear definitions of occupational violence against women and its forms and to show its punishments, particularly cyber violence, and sexual harassment.



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