



Joint Submission of the Civil Society to the Fourth Cycle of the UN Universal Periodic Review of Jordan

Thematic: Rights of women

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This contribution is submitted by the Lutheran World Federation in the name of the following organizations:

- Arab Women's Association in Jordan (AWO)
- Lutheran World Federation (LWF)
- NAYA Community Network (NAYA)
- Zahr Al Rumman CBO

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About LWF Jordan

The Lutheran World Federation (LWF) is an international humanitarian and development organization headquartered in Geneva, operating in more than 25 countries across the world. The organization has a people-centered approach, empowering vulnerable communities to access and assert their rights. LWF Jordan was established in 2012, and currently supports projects and partners in Jordan, Syria, and Lebanon. LWF Jordan actively collaborates with local government and community structures to drive positive change. Over the last decade, LWF Jordan has focused on three main program areas: Livelihoods and Income Generating Opportunities, Quality Services, and Protection & Social Cohesion. These programs target refugees as well as vulnerable Jordanians. For the period of 2019-2024 and in line with its Country Strategy, LWF Jordan increased the protection and safety of the most vulnerable. Moreover, the program economically empowered vulnerable and marginalized households and worked on increasing women's access to rights and opportunities, using a local to global advocacy approach.

About NAYA Community Center

NAYA Community Network is a non-governmental organization based in Zarqa, Jordan. It focuses on empowering and equipping youth with necessary skills and abilities in various areas such as professional, social, economic, technical, cultural, and health domains. Using peaceful and creative approaches, NAYA implements community development projects in partnership with local and international organizations. Additionally, it provides a secure and inclusive space for proactive and engaged youth in the governorate. Initiated in 2007, the NAYA initiative emerged from the active involvement of young men and women in Zarqa Governorate's community work. With a focus on enhancing community development and amplifying the outcomes of youth efforts, NAYA strives to make a positive impact. Through collaborative efforts with various societal actors, NAYA organized numerous events and activities over the years.

About Arab Women's Association (AWO)

A Jordanian local women's rights organization for gender equality and the empowerment of women and girls. AWO advances women's leadership and solutions toward political, social, and economic empowerment, promoting women's status. AWO was founded in 1970 by women's activists, including Ms. Layla Naffa and many others. Layla recognized that the commitments to women's rights that emerged from the fifties of the 20th century would require rigorous work to improve women's daily lives and advance true transformation for social justice. Over its 50-year history, AWO has worked to bring feminist analyses into the center of the voices of frontline and grassroots women's rights leaders in the national policy dialogues. AWO's work is centered on partnership-building: creating spaces inside policy processes and movements where feminists and women's rights activists can build joint agendas, map entry points and intersections, and voice demands collectively.

About Zahr Al Rumman CBO

Guided by the vision and mission "towards a working society", the association actively pursues multiple goals. Their efforts include empowering women and youth, establishing productive and developmental projects, supporting the local community, providing care for the elderly and those with special needs, and mitigating the effects of crisis. The association was established in 2014 as a charitable, non-profit organization, which aims to provide employment services to all segments of society, adults, vulnerable Jordanians, and refugees. The association also contributes to training and qualifying adults from the local community to network and operate with donors and employers in various economic aspects. The association also targets schoolchildren and youth from both Jordanian and Syrian nationalities and provides them with various services (non-formal education, psychosocial support, and life skills courses). Since its establishment, the association has granted small funds and licenses to 573 individuals, allowing them to launch their own small-scale projects and businesses with the assistance of international organizations. Over the course of its work, the association has formed numerous notable strategic partnerships.

Methodology

This report presents findings and recommendations based on a comprehensive study conducted by LWF in April 2023 in Irbid and Zarqa governorates, through a series of 10 focus group discussions (FGDs) and one expert interview. The study was supplemented by insights gained through a comprehensive desk review, which provided additional context and information to complement the findings derived from the FGDs. Quotations of the FGDs are used in this report to give concrete examples. The sample of women in this study was highly diverse, including women with specific family responsibilities, employed women, women in leadership positions, divorced women, freshly graduated women, and elderly women, among others. One focus group discussion was also conducted with men. Notably, one-third of the participating women actively engage in an advocacy project implemented by LWF, which focuses on improving access to labor rights for women in Jordan. That is why the discussions and interviews primarily revolved around the topic of female economic rights. Additionally, the report delves into the situation of gender-based violence and explores the rights of divorced women under the Jordanian Personal Status Law (PSL), shedding light on the existing legal framework and its implications.

1. Women's Economic Rights

Jordan faces persistent challenges in ensuring gender equality and empowering women within its workforce. Notably, the female labor market participation rate remains alarmingly low, with only 15 percent of women engaged in formal employment which is one of the lowest rates worldwide¹. Jordan has demonstrated commitment to international standards and has taken steps to address these issues. Jordan has ratified most parts of CEDAW, including Article 13, which focuses on equal rights in economic and social fields. Furthermore, Jordan has also ratified key ILO conventions, such as the Equal Remuneration Convention No. 100 of 1951 (C100) and the Discrimination (Employment and Occupation) Convention No. 111 of 1958 (C111). These conventions address discrimination in employment and occupation and emphasize the importance of equal treatment and remuneration for all workers, but the State should take concrete steps to implement these international instruments.

1.1 Legal Provisions, Awareness and Discriminatory Practices

While there have been significant advancements in the legal sphere in Jordan, including the establishment of a minimum wage of 260 Jordanian Dinars (JD), provisions for annual leave, maternity leave, social security, a breastfeeding hour for mothers of newborns and the requirement for nurseries in corporations with more than 20 female workers with children under four years, these laws suffer from inadequate enforcement and a significant lack of awareness among women regarding their entitlements. Moreover, even when women are aware of their rights, many are reluctant to assert them due to the fear of job loss or negative repercussions.

Women often encounter discriminatory mechanisms in job entry and retention. They may be told that they are not hired because they are married or have children. In some cases, women are unjustly dismissed from their jobs upon getting married or becoming pregnant. Employers may even demand that women commit to not getting pregnant within a certain timeframe as a condition of employment. Arbitrary dismissals are in violation of labor law, but there is a lack of effective enforcement strategies to address them. A woman stated in a focus group discussion: "I was unfairly dismissed by my boss when he discovered I was pregnant, and he didn't provide any formal notice of termination. After my official maternity leave, I returned to my workplace only to find that they were surprised to see me, as they believed I had already left the job. The boss justified his actions by assuming that I wouldn't want

¹ World Bank. (2023). "Unemployment, female (% of female labor force) in Jordan." Retrieved from World Bank website: <https://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS?locations=JO> [Accessed: 31 May 2023]

to continue working there because I had a baby now.”²

Women frequently expressed the frustration of not being hired despite having excellent qualifications, as they perceive a preference for men in the hiring process. They highlight the lack of transparency in recruitment and selection procedures, which contributes to biases and discriminatory practices. In some cases, societal perceptions reinforce the notion that men are more entitled to job opportunities, even if they have lesser qualifications, if available positions are limited.

Women face obstacles not only in entering the job market but also in acquiring job promotions and leadership positions. Systemic barriers, biases, and limited opportunities for skill development often hinder their advancement, requiring them to work harder to break through the glass ceiling. A women stated: “Even though our qualifications are excellent, and we show great commitment to the job, our results speaking for us, there will be a moment in which they (men) will climb our backs.”

1.2 Exploitative Working Conditions

Exploitative working conditions are particularly prevalent in fields that are predominantly female, such as education. With technical and financial support from the ILO, the National Center for Promotion of Employment and the Stand-up with the Teacher campaign have successfully lobbied the Government of Jordan for the enactment of the Regulation on Registration and Licensing of Private and International Schools. Under this regulation, these schools are required to deposit wages of teachers electronically.³

Despite the regulatory measures, the problem persists where schools in Jordan continue to avoid paying teachers their full salary by requiring them to withdraw a portion of their wages and return it in cash. Teachers have consistently reported the same exploitative practices: “When I worked at a private school, it was a common practice for the principal to collect our ATM cards the day after we received our salary of 260 JD. We were all female teachers at the school. The principal would withdraw all the money and give us only 100 JD as our salary, keeping the remaining 160 JD for himself. He did this to ensure that it appeared to be following the law, as he could claim that we were receiving the minimum wage in our bank accounts. It was also normal for all teachers to resign before the summer holidays and then sign new contracts before the school year began again. These are widespread practices among teachers in Jordanian schools.”

Unequal pay perpetuates a vicious cycle for both genders. For instance, a woman reported that in pharmacies, they tend to hire only fresh female graduates at extremely low salaries, making it challenging for men to secure employment in this field. This unequal pay practice further exacerbates the difficulties faced by both men and women in finding suitable jobs. During the FGD with men, participants expressed conflicting views on the issue, which mirrors the co-existence of traditional mindsets as well as more progressive views. On one hand, some believed that since women were not the primary breadwinners for their families, it was reasonable for employers to pay them lower wages. On the other hand, there was recognition that this practice could lead to unfair conditions for both genders, as it perpetuates wage disparities and undermines the principle of equal pay for equal work. In the year 2020, the World Bank estimated a gender wage gap of 17% in Jordan's private sector, where women and men in similar positions, with comparable levels of education and experience, face

² All quotations used in this report come from the focus group discussions conducted by the Lutheran World Federation in April 2023, as explained under the paragraph Methodology.

³ International Labour Organization (2020). “Gender Equality and Decent Work in Jordan”. Retrieved from ILO website: https://www.ilo.org/wcmsp5/groups/public/---arabstates/---ro-beirut/documents/publication/wcms_787222.pdf [Accessed: 7 June 2023]

disparities in their earnings⁴.

According to the FGDs, women perceive their competitive position in the labor market as extremely low compared to men. To improve their standing and bridge the gap, they believe they need to acquire more work experience. Many younger women are actively engaged in endeavors to enhance their standing in the labor market. They pursue various strategies such as enrolling in English classes to improve their language skills, seeking out volunteer positions to gain valuable experience, and even paying for traineeships. Unfortunately, this pursuit of experience often leads them to accept exploitative working conditions. They accept work agreements without annual leave, work for monthly salaries of under 100 JD, endure the absence of sick leave benefits, are compelled to work long hours without proper compensation, and no registration with the Social Security Corporation. Particularly for younger women, work represents much more than a means to earn money. It serves as a platform for personal growth, self-exploration, and the pursuit of individual aspirations. They view work as an opportunity to contribute to society and develop their character, enabling them to chart their desired path in life. The desire for independence and the aspiration to become more self-reliant drive them to shoulder the burdens and challenges that come with accepting exploitative working conditions. A woman gave the following example: “I worked as a psychological support officer in a local organization, I was also tasked with managing the entire organization. Despite being paid only 50 JD a month for a fulltime job, I didn't receive any benefits or social security coverage. I agreed to this because my motivation was to gain valuable experience for future job opportunities. When I decided to leave, the owner refused to give me an experience letter. I was forced to work for free for two more months before finally getting the letter.”

1.3 Harmful Social Norms and Discriminatory Labor Regulations

Women in Jordan face significant challenges due to harmful social norms and gender stereotypes. Certain jobs are perceived as not suitable for women. Working in mixed-gender environments or being exposed to strangers as a woman is often stigmatized. These societal expectations restrict women's opportunities to socialize and create professional networks, hindering their ability to find employment compared to men who have more freedom to engage with strangers. As an example, a woman expressed her struggle: “I studied interior design, and working as a carpenter is a good option in this field. I'm a creative person and I would love to do carpentry work. But the problem is that I live in Zarqa, where everyone knows me and my family. People might say bad things about me and my family if they see me working as a carpenter.”

Women are restricted from certain fields and face limitations on working during night hours (Labor Code, Law No. 8 of 1996, Art. 69), with exceptions primarily made in fields like medicine. Women are restricted from working for example in metallurgical and chemical industries such as mining and quarries or industrial and chemical engineering. While these restrictions are often justified under the pretext of protection, they serve to perpetuate gender stereotypes and reinforce the notion that women need supervision and control. Such laws reflect a discriminatory perspective that undermines gender equality and reinforces gender stereotypes.

1.4 Harassment

Harassment is another significant factor that hinders women from participating in the workforce. Studies, such as the one conducted by the Arab Renaissance for Democracy and Development, have revealed alarmingly high rates of workplace harassment, with 75.3 percent⁵ of women experiencing

⁴ The World Bank (2020). “State of the Mashreq Women”. Retrieved from World Bank website: <https://www.worldbank.org/en/country/lebanon/publication/state-of-the-mashreq-women>. [Accessed: 31 May 2023]

⁵ Arab Renaissance for Democracy and Development. (2018). „Silent Women – ARDD’s Report on harassment problem in workplace. “Retrieved from ARDD website: file:///C:/Users/sofia/Downloads/silent_women_report_-_english.pdf [Accessed: 25 May 2023]

such harassment. These findings align with the experiences reported to LWF. The following example illustrates the types of advances and harassment women experience on a daily basis: “I used to work at a well-known cultural center, where I painted children's faces at fun fairs. We would get paid for our work with a check from the ministry. One of my colleagues, who I didn't feel comfortable with, took both of our payment papers. He said he would give mine to me later at a specific place. We had agreed to meet at 5pm, but he kept making excuses and delayed it until finally he wanted to meet me at 9pm. I got really angry about this, so I reported the incident.”

The current laws in Jordan regarding sexual harassment in the workplace are limited. Article 29 (a) (6) of Law No. 10 of 2023 the Jordanian Labor Law provides some compensation and legal rights to employees who face assault or sexual assault while at work. However, it only addresses harassment from the employer or their representative, excluding harassment from co-workers. This narrow scope fails to provide adequate protection against all forms of sexual harassment. The law does not prohibit all types of sexual harassment, leaving gaps in the legal framework for addressing unwelcome advances, sexual innuendos, and offensive gender-related language that create a hostile work environment.

Women have emphasized that harassment is not limited to the workplace alone but also occurs frequently in public transportation. The inadequate infrastructure and safety measures in public transportation exacerbate the issue, making it difficult for women to commute to their workplaces without fear of harassment or assault.

1.5 The Rights of Working Mothers and Marginalized Women

The current provision in Article 70 of the Labor Law grants women 10 weeks of paid maternity leave. However, there is a need of adjustment in order to align with international standards and prioritize the health and well-being of both mothers and children. Acknowledging that ILO recommends a minimum of 14 weeks of maternity leave to ensure sufficient time for recovery, bonding, and essential postpartum care, Jordan needs to raise maternity leave standards at least to the standard. The ILO introduced a model of Maternity Insurance (MI) in 2011 with the aim of reducing gender discrimination in Jordan's formal private sector. The MI was designed to include maternity protection as part of the Social Security Corporation (SSC). Employers contribute 0.75 percent of each employee's base salary to the MI, with no employee or state contribution. However, the current MI does not cover informal sector workers or women outside the SSC registration, posing limitations and exclusions.⁶ The inclusion of state contributions to the MI alongside employer contributions would provide financial relief for employers and create a more balanced and sustainable system of support for maternity leave.

Marginalized women, including refugees and older female-headed households, face challenges accessing the labor market. Syrian women, in particular are vulnerable as they often lack official work entitlements, leading to exploitation and unfair working conditions. Reintegrating women who have been out of the workforce requires training programs to update their skills. Older women often resort to home-based businesses due to stereotypes and domestic duties. The absence of registration with the social security department deprives these women of crucial protections.

Recommendations

- Mandate employers to educate their employees about labor laws, including provisions related to gender equality and non-discrimination, in order to raise legal awareness among women. Employers should provide training sessions and resources to ensure employees are aware of their rights and obligations.

⁶ International Labour Organization. (2021). „Assessment of Maternity Insurance in Jordan”. Retrieved from ILO website: https://www.ilo.org/wcmsp5/groups/public/---arabstates/---ro-beirut/documents/publication/wcms_776223.pdf [Accessed: 7 June 2023]

- Mandate employers to adhere to a transparent hiring process, to make discriminatory practices more punishable. Prohibit criteria such as marital status or family responsibilities to be used as reasons for non-selection. Entitle every applicant to receive transparent feedback from the employer regarding the selection process.
- Strengthen anti-discrimination measures by explicitly prohibiting employers from requesting or considering a woman's marital or material status during the hiring process. Implement penalties for violations to deter discriminatory practices.
- Establish pro bono legal services or support programs that provide guidance and assistance to individuals who believe they have experienced discrimination during job interviews or have been dismissed on discriminatory grounds.
- Abolish Article 69 of Labor Law, the article restricting women from working in certain fields and during nighttime.
- Allocate sufficient resources and personnel to enforce labor laws effectively, particularly those related to minimum wage, annual leave, social security, and nursery provisions. Establish specialized units or task forces responsible for monitoring compliance and conducting regular inspections of workplaces.
- Enact legislation requiring employers to promote transparency by openly disclosing salary information based on positions, in order to dismantle unequal pay and promote fair compensation practices.
- Amend Article 29 (a) (6) of Labor Law to include harassment from co-workers and expand the definition to cover offensive gender-related language and unwelcome advances.
- Improve public transportation and introduce new modes of transportation such as women as ride-sharing drivers.
- Amend Article 70 of Labor Law to align maternity leave provisions with the ILO recommendation of 14 weeks.
- Introduce a system to ease the burden of an employer to support working mothers by introducing a state contribution to maternity insurance.
- Extend social security coverage to the informal sector, while ensuring that the associated fees are reasonable and not overly burdensome for small entrepreneurs.

2. Gender Based Violence

Recent years have highlighted the persistent challenge of Gender Based Violence (GBV) in Jordan, despite the advancements made in women's rights. The Jordanian Government has taken procedural, administrative, judicial, and legislative measures to combat domestic violence. Public welfare institutions have been established with a mandate to provide protection programs across the kingdom, alongside dedicated departments for family protection. However, certain shortcomings identified by case workers, gender specialists, and affected women will be further outlined in the following sections.

2.1 Legal Framework

Jordan enacted Law No. 6/2008 for the protection from domestic violence, with a focus on preserving family ties, recognizing domestic violence as a crime, and mitigating the consequences of legal proceedings. However, the law lacks a clear definition of domestic violence. International standards recommend expanding the definition to include not only physical, emotional, and sexual abuse but also financial exploitation and limitations on victims' access to financial resources. It is important to recognize that abuse can occur outside the family home by a family member or intimate partner and still falls under the concept of domestic violence. Several women have reported that their husbands or fathers exert control over their ATM cards. Under a holistic definition of domestic violence this kind of abuse would also be covered. A woman mentioned: "My friend's father is reluctant to marry her off, even though she is already 34 years old. She is employed and earns a respectable salary. But her father maintains control over her finances and uses her income to pay off his own debt."

2.2 Shortcomings of National Protection Scheme

Social protection programs have not sufficiently evolved to encompass all aspects of comprehensive support for survivors, as outlined in international standards. GBV survivors are left without adequate legislative and institutional safeguards to protect themselves and provide for their children. A gender specialist shared her experience regarding the collaboration with state entities dealing with GBV cases. She mentioned a lack of sensitivity and inadequate training in social work competencies, values, and language use. She highlighted instances where women visiting these centers and ministries are met with disrespectful and judgmental attitudes, being told that discussing their father or husband is shameful. The issue of confidentiality is also raised, as the staff members may personally know the individuals involved in the cases, compromising privacy. The fear of a negative reputation and being labeled as disobedient or rebellious is the primary barrier for women seeking legal remedies in cases of gender-based violence, as they often face judgmental attitudes from law enforcement officials, which further reinforces this fear.

According to a gender specialist from LWF, the legal processes in Jordan are time-consuming and complex, involving various national entities. This results in women's needs not being adequately addressed during the lengthy proceedings, and a notable lack of sufficient protection mechanisms in place. Additionally, there is a scarcity of women's shelters, with coverage limited to certain areas in Jordan. Euro-Med Human Rights Monitor published that 6,965 women were victims of violence in the year 2019, but only 810 of them were able to get aid from women shelters. The human rights organization also highlights that women who seek for help are mostly guided towards social pathways, instead of encouraging them to seek legal recourses, which could potentially yield positive outcomes and a protection order. Not to forget that many women cannot afford legal representation to seek remedies for their situations.⁷

The case workers raised that the government's focus is primarily on GBV intervention rather than prevention, leaving the latter largely to be addressed by international organizations. To address this gap, they suggest the inclusion of protection topics and awareness programs in school curricula.

Recommendations

- Amend Law No. 6/2008 and establish a clear and comprehensive definition of domestic violence in the law that aligns with international standards.
- Develop and implement specialized training programs for law enforcement officials to enhance their sensitivity, knowledge, and skills and have clear principles in handling GBV cases.
- Ensure that women seeking legal remedies for domestic violence are provided with a holistic protection scheme that safeguards their personal freedoms and freedom of decision-making. This should include access to safe shelters, counseling services, and support networks to assist them in navigating the legal system and rebuilding their lives.
- Establish mechanisms to provide free legal assistance, such as legal aid or pro bono services, to women facing domestic violence. This will help ensure that financial constraints do not hinder their access to justice and enable them to exercise their rights effectively.
- Expand the availability and capacity of shelters ensuring that they are accessible in every region of Jordan.
- Integrate protection issues and GBV awareness into school curricula at all levels of education. By incorporating these topics into educational programs, Jordan can foster a culture of respect, equality, and non-violence from an early age.

3. Divorce under Personal Status Law (PSL)

⁷ Euro-Med Human Rights Monitor. (2020). Women in Jordan Continuing Violence and Absent Protection. Retrieved from Euro-Med Human Rights Monitor website: <https://euromedmonitor.org/uploads/reports/jordanwomenen.pdf> [Accessed: 7 June 2023]

3.1 Different procedures of divorces

Divorce in Jordan can occur through different procedures: divorce due to abuse or other legal grounds (Personal Status Law No. 36 of 2010, Art. 115-144), divorce initiated by the husband (talaq) (Ibid., Art. 80-82) without providing a legal reason, or divorce initiated by the wife before the consummation of the marriage (iftida) (Ibid., Art. 114) without the need to prove grounds. When seeking a judicial divorce in the case of separation on grounds of a dispute or discord, women and men face the requirement of providing valid and legitimate reasons for their decision. Sharia Courts' requirements to proof the claims are two male witnesses or four female witnesses, because a female witness is only worth half the credibility in the eyes of Sharia Court, compared to their male counterparts. Cases of assault and abuse are accepted as grounds for divorce, but women often face challenges in legal proceedings due to the burden of proof and the disparity of female witnesses.⁸

The most common form of divorce is talaq, which is available only to men and does not require providing a legal reason. It can be pronounced orally without the need of a formal written declaration. Women divorced through this method have the right to compensation and can keep their dowry. Women can initiate divorce without the husband's consent through iftida, where they must resign all their financial rights. Iftida requires women to deposit the full value of their dowry to the court's fund, while men are not asked to make any deposits. This may pose challenges for women who cannot afford to give up their dowry.⁹

3.2 Child Custody under PSL

Divorced women highlighted in a focus group discussion that the most damaging aspects of familial law for women relates to child custody. Article 223 of the Personal Status Law determines that only males are given wilaya (guardianship or trusteeship), which refers to legal authority over the child, while mothers are given hadhana, which translates to physical care of the child. In practical terms the father possesses the right to determine their children's education, country of residence, and religious upbringing. The male guardian over the child also is responsible for obtaining passports and permitting international travel. Advancements have been made regarding medical treatments and the rights of mothers to provide consent for them, as stated in Law No. 27 of 2017 Article 62 (2)(c), an amendment to the Jordanian Penal Code. However, many people are unaware of these changes, and some doctors still seek the consent of the wali (male guardian) due to fear of potential repercussions from the father's family when proceeding solely with the mother's consent. A woman shared her example: "One time, my son needed to undergo hand surgery and we were all present at the hospital, including my brothers who had actively raised him and my mother. However, the hospital was hesitant to proceed or admit my son until the father arrived and approved the surgery, even though my son had never even met his father." Another personal example exemplifies the systematic challenges faced by women within the context of child custody: "When we wanted to go to Makkah to perform Umrah, we needed a passport for my child. The cost of issuing a passport was 50 JD, but my ex-husband took advantage of my vulnerable situation and forced me to pay him 500 JD for my son's passport."

Another discriminatory practice is outlined in Article 173 (b) PSL, which states that a mother loses the physical custody over her child, if she remarries a stranger and not a relative of the child's father. Yet Jordanian law does not impose the same restrictions on men. This makes remarrying extremely difficult for divorced and widowed mothers, since they fear losing their children.

Jordan has signed the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), but it has reservations against Article 16(1) (c), (d), and (g). These specific reservations pertain to issues related to equal rights during marriage and divorce, as well as equal rights as parents

⁸ United Nations Development Programme. (2018). „Jordan Gender Justice and the Law“. Retrieved from UNDP website: https://jordan.unfpa.org/sites/default/files/pub-pdf/Jordan%20Country%20Assessment%20-%20English_0_0.pdf [Accessed: 7 June 2023]

⁹ Ibid.

of a child. Lifting these reservations would commit the country to enable equal rights in the outlined matters.

Recommendations

- Lift reservations against Article 16 (1) (c), (d), and (g) of CEDAW and reflect it into Jordanian law by ensuring equal rights during marriage, divorce, and custody.
- Align Article 114 (procedure of *iftida*) with Articles 80-82 (procedure of *talaq*) of the PSL and enable women to initiate divorce without depositing the full value of their dowry and without resigning their rights.
- Amend Articles 115-144 of PSL, which outline the legal grounds on which a divorce can be filed. Ensure the same credibility for female witnesses as male witnesses.
- Amend Article 223 of PSL to grant mothers who have physical custody of their children the right to also have legal custody.
- Abolish Article 173 (B) of PSL and allow divorced and widowed women to remarry a stranger without losing the custody for her children, since men are granted the same advantage.