

Study

Jordanian Women's Performance in Global Indices (2018–2024)

Transformations in Empowerment and Participation

Performance Index Center | KAFA'A

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Introduction

Tracking the status of women in global indicators is a fundamental entry point for understanding the actual progress achieved toward gender equality and sustainable development. These indicators help reveal gender gaps across different sectors, identify strengths and weaknesses in public policies, and assess the effectiveness of measures taken to empower women. Their importance lies in relying on unified international standards that allow for accurate comparisons over time, particularly during the period from 2018 to 2024. Within the framework of Jordan's and the international community's commitment to the 2030 Sustainable Development Agenda, especially Goal 5 on gender equality, analyzing these indicators acquires added value as a tool for monitoring the implementation of national and international commitments on the ground.

The period between 2018 and 2024 stands out as a pivotal analytical stage for several reasons, most notably:

- It witnessed major geopolitical and economic transformations at the global level, foremost among them the COVID-19 pandemic, whose impacts were felt disproportionately by women.
- It coincided with an accelerated pace of legislative reforms in a number of countries, strengthening women's economic and social rights and supporting their participation in various fields.
- It represents a complete cycle for the release of major international reports, such as the *Global Gender Gap Report* issued by the World Economic Forum and the Women, Business and the Law index published by the World Bank. This enables a deeper analysis of long-term trends rather than relying solely on scattered annual assessments.
- Its conclusion coincides with the midterm review of the 2030 Sustainable Development Goals, giving this stage additional evaluative importance for national policies and international commitments.

In this context, the key indicators focus on four interrelated dimensions:

1. **Economy:** measured through employment opportunities, wage gaps, access to leadership positions, and entrepreneurship.
2. **Education:** covering enrolment rates in basic and higher education, academic achievement, and literacy.

3. **Political Empowerment:** focusing on representation in parliaments and governments, as well as participation in decision-making.
4. **Gender Equality:** highlighting the gaps between men and women in economic participation and opportunities, educational attainment, health and survival, and political empowerment.

Methodology

This study employed an analytical approach based on diverse data and information collected from credible local and international sources, including:

- Local reports issued by research centers, ministries, and relevant official institutions.
- International databases published by the World Bank, UNESCO, and the World Economic Forum, in addition to data from the Council on Foreign Relations (Women and Foreign Policy Program).
- An in-depth review of national legislation related to women's political participation, particularly the Political Parties Law and the **2022** Elections Law.
- Official statistics issued by the Department of Statistics and the Ministry of Digital Economy and Entrepreneurship.

The scope of the study covered an analysis of international indicators and reports related to the performance of Jordanian women during the period from **2018** to **2024**, taking into account the data availability for each indicator. The analysis was conducted by a specialized research team, followed by a series of consultative meetings aimed at reaching consensus on the main themes of the report, the methods of presenting the findings, and their alignment with the core objectives of the study.

Analytical Overview of Jordanian Women's Performance in Global Indicators (2018–2024)

Jordan's ranking in the Global Gender Gap Index, issued by the World Economic Forum, has shown gradual improvement between 2018 and 2024. The country moved up from 138th out of 149 countries in 2018 to 123rd out of 146 countries in 2024. Its overall score also increased from 0.605 to 0.652 over the same period, reflecting notable progress in certain areas. However, this improvement remains below the global average and does not place Jordan among the leading countries in the region in narrowing the gender gap, as other Arab countries, such as the United Arab Emirates and Tunisia, achieved higher rankings in the most recent assessments.

Performance Trends Across the Four Main Dimensions

1. Economy

1.1 Current Status

- The current landscape shows that Jordan's economic framework for women under the Women, Business and the Law (WBL) Index has witnessed notable advances in areas related to pay, workplace conditions, and entrepreneurship. Nonetheless, significant constraints remain in mobility, workplace protections, and pensions, limiting the full realization of economic equality.
- Within the Global Gender Gap Index, Jordan ranked 129th globally in terms of women's participation in economic activity.
- In 2024, Jordanian legislation for the first time explicitly prohibited gender-based discrimination in employment, and all legal restrictions limiting women's ability to work were removed.

1.2 Shifts

- The Women, Business and the Law (WBL) Index recorded a significant structural improvement, with Jordan's overall score rising from 35 in 2019 to 59.4 in 2024, reflecting an expansion of women's economic rights and an enhanced legislative environment supporting their participation in the labor market and entrepreneurship.

- A modest improvement was recorded in the Global Gender Gap Index score for women's economic participation, rising from 0.375 in 2018 to 0.536 in 2024.

1.3 Reforms

- Removal of restrictions on women working night shifts (2020).
- Legal recognition of women's right to access finance without gender-based discrimination (2021).
- Removing restrictions that previously prevented women from holding jobs in industrial sectors (2023).

2. Education

2.1 Current Status

- **Higher Education:** The gender parity ratio reached 10.74 in favor of women in 2024, indicating a significant predominance of female enrolment in higher education.
- **Literacy:** Jordan's literacy component within the Global Gender Gap Index recorded high performance, reaching 0.994 in 2024 compared to 0.992 in 2022, reflecting the effectiveness of basic education efforts.
- **Global Ranking:** Jordan ranked 45th worldwide in the education dimension of the Global Gender Gap Report 2024.

2.2 Shifts

- The educational attainment subindex of the Global Gender Gap Index showed a steady positive improvement, reaching 0.998 in 2024, compared to 0.991 in 2021 and 0.993 in 2022, indicating sustained high performance in this domain.

2.3 Challenges

- Weak alignment between education outcomes and labor market needs, limiting employment opportunities for both male and female graduates.
- Noticeable disparities in educational equity across governorates, resulting in geographic gaps in access to quality and balanced education.

3. Women's Political Empowerment

3.1 Current Status

- **Ministerial Representation:** The proportion of women in ministerial positions rose from 7.1% in 2018 to 22.2% in 2024.
- **Parliamentary Representation:** Women's representation in the House of Representatives declined after the 2020 elections to 11.5% (15 out of 130 seats), but increased in the 2024 elections to 19.6% (27 out of 138 seats).
- **Global Ranking:** Jordan improved its position in the international political empowerment index, rising from 129th out of 149 countries in 2018 to 115th out of 146 countries in 2024.

3.2 Shifts

- The year 2024 witnessed a positive development, with women securing 27 out of 138 seats in the parliamentary elections.

3.3 Reforms

- Introduction of a women's quota system to secure a minimum level of parliamentary representation, although its impact on genuine decision-making power remains limited.
- Enactment of the 2022 Political Parties Law, which requires parties to include at least one woman among the top five candidates on their electoral lists.

4. Gender Equality

4.1 Current Status

- According to the Global Gender Gap Index, as mentioned above Jordan's performance improved from 138th out of 149 countries in 2018 to 123rd out of 146 countries in 2024.

4.2 Shifts

- Global Gender Gap Index: The overall score increased from 0.605 in 2018 to 0.652 in 2024.

4.3 Analysis of Shifts and Policy Impact

Key areas of progress have been legislative, including:

- Under the WBL index, removal of restrictions on women's night work (2020) and introduction of equal pay provisions for work of equal value.
- Paid paternity leave of three days introduced through 2020 amendments.
- The 2023 amendment to the Labor Law (Law No. 10) prohibited gender-based employment discrimination and criminalized workplace sexual harassment.

4.4 Reasons for Relative Decline in Global Rankings

- Slow implementation of policies on the ground compared to the rapid pace of reforms in other competing countries.
- The persistent gap between women's academic achievements and available economic opportunities, as educational progress has not translated into greater labor participation or leadership positions.
- Ongoing social constraints, as data show many women face difficulties in starting businesses due to limited access to finance, weak support networks, and societal pressures.

Analysis of Performance Trends Across the Four Main Dimensions

First: Economy

1. Women, Business and the Law (WBL) Index

The Women, Business and the Law (WBL) Index, issued by the World Bank, is a global tool designed to assess the availability of legal and regulatory frameworks supporting gender equality in economic spheres. The index focuses on women's rights and their ability to participate fully in the labor market, including access to employment, wages, mobility, marriage, parenthood, entrepreneurship, property ownership, and pensions. It is used to compare country performance and identify legislative gaps requiring reform to strengthen women's economic empowerment.

⇒ Indicator Trend Analysis

Data from the WBL Index for the period 2019–2024 show a marked improvement in the overall index score, which rose from 35 points in 2019 to 59.4 points in 2024, largely due to the implementation of major legal amendments to labor laws. However, some sub-indicators such as marriage, mobility, and pensions remained unchanged, reflecting ongoing legislative stagnation in these areas and limited progress.

At the level of sub-indicators:

- **Pay:** Improved from 25 points in 2019 to 75 points in 2020, driven by the adoption of legislation reinforcing the principle of equal pay. It saw a further increase of 25 points in 2024, following the amendment of Labor Law No. 10 of 2023.
- **Entrepreneurship:** Increased from 75 points in 2019 to 100 points starting in 2021, as a result of legal reforms preventing discrimination in access to financing.
- **Parenthood:** Rose from 20 points in 2019 to 40 points in 2020, following the introduction of paid paternity leave.
- **Marriage, Property Rights, and Pensions:** Remained stable without change, indicating the absence of substantial legal reforms in these domains.
- **Workplace:** Increased to 75 points by 2024, due to legislative amendments affecting work conditions.

Strengths and Weaknesses

Table (1): Strengths and Weaknesses of the Women, Business and the Law (WBL) Index

| Strengths | Weaknesses |
|--|---|
| Significant improvements achieved in supporting women's entrepreneurship and access to finance | Continued weakness in the workplace environment sub-index, despite recent legal reforms |
| Adoption of new legislation aimed at combating discrimination and harassment in the workplace | Stagnation in social indicators, such as marriage, with no notable progress |
| Enhancements to leave policies, including the adoption of paid paternity leave | |

Key Legislative Reforms by Year:

- **2019–2020:** Removal of restrictions on women working night shifts, along with the introduction of paid paternity leave.
- **2021:** Elimination of passport requirements and enactment of legislation prohibiting discrimination in access to finance.
- **2023:** Amendment of Labor Law No. 10 of 2023, introducing explicit provisions banning discrimination and harassment, alongside lifting restrictions on women working in certain industrial sectors.

The table below shows the evolution of Jordan's performance in the Women, Business and the Law (WBL) Index between 2019 and 2024. The values in each column represent sub-indicators scored on a scale from 0 to 100, where a score of 100 indicates full gender equality in the respective area, while lower scores reflect legal or regulatory barriers that hinder equality.

For example, a score of 0 in the Workplace sub-indicator reflects either the absence of legal protections or the continued existence of legislative obstacles that prevent women's full participation in the labor market.

Table (2): Jordan – Women, Business, and the Law Index Analysis (2019–2024)

| Year | Overall Index Score (WBL Score) | Mobility | Workplace | Pay | Marriage | Parenthood | Entrepreneurship | Assets | Pension | Reforms or Legal Changes |
|------|---------------------------------|----------|-----------|-----|----------|------------|------------------|--------|---------|--|
| 2019 | 35.0 | 25 | 0 | 25 | 20 | 20 | 75 | 40 | 75 | Continued restrictions on women working at night, legislation on equal pay for work of equal value, introduction of a three day paternity leave. |
| 2020 | 40.6 | 0 | 0 | 75 | 20 | 40 | 75 | 40 | 75 | Lifting restrictions on women working at night, adoption of equal pay legislation, implementation of paid three day paternity leave. |
| 2021 | 46.9 | 25 | 0 | 75 | 20 | 40 | 100 | 40 | 75 | Removal of the requirement for women to obtain passport approval, prohibition of discrimination in access to finance, facilitation of credit procedures for entrepreneurship. |
| 2022 | 46.9 | 25 | 0 | 75 | 20 | 40 | 100 | 40 | 75 | Indicators remained stable, with continued enforcement of previously adopted legal reforms. |
| 2023 | 46.9 | 25 | 0 | 75 | 20 | 40 | 100 | 40 | 75 | Amendment of Labor Law No. 10 of 2023, which includes a prohibition on gender-based employment discrimination, criminalization of sexual harassment, and removal of restrictions on women working in certain industrial sectors. |
| 2024 | 59.4 | 25 | 75 | 100 | 20 | 40 | 100 | 40 | 75 | Continued enforcement of Law No. 10 of 2023, along with ongoing implementation of the related reforms. |

2. Global Gender Gap Index – Economic Participation & Opportunity

The Global Gender Gap Index (GGGI), issued by the World Economic Forum, measures gender equality across four key dimensions, one of which is economic participation and opportunity. The economic dimension focuses on women's participation in the labor market, employment opportunities, wages, representation in managerial and leadership positions, and entrepreneurship. The index is measured on a scale from 0 to 1, where 1 represents full gender equality and lower values indicate an economic gap between women and men.

⇒ Indicator Trend Analysis

The economic dimension of the Global Gender Gap Index shows that Jordan achieved limited improvements in women's economic participation between 2018 and 2024, despite persistent gaps compared to men.

- **Overall Index:** The score increased from 0.375 in 2018 to 0.538 in 2021, then stabilized around 0.536–0.542 during 2022–2024, reflecting modest improvement insufficient to close the gender economic gap.
- **Labor Force Participation:** Participation rates remained low, peaking at 15.6% in 2021, with a slight decline in subsequent years, highlighting ongoing social and economic constraints.
- **Wages:** Gender pay equality improved slightly from 0.626 to 0.745, indicating minor changes at the legislative or policy level.
- **Estimated Income:** Women's estimated income showed gradual improvement, though it remains significantly lower than men's.
- **Representation in Leadership Positions:** Women's representation in senior and managerial roles improved gradually over the years but remains limited compared to men.
- **Professional and Technical Workers:** Female participation in professional and technical jobs increased, showing positive progress, yet women continue to be underrepresented relative to men in this sector.

2. Global Entrepreneurship Monitor (GEM)

Global Entrepreneurship Monitor (GEM) results indicate that the entrepreneurial environment in Jordan still reflects a significant gender gap, despite improvements in recent years. While early-stage entrepreneurial participation among women has increased, the gap persists, particularly in terms of business continuity and sustainability, as many female entrepreneurs face cumulative challenges related to financing, weak supporting infrastructure, and limited professional networks compared to men.

The report also highlights that a large portion of women's entrepreneurial initiatives is driven by necessity rather than opportunity, reflecting an economic and social environment that remains insufficiently supportive of female entrepreneurship. This is despite increased confidence in personal abilities and higher intentions to start businesses.

This situation aligns with the Women, Business and the Law (WBL) Index, which historically highlighted legal constraints on women's access to finance and employment. Although recent legal reforms have helped reduce some of these barriers and promote gender equality in economic rights, the practical gender gap in entrepreneurship persists due to cultural norms, available opportunities, and weaknesses in the support ecosystem.

From an analytical perspective, this gap underscores the difference between legal gains, which have clearly improved over recent years, and the economic and social realities that still limit the translation of these gains into tangible outcomes. The legislative framework has become fairer but is not sufficient on its own, female entrepreneurs need integrated policies that ensure access to finance, streamline procedures, provide mentorship and guidance, and support market access to enable the transition from early-stage entrepreneurial participation to successful and sustainable ventures.

Second: Education

Data spanning 2018 to 2024 indicate that Jordanian women continued to make steady progress in the education dimension. The educational attainment sub-index within the Global Gender Gap Report showed slight improvements over the years, rising from a level close to near-complete closure of the gap in 2018 to nearly full score by 2024.

Table (3): Jordan's Educational Attainment Index Score by Year

| Year | Jordan's Score: 1.000 |
|------|-----------------------|
| 2018 | 0.998 |
| 2020 | 0.991 |
| 2021 | 0.991 |
| 2022 | 0.993 |
| 2023 | 0.994 |
| 2024 | 0.998 |

This progress reflects Jordan's ability to narrow the educational gap between males and females, placing it among the leading countries in this field. However, Jordan's overall ranking in the report is still influenced by other factors, notably low female participation in economic and political life, highlighting the need for integrated interventions to improve overall gender equality performance.

Literacy levels have also shown notable improvement, and females have outpaced males in higher education enrollment, as will be detailed later.

2.1 Tertiary Education Gender Gap Indicator

The tertiary education enrollment indicator within the Global Gender Gap Index measures the level of equality between males and females in tertiary education participation rates. This indicator is calculated as the ratio of female to male enrollment, either net or gross. A value of 1.0 indicates full gender equality, values above 1.0 indicate female advantage, and values below 1.0 indicate male advantage.

Data for Jordan show that in recent years, female students have consistently outpaced their male peers in tertiary education enrollment, representing a positive sign of narrowing the educational gap and promoting equal opportunities in this sector.

At the international level, UNESCO classifies Jordan among countries where female enrollment exceeds full equality, aligning with trends observed in several Arab countries that report high female participation rates. However, despite this quantitative advantage, some studies indicate that the real challenge lies in translating these educational gains into tangible outcomes in the labor market, as women's economic participation in Jordan remains below expectations relative to their educational attainment.

Table (4): Female-to-Male Ratio in Tertiary Education by Year

| Year | Tertiary Education Value |
|------|--------------------------|
| 2018 | 1.15 |
| 2020 | 1.19 |
| 2021 | 1.19 |
| 2022 | 1.12 |
| 2023 | 1.30 |
| 2024 | 1.34 |

2.2 Female Literacy Rate in Jordan

Official data indicate that literacy rates in Jordan have risen significantly, reaching an overall level of approximately 0.994 in 2024. These high levels among Jordanian women reflect the success of educational policies, particularly in the area of compulsory education for girls, and indicate expanded access to basic education for women. However, gaps remain in some underprivileged areas, highlighting the need to continue efforts to improve access to education and ensure inclusion of marginalized populations.

Third: Women's Political Empowerment

1. Trends in Jordan's Performance in the Political Empowerment Dimension of the Global Gender Gap Index (2018–2024)

Table (5) below shows the development of Jordan's ranking and scores within the main Global Gender Gap Index, alongside its performance in the Political Empowerment sub-index, over the years 2018 to 2024.

Table (5): Trends in Jordan's Performance in the Overall Global Gender Gap Index and the Political Empowerment Sub-Index (2018–2024)

| Year | Overall Ranking / Total Countries | Overall Score | Political Empowerment Ranking / Total Countries | Political Empowerment Score |
|------|-----------------------------------|---------------|---|-----------------------------|
| 2018 | 138 of 149 | 0.605 | 129 of 149 | 0.075 |
| 2020 | 138 of 153 | 0.623 | 113 of 153 | 0.121 |
| 2021 | 131 of 156 | 0.638 | 144 of 156 | 0.066 |
| 2022 | 122 of 146 | 0.639 | 136 of 146 | 0.069 |
| 2023 | 126 of 146 | 0.646 | 124 of 146 | 0.093 |
| 2024 | 123 of 146 | 0.652 | 115 of 146 | 0.117 |

2. Women's Political Empowerment Indicators in Jordan (2018–2024)

The following Table (6) provides detailed information on women's representation in the Jordanian parliament and ministerial positions, along with Jordan's global ranking and scores for each year.

Table (6): Trends in Women's Representation in the Jordanian Parliament and Government within the Global Gender Gap Index (2018–2024)

| Year | Women in Parliament (Ranking / Score) | Percentage (%) | Women in Ministerial Positions (Ranking / Score) | Percentage (%) |
|------|---------------------------------------|----------------|--|----------------|
| 2018 | 109 / 0.182 | 15.4% | 124 / 0.077 | 7.1% |
| 2020 | 113 / 0.182 | 11.5% | 82 / 0.263 | 20.8% |
| 2021 | 135 / 0.130 | 11.5% | 130 / 0.104 | 9.4% |
| 2022 | 127 / 0.140 | 12.3% | 124 / 0.103 | 9.38% |
| 2023 | 127 / 0.140 | 12.3% | 88 / 0.200 | 16.67% |
| 2024 | 124 / 0.151 | 19.6% | 75 / 0.286 | 22.22% |

⇒ Analysis of Indicator Trends

The political empowerment dimension exhibited fluctuating performance over the years. In **2018**, Jordan ranked **129th** out of **149** countries with a modest score of **0.075**. Significant improvement was observed in **2020**, with the ranking rising to **113** and the score reaching **0.121**. However, this progress was not sustained, as the index dropped to **144** in **2021** before gradually improving again to **115** in **2024** with a score of **0.117**. These fluctuations indicate limited stability in the trajectory of women's political empowerment, despite relatively positive indicators in recent years.

Regarding parliamentary representation, women's presence in the House of Representatives remained low in past years. In the **2020** elections, women held approximately **11.5%** of the seats, rising to **19.6%** (**27** out of **138** seats) in the **2024** elections. While this reflects improvement, it remains below the expected level compared to international benchmarks.

Conversely, ministerial representation showed notable progress, with the share of women in the Cabinet rising from **7.1%** in **2018** to **22.22%** in **2024**. This increase contributed to Jordan advancing from **124th** to **75th** globally, highlighting that the Jordanian government has taken tangible steps to strengthen women's presence in executive authority, even as their participation in the legislative branch has progressed more slowly.

Overall, political indicators for women in Jordan have seen significant gains, particularly in ministerial representation, while parliamentary participation remains below expectations. This situation calls for additional legal reforms and the consolidation of societal changes to ensure effective and sustainable political participation of Jordanian women across all decision-making positions.

3. Women's Political Empowerment Index

The Women's Political Empowerment Index is an analytical tool that measures gender equality in political participation. It is issued by the Council on Foreign Relations under the Women and Foreign Policy Program. The index focuses on five main areas: women's representation in national legislative bodies, ministerial positions, electoral candidate lists for parliamentary elections, and elected local government bodies.

The Political Parity Score is calculated as a percentage (0–100) reflecting the numerical representation of women relative to men in these areas, without necessarily measuring women's influence on decision-making or their political stances. Data are converted into numerical ratios, and each area is scored independently. A score of 100 represents the maximum, achieved when women constitute 50% or more of participants in the respective domain.

Key Findings

- ❖ Women's representation in the House of Representatives remains low, ranging from 11.5% in 2020 to 19.6% in 2024. This reflects ongoing institutional and social barriers that limit women's access to legislative power.
- ❖ Women have made notable progress in the Cabinet, with their representation increasing from 7.1% in 2018 to 22.22% in 2024. This improvement positively influenced Jordan's global ranking in the Political Empowerment Index and demonstrates the effectiveness of government policies supporting women's inclusion in high-level executive positions.
- ❖ No woman has ever served as Prime Minister or held a top executive leadership position since Jordan's independence in 1946.
- ❖ The Women's Political Empowerment Index shows that gender gaps persist across political domains. Women's representation remains below 50% in most areas, including national legislatures, electoral candidate lists, and local councils, indicating that numerical progress does not necessarily translate into real influence in decision-making.
- ❖ Cultural and social constraints, limited institutional support, and the lack of sustainable empowerment programs continue to restrict women's ability to attain legislative and executive positions on an equal basis with men.
- ❖ There are opportunities to strengthen political empowerment by expanding women's quotas in Parliament and local councils, supporting training and capacity-building programs for young female political candidates, and reinforcing national policies for women's economic and social empowerment to build a strong foundation for sustained political participation.

Fourth: Gender

Gender analysis is a key tool for understanding the level of gender equality in Jordan, reflecting the progress of national policies and the efforts made to strengthen the role of women across various vital sectors. This analysis is based on the Global Gender Gap Index issued by the World Economic Forum, which measures disparities between men and women across four main dimensions: economic participation and opportunity, educational attainment, health and survival, and political empowerment.

1. Gender Gap Index – World Economic Forum

The table below illustrates the progress of Jordan's performance in the Global Gender Gap Index and its sub-components during the period 2018–2024:

Table (7): Jordan's Performance Trends in the Global Gender Gap Index and Its Sub-Indicators

| Sub-Index | 2018 Rank | 2018 Score | 2020 Rank | 2020 Score | 2021 Rank | 2021 Score | 2022 Rank | 2022 Score | 2023 Rank | 2023 Score | 2024 Rank | 2024 Score |
|--------------------------------------|-------------|------------|-------------|------------|-------------|------------|-----------|------------|-------------|------------|-------------|------------|
| Overall Index | 138/ 149 | 0.605 | 138/ 153 | 0.623 | 131/ 156 | 0.638 | 122/146 | 0.639 | 126/ 146 | 0.646 | 123/ 146 | 0.652 |
| Economic Participation & Opportunity | 144 | 0.375 | 145 | 0.408 | 133 | 0.538 | 125 | 0.537 | 125 | 0.542 | 129 | 0.536 |
| Educational Attainment | 45 | 0.998 | 81 | 0.991 | 84 | 0.991 | 66 | 0.993 | 66 | 0.994 | 45 | 0.998 |
| Health & Survival | 102 | 0.971 | 103 | 0.971 | 145 | 0.957 | 136 | 0.957 | 138 | 0.957 | 140 | 0.957 |
| Political Empowerment | 129 | 0.075 | 113 | 0.121 | 144 | 0.066 | 136 | 0.069 | 124 | 0.093 | 115 | 0.117 |

⇒ Analysis of Indicator Trends

The indicators show a gradual improvement in Jordan's position on the Global Gender Gap Index between 2018 and 2024. Jordan advanced from 138th out of 149 countries in 2018 to 123rd out of 146 countries in 2024, accompanied by an increase in its overall score from 0.605 to 0.652.

- **Economic Participation and Opportunity:** Jordan recorded a notable improvement in its score, from 0.375 to 0.536. However, it continues to be ranked among the lowest-performing countries in this dimension.

- **Educational Attainment:** Jordan has consistently maintained a very high rank with near-complete scores over the past years.
- **Health and Survival:** The score remained stable at **0.957**, though the country's ranking declined slightly, indicating weaker relative performance compared with other countries.
- **Political Empowerment:** A modest improvement was registered in both score and rank in **2024**, with the score reaching **0.117**. Still, the gender gap remains significant.

Key National Achievements Contributing to Progress

- Launch of the National Entrepreneurship Policy, incorporating a gender perspective in its framework.
- Implementation of the Gender Parity Accelerator Initiative, in collaboration with the World Economic Forum.
- Issuance of the Flexible Work Regulation (2024) to expand opportunities for shared and flexible employment.
- Provision of partial support for women-led digital projects and empowerment of female entrepreneurs in this field.
- Implementation of vocational training programs targeted at women under official national initiatives.

Final Assessment

The study of women's performance across global indices in Jordan reveals a mixed picture: tangible achievements in some areas alongside persistent challenges in others. In education, Jordanian women have achieved remarkable progress, particularly in higher education, where their enrollment rates surpass those of men in several disciplines. This makes education one of the strongest pillars of women's empowerment.

However, this academic advantage has not translated effectively into economic participation. Women continue to face a wide gender gap in the labor market, reflected in low participation rates, persistent wage disparities, limited promotion opportunities, and restricted access to finance, despite encouraging initiatives supporting women's entrepreneurship.

On the political front, the quota system has ensured a minimum level of women's representation in parliament, yet their effective participation and influence in decision-making remain limited. This is largely due to entrenched traditional political culture and lingering legislative barriers. Regarding gender-related issues, Jordan has established supportive institutional frameworks and national policies, such as the Jordanian National Commission for Women. Yet, weak implementation and the persistence of gender stereotypes reduce the effectiveness of these efforts.

The report makes clear that the gender gap in Jordan is not confined to legal texts but extends to the broader social and economic structure. This underlines the urgent need for a comprehensive national strategy for gender equality, one that focuses on public policy reform, the expansion of women's economic opportunities, stronger participation in public life, and closer alignment between educational outcomes and labor market demands. Equally important is fostering a cultural transformation that secures women's effective and sustainable participation across all sectors of society.

Recommendations

The recommendations are organized into four main pillars, Economy, Education, Women's Political Empowerment, and Gender Equality, to support national policies aimed at strengthening women's participation, achieving social justice, and advancing sustainable development.

Pillar 1: Economy

- Strengthen women's economic empowerment through tax incentives for companies that employ women and support their entrepreneurship.
- Improve the legislative environment to protect women working in the informal sector.
- Expand financing and technical support programs for women-led small businesses, particularly in rural areas.
- Simplify tax procedures to encourage women's entrepreneurship.
- Enhance transparency and accountability by publishing clear financial reports on entrepreneurship support and involving the private sector in oversight.

Pillar 2: Education

- Align women's higher education specializations with labor market needs to reduce unemployment.
- Implement targeted educational programs in remote areas to address school dropout among girls.
- Launch initiatives to train female graduates and link them with employment opportunities in both public and private sectors.
- Develop vocational and technical programs in collaboration with the private sector to equip women with modern skills such as AI and programming.
- Update curricula to better reflect labor market requirements, integrating concepts of entrepreneurship and digital skills.
- Expand internet coverage in schools, provide modern devices, and train educators in digital tools.

Pillar 3: Women's Political Empowerment

- Mandate a minimum quota of 30% for women's representation in government formations.
- Involve civil society organizations in monitoring senior appointments to ensure fairness and diversity.
- Collaborate with universities and research centers to design analytical programs assessing the impact of women's political and social participation.
- Establish a National Observatory to monitor women's participation in political life and analyze progress and setbacks.

Pillar 4: Gender Equality

- Improve workplace environments and enhance women's rights through institutional policies that promote equality.
- Review and remove remaining legal restrictions on women's freedom of movement and travel.
- Ensure the effective implementation of Labor Law No. 10 of 2023, especially provisions prohibiting discrimination and harassment.
- Integrate mental health and reproductive health services into women's primary healthcare programs.

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- World Economic Forum – Global Gender Gap Report
↪ <https://www.weforum.org/reports/global-gender-gap-report>
- World Bank – Women, Business and the Law
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- International Labour Organization (ILO) – Gender Equality in the Labour Market
↪ <https://www.ilo.org>
- Inter-Parliamentary Union (IPU) – Women in Politics Map
↪ <https://www.ipu.org>
- UN Women – Women’s Political Participation
↪ <https://www.unwomen.org>
- Freedom House – Women’s Rights Reports
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- UNESCO Institute for Statistics – Gender in Education
☞ <http://uis.unesco.org>
- World Bank – Education Gender Parity Index
☞ <https://data.worldbank.org>
- Council on Foreign Relations – Women’s Power Index
☞ <https://www.cfr.org/tracker/womens-power-index>