

Policy Paper

Jordanian Women in Global Indicators Towards Sustainable Empowerment

Performance Indicator Center | KAFA'A

Amman, Jordan

June 2026

Executive Summary

This policy paper is based on an in-depth analysis of the study “Jordanian Women’s Performance in Global Indices (2018–2024)” and aims to provide a strategic framework for strengthening women's role as active partners in sustainable development. Although Jordan has recorded notable progress in several indicators including an improvement in its ranking in the Global Gender Gap Report from 138th in 2018 to 123rd in 2024, as well as achieving a near-perfect score in the Educational Attainment sub index this progress has not translated into the desired level of meaningful economic and political participation.

The paper highlights the current challenges and presents targeted policy recommendations aimed at advancing from women's empowerment to leadership and influence, while emphasizing the vital role of women in shaping culture and strengthening national awareness.

The Current Challenge

The central challenge in Jordan lies in the gap between educational attainment and economic and political participation. Despite the superiority of females in higher education enrollment rates and literacy (about 99%), women's economic participation remains below ambition, as the labor market suffers from structural challenges that limit women's ability to actively engage, such as the wage gap, weak promotion opportunities, and difficulty accessing finance.

On the political level, and despite the rise in the percentage of women in ministerial positions to 22.2% in 2024, and the increase of their representation in the House of Representatives to 19.6%, this improvement remains fragile and depends heavily on the quota and legislative interventions, without being established as a sustainable cultural and institutional transformation.

Moreover, there is another challenge represented by the absence of comprehensive measurement of women's non-traditional roles, women's contributions to culture, arts, and knowledge production are not always reflected in official statistical indicators, despite their deep impact on building cultural capital and enhancing national identity. This shortcoming in measurement leads to a fragmented reading of women's role in development and limits the ability of policies to invest their full potential.

Policy Proposals

First: Institutionalizing Performance Measurement and Linking Policies to Indicators

This proposal is based on preparing a unified national database, and linking women's empowerment policies to measurable national performance indicators and monitoring their results annually, along with developing special indicators to measure women's participation in the cultural and creative sectors.

Expected Impact

Providing a more comprehensive and accurate reading of women's role in development, which allows decision-makers to direct resources with higher efficiency, and reflects the size of women's real contributions to building society and making culture.

Second: Enhancing Economic Participation Through a Flexible and Supportive Work Environments

This proposal is based on expanding flexible work and remote work legislation, and providing affordable childcare services, in addition to improving the safe and accessible transportation system for women, especially in governorates and remote areas.

Expected Impact

Empowering mothers and women in peripheral areas to continue in the labor market, which reduces female unemployment rates, raises the percentage of economic participation, and reflects positively on national economic growth.

Third: Directing Education and Training Towards Future Skills

This proposal is based on directing vocational and technical training programs towards future skills such as artificial intelligence, technology, and the digital economy, with a focus on supporting women in less fortunate governorates through sustainable developmental programs.

Expected Impact

Bridging the gap between education outcomes and labor market needs, raising the economic competitiveness of Jordanian women locally and globally, and empowering them to lead the digital transformation.

Fourth: Moving Towards Leadership and Impact in Decision-Making

This proposal is based on enhancing women's representation in decision-making positions in both the public and private sectors on the basis of competence and merit, and transforming women's success stories into inspiring national models that contribute to changing stereotypes.

Expected Impact

Consolidating the culture of active participation, and ensuring that women become a full partner in policy-making and decision-making, which enhances the quality and comprehensiveness of public policies.

From 2018 to 2026 in the language of numbers, where do we stand now?

The score on a scale of 0-1 (1 = full equality) and the global rank for each subindex:

Subindex	Rank 2018	Score 2018	Rank 2024	Score 2024	Trend
Economic Participation	144	0.375	129	0.536	▲ Improvement
Educational Attainment	45	0.998	45	0.998	- Stability
Health and Survival	102	0.971	140	0.957	▼ Decline
Political Empowerment	129	0.075	115	0.117	▲ Improvement

The Current Scene 2025 - 2026

Jordan's rank in the Global Gender Gap Index (GGGI) improved to 122nd globally compared to 123rd in 2024.

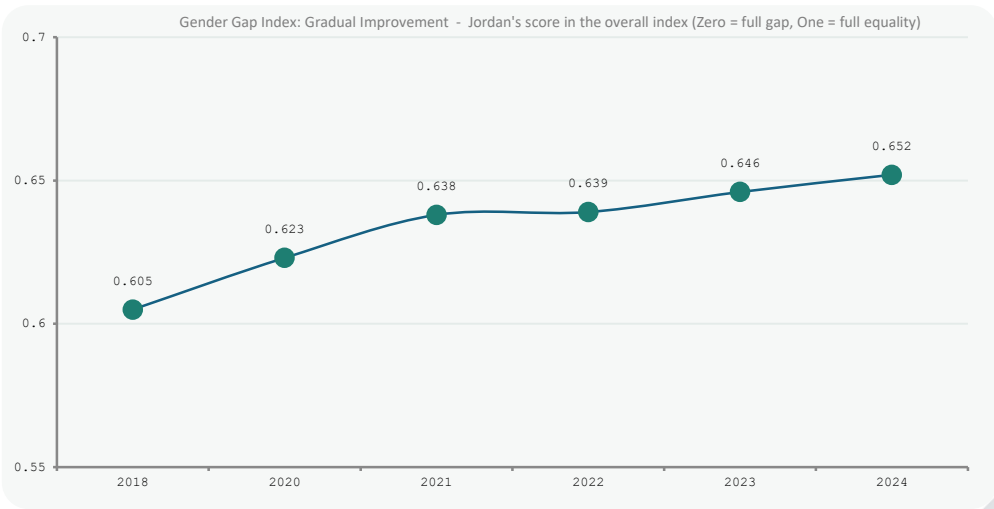
Continued superiority of females in higher education, as the university enrollment ratio of females compared to males reached 1.51.

An increase in the score of women's economic participation to 0.552, which is the highest recorded level during recent years.

A decline in Jordan's rank in the education and health subindex compared to some countries as a result of the improvement in the performance of other countries at a faster pace.

The index of political empowerment for women improved to 0.120 with the continuation of gradual improvement in political representation.

Jordan scored 52.5 points in the legal framework, 68.55 points in supportive frameworks, and 40.22 points in enforcement perceptions in the (WBL) index.



Policy Observations:

- Jordanian women have proven their ability to achieve academic and educational excellence, yet this excellence requires an enabling environment to transform it into a tangible economic and political impact.
- The cultural and knowledge role of Jordanian women is a fundamental pillar in building national identity, but it is insufficiently represented in developmental indicators.
- Legislative reforms, such as the quota, are necessary as a first step, but they are not sufficient on their own to achieve sustainable empowerment without cultural and institutional change.

Recommendations:

- Focusing future empowerment strategies on removing structural barriers in the labor market, and providing tax incentives for companies that support fairness in wage distribution between males and women and provide family-friendly work environments.
- Issuing strict legislation that guarantees full pay equality between the genders for work of equal value, with imposing deterrent penalties on institutions that practice discrimination in salaries or allowances.
- The necessity of integrating the cultural and creative dimension within national strategies for women's empowerment, and supporting initiatives that enhance her role in arts, literature, and media as tools for societal impact.
- Launching sustainable national campaigns to change the stereotype about women's roles, and enhancing societal awareness of the importance of equal partnership between the genders in the development process.
- Social protection for the informal sector, through developing a flexible social protection umbrella that includes women working in the informal and agricultural sectors, in a way that guarantees them health insurance and independent social security.

All rights Reserved

No part of this paper may be produced, stored in a retrieval system, or transmitted in any form or any means without prior permission in writing of the center