

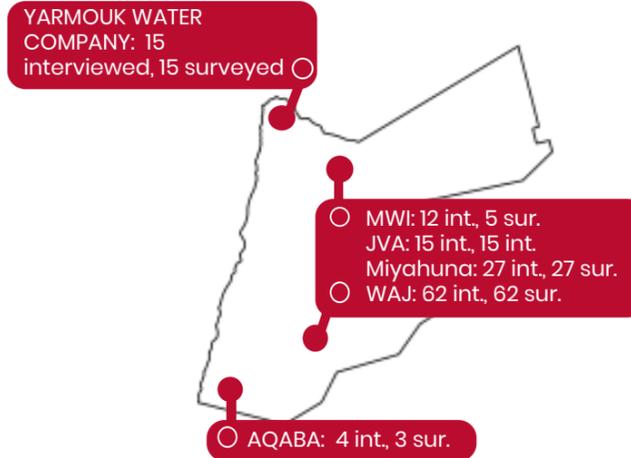


Water Management Initiative (WMI) THE STATUS OF WOMEN IN JORDAN'S WATER SECTOR



OBJECTIVE:

This gender study is in line with the governmental plans to empower women in the public sector, with the purpose to assess the status of more than 1,200 women working in six water entities and companies governing and operating the water supply and service in Jordan. The study was led by the women studies unit at the Ministry of Water and Irrigation and supported by WMI.



RECOMMENDATIONS:

Adopt a gender-sensitive human resources management system



1

Encourage women to pursue senior leadership and supervision positions, with the support of training and coaching



3

Restructure training and development programs to ensure that more women are able to participate



5

Improve work environment by suiting it to women's natural and private needs



2

Raise gender awareness and emphasize the capability of women to be efficient in the workplace



4



FINDINGS:

Gender Balance: Women employees constitute about **11%** of the total employees in the water sector

Leadership: Women hold acceptable proportion **17.5%** of leadership and supervision positions

Education: Women are representing **39%** of the total employees in the first category (usually holding the first university degree and above)

Working Hours: More than **50%** of women noted that the current working hours in the water sector are unsuitable for working women, due to other family and social commitments

Working Environment: **33%** think that the available facilities (e.g. prayer room, bathroom and nursery) are inadequate

Perceptions: Water sector entities are characterized by masculinity, due to the nature of fieldwork and tasks that require physical efforts usually performed by men

Training: **43.7%** of females disagree that equality is achieved regarding the training opportunities, especially for the external training

Career Development: **45%** of females believe that men develop in their professions faster than females in their organization

Stereotyping: Women's leadership pattern are the woman's emotional nature and influence of external and personal factors on working woman

Stereotyping: **49%** of males have agreed that women have moderate ability to perform the same duties of men with the same degree of efficiency

Stereotyping: **53.6%** of male interviewees think that many women need to develop their skills and abilities to reach senior positions in the water sector