

General Recommendations and Practical Actions

- Support campaigns in rural areas regarding GBV risks in agriculture. These must engage men, employers, local leaders, and local media to change societal attitudes and enhance general awareness.
- Organize training workshops for women in agriculture focusing on negotiation skills, dealing with violence, labor rights knowledge, reporting mechanisms, and accessing legal and psychological support, in collaboration with Civil Society Organizations (CSOs).
- Develop simplified, context-appropriate materials (brochures, posters, short videos) to inform women of their rights, protection options, and safe reporting channels.
- Organize community councils and «open days» to connect women in agriculture with official bodies and decision-makers, facilitating direct discussion of challenges and building trust in reporting and follow-up channels.
- Support local youth initiatives to develop practical solutions for infrastructure issues—such as lack of sanitary facilities or transport—through business incubators or microfinance programs.
- Provide incentives for farms that commit to providing safe and fair employment opportunities for women, such as priority access to technical support programs or facilitated access to markets and value chains.
- Fund pilot projects for «Women-Friendly» farms to serve as replicable models for decent work and health/psychological support, alongside supporting the creation of self-help groups to foster solidarity and collective reporting.



Fact Sheet: Enhancing The Agricultural Sector's Response To Gender-Based Violence Risks in Jordan

Gender-Based Violence (GBV) in the Agricultural Sector

Women constitute approximately

%26

of the total workforce in the agricultural sector in Jordan.



Women play a pivotal role in sustaining agricultural production, despite being subjected to multiple forms of violations.

The agricultural sector is considered one of the most fragile sectors regarding legal and social protection for women.

Tel. +962 6 516 44 91

Fax: +962 6 516 44 92

P.O.Box: 304 Amman 11941 Jordan

E-Mail: info@phenixcenter.net

www.phenixcenter.net

مركز الفينيق للتنمية المستدامة

مشروع تنمية الاقتصاد لتعزيز الفرص الاقتصادية المستدامة والشاملة واللائقة.

للوصول إلى الموقع الإلكتروني لمركز الفينيق من خلال مسح QR CODE



@PhenixCenter



Gender-Based Violence (GBV) in the Agricultural Sector

Alternative Policies and Legal Recommendations



- Strengthening Laws and Alignment with International Standards
- Explicitly define Gender-Based Violence (GBV) and workplace harassment, establishing clear and specific penalties.
- Introduce specific provisions in the Agriculture Workers Regulation that obligate farm owners to provide safe work environments, separate facilities for women, and appropriate protective equipment.
- Issue binding ministerial instructions requiring all agricultural establishments to adopt professional codes of conduct that include principles for the prevention of GBV.
- Update the National Strategy to Combat Gender-Based Violence (2026–2022) to prioritise the agricultural sector.

Strengthening Inspection Systems



- Update labour inspection tools to include gender-sensitive indicators that address issues of violence, discrimination, and Occupational Safety and Health (OSH) conditions specific to women.
- Increase the number of female labour inspectors to ensure safe communication with women workers, particularly in rural communities.

Improving Gender-Responsive OSH Standards



- Publish a binding national guide for OSH in agriculture that considers women's specific needs (e.g., separate restrooms, rest areas, safe water points).
- Link agricultural licensing to compliance with gender-sensitive OSH standards through a gender-responsive agricultural compliance code.

Expanding the Scope of Social Protection



- Establish a committee comprising the Ministry of Agriculture, the Ministry of Labour, and the Ministry of Social Development to develop policies for women's protection.
- Create a national information system, disaggregated by sex, to document cases of violence and harassment in agricultural work.
- Integrate care services (such as mobile childcare and flexible working hours) within agricultural projects.

Main Causes of Weak Protection and Policies Regarding GBV

Weak National Legislation

- Absence of an explicit definition of GBV and harassment in the Labor Law.
- Farm owners are not legally obligated to implement preventive policies or safe reporting mechanisms.
- Exclusion of small and medium-sized farms from minimum OSH standards.

Absence of Gender Perspective in Inspection

- Neglect of small farms where the majority of women are employed.
- Inspection focuses on procedural aspects rather than actual working conditions.
- Lack of inspection indicators regarding gender, violence, and harassment.

Absence of a Comprehensive National Policy for the Sector

- Lack of data disaggregated by sex and sector.
- Weak access for women to preventive, legal, and psychological services.
- Failure to integrate agriculture as a «high-risk sector» within anti-violence policies.

Limited Women's Representation

- Male dominance in leadership positions and a lack of fair representation mechanisms.
- Less than %10 of women working in agriculture are members of unions or associations.

Weak Institutional Coordination

- Absence of a unified national approach between the Ministries of Labor, Agriculture, and Social Development.
- Lack of a specialized national database for women working in agriculture.

Weak OSH Standards

- Lack of safe transportation means.
- Absence of complaint and protection mechanisms within farms.
- Absence of separate, safe restrooms and private rest areas.