

In partnership with



# Gender Analysis

The AFD-funded Grow Economy project, led by a consortium of actors including Acted, Action Against Hunger (ACF), Terre des hommes (TDH), Phenix Centre for Sustainable Development, ECO Consult, The Royal Society for the Conservation of Nature (RSCN), and National Agricultural Research Center (NARC) aims to promote sustainable and inclusive economic opportunities for Syrian refugees and vulnerable Jordanians in the agriculture sector. The project targets vulnerable small farmers and agricultural laborers in Ajlun, Irbid, Madaba, and Balqa governorates, aiming to improve their livelihoods and working conditions while promoting gender inclusion.

The gender analysis conducted by ACF Jordan in January 2024 identified key gender-related roles, barriers, needs, and aspirations of women and men in the agricultural sector. The analysis is organized into four critical domains: 1) Household decision-making 2) Gendered division of labor 3) Access and control over resources, and 4) Protection & gender-based violence (GBV)

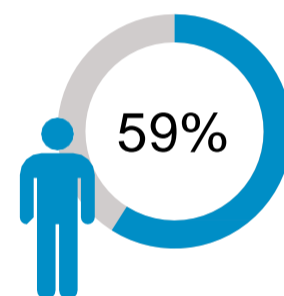
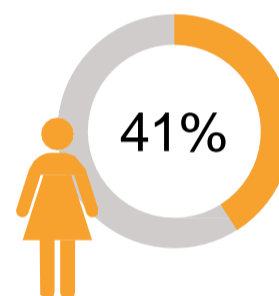


**372** Participants were targeted

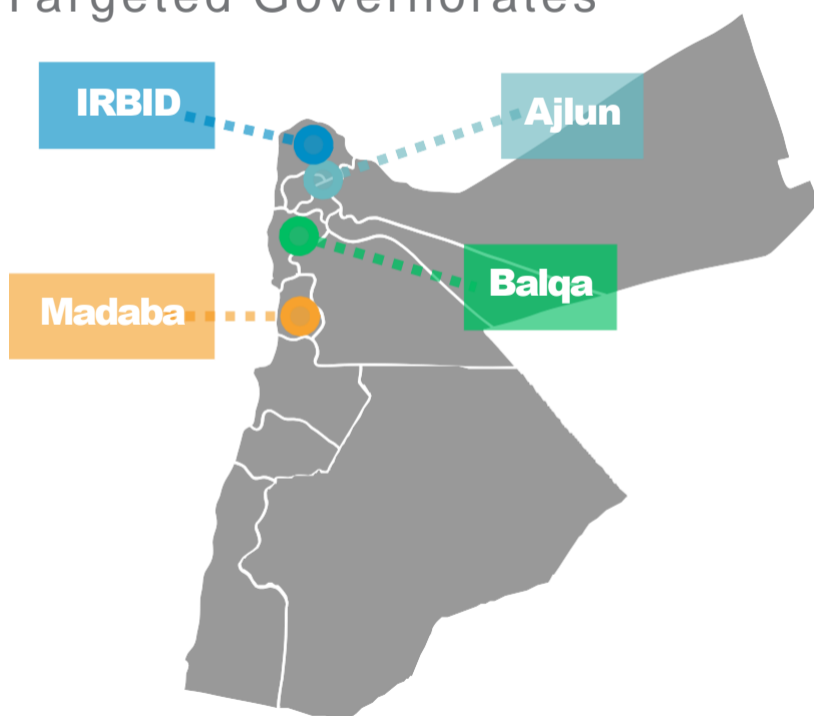


**51% Syrian**

**49% Jordanian**



Targeted Governorates



**IRBID**



**58%**  
**76**  
males



**42%**  
**55**  
Females

**Survey: 85 Respondents**

**FGDs: 44 community members**

**2 Key Informants**

**AJLUN**



**51%**  
**30**  
males



**49%**  
**29**  
Females

**Survey: 47 Respondents**

**FGDs: 9 community members**

**3 Key Informants**

**MADABA**



**61%**  
**43**  
males



**39%**  
**27**  
Females

**Survey: 34 Respondents**

**FGDs: 36 community members**

**BALQA**



**71%**  
**74**  
males



**29%**  
**30**  
Females

**Survey: 83 Respondents**

**FGDs: 17 community members**

**4 Key Informants**

Job Types of Surveyed Participants



**65%** **Agricultural Laborers**



**35%** **Smallholders**

Types of Farms of Smallholders and Laborers



**2.8%**

**Animal production**



**85.6%**

**Plant production**



**10%**

**Planting and Livestock animal Production**

Age Distribution

**18-30| 30%**



**30-50| 56%**



**50-65| 13%**



**>65| 1%**





## Decision Making

Syrian women labourers have lower levels of influence on household decision-making than men. They reported diminished well-being and their mental health status is negatively affected by the low level of power and exclusion since the start of their informal tented settlement experience.

They are not consulted or included in essential decisions that can affect their safety, health, and / or income generated from their work at the farm.

**"As the eldest daughter in my family, I expected to be included in the decision-making around where to live, how to live, and what to contribute, but no one asked me to share my ideas. I just receive instructions"**

-- A Syrian female participant, Madaba, Jan 2024 --



Syrian Men typically handle finances, significant decisions like resettlement, and the frequency and quantity of household items purchased. At the same time, Women identify household needs for purchase.



## Working Conditions & Wages

Both Syrian and Jordanian women are engaged in various agricultural activities but often face challenges in negotiating their roles and working conditions.

Syrian women laborers receive assignments from male supervisors without consideration for their specific needs, leading to unequal treatment and limited opportunities for advancement. Jordanian women are engaged in decision making when it comes to loan taking, and their kids higher education costs sharing.

Working conditions for Syrian women laborers are particularly challenging, including long hours, low wages, and a lack of childcare considerations.

A female Syrian laborer from Ramtha said, **"All of my family members, including the children, work two shifts in the same farm. When the farm owner withholds our weekly wages and denies the working hours we spent, women and men in the family feel helpless, and we suffer. This does not typically happen with laborers from other nationalities, such as Pakistanis and Egyptians."**

The wage calculation is not systematic and depends on the type of agricultural activities, which by default gives men the opportunity to generate more income than women among the laborers due to their engagement in most activities and capacity to work for longer shifts when requested.

**80% of the survey participants indicated that post harvesting (cultivation) is one of the main roles of women working in the agriculture sector.**

“

86% of the Jordanian and Syrian labourers are the youth and young adults. 98% indicated that economic constraints such as lack of jobs and lack of income and capital constitute a major problem affecting women in the four governorates.

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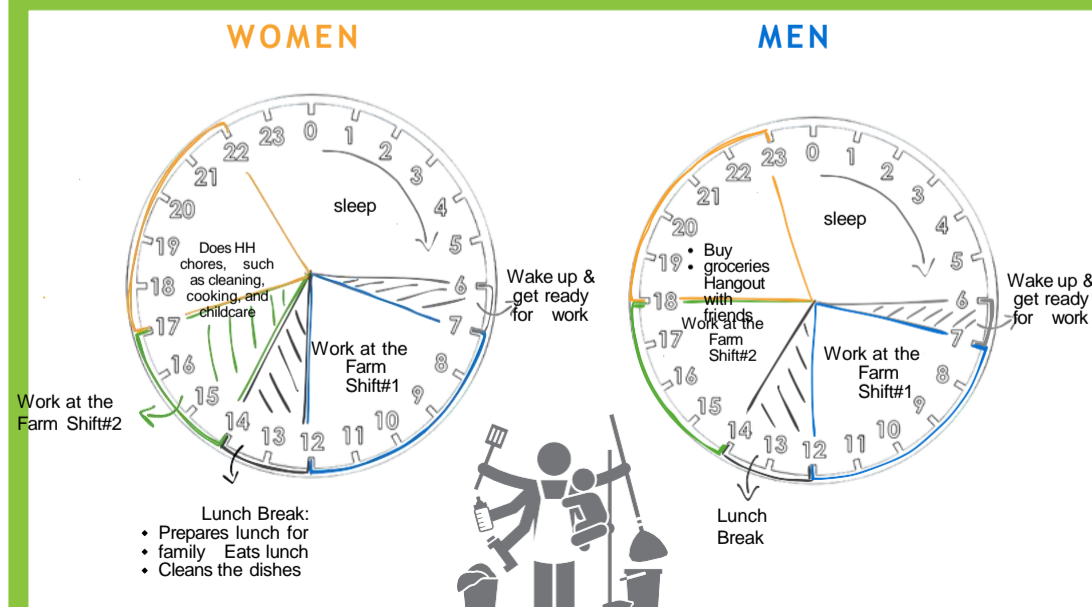


## Child Labor

Informal tented settlement populations operate in the agriculture field as households where Syrian boys and girls (mainly above 14 years old) were subject to work in the farm, and they were considered assistants to their parents by the farm owner and the supervisor.

Generally, Syrian households consider child labor as their coping strategy to meet their essential priorities, justifying that 1) no education is planned for the children due to instability 2) the culture back in their villages in Syria is to start working right after 14 for girls and 12 for boys.

## The Double Burden on Syrian Women



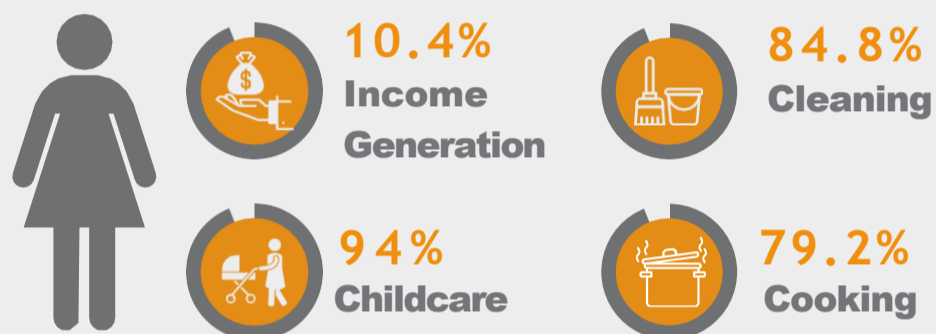
## Decision Making

Jordanian women have limited control over decision-making related to financial and future planning, such as spending plans for key family events, moving from the house due to issues related to rent, and external engagement with other smallholders, traders, wholesalers, and trainers.

Men often make decisions regarding women's work opportunities and financial management. Community expectations and controlling family members can limit women's inclusion.



### Typical Roles of Women at HH:



### Lack of access & control over resources among Women

Women smallholders did not own land officially despite being primarily responsible for all agricultural activities.

**"Some women are not free to use and control their bank cards! Since their bank cards are with their husbands. Even when partners jointly obtain a loan, the property may be registered solely under the husband's name."**

-- Government female leader, Balqa, Jan 2024 --

Men hold more authority in agricultural activities (crop selection, investments, resource use).



### Protection & Gender-Based Violence

Many Jordanian women small holders are staying silent about the gender-based violence they are experiencing and still do not feel confident to report the experiences of abuse and emotional and physical violence to official platforms such as The Family Protection Offices.



**"Women laborers face risks, such as harassment by male workers from other nationalities; they also face bad working conditions, such as long working hours with lower pay than men laborers. There were cases of GBV reported by women when they didn't hand their daily wages to their husbands."**

--Jordanian female participant, Balqa, Jan 2024--

**ONLY 1.2%** Referred exclusively to gender inequality and a lack of decision-making, and protection issues, such as GBV

16% of the surveyed labourers and small holders mentioned that women face medium level of harassment and verbal violence at work

70% mentioned that safe working conditions is among the most two important factors for women to have decent working conditions.



### Access to Political & Civic Participation

Despite changes in the tribal dynamic among the Jordanian smallholder community, the practical application still restricts women's access to leadership roles in the countryside communities.

Women experience community pushback, hindering their effective civic and economic engagement and limiting their influence on community agricultural strategies and policies.



**"Due to unofficial pressure from the local authority and the male-dominant networks, I sacrificed my role as deputy head of Halawa Municipality in Ajlun. I handed it over to another male colleague who ranked second in the municipal elections."**

-- A Jordanian female member of the Halawa (Ajlun) municipality--

