

BRIEF 1

REDISTRIBUTING CARE WORK IN JORDAN: POLICIES ON DIRECT CHILDCARE IN JORDAN

This Infographic highlights key findings from a small-scale time-use survey conducted by ARDD in April 2021 that address how women in Jordan perform care work, how they feel about it, and their perspectives and recommendations on how the burden of care work can be redistributed through social protection mechanisms.

There are Three Types of Services that Address Childcare



Paid Care Leaves



Nurseries



Early Childhood Care and Education Services (ECCE)

Paid Care Leaves

The legislation that governs the employment relationship and paid care leaves in Jordan is Labor Law No. 8 of 1996, authorizes:



Maternity Leaves for the Private Sector: is 70 Days and for the is Public Sector 90 Days



Employees of organizations with more than 10 employees are entitled to 1 year of unpaid leave.



In 2019, the Labor Law was amended to include paid paternity leave, which allows three days of paid leave for fathers

Limitations:

A significant portion of women working in the private sector did not take any or only took around six weeks maternity leave. Women working in small enterprises, or the informal sector do not benefit from these legislations

Nurseries



Article 72 of the Jordanian Labor Law mandated employers to establish a nursery if they employed 20 or more women. The law does not apply to men.



In 2019, the law was amended and employers whose employees collectively have 15 children aged 5 or under to provide a nursery.

Limitations:

Nurseries have remained inaccessible for the majority of families across Jordan, both geographically and financially. The distribution of nurseries skews towards urban areas. The mean monthly cost of childcare in Jordan is equivalent to 88% of the monthly wage.

Early Childhood Care and Education (ECCE) Services



In 2019, the Ministry of Education announced that Kindergarten (KG)2 for those aged 5-6 years would become compulsory beginning 2020-2021.



The national economic stimulus plan is to build 2,800 new KG2 classes and 600 basic and secondary schools from 2018 to 2022.

Limitations:

There are many challenges to ECCE access and provisions in Jordan. Seventy-six per cent of KG2 classes and 100 per cent of KG1 classes were provided by the private sector in 2014-2015.

Policy Recommendations



Reform current leave policies

to include equal, paid, fixed parental leaves for caring parents including paternity leaves and maternity leaves.



Extend Maternity Leaves

to include equal, paid, fixed parental leaves for caring parents including paternity leaves and maternity leaves.

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BRIEF 2

REDISTRIBUTING CARE WORK IN JORDAN: POLICIES ON DIRECT CARE FOR THE CHRONICALLY ILL AND PERSONS WITH DISABILITIES

This Infographic highlights key findings from a small-scale time-use survey conducted by ARDD in April 2021 that address how women in Jordan perform care work, how they feel about it, and their perspectives and recommendations on how the burden of care work can be redistributed through social protection mechanisms and other policies.

Experiences of Caring for Persons with Disabilities

Two major needs for persons with disability are:



Special equipment is needed for persons with disability to care for them, mainly self-help devices for daily living.



Special doctors' visits are needed for persons with disability and the majority pay for these visits themselves, without insurance.

Limitations:

- Full-time care is often needed for dependents with a disability, and the care provided by women comes at the expense of their own time and work.
- Families with dependents with disabilities pay out of pocket for special family doctor's visits.
- The cash transfers for families with dependents with disabilities would not cover elderly family members with disabilities.
- Individuals with a Syrian Nationality with dependents with disabilities are more likely to ask for cash assistance.

Experiences of Caring for the Chronically Ill

Two major needs for the chronically ill:



Persons with chronic illness do not require full-time care. Female family members are more likely to be caregivers, usually managing the medications.



Medications for the chronically ill are not readily available, however when they are not all carers cannot afford these medications.

Limitations:

- Families with chronically ill dependents pay out of pocket for such visits, while others are covered by some insurance.

Care Policies for the Chronically Ill and Persons with Disabilities and their Efficacy



There are currently no provisions in place to permit specific leaves for persons with illness or disability.



The national economic stimulus plan is to build 2,800 new KG2 classes and 600 basic and secondary schools.

Policy Recommendations



Offer cash transfers or subsidies to caregivers who have dependents to offset the burden associated with caring.



Provide opportunities for unpaid caregivers to hire professional help so that they can engage in paid work.



Include systematic measurements unpaid care work into national statistics and quantify their work.

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BRIEF 3

REDISTRIBUTING CARE WORK IN JORDAN: POLICIES ON DIRECT CARE WORK OF ELDERLY DEPENDENTS

This Infographic highlights key findings from a small-scale time-use survey conducted by ARDD in April 2021 that address how women in Jordan perform care work, how they feel about it, and their perspectives and recommendations on how the burden of care work can be redistributed through social protection mechanisms and other policies.

Elderly Care Policies and Their Efficacy: Paid Care Leaves and Pensions

Elderly members most often do not require full-time care and are often caregivers themselves.



Paid Care Leaves

There are no mechanisms currently available to permit specific leaves for adults such as the elderly. Social protection mechanisms for the elderly are delivered primarily through the pension system.



Pensions

The pension system in Jordan is a “Pay As You Go” scheme that covers formally-employed private-sector workers, self-employed, civil servants, and military personnel.

Limitations:

- Pension coverage in Jordan remains below the regional average, with 42.2 percent of older people in Jordan covered by pensions compared to 49 percent of older people in the region.
- A substantial number of workers are not covered by the pension system, including the majority of women since their care work has not been recognized as work.

Elderly Care Policies and Their Efficacy: Elderly Homes



The national Jordan 2025 document

aims to strengthen existing elderly nursing homes based on international best practices, and in 2016 an in-house healthcare accreditation system was established.



Financial Support

The government supports elderly nursing homes by granting JOD 260 payments each month to support poor elderly residents of nursing homes



Care homes and private day centers are licensed

in accordance with the Residential Care Home Licensing Regulations for 2014, and the Older Persons’ Day Centers Licensing Regulations for 2014.



Provision of elderly homes

is a popular social protection mechanism, however, dissatisfaction arises from this idea, as individuals consider caring for the elderly a highly valued familial duty.

Policy Recommendations



Offer cash transfers or subsidies to caregivers who have dependents to offset the burden associated with caring.



Provide opportunities for unpaid caregivers to hire professional help so that they can engage in paid work.



Include systematic measurements unpaid care work into national statistics and quantify their work.

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