



USAID
FROM THE AMERICAN PEOPLE

RECYCLING IN JORDAN ACTIVITY

GENDER ANALYSIS

JANUARY 2021

Submitted to: USAID Recycling in Jordan Activity by Banyan Global

Submission date: January 18, 2021

DISCLAIMER

The authors' views expressed in this publication do not necessarily reflect the views of the United States Agency for International Development (USAID) or the United States Government.

TABLE OF CONTENTS

Acknowledgements	iv
Acronyms	v
Key Terms and Definitions	vi
Executive Summary	1
Introduction and Purpose	1
Method and Limitations.....	1
Highlights of Key Findings	1
Summary of Conclusions.....	4
Highlights of Recommendations	4
<u>Sector-wide recommendations</u>	4
<u>Informal Sector Recommendations</u>	5
<u>Private Sector Recommendations</u>	5
1. Background	7
1.1 Introduction	7
1.2 Overview of Gender equality and Women’s Economic Empowerment in Jordan	8
1.3 Recycling and Social Inclusion in Greater Amman	10
2. Purpose and Questions	11
2.1 Purpose	11
2.2 Questions	11
3. Design, Method and Limitations	12
3.1 Design.....	12
3.2 Method.....	12
3.3 Limitations	13
3.3.1 Fieldwork.....	13
3.3.2 Data.....	13
4. Findings, Conclusions, and Recommendations	14
4.1 Findings.....	14
4.1.1 The Recycling Sector in Amman: Cross-cutting Themes.....	14
4.1.2 Informal Sector Recycling.....	18
4.1.3 Private sector	25
4.2 Conclusions.....	28
4.3 Recommendations	30

4.3.1	Sector-wide Recommendations	30
4.3.2	Informal sector Recommendations	32
4.3.3	Private sector Recommendations.....	37
5.	Annexes	43
	Annex I: Scope of Work.....	43
	Annex II: Literature Review.....	44
	Annex III: Key Informant Interviews.....	48
	Annex IV: Key Data and Statistics.....	50
	Annex V: Legal and Institutional Framework	53
	Annex VI: Resources	56

ACKNOWLEDGEMENTS

Delila Khaled, Senior Gender Equality and Social Inclusion Specialist, wrote and researched this report with Maha Al-Khateeb, Gender, Social Inclusion, and Informal Sector Specialist, under the direction of Caitlin Nordehn, Senior Program Officer, Banyan Global. The authors developed this publication with guidance from the U.S. Agency for International Development (USAID) Jordan, particularly Kenana Amin, Senior Program Development Specialist and Gender Team Lead, Haithem Ali, Project Management Specialist and Mission Environmental Officer, and Rasha Tomaira, Project Management Specialist.

The team expresses its gratitude to Chemonics International and special thanks to Maher Hamdan, Razan Quossous, Ammar Abu Drais, Ehab Al Manaseer, Dina Haddad, Manal Sweidan, and Hanan Murad.

ACRONYMS

CDCS	Country Development Cooperation Strategy
CEO	Chief Executive Officer
CSR	Corporate social responsibility
DO	Development Objective
DOS	Department of Statistics
GAM	Greater Amman Municipality
GBV	Gender-based violence
GESI	Gender equality and social inclusion
HR	Human resources
ILO	International Labour Organization
IR	Intermediate Result
JNCW	Jordanian National Commission for Women
JOD	Jordanian Dinar
KfW	Kreditanstalt für Wiederaufbau
KII	Key informant interview
MoENV	Ministry of Environment
MRF	Materials recovery facility
MSW	Municipal solid waste
MSWM	Municipal solid waste management
NCPE	National Committee on Pay Equity
NGO	Non-governmental organization
PWD	Person with disabilities
STEM	Science, technology, engineering and math
SME	Small and medium-sized enterprise
SWM	Solid waste management
SWP	Street waste picker
USAID	United States Agency for International Development
WE3	Women's economic empowerment and equality
WOB	Woman-owned business
WSW	Waste sector worker

KEY TERMS AND DEFINITIONS

Allyship: Supportive association with another person or group; specifically, with the members of a marginalized or mistreated group to which one does not belong.¹

Gender balance: Gender balance is generally agreed to be a male-female ratio of between 40 and 60 percent. McKinsey, a global consulting firm, analyzed data from 50,000 managers across 90 entities around the world and found that teams with a male–female ratio between 40 and 60 percent produce performance indicators that are more sustained and predictable than unbalanced teams in terms of employee engagement, brand awareness, client retention and financial metrics.²

Gender-based violence (GBV): Denotes violence that is directed at an individual based on his or her biological sex, gender identity or perceived adherence to socially defined norms of masculinity and femininity. It includes physical, sexual and psychological abuse; threats; coercion; arbitrary deprivation of liberty; and economic deprivation, whether occurring in public or private life. GBV takes on many forms and can occur throughout the life cycle. Types of gender-based violence can include female infanticide; child sexual abuse; sex trafficking and forced labor; sexual coercion and abuse; neglect; domestic violence; elder abuse; and harmful traditional practices such as early and forced marriage, “honor” killings and female genital mutilation/cutting.³

Intersectionality: Refers to the complex and cumulative way that the effects of different forms of discrimination (such as racism, sexism and classism) combine, overlap and intersect—especially in the experiences of marginalized people or groups.⁴

Municipal waste management and recycling: Local government bodies manage the collection and disposal of solid waste generated from households and commercial establishments, including the recovery of recyclable materials from postconsumer waste streams.

Positive masculinities: A term used to characterize the values, norms and practices that gender-based work with men and boys seeks to promote in order to end violence against women and girls.⁵

Sanad: Gender values and norms of masculinity and femininity operate alongside other societal values, such as sanad (meaning “support” in Arabic), a belief system that establishes one of the most important social values for women and men, but differently for each. A man’s sanad is his tribe, money, and profession, whereas a woman’s sanad is her man—a husband, father, or brother. A woman without a sanad is at increased risk of GBV and vulnerable to other discriminatory practices. However, a woman with a powerful male sanad, in terms of tribal affiliation, connections, and wealth, can access more resources and rights than those affiliated with a weak/poor sanad. Many informants stated that the male

¹ Merriam Webster Dictionary online: <https://www.merriam-webster.com/dictionary/allyship>

² Landel, M. (2015) <https://www.mckinsey.com/featured-insights/leadership/gender-balance-and-the-link-to-performance>

³ This is the U.S. government’s definition of GBV. Source: USAID GBV Toolkit (2014) p. 10

<https://www.usaid.gov/sites/default/files/documents/1865/USAID%20Toolkit%20GBV%20EG%20Final%20Section%202.pdf>

⁴ Merriam Webster Dictionary online: <https://www.merriam-webster.com/words-at-play/intersectionality-meaning>

⁵ USAID (2015).

support system deters women from reporting GBV, asking for their share of an inheritance, or making decisions against their families' will. This is because the loss of sanad can mean the loss of social protection.⁶

Solid waste management: The control, collection, transport, storage, processing, treatment and disposal of solid waste.

Value chain: An economic system comprised of a set of enterprises or sequence of businesses that perform the full range of functions relating to a product – from the provision of inputs, to the production, transformation, transportation, trade and final sale of the product to end-users.

Waste management and recycling: The management, collection and disposal of solid waste generated from households and commercial establishments, including the recovery and reuse of recyclable materials (e.g., plastics, metals, paper and cardboard, electronics, glass, etc.).

Waste sector worker: Individuals who work across the entire waste value chain in both the private and informal sectors including: informal and formal waste collectors and street sweepers, municipal street waste pickers, landfill recycling pickers, itinerant waste brokers and scrap dealers, intermediaries, preprocessor employees, and recycling factory employees, and municipal SWM staff.

Women's economic empowerment and equality: Women's economic empowerment exists when women can equitably participate in, contribute to and benefit from economic opportunities as workers, consumers, entrepreneurs and investors. This requires access to and control over assets and resources, as well as the capability and agency to manage the terms of their own labor and the benefits accrued. Women's economic equality exists when all women and girls have the same opportunities as men and boys for education, economic participation, decision-making and freedom from violence. This requires collectively addressing barriers to commercial activity and labor market participation, such as restrictive laws, policies and cultural norms; infrastructure and technology challenges; unpaid care work; limits on collective action; and poorly enforced protections.

Street waste picker or collector: An individual who works informally collecting waste in the street either from waste bins, commercial enterprises and/or households working on foot or using a pick-up truck. This includes formally employed street sweepers who are informally involved in waste picking.

Street Sweeper: An individual formally employed by the Greater Amman municipality to sweep and clean the streets.

⁶ Morris, P., Almala, A. Garlick, M., Heyari, N., Carchidi, B., and Farrah, R.. (2020). "USAID Jordan Gender Analysis and Assessment." (USAID). https://pdf.usaid.gov/pdf_docs/PA00WDSP.pdf

EXECUTIVE SUMMARY

INTRODUCTION AND PURPOSE

The Recycling in Jordan Activity is working with private recycling firms, the commercial sector, the Ministry of Environment (MoENV), and Greater Amman Municipality (GAM) to increase commercial sector recycling services in Amman. As part of the Recycling in Jordan start-up and planning efforts, the Activity team is conducting a comprehensive market systems analysis including a mapping of the recycling value chain. A gender analysis was carried out to ensure the integration of gender equality and social inclusion considerations in activity planning, implementation, and monitoring, evaluation, and learning.

The gender analysis identifies and assesses inequalities, constraints, and opportunities across the recycling value chain, with a focus on the informal sector, and offers conclusions and recommendations to inform the Recycling in Jordan Activity. The analysis examines Gender Equality and Social Inclusion (GESI) considerations in the context of the three main components of the Activity, namely to: i) Expand and improve private sector-led recycling services; ii) Generate greater demand for and utilization of recycling services within the Amman commercial sector; and iii) Increase local and national government support for solid waste management. The analysis will be used to develop a GESI Strategy and Action Plan.

METHOD AND LIMITATIONS

Based on an in-depth literature review of more than 50 sources and 33 Key Informant Interviews (KIIs), this analysis provides an overview of the roles and status of women and men in the recycling sector in Amman, Jordan, and identifies gender disparities therein. Guided by USAID's [Automated Directives Systems \(ADS\) 205](#), the research questions were designed to identify, prioritize and analyze relevant issues related to women's economic empowerment along the five gender analysis domains of: laws, policies and regulations; cultural norms and beliefs; gender roles, responsibilities, and time use; access to and control over assets and resources; and patterns of power and decision-making.

The gender analysis team faced two noteworthy constraints in conducting research: (1) fieldwork and the completion of KIIs was impeded by the pandemic and resulting lockdown in Jordan; and (2) little to no data or descriptive statistics exist about women working in the recycling sector in Jordan, in general, and in the informal sector and in Amman, in particular.

HIGHLIGHTS OF KEY FINDINGS

KEY THEMES ACROSS THE RECYCLING SECTOR

Data Deficiency. The extremely limited availability of sector-specific data and statistics impedes planning and consensus within the recycling sector, especially the integration of gender and social inclusion considerations. This is a key problem cited by Solid Waste Management (SWM) experts in Jordan and in developing countries worldwide. This absence of data is especially pronounced at the intersection of gender and the informal sector.

Cultural norms and gender roles. The social stigma around waste and recycling inhibits entry and activity for women and men in both the formal and informal recycling sectors. People working in this sector are associated with or are considered "dirty" and are often shunned upon by the public and not

valued by society. Rigid cultural norms inhibit women from interacting with men outside of their families—an intractable obstacle for women in the male-dominated SWM sector. Additionally, a gendered division of labor is pervasive throughout the recycling value chain (in both the informal and private sectors) and inhibits women’s advancement as both entrepreneurs and employees. Another constraint faced by women and People With Disabilities (PWD) in both the private and informal sectors is the real and perceived threat of Gender-based Violence (GBV) and sexual harassment, which deters both women’s entry and advancement in the sector and reinforces gendered roles and divisions of labor at work.

Leadership, representation, and organization. Neither private sector nor informal sector workers are involved in collective organizing or bargaining in the SWM and recycling sector, constrained by labor laws that do not favor workers. At the national and municipal levels, there are no cooperatives, organizations, unions, or business associations representing the interests of informal workers or professionals (men or women) working in the recycling sector. In addition, women lack leadership and representation throughout the value chain. Research revealed only two women-owned private recycling businesses operating in GAM out of the total 220 firms registered and the 29 firms currently in business.

INFORMAL SECTOR RECYCLING

Waste pickers, street sweepers, itinerant waste brokers and scrap dealers. The SWM experts interviewed⁷ estimate a minimum of 3,000 and a maximum of 5,000 men work as informal Street Waste Pickers (SWP) in GAM. With only 100 to 200 female SWPs in total, women are almost entirely absent from this level of the value chain. Street waste pickers can be divided into two groups: those employed as municipal streets sweepers and those who operate independently as itinerant waste collectors.

Informal waste picking is a well-organized network-driven activity based on extensive informal arrangements controlling access to the most in-demand waste. These networks are entirely male-dominated and pose a key barrier to entry and advancement for women throughout the informal levels of the value chain. In the absence of social and legal protections, this network of relationships is critical to SWPs’ ability to maximize profits and minimize risks. The system offers an informal type of job security, guaranteeing access to high value waste streams and ensuring that individuals from “outside” the system cannot pick in areas designated to other SWPs. Women are absent from this network entirely, inhibiting their ability to advance through the informal recycling value chain.

Due to existing gendered roles and power relations, women street waste pickers lack access to higher quality and quantity of recyclables compared with men, impeding their ability to compete at this level of the value chain and inhibiting their upward mobility. Though women SWPs also have access to smartphones, they reportedly do not have the same knowledge regarding pricing and are not incentivized to pursue such information since they are not involved directly in sales and rarely receive direct remuneration.

Sorters. Due to rigid cultural norms regarding gendered labor roles, compounded by the constraints and risks women face picking in the streets, most women in the informal recycling sector work almost exclusively as sorters. They take on the most high-risk, under-paid and menial work in the recycling chain. SWM sector experts estimate that approximately 300 to 600 women work as sorters in GAM, the majority of whom are the wives of GAM street sweepers. They work in conjunction with their husbands and/or other male family members, with the men collecting waste and transporting it to their homes

⁷ Refer to Annex III, Key Informant Interviews, for a complete list of experts consulted.

where their wives (sometimes with the help of their children) sort. Despite difficult working conditions, informality offers female sorters (and SWPs) flexible work hours and the freedom to work from home where they can simultaneously fulfill their domestic responsibilities and care for their children while avoiding the threat of harassment and public scrutiny associated with working in the streets.

The intersectional identities of women and other marginalized value chain actors.

- **Marginalized communities.** Among the few women waste pickers in Amman, some are members of the “Dom” community. A gendered division of labor is prevalent among this group, with women and children responsible for waste picking and pre-sorting, while men pick, haul, sell, and tend to control income. The “Sabaawiya” is another marginalized group active in the informal recycling sector, namely in Nozhet Sahab and eastern areas of Amman, where they tend to reside in informal settlements and work in and around their homes.
- **Divorced and widowed women.** Among all women SWPs in GAM, the most vulnerable are female-headed households, mostly divorced or widowed women who turn to waste picking as a source of secondary income to supplement social security benefits.
- **People with disabilities.** Though few in numbers in the recycling sector, rising unemployment rates in Jordan are leading more disabled people to seek work in the informal sector due to limited alternative livelihood options.
- **Youth.** Anecdotal evidence suggests that youth are not working in the recycling sector in large numbers, but those that do face similar obstacles and constraints as their adult counterparts in accordance with their gender and other intersectional identities.

Legal constraints and a lack of social and legal protections amplify the exclusion of men and women informal waste workers. Men and women face additional and differing legal vulnerabilities based on the laws and their legal status. Most waste pickers are formerly incarcerated men. The legal risks SWPs face are even more pronounced for women, including the threat of hostility, fines, and/or arrest by the police if accompanied by their children. In the absence of legal and social protections or decent labor standards, neither men nor women working in the informal recycling sector are incentivized to formalize.

PRIVATE SECTOR

Jordanians and Egyptians comprise most formal workers in the private sector recycling value chain in Amman, with relatively lower representation of migrant workers and refugees including from Syria, Bangladesh, and Yemen. Women working in private sector recycling face many disincentives to their participation, including rigid cultural norms that deter women from working in high-risk, male-dominated sectors and contribute to high barriers to entry and limited opportunities for professional advancement; and the risk of sexual harassment in the workplace with lack of legal recourse. Two other constraints women face in the private sector, and which evidence suggests are consistent with women’s experience in the recycling sector, are the gender pay gap and access to finance. These counterincentives to women’s involvement are painfully evident in the fact that women are relatively absent at all levels of the formal recycling value chain – as employees, managers, technical experts, business owners, and board members. The team estimates that women comprise less than three percent of employees working in private sector recycling enterprises in GAM.⁸

⁸ KIs have been conducted with representatives from 23 companies across the value chain, representing a total of 1,208 employees of which only 31 are women (or 2.5 percent).

With regard to persons with disabilities, evidence suggests that they face limited opportunities for formal employment. Private sector business owners and managers explained that they prefer not to hire workers with disabilities due to the physically demanding nature of the work. This lack of opportunity may be related to social stigmas around working with the disabled.

SUMMARY OF CONCLUSIONS

Globally, gender integration in the waste management and recycling sector has been negligible. Jordan is no different. Not only are women invisible they are also absent in numbers – representing less than 5 percent of workers in both the private and the informal segments of the value chain. When women do participate in the sector, it is almost always based on a gendered division of labor, which limits women’s roles in the informal sector to sorting and some waste picking, and in the formal sector to non-technical and administrative positions. A great impediment to understanding the impact of gender dynamics within the recycling sector is the complete lack of sex disaggregated data. This chronic problem plagues the SWM sector worldwide and especially at the intersection of recycling, gender, and the informal sector.

Solutions facilitated by the project will require a carefully phased approach over the short, medium, and long-term that are derived from consultative processes with men, women, and marginalized waste sector workers (WSWs) and based on trust building and consensus among key stakeholders. These solutions must include official recognition of the informal sector and reforms that benefit (not punish) them for their work. Efforts to formalize must be comprehensive, multi-faceted, and address the particular needs and status of men and women. Unilateral attempts to simply register waste pickers with the Municipality to monitor and dictate their operations without offering them protections and incentives will not succeed. It is also imperative that the Activity cooperate strategically with a range of public and non-governmental organizations as well as other USAID-funded programs to support progress on these issues, and to design approaches that go beyond individual capacity building to strategically integrate institutional and individual transformation initiatives.

HIGHLIGHTS OF RECOMMENDATIONS

To make progress on gender equality and social inclusion within the recycling sector, the Recycling in Jordan Activity should promote economic alternatives; policy improvements related to the informal recycling sector; support the creation of organizations for waste sector workers with women in leadership positions that also provide training, technical assistance, and organizational strengthening; improve conditions and opportunities for women, PWDs and all employees within recycling companies; and provide incentives for women to work in the sector. Interventions must address GBV, women’s workload, and promote positive masculinity. The summary recommendations listed below are presented in the following order: sector-wide recommendations, informal sector, and private sector recommendations.

Sector-wide recommendations

Data Deficiency

1. Address the GESI data deficiency in SWM. The need for data-driven investments is imperative for the recycling sector as a whole, and for the advancement of women and informal WSWs therein.

Cultural Norms and Gender Roles

2. Address the recycling sector as an environmental issue and a valuable service to society. Such efforts will be an important early step for the Recycling in Jordan Activity.

3. Incorporate activities that strengthen GBV and sexual harassment awareness, prevention and reporting throughout the value chain engaging men, women, youth, and PWDs.
4. Demystify waste and recycling as masculine work, at all levels of the value chain. As more and more women seek private sector work in the face of growing unemployment in Jordan, the growth of the commercial recycling sector offers new opportunities for women.

Informal Sector Recommendations

Waste Pickers, Street Sweepers, Itinerant Waste Buyers and Scrap Dealers

5. Enhance leadership, organization, and representation among the informal recycling sector.
6. Efforts to integrate informal waste sector workers – including women, youth and PWDs – into the formal sector must engage them directly in planning and decision-making and should be done with a view toward their recognition and protection. Key steps are outlined in the full analysis.

Women and Other Marginalized Groups

7. A concerted effort must be made to engage informal women waste workers directly in project planning and decision-making to formulate solutions that are inclusive and gender sensitive.
8. Interventions involving women in the informal sector must be market-driven and require wide-ranging assistance to increase access and agency.

Private Sector Recommendations

Waste Sector Workers

9. Promote the expansion of labor standards and improvement working conditions for private sector workers, including decent wages and basic physical, social and legal protections.

Women in the Workplace

10. Create programs and partnerships that incentivize private sector firms and GAM to hire and invest in women and PWDs, and that promote gender equality, inclusion and equal opportunity in the workplace.

Women entrepreneurs

11. Identify key value chain entry-points for women, youth, and PWD entrepreneurs.
12. To help incentivize these commercial waste generators to contract with women-and youth-owned businesses.
13. Unlock access to finance for women and youth entrepreneurs by supporting enterprises in the development of business plans and loan applications and explore strategic partnerships with financial institutions.
14. Increase access to professional training opportunities for women and youth entrepreneurs.
15. Introduce gender-sensitive procurement policies and procedures.

Leadership, Representation and Organization

16. Strengthen leadership among women and youth and increase access to mentoring and networking opportunities for women and youth professionals and entrepreneurs.
17. Identify and promote women and youth role models and male allies.

18. The Activity should provide extensive gender sensitization and positive masculinities training⁹ among all stakeholders and at all levels of the value chain to help women penetrate the male-dominated recycling sector network.
19. Finally, as the recycling sector matures, it is important to ensure that women are represented in leadership and decision-making positions within new sector-specific organizations that are established.

⁹ Training resources related to positive masculinities can be found in Annex VI.

I. BACKGROUND

I.1 INTRODUCTION

The Recycling in Jordan Activity will work with private recycling firms, the commercial sector, the MoENV, and Greater Amman Municipality (GAM) to increase commercial sector recycling services in Amman. As part of the Activity start-up and planning efforts, the Activity team is conducting a comprehensive market systems analysis including a mapping of the recycling value chain. A gender analysis was carried out to ensure the integration of gender equality and social inclusion considerations in activity planning, implementation, and monitoring, evaluation, and learning.

The gender analysis examines the opportunities and constraints faced by women and marginalized groups at different levels of the recycling value chain, with special attention to their presence in the informal sector. The resulting recommendations will be used to inform the integration of gender equality and social inclusion consideration across the Activity's core components, in particular, efforts to expand and improve private sector-led recycling services, and to increase government support for solid waste management. Across all three Performance Objectives, the gender equality and social inclusion (GESI) component will ensure that activity design and implementation is inclusive and addresses challenges faced by vulnerable populations such as informal workers, women, youth, and people with disabilities. To this end, the Recycling in Jordan Activity will directly and indirectly contribute to advancing USAID Jordan's Development Objectives (DOs) and Intermediate Results (IRs) in accordance with the Mission's Country Development Cooperation Strategy and Results Framework (CDCS),¹⁰ in particular:

DO 1. "Inclusive Private Sector-Led Growth":

IR 1.2 "Private Sector Capacity to Compete Advanced"

IR 1.3 "Increased women's participation in the Economy"

DO 3. "Equitable, Democratic Governance Strengthened":

IR 3.1 "Accountability and Effectiveness of Public Institutions Increased"

IR 3.3 "Rights of women and Marginalized Groups Advanced"

DO 5. "Agency and Leadership of Women and Youth Enhanced"

IR 5.1 "Adoption of Inclusive Social Norms Increased"

IR 5.2 "Barriers to women's and youth participation and leadership mitigated"

IR 5.3 "Inclusive participation in Public Life Enhanced"

¹⁰ <https://www.usaid.gov/sites/default/files/documents/CDCS-Jordan-2020-2025.pdf>

1.2 OVERVIEW OF GENDER EQUALITY AND WOMEN'S ECONOMIC EMPOWERMENT IN JORDAN

There is a confluence of factors which contribute to disparities in women's participation in the economy and the overall wellbeing of women and girls in Jordan. These gaps hinge on structural and socio-cultural factors which limit or restrict women's ability to aspire to and work in both formal and informal sectors. Applying the ADS 205 Gender Domains helps to illuminate the diverse factors which limit, restrict, or create opportunities for women in Jordan, from different social backgrounds, to contribute to and directly access equitable benefits from their participation in the economy.

Jordan has one of the largest gender gaps and one of the lowest rates of female labor force participation in the world. In the 2020 Global Gender Gap Report, the World Economic Forum ranks Jordan 138 out of 153 countries in terms of gender gaps, driven by the country's near-bottom ranking of 145 for "economic participation and opportunity."¹¹ **Despite the gender-balanced and high rate of literacy and education among Jordanian women,** the rate of women's labor force participation hovers at a mere 14.04%.¹² This gap results in an estimated 21 percent loss in GDP annually or around \$8 billion USD.¹³

More than 50 percent of employed women in Jordan work in the informal sector. Jordan, like many of its neighboring countries in the region, experienced a **significant expansion of the informal labor base in the last few decades.** This is largely because of the adoption of structural reform programs that deemphasize the State's social role and aim to open up the free market. The most important mechanisms consisted of freezing and/or reducing governmental employment. This has led to key shifts in the labor force with significant direct impact on women and marginalized groups' employment, namely: (1) an increase of informal labor to fill the gaps left by the public sector; and, (2) an increasing number of women seeking employment in the private sector, whereas the public sector has historically been the primary source of employment for women, especially in urban centers.¹⁴ According to the latest figures from the national Department of Statistics (DOS), **only 49 percent of employed women work in the private sector,**¹⁵ constituting 13.6 percent of the national workforce, compared with 86 percent for men.¹⁶

Rigid cultural norms and beliefs about women's and men's role in society contribute to gaps in women's economic participation and general autonomy. The concept of *sanad*, which means support, strongly influences the roles that women and men are encouraged to aspire to and play in their households and communities. Men's *sanad* is related to their role as a breadwinner, protector, and their tribal affiliations. Women's *sanad* are men in her family, such as a husband, brother, or father. These beliefs and perceptions about men's and women's appropriate roles and how men and women should relate to one another in the home, community, and workplace are mediated by other social markers including age, education, marital status, and ability.¹⁷

¹¹ World Economic Forum (WEF). (2020). "[Global Gender Gap Report 2020](#)."

¹² Source: <https://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS?locations=JO>

¹³ Morris, P., Almala, A. Garlick, M., Heyari, N., Carchidi, B., and Farrah, R.. (2020). "USAID Jordan Gender Analysis and Assessment." (USAID). https://pdf.usaid.gov/pdf_docs/PA00WDSP.pdf

¹⁴ Arab NGO Network. (2016). "[The Arab Watch Report on Economic and Social Rights – Informal Employment](#)."

¹⁵ Department of Statistics (DOS). (2018a). "[Jobs Creation Survey for 2017](#)."

¹⁶ Business Reform Environment Facility (BRF). (2017). "[Assessment of Business Environment Reform in Jordan](#)."

¹⁷ Morris, P., Almala, A. Garlick, M., Heyari, N., Carchidi, B., and Farrah, R.. (2020). "USAID Jordan Gender Analysis and Assessment." (USAID). https://pdf.usaid.gov/pdf_docs/PA00WDSP.pdf

This belief system influences power dynamics between men and women in the home and within society. At the household level, women’s **access to and control over resources**, including income, and rights tend to be mediated by men in their family. Men playing the role of ‘protector’ permit or restrict **women’s mobility and ability to interact with men outside of the family** for social or economic matters. Younger and unmarried women often face more constraints on their mobility. These restrictions on women’s mobility are based on concerns about women’s safety. While men are expected to play this role of ‘protector’ of women to prevent abuse outside the household, gender-based violence (GBV) perpetrated by male family members against women is not uncommon¹⁸. Furthermore, a study on persons with disabilities in Jordan found that women with disabilities are more vulnerable and stigmatized than their male counterparts, and that refugee women with disabilities are more likely than others to suffer GBV in their displaced communities.¹⁹

Protections and justice for women under civil law and religious and customary practices remain weak. For example, the Protection from Domestic Violence Law²⁰, focuses more on family reconciliation than justice for survivors of GBV.²¹ Women are also treated as legal minors under the **Personal Status Law**, further reinforcing women’s reliance on men, including decisions on marriage, divorce, alimony, and the guardianship of children. While concerns about women’s safety outside the home are common, this concern is **not matched with civil laws criminalizing GBV in public spaces**. Within the workplace, apart from sexual violence provisions in the labor laws, laws do not provide adequate protection for women in cases of sexual abuse by coworkers, customers or in transit to work. In fact, lack of recourse for sexual harassment on public transport is a key reason cited by women to leave the workforce.²²

Cultural norms and beliefs about women’s and men’s roles also affect their professional aspirations and access to resources to gain employment or grow businesses. While there is relative parity between women’s and men’s educational attainment, men are more likely to use their credentials to seek and obtain formal employment. This difference in women’s and men’s employment seeking behavior is reinforced by perceptions that men should be the breadwinner and women should focus on unpaid domestic responsibilities. Even if women do enter into the workforce, there is an expectation they will maintain their roles and responsibilities in the household (e.g., cooking, cleaning, and caring for children or elderly).

Additionally, very few women compared to men own land or property, which can be leveraged to start a business or use as collateral to obtain loans. (According to DOS 2018 data, for example, only 16.6 percent of women own land, compared with 48.8 percent of men.) Perceptions that women ‘have no need’ to own these assets or at least should not own more than their husband or male relatives contributes to this inequality. As a result, it is more common for assets to be jointly owned by husbands and wives.

¹⁸ Though there are limited sources of data available on GBV in Jordan, ample statistics and information can be found in Jordan’s most recent Population and Health Survey. Refer to: Department of Statistics (DOS) and ICF. (2019). “Jordan Population and Family Health Survey 2017-18,” available at: <https://dhsprogram.com/pubs/pdf/FR346/FR346.pdf>.

¹⁹ S. Jalal and S. Gabel. (2014). “Physical Disability, Gender, and Marriage in Jordanian Society,” *Review of Disability Studies* 10, nos. 1 & 2. <http://www.rdsjournal.org/index.php/journal/article/view/33/126>

²⁰ The Protection from Domestic Violence Law No. 15 of 2017 is available via the Ministry of Social Development: <http://www.mosd.gov.jo/Ul/Arabic/ShowContent.aspx?ContentId=80>

²¹ Morris, P., Almala, A. Garlick, M., Heyari, N., Carchidi, B., and Farrah, R.. (2020). “USAID Jordan Gender Analysis and Assessment.” (USAID). https://pdf.usaid.gov/pdf_docs/PA00WDSP.pdf

²² Alaloul, S. et al., (2018). “Gender in Public Transportation: A Perspective of Women Users of Public Transportation,” SADAQA.

Women are constrained from accessing bank loans due to restrictive laws, policies, and institutional practices. This hampers women’s ability to make autonomous decisions about their lives and in pursuit of entrepreneurial goals. Less than 20 percent of all bank loans in Jordan are drawn by women, amounting to a mere 16 percent of total loans from commercial banks; whereas men account for 80.4 percent of all borrowers, accounting for 83 percent of total commercial loans.²³ This disparity is in part linked to strict and discriminatory bank practices. Banks require not only proof of monthly salary or fixed income to access loans; property ownership, full sponsorship, and a statement of accounts are often required to guarantee a loan –which few women have access to. Even if women can meet these requirements, they often face discrimination from banks demanding that loans be taken out jointly with their husband or a male relative.²⁴ This is yet another institutional practice which reinforces women’s dependence on men to pursue economic goals. (Refer to Box 4 in Section 4.1.3 for a firsthand account of such experiences as conveyed by a female entrepreneur.)

Legal restrictions and institutional practices limit women’s employment options and access to benefits. Labor laws do not take into account the differential needs of women and men and tend to be “protectionist” in nature, reflecting cultural norms and beliefs noted above. For example, labor laws limit the type of work or times of day that women are authorized to work. There is also a lack of accountability mechanisms to monitor discriminatory behavior. Informal workers, including men and women, do not benefit from social protection and social security.²⁵

I.3 RECYCLING AND SOCIAL INCLUSION IN GREATER AMMAN

There are many competing forces impacting the recycling sector in Jordan. Rapid population growth coupled with ongoing economic decline and rising unemployment is leading more people to seek informal work. Urban centers are generating more waste than out-resourced municipal systems can handle. Meanwhile, global forces – notably dropping oil prices, the pandemic, and China’s waste ban – have diminished the demand for virgin plastics and other recyclable materials, constraining growth of the recycling sector. In GAM, these impacts have been felt most profoundly by the informal sector, who experienced the additional closure of al-Ghabawi landfill to waste picking, thereby cutting off thousands of waste pickers and their families from their immediate livelihood. Some of those picking at the landfill now pick on the street, while others began picking outside of GAM, in the nearby city of Irbid where the population is quickly growing thus generating increasing amounts of waste.

In GAM and across Jordan, the most marginalized men and women work in the informal recycling sector, though women participate in significantly fewer numbers. They often work with family members, picking, collecting, and sorting waste – from hazardous construction waste to medical waste and organic waste. In doing so, they fill a critical function both in the recycling value chain and in municipal SWM service delivery. Since there is no separation at source in GAM, almost all waste ends up in the landfill. (Across Jordan, only six to 10 percent of waste is recycled.) Despite their critical role, informal waste sector workers (WSWs) remain unrecognized by the government and by GAM, both in the overarching legal code and in the legal framework for municipal solid waste management (MSWM). This reinforces their marginalization and vulnerability, placing them at odds with local authorities whose mandate it is to enforce laws that

²³ DOS [Jordan], (2018a). “Gender Statistics: Economic Empowerment.” http://www.dos.gov.jo/dos_home_a/main/population/gender/eco/2017/10.pdf

²⁴ Morris, P., Almala, A. Garlick, M., Heyari, N., Carchidi, B., and Farrah, R.. (2020). “USAID Jordan Gender Analysis and Assessment.” (USAID). https://pdf.usaid.gov/pdf_docs/PA00WDSP.pdf

²⁵ *Ibid.*

require cleanliness in the streets and forbid informal waste picking. Indeed, prior efforts by GAM to organize the informal waste pickers have failed, revealing a disconnect between SWM policy and the reality of the waste sector that is commonplace globally.

2. PURPOSE AND QUESTIONS

2.1 PURPOSE

The purpose of this activity-level gender analysis is to identify and assess inequalities, constraints and opportunities within the recycling sector in GAM and to offer conclusions and recommendations to inform the Recycling in Jordan Activity. The analysis examines GESI considerations in the context of three key drivers of the Recycling in Jordan Activity, namely to:

- Expand and improve private sector-led recycling services
- Generate greater demand for and utilization of recycling services within the Amman commercial sector
- Increase local and national government support for solid waste management

The analysis findings and recommendations will be used to inform the development of an Activity-level GESI Strategy and Action Plan. This plan will guide the integration of GESI considerations in activities across all levels of the recycling value chain in Amman, with a focus on the informal sector. To further reinforce the strategy, the GESI team will design and deliver a GESI Training for activity and implementing partner staff. (Refer to Gender Analysis Scope in Annex I.)

2.2 QUESTIONS

This gender analysis will examine the gender equality and social inclusion issues impacting the recycling sector in the GAM, and how they differ for women and men (including disabled persons and/or other vulnerable groups) working in different roles throughout the recycling value chain, with a focus on the informal sector. To better understand and address the GESI-based constraints and opportunities that will affect the achievement of the Recycling in Jordan Activity objectives, the analysis will focus specifically on three key questions:

1. What are the requirements and barriers to entry and access for men's and women's participation at different levels of the recycling value chain? Are these barriers implicit or explicit? How are these different for women vs. men working in different roles within the value chain?
2. What are the differences in men's and women's ability to access and control the benefits derived from participation in the sector?
3. What are the barriers and differences in men's and women's ability to meaningfully contribute to decisions affecting participation, benefits, and the stability or growth of the recycling sector?

3. DESIGN, METHOD AND LIMITATIONS

3.1 DESIGN

The analysis assesses gender dimensions across the recycling value chain, with a focus on the informal sector. Based on an in-depth literature review and key informant interviews (KII), this analysis provides an overview of the roles and status of women and men in the recycling sector in Amman, Jordan, and identifies gender disparities therein. Guided by USAID's [Automated Directives Systems \(ADS\) 205](#), the research questions were designed to identify, prioritize, and analyze relevant issues related to women's economic empowerment along the five gender analysis domains of:

- laws, policies and regulations
- cultural norms and beliefs
- gender roles, responsibilities, and time use
- access to and control over assets and resources
- patterns of power and decision-making

The team tracked literature review findings to identify gaps in data and information to inform the development of interview guides for the KIIs. Due to constraints detailed in **3.2 Limitations** below, this analysis is based on a limited number of KIIs with men and women working in the informal recycling sector. To proceed within the original timeframe or completion of this report, the team identified and interviewed key individuals that have worked with this target group directly or indirectly through the communities in which they live. These informants included local solid waste management (SWM) and recycling experts and a wide range of actors across the recycling value chain: service providers, owners of small, medium- and large-scale enterprises; male and female waste pickers; scrap dealers; women professionals and women business owners; as well as government officials. By drawing on the experience and insights of this mix of individuals, the team was able to gain a more robust understanding of the context and constraints from a gender perspective, while defining gaps in knowledge and research.

3.2 METHOD

The gender analysis draws on a comprehensive literature review and KIIs with recycling sector actors operating within GAM. The literature review and KIIs were conducted during November and December 2020, though impeded by notable limitations in data and fieldwork (as detailed in 2.2 and 2.3 below). The literature review includes country-specific reports and data resources from local and international non-governmental organizations (NGO), donor agencies, as well as national government agencies, focusing on gender, the informal sector, and the SWM and recycling sector in Jordan, as well as global and regional studies focusing on gender in SWM and recycling.

The gender analysis team conducted structured and semi-structured interviews in-person and remotely. A total of 33 KIIs were conducted with male and female actors across the value chain including informal waste pickers and the owners and employees of micro-, small-, medium-, and large-size enterprises (brokers, scrap dealers, SWM service providers, plastics companies and large-scale processors). In addition, the team interviewed two Jordanian SWM and recycling sector experts as well as the former head of the gender statistics division at the national DOS. (For additional details regarding the KIIs refer

to Table I. For a complete list of KIs conducted, refer to Annex III.) The sample size was determined in consultation with project leadership and adjusted per the limitations detailed below. The team analyzed the data by source, gender dimension, and area of inquiry.

Table I: Scope of Field Research and Data Collection

Information and Data Collection Method	Scope
Key Informant Interviews	33 informants were interviewed including: <ul style="list-style-type: none"> • Three female and 21 male private sector actors (employees and business owners) • Six waste pickers (two females; four males) • Three subject-matter experts (two SWM; one gender)
Literature Review	52 documents, articles, reports and online data resources were reviewed. (Refer to Annex II, Literature Review)

3.3 LIMITATIONS

3.3.1 FIELDWORK

Originally, the gender analysis team had planned to conduct 50 interviews (a combination of focus group and KIs) with informal sector actors during the month of November 2020, in addition to interviews with various actors along the value chain. Regarding the informal sector interviews, this plan was modified to accommodate two key constraints that arose during the course of fieldwork, namely: (1) the lockdown that took place in Jordan during November 10 through 15, 2020 due to the pandemic inhibited movement outside the home; and (2) the research team’s in-country gender equality and social inclusion specialist contracted COVID-19. These factors specifically constrained the team’s ability to conduct fieldwork and collect primary data from informal recycling sector actors, since those interviews must be conducted in-person.

3.3.2 DATA

Little to no data or descriptive statistics exist about women working in the recycling sector in Jordan, in general, and in the informal sector and in Amman, in particular. Studies and experts worldwide repeatedly cite the absence of data as a critical impediment to the sector; and particularly the absence of sex-disaggregated data. Jordan is no exception.

4. FINDINGS, CONCLUSIONS, AND RECOMMENDATIONS

4.1 FINDINGS

A number of findings are common across both the formal and informal sectors that comparatively provide important context for understanding the constraints and opportunities that women and men face across the value chain. These cross-cutting findings will be presented first, followed by detailed findings for the informal sector and the private sector.

4.1.1 THE RECYCLING SECTOR IN AMMAN: CROSS-CUTTING THEMES

DATA DEFICIENCY

The extremely limited availability of sector-specific data and statistics impedes planning and consensus within the recycling sector, especially the integration of gender and social inclusion considerations. A key problem cited by SWM sector experts in Jordan – and in developing countries worldwide – is the chronic lack of available sector-specific data and information.²⁶ This contributes to a lack of consensus on appropriate policies, interventions and solutions to challenges and a lack of prioritization of SWM and recycling among the municipal activities. To date, the single source of data²⁷ on the informal recycling sector in Amman is derived from a socio-economic survey of waste-picking activities conducted in 2015 during the development of Jordan’s national municipal solid waste management (MSWM) Strategy.²⁸ Noticeably absent from this report is any mention of women (Refer to Box I).

The absence of data is especially pronounced at the intersection of gender and informal sector. Most national reports do not provide sufficient information on the gender dimensions of informal labor.²⁹ It is important to highlight that the research team found that **not a single report has been written focusing on gender within the informal recycling sector in Amman.** A handful of donor reports exist regarding programs outside of GAM, however, they lack gender-specific data and tend to focus on donor interventions in refugee camps and around landfills and sorting centers – a demographic and a context that is not applicable to women recyclers in GAM.

²⁶ Aidis, R. and D. Khaled. (2019). “Women’s Economic Empowerment and Equality Gender Analysis of the Waste Management and Recycling Sector,” USAID. https://pdf.usaid.gov/pdf_docs/PA00TQSH.pdf

²⁷ This data is available in the following report: Kreditanstalt für Wiederaufbau (KfW). (2017). “Evaluation of the Recycling Markets and Market Options for Secondary Raw Materials and Products Derived from Waste.”

²⁸ The gender analysis team has interviewed the lead local consultants involved in the survey to vet the current validity of these numbers and to corroborate findings.

²⁹ Arab NGO Network for Development (ed.). (2016). “The Arab Watch Report on Economic and Social Rights – Informal Employment.” <https://www.fordfoundation.org/media/4555/arab-watch-on-economic-and-social-rights-2016-informal-labor.pdf>

Box 1: The Gender Data Deficiency:

A Chronic Challenge for Gender Equality and Social Inclusion in Jordan

“Despite making progress on the collection of sex-disaggregated economic data at the national level, significant gaps in gender statistics remain” notes Manal Sweidan, the previous head of the Gender Statistics Division at the national Department of Statistics. “The lack of gender-related statistics is especially apparent in the informal sector.” This is due to the absence of a unified definition and clear legal framework for the informal sector at the national level, “which makes it very hard to design a survey tool to collect the required data,” explains Ms. Sweidan.

Ms. Sweidan also underscored the significant gap in GBV data at the national level, pointing to “a persistent need for statistics about violence against women victims and survivors.” She also highlighted important intersections between gender and entrepreneurship, and gender and the environment, again stating the significant data gaps in these areas, which Ms. Sweidan stressed are “essential for effective national planning and decision-making, and to ensure impact.”

Source: KII

CULTURAL NORMS AND GENDER ROLES

The social stigma around waste and recycling inhibits entry and activity for women and men in both the formal and informal recycling sectors. As is common worldwide, there is a significant social stigma around waste in Jordan, wherein the work and the people associated with it are considered “dirty” and are often shunned upon by the public and not valued by society. Within the informal sector this stigma manifests in the form of verbal and sometimes physical harassment and public shaming of waste pickers, especially women, by the local community and authorities. Some of the street sweepers noted their heightened awareness of this phenomena and said that they do not want members of their family – especially their female children – to work in the sector. The street sweepers see their work as a “sacrifice” for the betterment of their families. This situation is different, however, among the Dom community, for whom waste picking is their primary livelihood. There is a general acceptance that the entire family – including women and children – will work in waste picking. It is not uncommon to see Dom children playing in and around waste mounds near their homes. (For further details regarding the Dom, refer to section 4.1.3 below.)

Another obstacle impeding women’s entry and advancement in the sector is rigid cultural norms that inhibit women from engaging men they don’t know (namely outside of their family) – an intractable obstacle in the male-dominated SWM sector. All GAM field supervisors and street sweepers, scrap dealers and itinerant buyers are men; together they control all access to waste, in effect keeping the key avenues to business closed for women. Likewise, in the private sector, businesses are owned almost exclusively by men and women’s representation is minimal. Indeed, almost all men interviewed at all levels of the value chain indicated that they had never worked directly with women waste pickers, sorters or scrap dealers, and that women have little to no presence in the sector.³⁰

³⁰ Only two managers – one from a paper and cardboard recycling company and the other a service provider – mentioned that they had worked with a woman (Umm Yusuf) who used to be an informal supplier for them during 2004 to 2010. She has since retired and passed the business on to her two sons. Otherwise, the only other instances of men working with women is among family members in the informal sector, namely husbands and wives.

A gendered division of labor is pervasive throughout the recycling value chain in both the informal and private sectors and inhibits women’s advancement as both entrepreneurs and employees. While men work in all positions in the sector, women’s participation is constrained by cultural norms and gender roles, which deter women from working in male-dominated sectors and specifically, in sectors perceived to be unsafe³¹ such as waste management. Within private sector companies, the few positions that women do occupy tend to focus on human resources (HR), administration, accounting, and quality assurance. While one informant noted the limited presence of women engineers in some large businesses, she explained that their responsibilities are typically restricted to office-related work because it is perceived to be unsafe and inappropriate for women to work in the field and to interact directly with men waste sector workers (WSWs). These gendered roles and perceptions limit opportunities for women’s professional advancement, especially in technical positions, and thus the opportunity to earn greater income.

Women are constrained from working in jobs which require them to travel far from the home for long periods of time. Women do the bulk of household related work, including childcare requiring them to be close to home. Men who tend to have fewer responsibilities in the home are more likely to work in the streets and in commercial areas taking on various roles across the informal value chain – from collecting and brokering to buying and pre-processing. These gendered divisions of labor have been observed in the informal recycling sector value chain across Latin America, Africa, the Middle East and Asia.

Box 2: Perceptions on women’s work in the sector

“Families won’t approve of women working in this sector, and because of the locations. It is not safe. It’s dangerous around the landfill.”

The gendered division of labor evident in Jordan’s informal recycling sector is consistent with what the team and studies³² have observed regionally and globally: **Women are represented disproportionately in the lower segment of the value chain primarily sorting recyclables**, because women are perceived, by men and women, as having the skills required to do this work. These include, being more patient, focused and detail-oriented than men, and thus better at the tedious work of separating and sorting different types and

categories of waste. Because of the constant and direct contact with waste (including, medical and construction waste), women’s work is the most hazardous, yet it is the least valued and least remunerated. Men, on the other hand, do the “heavy lifting” (collecting, hauling, transporting, and weighing) and handle the business (buying, selling, negotiating, and networking). This work presents physical risks for men as well, though it generates more income.

Another constraint faced by women in both the private and informal sectors is **the real and perceived threat of GBV and sexual harassment, which deters both women’s entry and advancement in the sector and reinforces gendered roles and divisions of labor at work.** Key informants said this is a common concern at all levels of the sector.³³ Multiple men and women said that “women must be kept safe,” and these security concerns are a common reason why women do not pursue work in the

³¹ Women in Jordan are still overly concentrated in sectors perceived as safe and “fitting women’s needs,” such as education, care, and health sectors. Source: Morris, P., et al. (2020). “USAID/Jordan Gender Analysis and Assessment.” (USAID). https://pdf.usaid.gov/pdf_docs/PA00YDSP.pdf

³² Aidis, R. and D. Khaled. (2019). “Women’s Economic Empowerment and Equality Gender Analysis of the Waste Management and Recycling Sector,” USAID. https://pdf.usaid.gov/pdf_docs/PA00TQSH.pdf

³³ It is important to note that due to the current limitations of field study (detailed in section 2.2) the research time was not able to obtain primary data on this issue, and no secondary data is available.

sector. The Chairwoman of Tadweer, GAM's sole materials recovery facility (MRF), stated that the facility's location across from the al-Ghabawi landfill was the company's primary obstacle to recruiting women professionals because it is deemed unsafe. (Refer to Box 2) Despite being a woman-run enterprise (and despite the owner's success recruiting women into other sectors), to date, Tadweer employs only two women: one in accounting and the other leading human resources.³⁴

Furthermore, anecdotal evidence together with several studies of gender in Jordan, suggest that women working in the private sector have little protections or recourse against sexual harassment in the workplace. A recent USAID global gender analysis of the recycling sector found that most private sector enterprises (regardless of size) do not have policies in place to protect against or provide recourse for on-the-job sexual harassment of female workers.³⁵ **This inhibits women's ability to engage in other functions in the value chain, including higher levels of management and technical responsibility.** Within the informal sector, complacency toward violence against women, especially poor and marginalized women, and the disabled, coupled with a lack of protections, results in their increased vulnerability and inhibits their ability to take on new roles in the value chain and advance their economic status.

In Jordan, **apart from sexual violence provisions in the labor laws, which have been criticized for not providing adequate protection for women in cases of sexual abuse by coworkers or customers, no other laws criminalize GBV in public spaces.** Moreover, harmful discriminatory practices against women who report GBV or try to escape violence continue. Also, the **law does not provide protection for vulnerable groups**, including refugees, migrants, and persons with disabilities (PWDs).³⁶ The compound risks faced by women's intersecting identities with these vulnerable groups is of grave concern. Recent studies of PWDs in Jordan affirm that women with disabilities are more vulnerable and stigmatized than their male counterparts; and that refugee women with disabilities are more likely than others to experience GBV in their displaced communities.³⁷ Furthermore, the wives of men with disabilities were reported as particularly affected by domestic violence. Men and boys with intellectual disabilities are also at elevated risk of sexual violence."³⁸

Additional GBV-related risks include the lack of access to sanitation facilities, which exposes women to increased risk of sexual assault and abuse in the informal sector and requires further study. The high prevalence of sexual harassment in public transportation³⁹ in Jordan presents another constraint for working women, since they do not have access to personal vehicles for mobility throughout the city. In addition, women's poor economic status and the social stigma around waste have a compound effect, subjecting women street waste pickers (SWPs) to harassment and verbal abuse in the streets at the hand of the public and local authorities. To mitigate such instances, women often work early in the morning

³⁴ While Tadweer offers free transportation to its workers and other benefits such as meals, this does not appear to have served as sufficient incentive to attract more women to work at the facility.

³⁵ Aidis, R. and D. Khaled. (2019). "Women's Economic Empowerment and Equality Gender Analysis of the Waste Management and Recycling Sector," USAID. https://pdf.usaid.gov/pdf_docs/PA00TQSH.pdf

³⁶ Morris, P., et al. (2020). "USAID/Jordan Gender Analysis and Assessment." (USAID). https://pdf.usaid.gov/pdf_docs/PA00WDSP.pdf

³⁷ S. Jalal and S. Gabel. (2014). "Physical Disability, Gender, and Marriage in Jordanian Society," Review of Disability Studies 10, nos. 1 & 2. <http://www.rdsjournal.org/index.php/journal/article/view/33/126>

³⁸ Institute of Development Studies, (2018). "The Current Situation of Persons with Disabilities in Jordan." <https://assets.publishing.service/>

³⁹ Alaloul, S., et al. (2018). "Gender in Public Transportation: A Perspective of Women Users of Public Transportation," SADAQA.

and sometimes late at night to avoid being in the street during the busy workday to keep away from public scrutiny and to minimize contact with male SWPs.

This important topic requires additional research to understand the prevalence and context of harassment and GBV across the value chain in GAM, and how this may vary among different groups and their intersecting identities (e.g., women, youth, disabled persons, Dom, Sabaawiya, women-headed households, etc.).

LEADERSHIP, REPRESENTATION AND ORGANIZATION

Neither private sector nor informal sector workers are involved in any kind of collective organizing or bargaining in the SWM and recycling sector. At the national and municipal levels, there are no cooperatives, organizations, unions, or business associations representing the interests of informal workers or professionals (men and women) working in the recycling sector. In fact, only five percent of all workers in Jordan are organized. This is due to policies which prohibit trade union organization and the right to collective bargaining, contributing to a significant decline in working conditions and low wages across the private and informal sectors in Jordan.⁴⁰

In addition, **women lack leadership and representation throughout the value chain.** Research revealed only two women-owned private sector businesses exist in GAM: Tadweer (a medium-size MRF) and Green Future for Sustainable Solutions (a small-scale recycling company). (For additional details regarding these companies, please refer to the private sector findings below.) In addition, two women hold leadership and senior management positions in one of the medium-size SWM service provider companies (Zawati Brothers Co.), one of whom is a Deputy General Manager and the other serves as Contracts and Customers Manager. No women were found to hold technical positions related to SWM and recycling, though anecdotal evidence suggests they exist. (Refer to additional details in private sector findings below.) With the single notable exception of Ms. Dina Haddad, owner and chairwoman of Tadweer, **women do not hold positions of influence or power in the recycling sector throughout the private, public and informal sectors.**

4.1.2 INFORMAL SECTOR RECYCLING

WASTE PICKERS, STREET SWEEPERS, ITINERANT WASTE BROKERS AND SCRAP DEALERS

The national Municipal Solid Waste Management Strategy divides waste picking activities into three categories, only the first of which is possible in GAM since the closing of al-Ghabawi landfill:

- Informal waste picking activities at the city level
- Informal waste picking activities at the dumpsite level
- Formal waste picking activities at the dumpsite level

At the base of the recycling value chain in GAM, street waste pickers (SWP) and itinerant waste brokers fulfill the first step in resource recovery once the recyclables enter the city's waste cycle. They recover

⁴⁰ Arab NGO Network for Development (ed.). (2016). "The Arab Watch Report on Economic and Social Rights – Informal Employment." <https://www.fordfoundation.org/media/4555/arab-watch-on-economic-and-social-rights-2016-informal-labor.pdf>

plastics, cardboard, metals, aluminum, copper, and even bread.⁴¹ These pickers sell the collected recyclables to scrap dealers, usually as (pre-sorted) mixed waste. (Details regarding income are presented below.)

SWM experts interviewed estimate a **minimum of 3,000 and a maximum of 5,000 men work as informal SWPs in GAM.**⁴² **With only 100 to 200 female SWPs in total, women are almost entirely absent from this level of the value chain.** The exact number of SWPs fluctuates throughout the year depending on both seasonal variations in the demand for various recyclable materials as well as the prevailing socio-economic conditions within Jordan. During the summer, the number of SWPs increases due to the heightened demand for waste by scrap dealers and certain industries, such as agriculture and construction. For example, construction projects increase during the summer during which pickers anticipate the increased generation of higher value construction waste, which in turn contributes to an increase in the price of this recycled waste (e.g., metals, steel, and certain types of plastic). Much of the waste picking in GAM occurs either in the east and south of Amman where large construction projects are underway; or downtown where greater quantities of high value commercial mixed waste are regularly available.

In GAM, the vast majority of waste pickers are Jordanians with smaller numbers of Palestinians and Egyptians. Relatively few Syrian refugees have been engaged in waste picking activities in GAM. This is in part due to the well-established and territorial nature of the informal waste-picking network in GAM from which they are excluded.

Street waste pickers can be divided into two groups: those employed as municipal streets sweepers and those who operate independently as itinerant waste collectors. Street sweepers have greater access to resources – both in terms of quality and quantity – on account of their formal status and their relationships with shop owners. The street sweepers – *none of whom are women* – are formally employed by GAM and given a salary, basic equipment and protective gear, and basic social protections (including healthcare, health insurance and social security). They collect and sell recyclables informally as a source of secondary income. Ongoing **tension between the two groups** has emerged due to two reasons: (1) competition over access to recyclables, and (2) those not employed as street sweepers by GAM tend to sort waste in the street (immediately around waste bins) and leave undesirable waste on the ground afterward, creating more work for the street sweepers. At times, these waste pickers damage the waste containers, setting them on fire to remove their metal lids.

Men SWPs collect recyclables in the street using pushcarts and pickup trucks, working on main roads and in commercial areas where they have access to greater quantities of the highest value waste. They collect recyclables from bins, dumpsters, open dumpsites and directly from shops and businesses, rarely using protective gear. Men SWPs work during the afternoon toward the end of the business day and at the end of the work week, i.e., Thursdays. This is strategic. During these times of the day and week they can access the greatest amount and highest value waste materials.

⁴¹ Some informal waste pickers, namely women and children from among the Dom community, collect leftover bread from large households and restaurants to dry and use as feed for their own livestock or to sell in small quantities to small-scale farmers. The bread is sold for approximately 1.5 JOD per bag, sometimes by the women selling nearby their homes, and sometimes by their husbands or male counterparts who transport and sell the bread to local farmers or livestock owners.

⁴² For comparison, 2015, the number of the waste pickers working informally in Amman and Zarqa combined was estimated to be between 2000 to 3000. Source: KfW. (2017).”

Women, on the other hand, avoid the busy main streets and commercial areas, preferring to work in neighborhoods and secondary streets, where they have access to lower-quality waste streams than men. Typically, women SWPs collect mixed plastics, aluminum, and bread from street-side bins and sometimes directly from households. They often work early in the morning or late at night to avoid public scrutiny and to minimize chances of interaction and/or harassment from residents, other male waste pickers, police, and GAM supervisors. Women SWPs do not own vehicles or trucks. Typically, they work on foot limited to collecting the amount of waste that they can carry on their backs or in some cases a pushcart. Most women waste pickers are involved in waste picking via their husbands, assisting with sorting and small-scale waste picking around their homes. Some of them have their own small networks – working with other women who collect and sell small quantities of recyclables to them at their homes.



A couple works together to collect waste at a client site for woman-owned social enterprise, Green Future for Sustainable Development.

As a result of these gendered roles and power relations, **women street waste pickers lack access to higher quality and quantity of recyclables compared with men, impeding their ability to compete at this level of the value chain and inhibiting their upward mobility.** Since scrap dealers are interested in large amounts of high-quality waste in order to maximize their already small profit margins (estimated to be 5 Jordanian Dinar (JOD) per ton), this is a persistent obstacle for women (especially those working independently of a husband or male relative).

Photo credit: Green Future for Sustainable Development

Informal waste picking is a well-organized network-driven activity based on extensive informal arrangements controlling access to the most in-demand waste. These networks are entirely male dominated thus posing a key barrier to entry and advancement for women – and newcomers, in general - throughout the informal levels of the value chain. The waste picking ecosystem consists of extensive informal arrangements driven by personal and familial relationships that dictate access to waste in different parts of the municipality. SWM experts described a kind of informal “zoning” of waste picking activities typically led by a small group of lead SWPs. These leaders each oversee a group of 20 to 30 SWPs, controlling who can pick, where, and when – knowing which areas of the city generate the various streams of waste (in terms of both quantity and quality) and when to find it. This is an important dimension of supply-demand within the recycling value chain because it allows SWPs to better respond to requests from scrap dealers and itinerant waste brokers for specific types of waste at different times of the year based on market demand.⁴³ In some cases, scrap dealers will give cash advance payments to SWPs based on informal agreements to procure a certain amount of a specific type of waste for a fixed price. The SWPs work in tandem with other waste pickers and/or itinerant waste brokers who own pickup trucks to transport the waste – in effect developing informal collection routes. Itinerant waste

⁴³ According to the latest data available, approximately 400 – 800 itinerant waste brokers operate in Amman and Zarqa, in addition to 250-350 big scrap dealers and waste brokers who operate in Amman, Zarqa, and Sahab. Source: KfW. (2017).



Scrap dealers buy electronic waste and scrap metal from informal waste pickers and dismantle devices to extract and sell recyclable parts.

brokers were found to be exclusively male; their purchasing power constrained mainly by their cash-on-hand and the loading capacity of their vehicles.

In the absence of social and legal protections, this network of relationships is critical to SWPs' ability to maximize profits and minimize risks. However, such networks will not provide women with engagement opportunities due to the male-dominated nature of these networks as well as the prevailing attitudes/gender norms among other key stakeholders (the authorities, shop owners, etc.). **The system offers an informal type of job security, guaranteeing access to high value waste streams and ensuring that newcomers from "outside" the system (or the city) cannot pick in areas designated to other SWPs.** The system also affords a semblance of recognition of the SWPs by the local authorities, shop owners, and businesses who know the individuals in charge and rely on their services to keep the streets and the areas around their businesses clean and their waste bins empty.⁴⁴ **This tacit approval consequently helps to mitigate the threat of harassment or**

arrest faced by these SWPs. In essence, this network of relationships between the SWPs and the business owners, GAM authorities (namely, GAM field supervisors and the police), and municipal waste workers (i.e., the street sweepers, truck drivers and loaders) is essential for operating successfully as a SWP in GAM. **Women are absent from this network entirely, inhibiting their ability to advance through the informal value chain.**

The average income for waste pickers is estimated to range between 10 to 15 JOD per day (or 350 to 500 JOD per month), depending on whether or not they have access to a pickup truck to haul and sell larger volumes of waste.⁴⁵ Families who can afford not to sell daily and have the space, in or around their homes, for storage, may collect and store recyclables to sell at the end of week when prices are higher. **In terms of pricing, men SWPs are quite knowledgeable of the market value of the different types of waste** – information gained through a combination of networking and accessing global commodity prices via their smart phones.

⁴⁴ SWPs fulfill an important service delivery gap for shop owners who generate a lot waste toward the end of the business day, after GAM SWM services are no longer in operation. In order to comply with municipal requirements that their waste is collected and garbage bins emptied at least once per day, these businesses often have verbal agreements with specific SWPs to collect their waste at the end of the business day.

⁴⁵ These average earnings were confirmed by SWM sector experts and complement findings from the most recent (2015) socio-economic survey of the informal recycling sector in Jordan, the findings of which are presented in the 2017 KfW report, which remains the only source of data on the informal recycling sector in Jordan.

Though women SWPs also have access to smartphones, they reportedly do not have the same knowledge regarding pricing and are not incentivized to pursue such information since they are not involved in sales and rarely receive direct remuneration. With almost no exception, women are unable to engage in sales or any activities higher up the informal value chain, because of cultural norms which dissuade women from engaging directly with men outside of their family. Almost all women working informally do so through their husbands or other familial male counterparts, who handle all hauling, negotiation, and sales. As a result, women do not receive direct compensation for their work. Notable exceptions exist, namely among women-headed households. (Refer to 4.1.2 for further details regarding female-headed households.) These women may sell their recyclables directly to scrap dealers, but even in this instance, the woman does not deal with the scrap dealer directly; instead, she hires a male waste picker with a pickup truck (someone she typically has an informal arrangement with) to transport the recyclables and sell on her behalf. Anecdotal data suggests that these women are not being paid equally to their male counterparts, consistent with the gender pay gap in Jordan.

SORTERS

Due to the constraints and risks women face picking in the streets, **most women in the informal recycling sector work almost exclusively as sorters, taking on the most high-risk, under-paid and menial work in the recycling chain.** Sector experts estimate that approximately **300-600 women** work as sorters in GAM, the majority of whom are the **wives of GAM street sweepers.** They work in conjunction with their husbands and/or other male family members, with the men collecting waste and transporting it to their homes where their wives (sometimes with the help of their children) sort. Without any form of protective gear or equipment, the women and children sift through all types of hazardous waste (including medical waste) to extract recyclables for their husbands and fathers to sell, often discarding leftover waste near their homes, contributing to poor sanitary conditions within their community and exposing children to additional health hazards.

Consistent with the experience of women globally, **women sorters and waste pickers in GAM tend to be overburdened and time-poor, limiting their ability to leverage equal economic opportunity and possibly inhibiting their desire to formalize.** Despite difficult working conditions, women sorters in Amman may prefer to remain informal for the following key reasons: **flexibility of work hours and the freedom to work from home – sorting recyclables – where they can simultaneously care for their children and remove themselves from the threat of harassment and public scrutiny associated with working in the streets.** These constraints and risks are notably pronounced for divorced and widowed women, who are at greater risk of harassment, more economically vulnerable, and shoulder a greater burden to earn an income while simultaneously caring for children and/or other family members. (Refer to the following section for additional details regarding female-headed households.) Globally, many recycling-related interventions focus on the formalization of informal waste pickers and collectors as an advancement toward securing worker's rights and better working conditions. These efforts, however, can be undesirable by women for the reasons stated above and because formalization efforts tend to disregard their specific needs and circumstances.

THE INTERSECTIONAL IDENTITIES OF WOMEN AND OTHER MARGINALIZED VALUE CHAIN ACTORS

As noted previously, no data exists regarding gender and the informal recycling sector in GAM. SWM experts with longstanding experience in the sector reported that a small number (approximately 10 to 15 percent) of women informal waste workers are Jordanian. They reside and work mostly in Ein El Basha, Sahab, Quwismeh, and Ras El Ain in GAM, and in nearby Rusaifeh. The women of the Dom (or Nawar) community (refer below) are estimated to comprise the majority (30 to 40 percent) of women working

informally, followed by the *Sabaawiya* (20 to 30%) who work mostly in Southern and Eastern Amman. Few Syrians and refugees work in the sector because they are not part of the existing networks that informally organize almost all waste-picking and recycling activities GAM. They do not seek entry into these roles to avoid potential conflict with the existing WSWs.

Among the few women waste pickers in Amman, some are members of the “Dom” community. More research is required to understand the approximate level of representation of Dom people among women waste pickers. The Dom are a quasi-nomadic group and typically live in informal settlements on state-owned lands where they face conflict and the threat of eviction from local authorities. They have no access to public services, including water or sanitation, education, healthcare or social protections. **Waste picking is the primary source of income for the Dom community.**

A gendered division of labor is prevalent among the Dom, with women and children responsible for waste picking and pre-sorting, while men take on the role of picking, hauling, and selling. Evidence suggests that since men oversee sales, **the income generated through recycling is typically under the control of the households headed by men.** Whereas Dom men work in the city streets using push carts and pickup trucks; Dom women tend to work in **and around their homes** in small groups with other family members. Studies of waste pickers in other countries suggest that men and women work together for different reasons. Men prefer to work together to increase productivity, while women tend to work together for security and mutual support.⁴⁶ The women work on foot and do not have access to vehicles to collect and transport larger volumes and/or heavier amounts of waste. In addition to sorting, cultural norms dictate that they are expected to simultaneously fulfill childcare and household duties.

Another marginalized group working in the informal recycling sector in GAM are the “Sabaawiya.” This is a group of Palestinians – originally refugees – who have resided in Jordan for many decades and enjoy basic citizenship rights. They tend to live in the southern and eastern regions of Amman, in sub-standard conditions within informal settlements. While preliminary evidence suggests that the Sabaawiya do participate in the informal recycling chain, very little information and no data is available about the group in general, or their role in the recycling sector, requiring further investigation.

Among all women SWPs, the most vulnerable are female-headed households, mostly divorced or widowed women who turn to waste picking as a source of secondary income to supplement social security benefits.⁴⁷ Unlike their other female counterparts, these SWPs work far from their homes in communities where they are not known in order to avoid social scrutiny, lacking the additional protections (or sanad) provided by a male counterpart SWP (e.g., a husband, brother or father). They also work early in the morning to minimize chances of harassment and engagement with authorities and the public. The women sell their collected recyclables to male waste pickers who, in turn, sell the material to itinerant waste brokers or informal scrap dealers, all of whom are male. Like their female SWP counterparts, rarely do such women SWPs sell directly to the waste brokers or scrap dealers. Experts estimate that such women generate a mere one to two JOD per day collecting approximately 5 kilos of mixed plastic waste, working on foot using a sack and no protective gear. In the absence of childcare, some of these women are accompanied by their children, which subject themselves to significant legal risk –

⁴⁶ Riofrío, G. and T. Cabrera. (2012). “Trabajadoras por la ciudad,” Centro de Estudios y Promoción del Desarrollo (DESCO). <http://www.desco.org.pe/trabajadoras-por-la-ciudad>

⁴⁷ The social security benefit for widows is relatively small and can be attributed to increasing vulnerability for poor widows and pushing them into informal employment.

including possible arrest – due to laws prohibiting child labor and public begging. (Refer to the following section for additional details regarding legal constraints.) These women are the most marginalized in a value chain that already marginalizes women to the lowest paid, most dangerous, and least recognized role, with little opportunity to advance in the male-run informal recycling ecosystem.

Finally, people with disabilities represent yet another marginalized group within the informal recycling value chain. With high and increasing unemployment rates in Jordan, more disabled people are seeking work in the informal sector because of the limited alternative livelihood options. Research suggests that people with disabilities appear to be relatively absent from the informal recycling sector in Amman due to the physically demanding nature of the work at this end of the value chain; however, evidence from the private sector (refer to section 4.1.3) indicates that disabled persons who are deaf mute have worked successfully in sorting. Anecdotal evidence also suggests possible higher rates of disability among poorer and disenfranchised populations (such as the Dom), which requires further study to understand the intersectionality of disability with other identities in the informal recycling chain, and how this affects roles, access, and opportunity.

LEGAL CONSTRAINTS IMPACTING GENDER EQUALITY AND SOCIAL INCLUSION AMONG INFORMAL RECYCLERS

Legal constraints and a lack of social and legal protections amplify the exclusion of men and women informal waste workers. As informal laborers, waste pickers are not officially recognized by the government and subsequently the municipality. Though waste picking as an activity is addressed in the MSWWM Strategy, albeit nominally, waste pickers themselves are not recognized and thus garner no workers' rights or protections and operate at the risk of being fined, harassed, or even arrested (see below). They have no health benefits, insurance, social security, paid leave, etc. It should be noted that those SWPs that are GAM street sweepers – since they are government employees – enjoy a salary, paid leave, health care (including for their dependents) and social security. As noted earlier, evidence shows that all GAM street sweepers are men.

Without formal status, SWPs can be stopped by GAM authorities from waste picking in the streets at any time, in accordance with municipal public health and noise prevention ordinances. That said, the authorities are aware of the contribution of SWPs in maintaining public cleanliness and allow them to operate with a degree of freedom, providing they do not diminish public cleanliness or disturb commercial activities.

Men and women face additional and differing legal vulnerabilities based on the laws and their legal status. As mentioned above, **most waste pickers are formerly incarcerated men.** As such, they cannot work for the government and have difficulty gaining employment in the private sector⁴⁸, especially in light of Jordan's high unemployment rate.⁴⁹ With almost all other doors of employment closed, informal waste picking offers low obstacles to entry – requiring no permits and no prior experience – for these individuals to earn a livelihood and even establish micro-enterprises. In effect, these individuals have been pushed to the fringes of society and the economy, with their legal status excluding them from other forms of employment and possibly the opportunity (or desire) to formalize their activities within the

⁴⁸ Private sector job applications in Jordan typically require disclosure of the applicant's criminal record.

⁴⁹ Per the latest national unemployment report for the second quarter of 2020 issued by the DOS, the unemployment rate in Jordan reached 23 percent during the second quarter of 2020 – an increase of 3.8 percentage points over the second quarter of 2019. (Source: DOS, (2019))

recycling sector. This is a critical factor to consider in the context of efforts to commercialize and formalize GAM's recycling sector.

The legal risks SWPs face are even more pronounced for women, who face the constant threat of hostility, fines, and/or arrest by the police if accompanied by their children. Women SWPs are among the most vulnerable members of society. Given rigid cultural norms that deter women from working in public, these women turn to waste picking as a last livelihood resort. In the absence of social support, many women are forced to bring their children with them into the streets, sometimes begging in conjunction with waste picking. These women are particularly susceptible to verbal abuse and possible arrest from the authorities for violating either child labor or public begging laws.⁵⁰ Once arrested, these women become entangled in a weak legal system that does not see them as equal citizens (refer to section 1.2 for details), and which can prescribe institutional care for up to three years.⁵¹ Furthermore, if these women are prosecuted, their subsequent criminal records will impede opportunities of formal employment, trapping them in a cycle of poverty and desperation.

In the absence of legal and social protections or decent labor standards, **neither men nor women working in the informal recycling sector are incentivized to formalize**. The fact that policies in Jordan deprive most workers from trade union organizing and the rights to collective bargaining (reportedly leading to a significant decline in working conditions across the private and informal sectors) is another intractable disincentive toward formalization. Further compounding the problem is the high financial and tax obligations associated with registering a business (including small and medium-size enterprises (SMEs)). This presents a significant barrier to entry for start-ups and micro-entrepreneurs – especially for the working poor – and has resulted in many business owners (private and informal) failing to register their companies.⁵²

4.1.3 PRIVATE SECTOR

Jordanians and Egyptians comprise the majority of formal sector workers in the private sector recycling value chain in Amman, with relatively lower representation of migrant workers and refugees including from Syria, Bangladesh, and Yemen. As noted previously, labor conditions and low wages are a widespread problem in the private sector linked to a legal framework that is not conducive toward advancing workers' rights and cost-prohibitive legal requirements that serve as a counter incentive for businesses to register. Though employees in the private sector are entitled to medical leave and social security in accordance with labor laws, health insurance is not obligatory and as a result, at least 90 percent of companies forgo paying this benefit to their staff, while foreign workers are not subject to any kind of health insurance⁵³ – a significant burden for the large proportion of minimum-wage workers in the recycling sector and others low-wage sectors.

In addition to these challenges, **women working in the private recycling sector face additional barriers to their participation and advancement** including rigid cultural norms and gender biases

⁵⁰ Jordanian Penal Code No. 16 of 1960 and its amendments criminalize begging and consider it an act punishable by law with imprisonment (for up to three months) and/or a fine, or both.

⁵¹ Once arrested, women can be transferred to a Ministry of Social Development rehabilitation program, prison, or a mental hospital.

⁵² Arab NGO Network for Development (ed.). (2016). "The Arab Watch Report on Economic and Social Rights – Informal Employment." <https://www.fordfoundation.org/media/4555/arab-watch-on-economic-and-social-rights-2016-informal-labor.pdf>

⁵³ Assabeel. (2017). "Al-Maaita: 90% of Jordan's workers are deprived of health insurance." [المعاطة: 90% من عمال الأردن محرومون](http://www.assabeel.net) (assabeel.net) من التأمين الصحي - السبيل

that deter them from working in high-risk, male-dominated sectors⁵⁴ as well as in technical positions; and the risk of sexual harassment in the workplace with lack of legal recourse. (Refer to sections 1.2 and 4.1.2 for details.) Like their informal sector counterparts, **women professionals in the recycling sector face time-poverty risks** in response to the same rigid cultural norms that demand they take responsibility for childcare and household duties in addition to their full-time jobs. Such constraints impede women’s professional advancement and inhibit women entrepreneurs’ productivity and business growth.

Two other constraints women face in the private sector, and which evidence suggests are consistent with women’s experience in the recycling sector, are **the gender pay gap and access to finance**. (Refer to Box 3.) According to the Department of Statistics, men working in the private sector earn approximately 15 percent more on average than women.⁵⁵ This wage gap persists because men are considered by Jordanian society to be the breadwinners and women as dependents. This cultural norm is reinforced by a constitution that does not treat men and women as equals and is carried through to labor laws and other discriminatory laws (such as those that limit women’s independent mobility, dictate male guardianship, and limit asset ownership), thereby impeding women’s substantial economic participation.⁵⁶ (Refer to section 1.2 for further details). With regard to financing, SMEs in Jordan – and particularly women-owned SMEs – experience great difficulty accessing the finance they need for start-up and growth, despite the crucial role these businesses play in Jordan’s economy.⁵⁷ Women face additional hurdles driven by gender bias, namely, needing a male guarantor or simply not being deemed credit worthy.

Box 3: Equal Pay for Equal Work

“There is a traditional view among many employers that there is nothing wrong with giving a woman lower wages, because she is not the primary breadwinner of the family, unlike the man, who, in their view, is responsible for supporting a wife and children. In reality, this is not true, because working women, even if exempt by law and by Sharia (religious law) from spending on their families, contribute to supporting the family exactly as men do. Generally, regardless of any other considerations, it is the right of a woman, who performs work, to be paid equally to a man who performs the same work.”

- Buthaina Freihart, Director of the Vulnerable Groups Department in the National Centre for Human Rights and Member of the National Committee for Pay Equity

These many counterincentives to women’s involvement in the private sector are painfully evident in the fact that **women are relatively absent at all levels of the formal recycling value chain – as employees, managers, technical experts, business owners, and board members**. The research team estimates that **women comprise less than three percent of employees working in private sector recycling enterprises in GAM**.⁵⁸ Furthermore, **only two women-led recycling businesses**

⁵⁴ The majority of women in Jordan work in sectors perceived as safe and appropriate for women: 40.9 percent of employed women work in education, 15.2 percent in health and social work, and 14.2 percent in public administration and defense industries Source: DOS (2018). “Women’s Statistics: Economic Activity” (DOS, 2018).

⁵⁵ DOS. (2018). http://www.dos.gov.jo/owa-user/owa/employment.em_select?lang=E&dist_t=5

⁵⁶ Morris, P., et al. (2020). “USAID/Jordan Gender Analysis and Assessment.” USAID.

https://pdf.usaid.gov/pdf_docs/PA00WDSP.pdf

⁵⁷ SMEs represent roughly 95% of all registered companies in Jordan, contribute 50 percent or more to GDP and provide employment to an estimated 60 percent of the Jordanian workforce. Source: USAID. “Jordan Loan Guarantee Factsheet.” <https://www.usaid.gov/jordan/fact-sheets/jordan-loan-guarantee-facility>

⁵⁸ KIIIs have been conducted with representatives from 23 companies across the value chain, representing a total of 1,208 employees of which only 31 are women (or 2.5 percent).

exist within the municipality: Tadweer, a family-owned MRF and led by a woman chief executive officer (CEO); and Green Future for Sustainable Solutions, the sole woman-owned service provider in GAM (Refer to Box 4). Despite the daunting challenges they faced – from bullying and exclusion to lower wages and not being able to access loans – all women interviewed in the private sector were optimistic about the future opportunities for more women’s increased involvement as the sector grows.

With regard to persons with disabilities, evidence suggests that they face limited opportunities for formal employment. Private sector business owners and managers explained that they prefer not to hire workers with disabilities due to the physically demanding nature of the work. This lack of opportunity may be related to social stigmas around working with the disabled. The team found one notable exception – Jamil Sahori and Brothers Company for Plastic – a plastics recycling business which currently employs 12 deaf mute people, comprising approximately eight percent of the company’s staff. The owner noted that he hires people who are deaf mute because he is confident that they have the necessary skills to sort and to perform well at their jobs.

Box 1: The Challenges of a Pioneering Woman Entrepreneur in Jordan’s Recycling Sector

Green Future for Sustainable Solutions (GFSS) is a social enterprise that was founded in 2010. In addition to its primary services aimed at reducing waste and increasing recycling, GFSS helps to enhance social cohesion and resilience by generating income for marginalized individuals who face access barriers, employing them in the SWM services (collecting, sorting and the transfer of waste) and in the sale of recyclable commodities. GFSS also partners with hotels and other businesses creating opportunities for disadvantaged communities to engage in income-generating activities such as the production of animal fodder from food waste, and upcycling hotel shampoo bottles and other toiletries.

Hanan Murad is the proud owner GFSS. She started out as an assistant to the founder and purchased the business three years ago after his passing, leveraging all of her savings in the not-so-easy process. Today she employs seven people, two of whom are women. Despite the constant challenges and gender-based discrimination she faces, Hanan wants to grow her business; but she has not been able to secure a loan due to stringent bank requirements and the requirements of male guarantor.

“In addition to financial challenges, I face other obstacles due to my gender. I have been bullied and harassed at work because I am a woman.”

Hanan is also the proud mother of twins. She described the challenges of prioritizing her work and home life while running a business full-time, noting the challenges working mothers face caring not only for children, but for other family members as well. Despite these challenges, Hanan persists:

“It was my dream to own this company. Despite the challenges, I will continue to fight to pursue it. I have learned how to manage my time and prioritize my responsibilities. Now I would like to see more women entrepreneurs and business owners entering this male-dominated sector.”

4.2 CONCLUSIONS

This analysis of gender equality and social inclusion in Greater Amman's recycling sector examined the cultural norms and practices that impact equitable participation in the labor force and particularly the recycling value chain; relevant laws and the awareness and enforcement of legal codes; institutional policies and practices; as well as leadership, organization, and representation within both the informal and private sectors. The analysis was conducted with a women's economic empowerment lens, assessing key aspects of the economy that impede women's economic empowerment and equality.

Globally, gender integration in the waste management and recycling sector has been negligible. Jordan is no different. Not only are women invisible (working in offices, out of their homes or on less-trafficked side streets) they are also absent in numbers – representing less than 5 percent of workers in both the private and informal segments of the value chain. When women do participate in the sector, it is almost always based on a gendered division of labor, which limits women's roles in the informal sector to sorting and some waste picking, and in the formal sector to non-technical and administrative positions. This in turn inhibits women's ability to receive equal and direct remuneration for their work. The greatest impediment to understanding the gender dynamics within the recycling sector was the complete lack of sex disaggregated data. This lack of data is a chronic problem which plagues the SWM sector worldwide, but is especially pronounced at the intersection of recycling, gender, and the informal sector.

The overarching characteristics of the informal recycling sector in GAM are not dissimilar to other urban centers, though the sector is relatively smaller in size. In addition to the pervasive gendered division of labor, these characteristics include: a stigmatized view of SWM; poor working conditions and low wages; and a lack of physical, social, and legal protections (e.g., no protective equipment, health insurance, paid leave, social security or childcare). While these issues affect all waste sector workers, they have compound impacts on women and marginalized groups who face additional risks associated with time-poverty, GBV, weaker legal status, and intersectional identity, and who experience more limited access to resources and networks. That said, all informal waste workers face significant vulnerabilities under a legal framework for SWM that doesn't recognize them and in fact stipulates significant fines (up to 5,000 JOD) and the possibility of jail time of up to one year for non-sanctioned waste picking and disposal. For formerly incarcerated men, who represent the majority of SWPs, this creates a perpetual threat of insecurity. Likewise, single women and mothers who are accompanied by their children while waste picking face the constant threat of harassment, fines and arrest, the latter of which can entangle them for months in a legal system that does not consider women equal to men.

Altogether, these conditions (and those described further above) serve as a significant counterincentive to formalization for women and men informal waste workers and pose a formidable challenge for the Recycling in Jordan Activity. Moreover, for SMEs throughout Jordan, company registration is a legally complex, time consuming, and cost-prohibitive undertaking for which they receive no benefits. For formerly incarcerated men and single women, the prospect of formalization is even more daunting. Solutions and efforts to formalize must therefore be comprehensive, multi-faceted, and address the particular needs and status of men and women. Unilateral attempts to simply register waste pickers with the Municipality to monitor and dictate their operations will not succeed.

Solutions will require a carefully phased approach over the short, medium and long-term that are derived from consultative processes with men, women and marginalized WSWs and based on trust building and consensus among key stakeholders (namely, informal and private sector WSWs, GAM, commercial clients, and the private sector recycling companies). These solutions must include official recognition of the informal sector and reforms that benefit (not punish them) for their work. This, in turn, requires significant effort to transform the knowledge, attitudes and practices of key government actors, to view the informal

sector as performing a valuable service to the municipality and its residents, the local economy, and the environment. To succeed, these solutions should also build on the knowledge and networks that exist in the informal sector, while making the business case for women.

Given the low level of women's participation in the male-dominated sector at present, and in light of prevalent cultural norms that deem SWM unsafe and inappropriate for women, promoting gender equality and increased female participation in recycling will be a tremendous challenge at all levels of the value chain. That said, given Jordan's economic decline and steadily increasing unemployment, the country cannot afford not to invest in women. A robust body of literature asserts that reducing gender gaps boosts economic growth and productivity; leads to greater equality in the overall income distribution; supports higher corporate profits; increases economic resilience; supports bank stability; and contributes to other development outcomes (e.g., improved health outcomes for women and girls). Moreover, recent studies have shown that women have significant positive impact in legacy male-dominated industries (including waste), driving higher profits, improved performance, and innovation – the latter of which is notably important in both stagnant and nascent industries.

Incentivizing more women to pursue work in GAM's recycling sector will require significant effort above and beyond addressing the aforementioned constraints. Women also need access to professional training, equipment, vehicles, and finance. They require workplace protections, equal wages, access to childcare, opportunities for advancement, and institutional policies that provide these guarantees. Such efforts must be accompanied by awareness-raising campaigns that challenge gender stereotypes, while encouraging positive masculinities. If these gendered barriers are not addressed, the recycling sector in GAM will not be able to attract and retain the diverse skills and talents it needs to become a thriving and sustainable sector.

Ultimately, the realization of gender equality and social inclusion in Amman's recycling sector requires the same comprehensive and interdependent changes needed for gender equality in Jordan, in general, namely: legislative and institutional reforms; transforming social perceptions and attitudes that devalue women's roles; eliminating violence and discriminatory practices; and addressing GBV, control mechanisms, addressing unequal power relations and access to resources. Effective empowerment policies and strategies are required in justice, education, health, decision-making, family, mobility, and economy. Without a holistic approach that effectively works to abolish all types of discrimination and GBV, progress in only one of these domains will not overcome stagnation in other domains and is unlikely to contribute to women's overall empowerment and gender equality. Though central to success, this massive effort to advance GESI is beyond the scope of the Recycling in Jordan Activity. It is therefore imperative that the Activity cooperate strategically with a range of public and non-governmental organizations as well as other USAID-funded programs to support progress on these issues, and to design approaches that go beyond individual capacity building to strategically integrate institutional and individual transformation initiatives.

4.3 RECOMMENDATIONS

Box 2: The 'Do No Harm' Principle

As an ethical principle, 'do no harm' applies to gender by way of recognizing that the actions we take in each context are not neutral. Our actions will affect the relationships within that context, either for better or for worse. In a context where women's rights and social inclusion are threatened, we have a minimum obligation to pay attention to these dynamics so that we do not unintentionally exacerbate them.

Advancing women's economic empowerment and social inclusion within Jordan's relatively nascent recycling sector poses a great challenge and a great opportunity for the Recycling in Jordan Activity. Recognizing the intersectional challenges of advancing GESI and the cross-sectoral solutions required over the short-, medium- and long-term, the following recommendations offer a full range of activities for improving the sector, some of which come under the immediate parameters of the Activity, while others will require cooperation with other stakeholders (including GoJ, NGOs, and the private sector), as noted.

To make progress on gender equality and social inclusion within the recycling sector, the Recycling in Jordan Activity should promote economic alternatives as well as policy improvements related to the informal recycling sector; support the creation of

organizations for waste sector workers with women in leadership positions that also provide training, technical assistance, and organizational strengthening; improve conditions and opportunities for women, PWDs and all employees within recycling companies; and provide incentives for women to work in the sector. Interventions must address GBV and women's workload, while promoting positive masculinity and the 'do no harm principle' (Refer to Box 5). Recommendations follow, beginning with sector-wide recommendations, followed by specific recommendations for the informal sector and then the private sector.

4.3.1 SECTOR-WIDE RECOMMENDATIONS

DATA DEFICIENCY

1. **Address the GESI data deficiency in SWM. The need for data-driven investments is imperative for the recycling sector as a whole, and for the advancement of women and informal WSWs therein.** Measuring the economic contributions of the informal sector, women, and youth is essential to better understand their position, and to enable smart data-driven investments that bolster development outcomes. The absence of data was a problem cited by multiple sector experts as impeding consensus among government actors. Not only is it a major obstacle to accurately measure the impact of interventions in terms of reducing the flow of recyclable waste to the landfill, it also diminishes the contributions of the informal sector, and women in particular, further marginalizing their role in the value chain. The critical importance of data collection for the Recycling in Jordan Activity is three-fold: (1) to make the business case for recycling, for the informal sector, and for women; (2) to adequately plan sector activities, measure performance, and allocate resources; and (3) to inform policy reforms. The Activity should support implementing partners at all levels with data collection and monitoring, including support to GAM, MoENV and other relevant GoJ entities such as the DOS, to improve data collection protocols and tools.

CULTURAL NORMS AND GENDER ROLES

2. **Address the recycling sector as an environmental issue and a valuable service to society. Such efforts will be an important early step for the Recycling in Jordan Activity.** In order to garner more public support for the sector, encourage greater prioritization of SWM by GAM, and de-stigmatize the work of all waste sector workers, concerted effort is required. This includes

sensitization and awareness campaigns, media messaging and social dialogue to build support among all stakeholders (the private sector, GAM, local communities and commercial areas). This sensitization will bolster other efforts to build trust between GAM officials and informal WSWs during integration and formalization of the sector. A central focus of these efforts should be to cultivate GAM's knowledge and understanding of the economic value of waste, the environmental importance of recycling and how it ties into legal mandates, and recognition of informal waste picking as a high-risk livelihood that fills a critical gap in municipal SMW service delivery.

3. **Incorporate activities that strengthen GBV and sexual harassment awareness, prevention and reporting throughout the value chain.** Women's participation in the recycling sector will remain low especially in non-traditional roles, if protection against workplace GBV is not ensured. Given Jordan's weak legal framework for gender equality and GBV, the prevalence of violence against women, poor labor standards, and the male-dominance of the recycling sector, this will require concerted effort. The Activity should collaborate with other organizations working in this area as part of a holistic approach that works to address all types of discrimination because progress in only one area, as noted earlier, will unlikely yield long-term impact in advancing GESI in the recycling sector, or elsewhere.

Activities should draw on best practices and gendered approaches developed by USAID and other donors for different sectors such as energy and construction, as well as those outlined in the 2014 USAID toolkit for Integrating GBV Prevention and Response into Economic Growth Projects⁵⁹ (focusing on the sections presenting Value Chains, Enterprise Development and Access to Finance). Within the formal sector, efforts should be made to develop and enforce gender-sensitive personnel policies that protect against workplace sexual harassment and allow for safe reporting and recourse, including supporting sensitization and training of staff. In the informal sector, special attention should be paid to mitigate factors that increase the risk of GBV for women SWPs and sorters, such as time and location of work, access to sanitation facilities, access to safe transportation, etc. The Activity can bolster these efforts through media messaging and social dialogue to build support among communities, GAM and the private sector, including messaging from key figures (e.g., religious, local or community leaders).

4. **Demystify waste and recycling as masculine work, at all levels of the value chain. As more and more women seek private sector work in the face of growing unemployment in Jordan, the growth of the commercial recycling sector offers new opportunities for women.** However, normalizing the acceptance of women working in the sector must be addressed both internally and externally. To attract more women, especially at higher levels of the value chain, the Activity should:
 - i. Engage and support awareness-raising and capacity-building interventions for key stakeholders across the recycling value-chain including private sector SWM and recycling companies, GAM SWM officials, commercial waste generators, and key actors across the informal sector recycling network.
 - ii. Work with relevant programs at academic and technical institutes in conjunction with private sector companies and GAM, to attract, promote and retain women in waste management and recycling employment. Initial efforts could focus on academic institutions that promote women in Science, Technology, Engineering and Math (STEM).

⁵⁹ Available here: <https://www.usaid.gov/documents/1865/toolkit-integrating-gbv-prevention-and-response-economic-growth-projects>

- iii. Improve and/or incorporate gender-sensitive human resources (HR) practices in recycling companies and municipal governments and assist with adoption and enforcement.

The Activity can assist stakeholders to adapt existing USAID strategies for improving gender-sensitive HR practices that have been developed for other male-dominated sectors such as utilities and public works.⁶⁰ Incorporating social and behavioral change communications may be a useful approach for the male-dominated waste and recycling value chain, including media messaging and social dialogue to build support among communities, local government and the private sector, including messaging from key figures (e.g., women business leaders, such as Dina Haddad and male champions).

4.3.2 INFORMAL SECTOR RECOMMENDATIONS

WASTE PICKERS, STREET SWEEPERS, ITINERANT WASTE BUYERS AND SCRAP DEALERS

5. **Enhance leadership, organization, and representation among the informal recycling sector.** The informal sector suffers from a lack of representation and leadership, exacerbated by a legal framework that impedes workers from collective bargaining and organizing. To overcome these obstacles requires sensitive and intentional interventions and cooperation with other organizations that represent the intersecting interests of different informal WSWs (such as organizations focusing on women, persons with disabilities, and other traditionally marginalized populations within GAM).

As the Activity progresses and the sector evolves, explore the possibility of establishing a recyclers' association for informal WSWs, including women and other marginalized groups in leadership roles. The Activity should **draw on lessons learned from Jordan's agricultural sector**⁶¹ – one of the few sectors with a working labor union in which women are active – and from recycler movements around the world. The Activity should undertake these interventions in tandem with efforts toward informal-formal sector integration (discussed below), during which informal sector participation in planning and decision-making processes will require leadership representation from among the different groups of informal WSWs.

6. **Efforts to integrate informal waste sector workers into the formal sector must engage them directly in planning and decision-making and should be done with a view toward their recognition and protection.** Rather than keeping this sector marginalized, its significance should be recognized, and efforts should be made to integrate the informal and formal sectors to introduce synergy and maximize profitability. The informal waste management sector is proficiently involved in waste recovery activities and its integration within the formal sector can work optimally at both ends.

It is important to note that achieving formal-informal sector integration is a sensitive and complex process dependent upon the success of multiple, mutually reinforcing activities at the center of which

⁶⁰ USAID's Engendering Utilities report highlights gender-sensitive HR best practices and provides useful strategies that could be applied for increasing GESI in the recycling sector. Refer to: Maday, B. and C. Novak. (2018). "Engendering Utilities: Increasing Women's Participation in the Power Sector through Human Resources Interventions: A Best Practices Framework," USAID. <https://www.usaid.gov/sites/default/files/documents/1865/gender-equity-energy-sector-best-practices.pdf>

⁶¹ Jordan's union of male and female agricultural workers was established in 2015, and the majority of its members are women. The union has been working since its establishment to pressure the government to issue a special regulation guaranteeing its inclusion in the Labor Law.

is the need to **identify and align mutual stakeholder interests** (clients/the public, waste sector workers, and GAM). In short, all stakeholders must benefit from the integration process. When carried out without a conscientious effort to protect workers' interests, formalization can often lead to further disenfranchisement and a loss of livelihoods for informal recyclers. Carried out under weak legal frameworks that fail to recognize the informal sector, formalization efforts often fail to consider the impact on informal waste workers' who not only experience a loss in access to recyclables (as in the case of the al-Ghabawi landfill closure) and thus a loss of livelihood, but also receive no benefits (e.g., social or legal protections) in return. On the contrary, these most vulnerable members of the working poor are subsequently subject to legal requirements and associated taxes, registration fees and fines that make formalization cost prohibitive. Therefore, as a first step in the integration process the Activity should invest significant effort to **overcome animosity and build trust between informal WSWs and the authorities by facilitating open dialogue and decision-making processes, paying special attention to the inclusion of women and marginalized groups**. Other key steps in the process of integration and formalization include:

i. **Support legal reforms that recognize informal WSWs.** A municipal decree recognizing WSWs and allocating sufficient budget and personnel to oversee the integration and support the professionalization process would provide the transformational reform needed to create a solid foundation for formalization of the sector and the securing of better working conditions and protections for informal WSWs.

ii. **Develop transparent and efficient collection and communications systems that reinforce stakeholder interests and increase equity among WSWs.**

(1) **Communications:** At the center of a successful and sustainable collection system is a transparent, efficient, and inclusive communication system. The Activity should help establish a regular "feedback loop" to enable the system's key stakeholder groups (i.e., SWPs, GAM, and commercial clients/community) to recognize performance, address grievances and build trust. Information and communication technology (ICT) and global positioning systems (GPS) tools can be used to ensure monitor collections and maximize efficiency and transparency in monitoring and reporting. Such technology can also be an important tool to ensure equitable access to recyclables per agreed upon arrangements.

(2) **Collection:** Establish an official collection system through a consultative process (including men and women WSWs) to determine zones, routes, and transfer points, building on the existing knowledge and networks of SWPs and their counterparts. A key outcome of this intervention should be **improved equitable access to recyclables for informal women and men waste pickers**. To do so, the system must account for the specific considerations of women, youth, the disabled and other groups involved (see below for related recommendations), by actively creating space for them to safely participate in planning and decision-making processes. Navigating this complex terrain of informal waste management requires considering the power dynamics and existing network of actors that direct activities across the informal segment of the VC; how these dynamics intersect with gender, other identities, legal constraints, seasonal market dynamics, and other issues; and what must be done to mitigate these factors both structurally and socially. In developing these systems, the Activity should consider undertaking the following:

- **The introduction of collection contracts that guarantee worker protections.** Other approaches could enable independent women street waste pickers (e.g., widows and other vulnerable single women waste pickers) to work together in groups and give them safe access to recyclables at specific times and locations, organized in tandem with

GAM field supervisors and brokered with relevant male SWP leaders, for example, to ensure safety.

- This is also an entry point for **introducing independent women SWPs and sorters to the concept of collective bargaining – helping them to group their recyclables to sell in bulk and thus secure higher prices for their collective efforts**. These types of activities will help to build trust among women that could spur entrepreneurial activity and lay the foundation for future business arrangements.
 - To improve equitable access to waste and **enable women waste pickers to collect larger volumes of higher value waste**, the Activity should help increase their access to collection equipment that is affordable and appropriate to women’s needs.⁶²
 - All of these efforts will require **significant sensitization of both women and men actors** to recognize the economic contributions and potential of women, specifically, and the informal sector, in general. Additionally, the Activity could facilitate study tours and/or virtual exchanges between Activity stakeholders and other cities abroad to observe and learn from the successful application of these informal sector integration approaches elsewhere.
- iii. **Professionalize the activities of informal WSWs and help to facilitate service agreements with GAM and commercial sector clients.** The Activity should provide direct support to WSWs to professionalize waste collection services and improve customer service satisfaction. Support should offer the appropriate mix of technical, management, administrative, legal and financial support using a variety of tools appropriate to the audience and literacy levels. Technical support should also be provided to appropriate GAM staff around contract development, informed by the consultative processes described earlier. The Activity can help develop template agreements to facilitate this process. All agreements should include the provision of personal protective equipment and professional uniforms or cover the costs thereof.
- iv. **Improve working conditions and protections for informal WSWs.** Waste sector work is a high-risk activity with grave occupational safety and health hazards. Gastro-intestinal infections, respiratory and skin diseases as well as muscular-skeletal problems and cutting injuries are commonly found among waste workers around the globe. This reality is especially serious for informal WSWs who tend to operate without protective gear and who lack any type of insurance or healthcare. The Activity must work with GAM, MoENV and the private sector to ensure that worker protections and safety are a central aspect of the integration and formalization process, recognized and reinforced through legal reform and as noted above, integrated into agreements. Such efforts must take into considerations the varying responsibilities and risks faced by men, women, youth, and PWDs.
- v. **Provide incentives for MSMEs to formalize that address the cost-prohibitive and time-consuming hurdles of business registration**, while taking into consideration the ‘do no harm principle. Work with MSMEs, GAM and the chambers of industry and commerce (e.g., Jordan Chamber of Industry, Amman Chamber of Industry, and Amman Chamber of Commerce) to develop incentive schemes. Incentives could include special procurement

⁶² Efforts to provide equipment to informal women waste pickers often overlook their gender requirements. Women are given the same equipment used by their male counterparts, for example, metal push carts that are too heavy or bicycle-driven carts that women do not know how to ride or are not willing to do so because of cultural norms that would deem it inappropriate.

provisions for start-ups, MSMEs and women-owned businesses; waiving registration fees and discounting annual renewal fees if certain GESI targets are achieved, or for a set period of time with a gradual phase-in of payments; as well as tax waivers. As part of this effort, work with informal WSWs to explore the possibility of cooperative business arrangements (possibly at the family or community level) to leverage subcontracting opportunities.

WOMEN AND OTHER MARGINALIZED GROUPS

- 7. A concerted effort must be made to engage informal women, youth and PWDs in activity planning and decision-making to formulate solutions that are inclusive and gender sensitive.** It is not enough to engage these groups at the point of project implementation. To formulate effective and sustainable solutions that address gender-specific constraints as well as those faced by youth and PWDs, the Recycling in Jordan Activity must directly engage all groups (men, women, youth, PWDs and minorities) and ensure they have a voice in planning and decision-making.

Women waste pickers tend to already be overburdened and time-poor and their specific requirements in terms of schedules, safety and childcare must be considered while giving them the option of a pathway to safe and secure employment.⁶³ These considerations are particularly important for the Recycling in Jordan Activity in terms of planning for informal sector integration and mitigating the negative impacts that formalization may have on women. Formalization can be undesirable by women precisely because such efforts often fail to address their concerns, namely: flexibility of working hours, the need for childcare, location and proximity to home, safe transportation, and protection against harassment and GBV.⁶⁴ Finally, appropriate interventions should not impose solutions on women who have other methods for ensuring their priorities are met.

- 8. Interventions involving women in the informal sector must be market-driven and require wide-ranging assistance to increase their access and agency.** The need for market-based approaches for integrating women waste workers is an important lesson learned from prior donor interventions among the informal recycling sector elsewhere in Jordan, as discussed previously. Solutions such as upcycling, for example, must take into consideration existing value chain gaps, consumer demand, quality assurance measures, and entrepreneurial drive. To help expand their role and integration into sector activities, the Recycling in Jordan Activity should help to **identify targeted opportunities for women and for PWDs** that address their respective talents and constraints while filling existing and emerging value chain gaps. (Refer to example in Box 6) In addition, technical

Box 3: Targeted Opportunity for Women at Tadweer

Dina Haddad, CEO and Chairwoman of Tadweer, is a pioneering woman entrepreneur in Jordan. Her vision for Tadweer includes attracting more women employees to work at the MRF and providing them with a safe and friendly working environment. Ms. Haddad is planning to increase the number recycling lines and to expand the scope of the facility to include composting and refuse derived fuel (RDF). She sees these developments as having great potential for increasing women's involvement at Tadweer in roles ranging from engineering to management to sorting.

⁶³ Source: Kils plus “Women in Waste Management: An Opportunity” webinar: <https://urban-links.org/webinar-women-in-waste-management-an-opportunity/>.

⁶⁴ Aidis, R. and D. Khaled. (2019). “Women’s Economic Empowerment and Equality Gender Analysis of the Waste Management and Recycling Sector.” https://pdf.usaid.gov/pdf_docs/PA00TQSH.pdf

assistance (TA) and capacity building is needed to inspire and enhance women’s entrepreneurial capacity. This TA should include:

- i. **Provide entrepreneurship training, mentoring and peer-to-peer support.** Women entrepreneurs in the recycling sector lack access to the professional training, networks and mentoring they need to enhance their entrepreneurial skills and grow their businesses. The Activity can provide training, mentoring, participatory workshops and networking opportunities to enhance basic business acuity. These forums offer an opportunity to build trust and explore the creation of micro- and small-size enterprises, including social enterprises, especially among women-headed households (as noted previously). Where women are already organizing and collaborating through informal micro-networks, explore the opportunity to expand and structure these networks to work collectively to optimize profits (as discussed above) and divisions of labor.

Box 7: Men’s Engagement

Working with men is essential to advance gender equality and strengthen markets. Evidence shows that if men are not thoughtfully engaged it can have negative consequences for women, whereby men may co-opt resources women gained through new income generating activities. It can also lead to increased incidence in domestic violence, sexual harassment, and coercion. Five positive ways to engage men include:

1. Help men identify and act as allies
2. Address gendered attitudes and behaviors directly
3. Work through cooperation, not only through isolation
4. Amplify influence of male role models
5. Do no harm

To bolster these efforts, explore partnerships with local NGOs that support women entrepreneurs in the informal sector and may offer additional business opportunities.⁶⁵ In addition, the Activity should **draw on lessons learned from other relevant USAID efforts to enhance women’s entrepreneurship in Jordan** (e.g., the Jordan Local Enterprise program); **as well as USAID recycling sector activities that focus on catalyzing women’s economic empowerment** – namely,

Clean Cities Blue Ocean, which recently launched the Women in Waste’s Economic Empowerment (WWEE) Activity, as well as the Municipal Waste Recycling Program.

- ii. **Increase women’s access to, understanding and application of market information.** The Activity should build the capacity of informal women, youth and PWD waste pickers and sorters to access, understand and track changes in the recyclables market in order to better negotiate prices and to strategically plan for market fluctuations. Increasing women’s access to market information can help enable women to improve their income and livelihoods; but this must be done in tandem with sensitization of intermediaries (e.g., itinerant waste buyers and scrap dealers) and must include **innovative solutions that enable women to either sell directly or oversee sales negotiations remotely**. For example, negotiations could be handled remotely using smart phones, and providing women with a list of potential buyers that have engaged in sensitization efforts. Ultimately, both women and men must be consulted to help identify solutions that work for them.

⁶⁵ The Jordan River Foundation, for example, offers social and economic empowerment programs for women focusing on entrepreneurship, the culinary arts, and handicrafts. These programs are particularly designed to leverage the women’s employability and social skills, and to build their business acumen.

- iii. **Explore the creation of women-led community-based enterprises and cooperative efforts among women** who have already established micro-networks through which they purchase recyclables from other women, as well with groups of women-headed households. Document lessons learned and replicate successes.

Finally, in planning and implementing these interventions, the Recycling in Jordan Activity should address the following key considerations:

- **Employ the ‘do no harm’ principle at all times** and ensure that implementing partners understand and uphold this principle as well. (Refer to Box 5 above.)
- Ensure the **inclusion of woman-headed households**, which make up 12% of all households in Jordan⁶⁶ and are among the most vulnerable group working in the informal recycling sector.
- Interventions involving women should always **engage men** and be accompanied by positive masculinities training. (Refer to **Error! Reference source not found.**)
- **Do not deliver capacity building in a vacuum.** Informal women WSWs face formidable obstacles – from rigid cultural norms and social taboos, to structural and legal constraints. They require concerted, all-around support and multi-disciplinary solutions that target all actors in the value chain.

4.3.3 PRIVATE SECTOR RECOMMENDATIONS

WASTE SECTOR WORKERS

9. **Promote the expansion of labor standards and working conditions for private sector workers, including decent wages and basic physical, social and legal protections.** Jordan’s WSWs face the compound risk of nationally poor labor standards and sector-specific occupational safety and health risks. Meanwhile, 90% of Jordanian companies do not offer health insurance benefits to their employees and low wages are rampant. To identify solutions to reduce the occupational risks of waste workers, the Activity could conduct a **methodological risk assessment** to identify and develop counteractive measures according to internationally acknowledged standards. Solutions should aim to tackle risk at the source, for example: constructing ramps to dump collected waste straight into roadside containers and skips; and the adaptation of pushcarts and collection procedures to minimize direct handling of waste. In addition, the Activity should:
 - i. Work with GOJ and private sector businesses and associations to promote decent wages and improve labor standards throughout the value chain, ensuring safe working conditions and the provision of personal protective equipment.
 - ii. Encourage private sector businesses to provide health insurance to all WSWs, making the business case for this benefit as an institutional investment. Explore the possibility of collaborating with relevant business associations to promote this concept among sector stakeholders.
 - iii. Work with waste sector business and associations to review and develop HR policies that support safe working standards, the provision of benefits, protections from and recourse for sexual harassment in the workplace, and a commitment to gender equality, inclusion, and equal opportunity. (For additional GESI-related recommendations, see below.)

⁶⁶ Department of Statistics [Jordan], and ICF. 2019. “Jordan Population and Family Health Survey 2017-18: Key Findings.” DOS and ICF. <https://dhsprogram.com/pubs/pdf/SR256/SR256.pdf>

WOMEN IN THE WORKPLACE

Increasing women's participation in private sector companies begins with de-mystifying waste and recycling as masculine work, as discussed above, and must include **robust incentives to attract women to work in the sector.**

10. **Create programs and partnerships that incentivize private sector firms and GAM to hire and invest in women and PWDs, and that promote gender equality, inclusion, and equal opportunity in the workplace.** Making progress on the integration of gender and social inclusion in the male-dominated recycling sector will be a long-term endeavor comprising a wide range of activities that should be carefully sequenced and driven by explicit gender outcomes. Activities include:
 - i. **Making the business case for women.** Promote the value of women's economic contribution at the business level, focusing on large and medium-size recycling enterprises, using an evidence-based approach to make the business case for hiring and promoting women, and including women on boards. (Refer to Box 8.)

Box 4: Making the Business Case for Women in Male-Dominated Industries

Today's companies are being pushed to improve productivity and efficiency while evolving their business models to address critical environmental, social, and health challenges. Evidence has shown that increasing gender diversity could provide a means to respond to such pressures and enhance competitiveness and profitability. A recent global study of companies in 12 legacy male-dominated industries (including 'utilities and waste services') found that **a higher percentage of women in executive management is associated with higher profitability:**

"The top-quartile of companies with the highest percentage of women in executive management roles are, on average, 47 percent more profitable than the bottom quartile."

Women are not only leading organizations down new revenue-generating paths, they are also advancing innovation in inertia-prone industries, and increasing transparency to build stakeholder trust.

Source: FP Analytics (2019)

- ii. **Encourage the adoption of non-discriminatory HR policies as well as practices and programs that facilitate the recruitment, promotion, and retention of female talent.** Work with companies and GAM to develop **gender-sensitive and inclusive HR policies that ensure equal opportunities for advancement, protect against sexual harassment, and provide parental leave.** Additional incentives for women could include the guarantee of an equivalent position to employees returning from maternity leave, and the availability and/or subsidization of childcare, which has been shown to increase women's participation in the labor force.⁶⁷ Partner with organizations like SADAQA, which has worked extensively at the national level to promote equal pay and access to childcare at the workplace.⁶⁸ Introduce these concepts through informal discussions and presentations about the contributions of women and the benefits of hiring women employees. Explore the

⁶⁷ Among Organization for Economic Cooperation and Development (OECD) countries, for example, the availability of public childcare is strongly correlated with employment rates of mothers with young children. See: Council on Foreign Relations. "Support for Working Mothers Creates Workplace Equality." [Support for Working Mothers Creates Workplace Equality \(cfr.org\) https://www.cfr.org/legal-barriers/barriers/providing_incentives_to_work/](https://www.cfr.org/legal-barriers/barriers/providing_incentives_to_work/)

⁶⁸ International Labour Organization (ILO). (2017). "Campaigning for Pay Equity and Childcare in Jordan." ILO.

possibility of leveraging corporate social responsibility (CSR) as an entry point to establish high-level targets for hiring women – including targets for technical and managerial positions – and other marginalized groups, such as persons with disabilities. The Activity should showcase champions and success stories such as Jamil Sahori and Brothers Company for Plastic, where disabled persons make up 8% of their total staff, and Tadweer, whose chairwoman holds the most senior private sector position in the sector, and who has successfully mentored and recruited women in other sectors. Awards and other incentives (in partnership with other organizations) should be explored to showcase successes, attract more women professionals, and stimulate positive perceptions about improvements in the sector. Draw on the experiences, lessons learned, and tools generated through USAID programs, including the Engendering Utilities project⁶⁹ and other relevant projects in male-dominated sectors such as power, water and construction.

iii. **Promote equal pay for women.** To achieve and sustain impact in this challenging domain, the issues of equal pay and opportunity cannot be addressed separately from other discriminatory practices impacting women; they must be tied to other policy reform efforts in both the private and public sector and done in cooperation with national and non-governmental efforts, capitalizing on high profile government-led activities such as recent efforts around equal pay. To this end, the Activity can collaborate to advance pay equity as follows:

- Work with relevant organizations such as the Jordanian National Commission for Women (JNCW) and the Jordanian National Committee for Pay Equity (NCPE), which is chaired by the Ministry of Labor and JNCW, to promote equal pay and equal opportunity in the workplace. Leverage Jordan’s membership in the Equal Pay International Coalition⁷⁰ (supported by the ILO) as well as its prior ratification of the ILO [Equal Remuneration Convention, No. 100](#) and the [Discrimination \(Employment and Occupation\) Convention, No. 111](#), to help advance reforms.
- To galvanize government support, leverage the Jordan National Vision and Strategy 2025, namely its policies and initiatives aimed at encouraging women’s entry into the labor market and closing the gender gap in order to increase women’s economic participation from 13 percent (in 2015) to 27 per cent by 2025.
- Build upon social media efforts by the NCPE to raise awareness and engage stakeholders in social dialogue to build support among communities, local government, and the private sector.

WOMEN ENTREPRENEURS

As described above, women entrepreneurs require robust technical assistance to strengthen their business acumen and help them to start and grow small- and medium-size recycling businesses and social enterprises. Building on the recommendations above, the Activity should actively nurture the creation and growth of women- and youth-owned businesses, building on lessons learned from around the world and in other male dominated sectors. Beyond enhancing entrepreneurial capacity, this includes identifying and facilitating business opportunities, network building, increasing

⁶⁹ Maday, B. and C. Novak. (2018). “Engendering Utilities: Increasing Women’s Participation in the Power Sector through Human Resources Interventions: A Best Practices Framework,” USAID.

<https://www.usaid.gov/sites/default/files/documents/1865/gender-equity-energy-sector-best-practices.pdf>

⁷⁰ Refer to: <https://www.equalpayinternationalcoalition.org/members/jordan/>

women and youth entrepreneurs' access to resources, and reducing their barriers to entry in the recycling value chain. Specific recommendations follow.

11. **Identify key value chain entry-points for women, youth and PWD entrepreneurs:** Based on the outcome of the Activity's comprehensive market systems analysis, identify key leverage points where youth, PWDs and women-owned businesses (WOBs) can fill critical gaps and address bottlenecks in the value chain that constrain supply or demand of recyclable materials and recycling services. The Activity is targeting approximately 270 large waste generators that produce more than 20 percent of GAM's commercial waste by volume. Among them, hotels, and restaurants—which represent 38 percent of the large waste generators in Amman—offer an opportune entry-point for women-owned businesses. Schools, universities, and conference centers may offer additional entry-points for WOBs. To this end, GESI sensitization efforts must be integrated throughout all efforts by the Activity to catalyze wide adoption of recycling services, especially among hotels and restaurants.
12. **To help incentivize these commercial waste generators to contract with women-and youth-owned businesses,** GESI contracting targets could be recognized through CSR efforts and award programs, such as the Green Key Award,⁷¹ and/or as a standalone award sponsored by a high-profile NGO that actively supports women's economic empowerment and/or environmental protection in Jordan, such as the Jordan River Foundation. (The foundation works to strengthen women's entrepreneurship and the creation of social enterprises, with a focus on women-headed households.)
13. **Unlock access to finance for women and youth entrepreneurs.** Limited access to commercial credit is a common problem for SMEs and especially women entrepreneurs in Jordan, and throughout developing economies. This can stunt business growth and limit opportunities for women to improve their performance and expand their roles in the sector. To help unlock access to finance, the Activity should **support enterprises in the development of business plans and loan applications and explore strategic partnerships with financial institutions.** The Activity could work with microfinance institutions (MFIs) that already serve WOBs to explore the development of specialized credit products for woman-owned recycling sector enterprises, including seasonal loans and equipment leasing arrangements. Consider the partnering with MFIs and other projects that already have access to USAID loan guarantees that can be leveraged to support women-owned businesses and startups.
14. **Increase access to professional training opportunities for women and youth entrepreneurs.** Women entrepreneurs in the recycling sector lack access to professional training to help enhance their entrepreneurial capacity and grow their businesses. The Activity should focus on strengthening the all-around business acumen of women entrepreneurs – from business planning, contracting, and negotiations, to increasing their access to and understanding of market data and pricing information. This can be done separately and in tandem with other programs and partners. For example, the Activity could link entrepreneurs and startups with business incubators and accelerator programs such as the Zain Innovation Campus (ZINC).

⁷¹ Green Key is a voluntary eco-label awarded to more than 3,200 hotels and other establishments in 65 countries. It is the leading standard for excellence in the field of environmental responsibility and sustainable operation within the tourism industry. For additional information, see: <https://www.greenkey.global/>

15. **Introduce gender-sensitive procurement policies and procedures.** To help grow and generate opportunities for youth- and women-owned businesses, work with GAM, national, and private sector stakeholders to develop GESI-driven procurement targets and set-aside contracts, and to create a system which makes it easier for these businesses to identify and access procurement opportunities.⁷² Helping women- and youth-owned enterprises to secure such contracts is an important aspect of unlocking their access to finance.

LEADERSHIP, REPRESENTATION AND ORGANIZATION

16. **Strengthen leadership among women and youth and increase access to mentoring and networking opportunities for women and youth professionals and entrepreneurs.** As the entrepreneurial ecosystem begins to grow, it is important to create a space where women and youth entrepreneurs can network, receive mentoring, and offer support. However, currently there are no associations or organizations that represent the interests of businesses, women, youth or disadvantaged groups working in the recycling sector. In this case, it is especially important for the Activity to **partner with other relevant organizations and programs** working to enhance youth and women's leadership and business acumen, such as the Jordan Forum for Business and Professional Women, one of the Jordan's leading platforms for women professionals and business owners,⁷³ and the USAID-funded YouthPower project. The Activity can draw upon USAID's Positive Youth Development Framework and tools to identify and implement interventions that improve youth assets, agency contributions, and the enabling environment.⁷⁴

As more women and youth entrepreneurs emerge within the sector over time, the Activity should **support the creation of professional networks linking these actors at all levels of the value chain.** Such networks not only generate business opportunities, they have also been shown to encourage women to set higher aspirations for their businesses, plan for growth, and embrace innovation.

17. **Identify and promote women and youth role models and male allies.** In light of the significant hurdles women, youth and marginalized groups face in participating in the recycling sector – both as entrepreneurs and as employees – these champions can help to boost the image of the sector and encourage the increased participation of women and youth, as well as a greater acceptance of their potential roles. Champions should include a combination of well-established business personas, community champions, and local success stories. Examples include: the CEO and Chairwoman of Tadweer – a champion for women; the owner of Jamil Sahori and Brothers Company for Plastic – a champion for PWDs; and the leaders of local youth-run green initiatives or environmental groups.

⁷² This has been done with success, for example, by New York City's Department of Sanitation under the Sustainable Operations and Readiness/Resource (SOAR) program. The department recently launched SOAR to enable minority and women-owned businesses to easily identify department procurement opportunities and take advantage of capacity building initiatives. For further information see: <https://suppliertynews.com/2019/03/29/the-city-of-new-york-department-of-sanitation-presents-s-o-a-r-program/>

⁷³ Supported by USAID's Local Enterprise Project and others, the Jordan Forum for Business and Professional Women (JFBPW) is a well-established NGO that develops, empowers, and advocates for business and professional women in Jordan. The forum works to ensure that women have equal opportunities, rights, and leadership roles in the business. JFBPW is an inclusive organization that leverages its powerful networks to help women at all levels of business reach their full potential. For additional information see: <http://bpwa.org.jo/>

⁷⁴ Information regarding the USAID Positive Youth Development Framework is available at: <https://www.youthpower.org/positive-youth-development-pyd-framework>

Candidates also include national figures that advocate for recycling, the environment, and/or women's economic empowerment. These individuals can play a pivotal role in de-mystifying waste and recycling as masculine work, and de-stigmatizing public opinion to raise the profile of the recycling sector as a critical societal and environmental priority.

18. The Activity should provide **extensive gender sensitization and positive masculinities training⁷⁵ among all stakeholders and at all levels of the value chain to help women penetrate the male-dominated recycling sector network.** Without such efforts to directly engage and change the attitudes of men, women entrepreneurs will continue to be excluded from historically off-limit male spaces where business relationships are cultivated, and deals are negotiated.⁷⁶
19. Finally, as the recycling sector matures, it is important to **ensure that women are represented in leadership and decision-making positions within new sector-specific organizations that are established** – such as the entity that will oversee extended producer responsibility in Jordan. Without targeted support in this area and those articulated above, women's abilities to lead and significantly contribute to the development of the recycling sector will remain low.

⁷⁵ Training resources related to positive masculinities can be found in Annex VI.

⁷⁶ Khaled, Delila. (2020). "Want to Boost Global Economic Growth? Unleash the Power of Women Entrepreneurs." Massachusetts Institute for Technology, The Legatum Center for Development and Entrepreneurship.
<https://legatum.mit.edu/resources/want-to-boost-global-economic-growth-unleash-the-power-of-women-entrepreneurs/>

5. ANNEXES

ANNEX I: SCOPE OF WORK

The gender analysis will be prepared by the Recycling in Jordan Activity Gender and Informal Sector Specialist, with the STTA Gender and Social Inclusion Specialist and Banyan's Home Office Gender and Social Inclusion Specialist. This gender analysis methodology will use qualitative and quantitative methods to examine key gender-based constraints that are relevant for the USAID-funded Recycling in Jordan Activity. The gender analysis will reflect the five (5) domains of gender analysis in USAID's ADS 205 on Integrating Gender Equality and Female Empowerment in USAID's Program Cycle. To better understand the gender-based constraints that impact the sector and will affect the achievement of the Recycling in Jordan Activity objectives, this gender analysis will examine three key aspects of the recycling value chain: 1. Barriers to entry and/or requirements for men's and women's participation in the value chain (at different nodes); 2. Differences in men's and women's ability to access and control the benefits derived from participation; and 3. Barriers and differences in men's and women's ability to meaningfully contribute to decisions affecting participation, benefits, and the stability or growth of the sector. Women and men will not be treated as homogenous groups. The data will be analyzed and further stratified by other social markers including citizen status, disability, etc.

Data collection procedure will follow the Recycling in Jordan team's data collection protocols. The gender analysis will include a combination of desk review and approximately two working-day weeks of interviews and focus group discussions in November 2020. The desk review will draw upon existing global, regional, and most importantly existing country-specific data on gender and social inclusion issues in the recycling sector. The in-country gender and informal sector specialist will lead interviews and focus group discussions (FGD), using interview guides developed for specific value chain actors, including recyclers; waste pickers; sorters; intermediaries; micro, SME, and larger enterprise owners/managers, and employees; and representatives from recycle organizations and potentially government (e.g., Ministry of Local Administration and MoENV). The STTA Gender and Social Inclusion Specialist may participate remotely in a few interviews with stakeholders in Amman. The sample size will be determined based on input from project leadership and take into consideration issues like COVID-19, distance to interviews, and the projected timeline for the data collection. The data will be stored in a password protected file. The STTA Gender and Social Inclusion expert will clean, code, and then analyze the data by source, gender dimension, and area of inquiry. The HO Gender and Social Inclusion Specialist will provide quality oversight throughout this process.

An initial draft will be reviewed internally by Banyan Global prior to submitting it to Chemonics for review and final approval. The team will update the Recycling in Jordan team and Chemonics on progress and discuss any challenges that may arise which would need to be resolved jointly.

ANNEX II: LITERATURE REVIEW

- Aidis, R. and D. Khaled. (2019). "Women's Economic Empowerment and Equality Gender Analysis of the Waste Management and Recycling Sector." https://pdf.usaid.gov/pdf_docs/PA00TQSH.pdf
- Alaloul, S. et al., (2018). "Gender in Public Transportation: A Perspective of Women Users of Public Transportation." SADAQA.
- Arab NGO Network for Development (ed.). (2016). "The Arab Watch Report on Economic and Social Rights – Informal Employment." <https://www.fordfoundation.org/media/4555/arab-watch-on-economic-and-social-rights-2016-informal-labor.pdf>
- Assabeel. (2017). "Al-Maaita: 90% of Jordan's workers are deprived of health insurance." [المعايطة: 90% من عمال الأردن محرومون من التأمين الصحي - السبيل \(assabeel.net\)](http://www.assabeel.net)
- Bleck, D., and Wettberg, W.. (2012). "Waste collection in developing countries – Tackling occupational safety and health hazards at their source." *Waste Management* **32**, 2009–2017
Doi:[10.1016/j.wasman.2012.03.025](https://doi.org/10.1016/j.wasman.2012.03.025)
- Business Reform Environment Facility. (2017). "Assessment of Business Environment Reform in Jordan." <https://assets.publishing.service.gov.uk/media/5c768b09ed915d354f6406b8/BERF-Jordan-BER-Assessment-December-2017.pdf>. P.31
- Central Intelligence Agency. (November 2020). "The World Factbook." <https://www.cia.gov/the-world-factbook/countries/jordan/>
- Charrington, J. (2017). "Inspiring Woman: Improving Gender Equality in Waste," Chartered Institution of Wastes Management (CIWM). <https://ciwm-journal.co.uk/inspiring-woman-improving-gender-equality-in-waste/>
- Chen, M. and Harvey, J. (2017). "Informal Employment in MENA Region," WIEGO. <https://www.wiego.org/sites/default/files/resources/files/Informal-Economy-Arab-Countries-2017.pdf>
- Council on Foreign Relations. "Support for Working Mothers Creates Workplace Equality." [Support for Working Mothers Creates Workplace Equality \(cfr.org\)](https://www.cfr.org/legal-barriers/barriers/providing_incentives_to_work/) https://www.cfr.org/legal-barriers/barriers/providing_incentives_to_work/
- Demirgüç-Kunt, Asli, Leora Klapper, Dorothe Singer, Saniya Ansar, and Jake Hess. (2018). "The Global Findex Database 2017: Measuring Financial Inclusion and the Fintech Revolution." World Bank. <http://hdl.handle.net/10986/29510>
- Department of Statistics [Jordan], (2018a). "Gender Statistics: Economic Empowerment." http://www.dos.gov.jo/dos_home_a/main/population/gender/eco/2017/10.pdf
- Department of Statistics [Jordan], and ICF. 2019. "Jordan Population and Family Health Survey 2017-18: Key Findings." DOS and ICF. <https://dhsprogram.com/pubs/pdf/SR256/SR256.pdf>
- Department of Statistics [Jordan]. (2018). "Women's Statistics: Economic Activity." http://www.dos.gov.jo/dos_home_a/main/population/woman/2018/status4/10.pdf?newurl=status4&newurl10=%2F10.pdf&newurl1=0

- Department of Statistics [Jordan]. (2018b). "Jobs Creation Survey for 2017." http://www.dos.gov.jo/dos_home_a/main/population/gender/eco/2017/10.pdf
- Department of Statistics [Jordan]. (2019). "Unemployment." http://dos.gov.jo/dos_home_a/main/archive/unemp/2019/Emp_Q2_2019.pdf
- FP Analytics. (2019). "Women as Levers of Change". <https://womensleversofchange.com/>
- Government of Jordan. (2020). "Waste Management Framework Law for the year 2020."
- Greater Amman Municipality (GAM). (2015). "Solid Waste Stakeholder Engagement Plan." https://www.ammancity.gov.jo/site_doc/100315.pdf
- Grieg, A and M. Flood. (2020). "Work with Men and Boys for Gender Equality: A Review of Field Formation, the Evidence Base and Future Directions," UN Women. <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/discussion-paper-work-with-men-and-boys-for-gender-equality-en.pdf?la=en&vs=3559>
- ILO. (2013). "Gender Pay Discrimination in Jordan: A Call for Change." https://www.ilo.org/global/about-the-ilo/mission-and-objectives/features/WCMS_213754/lang-en/index.htm
- International Labour Organization (ILO). (2017). "Campaigning for Pay Equity and Childcare in Jordan," ILO. https://www.ilo.org/wcmsp5/groups/public/---arabstates/---ro-beirut/documents/publication/wcms_615714.pdf
- ILO. (2018). "Jordan's Private Sector Pay Gap." https://www.ilo.org/global/about-the-ilo/newsroom/features/WCMS_213754/lang-en/index.htm
- ILOSTAT. Jordan Country Profile. <https://ilostat.ilo.org/data/country-profiles/>. Accessed December 8, 2020
- Institute of Development Studies. (2018). "The Current Situation of Persons with Disabilities in Jordan." https://www.ilo.org/wcmsp5/groups/public/---arabstates/---ro-beirut/documents/publication/wcms_615714.pdf
- International Monetary Fund. (2018). "Pursuing Women's Economic Empowerment." <https://www.imf.org/en/Publications/Policy-Papers/Issues/2018/05/31/pp053118pursuing-womens-economicempowerment#:~:text=The%20economic%20and%20social%20imperative%20for%20women%20E2%80%99s%20economic,economic%20diversification%20and%20C%20in%20turn%20C%20supports%20economic%20resilience>
- Jalal, S. and S. Gabel. (2014). "Physical Disability, Gender, and Marriage in Jordanian Society," Review of Disability Studies 10, nos. 1 & 2. <http://www.rdsjournal.org/index.php/journal/article/view/33/126>
- Khaled, Delila. (2020). "Want to Boost Global Economic Growth? Unleash the Power of Women Entrepreneurs." Massachusetts Institute of Technology (MIT), The Legatum Center for Development and Entrepreneurship. <https://legatum.mit.edu/resources/want-to-boost-global-economic-growth-unleash-the-power-of-women-entrepreneurs/>
- Kreditanstalt für Wiederaufbau (KfW). (2017). "Evaluation of the Recycling Markets and Market Options for Secondary Raw Materials and Products Derived from Waste."

Littlejohn, V. et al. (2018). “Policy Brief W20 Argentina: Towards Gender Smart Public Procurement.” W20 Argentina. http://w20argentina.com/wp-content/uploads/2018/07/public_procurement_v2.pdf

Maday, B. and C. Novak. (2018). “Engendering Utilities: Increasing Women’s Participation in the Power Sector through Human Resources Interventions: A Best Practices Framework,” USAID. <https://www.usaid.gov/sites/default/files/documents/1865/gender-equity-energy-sector-best-practices.pdf>

Majeed, A., Batool, S.A. and Chaudhry, M.N. (2017). “Informal Waste Management in the Developing World: Economic Contribution Through Integration with the Formal Sector.” Waste Biomass Valor 8, 679–694. <https://doi.org/10.1007/s12649-016-9648-4>

MoEnv. (2020). “Waste Sector Green Growth National Action Plan 2021-2025,” The Hashemite Kingdom of Jordan. https://gggi.org/site/assets/uploads/2020/10/20022_Jordan_Waste_v03_HL_Web.pdf

Ministry of Local Administration. (2014). “Development of a National Strategy to Improve the Municipal Solid Waste Management Sector in the Hashemite Kingdom of Jordan.” The Hashemite Kingdom of Jordan.

Ministry of Local Administration. (2016). “Regional Solid Waste Management Plan for the Central Region.” The Hashemite Kingdom of Jordan.

Morris, P., Almala, A. Garlick, M., Heyari, N., Carchidi, B., and Farrah, R.. (2020). “USAID Jordan Gender Analysis and Assessment.” (USAID). https://pdf.usaid.gov/pdf_docs/PA00WDSP.pdf

Riofrío, G. and T. Cabrera. (2012). “Trabajadoras por la ciudad,” Centro de Estudios y Promoción del Desarrollo (DESCO). <http://www.desco.org.pe/trabajadoras-por-la-ciudad>

The National Committee for Women (JNCW). (2018). “Sexual Harassment in Jordan.”

The New Arab Newspaper. (2019). “The Jordanian Parliament amends the Labor Law to close the gender wage gap.” <https://www.alaraby.co.uk>

UN Women. (2019). “Innovation for Gender Equality.” <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2019/innovation-for-gender-equality-en.pdf?la=en&vs=733>

UNDP. (2015a). “Assessment of The Situation of Waste Pickers: The Case of Al-Akaider Landfill.”

UNDP. (2015b). “Mitigating the impact of the Syrian Refugee Crisis in on Jordanian vulnerable Host Communities for UNDP Jordan.” https://reliefweb.int/sites/reliefweb.int/files/resources/Jordan%20Waste%20Value%20Chain%20Report_FINAL.pdf

UNICEF (ed.). (2018). “Children with Disabilities: The State of the World’s Children 2013.”

United Nations Development Program (UNDP). (2015). “Solid Waste Value Chain Analysis Irbid and Mafraq Jordan.”

USAID. (2010). “Final Report on the Survey Findings of Solid Waste Behaviors.” https://Final_Report_Survey_Findings_of_Solid_Waste_Behaviors_-_USAID_research_2010.pdf

USAID. (2014). “Integrating GBV Prevention and Response into Economic Growth Projects.” <https://www.usaid.gov/documents/1865/toolkit-integrating-gbv-prevention-and-response-economic-growth-projects>

USAID. (2020) “Women’s Economic Empowerment and Equality (WE3) Dashboard.” <https://idea.usaid.gov/women-e3/jordan>

USAID. (2020). “USAID Jordan Country Development and Cooperation Strategy (CDCS), USAID.” <https://www.usaid.gov/sites/default/files/documents/CDCS-Jordan-2020-2025.pdf>

Velis, C., Wilson, D., Rocca, O., Smith, S., Mavropoulos, A. and Cheeseman, C. (2012) “An analytical framework and tool (*InteRa*) for integrating the informal recycling sector in waste and resource management systems in developing countries.” *Waste Management & Research* 30(9) Supplement 43–66. DOI: 10.1177/0734242X12454934

WIEGO. “Women Waste-Pickers: Discussing Women’s Empowerment and Changes in their Relations with Men.” <http://www.wiego.org/sites/default/files/resources/files/Gender-Toolkit-EN-LR.pdf>

World Bank. (2020). “Women, Business and the Law.” <https://wbl.worldbank.org/>

World Economic Forum. (2020). “Global Gender Gap Report.” <https://www.weforum.org/reports/the-global-gender-gap-report-2018>

ANNEX III: KEY INFORMANT INTERVIEWS

Table 1: Key Informant Interviews

	Date of Interview	Organization Name	Interview Method	Key Informant Name/Title
1	3/11/2020	Saudi Paper Recycling Company (Middle East)- Private Sector	In Person	<ul style="list-style-type: none"> Hasan Al-Najjar/ Site Manager
2	9/11/2020	Modern Jordanian Company for Iron Scrap (Manaseer)- Private Sector	Phone	<ul style="list-style-type: none"> Mr. Odai Al-Manaseer/ Site Manager
3	9/11/2020	Al Reyadeyah for organic waste treatment - Private Sector	Phone	<ul style="list-style-type: none"> Luai Jaber/ Owner
4	9/11/2020	"Mohamed Reyad "for the manufacture of plastic granules- Private Sector	In Person	<ul style="list-style-type: none"> Mohammad Riyad / Owner Naser Fayez / Owner
5	9/11/2020	First Paper & Cardboard Recycling Company- Private Sector	In Person	<ul style="list-style-type: none"> Fares Abu Hatab / Sales and Site Manager Rae'd Hamida/ Sales and Site Manager
6	14/11/2020	Al-Abura Metals / Jordan Metal Smelting Factory- Private Sector	In Person	<ul style="list-style-type: none"> Hassan Al-Abourah/ Vice chairman
7	15/11/2020	Nuqul Group - Private Sector	Phone	<ul style="list-style-type: none"> Maen Tabari / Industrial Manager
8	15/11/2020	Salim Kittaneh & Sons Co- Private Sector	Phone	<ul style="list-style-type: none"> Alaa' Kittanhe / Deputy Manager
9	16/11/2020	Jamil Al-Sahouri & Brothers Company for Plastic Industries /Samba- Private Sector	In Person	<ul style="list-style-type: none"> Amer Balawaneh
10	17/11/2020	Jordan Paper and Cardboard Factories Company - Private Sector	Phone	<ul style="list-style-type: none"> Mr. Majdi AlAqqad / Acting General Manager
11	9/11/2020	Abu Rashed shredder- Private Sector	Phone	<ul style="list-style-type: none"> Abu Rashed/ Owner
12	14/11/2020	The Arab Company for Manufacturing and Trading Paper- Private Sector	Phone	<ul style="list-style-type: none"> Nidal Hamdan / Manager Abdel Latif Saleh/ Chairman
13	16/11/2020	Khaled Judeh for Iron Scrap Trade- Private Sector	In Person	<ul style="list-style-type: none"> Khaled Joudeh – Owner and CEO
14	16/11/2020	Masafat Company- Private Sector	online	<ul style="list-style-type: none"> Khaldoun Katouri / Operation Manager

15	17/11/2020	Zawati Brothers CO.- Private Sector	online	<ul style="list-style-type: none"> Eng. Nizar Zawati/ Operational Manager
16	1/12/2020	Green Future for Sustainable Solutions- Private Sector	online	<ul style="list-style-type: none"> Hanan Murad / Owner
17	18-11-2020	Technical Packaging Company for Plastic Packaging (Petco Jordan)- Private Sector	Phonel	<ul style="list-style-type: none"> Mohmmad Salameh/ Site Manager
18	18-11-2020	Tarkhan Company for the manufacture of plastic granules- Private Sector	In Person	<ul style="list-style-type: none"> Abu-Rashed / General Manager
19	18-11-2020	Jordan Environment Society- NGO	Phone	<ul style="list-style-type: none"> Man Nasaireh/ Executive Manager
20	18-11-2020	Jordanian green point for project management- Private Sector	Phone	<ul style="list-style-type: none"> Mr. Yousef Balawi/ General Manager
21	18-11-2020	BE Environmental Services Company - Private Sector	Phone	<ul style="list-style-type: none"> Mohammad Aboud / operation Manager
22	19-11-2020	TADWEER MRF- Private Sector	Online	<ul style="list-style-type: none"> Dina Haddad/ CEO
23	18-11-2020	Khaled Abu Hadbah- Private Sector Foundation	In Person	<ul style="list-style-type: none"> Khaled Abu Hadba
24	7-11-2020	Street Sweeper	In Person	<ul style="list-style-type: none"> Alia (last name not provided)
25	7-11-2020	Street Sweeper	In Person	<ul style="list-style-type: none"> Abu Mohammad (last name not provided)
26	7-11-2020	Street Sweeper	In Person	<ul style="list-style-type: none"> Wafaa (last name not provided)
27	7-11-2020	Street Sweeper	In Person	<ul style="list-style-type: none"> Hassan (last name not provided)
28	7-11-2020	Street Sweeper	In Person	<ul style="list-style-type: none"> Ibrahim (last name not provided)
29	7-11-2020	Street Sweeper	In Person	<ul style="list-style-type: none"> Ahmad (last name not provided)
30	2711-2020	Green Plans Consultancy Firm	Online	<ul style="list-style-type: none"> Ammar Abu Drias / Regional and Local SWM advisor
31	30-11-2020	USAID Recycling in Jordan Activity	Online	<ul style="list-style-type: none"> Ehab Al Manaseer / SWM and recycling sector expert
32	23-11-2020	Zawati Bro. Co	Online	<ul style="list-style-type: none"> Jihad Abul Al Feylat
33	1-12-2020	UNDP	Phone	<ul style="list-style-type: none"> Manal Sweidan/ Previous Head of the Gender Statistics Division, Dept of Statistics

ANNEX IV: KEY DATA AND STATISTICS

Following is a summary of country-level data and statistics related to demographics, the economy, and women’s economic empowerment in Jordan.

Demographic Data and Statistics⁷⁷:

Population	Total population:10,820,644 (July 2020 est). Population of Greater Amman Municipality: 4 million (2015) ⁷⁸ (Note: Total population estimate reflects revised assumptions about the net migration rate due to the increased flow of Syrian refugees.)
Median age	38.39% of the population is between 25-54 years of age, of which 2,250,328 are male and 1,903,996 are female
Literacy (over age 15)	Total population: 98.2%; male: 98.6%; female: 97.8%. (2018)
School life expectancy (primary to tertiary education)	Total: 11 years; male: 11 years; female: 11 years (2012)
Ethnic groups	(percent of total population) Jordanian 69.3%, Syrian 13.3%, Palestinian 6.7%, Egyptian 6.7%, Iraqi 1.4%, other 2.6% (includes Armenian, Circassian) (2015 est.) ⁷⁹
Refugees and internally displaced persons (by country of origin)	2,272,411 Palestinian refugees; 661,997 Syrian; 66,835 Iraqi; 14,640 Yemeni, 6,098 Sudanese. (2020 est.)

Economic Data and Statistics:

- According to the Department of Statistics (DOS) of the Kingdom of Jordan, 49 percent of employed women work in the private sector,⁸⁰ constituting 13.6 percent of the national workforce, compared with 86 percent for men.⁸¹

⁷⁷ Unless, otherwise indicated, all data presented in this Demographics and Statistics table have been obtained from the Central Intelligence Agency’s World Factbook available at: <https://www.cia.gov/the-world-factbook/countries/jordan/>

⁷⁸ This figure is based on the 2015 national census as noted by GAM: <https://amman.jo/ar/gam/amman.aspx>

⁷⁹ These estimates are based on the 2015 census, the latest national census to be conducted in Jordan.

⁸⁰ Department of Statistics (DOS). (2018). “[Jobs Creation Survey for 2017.](#)”

⁸¹ Business Reform Environment Facility (BRF). (2017). “[Assessment of Business Environment Reform in Jordan.](#)”

- Jordan’s gender gap is among the greatest globally. In the 2020 Global Gender Gap Report, the World Economic Forum ranked Jordan 138 out of 153 countries in terms of gender gap. This was driven by the country’s near-bottom ranking of 145 for “economic participation and opportunity.”⁸²
- Per the latest national unemployment report for the third quarter of 2020 issued by the DOS, the unemployment rate in Jordan reached 23 percent during the second quarter of 2020 – an increase of 3.8 percentage points over the third. quarter of 2019. The unemployment rate is 21.2 percent among males and 33.6 percent among females. These rates increased by 4.1 percentage points and 6.1 percentage points for males and females respectively compared with third quarter 2019.⁸³
- The unemployment rate among males is 21.5 percent, and 28.6 percent among females. (Note: The unofficial unemployment rate is approximately 30%.⁸⁴
- Youth unemployment (ages 15-24) is 35.6% with the rate of female youth unemployment (57%) almost double the rate for males (31.5%). (2016 est.)⁸⁵
- The most recent analytical study issued by the DOS in August 2018 reports that the average monthly wage for workers in the public and private sectors (both male and female) increased by nine (9) JOD (equivalent to USD 12.50) during 2016, with the average monthly wage for males at 507 JOD (USD 710), compared to 458 JOD (USD 640) for females - a gender gap of 49 JOD (USD 69) or a rate of 10.7%⁸⁶

Women’s Economic Empowerment Data and Statistics⁸⁷ :

ACCESS TO MARKETS

The 'Access to Markets' dimension includes data related to women's labor force participation, legal ease of starting businesses, and entrepreneurship. Easier access for women to all levels of the labor market and simpler procedures for starting a business empower women economically.



2.4 Business score (0 to 5, higher is better)

The 'Business' sub-dimension is calculated from data on time, cost, and procedures related to starting a business.

0.4 Labor Force score (0 to 5, higher is better)

The 'Labor Force' sub-dimension is calculated from data on labor force participation, discriminatory attitudes, and researchers.

N/A Entrepreneurship score (0 to 5, higher is better)

The 'Entrepreneurship' sub-dimension is calculated from data on family workers, self-employed, and middle management.

A score of "N/A" means that the country does not have data in the last five years.

⁸² World Economic Forum (WEF). (2020). “[Global Gender Gap Report 2020](#).”

⁸³ Source: DOS. <http://dosweb.dos.gov.jo/23-9-unemployment-rate-during-the-third-quarter-of-2020-2>

⁸⁴ Central Intelligence Agency. (2020). [World Factbook](#). (Last updated November 25, 2020).

⁸⁵ Central Intelligence Agency. (2020). [World Fact Book](#). (Last updated November 25, 2020).

⁸⁶ The New Arab. (2019). “[The Jordanian Parliament amends the Labor Law to close the gender wage gap](#)” The New Arab.

⁸⁷ Source: [USAID’s Women’s Economic Empowerment and Equality \(WE3\) Dashboard](#)

LEADERSHIP AND AGENCY

The 'Leadership and Agency' dimension includes data on women's political leadership, private leadership, and decision-making. Women with higher degrees of decision-making agency have more social, political, and economic empowerment.



4.4 Decision Making score (0 to 5, higher is better)

The 'Decision Making' sub-dimension is calculated from data on household responsibilities and laws on divorce.

1.2 Private Leadership score (0 to 5, higher is better)

The 'Private Leadership' sub-dimension is calculated from data on employers, ownership, and management.

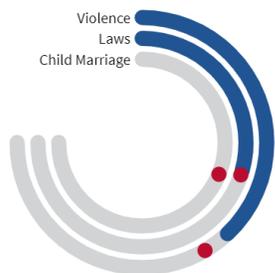
N/A Political Leadership score (0 to 5, higher is better)

The 'Political Leadership' sub-dimension is calculated from data on parliament seats and power distribution.

A score of "N/A" means that the country does not have data in the last five years.

GENDER-BASED VIOLENCE

The 'Gender-Based Violence' dimension includes data on laws pertaining to violence against women, prevalence of violence against women, and child marriage. When women are safer from gender-based violence, there are fewer obstacles to economic empowerment.



2.5 Violence score (0 to 5, higher is better)

The 'Violence' sub-dimension is calculated from data on homicide.

2 Laws score (0 to 5, higher is better)

The 'Laws' sub-dimension is calculated from data on laws on violence against women, laws on reproductive autonomy, and compliance with human trafficking laws.

N/A Child Marriage score (0 to 5, higher is better)

The 'Child Marriage' sub-dimension is calculated from data on legal age of marriage and parental consent.

A score of "N/A" means that the country does not have data in the last five years.

ANNEX V: LEGAL AND INSTITUTIONAL FRAMEWORK

Table 1: Solid waste management and recycling-related legislation

Legal Instrument	Status	Related Issues Addressed		
		Recycling	Gender	Informal Sector
The Waste Management Framework Law No.16 of (2020) ⁸⁸	In force	Yes	No	No
Ministry of Environment Strategic Plan (2020-2022) ⁸⁹	In force	Yes	Yes	No
Regional Solid Waste Management Plan for the Central Region 2016	In force	Yes	No	Yes
Waste Sector Green Growth National Action Plan (2021-2020) ⁹⁰	In force	Yes	Yes	Yes
The Jordan 2025: A National Vision and Strategy ⁹¹	In force	Yes	Yes	No

⁸⁸ http://www.mma.gov.jo/Files/Docs/11102018_043930BaselineReport.pdf

⁸⁹ http://moenv.gov.jo/ebv4.0/root_storage/en/eb_list_page/ministry_of_environment_strategy_2020-2022.pdf

⁹⁰ https://gsgi.org/site/assets/uploads/2020/10/20022_Jordan_Waste_v03_HL_Web.pdf

⁹¹ <http://inform.gov.jo/Portals/0/Report%20PDFs/0%20General/jo2025part1.pdf>

Table 2: Gendered legislation affecting employment and business growth opportunities for women⁹²

Legislation	Enacted	
	Yes	No
Employment		
Does the law mandate equal remuneration for work of equal value?	X	
Does the law mandate nondiscrimination based on gender in hiring?		X
Does the law mandate nondiscrimination based on gender in promotions?		X
Does the law mandate nondiscrimination based on gender in dismissal?		X
Can women do the same jobs as men?		X
Can women work in jobs deemed morally or socially inappropriate in the same way as men?	X	
Sexual harassment in the Workplace		
Is there legislation on sexual harassment in employment?	X	
Are there civil remedies for sexual harassment in employment?		X
Are there criminal penalties for sexual harassment in employment?		X
Sexual Harassment in General		
Is there legislation that specifically addresses sexual harassment?		X
Sexual Harassment in Education		
Is there legislation on sexual harassment in education?		X
Sexual Harassment in Public Places		
Is there legislation on sexual harassment in public places?		X
Access to Credit (important for business owners)		
Does the law prohibit discrimination by creditors based on sex or gender in access to credit?		X

⁹² This table was completed based on the team’s literature review (refer to Annex II), including the comprehensive legal review provided in the USAID Jordan Gender Analysis and Assessment (2020).

Legislation	Enacted	
	Yes	No
Does the law prohibit discrimination by creditors based on marital status in access to credit?		X

ANNEX VI: RESOURCES

The following resources can be used by the Recycling in Jordan Activity staff and implementing partners to make progress on advancing GESI.

Table 1: Resources for Engendering Male-Dominated Sectors

Engendering Male-Dominated Sectors	NOTES
Engendering Utilities: Increasing Women’s Participation in the Power Sector through Human Resources Interventions: A Best Practices Framework https://www.usaid.gov/sites/default/files/documents/1865/gender-equity-energy-sector-best-practices.pdf	Provides practical examples of strategies for decreasing gender bias and increasing women’s participation and advancement in the male-dominated power sector.

Table 2: Resources for Gender-Based Violence Protection and Prevention in the Workplace

Gender-Based Violence (GBV)	NOTES
Toolkit for Integrating GBV Prevention and Response into Economic Growth Projects, USAID, 2014 https://www.usaid.gov/documents/1865/toolkit-integrating-gbv-prevention-and-response-economic-growth-projects	The sections on integrating GBV prevention in the value chain, enterprise development and finance development may be the most useful.
United States Strategy to Prevent and Respond to Gender-based Violence Globally, USAID, (2016).	The sections starting with “Mainstream and Integrate Gender-Based Violence Prevention and Response Activities into Sector Work” and ending with “Collaborate with Civil Society and the Private Sector” may be the most useful.

Table 3: Resources for Positive Masculinities Training

Positive Masculinities	NOTES
Gender Equity and Male Engagement: It Only Works When Everyone Plays, ICRW, (2018).	Identifying the need for and providing useful strategies and best practices for multi-

https://www.icrw.org/wp-content/uploads/2018/02/ICRW_Gender-Equity-and-Male-Engagement_Brief.pdf	sectoral, intersectional, long-term program and policy efforts.
Working with Men and Boys to End Violence Against Women and Girls, USAID, (2015) https://www.usaid.gov/sites/default/files/documents/1865/Men_VAW_report_Feb2015_Final.pdf	Based on a literature review to identify best practices, this report includes work-related situations.
Critical Positive Masculinity, Lomas, T. (2013), <i>Masculinities and Social Change</i> , 2(2), 167-193. http://www.hipatiapress.com/hpjournals/index.php/mcs/article/view/532/pdf	A theoretical article shifts the perspective of men as the problem to “critical positive masculinity” exploring the complex potential for positive change among men.
Journeys of Transformation: A Training Manual for Engaging Men as Allies in Women’s Economic Empowerment. Piotre Pawlak, Henny Slegh, and Gary Barker (2012), CARE International - Rwanda and Promundo-US. https://promundoglobal.org/wp-content/uploads/2014/12/Journeys-of-Transformation.pdf	This manual provides group education sessions for engaging men as allies in women’s economic empowerment. It emerges from experiences, in Rwanda – focused on personal life and private businesses but not work environments.

USAID/Jordan
Embassy of The United States of America
Al Umawiyeen St 32 Abdoun
Al Janoubi, Jordan