



GENDER EQUALITY AND CLIMATE CHANGE IN JORDAN

EXPLORATORY
GENDER
ANALYSIS



OCTOBER 2021

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ABSTRACT

“Climate change is not gender neutral and neither should climate action be”.

Women not only have a role to play in tackling the climate change threats but also their knowledge, experiences and views can better guide the actions adopted. Excluding women from the process and overlooking their needs, interests and creativity isolates fifty percent of the world and marginalize potential innovative solutions that can generate more environmental justice while bridging gender gaps and overcoming gender specific barriers.



“The entire planet is endangered by climate change. Responding to individual crises as they arise is not enough. It is simply impossible. We must act collectively, with foresight, responsibility and determination. All countries have a stake. My country is on the receiving end of this challenge in many ways.”

KING ABDULLAH ADDRESSING PARIS 2015 CLIMATE CHANGE CONFERENCE

EXECUTIVE SUMMARY

The impacts of climate change on Jordan are significant.



Decrease in rainfall



Rising temperatures



Influx of refugees endanger the already scarce water resources

which consequently threatens the livelihoods and health of the vulnerable communities, particularly women and girls. Communities relying on agriculture, food production and livestock farming are at considerable risk of climate displacement as they witness ecosystem and biodiversity degradations. Men and women within vulnerable communities experience climate change differently and have varying coping mechanisms that are restricted by social norms and values, particularly for women and girls.

Initial evidence indicates that Jordanian women and girls are more vulnerable to the risks of climate change.

Women and girls face multiple legislative, political, economic, and social barriers to access resources, opportunities and exercise their rights. Jordanian women rate of

participation in the labor market and politics continues to be low. Women own less land, have less access to natural and financial resources, information, opportunities, services, utilities, and new technologies.

The inequitable distribution of resources, decision making powers, and services are disproportionately affecting women's roles, responsibilities, and ability to cope with climate change impact. Women are shouldering the bulk of unpaid care work and are accordingly having to address the multiple challenges emerging from scarce and relatively expensive resources. Women are also most affected during extreme natural weather events (drought, flood, heat waves and snowstorms).

Women's voices, interests and needs are frequently marginalized in climate change actions even though their knowledge and experiences can be pivotal in advancing environmental stewardship, resilience, behavioral change, adoption of new technologies and practices that advance adaptation and mitigation strategies and solutions. Women are also marginalized from strategic and community discussions that relate to climate change, management of resources and defining coping, adaptation and mitigation strategies.

The vicious circle between human activity that threatens climate conditions and the implications of climate change on their lives not only increases the vulnerability of communities at large, women in particular,

but also lead to loss of natural resources biodiversity and ecosystems. In a country like Jordan where resources are limited, the climate change impact can be detrimental at social, economic and health levels. The situation is further exacerbated by the regional political instability, influx of refugees and growing tensions over natural resources, most notably water, and who controls it.

This Exploratory Gender Analysis was commissioned by UNDP- Jordan, to support Jordan advance its gender equality commitment through exploring gender issues and considerations in climate change and sectors that are affected by it. The assignment was also launched in lieu of the preparation of the 4th National Communication on Climate Change Report and the Nationally Determined Contributions (NDCs).

The Exploratory Gender Analysis relied on a desk review and semi structure key informant interviews from across Jordan and with multiple stakeholders including but not limited to representatives from government, multinational, international organizations, and environmental and women civil society organizations. Interviews were also held with climate change experts and women from the communities. Due to COVID, the analysis encountered multiple challenges including having to conduct all the 30 interviews through online platforms and phones. The findings of the analysis are qualitative in nature as the scope of assignment did not intend to scale and quantify gender issues but rather to present insights and identify gender considerations in climate change and sectors affected by it (Agriculture, biodiversity, Energy, Water, and Solid Waste). A review of policies and strategies from a gender perspective was also undertaken as part of the assignment.

JORDAN'S COMMITMENTS TO ADVANCING GENDER MAINSTREAMING EFFORTS IN CLIMATE CHANGE POLICY AND ACTION

Committing and effectively taking into account the gendered dimension of climate change is key for achieving sustainable development and the Sustainable Development Goals (SDGs). It also fulfils the commitments articulated in the UN Framework Convention on Climate Change (UNFCCC), Paris Climate Accord and Enhanced Lima Climate workplan for Gender.

Jordan recognises the importance and the value of integrating a gender perspective in climate change action and as a result it was **the first country in the region to integrate a gender equality perspective in its National Climate Change Policy.**



This action is in line with its commitments to not only the climate change international frameworks but also to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Beijing Platform for Action. The commitments are also in line with the National Strategy for Jordanian Women (2020-2025) and the Gender Mainstreaming Policy adopted by the government in 2020.

The Jordan National Climate Change Policy (2013-2030)¹(JNCCP), the National Adaptation Plan (NAP) and the Third National

¹ The policy was originally developed until 2020 but later on extended to 2030.

Communication report (TNC) all pledged to address gender inequalities through mainstreaming a gender perspective in relevant climate change adaptation and mitigation policies, strategies and action. Transformative change relies on translating the gender equality commitments to practical actions that address root causes of inequalities, discrimination, imbalanced distribution of resources, unequal power relations, and marginalization. Promoting gender equality, social justice, inclusion and equal human rights entails a strategic paradigm shift in recognizing the differential circumstances among and between groups of women, men, girls and boys that calls for approaching priorities, designing action, planning implementation and monitoring progress in a more responsive and targeted manner.

While the developed Road Map for Gender Equality and Climate Change (Annex 1) outlines in more details the recommendations for action in each sector, it is necessary to:

HAVE A COMMON FRAMEWORK FOR ADDRESSING GENDER INEQUALITIES

that will systematically guide efforts across all sectors and work towards social and environmental justice for all. The dearth of information, and limited gender capacities in mainstreaming gender in climate change action and across the prioritized sectors of relevance (agriculture, water, energy, biodiversity and waste management), led to modest levels of integration of gender

with varying degrees of coherency and consistency. Gender issues are presented as standalone action as opposed to being addressed systematically in all the policies, strategies and initiatives. Moreover, women are commonly addressed as a homogenous group when in fact, there are intersectional variables that are detrimental in how women experience climate change e.g. rural vs. urban women.

GENERATE A STRONG LOCAL DISCOURSE ON GENDER EQUALITY AND CLIMATE CHANGE

to develop local transformational approaches that promote gender equality and challenge the power dynamics at household, community and sectoral levels. Understanding and addressing the different impact of climate change on women, men, girls and boys is pivotal to adopting more gender responsive, equitable solutions that improves resilience and ensures inclusive action that leaves 'no one behind' while advancing and progressing towards achieving the Sustainable Development Goals as stipulated in the 2030 Agenda. Collecting data in disaggregated form and identifying gender related indicators is a necessity to determine the nature of use and benefit of individuals.

DEVELOP STRONG SYNERGIES AMONG AND BETWEEN GENDER EQUALITY AND CLIMATE CHANGE ACTORS,

especially with the Jordanian National Commission For Women (JNCW). Women organizations precarious engagement

in combating climate change impact on gender relations and power dynamics further sidelines the role of women and girls as agents of change in this sector. However, considering the volume of priorities that are on women organizations' agenda, it is essential that synergies are drawn to find the common grounds between gender equality, women empowerment and climate change activists and practitioners to mitigate the long term impact of climate change on women and promote collaboration and cooperation.

ENHANCE CAPACITIES TO MAINSTREAM GENDER IN NATIONAL CLIMATE CHANGE ACTIONS TO IDENTIFY GENDER INEQUALITIES

and to mainstream gender in relevant sectors through building capacities of climate change and gender experts as well as government personnel and members of National Committee on Climate Change.

INCREASE THE REPRESENTATION OF WOMEN IN GOVERNING STRUCTURES, LEADERSHIP POSITIONS AND IN IDENTIFYING ADAPTATION AND MITIGATION SOLUTIONS

to climate change impacts since diversity in decision making process provides valuable access to knowledge, experiences and perspectives that are otherwise lost. It is also essential to ensure a more balanced representation of groups across all activities and decision making processes including official representation during negotiations.

ENHANCE AWARENESS OF COMMUNITIES, AND DECISION MAKERS

about the differentiated impact of climate change on women, men, girls and boys especially that communities are affected by climate change differently. It is also important to strengthen women and girls' resilience and engage them in identifying gender climate just solutions.

To conclude, the exploratory gender analysis indicates and confirms that climate change is by no means gender neutral and as a result, climate change action can not be gender neutral but has to be gender responsive and transformative to reduce the threats and vulnerability of its impact on vulnerable communities particularly women and girls.

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ABBREVIATIONS

| | |
|---------------|--|
| CBOs | Community Based Organizations |
| CEDAW | The Convention on the Elimination of All Forms of Discrimination Against Women |
| GG | Green Growth |
| GOJ | Government of Jordan |
| INDCs | Intended Nationally Determined Contributions |
| JNCCP | Jordan's National Climate Change Policy |
| JNCW | The Jordanian National Commission for Women |
| MoA | Ministry of Agriculture |
| MoE | Ministry of Education |
| MEMR | Ministry of Energy and Mineral Resources |
| MoEnv | Ministry of Environment |
| MWI | Ministry of Water and Irrigation |
| NAP | National Adaptation Plan |
| NCCC | National Climate Change Committee |
| NDCs | Nationally Determined Contributions |
| NGGP | National Green Growth Plan |
| SDGs | Sustainable Development Goals |
| STEM | Science, Technology, Engineering and Math |
| TNC | Third National Communication Report |
| UNFCCC | United Nations Framework Convention on Climate Change |
| WASH | Water, Sanitation and Hygiene |

“Climate change is already affecting every inhabited region across the globe with human influence contributing to many observed changes in weather and climate extremes²”

² IPCC, 2021: Summary for Policymakers. In: *Climate Change 2021: The Physical Science Basis. Contribution of Working Group I to the Sixth Assessment Report of the Intergovernmental Panel on Climate Change* [Masson-Delmotte, V., P. Zhai, A. Pirani, S.

1 INTRODUCTION

1.1 CLIMATE CHANGE IMPACT IS NOT GENDER NEUTRAL

Climate change is not gender neutral and has different impact on women, men, girls, and boys.

Women are more affected by extreme weather conditions and have



X14 TIMES the likelihood to die during disasters more than men³.

In 2018,



80% of those displaced because of climate change were women⁴.

Rural women are particularly vulnerable. Weather changes, soil degradation, natural disasters (floods, fires, snow) deforestation, desertification all have direct impact on the ecosystem, biodiversity and ability to farm and security food.

MORE THAN 400 MILLION are engaged in farming, yet WOMEN

own around 20% of the land and are the most vulnerable to food insecurity.



Approximately **60%** of women and girls suffer from undernutrition

and 120 million women in developing countries are underweight⁵. Anaemia during pregnancies is also widespread. The disproportionate distribution of care responsibilities broadens the struggle to secure food and steady livelihoods. Women and men's different roles and responsibilities, which are socially, culturally and sometimes legally ascribed, lead to reduced level of access to natural resources and decision-making processes as well

as generate different experiences, knowledge and skills with their surroundings. Differences are also exacerbated by intersectional factors including (but not limited to) socio-economic level, ethnicity, race, age, religion, area of residence and being a person of disability.

Women's limited access and control over natural resources and their marginalization from decision making processes deepens the gender gap and endorses the bias against them while increasing their vulnerability to poverty, ill health and violence. Already, women constitute a significant portion of the world's poor and with the onset of COVID the disparities are growing. Worldwide estimates suggest that approximately 247 million women above 15 years of age were living with less than 1.90 (USD) per day in 2021; the figures are expected to increase in 2030⁶.

It is also anticipated that there will be **AN ADDITIONAL 250,000 CLIMATE-RELATED DEATHS PER YEAR between 2030-2050** as a result of **mal nutrition, malaria, diarrhoea and heat stress⁷.**

The gendered impact of climate change implies that action to mitigate and adapt to changes cannot be gender neutral. Gender considerations and responsiveness to address inequalities and reduce impact on women and girls needs to be at the core of all efforts, policies, and action. More importantly,

"women should not be viewed as victims but as powerful agents of change, who poses specific knowledge and skills to effectively contribute to climate change adaptation and mitigation."⁸

³ Women Are Most Likely To Die From Climate Change, New Study Finds, Johnna Crider August 19th, 2020, Women Are Most Likely To Die From Climate Change, New Study Finds – Thinking Port

⁴ Climate change 'impacts women more than men' - BBC News Mary Halton, March 2018

⁵ Women and Hunger Facts, World Hunger Education Service: <https://www.worldhunger.org/women-and-hunger-facts/>

⁶ Gender poverty gaps worldwide in 2020 and 2021 (with a forecast to 2030), by gender, accessed 2021 <https://www.statista.com/statistics/1219896/gender-poverty-gaps-worldwide-by-gender/>

⁷ In Focus: Climate action by, and for, women, In Focus: Climate action by, and for, women | UN Women

⁸ Climate Change and Gender Equality, UNESCO accessed 2021 <http://www.unesco.org/new/en/natural-sciences/priority-areas/gender-and-science/cross-cutting-issues/climate-change-and-gender-equality/>

1.2 GLOBAL COMMITMENTS

Calls to integrate gender equality in climate change action have been repeatedly echoed in both climate change and gender equality forums. The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) reaffirms under the *“General Recommendation No. 37 on Gender-related dimensions of disaster risk reduction, the context of climate change, at all stages of climate change and disaster prevention, mitigation, response, recovery and adaptation”*, that obligations to uphold the rights of women and men equally especially those affected by climate change⁹. The Beijing Platform of Action stated the need to mainstream gender equality in climate change response and to actively engage women in leadership positions and decision-making processes and negotiations relating to climate change¹⁰.

Within climate change forums the United Nations Framework Convention on Climate Change (UNFCCC) recognised that states need to address climate change concerns equitably and in accordance with the differentiated roles, responsibilities, resources and capabilities of their communities¹¹. The Paris Climate Accord of 2015 reiterated the commitment to gender equality, and gender responsive climate change action. This was further endorsed during the 18th Conference of Parties which called for a) promoting gender balance in representation and negotiation and b) addressing gender needs of women and men equally (Decision 23/CP18). The Enhanced Lima Workplan on Gender defined the road

map for action and endorsed commitments. In the 2021 COP26 conference in Glasgow gender commitments within climate action were significantly reinforced. Not only did the conferences have a gender day but the commitments were substantiated by the pledges, in excess of USD 139 million, to the UN Women-convened Action Coalition on “Feminist Action for Climate Justice”, launched at the Generation Equality Forum in Paris in July 2021. The pledges made to the action coalition aim to increase the availability of resources to finance “gender just climate solutions” particularly at grassroots levels. It aims as well to increase the proportion of women engaged in decision making and leadership positions in efforts to mitigate and adapt to climate change.

1.3 JORDANIAN COMMITMENTS TO GENDER EQUALITY AND CLIMATE CHANGE

As a signatory to the UNFCCC since 1992, Jordan has committed itself to combat the threat of climate change. It has since then, acceded to the Kyoto Protocol, Paris Agreement (or Paris Climate Accord) and adopted both general and sector specific climate change policies and strategies to assume its responsibility in this regard. Furthermore, Jordan submitted a statement of commitment to decision 23 at the UNFCCC 18th conference that presented the challenges in achieving gender balance, challenging women and men roles, and identifying barriers that hinder women from participation in the different sectors and within decision-making processes.

⁹ *General Recommendation No. 37 on Gender-related dimensions of disaster risk reduction in the context of climate change (CEDAW/C/GC/37)*, <https://reliefweb.int/report/world/general-recommendation-no-37-gender-related-dimensions-disaster-risk-reduction-context#:~:text=The%20objective%20of%20this%20general,of%20climate%20change%20and%20disasters.>

¹⁰ <https://www.unwomen.org/en/news/in-focus/csw59/feature-stories>

¹¹ *Ibid*

¹² *Jordanian National Commission for Women is the designated national machinery for gender equality and women empowerment in Jordan.*

A **gender action plan** for climate change was developed in 2010 as part of a joint program for “Mainstreaming gender in climate change efforts” (2010) between Ministry of Environment (MoEnv) and Jordanian National Commission for Women¹² (JNCW). The plan was marginalized before it was referenced in the climate change policy and endorsed by the GoJ. The plan, still frequently overlooked, was presented as **“the official stand of Jordan on the issue of gender and climate change”¹³**. The plan aimed to **“ensure that climate change efforts in Jordan mainstream gender considerations so that women and men have access to, participate in, contribute and hence optimally benefit from climate change initiatives, programs, policies and funds”¹⁴**.

Leading the way of Arab Countries, the Jordanian government was the first to address gender mainstreaming in its Climate Change Policy and the Third National Communication report (TNC)¹⁵ of 2014. The TNC emphasized, as a result of a socio economic analysis it took, that women have a pivotal role in addressing climate change. Investing in and enhancing women’s capacity to engage in adaptation and mitigation efforts and strategy development would expediate the realization of results while reducing the inequitable impact on the most vulnerable.

The varying terrains in Jordan have distinct climatic conditions and are affected by climate change differently. Water scarcity and weather changes, particularly heat waves, endanger livelihoods of communities who rely on natural resources and food production. Jordanian women are

particularly vulnerable as gender norms, power dynamics continue to hinder their mobility, accessibility and control over resources and decision-making processes.

Local evidence to demonstrate how climate change impacts women and men differently continues to rely on the international discourse. Gender climate related studies in Jordan emerge mostly from development projects that promote gender mainstreaming and reflect particular circumstances and conditions.

The objective of this gender analysis is to explore additional insights and information about gender issues and considerations that are relevant and related to climate change. The analysis, is a preliminary one that stages the scene for additional more descriptive and explanatory gender related studies in sectors of agriculture, biodiversity, energy, water, solid and waste management.

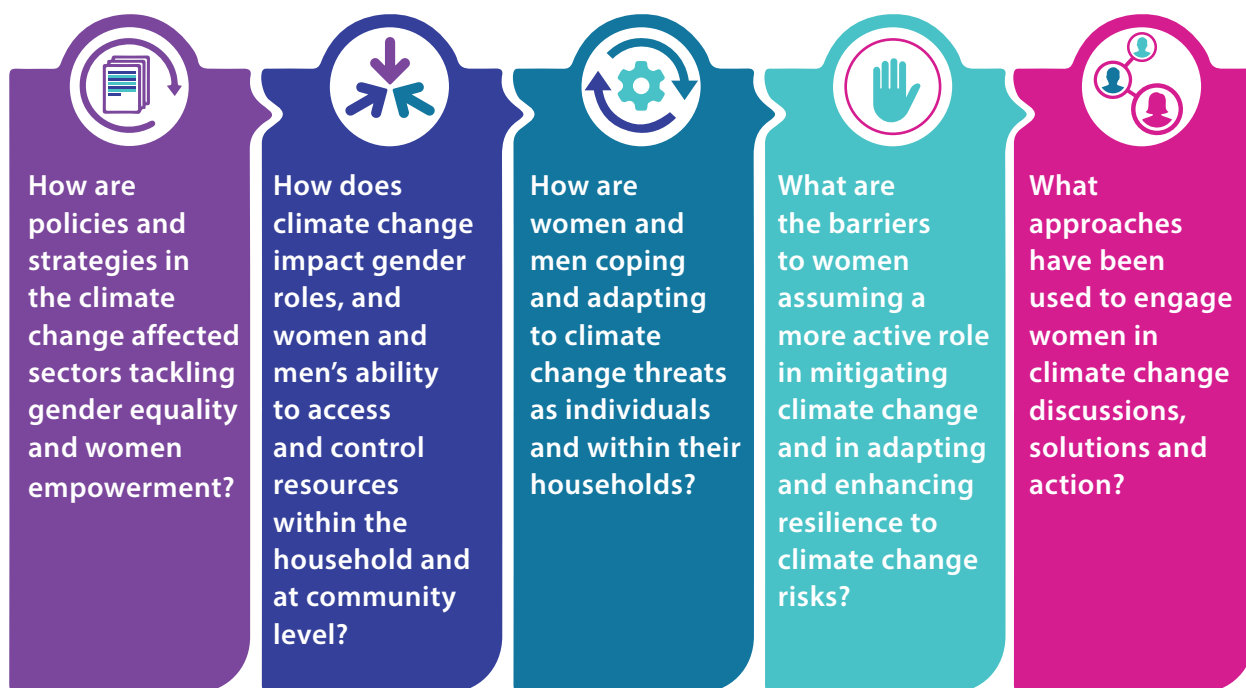
Considering the exploratory nature of the analysis the methodology relied mostly on a desk review and 30 in depth semi structured interviews. The purpose of the analysis is not to measure the scale of climate change impact on women, men, girls and boys but to scope the type of gender impact that climate change inflicts and some of the coping mechanism that communities, particularly women adopt to adapt to emerging changes.

¹³ Ibid, p46

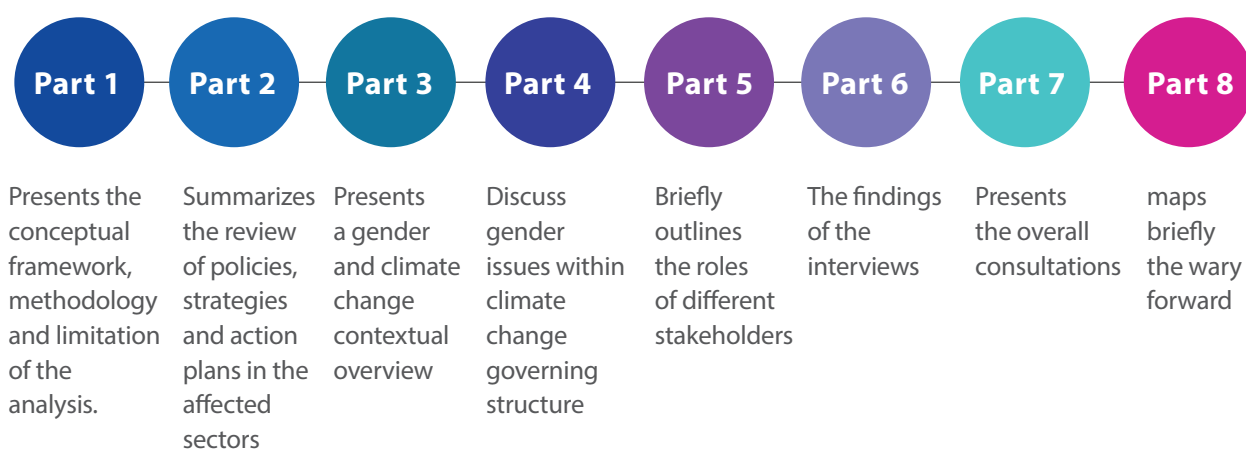
¹⁴ Program for Mainstreaming Gender in Climate Change Efforts in Jordan, November 2010 p.6


¹⁵ Submission of the Hashemite Kingdom of Jordan to the Decision 23/C, P.18

Questions that guided the exploratory gender analysis, whether through the secondary data review or with interviews of key informant interviews, thematically revolved around:



This report synthesise the finding of the policy review and exploratory gender analysis. It is divided into 8 parts.





2 GENDER ANALYSIS METHODOLOGY AND LIMITATIONS

2.1 RELATION BETWEEN GENDER SITUATION AND CLIMATE CHANGE

Existing gender inequalities pave the way for the differential impact of climate change on women, girls, boys and men. At the same time, climate change deepens gender discrepancies and discrimination particularly against women and girls. Deconstructing the impact of climate change on women, men, girls and boys is contextual and highly dependent on the power structures and intersectional factors that affect the circumstances of the different groups of women, men, girls and boys. It also depends on the type of risk that communities are exposed to as a result of climate change.

The varying roles and responsibilities of women, girls, men and boys are defined by the patriarchal power system which ascribes women to the private sphere of their homes while men dominate the public sphere. By virtue of their gender roles men have more access to natural resources, economic possibilities, technology as well as opportunities to learn new knowledge and skills. Women have higher restrictions because of the legal, political, economic, social and power systems. Women's ability to access, use and benefit from natural resources is constrained not only because of the gender discrimination against them but also due to limitations in their ability to access, influence and participate in decision making processes.

The inequitable distribution of wealth and decision-making powers between women and men renders women more vulnerable to emerging weather patterns. Women have less opportunity to migrate during extreme

weather incidents, they also have less resources to cope and recover with changing circumstances. Women are pressured as well to adapt to increasing demands of care provision and frequently coping with crisis off food insecurity and water shortages. Women's resilience to cope quite frequently reveals how their knowledge, skills and innovation can enhance efforts to identify more "gender just climate solutions."

2.2 GENDER ANALYSIS METHODOLOGY

The assignment was commissioned during at the early stages of the COVID 19 pandemic. Government closure measures and restrictions on mobility, gatherings and movement forced us to adjust the assignment to online platforms instead of face to face meetings. The assignment consisted of three phases:

1. PHASE 1 relied on a desk review to present a Snapshot of "Gender equality considerations within Climate change". This phase dived into analyzing level of gender commitments in Jordanian policies, strategies and commitments.

2. PHASE 2 included the field work, interviews and preliminary recommendations for enhancing gender equality integration in climate change action.

3. PHASE 3 aggregated the findings to present this gender analysis report and the road map for action.

The *desk review* relied heavily on internet based resources, relevant to Jordan, and to the climate change affected sectors. In addition

to research, project related gender materials, the desk review included an analysis of government policies, strategies and respective commitments to gender equality within climate change.

Key informants' interviews were conducted virtually due to the pandemic. Altogether 30 semi structured interviews were completed representing government agencies, Women NGOs, Jordanian National Commission for Women (JNCW), international organizations as well as independent experts in the field of climate change and UNDP local and regional experts. The interviews also engaged climate change practitioners, women representatives of community-based organizations as well as women with an active role in different communities.

Consultant relied on a snowballing technique to identify key relevant informants across sectors. The sampling approach allowed for in depth discussions and helped provide additional insights as well as broadened the representation as well. Key informants lived and worked in different parts of the country including Amman, Ajloun, Jordan Valley, Balqa, Irbid, Madaba, Mafraq and Aqaba. In at least 20 interviews, participants scope of work and discussion extended to more than one governorate.

2.3 GENDER ANALYSIS LIMITATIONS

Scarcity in finding documented information and resources about gender issues and climate change in Jordan posed a significant

challenge for the analysis and confirmed that the local discourse on gender and climate change is still in its preliminary stages. Information was particularly lacking in the field of gender and biodiversity and waste management.

Access to women from the community was limited and was based on references from interviewees. The snowballing method helped identify key informants working on issues of climate change and while they represent voices of women, they are not necessarily the most vulnerable to climate change in the communities.

All the interviews were completed through phone calls and or Zoom calls as travel was not always possible due to COVID and some interviewees preferred hosting discussion in the evenings and virtually. Nonetheless, the commitment of interviewees to the scheduled meetings were not respected and required follow up and re-scheduling, a factor that influenced the overall timeframe of the analysis and reduced the number of possible interviews.

The analysis focused on understanding gender issues related to women and although the discussions related to roles and responsibilities of both women and men, the proportion of men directly engaged was limited. Reaching community men to engage in an interview was rather challenging.

3 GENDER EQUALITY AND CLIMATE CHANGE

3.1 GENDER EQUALITY SITUATION IN JORDAN

Despite the commendable achievements in advancing Jordanian women's education and health conditions, the country still struggles to mirror the advancement in political and economic participation.

In the World Economic Forum Global GENDER GAP REPORT OF 2020, JORDAN RANKED AT 138 OUT OF 153.

In both



the education



and health domains

Jordan scored highly, to the point of parity, **IN EDUCATION (0.991) AND (0.971) IN HEALTH.**

The situation is much different in the **ECONOMIC PARTICIPATION AND OPPORTUNITY DOMAIN.**

JORDAN RANKED AS 145 OUT OF 153 COUNTRIES.

The rate of Jordanian women **PARTICIPATION IN THE LABOR FORCE IS ONE OF THE LOWEST**

among no conflict countries. For years, Jordanian women's labor force participation rate continued to fluctuate between

12 – 17%,

but has yet to exceed that threshold.

Jordan's scores for political participation are also low.



ONLY 15.4% of the parliament members are women.

Women representation at municipal councils and governorate councils are higher by virtue of the quota defined. The gender situation in Jordan reiterates the division between private and public roles between women and men. Women continue to assume the reproductive and social roles while men dominate the productive and political roles. Despite efforts to reduce gender bias and discrimination in legislation in Jordan, the more dominant social norms and cultural expectations towards women and men continue to reinforce a unilateral role of women as caregivers in the families.

3.1.1 Distribution of unpaid care work

Women in Jordan are ascribed to unpaid care giving and taking roles. They assume the bulk of home related work of cleaning, cooking and caring for children and elderly. The burden of unpaid work is leading women to either assume multiple roles or withdrawing from engaging in formal economic activities¹⁶. It is estimated that women spend approximately **"221 minutes per day on childcare, compared to 71 minutes spent daily by men"**¹⁷. The amount of time women spend in unpaid care along with the social and cultural restrictions intensify the pressure on women and because of the multiple responsibilities, women personal development, education and health are often impacted.

At the outset of the COVID pandemic, the Jordanian government issued instructions to allow working mothers to work from home to care for their children as schools were shut down. The same did not apply for men immediately, nor couples were given the option to choose who should work from home. Rather, the government endorsed caretaking as the primary role of women, this assumption reflects the deeply ingrained patriarch bias not only within society, which accepted this measure, but also at executive levels.

¹⁶ Counting on Women's Work without counting Women's work: Women's unpaid work in Jordan, Lebanon, Tunisia and Egypt, OXFAM 2019

¹⁷ Ibid

3.1.2 Education conditions



Access to education for both girls and boys

is commendable and is reported at more than 95% for both. The gender gap in secondary school enrollment rate favors girls with a rate of enrollment of 85% compared to 71% for boys¹⁸. The dropout rates for 12-17 years old continue to pave the way for child marriage for girls and child labor for boys. Jordan still registers marriages for girls under 18 years of age, and the phenomena has increased with the Syrian refugee crisis¹⁹.

Gender concerns in education are more qualitative in nature as school environments, over crowdedness, inadequate and insufficient facilities, teaching pedagogies, curricula fall short from meeting gender needs in school facilities, being gender responsive to educational needs and to reinforcing patriarch gender norms and stereotypes in teaching methods and curricula. There are also concerns about the performance of boys in schools, as PISA tests indicate that girls are outperforming boys. This has been partially attributed to the environmental and behavioral differences in boy schools. Boy schools report more violence and shortages in educational supplies and equipment more than girls schools. Girls' performance is a direct result of mobility and internet access restrictions that directs them to studying. Girls are also more at risk of dropping out of school if their performance is weak.

Climate change threats are yet to be introduced through the educational system, but interest has been expressed by MoE to start raising awareness and to expand initiatives that promote better and more effective use of resources at school level.

3.1.3 Health conditions

Jordan's health care coverage, including maternal and childcare is commendable. Continuity of services across the country varies based on availability of medical team and specialised medical personnel. Maternal health care is provided to all women free of charge and is being provided to Syrian refugees as well based on agreements with international organizations. Approximately 99% of births are attended by skilled persona and percentage of women aged 15-49 having received Antenatal care (at least 4 visits) is around 91%²⁰.

Access to health services has been disrupted during curfews and closures. Fearing COVID, many women were discouraged from visiting health clinics to receive care. Others forfeited visits due to the increased care demand within their homes, especially with school closures, and financial deficit due to income instability or even lack of income during the pandemic.

Obesity among women increases with age and



81% OF WOMEN aged 40-49 are either overweight or obese

compared to:



26% OF WOMEN aged 15-19.

In total 54% of women aged 15-49 are overweight or obese and 43% have a type of anaemia²¹. The health implications of being overweight on women can be dangerous as they become more susceptible to diabetes, hypertension and cardiological illnesses.

Incidents of water borne diseases, and respiratory illnesses are increasing with changing temperatures, water quality decline, increased

¹⁸ Department of statistics, Facts and Figures 2020

¹⁹ Top 10 Facts about Girls in Education in Jordan, Grace Klein, 2018

²⁰ Jordan Population and Family Health Survey 2017-18, Key Findings. Jordan Department of Statistics and ICF. 2019 Key Findings. Amman, Jordan, and Rockville, Maryland, USA: DOS and ICF.

²¹ Jordan Population and Family Health Survey 2017-18, Key Findings. Jordan Department of Statistics and ICF. 2019 Key Findings. Amman, Jordan, and Rockville, Maryland, USA: DOS and ICF.

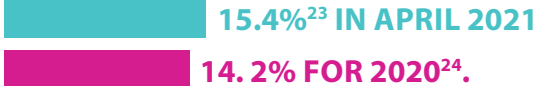
pollution and drought. The Ministry of Health in Jordan developed a National Climate Change Health Adaptation Strategy and Plan of Action in 2011-2013, in which it drew scenarios for the impact of climate change on selected health conditions. The prospects indicated that water and air borne illnesses are likely to increase.

Violence against women remains to be accepted despite efforts to reduce it. Spouses, ex – spouses, fathers and brothers are the prime perpetrators against women. Women continue to remain silent about any abuse, especially spousal physical abuse, and only a few seek support. Sexual violence is the least reported but emotional, physical violence is more prevalent especially among married women.

Prevalence of violence also increased during COVID 19 and services were initially shut down. Around 62% of women reported increased threat of physical and psychological violence against them. Food security became a trigger for additional violence as 54% of women reported increased “they reported having to borrow food or money from neighbours, family or other households. This demonstrates an importing concerning relationship between increased risks of domestic violence, food insecurity and economic pressures”²².

3.1.4 Economic conditions

Jordan has one of the lowest rates of women economic participation in the world. **In 2018, women’s rate of economic participation was**



Unfortunately, the rate of women participation has remained below 17% for decades despite efforts to expand women’s economic participation. Barriers to women’s economic participation reflect the gender bias, ingrained patriarchy in structural, legislative as well as cultural matters. Some of the most frequently identified impediments that hinder women’s work include:

- the lack of enabling environment including a reliable, safe and efficient public transportation, childcare services and working spaces.
- lack of supportive legislations that promote equal opportunities, pay, benefits and addresses harassment.
- gendered socialization and education that stereotypes women roles, as caregivers, and limit their potential and careers.
- social norms and restrictions that limit women’s opportunities and encourages division of labor and career preferences for women (e.g. care jobs or administrative work)

Maternity and Paternity Leaves

Working women are entitled to 70 days leave and fathers were granted a three-day paternity leave

²² Rapid Assessment of The Impact of COVID -19 on Vulnerable Women in Jordan, UNWOMEN, April 2020, P 2
²³ Department of Statistics – 2018 http://www.dos.gov.jo/dos_home_e/main/population/gender/eco/2018/10.pdf
²⁴ Jordanian women’s economic participation rate amounted to 14.2% in 2020: DoS https://petra.gov.jo/Include/InnerPage.jsp?ID=34219&lang=en&name=en_news

Women's ownership of land is significantly lower than men, 17% compared to 48%, and the total size of land owned by women is estimated at 10.6% while for men it is 67.2%²⁵ of total private land. Firms with female majority ownership is less than 23% while firms with female top manager is approximately 3%²⁶.

Preference for women to assume caring jobs still continues as the majority of women work in education and health fields. Infrastructure and utilities such as water, energy, waste management are dominated by men and as such women are less keen on joining them. Although conditions of informal workers vary, there are valid concerns about accessing social security, health insurance and even ensuring adequate pay and decent working conditions. While this applies to women and men, the tendency for women to be working in inadequate working conditions is higher. Women have less opportunities to join the workforce and as such, when they do work they are commonly pressured to accept.

In 2017, around 17% of the total of informal workers were women. The total rate of informal workers was estimated at 44% and that includes informal work at the private sector, home based work, beneficiaries of microfinance projects and some agriculture workers. Informal and daily workers are most commonly not covered by social protection programs since they are not registered as part of social security. Women agriculture workers are most vulnerable to inadequate working conditions that lack protection, unsafe modes of transportation, low compensation for long and ensuring working hours, lack of provision of benefits including health and social security insurances²⁷.

3.1.5 Access to Finance, income and ownership of assets

Women's access to finance is still limited and is notably smaller in size. In 2018, women constituted 68.4% of persons receiving micro loans and yet, the total value of their loans in only 43.5%²⁸. Implying that that the size of loans that women received are smaller than that of men even at microfinance level.

Women's ability to access commercial banking is limited. Only 20% of persons receiving commercial banking loans are women and the total value of loans for women is 18.5% of the total issued credit²⁹. Despite efforts to enhance women's access to commercial banks, the procedures, conditions, negative perception of banks and loans, limited financial independency of women, limited ownership of assets, as well as the lack of knowledge of commercial services, continue to deter women from approaching banks for loans and financing.

In 2019, the case of more than 5670 indebted women (Gharimat) who defaulted on their payments due to economic hardship raised multiple concerns about women's economic empowerment and credit viability. Women were at risk of being imprisoned as their creditors sought legal action while they could not afford legal representation. The case of the indebted women was resolved as the government took action to re-pay their loans in stages. Women were spared but the situation exposed women's vulnerability and limited access to resources in Jordan³⁰.

²⁵ Department of Statistics – 2018 10.pdf (dos.gov.jo)

²⁶ Global Gender Gap Index 2021, World Economic Forum

²⁷ Department of Statistics – 2017/2018 10.pdf (dos.gov.jo)

²⁸ Ibid

²⁹ Ibid

³⁰ Debts of 1,542 gharimat covered, totalling JD1.1m, Mar 28,2019 - Last updated at Mar 28,2019, Jordan Times <http://www.jordantimes.com/news/local/debts-1542-gharimat-covered-totalling-jd11m>



Female headed household's average **annual income is approximately 9500 JOD**



Male headed households the **average income was estimated at 11500 JOD** in 2017.

while Although **men's income is approximately 17% higher** than women,



Source of income Highlights that women rely on remittance income more than men.



Men's is approximately **4800 JOD**

compared to **2600 JOD** for women³¹.

The difference between women and men incomes and their sources highlights the level of financial dependency women have especially that remittance is commonly transferred by spouses, male relatives working abroad. During the pandemic reports suggest that the value of remittance transfers decreased as a result of economic slowdown. That led to lay-offs of thousands of workers especially in the gulf areas, where Jordanians work, and accordingly families and women relying on it were at higher risk of financial insecurity³².

WOMEN OWNERSHIP OF ASSETS

A study revealed that:



- **11% of women** own a home (alone and or jointly)
- compared to **25% of men**



- **20% of women** have bank accounts
- compared to **35% of men** but only 5% of them use a mobile for financial transactions



- Ownership of mobile phones for both women and men was estimated at **90% for both**

2017-2018, Jordan Population and family Health Survey

3.1.6 Mobility considerations

Women tend to use transport differently than men. They rely more on "trip chaining" which means that they have shorter trips to accomplish multiple tasks. However, this type of mobility requirements depends on having reliable and secure system with flexible tariff structure. Men on the other hand, take longer commutes and many own cars. In 2014, only 24% of women had driving license and although some women own cars, it has been reported that women are pressured to register the cars in the name of their spouses, fathers and brothers' names especially if they themselves do not own one. The situation of transport does deter women from working³³ and accessing health services³⁴.

³¹ Department of Statistics, 2017/2018

³² Jordan remittances fall 10% as a result of COVID-19 blow, Reuters September 2020, Jordan remittances fall 10% as a result of COVID-19 blow | Reuters

³³ How the Lack of Public Transport is Keeping Women in Jordan at Home, Sarar Aloul May, 2021

³⁴ 2017-2018 Jordan population and family health Survey.

3.1.7 Political Participation and legislation

Jordan has witnessed an increase in the number of women running within national and local elections, but social norms and culture attitudes continue to undermine women's leadership skills. Only 15.4% of the parliament members are women and most of them have been elected on quota seats. In local government elections, i.e. municipal councils, most of the women are elected by quota as well.

3.2 CLIMATE SITUATION AND AFFECTED SECTORS

3.2.1 Climate situation

Jordan has three ecological zones, the Jordan valley (food basket), western highlands and the Badia. The Badia, which is comprised of arid and semi-arid land, constitutes approximately 85% of Jordanian land. The temperature in the Badia is characterized by cooler winters [14-16 °C] and hot summers (35-37 °C) with less than 200 mm rain. The Jordan valley has warm winters and hot summers with less than 300 mm rain. The Highlands has temperatures ranging from 9-13 °C and in summer below 30 °C. Rainfall in the highlands ranges between 350-500 mm³⁵. The largest cluster of population inhabits the highlands in Jordan.

Projections suggest that Jordan will experience more climatic change demonstrated in warmer summers,

drier winters and changing rain patterns. Consequently, the risk to human health, water availability, food security and livelihoods of communities that depend on agriculture and natural resources is growing. Jordan faces serious implications that can jeopardize the *"country's efforts to eradicate poverty and realize sustainable development for current and future generations"*³⁶, if climate change threats are not addressed swiftly. Table 1 summarizes the anticipated effects on Jordanians in general and women and girls in particular.

Both the amount of rain and rain patterns have been changing in the past years. There are more incidents of torrential rains with short very intense episodes that increase the risk of flooding in low lying areas and lead to the overflow of the sewage and drainage systems: "Amman is hills and valleys, we used to have floods in the past but much less frequent and with lower impact. The empty land lots, that are now building, homes and streets used to absorb much of the water and help reduce water flow. Now the water paths are limited and can not be soaked up but concrete and asphalt. Modernisation in little urban planning comes at a cost especially as it also means increased consumptions." A male interviewee.

³⁵ Climate Change Risk Profile Jordan Fact sheet, USAID March 2017

³⁶ The National Climate change Policy of the Hashemite Kingdom of Jordan 2013-2020, 2013 P12

Table 1: Climate change incidences and implications on Jordanians, particularly women

| Impact on Climate Incidences | | | |
|------------------------------|--|--|--|
| | Rising temperatures, drought and reduced rainfall | Implications on Jordanians | Implication on women |
| Water | Reduced water availability and access (for households, agriculture, and industrial use) and reduced water quality. | Increase in health problems due to heat wave, water borne diseases, food insecurity, air pollution. | Women through socialization, tradition and social norms are ascribed to care taking and giving roles, the imbalanced distribution of unpaid care that women shoulder renders them more vulnerable to the threats and implications of climate change, and these would include: |
| Agriculture | Reduced rainfall and water availability threatens food production, disruption of seasonal crops because of changing weather patterns and rainfall seasons, increased arable land and soil degradation. | Increased poverty because of scarce natural resource, increase in land degradation, aridity and ecosystem changes. Extinction of indigenous plants, animals, and reduced access to pasturelands for grazing livestock – a sources of nutrition and income. | Women’s own health would be at risk and her workload and caretaking responsibilities will increase especially with water and energy scarcity. Time spent by women on managing the scarce water resources and upgrading the quality of water (through boiling etc) will increase. |
| Biodiversity | Changes in ecosystems as a result of the rise in temperatures, the shortage of water. | Rise in prices for water and energy that will endorse the inequitable distribution and use of resources among communities of different socio-economic levels. Communities and household economic conditions lead to negative coping mechanisms that lead to school dropout and increased child labor and early marriages. | Increased stress from identifying food sources to provide nourishing diets and avoid malnutrition. Multiplying labour effort, especially in rural areas, to provide and generate income and or reduce spending through home gardening, livestock rearing and food processing. Girls would be at risk of carrying additional unpaid care responsibilities and thus dropping out of school or even exposed to early marriages. Female headed household food security will be further threatened as their poverty levels increase. |

Jordan's share of carbon gas emission remains modest compared to industrial countries. However, Jordan has committed to undertake action to voluntarily reduce emissions to 31% by 2030. The government is heavily invested in promoting adaptation strategies that can reduce climate change threats. Considering alternative energy sources, acting to conserve water and identify new water sources as well as protect ecosystems and manage solid waste are prominent themes on the climate change agenda. Attention to agriculture and value-added farming to increase production, promote food security and expand export has increased with the onset of the Covid 19 pandemic³⁷.

3.3 CLIMATE CHANGE POLICIES, STRATEGIES, AND FRAMEWORKS THAT ADDRESS GENDER EQUALITY

Jordan's National Climate Change Policy 2013-2020 (JNCCP), provides the overarching framework for developing adaptation and mitigation strategies for priority affected sectors such as water, energy, agriculture, biodiversity (desertification and land use). Although efforts are primarily focused on developing adaptation strategies, the GoJ has voluntarily committed to reducing its gas emission levels to 31% by 2030. The policy also addresses the disproportional impact of climate change on vulnerable groups and highlights the importance of mainstreaming gender equality perspective as well. The JNCCP outlines the significance of mainstreaming gender perspective into

both general and sector specific policies and strategies through its objectives, it:

- emphasizes the importance of integrating gender considerations in sectoral and national policies, strategies, and action plans,
- highlights the importance of directing the financing mechanisms for mitigation and adaptation to address needs of poor women and men equally,
- recognizes the need to enhance the capacity at all levels to ensure effective gender mainstreaming and implementation of gender responsive solutions,
- emphasizes information and knowledge sharing to integrate a gender equality perspective at policy level,
- highlights the need for additional studies and information to better understand gender inequalities, differential impacts, roles and accessibility to resources,
- endorses sector specific actions and approaches to promote gender equality.

To complement the JNCCP, the GoJ has adopted the National Adaption Plan (2021); the Green Growth Plan , the National Biodiversity Strategy and Plan and the Aligned National Action Plan to combat Desertification. All the strategies and plans are devised to support Jordan adhere to its international commitments under UNFCCC and Paris Agreement, but most of all to work toward the achievement of the Nationally Determined Contributions (NDCs) and the Sustainable Development Goals of Agenda 2030 that include

³⁷ King calls for shifting to value-added agricultural products, targeting export markets, *Jordan Times*, May 2020



On gender equality, Jordan is a signatory to CEDAW and to resolution 1325 on Women, Peace and Security and adopts the Beijing Platform for Action. Jordan’s National Women Commission (JNCW), the national machinery for Jordan, recently launched the Jordanian National Strategy for women (2021 – 2025). The strategy focuses on women rights and gender equality across thematic areas and climate change is not explicitly mentioned in the strategy. However, one of the outputs under strategic outcome 2 which stipulates that: *“Women and girls are capable of accessing their human, economic and political rights and freely lead and participate in a society free of gender based discrimination,”*

lists actions that pertain to increasing women’s accessibility to *“appropriate infrastructure that meets the need of women, particularly those in remote areas, to access basic public services: electricity, energy, namely renewable energy – sustainable and clean water, sanitation and other basic services related to information technology”*.

3.4 GENDER IN CLIMATE CHANGE RELATED POLICIES

In line with the JNCCP and as part of the growing awareness of the importance of gender mainstreaming that the international and donor community are endorsing in Jordan, government organizations made some considerations, with varying degree, in their respective strategies and plans. Even though do reference gender gaps and conditions of women in their analysis, their level of commitment falls short from specifically addressing these gaps. The absence of a thorough sectoral gender analysis and understanding of the gender situation and dynamic in the respective sector had led to more generalized approach to women empowerment and engagement that commonly fails to address the deeply rooted discriminatory causes.

Table 2: Gender equality as presented in climate change sectoral plans and policies

| Sector | Reference in analysis | Listed objectives under social development and poverty |
|-------------|---|---|
| Agriculture | acknowledges that women face “social, economic, and political barriers that negatively affect coping capacity under extreme environmental conditions.” It also highlights the disproportionate division of labor and distribution of responsibility in providing care. By indicating that “Women carry most of the burden and responsibility to secure water, food and fuel: with unequal access to resources, barriers to decision making process and limited mobility, women in rural areas are placed in positions were they are disproportionately affected by climate change”. | <ul style="list-style-type: none"> • Improve skills and capacity of farmers, rural communities, youth and women to undertake sustainable agriculture. • Increase remunerative and socially inclusive rural employment by supporting vulnerable members of society to improve ecosystem integrity and create sustainable income generating opportunities. • Reduce the impact of environmental and economic shocks on the most vulnerable members of society (practically farmers, women, youth and rural communities). |
| Energy | Recognizes that “closing the gender gap in the energy sector can contribute to greater participation of women in the labor market”. It also indicates that a “multifaceted approach is needed to bring more women into the sector” in order to broaden the talent base and reap the socio – economic benefits from women empowerment and gender equality. | <ul style="list-style-type: none"> • Improve the affordability of clean energy for low-income communities. • Maintain access to reliable affordable and sustainable energy for all. • Increase opportunity for employment in the energy sector, especially for women and youth. |
| Water | Confirms that “providing equal access to drinking water for general public, especially the poor and marginalized, is a means to improve human health, livelihoods, gender equality and economic development.” It also acknowledges that given the existing social inequalities “water scarcity and climate change are likely to have more disproportionate impact on women, children, refugees and displaced communities.” | <ul style="list-style-type: none"> • Enable refugees and host communities to access adequate, affordable, and secure energy supply. • Ensuring equitable, reliable, and affordable access to clean water and sanitation services for all. • Building resilience to climate – change related water challenges among vulnerable groups. |
| Waste | Recognizes that women “in particular can play a catalytic role in shifting waste management behaviors in society”. | <ul style="list-style-type: none"> • Supporting and strengthening the participation of local communities, women and marginalized groups in improving water management. • Increase the number of inclusive decent green jobs in waste sector. • Enhance the rate of labor market formalization of the waste sector to enhance economic inclusion and protection of workers. |

3.5 GAPS IN MAINSTREAMING GENDER IN POLICIES AND STRATEGIES

Jordan's initiative to mainstream gender is the first step towards reducing the gender inequalities and climate change threats on the women and girls as well other vulnerable groups. The rigorousness of mainstreaming gender is still however, limited. Action to address evident gaps in the policies and their process of the development can help align Jordan's aspirations to promote women's participation in climate action and identify gender climate just solutions. Within the policies it was noted that the:

A. Inconsistencies in mainstreaming gender equality across aspects of the JNCCP and associated climate change affected sectoral policies, strategies and plans is undermining the mainstreaming efforts.

Gender equality perspective and issues are addressed sporadically within policies, strategies and plans of climate change affected sectors. The generic approach to gender mainstreaming without a clear guiding framework undermines the commitment and efforts. Gender aspects continue to be missing from the analysis and other components of the policy such as the mitigation and adaptation objectives, technical assistance and capacity building activities, as well as the monitoring mechanisms.

Addressing gender and social inequalities is commonly introduced as a separate goal. Consequently, appearing to be an add on as opposed to integrated into mainstream action and solutions. For example, the JNCCP has short term objective that aims to ***“Ensure that the interests of vulnerable groups, with emphasis on the poor, youth and gender are adequately addressed in mitigation and adaptation strategies”.***

Nonetheless, the translation of this was not evident even in the policy itself. Within the National Adaption plan, gender issues were highlighted in more details but still continue to be introduced separately.

B. Lack of clarity in the use of gender related terminologies dilutes the commitments to promote gender equality and women empowerment.

The use of the terminologies such as gender, gender responsive and gender mainstreaming is not well defined and sometimes is unclear. For example: ***“this includes representatives of local communities, representatives of gender aspects, and vulnerable groups, and the private sector”.*** Similarly, gender and vulnerable groups are frequently associated with one another and it is not clear whether gender is being used as a synonym for women.

Climate Change from a Gender Perspective Conference in Jordan

In 2016, the Takamol Jordan Gender Program funded by USAID and led by IREX in collaboration with the Ministry of Environment held a conference on “Climate Change from a Gender Perspective in Jordan”. It was the first open dialogue on gender equality and climate change in the region, and focused on mainstreaming gender within policies and on addressing gender gaps. The conference recommendations endorsed efforts to adopt a gender equitable approach in existing climate change mitigation and adaptation policies and practices.

C. Falling short from recognizing intersectionality of women and men and overlooking the diversity among women and men, girls and boys generalizes solutions as opposed to adopting more responsive action that meets the needs of different groups

JNCCP and associated policies and plans also fall short from recognizing variables that may render groups of people more vulnerable than others and that are cross cutting to being a woman or a man, e.g. urban/rural settings, age, ethnicity, nationality, social status, educational levels etc.. Women and men are frequently referred to as a unilateral group within the policies when in fact different women and men have varying needs and interests e.g. rural women experience climate change differently than urban women and have different needs, interests and coping mechanisms. Similarly, younger women and men perceive problems differently than older women and men etc.. The differences in voices and perceptions and experiences based on gender identities and socio-economic conditions are important to capture so as to ensure more effective and informed planning for equitable and just solutions.

D. Difficulties in translating commitment into action continues to impede progress towards commitments and aspirations for more equitable climate solutions

The commitment to gender equality that is vocalized in policies and strategies is not fully adhered to in practice nor in the narrative of the policies and strategies themselves. Information about the different impact of climate change on women and men, in the Jordanian context, remains weak and as such commitments, targets and interventions to

address gender inequalities are vague and accommodate the present gender situation as opposed to challenging the power dynamics and relations to drive transformational change.

E. Limited commitment within the policies, strategies and framework to finance gender mainstreaming efforts and to fund gender initiatives is contributing to the lack of progress in achieving the aspired goals

Gender mainstreaming and bridging gender inequalities comes with a cost. The lack of financial commitments in the policies, strategies and frameworks to addressing gender gaps undermines the process of adopting a gender lens. In addition to the need for human resources, financial costs to undertaking gender analysis, consultation processes and even in delivering programs and initiatives is a necessity for removing gender barriers and reducing vulnerabilities. Financing gender activities is highly reliant on international assistance and most cases is driven by international agencies.

F. Limited engagement of diverse women and men voices in designing policies and defining needs, goals and strategies is sometimes leading to ineffective and irrelevant actions

Women are still perceived in their unilateral role (as caregivers) and are generally targeted in projects as opposed partaking in project identification, design and implementation. Consultation processes at community levels are frequently rushed, not representative and sometimes irrelevant, especially if the audience lacks the technical language to express themselves. It was noted by several key informants that although women are represented in decision making

processes, they *“commonly represent the technical viewpoint for the organizations they represent. They do not represent the needs, interests and voices of women”*. It was also noted by a female community key informant that *“we are invited to consultation meetings just to please the donors and or international organizations. No one is interested in what we say. Do not misunderstand me, they listen to us – express interest in what we say in the meeting, but they do not act on it or consider it. It is rare that we see that happen”*.

G. Available information about gender situation and dynamics within sectors remains limited and as such, strategies, plans and frameworks are constructed on assumptions that need to be reviewed systematically through establishing knowledge systems.

Integrating a gender equality perspective into climate change efforts implies adopting a more human rights approach to identifying issues, defining them and addressing them. It requires systemically and consistently reviewing environmental threats in light of their effects on women, men, girls and boys' ability and capacity to exercise their rights. At this stage this is still lacking as it requires more attention to:

- Analysing the level of access that individuals from diverse groups of women and men, girls and boys have to natural resources, decision making processes and economic and learning opportunities,
- Engaging women, men, girls and boys in all levels of managing resources and decision-making and taking process to ensure

representation of voices and promotion of balanced control of resources in order to transform power dynamics at household, community and sectoral levels,

- Understanding use and benefit of resources through disaggregating information by sex and other relevant variable to determine the nature of use and type of benefit.

H. Platforms to exchange information, knowledge and exercises on integrating gender are weak and accountability measure to address gender inequalities are absent from official INDCs targets

There are hardly any tracking achievements towards SDG goals and NDC indicators and targets become more challenging to measure due to the absence of accountability frameworks and clear targets. As noted by a male interviewee *“there are no social related targets in action plans and INDCs. This reduces the urgency to address gender inequalities, social vulnerabilities.”* Another interviewee also noted that *“no one is held accountable on how they integrate gender equality and what barriers they address. In fact, some projects are reinforcing gender norms and assumptions. In agriculture projects women needs, interests and issues are ignored. How can we claim that we are integrating gender when women who work in farms still lack the basic protection, and work under inadequate conditions, lack health insurance and social security. We need to stand up for what we commit to. But when you raise these issues in meetings, they are usually ignored”*.



**4 CLIMATE
CHANGE
GOVERNING
STRUCTURE
IN JORDAN**

MoEnv is mandated to manage, organize, and address national and localized environmental concerns including coordinating the National Climate Change Committee (NCCC). The NCCC was established to govern and supervise all adaptation and mitigation strategies within the devised frameworks and plans. Dedicating a supervisory, multiorganizational steering committee to oversee the implementation of climate change reflects the complexity and intricacy of adaptation and mitigation actions across sectors. The NCCC is headed by MoEnv and engages all relevant government ministries and institutions. It also has representatives from Non-governmental Organizations, academia and research institutions. JNCW is represented as well.

The twenty-two members are nominated by their respective organizations and are endorsed by the Prime Minister. Gender considerations weigh to ensure that both women and men are represented. In 2020, 8 women served on the committee by virtue of their position in their respective organizations. The NCCC is supported by the Climate Change directorate at the MoEnv and recognizes that tackling climate change is a complex process especially as *“Mitigation and adaptation to climate change impact are a cross-boundary, multi-level, multi-sectoral and multi-actor challenge with the specific characteristics of longevity and uncertainty. Therefore, many different sectors, strategies, actors and interests are affected.”*³⁸ Accordingly, the NCCC serves as the Steering Committee for developing policies, strategies and overseeing projects. At an institutional level, Ministries either have developed climate change directorates and/or units or have designated focal points to follow up and ensure the fulfilment of responsibilities with respect to the NAP, NDCs and JNCCP.

All ministries and as part of an initiative by JNCW gender network, have a gender focal point either as an individual or a unit. The role of gender focal point is highly dependent on the management support and the commitment of the gender focal

point. The gender focal points are trained by JNCW and have a standard term of reference.

Gender focal points and or units are responsible for lobbying, advocating, and promoting gender equality in their respective organizations. In most cases, gender focal points are less empowered to lead change as they have limited access to resources, knowledge, and skills to mainstream gender. Frequently, gender related work in government institutions is supported by international donors as opposed to the government e.g. Ministry of Water and Irrigation (MWI) Gender policy was developed with support from USAID.

MEMBERS OF NCCC

Government institutions:

Ministry of Environment (MoEnv) NCCC (Heading), Ministry of Energy and Mineral Resources (MEMR) Ministry of Planning and International Cooperation (MoPIC), Ministry of Agriculture (MoA), Ministry of Industry and Commerce (MIC), Ministry of Transport (MoT), Ministry of Water and Irrigation (MWI), Ministry of Health (MOH), Ministry of Tourism and Antiques (MOTA), Ministry of Social of Development (MoSD), Jordan Meteorological Department (JMD), General Security Directorate/Drivers & Vehicles License Department, Greater Amman Municipality (GAM, Greater Amman Municipality (GAM)

Civil society organizations including research organizations:

Royal Scientific Society (RSS), National Centre for Agricultural Research and Extension (NCARE), Two national universities selected based on criteria set by committee (Hashemite University and Jordan University for Science and Technology, JUST), Two national environmental NGOs selected based on criteria set by committee (Royal Society for Conservation of Nature and Jordan Environment Society)

Women organizations:

The Jordanian National Commission for Women (JNCW) and Jordanian National Forum for Women.

³⁸ Climate Change Governance in Jordan: Towards Policy and Institutional Coordination October 2015, Amman. GIZ and Ministry of Environment

4.1 WOMEN REPRESENTATION IN CLIMATE CHANGE SECTORS

Although the environmental sector in general appeals to women, their representation in public sector organizations continues to be limited and does not exceed 35% of total employees across

Ministries of Energy, Water, Agriculture and Environment (Table 2)³⁹. Women are mostly in administrative positions as they hesitate to assume more field based technical work. On one hand, communication and mobility are more challenging for women and on the other hand, field based stations are not well equipped for meeting women needs.

Table 3: Government Employees by sex - selected ministries 2018

| Ministries | Male | Female | *Total | *% |
|--|------|--------|--------|----|
| Ministry of Energy and Mineral Resources | 357 | 124 | 481 | 25 |
| Ministry of Water and irrigation | 105 | 59 | 164 | 35 |
| Ministry of Agriculture | 4769 | 1426 | 6195 | 23 |
| Ministry of Environment | 205 | 71 | 276 | 26 |

*Calculated manually

4.1.1 Women representation in delegations to climate change meetings varies

Women's participation in climate change meetings since 2013 fluctuated. Between 2014-2016, some of the delegation attending meetings were composed of 100% women, yet in 2016-2017, some of the delegation had less than 25% women⁴⁰. More investigation is needed to understand the fluctuation in women representation within the same year. Women did report that in some cases, nominations for travel are influenced by managerial preference as opposed to selecting those who are qualified and should attend.

Engagement with women staff and elected representatives at municipal and local authority levels advances gender equality

Efforts to engage women working at municipalities and/or those who were elected to either the municipal and governorate councils, have focused on actively promoting voices of women in sectors that are predominantly men. Initiatives of international organizations⁴¹ implementing environmental and climate change activities to develop climate change action plans at municipal level, as well as supporting municipalities to undertake waste audits, have provided women and men

³⁹ Department of Statistics Jordan 2018 for numbers but percentages calculated manually.

⁴⁰ Jordan: percentage of women in delegation against meeting dates. www.Genderclimatetracker.org accessed April 2021.

⁴¹ GlZ initiative to develop climate change action at municipal levels was implemented by GlZ and the solid waste management was referenced by Federation of Canadian Municipalities.

with information, knowledge, and skills to support them identify, address, and monitor gender considerations in designing, planning and implementing activities. It was noted that *“women’s participation in waste audits not only challenged the perception that women’s role is confined to household levels but also it supported women access information to understand technical aspects in waste management they were not aware of. Women’s increased knowledge of waste management cycle supports them in defining their roles, interests and potential solutions that accommodate their and their families’ needs”⁴².*

Initiative to develop local climate change action plans

Considering the complexity of addressing climate change and the need to adapt it to community conditions and situation, a GIZ program supported local municipalities in developing climate change action plans whilst mainstreaming gender. The experience highlighted the challenges of working on multisectoral- multilevel approaches in a patriarch culture that continues to challenge women’s knowledge, capacities and leadership skills. Albeit, the initiative did succeed in raising awareness about the importance of gender considerations and highlighted potential areas for bridging gender gaps and inequalities. As a result, the initiative developed a tool kit for municipalities to use in the future for mainstreaming gender in local planning processes.

4.2 CHANNELLING WOMEN VOICE IN CLIMATE CHANGE DISCUSSION

“Voice of women” and “Representation of women”

The presence of women in decision making forums and in leadership positions does not necessarily imply that women voices, and issues are highlighted. Women are usually present because for their technical positions in their respective organizations. They do not necessarily present voices of women (i.e. needs, interests and conditions of women) especially that discussions are dominated by technical issues and the information, linkages and relevance is not always readily available as evidence to ensure to support the representation of women voices. As noted by an interviewee *“we do have a strong representation of women in the NCCC, and they are strong women, but they are present in their technical capacities and they shy away for raising issues that pertain to women. Gender in some of these meetings is simply about how many women are attending. In some cases, we even hear sarcastic comments about “let us hear what women say” and then after someone speaks – and normally it is of value – there is dead silence in the meeting for seconds. Then, the conversation continues as if nothing was said”.*

There is still doubt in women’s capacity to lead especially in fields of water, energy, agriculture and waste management.

Organizational cultures mirror social norms and in Jordan, there is still doubts about women’s leadership capacities in general, and in STEM

⁴² Interview with staff members from projects working on waste management at municipal level.

and technical fields in particular. Only in the past few years, has Jordan appointed a woman as a Minister of Energy. Other Ministries, such as water, agriculture, environment, and Ministry of Local Affairs have been dominantly men. Women however have been appointed as Secretary Generals for both the Ministry of Water and Irrigation and Ministry of energy.

Administratively, the wage gap between female and male senior officials and managers in 2008 and 2018 demonstrates that even though the average number of working days are similar, the variance in wage gap is noteworthy⁴³. In 2008, out of 9020 senior managers and leadership staff 2682 were women. In 2018, out of 9259 total staff in leadership 3282 were women. The wage gap however was and continues to be significant. In 2008, average wage for male senior managers was 1040 JOD whereas for women it was 639 JOD. The difference was slightly bridged in 2018 as women average wage per employee was 1040 JOD compared to 1578 JOD. Women's working hours, however, are similar to that of men. Women average work hours per employee is 163 hours compared to men of 168 hours⁴⁴. The reasons for the wage discrepancy require further investigation but it can be partially attributed to the fact that most of the women who reach senior positions tend to be in lower management positions. Even when women are in senior posts, the patriarchal organizational culture continues to resist and undermine their capacities. During interviews women reported multiple forms of resistance by their colleagues. Frequently, their suggestions are overlooked or undermined unless there is strong evidence to support it, travel opportunities are diverted to men even if they were not qualified.

More women are sitting on boards of environmental non-government organizations

Women have held leadership positions in environmental and climate change civil societies and companies. However, their representation in the boards was weak and only recently

did women engage more actively in boards of organizations. Locally, environmental organizations have been advocating for stronger engagement of private sector in promoting gender equality in their work and initiatives. The private sector working on environmental issues and solutions have not engaged strongly on gender even though many recruit women. The need to enhance private sector knowledge and skills in promoting gender equality is important especially that there are opportunities for women to voice their needs, engage in economic activities is there. One interviewee noted: "once we worked with the private sector and engaged women cooperatives in their value chain production, the benefit was visible to all." Another noted, *"as part of our work, we are advocating for women to engage more at board level and even within private sector companies. Women are well represented in the environmental field and many of them are highly competent."*

Limited available local expertise that combine gender equality and climate change knowledge

Climate change is not a priority for gender equality in Jordan. According to expertise in this field has been limited with only a few women climate change experts leading the discussion, based on their own experiences and learning, on women and gender issues. Having expertise in both fields is difficult to come by and accordingly, the discourse of gender situation and dynamics remains unexplored. Even gender related studies in the different sectors fall short from diving deeply into issues and technicalities unless guided by climate change experts, who in many cases, approach impact of climate change and adaptive solutions in a gender neutral manner⁴⁵. More evidence based studies are need to help advance the gender discourse within climate change and to promote a more gender transformative agenda in climate change solutions.

⁴³ Department of Statistics – Jordan (online interactive data requests for 2008 and 2018).

⁴⁴ Department of Statistics – Jordan (online interactive data requests for 2008 and 2018).

⁴⁵ As noted by a both male and female interviewees.

5 STAKEHOLDER ENGAGEMENT IN CLIMATE CHANGE ACTION

There are multiple actors that work on climate change, environment and gender in Jordan. While they all have different approaches and interests, there is evident need for enhancing collaboration and cooperation among them. The NCCC is designed to guide efforts on climate change in Jordan but at times, and as noted by multiple stakeholders, the lack of communication and synergies leads to uncoordinated efforts and loss of opportunities to optimize on situations and experiences⁴⁶.

International organizations are central to advancing gender equality within climate change efforts and level of sustainability causes concern

National and local environmental organizations have only recently focused on promoting gender equality within their operation. Donors and international organizations requirements have had a significant role in advancing the gender equality agenda within water, energy, agriculture and waste management efforts. A few key informants noted that some organizations, both governmental and non-governmental, are integrating gender based on requirements from donors. There was a reference to the fact that even *“gender issues are only addressed when donors and international partners require them”*; and that the *“capacities to identify, address and integrate gender equality in sectoral discussions are still underdeveloped”*.

International organizations are collaborating with local NGOs on projects that are relevant to climate change, however the issue of sustainability is always of concern. A local women led NGO indicated that *“we work on supporting homes introduce solar systems and while we have the abilities to deliver and expand the project, once the financing is completed,*

the projects usually folds. There are no plans of sustainability of delivery but rather of services to the community members who benefit from it”. Climate change is on the agenda of a few women NGOs as part of their objectives to eliminate discrimination against women and to reduce gender inequalities.

Most of the women NGOs focus on gender and women empowerment themes relating to legislative change, gender based violence, economic empowerment, health and training and education. Only a few have engaged in activities relating to environmental issues and in most cases, they are working in conjunction with international organizations.

Women organizations who are working on gender equality and women empowerment in climate change and or priority sub-sector issues are sometimes marginalized. NGOs and women NGOs in particular are invited to attended meetings without clear criteria for participation. As a result, the participating organizations are not always representing the voices of women organizations and more importantly, may not be competent enough to provide the necessary feedback.

Women organizations who are engaged in environmental issues are sometimes challenged as the integration of gender equality in climate change is complex. One organization noted that *“if as a women organization we apply for an environmental project we are excluded against a preference for an environmental organization. Environmental organizations are not necessarily acquainted with gender issues and are usually integrating for donor requirements. If we are seriously integrating gender then we should see results, and what we see is simply not enough to demonstrate that commitment.”*

⁴⁶ Mentioned by multiple male and female interviewees especially those working with civil society organizations and international agencies.

Local community-based organizations (CBO) are active in project implementation

Local CBOs are playing an essential role in implementing climate change initiatives with international and local NGOs. A number of organizations have been engaged in renewable energy projects, water conservation and harvesting initiatives as well as local farming and food processing activities. It was noted by a head of a CBO (female) *“we have been trained on setting up solar systems at household levels, in Jordan the temperature is rising and costs of energy are burdening households. However, we rely on funding of projects. We are not engaged in policy and national level discussions but have gained trust within our local community and municipalities to hear our voices”*.

Expression of interest in environmental issues and climate change action among women CBOs in governorate is evident. Clearly, the implications of climate change impact on governorates is more felt than in Amman. Accordingly, CBOs are articulating their interest from the need of the community. One female interviewee said *“it is not always easy to work in this field, but when you see how women eventually benefit, it is worth it. We do small initiatives with projects that seek us and it has been good. We have waiting lists for our services now.”* In another occasion, CBOs and women cooperatives worked as mediums between women and private sector initiative. The women were to collect irrigation pipes that can be used by the company to generate energy, and the CBO was the point of collection and payment for the arrangement. As explained by the interviewee (a male) *“this*

model is great. It basically brings women into a value chain that will support them earn more income. At the start they were hesitant but because it was a private sector company that paid for the material, the women immediately realized the sustainability in it and started to work. Now the cooperative have a waiting list of women who want to join. This is a benefit for all since the women get to collect otherwise disposed of material and the company uses it.”

Networking to share knowledge, lessons learned and experiences about gender integration in projects is limited

Sharing knowledge about the integration of gender equality in climate change projects is limited and as such valuable information emerging from projects that finish are frequently lost and overlooked. Mistakes are therefore repeated and efforts to ensure sustainability and aggregate progress towards change are reduced. It is also equally important to highlight successful as well as less successful experiences as part of the knowledge management strategy in the sector.

UNWOMEN commissioned an assignment to map efforts that promote gender equality within climate change action. The assignment is still ongoing and consists of two parts. Part 1 involves mapping stakeholders and projects, and part 2 will focus on analyzing gender mainstreaming efforts.

6 FINDINGS

6.1 PERCEPTION AND UNDERSTANDING OF CLIMATE CHANGE

Even though climate change impact, risks and threats are tangible to individuals' lives, the concept remains hypothetical and multifaceted. Individuals struggle to associate and assume the responsibility of their own behavior on climate situation; albeit, they recognise the onset of the climate crisis that is emerging. Nonetheless, people believe that the changing weather conditions as a will of God and any implications that may occur are a direct consequence of that. Accepting climate change as a concept continues to be challenging and rather hypothetical to many in the communities, particularly rural ones. Associating and linking worldwide practices to the day to day life of households is difficult to conceptualize. Climate change terminologies are perceived as complicated and not for common use. Just the mere mention of climate change is considered alienating especially in the rural areas. It is perceived as an "elitist term" and for some who have worked in this field, they have been labelled as ***"sophisticated and seeking to complicate matters"***⁴⁷.

With increased awareness and efforts of NGOs and CBOs to engage women in climate change action, the use of climate change terminologies among women is changing. Some are becoming more familiar with the ideas and concepts relating to climate change more than others. However, it was noted that women frequently recognize climate risks and threats but do not use the same climate change terminologies to label them.

Climate change is perceived differently by women and among women depending on

their knowledge, place of residents and their surroundings. Women were constantly expressing their interest in taking action to cope with climate change, adapt to it and mitigation gas emissions for their own and their family's wellbeing. For men, the interest grew from an economic viewpoint especially if it entails saving money and resources.

Women are pressured to adapt quickly to the shortages of resources, at household level. Their coping mechanism and resilience to changing conditions are a reflection of their own knowledge, experiences and interaction with the environment around them. Women are able to recognize more wild herbs than men and are more sensitive to the environment around them⁴⁸. One women interviewee said ***"it is interesting to watch how animal herding practices are changing. If an animal herder now sees a potential land for herding in it, he will continue to come to it until the day it becomes baren. There is no care for the plants that are disappearing. Herders are simply lazy; they do not want to trouble themselves to find another land."*** The association between overgrazing and threat it has on biodiversity was recognized as a concern since women are now having to search more for particular herbs and at times go further distances to find them.

"You cannot go and say to women "climate change", it means very little to them and they will dismiss you. However, if you start talking about heatwaves, shortages in water, cost of energy – they will listen and will talk about the impact more"

⁴⁷ As noted by one of the interviewees in relation to how she and others she knows are being labelled in their communities.

⁴⁸ As mentioned by several interviewees working in agriculture

“women in our community consider environmental issues as elitist agenda. Recycling is a luxury that is mostly done by the largest consumers who are the better off groups. However, when confronted with their own practices, our communities actually re-use their waste more than recycle. They are in many cases practicing good practices not because of awareness but mostly to re-purpose their already limited resources”. Female interviewees and endorsed by other women and men

Growing interest in climate change has led many NGOs and CBOs to expand their awareness sessions about climate issues. Some are interested in expanding and or introducing strategies that support communities adapt as well as mitigate their environmental foot print through very localized actions such as: installing solar panels for energy, introducing water harvesting systems and new technologies for farming. These measures are not only raising awareness of communities but are also increasing their engagement even though it is challenging to convince communities to change their practices or adopt new technologies. One female interviewee indicated *“some of the awareness sessions I attended along with others was not relevant. I could not relate to what was being said until, real examples were given. It is not easy. You need to make it realistic for us to understand it”.* Another noted that she had forgotten all the information that was shared during the sessions she attended. To her it was about *“practical solutions”*, she explained *“You need to ensure that awareness sessions with the community outlines actions that we can take and implement. Sure, when it is promoting a project activity – it becomes a choice, but really if we are to conserve water, tell us how? If you want us to separate – give us a practical way of doing it?”*

A number of interviewed women acknowledged that their source of knowledge was the internet. One in particular said *“the internet has a lot of information. You can search for anything and find it. I have done that many times”.* This was not uncommon as some women reported finding solutions that helped them conserve water, address plant related diseases on the internet. However, Interest in adopting new practices were frequently based on witnessing others in the community who have already undertaken action whether in water conservation, grey water use or installing solar systems.

6.1.1 Understanding of Climate Change

Women, especially living in rural areas, recognized and spoke of how water shortages are affecting the farming seasons. The change in temperature affect crops so does, the snow – ice and tropical type rain (that causes floods). One female interviewee said *“we are having to change our crops because they no longer sustain the extremes in heat. This is nature, we need to work with it.”* Another female from the Jordan valley said *“I do not know why the weather is changing but it is, and we need adjust to it, but I have to admit the heat is too much to bare”.*

Women’s response to adopting new practices that conserve and protect natural resources is more encouraging than men. The motivational hook for men is usually the savings or income they make from any intervention. A female interviewee noted, *“I was talking about grey water use and separating the bathroom and kitchen water to irrigate gardens, all the men refused the idea because that required financial investment that is not worth the gains. Some women were eager about it, but around 50% eventually also did not buy into this practice because their husband refused it. When organization introduced solar panels, they all wanted to register for it as they know it saves on electricity bill”.*

Translating the knowledge from household lives to policy level is rather challenging for both women and youth. Advocacy in climate change is complicated and while it requires linking issues and defining implications, the technical know-how of advancing the discourse and voices of the most vulnerable is still weak. As one interviewee noted ***“we are not well equipped to voice the needs, interests of issues of women in climate change. we do not even know them. Yes, we know what we hear but we need reliable data that can confirm scenarios, conditions and implications.”***

Another interviewee indicated that the ***“lack of awareness on how to engage in climate change action among youth is evident. Moving action from community level to national level is challenging. We also recognise that there are issues with women and girls engagement in policy making and impacting change. We need to move from having token women, youth and girls. We need actively engage them and ensure that the voices of the vulnerable are represented and included in decision taking process.”***

Members from women organizations also expressed interest in implementing projects that can support the adaption to climate change but there are multiple barriers to limit their engagement. Their resources are limited to projects that are commonly implemented by international organizations; their limited capacities and expertise to develop climate change projects that meet the requirements of the donors and befits the sectoral discourse are affecting their ability to work in this field. Identifying sources of funding is yet another hurdle that both CBOs face more than NGOs. One interviewee noted ***“we are a community-based organizations, our opinion does not always count, especially with international mediums. We are implementers and that is why many of our activities, relating to climate change or other fields, also finish.”*** Another CBO

head said ***“I apply for funding, I know we do not have the expertise to write proposals. The language is a problem even though we know exactly what the issues are.”***

“You want to get men to listen – say it saves you money – this is unfortunate but the truth. They really do not care otherwise.” A male interviewee

6.2 IMPACT OF CLIMATE CHANGE ON THE LIVES OF WOMEN AND MEN

In addition to social norms that restrict women’s movement, the transportation system and access to cars is less for women. Men have access to more cars, either directly or through their social networks. Women are also less keen to go outside their home in heat waves especially if no transportation was available. This was particularly the case in the Jordan valley area where temperatures are high. One female interviewee indicated ***“If I can avoid going out in the heat I will. There is no need to me to “grill under the sun” I stay at home”.***

As a result of the extremity of weather some families choose to relocate during summer to the highland and cooler areas. However, in winter, the weather is relatively cold and as such, they resort to more moderate weather. An interviewee from Ajloun, indicated that usually families move during the winter, due to severe cold weather, and return in summer. This is becoming more common as one noted ***“you know many of us have relatives across governorates, and if one of the couples have extended family somewhere, they tend to have space to accommodate us. Some of the more affluent have two houses in some governorates”.***

6.2.1 Economic considerations and implications

Cost of climate change on community's livelihood is mostly felt by the poor and female headed household. Increases in cost of energy, the need to purchase water in times of shortage and changing farming season and condition are having their toll on rural communities, especially those relying on natural resources and farming for a living.

Prices of fuel impact the provision of electricity. Jordan has in the past few years attempted to target subsidies to those in need. However, the prices continue to be high to many whose salaries are insufficient. One interviewee indicated ***"the electricity bills reach 20-30 JD in summer because of the heat, for someone whose salary is 350 or even 400 that is considerable. You have to remember, they need to provide for food, consumables (clothes, house needs), rent, transportation and in many cases health emergencies, ah, and add to that water if they need to buy it."*** Another interviewee indicated, ***"Previously our winters were more manageable with heating but now, we have days that are incredibly cold. We have to calculate for heating costs and that is, expensive."***

Many women work informally with development projects or on their own to produce food that they can sell, examples included gathering medical and edible herbs from nature for sale e.g. thyme, camomile, sage etc; pickling egg plants (makdoos), and olives. However, the changes in farming cycles, decline in growth and availability of rainfed plants reduce women's opportunities to earn additional income. One interviewee said ***"we used to go to collect Persian thyme, it is very good for your health, but lately it is difficult to find. Yes, you can irrigate these plants, but their medical benefit is higher when they are natural and rainfed."***

Women indicated that the changing pattern in rainfall is altering their food preservation and production timelines. Women preserve food in some seasons to ensure its availability in others. Cheese and dairy products are among the food types that women preserve. The reduced rain, land to graze has not only affected the quantities that are produced but also delayed the seasons. This has also impacted their livelihoods as many women sell their products locally. One female interviewee said ***"we know that dairy products fill the markets, but this was an income for many women. Now it is very unreliable. The quantities produced is much lower than before and consumer habits have changed as well. Women not only compete with large business but are challenged by changing circumstances."***

The already seasonal income that families depended on supported them in managing larger expenditures. For example, paying for university or house events. Now that the season for particular products are overlapping, women's attention is scattered and is forced to prioritize or to engage more members of the family, mainly younger girls. One interviewee indicated that ***"previously, the olive season was different to that of the vegetable seasons. Now women are torn between working in olive picking or food processing. They need to organize their time otherwise they are losing all opportunities and we have witnessed how they are involving their daughters in particular activities to optimize on all opportunities. The income seasons is changing, and financial management is becoming more critical"***.

Women who work in agriculture have limited working and income options. They also contribute their earnings to covering cost of food, education and utilities as many of those working in agriculture are either the breadwinners for their families or are in need.

Estimates suggest that women earn between 5- 10 JD a day. This is considered relatively low especially considering the long working hours, early morning to early evening (in some cases), and inadequate working conditions.



The interviewees suggested that women refugees are sometimes more vulnerable and in need. As one interviewee said *“there is no mercy, sometimes farm owners know how much the women are in need, especially Syrian refugees, and they reduce their wage to 4 and 3 JD. The women need to provide food to their families, they accept”*⁵⁰. The division of work in farming was of concern as well. Women are commonly hired for jobs that require delicate strenuous but gentle work i.e. picking produce, while men are more involved in ploughing, fertilizing and pesticide spraying.

Women are reported to be transported in trucks to work on land as a male interviewee noted *“when you see how they are transported you wonder about their rights. Women are packed in the back of truck that has little if any safety measures. Also, they work without protective gears. I heard about stories of women being bitten by a snake, suffering dehydration but not receiving the medial attention.”*

⁴⁹ Women working in Agriculture: conditions, experiences, challenges in transportation within the Jordan valley (Translated from Arabic), Sadaqa 2020

⁵⁰ Ibid

⁵¹ UNICEF Jordan’s WASH Top Facts, 2017.

Health Insurance for Women Agriculture Workers

Agricultural workers, especially women, have no health insurance and many of them although eligible have not enlisted to government health insurance simply because of their lack of information about it and the bureaucracy in securing it. The Women Farmer Union advocated with the government to reconfirm women agriculture eligibility to health services and facilitated women’s application process through the provision of transportation, forms and ensuring that the documents for application are all intact. The unions work to advocate for women agriculture workers protection and services continue.

6.2.2 Health considerations and implications

JORDAN HAS NOT ONLY SUFFERED FROM HAVING LIMITED SUPPLY OF WATER but also reduced quality of it. Approximately,



50% of the population receive water 1 day per week

and the fact that populations are not located near water sources, water must be transported over large distances⁵¹. While the transportation is safe, the quality of water is undermined by contamination of spring water, improper treatment of industrial discharges and landfills (some of which are close to underground

water sources), over extraction of ground water that leads to salinity and use of pesticides in agriculture eventually seeps social and underground water⁵². Water quality has a direct impact on health that women in their caring capacity must handle. One interviewee said ***“it is not enough we do not get water, but sometimes, it has a foul smell. We complained a few times, and now it is better. But honestly, no one wanted to drink that water.”***

The rise in temperature and heat waves can result in increased incidence of heat stroke, dehydration especially for women exposed to direct sun (e.g. agriculture workers). Men are also vulnerable to increased frustration and change in behavior. Women are frequently subject to growing stress during heat waves and violence as they endure the release of men and children frustration in the heat. Heat waves can also generate additional tensions over resources. The demand for water increases in summer and particularly heat waves when indeed, it becomes more scarce. Open water sources evaporate at an exceptionally high rate during heat waves and as a result dam reservoir levels decline. Households, and women in particular are affected by the declining availability of water. Quality of water is yet another concern that leads to health problems, including but not limited to diarrhoea. As caregivers for the ill, women are directly impacted by the deterioration in health conditions of family members.

Water scarcity and hygiene issues were not discussed during interviews with the exception of women noting that they had to police their family members showers to ensure that they conserve water, especially in the summer.

In the past years, Jordan experienced intense high precipitation rain that causes extreme conditions of flash floods, especially in the valleys in low lying areas. The storms and floods have destroyed or severely affected, shops, homes with basements, street infrastructure, sewage, and drainage systems. Implications of flash floods on people’s lives are immense and have led to loss of life, injuries and evacuations. That noted, Jordan still reports less precipitation levels at end of season, as the storms tend to be short and dispersed over time.

“my sons come back from outside complaining about the heat and traffic. They are usually very tired, angry and frustrated. They sometimes take it on others. For me, I do not leave the house. I do not need to anyway.” A female interviewee

Although men are primarily involved in contacting authorities, providing immediate solution for pumping water out of shops and households, women are left to manage the aftermath at home. In some cases, that implied cleaning overflowing of sewage systems as well.

Reduced and delayed rainfall leads to drought and implies increased hours of work on land for women, men and also families. Farming season is also affected and accordingly, income patterns are changing.

Pressure from changing rain patterns is increasing on both women and men. The need to identify new water sources for irrigation and use is intensifying year after year. Establishing water harvesting and catchment systems is commonly men’s responsibility but women are heavily engaged in sustaining it to ensure quality and preservation.

⁵² <https://water.fanack.com/jordan/water-quality/2015>



THE LOW PRECIPITATION LEVELS IS ALSO LEADING TO DESERTIFICATION AND DROUGHT.

While the amount of rain varies from one area to the other, based on the climatic zone and topography, it has influenced livelihoods farming communities and ecosystems. Farmers are continuously threatened by weather conditions, in both summer (heat waves) and winter.

Men, who are depicted as the breadwinners for the family are discouraged from relying on farming income and seek other working opportunities. Internal migration is on the rise as younger men seek new income opportunities.

A male interviewee indicated *“we witnessed young men’s migration from Azraq as a result of the drought. Azraq was an oasis with lush green surroundings. The short in rainfall, misuse of water has led to a drought and soil erosion that is very discouraging. There are attempts now to revive it, but many continue to migrate to Amman for better opportunities.”* Another noted, *“we are seeing the younger generation drift from agriculture work. It is not considered reliable income and most of them prefer government jobs with low salaries but at least year round.”* Women are left to care for the households and end up assuming more unpaid responsibilities both at the house and in the lands.

The temperature changes and human activity including urban expansion, litter and unsustainable human practices lead to extinction of indigenous plants and wildlife. Women rely on wild herbal medications and plants for household supply and also as a complementary income generating activity. The disappearance of such plants will impact households and women. As one interviewee said *“we used to collect and sell herbs in the cooperative only a few years ago. Now we can barely find them and the time we spend in searching for them is better used elsewhere. We closed the business but if anyone asks and I have the herb available I sell.”*

Moreover, the changing ecosystems implies that women need to expand their search parameters which strains their time, exhausts them and exposes them to threats. One female interviewee said *“families who own sheep are challenged- they need to move further out to find new land for grazing. This is because they originally overgrazed. I recall in the past, my family used to rotate its grazing field to ensure that it remains as it is. Now, they find a land with good vegetation and simply exhaust it.”*

6.2.3 Energy consideration and implications

Cost of electricity is high and reducing it through provision of new technologies such as solar panels not only save money, for other priorities, but also enables households to subscribe to internet networks and increase their ability to access information and resources. Availability of electricity can also reduce the impact of heat, air conditioning, and enhance public space lighting and safety, especially for women and girls. Savings from electricity and availability of electricity enables household to purchase new technology and equipment that can

eventually impact women’s time and ability to undertake home chores. Moreover, awareness about sustaining low use of electricity has led households to buy energy saving devices even if slightly more expensive.

“people had to dig into their saving during COVID lockdowns to ensure that they can provide food on the table. I cannot imagine what families without savings did. It must have been very challenging especially if you rely on daily income.” Male interviewee

Impact of electricity on health needs further researching but as noted by a female interviewee *“we need air conditioning and it has helped us cope with the heat especially during heat waves, like the one we have now. You cannot bare the heat of our areas [reference to the Jordan valley]. The solar panels allow us to have them longer than before. Electricity was too expensive, and we used to really suffer. The problem is that while it is good for us, it can still affect your body. I myself find myself congested or aching from it.”*

A number of female interviewees indicated that the availability of solar systems encouraged them to buy machine and dish washers. As one female interviewee said *“basically the money we are saving from the electricity bills pays the loan we took for the solar panels. We also used it to purchase a washing machine. This has been great. It saves me time and does not cost us too much electricity. I know some families who also bought dish-washers.”*

6.2.4 Food security considerations and implications

Women, who are commonly responsible to manage food ability at homes are constantly challenged in managing budgets. Poorer families, especially female headed families, are most at risk of food insecurity, in general and following extreme weather conditions that present higher costs. One female interviewee said *“it is very difficult to diversify our food sometimes. The cost of vegetables is too costly. This is sometimes why I want to plant different vegetables, and fruits – they tend to be higher in cost – so as to ensure that we eat. But it is not easy. Prices are always soaring high.”*

OVERALL FOOD SECURITY LEVELS INDICATED THAT



SEVEN TO OF TEN households

were either food insecure or vulnerable to food insecurity

and that the situation varied across governorates to some extent.⁵³

FEMALE HEADED HOUSEHOLDS ARE MOST VULNERABLE OF ALL,



Almost 9.1% of female headed households are food insecure, or vulnerable to food security,



compared to 5.7% of male headed families (Dos 2013).⁵⁴

⁵³ Jordan Comprehensive Food Security and Vulnerability Assessment 2018, WFP – REACH 2018 P 125

⁵⁴ Gender Assessment, Building Resilience to cope with climate change in Jordan through improving water use efficient in agriculture sector, FAO, March 2021



JORDAN IMPORTS A SIGNIFICANT PROPORTION OF ITS FOOD despite efforts to expanding farming.



Water scarcity



changing rainfall seasons



extreme weather incidents

have led to less interest in farming over the years.

The introduction of new technologies for irrigation and farming including hydroponic farming, sparked more interest in agriculture activity both at community and national level. Of course, the COVID 19 pandemic reiterated the need for developing a more self sustaining supply of food (especially vegetables and fruits) as closures of borders reduced import.

6.2.5 Water related considerations and implications

Managing water at the household is stressful for both women and men. Women in rural areas, where water distribution could extend to 2 weeks intervals indicated how their households chores, even lives rotate around the 24 hour water delivery time.

One lady indicated *“do not come to visit anyone on the day they supply water. We do not know the exact time of delivery, so we are always on the alert that day. If you have plans – you cancel them. This is the day that once the water arrives, we start cleaning and filling up tanks.”* Another lady noted *“let me be clear it is not only me, my daughter and sons and even husband are on standby when the water comes. My daughter and my sons clean outside, my husband helps with filling tanks. It is a crazy day”.*

Women living in governorates indicated that they are scheduled to receive water every 14 days but that is frequently extends to 17 day or so. Of course, this affects them directly and their household as the shortage of water become eminent. Accordingly, they need to provide and secure water by buying tanks and that can reach from 50 JD to 80 JD if the demand is high. One female interviewee said *“one time we did not get water for 21 days. There was major tensions in the community and only when the men took action with the municipality, did it become more regular to 14 days. You have to fight for your rights as otherwise, they skip your turn to give to their social networks.”*

In urban areas, the water seemed to be in shorter intervals. There were reports of weekly water supply, but the quality of water was sometimes in question. An interviewee said *“our neighborhood gets the water regularly but the water pressure is so weak that we do not get it. Our house used to get it for 2 hours only. We could barely fill the tanks up. Paying for tanks became part of our family budget.”*

6.3 ROLE OF WOMEN IN MANAGING RESOURCES, ADAPTATION AND MITIGATION OF CLIMATE CHANGE THREATS

It was apparent that women had more control over resources that supports them fulfil their care responsibilities at home. Women had more of a role in managing water, wastewater (when they did) and solid waste that electricity. They influenced decisions about all resources but there continued to be a variation in the level of control over the use of costly resources such as electricity and energy for heating. They also had little, if any say, in decisions that required adjustment to infrastructures, e.g. infrastructure for managing grey water use.

Interviewed women, from across Jordan, indicated that men are responsible for water provision (i.e. purchasing) when there is severe shortages. Tanks are expensive so households are less keen on buying them, especially in extreme water shortage, as prices increase if the tanks are available. One lady indicated ***“there is a water source near by that all the town uses. Some men have water containers in the back of their trucks and they fill them for free. We do that sometimes if we need to do so. The water is drinkable but unfortunately, many use it for irrigation by some.”***

While the majority of female interviewees indicate that paying bills is a man’s responsibility, they also indicated that in some cases women take the lead. As one lady indicated ***“it depends on who is managing the household finances. In my case, I pay the bill. That is the agreement.”***

Women have less control over electricity and use of energy for heating. Men are more involved in managing the use of electricity especially that it costs more. In one case an interviewee indicated that ***“my neighbour installed solar panels. The husband monitors how much electricity they use. The wife is not allowed to use the air conditioner all day. So she avoids it even though they can afford it. She keeps on saying – she wants the peace of mind and to avoid fighting”***. Women from Aqaba and Jordan valley had indicated that it ***“is very difficult to tolerate the heat”*** in their areas. In the valley, women said that men are eager to install solar systems as it saves them money.

“you see more and more houses having solar systems now. The need for air conditioning is day and night. There are organizations that lend you money for that and men pay from what they save from electricity. This will be for a few years and then it is becoming more effective.” Female interviewee

Women indicated that men are responsible for preparing land for gardening and or even for hiring tractors to turn the soil. One female interviewee said ***“men usually turn the soil and prepare the land, in our cooperative we tried to buy a tractor for families to hire so as to encourage home gardening. When they hire private tractors, they are costly, this way it is lower cost and more efficient for them.”*** Another interviewee said ***“men’s involvement in home gardening depends on the size of the land. If it is large, men take a larger role if they have the time, if not, women take responsibilities to do so.”***

The study did not engage with younger women and men directly, but interviewees indicated that younger men and women experience of climate change differently. Younger men tend to take bigger responsibilities in managing water issues if their fathers are absent. Younger women are mobilized for home cleaning during water distribution time. Younger women also express more interest in taking action for environmental conservation but the gap between taking action locally and expanding it to more strategic levels is weak. There is also a concern about younger women's involvement in public cleaning campaigns that reiterate their gender roles of care giving. Women's role in adapting to climate change at household level **"Need is the mother of invention"**, one female interviewee said. She was referring to the fact that many women are challenged by water shortages, heat and the impact that all has on agriculture and surrounding environment but they are resourceful and resilient to cope with the challenges and to identify local solutions for their problems. Some of the related solutions included:



Using organic waste to feed stock and as fertilizer for land



Inventing, based on internet research, an environmentally friendly pesticide that relies on using mixture of herbs



Reuse and upcycle items such as jars, boxes etc



Re-using water from kitchen basins and reusing clothes for furniture

"women and communities find solutions. They need to cope with the changes. They will not call it adaption, but it is."

Male interviewee

Projects that seek to engage women in climate change activities commonly focus on providing her with opportunities for income generating and or giving her access to resources and new technology. Women are also targeted for awareness raising and knowledge enhancement but as noted by a male interviewee ***"women's interests in working with the projects is highly dependent on the benefits they can get. This is absolutely understandable, and many are motivated by the income generating prospects or accessing new technology that will save them money, e.g. solar panels and water harvesting."*** One male interviewee said ***"when we invited women to attend the debriefing about our project, hardly any showed up. When we started collaborating with a women's cooperative and the potential of income earning was eminent, the number of women wanting to collaborate increased."***

A study on women engagement in solid waste management indicated that ***"Women economic situation is a critical factor that affects society acceptance and support of economic participation the women in the solid waste activities by surpassing the set social norms. Despite the diversity of opinions regarding that is culturally acceptable in terms of women in the workforce, the poor economic situation and the guarantees of a decent living drive women to work in any sector."***⁵⁵

⁵⁵ *Detritus, Scale and Impacts of livelihoods Development on women empowerment in the solid waste sector of Jordan*, p 221

It is much more difficult to think of mitigation strategies at household level, however and as one interviewee noted, *“it is about reducing our carbon footprint, this can be done in conserving fuel, dealing with waste properly and simple actions that contribute when aggregated.”*

Due to the division of gender roles, women are less active in public sphere at both community and policy levels. Women are less likely to engage in community meetings unless they are required to attend by invitation of international and development organizations. Even then, some women noted that their presence is usually to report women participation but is not necessarily more effective. One female interviewee said *“there are certain meetings I refuse to attend now. I feel I go there to simply be counted as a number. My opinion does not count and how do they expect me to talk in a room with much more men than women. In one meeting I attended it was 5 women and may be 40 men. It does not make sense especially in our communities where everyone knows each other.”*

6.4 ACCESS TO RESOURCES, SERVICES AND KNOWLEDGE

6.4.1 Women’s access to resources and services

Jordan has almost universal coverage of both water and electricity and as such women have access to them. However, in the case of water, the distribution schedules limit the availability of water and as such reduce the accessibility not only of women but all the household members. Electricity is also available and women have access to it, but their use of it is

sometimes preconditioned by the cost. One interviewee indicated *“we are all aware of the cost of electricity and tend to calculate our use of it. running high bills troubles us with other running costs for food and clothing.”*

There is more targeting of women in climate change related projects. Consequently, more women are having access to project activities and services. As one interviewee indicated *“international organizations want to engage more women in their activities. So, they target them for solar panels. In my organizations, working only with women, we offered solar system through loans for women. It was obvious that women did not make the decision to apply for the solar system not her own, she needed to confirm with her husband and then we gave her the loan. I am sure if the loan was offered for men, they will outnumber women.”* Another male interviewee said *“women are more dedicated to take action but they need the support to do so.”*

Women in urban areas indicated that there hardly any parks that they can visit and enjoy. The spaces that are available and frequently dominated by men and young men and becoming uncomfortable for women. Women in rural areas had plenty of open spaces around them and indicated that they enjoy family outings in the open air. Nonetheless, there was concern by the women about visitors and their littering practices and interaction with the environment.

A study on Public Space and Gender In Amman indicated that men and women experience public spaces differently and they have different needs and interests. They indicated that “gender inclusive public spaces in Amman offer green and clean places with shopping areas with a variety of seating. They are family friendly, have security guards and female police offices and focus on day time activities. They have a good reputation and link places of care and leisure. They are connected to good public transport and walkable areas. They are not too noisy or too produced and accommodate for islands of privacy. They offer facilities that meet women’s needs and separate areas by gender so public spaces can potentially be shared with you single men too. (GIZ, Public spaces and Gender in Amman – P 82)

6.4.2 Women’s access to knowledge for climate action

Proposed solutions and technologies to reduce emission and or conserve resources are not always immediately welcomed. Practitioners noted that frequently they encounter resistance when introducing new practices. One female interviewee said *“there is misunderstanding about some of the practices that we try to promote. You know windmill energy was thought to be cancerous by some. Sometimes these misconceptions among people undermine all our work.”*

Another male interviewee related how some households are rejecting to *“change from*

regular bulbs to led bulbs, indicating that not only the price is higher but also that they are cancerous.” He continued to emphasis *“it is very difficult to undermine a rumour or a fact of this sort. Communities are suspicious in general and when they know a project is funded by international donors, the conspiracy theories become more plausible to them. Sometimes, you simply must let the impact of your activities speak for themselves. When people realize the long-term savings of switching to led lights and/or introducing new technology, they forget all their reservations.”*

6.4.3 Women have limited access to finances and loans to adopt agriculture technologies

Women’s limited ownership of assets, particularly land, restricts their ability to apply for agriculture loans that demand guarantors, asset guarantees and/or a stable income. Moreover, women’s choice of lending schemes is restricted as they have less access to information and are less confident to apply. As one interviewee noted *“women in rural areas and poor women have limited options in accessing loans. They need land, money and guarantors. If they take their husbands with them, you know that they will not control the loan but they will only end up having to pay its instalment and eventually are penalized for it.”* Another interviewee said *“it is difficult for us to secure resources to buy solar panels for the farm. It took us a while and the trust of the international organizations to help us, otherwise it is not easy. Larger farmers would benefit from switching to new technology, you know how much they can reduce in cost. Some buy into to the idea, others do not.”*

Another female interviewee indicated ***“women farmers are not targeted to try new technologies. It s only if the project has to work with us we are sought. They really prefer men. I do not know why, we tend to be more committed.”***

“us women make decision in using water, perhaps garden related issues, but in reality the larger decisions about infrastructures are made by men.”

Female interviewee

6.5 PARTICIPATION IN DECISION MAKING AND TAKING PROCESS

6.5.1 Women participation in decision making at household level

There was indication that men are still the decision makers within the household on actions that require expenditure. Decisions relating to household management of water are usually made by women. The purchasing however is usually the men’s decision and responsibility. Unless it is a female headed household, women do not engage in ordering water tanks and ensuring water availability. That noted, it was pointed out that women are sometimes blamed if there were water misuse. One female interviewee indicated ***“he forgets that he waters the garden and cleans his car, I am to blame if water runs out, but sometimes it is not my problem.”***

Voices of women are not always represented in consultation meetings or in decision making processes at community level but they are not always heard or considered. A study indicated ***“the participation of women in community decision making on waste disposal is largely a missing element, requiring explicit facilitated by the empower and/or the project”⁵⁶.***

Although women are knowledgeable about their surroundings, men are the prime decision makers within community structures on agriculture, energy, water, and waste management. In one interview a female working in CBO said ***“women are not seen as having a role in decision making process in general, let alone in infrastructure work or other sectors that are not considered relevant to them. As a women CBO, we are sometimes brought in for meeting donors requirements but what we have to say is not considered, neither by the locals nor by the organization. It is becoming tedious.”*** Another interviewee however, said ***“it is about enforcing your opinion on others. We had troubles at the beginning, and everyone dismissed what we have to say but then, things changed when we started delivering on projects. Of course, now they cannot ignore us anymore, but it is not easy. You have to have your social network behind you.”***

⁵⁶ Detritus, Scale and Impacts of livelihoods Development on women empowerment in the solid waste sector of Jordan, p 221

7 CONCLUSIONS

7.1 POLICY LEVEL

The commitment to gender equality and to adopting gender responsive actions has yet to be systematically and consistently translated into action and across all aspects of the different strategies and policies.

The generic goals of the JNCCP and the specific objective on vulnerable groups and gender mainstreaming recognize the need to consider gender, address the needs of vulnerable groups and accounts for the interests of gender and youth in mitigation and adaptation strategies. However, this emphasis is not demonstrated systematically in the policy itself.

On the one hand, the use of the terminologies such as gender, gender responsive and gender mainstreaming is not well defined and sometimes is unclear. On the other hand, the generic approach to gender mainstreaming without a clear guiding framework undermines the commitment and efforts especially that gender aspects are missing within the mitigation and adaptation objectives despite its reiteration in one of the short term objectives as well as missing from the technical assistance and capacity building activities and the monitoring mechanism of the policy. The Gender Action Plan that was developed and used a reference for the JNCCP was overlooked and is hardly acknowledged or implemented.

The JNCCP falls short from recognizing variables that may render groups of people more vulnerable than others and that are cross cutting to being a woman or a man, e.g. urban/rural settings, age, ethnicity, nationality, social status, educational levels etc.. Women and men are frequently referred to as a unilateral group within the policy when in fact different women and men have varying needs and interests e.g. rural women experience climate change differently than urban women and

have different needs, interests and coping mechanisms. Similarly, younger women and men perceive problems differently than older women and men etc.. The differences in voices and perceptions are important to capture so as to ensure more effective and informed planning.

Information about the different impact of climate change on women and men, in the Jordanian context, remains weak and as such commitments, targets and interventions to address gender inequalities are vague and are more accommodating to the current gender situation as opposed to challenging the power dynamics and relations to drive transformational change.

Women are still perceived in their unilateral role (as caregivers) and are generally targeted in projects as opposed partaking in project identification, design and implementation. Consultation processes at community levels are frequently rushed, not representative and sometimes irrelevant, especially if the audience lack the technical language to express themselves.

Policies, strategies and action plans should be more transformative in mainstreaming gender equality to ensure that root causes of inequalities and differential impacts are addressed to leave no one behind and to ensure no harm done on any groups.

Efforts to translate the declared promises on gender integration into actions are still limited and require increased investment in capacitating stakeholders to practically apply a gender equality and a human rights perspective into their work.

Although gender equality is acknowledged as essential for advancing climate change adaptation and mitigation strategies, the knowledge and skills to mainstreaming

gender, identify gender issues, gaps and injustices require much more investment still. Environmental and gender specialists still lack the practical skills to actually address gender inequalities and identify entry points for enhancing women's leadership, agency and control over resources. There is hardly anyone specialised in gender issues within climate change in Jordan. Accordingly, the challenge in identifying approaches, tools and strategies that are adequate for the Jordanian culture is strenuous. On the one hand, there is a need to enhance the climate change stakeholders' knowledge and information about gender equality in order to ensure the integration of gender, at all levels, in a more practical and systematic manner; on the other hand, there is also a need to develop guiding parameters that can support the integration of gender equality in programs, national policies and planning.

7.2 INFORMATION AND KNOWLEDGE ABOUT GENDER EQUALITY AND CLIMATE CHANGE

Climate change activities are project based and sustainability of progress is lost especially that no one is designated to aggregate results and achievements towards gender equality

Community based project activities commonly stop once the project is completed. Unfortunately, the sustainability of many projects is dependent on the level of interest of governing partner and availability of funding. Despite of efforts of international organizations to invest in a sustainability plan, it is too frequent that we witness the closure of activities with the project. For example, there are a number of projects installing solar systems and from them a few focus on women engagement and empowerment, yet it is not

clear how the progress on results in the different project aggregate at a national level including measuring the impact on women and men.

There is a tendency to rely on quantitative as opposed qualitative measure to account for gender considerations

Integrating gender equality into climate change activities or any of the sub sectors is a complex task especially with the scarcity of disaggregated qualitative information as to how women and men use, benefit and interact with environmental issues including climate change. Government and other stakeholders tend to focus on representation of women as a gender measure and overlook more substantive concerns such as addressing women's needs, reflecting women's interests and ensuring more equitable opportunities for women and men in accessing information, resources and decision making platforms.

There is limited evidence and information about the differentiated impact and coping mechanism of women, men, girls and boys to climate change in Jordan

There is a scarcity of information on the impact of climate change on women, men, girls and boys in both rural and urban areas of Jordan. Only a few studies are undertaken to identify the roles and responsibilities of women and men, the level of access that women and men have to resources and decision-making, as well as how women and men cope and adapt with the adverse impact of climate change, limited water resources, energy costs, new technologies, solid waste and changes in biodiversity. Gender analysis are commonly done for projects and focus on aspects within communities. There is no aggregation of information and if the information is not made public valuable evidence, lessons and knowledge is lost as projects are completed.

The linkages of gender equality to climate change are informed by international studies that contextually may not apply. "Fetching water from wells, is not a Jordanian example. We need to find our own examples of how women and men are impacted to be able to address the inequalities between women and men and among them" a key informant noted. Indeed, there continues to be multiple assumptions about women and men benefit, use and accessibility to natural resources and assumptions about their interaction with their surroundings.

The information is harder to find with regards to women in waste management and biodiversity. Woman role in waste management is commonly associated to her care work or as part of economic opportunities that can be made available. Women are hardly involved in decision making processes with relation to waste management and or biodiversity.

7.3 COMMUNITY AND ORGANIZATIONAL LEVEL

Gender power dynamics and relation in climate change action are not challenged

Information suggests that while women involvement is increasing in climate change efforts because of direct targeting by projects, women role in decision making and leadership within the sector and across the affected sectors needs further endorsement and development. The sectors are still dominated by patriarchal thinking and women's capacities to engage, and lead is still undermined by social perceptions and attitudes.

The absence of the voices of women, in all their diversity, is a great loss for Jordan. Women knowledge and skills to cope with climate threats is missing from climate action and

decision-making process. Aligning the proposed solution for climate action with gender needs requires a more inclusive discussion among stakeholders, actors and men and women from the community that represent both climate change and gender equality.

Women's role in adapting to climate change continue to be prominent at household levels and is less evident at community and national levels.

Women's role in managing the use of resources is mostly associate with home use. Nonetheless, even at home, women's decision making power are limited. Women tend to be less involved in making decisions that involved expenditure but determine the use of some resources. Women are basically decision makers on the use of water in house chores. Their ability to influence other family members use of water is limited. Men on the other hand, have more assertive control over the use of energy, in particular electricity.

Climate change issues are still misunderstood and are considered for the elite to address

There is still wide misconception as to what climate change is, and how it links to individuals lives. Due to culture and social norms, women are less likely to know what climate change is, and in most cases it is associated with recycling initiatives. Issues relating to water, energy, biodiversity and agriculture are associated with temperature changes, pollution and misuse of resources but not necessarily linked or contextualized as climate change issues. Farmers for example, recognize that temperate changes – high heat, flood rain and snow storms - affect the crops and may damage them yet, they are not necessarily associated with climate change issues: gas emissions, pollution etc. Moreover, communities in rural areas consider climate change issues as an "elitist" concern as it is complex.

Rural areas have different interaction with natural resources and their surrounding environment than urban communities and as such they are more vulnerable to climate risks, especially women.

Rural communities livelihood is highly dependent on natural resources as such, they are at higher risk of poverty and isolation. Gender practices and norms in rural areas are frequently more conservative and unliteral. Women's have higher restrictions on mobility, less involvement in community decisions and discussions, and have less access to resources and opportunity to be economically active. Rural women with all the limitation have to identify and coordinate the use of water, manage waste disposal, food production and preservation as well as ability in some cases. Energy sources is mostly associated with men.

Rural women's working conditions in agriculture is concerning. The lack of protection and safety measures as well absence of health and social security increases their risk of illness and exposure to harassment and violence.

Gender equality, women and feminist organizations can be strong advocates for promoting women's voice and engagement as change agents in climate action

Although additional research is required to explore the patterns of practices among women and their coping mechanism it is evident that women community based organizations have a principle role in engaging women. Women acknowledged the important role of women community organizations had in advancing their knowledge, skills and understanding of climate related issues. Unfortunately, though the lack of sustainability and continuity in activities has affected the project's outcome and impact.

More efforts are needed to engage the private sector in efforts to promote climate change solutions that are gender friendly and inclusive of women

Engaging private sector to address climate change threats requires conviction, commitment, incentive and investment. Nonetheless, the value of such commitment is soon felt especially as awareness among clients of environmental practices are increasing. There is also increased awareness of some private sector company to the importance of supporting women engagement in the economy. Challenges to do so still continues especially with the outset of COVID 19 and current slow economic situation.

7.4 INDIVIDUAL AND HOUSEHOLD LEVEL

Women have limited access to technical information and new technologies and as such they are at disadvantaged in adapting and coping with climate change threats

Climate change issues are complex and intertwined. Due to social norms and context, women tend to have less opportunities to access technical information and or new technologies that can help them adapt to climate change impact. Women farmers are not necessarily targeted for awareness programs that can help them address challenges they face because of temperature changes, pesticide use, water scarcity, desertification and soil degradation and salination. Similarly, women's understanding of waste management cycles is limited to their households.

Nonetheless, projects that have enhanced women's knowledge and skills in managing new technologies e.g. hydroponic agriculture, and or waste separation and recycling have not only supported them identify working and potential livelihood opportunities but also supported them in understanding technical issues and processes. This facilitates women's more innovative engagement and pave the way for them to become leaders and agents of change in their communities.

Rural women and female headed households are among the more vulnerable to climate change threats but there is limited information about the impact of climate change on their lives

Rural areas are more dependent on natural resources and surrounding environment than urban areas. Accordingly, they are at higher risk of poverty and isolation especially as their livelihoods are commonly impacted by climate change. Gender practices and norms in rural areas are frequently more conservative and unliteral. Women are more vulnerable than men since they have less opportunities to access and utilize natural resources and are marginalized in decision making process at community and household levels. Female headed households, particularly poorer one's, have less access to natural resources⁵⁷ and suffer from higher food insecurity⁵⁸.

The scarce evidence on the impact of climate change on women and men and their respective coping mechanism in different localities in Jordan, is undermining efforts of policy makers and project planners to design, plan and implement gender responsive and transformative programming. To address gender inequalities, projects are undertaking gender analysis processes prior to implementing. Such action enhances the effectiveness of programs.

Women have limited access to finances and loans that can support them in adopting new agriculture technologies

Women's limited ownership of assets, particularly land, restricts their ability to apply for loans that demand guarantors, asset guarantees and or a stable income. Moreover, women's choice of lending schemes is restricted as they have less access to information and are less confident to apply to formal banks.

Although women's technical knowledge of climate change is weak, their resilience and adaptive strategies are resourceful and indigenous.

Women do not necessarily reflect knowledge of climate challenges in technical terminologies and expressions but they do demonstrate their resilience and coping mechanisms. Women sought solutions to some of their problems via awareness sessions, internet tools and also through local knowledge that was transmitted to them by their elders. It is evident that women's ability to access resources, knowledge and services are limited but their capacity and knowledge to adapt to changing climate conditions is creative and innovative.

Women are both consumers as well as workers in various climate change affected sub-sectors: e.g. agriculture, livestock management, water, waste and energy management. They are frequently well acquainted and knowledgeable of their surrounding ecosystems and their capacity to adapt to changing conditions are essential for building community resilience.

⁵⁷ Report on the integration of Gender and vulnerable groups in Jordan within the NAP process, October 2017 MoEnvMoE and GIZ.

⁵⁸ Rural Women and Climate Change in Jordan, UNWOMEN 2016

8 WAY FORWARD

To further advance gender equality in climate change action a Road map for stakeholder action was developed in line with the findings of the gender analysis (Annex 1).

Based on the findings and the need for further action to promote transformative gender equality within climate change, the following recommendations are addressed to: Government, Donors, Multinational and international organizations as well as environmental and women civil society organizations. While some recommendations are more relevant to one of the stakeholders some address all of them.

1. GENERATING INFORMATION ON GENDER CONSIDERATIONS AND ESTABLISHING PLATFORMS TO DISSEMINATE AND SHARE KNOWLEDGE THROUGH:

- Undertaking a follow up study that can further validate the findings of the gender analysis through quantitative and qualitative tools with more focus on a particular climatic zone or geographic region.
- Designing and undertaking sector based gender analysis that deepens knowledge about gender issues within the sector at national level.
- Supporting a vulnerability assessment of climate change on women and girls for adaptation action.
- Encouraging the aggregation of information from programs to report on results and better understand achievements, gaps and areas of improvement especially on gender integration and women participation in environmental and climate change programming.

- Recognizing the intersectional variables that increase the level of vulnerability of women, men, girls and boys.

- Establishing a depository of studies and gender analysis reports generated by projects in different relevant sectors to enrich the information and develop a baseline of gender issues in combating the threats of climate change.

- Collaborating with academia and research institutions, commission studies and research to identify gender inequalities and gaps in different sectors.

- Establishing a platform for exchanging information on gender equality and climate change for all stakeholder, actors and practitioners including gender equality, women and feminist organizations.

- Developing relevant gender related results and indicators that measure changes to gender roles, level of accessibility to resources and decision making powers for example:



Measuring the impact of solar energy on women and men roles and time use



Increasing accessibility to resources, knowledge, services and decision making for women



Measuring the impact of water scarcity and distribution programs on gender roles, time use and coping mechanism



Accounting for good practices that women adopt and as adaptation and mitigation measures to climate threats

2. ADOPTING MORE GENDER RESPONSIVE POLICIES AND STRATEGIES IN CLIMATE ACTION AT ALL LEVELS THROUGH:



Enhancing the capacities of gender focal points from respective priority sectors (water, energy, agriculture, environment and waste management) in integrating a gender perspective into adaptation and mitigation strategies of their programs and initiatives.



Enhancing the capacity of climate change and gender equality actors on being more responsive to gender issues in designing, implementing an dominating policies, strategies and programs.



Establishing gender mainstreaming parameters for guiding policy development, program designs, implementation and monitoring of impact and change.



Defining indicators and targets within national frameworks to measure realisation of gender equality and account for overcoming barriers that endorse inequalities.



Mandating climate change programs to undertaken gender analysis specifically to inform their project and to define the gender gaps and inequalities that will be addressed.

ENGAGING WOMEN AS AGENTS OF CHANGE AND LEADERS IN CLIMATE ACTION AT HOUSEHOLD, COMMUNITY AND NATIONAL LEVEL THROUGH:



Establishing mechanisms to ensure that women voices and knowledge are informing climate action.



Ensuring that climate change action is a joint responsibility among men and women across both communities and households.



Advance women and men's awareness, knowledge and learning of climate change to help define their understanding and to link the micro level action to macro policy.



Challenging gender stereotypes and division of labour in climate change context.



Supporting women and men, as well as youth to access knowledge, skills and resources to advocate for and implement adaptive solutions to deter climate threats while reducing their carbon foot print by mitigate gas emissions, when possible.



Promoting joint decision making process on managing and using natural resources.

4. DESIGNING PROGRAMS TO ADDRESS ALREADY IDENTIFIED GENDER INEQUALITIES SUCH AS:

- Promoting safe working environment for women in the affected sectors including in agriculture.
- Support initiatives that promote social security and health insurance schemes for women working in agriculture.
- Encouraging women to learn more about energy sector so as to enable her to participate in decision making platforms.
- Facilitate women's control over new technologies that will empower her to take action.

5. FOCUSING ON ADVANCING ADOPTING LOCAL ADAPTIVE SOLUTIONS THROUGH:

- Expanding collaboration among stakeholders and actors on advancing gender equality discourse in climate change action.
- Recognizing and planning based on the differences of climate change impacts across localities and community norms.
- Promoting climate change education within schools and among youth to secure their engagement and advocacy for action.

6. PROMOTING THE ROLE OF GENDER EQUALITY, WOMEN AND FEMINIST ORGANISATION IN CLIMATE CHANGE ACTION THROUGH:

- Identifying local community based organizations, and national organizations working on gender equality, women and feminist with an interest in advancing their work on climate change.
- Enhancing the identified organizations knowledge and skills in operating climate change focused programs that are gender responsive.
- Engaging gender equality, women and feminist organizations in climate change national, local governing structures to ensure that voices of women are represented and that gender inequalities are identified and addressed.

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**ANNEX 1
GENDER EQUALITY
AND CLIMATE
CHANGE ROAD MAP**

BACKGROUND

Jordan has committed to integrating gender equality in climate change policies, related strategies and action plans. Efforts to translate the commitment to action are still modest but need to be realized in line with international climate change and gender equality conventions, frameworks and action plans including the Sustainable Development Goals and the commitment to not leaving anyone behind. The road map is presented as a draft for stakeholder discussions and further development and is designed to support the government, particularly the National Committee on Climate Change to advance its work on mainstreaming gender equality and women empowerment through adopting gender-climate just solutions that help realize the National Determined Contributions (NDCs).

Climate change affects other sectors that embody their own complexities and gender considerations. Gender inequalities continue to persist in agriculture, biodiversity, energy, water and solid waste management, which are sectors of focus in Jordan. Women's conditions, ability to exercise their right of control over resources and their level of participation in decision making processes vary across the sectors but continues to be inadequate and reflective of gender inequalities and separation of gender roles based on private and public sphere. Women are mostly associated with private sphere that reiterates the imbalance in the distribution of unpaid work while men are present and tackle the public interactions and sphere.

The impact of climate change on Jordan is multifaceted and intertwined. Already, Jordan's climate and limited natural resources, especially water, render it vulnerable to deteriorating health conditions, increased poverty and food insecurity. Inflation, slow economic growth coupled with hosting large

number of refugees, as well as the COVID pandemic fuels the already brewing social, political, and economic tensions. Demand for social protection programs and financial aid increased as unemployment rates soared for both men and women. Consumption rate of water and energy also increased during the pandemic, as a result of staying at home, which further strained resources.

Jordanian women constitute a significant proportion of the poor and rural community. They are the more vulnerable group as they rely more on natural resources and need to secure resources such as water and food. They also bear the responsibility for caregiving, including cleaning, cooking and coordinating use and benefit from resources. Women also provide care for the ill and sick as well. Pollution, water contamination and increased desertification is expected to influence family members health and thus increase women's burden and pressure her time use. Women are also the most affected by climate incidence and loss of biodiversity.

PARADIGM SHIFT

Gender equality integration in climate change requires a paradigm shift that promotes a rights based approach in designing and adopting adaptation and mitigation strategies. The UN Framework Convention on Climate Change, Paris Climate Accord and the Enhanced Lima Workplan for Gender, all call for promoting women participation in decision making process, removal of gender inequalities and adoption of gender mainstreaming approach to promote gender just climate change solutions. This requires challenging the gender neutral assumptions and or strategies that only increase the level of vulnerability of women and girls. Understanding climate threats in light of their impact on women, men, girls and boys will

inform decision makers, stakeholders and actors to design, implement and monitor gender responsive strategies that bridge gender gaps and inequalities and promote transformational change. This process will require:

- analysing the level of access that individuals from diverse groups of women and men, girls and boys have to services, resources, knowledge and new technologies
- engaging women, men, girls and boys in all levels of managing resources and decision-making and taking process to ensure representation of voices and promotion of balanced control of resources in order to transform power dynamics at household, community and sectoral levels,
- Understanding use and benefit of resources through disaggregating information by sex and other relevant variable to determine the nature of use and benefit that individuals use.
- Recognizing the differential impact of climate change incidents on women, men, girls and boys and developing gender responsive adaptation and mitigation strategies to address them.

- Defining priorities for action in light of the level of vulnerability of groups and acknowledging that implications of climate change on individuals mirrors social and gender inequalities.

- Undertaking a two fold strategy to mainstream gender equality and empower women directly. This will support efforts to overcome barriers that hinder women's active participation in climate action through gender targeted interventions. The gender mainstreaming aspect will ensure that considerations are introduced in all intervention, policies, strategies and action plans.
- Establishing accountability mechanism for integrating gender equality in climate change action

MOVING FORWARD

Overarching activities

In line with adopting a twofold strategy to advance gender equality in climate change and to pave the way for more gender responsive and transformational action in climate change. The proposed approach presented in table 1 suggests actions on the short and longer terms:

| | Short Term (1-2 years) | Longer Term (3-4) |
|--|--|--|
| <p>A pool of capacitated climate change and gender equality experts that can advance discourse and skills in this field.</p> <p>Through:</p> | <p>Advancing the knowledge, skill and expertise of a resource group on climate change and gender equality.</p> <p>Investing in strengthening the capacities of National Climate Change Committee members and Ministry of Environment climate change directorate to mainstream gender equality perceive in all their affairs while promoting a human rights approach.</p> <p>Enhancing the capacities of gender focal points from respective priority sectors (water, energy, agriculture, environment and waste management) in integrating a gender perspective into sectoral adaptation and mitigation strategies.</p> <p>Hosting a series of dialogue sessions on gender equality in climate change and affected sectors for policy makers, practitioners and gender equality expertise.</p> | <p>Establishing knowledge and experience sharing platforms for stakeholders to share their experiences in promoting gender equality in climate change action.</p> |
| <p>Strong evidence based discourse about gender equality and to climate change through:</p> | <p>Commissioning quantitative and qualitative research to strengthen the know about gender equality and climate change in Jordan.</p> <p>Supporting a vulnerability assessment of climate change on women and girls for adaptation action. The assessment should also help define indicators and means of measurement based on international practices and experiences.</p> <p>Encouraging the aggregation of information from programs to report on results and better understand achievements, gaps and areas of improvement especially on gender integration and women participation.</p> <p>Designing sector based gender analysis that deepens knowledge about gender issues within the sector at national level.</p> <p>Establishing a platform for exchanging information on gender equality and climate change for all stakeholders, actors and practitioners including gender equality, women and feminist organizations.</p> | <p>Collaborating with Department of Statistics to introduce regular indicators that can be measured to assess the level of vulnerability and adaptability of communities taking into account intersectional factors including sex, age, location, socioeconomic background.</p> <p>Establishing a depository of studies and gender analysis reports generated by projects in different relevant sectors to enrich the information and develop a baseline of gender issues in combating the threats of climate change.</p> <p>Collaborating with academia and research institutions, commission studies and research to identify gender inequalities and gaps in different sectors.</p> |

| | Short Term (1-2 years) | Longer Term (3-4) |
|--|---|--|
| <p>More transformational and gender responsive strategies in climate change action at all levels through:</p> | <p>Engaging women and men in defining solutions and actions for climate change threats at national, community and household levels.</p> <p>Inviting gender equality actors to discuss gender concerns on climate change.</p> <p>Establishing gender mainstreaming parameters for guiding policy development, program designs, implementation and monitoring of impact and change.</p> <p>Defining indicators and targets within national frameworks to measure realisation of gender equality and account for overcoming barriers that endorse inequalities.</p> <p>Mandating climate change programs to undertaken gender analysis specifically to inform their project and to define the gender gaps and inequalities that will be addressed.</p> | |
| <p>Women as agents of change and leaders in climate change action at household, community and national level through:</p> | <p>Ensuring the participation of JNCW and women NGOs in designing and reviewing climate change, and relevant sub sector, policies, strategic plans and action plans.</p> <p>Advance women and men’s awareness, knowledge and learning of climate change to help define their understanding and to link the micro level action to macro policy.</p> <p>Supporting women and men, as well as youth to access knowledge, skills and resources to advocate for and implement adaptive solutions to deter climate threats while reducing their carbon foot print through mitigating greenhouse gas emissions when possible.</p> <p>Ensuring that climate change action is a joint responsibility among men and women across both communities and households.</p> | <p>Establishing mechanisms to ensure that women voices and knowledge are informing climate change action.</p> <p>Challenging gender stereotypes and division of labour in climate change context.</p> <p>Promoting join decision making process on managing and using natural resources.</p> |

| | Short Term (1-2 years) | Longer Term (3-4) |
|---|---|--|
| Gender responsive and targeted initiatives in climate change to address gender inequalities, and gaps through: | <p>Promoting safe working environment for women in the affected sectors including in agriculture.</p> <p>Supporting initiatives that promote social security and health insurance schemes for women working in agriculture.</p> <p>Encouraging women to learn more about energy sector so as to enable her to participate in decision making platforms.</p> <p>Supporting women access, use and benefit from new technologies.</p> <p>Facilitating women's control over new technologies that will empower her to take action.</p> <p>Devising gender responsive outreach and communication campaigns to raise awareness about climate change, its differentiated impact on communities and the leadership roles that both women and men can assume to mitigate threat and adapt to emerging situations.</p> <p>Developing relevant gender related results and indicators that measure changes to gender roles, level of accessibility to resources and decision making powers for example.</p> | |
| Focusing on advancing local adaptive solutions through: | <p>Advancing local coping mechanism and use knowledge and community adopted solutions to climate impact of climate change to inform adaptation and mitigation strategy design.</p> <p>Recognizing and planning based on the differences of climate change impacts across localities and community norms.</p> | <p>Expanding collaboration among stakeholders and actors on advancing gender equality discourse in climate change action.</p> <p>Promoting climate change education within schools and among youth to secure their engagement and advocacy for action.</p> |
| Promoting the role of gender equality, women and feminist organisation in climate change action through: | <p>Identifying local community based organizations, and national organizations working on gender equality, women and feminist with an interest in advancing their work on climate change.</p> <p>Enhancing the identified organizations knowledge and skills in operating climate change focused programs that are gender responsive.</p> | <p>Strengthening the capacity and knowledge of women organizations, both national and CBOs, about the impact of climate change on women rights and gender equality.</p> <p>Engaging gender equality, women and feminist organizations in climate change national, local governing structures to ensure that voices of women are represented and that gender inequalities are identified and addressed.</p> |

Sector and Gender targeted activities

To address ongoing gender issues and overcome barriers, it is proposed that the overarching activities are complemented with gender targeted activities that address gaps, inequalities and reduce vulnerabilities of women and men. This approach will also help enhance gender responsive action that refines resilience and adaptation of individuals. The proposed action is presented within a sectoral focus.

| Sector | Gender considerations / issues | Short term | Long term |
|--------------------|---|---|---|
| Agriculture | <p>Farming continues to be dominated by men as women have less access to land and ownership of land.</p> <p>Women working in agriculture endure inadequate working conditions.</p> <p>Representation of women voice in defining agriculture strategies continues to be weak / if at all represented.</p> <p>Agriculture policies integration of gender issues requires elaboration and expansion.</p> <p>Conditions for farming differs from one area to the other and as a result the implications on working women and communities differ. Gender analysis for agriculture should be geographically based.</p> <p>Recognise international factors that may affect workers rights (e.g. nationality, age, etc.).</p> | <p>Adopt a gender mainstreaming strategy within Ministry of Agriculture.</p> <p>Review working conditions of informal agriculture workers in farms and define strategies to protect them and preserve their benefits (social security and health insurance).</p> <p>Work with farming unions to ensure that women and small farmers voices and needs are met.</p> <p>Engage and support women to adopt new farming techniques and irrigation solutions.</p> | <p>Ensure women representation in decisions making and policy designing processes.</p> <p>Collaborate with women CBOs to advance women role in agriculture.</p> <p>Establish a system for protecting workers rights, especially women (irrespective of nationality), and ensure their safety from harassment.</p> |

| Sector | Gender considerations / issues | Short term | Long term |
|---------------------|--|---|--|
| Biodiversity | <p>Loss of biodiversity affects availability of indigenous plants that women use for household and or income generation.</p> <p>Overgrazing of land is leading to desertification and destroying ecosystems.</p> <p>Resorting for wood as alternative fuel infringes on forests, ecosystems and air quality.</p> <p>Pollution from car emissions and industrial activities and or illegal dumping affects communities and mostly women who are commonly at home.</p> <p>Gender perspective in biodiversity policies and strategies needs strengthening.</p> | <p>Develop a strategy for enhancing the gender perspective in biodiversity action plans and strategies.</p> <p>Conduct awareness campaigns about the importance of sustainable grazing that messages both women and men.</p> <p>Conduct a gender analysis to deconstruct the impact of loss of biodiversity on communities' particular women.</p> | <p>Adopt policies to promote sustainable practices that preserve biodiversity and are gender responsive.</p> <p>Focus on enhancing women's role and voice in developing action for sustainable biodiversity.</p> |
| Energy | <p>Traditionally, the energy sector is dominated by men and decision making around energy issues are mostly for men to make.</p> <p>The cost of energy is relatively high and while this is an opportunity of introducing more environmentally friendly action especially in targeting men.</p> <p>Women's voice and decision making capacity in energy is undervalued and underestimated.</p> <p>Introducing new technologies such as solar power systems to household s has a direct positive impact on women's lives, roles and time use.</p> <p>The public transport system is unreliable, unsafe and relatively costly for the public particularly women.</p> | <p>Undertake studies to understand the impact of introducing solar energy on women and men roles and time use.</p> <p>Engage women and gender equality community-based organisation in designing, implementing and managing energy projects.</p> <p>Re-assessing awareness campaigns to ensure their gender inclusiveness.</p> <p>Provide financial flexible solutions to encourage families to resort to alternative energy sources.</p> <p>Enhance the public transport to ensure a more reliable, safe and efficient system that meets gender needs and adopts flexible tariff system.</p> | <p>Develop long term incentive scheme for companies, industries and larger farms to adoption alternative energy sources for industries and farmers.</p> <p>Collaborate with women, gender equality and feminist organisations to support their efforts to ensure that the public transport system is free of harassment and is more reliant.</p> |

| Sector | Gender considerations / issues | Short term | Long term |
|--------|--|---|--|
| Water | <p>Women are directly affected by water scarcity. The water distribution schedules have implications on women daily lives and has extended to family members as well.</p> <p>Consequence of water shortages and contaminations are mostly shouldered by women. As caregivers women are responsible for health care of families and also for ensuring the availability of water through conserving use. Men are responsible to secure the supply of water to households either through purchasing water or collecting it from source.</p> <p>Efforts to understand the level of use and benefit of water in the households are difficult but would be worth investigating more.</p> <p>Women are marginalized from discussions around water sources at both community and national levels.</p> <p>Grey water use and collection is highly dependent on men's decision but women do collect kitchen water for re-using in gardening.</p> <p>Gender issues are only vaguely addressed in water strategies despite the adoption of a gender equality policy by the Ministry of Water and irrigation.</p> | <p>Establish mechanisms to better understand water needs, use and benefit of women and men, boys and girls.</p> <p>Introduce data disaggregation by sex at all levels including ownership of water meters.</p> <p>Expand the program to support women and other family members handle water emergencies, leakage at home (simple plumbing solutions).</p> <p>Engage women at community level in addressing water issues.</p> <p>Device incentives and financial support solutions to encourage water harvesting.</p> <p>Encourage households to use water saving devices.</p> <p>Engage women in awareness on better water management methods and techniques building on their role as managers of natural resource and care and guidance providers for their families.</p> | <p>Establish a mechanism to engage women in water related discussions and negotiations.</p> <p>Evaluate approaches to promote the safe use of grey water in irrigation or even within households (include regulations within new buildings).</p> |

| Sector | Gender considerations / issues | Short term | Long term |
|-------------------------|---|---|---|
| Waste management | <p>Women role in waste management is still limited as the sector is primarily male dominated.</p> <p>Women in rural areas adopt sorting of waste as an approach to optimise on resources.</p> <p>Rural women consider recycling as an elitist practice.</p> <p>Women are hardly engaged in planning of waste management disposal.</p> | <p>Engage women and ensure their representation in developing local municipal waste management plans.</p> <p>Promote the sorting of waste from the source and encourage its re-use locally (e.g. local composting, upcycling of income generating) can also provide guidance, training and technical information for women and men on that.</p> <p>Increasing opportunities for women and women cooperative? Or group? to innovate and recreate waste into economic activities (innovative hubs).</p> <p>Provide financial access to women and youth to upcycle waste.</p> <p>Revisit the waste management national strategy to incorporate issues and focus on gender mainstreaming.</p> | <p>Invest in potential solutions that can re-use waste.</p> <p>Establish recycling plants across the country.</p> |

