



Jordanian and Syrian women's labour force participation and perceptions on employment

Amman, September 2016

Methodology

Telephone Perception Survey

- Establish prevalence of women's employment, challenges in accessing labour market and preferences for different types of employment
- Nationwide survey of 609 Syrian and Jordanian women

Focus Group Discussions

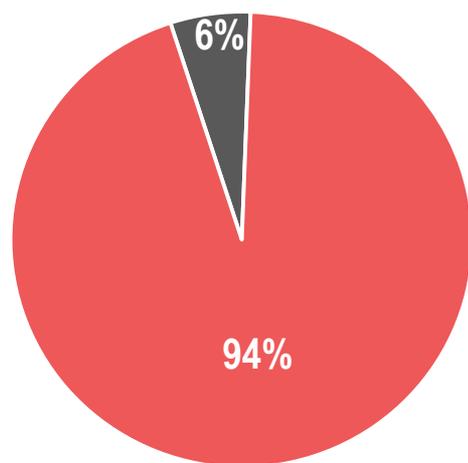
- Verify, contextualise and better understand the findings from the phone survey
- 12 FGDs (6 with Syrian, 6 Jordanian women each)
 - Half urban/half rural

Women's employment status

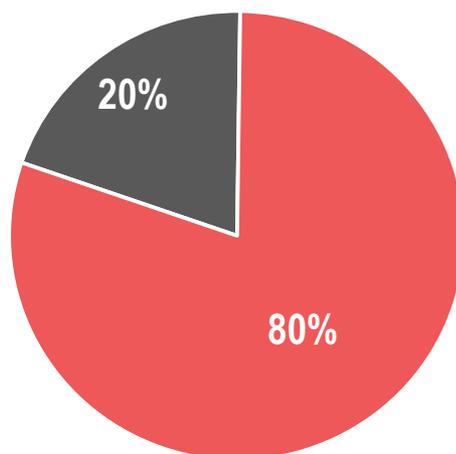
- The large majority of both Syrian and Jordanian women do not work
- Syrian women are less likely to be employed than Jordanian women
- Considerably more Syrian women were in employment in Syria prior to the conflict than today in Jordan
- A large majority of women believe that there are obstacles to women's employment

Current employment status in Jordan

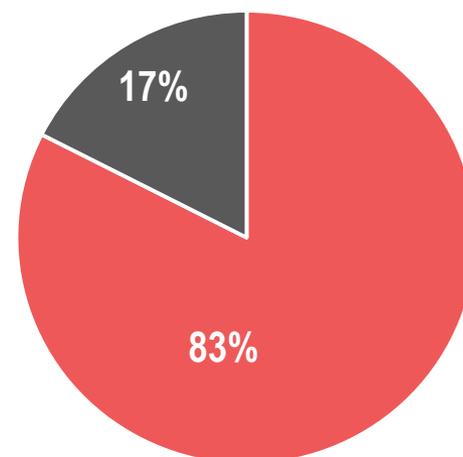
Jordanians



Syrians



Employment status prior to the conflict in Syria



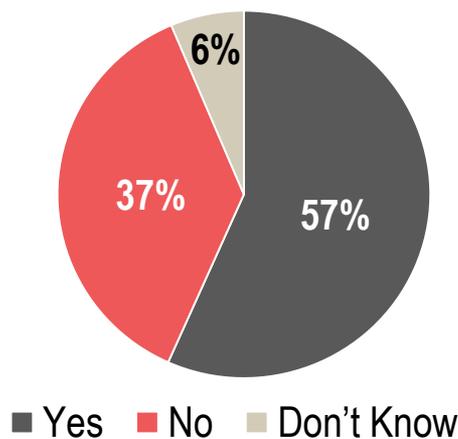
■ Unemployed/Not Working ■ Employed

Do women want to work?

- A majority of unemployed and economically inactive women would want to work had they got the opportunity to...
- ...although most women are currently not actively looking for work.

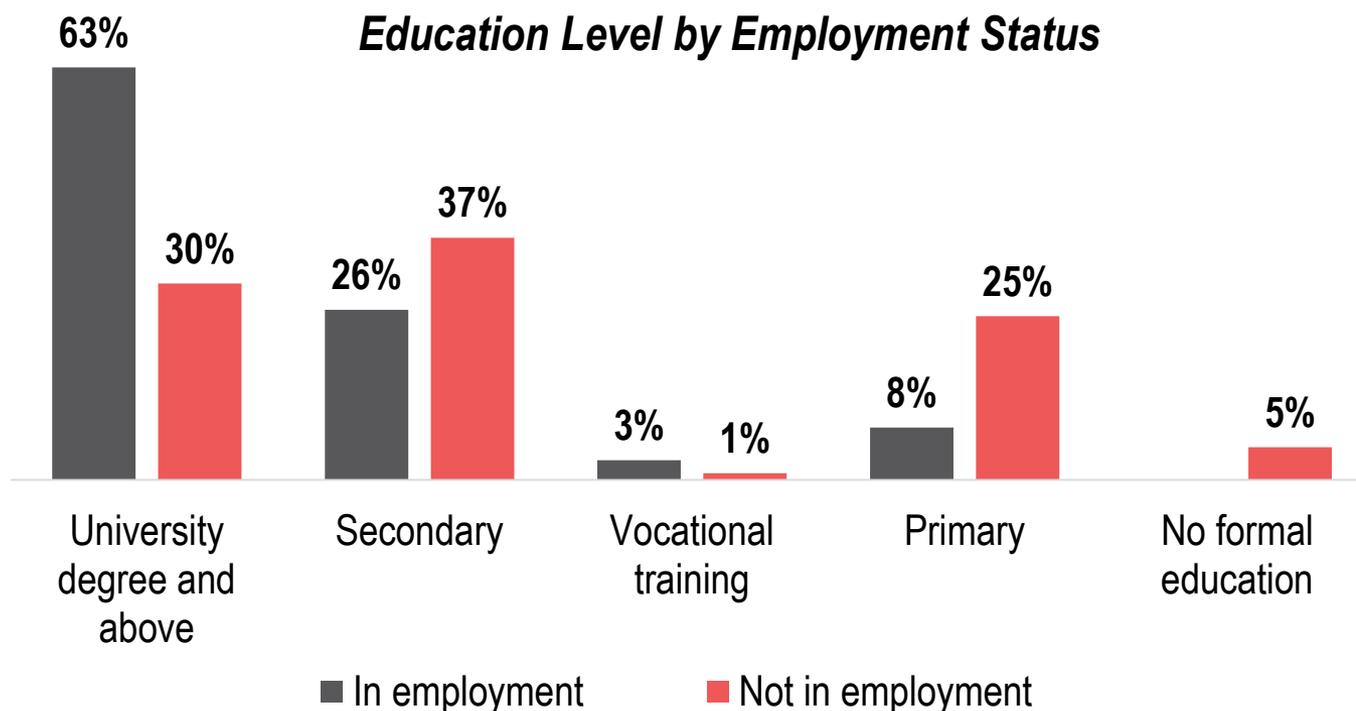
A desire to work does not appear to translate into women actively looking for work. This holds true for both Syrian and Jordanian women.

% of women not working wanting to work



Employment and Education

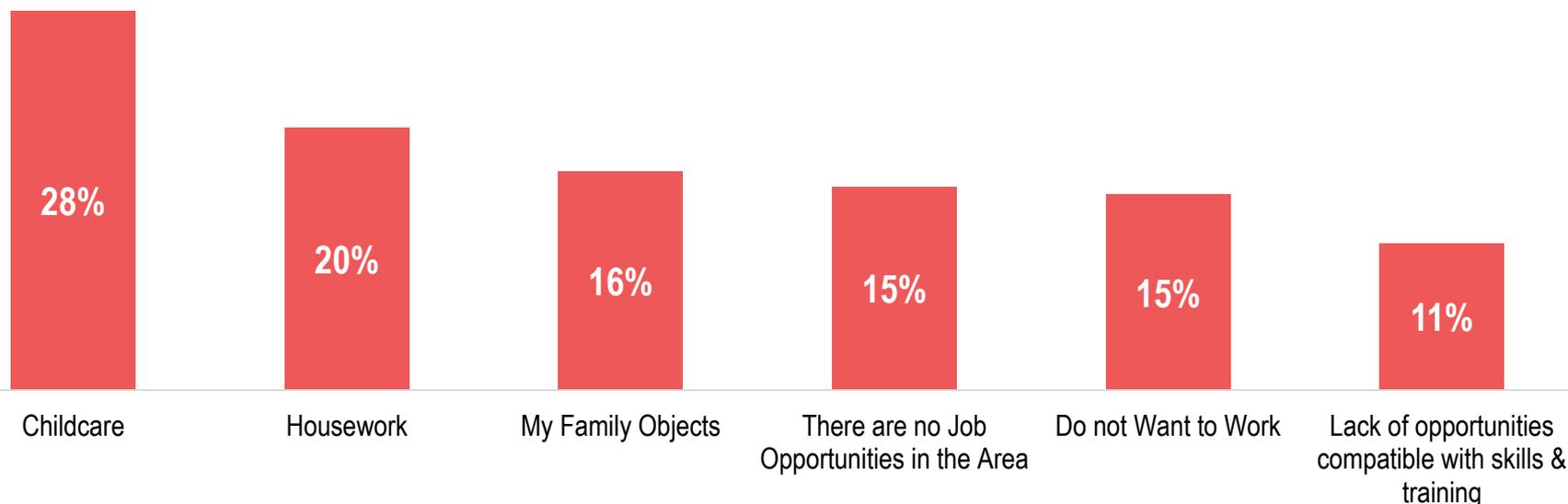
- **Women in work are highly educated** and generally have a higher level of education than those who are not working (although education levels of Syrian refugee women are lower than those of Jordanian women)
 - Nevertheless, more than two thirds of women not in employment have completed secondary school or higher
- **Low levels of education do not sufficiently explain women's unemployment or economic inactivity**



Reasons for not working

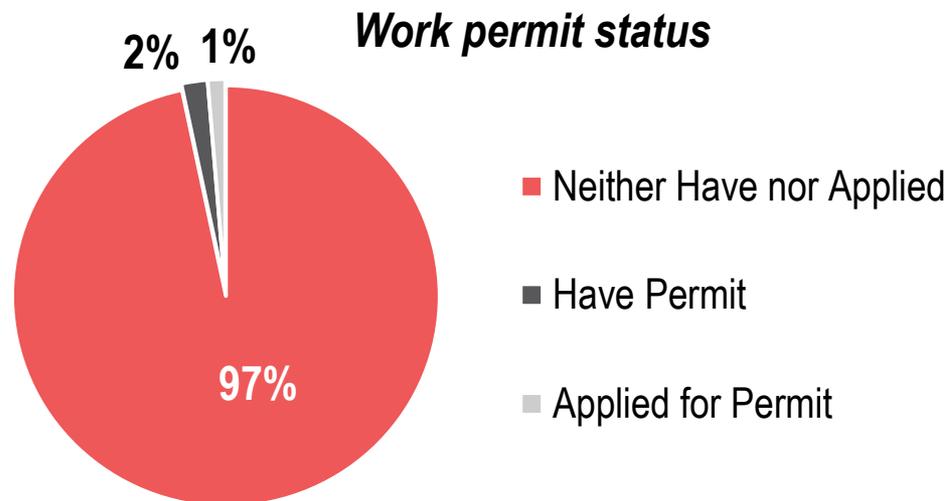
- **Family related reasons**, such as childcare, household responsibilities and family objection **are the primary reasons reported by women for not working.**
- In addition, **structural reasons**, such as lack of opportunities in the area (15%), lack of opportunities compatible with skills and training (11%) and lack of opportunities for women specifically (6%), **are a main barrier to women's employment.**

Most frequently reported reasons for women's unemployment

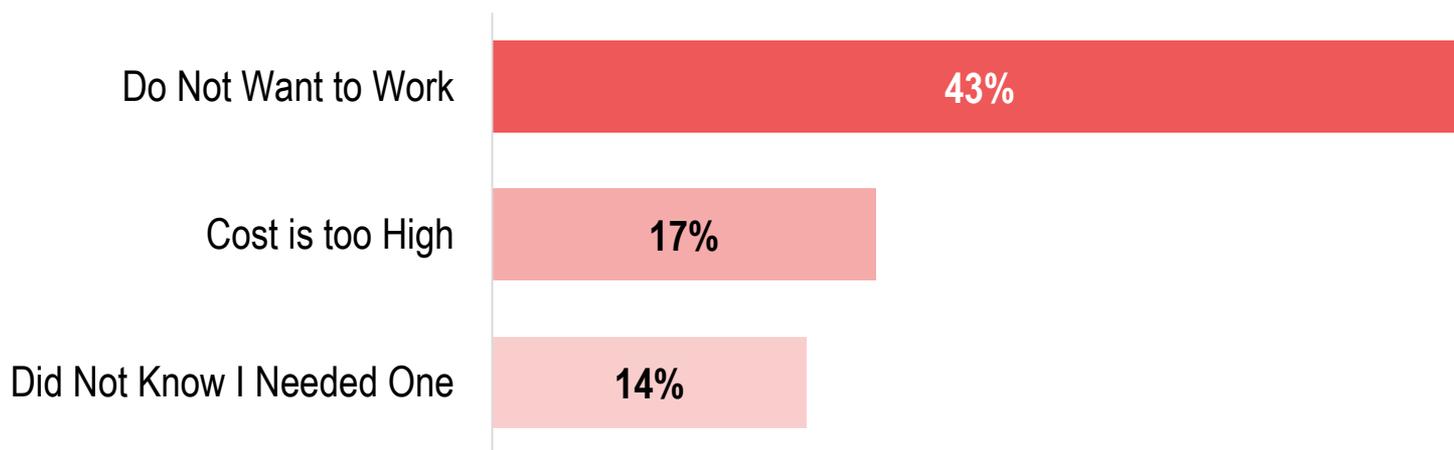


Syrian women: Work Permits

- An overwhelming majority of Syrian women reported to either not possess or to not have applied for a work permit
- **Only 17% Syrian** women perceived lack of work permit as barrier to employment



Reasons reported by Syrian women for not having or not applying for work permit

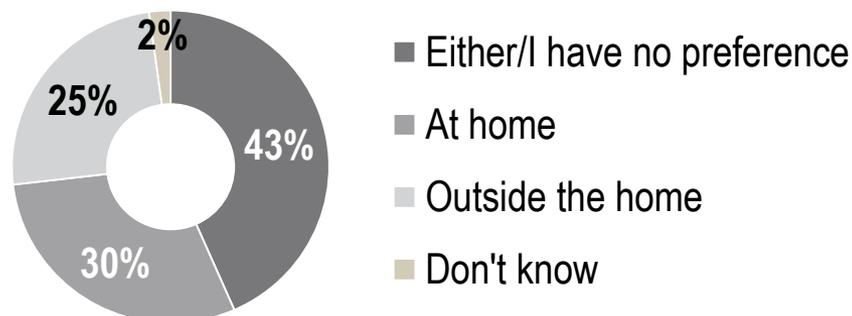


Working Preferences

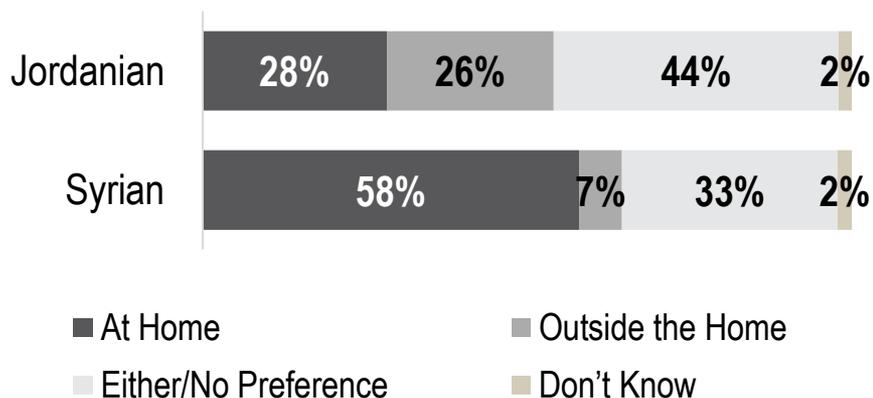
Overall, little preference for home-based work

- High proportion (43%) cited no preference
- Minority cited preference for either home-based work (30%) or work outside home (25%)

Preference for home based work vs. work outside



Preference for home-based work, by nationality



Given the choice, significantly more Syrian than Jordanian women show a preference for home based work

FGD findings suggest this may be due to:

1. Adaptation to a restrictive livelihoods environment
2. Limited resource availability, including for childcare support or transportation

Conclusions and Recommendations

- No significant preference for home-based work – indeed many women would prefer to work outside the home for reasons of social status
- However practical constraints limit the feasibility of working outside the home – most women would prefer more flexible working patterns
- Assistance with childcare is also important and other types of support, such as transportation, could also help facilitate women working
- Relatively high levels of qualification mean that vocational training is not such a priority – rather skill and job matching are very important