



# 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

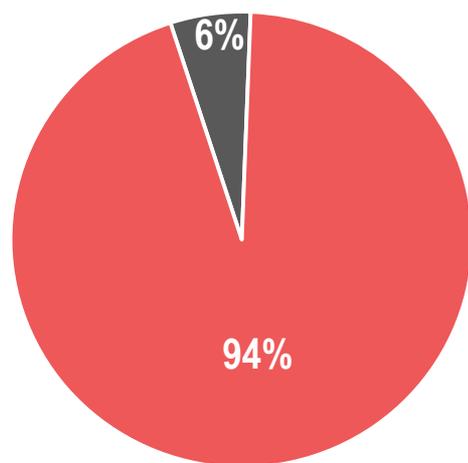
- Verify, contextualise and better understand the findings from the phone survey
- 12 FGDs (6 with Syrian, 6 Jordanian women each)
  - Half urban/half rural

# Women's employment status

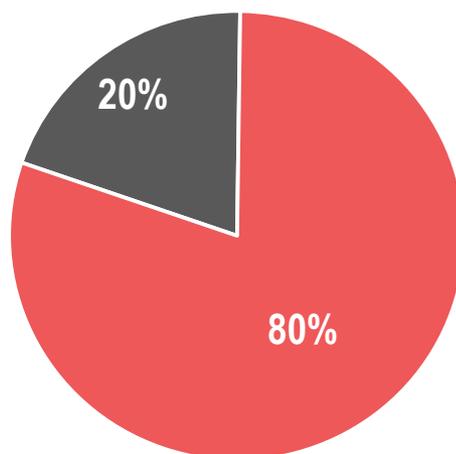
- The large majority of both Syrian and Jordanian women do not work
- Syrian women are less likely to be employed than Jordanian women
- Considerably more Syrian women were in employment in Syria prior to the conflict than today in Jordan
- A large majority of women believe that there are obstacles to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

## Current employment status in Jordan

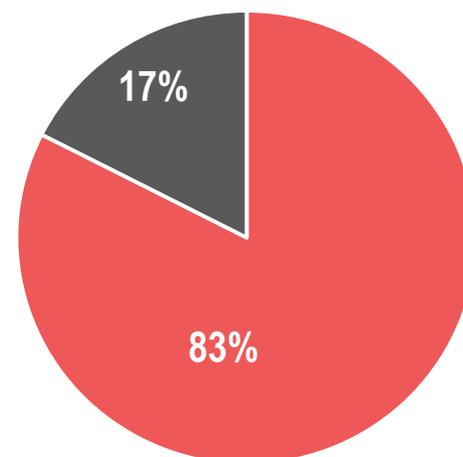
Jordanians



Syrians



## Employment status prior to the conflict in Syria



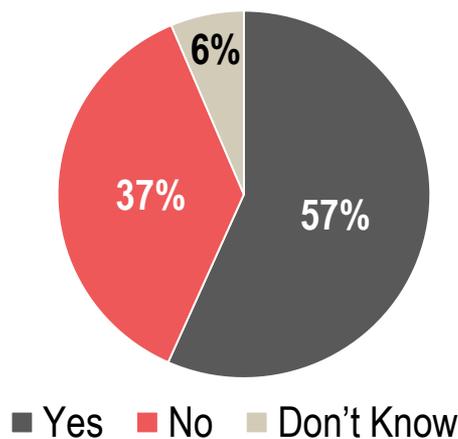
■ Unemployed/Not Working ■ Employed

# 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.

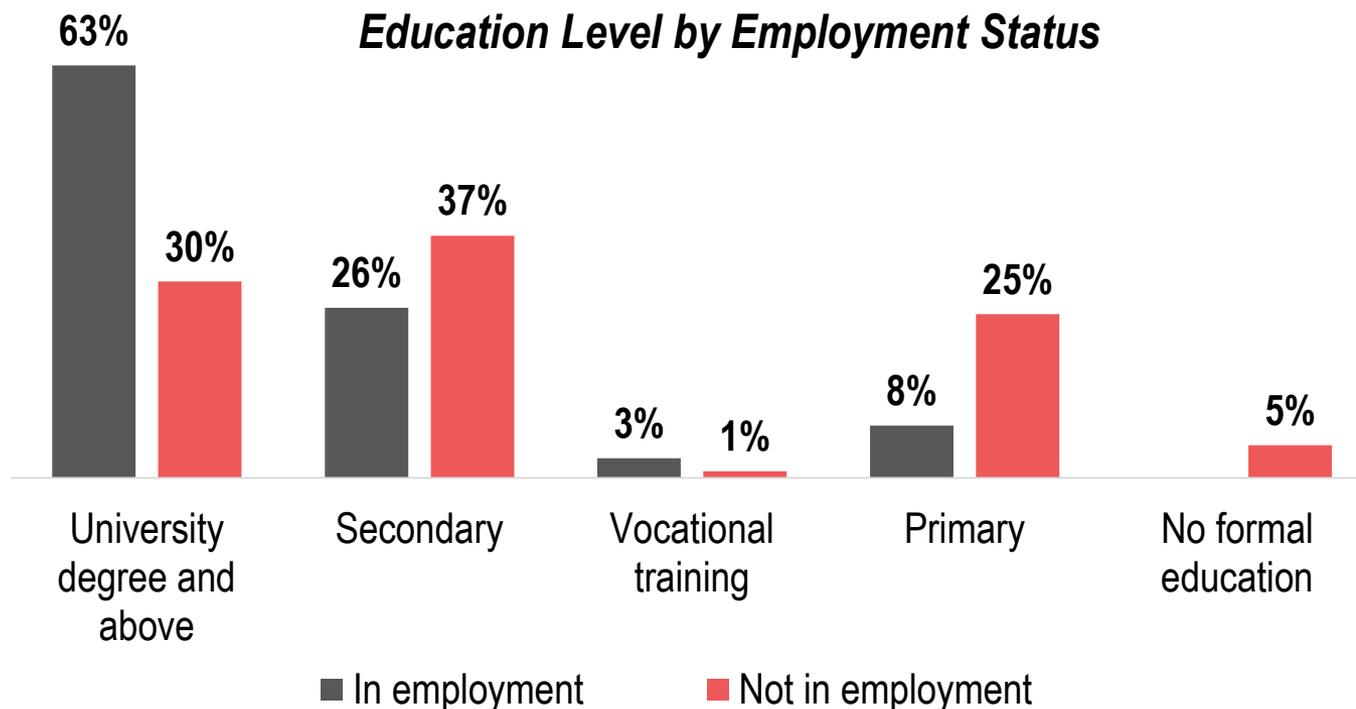
**A desire to work does not appear to translate into women actively looking for work. This holds true for both Syrian and Jordanian women.**

*% of women not working wanting to work*



# Employment and Education

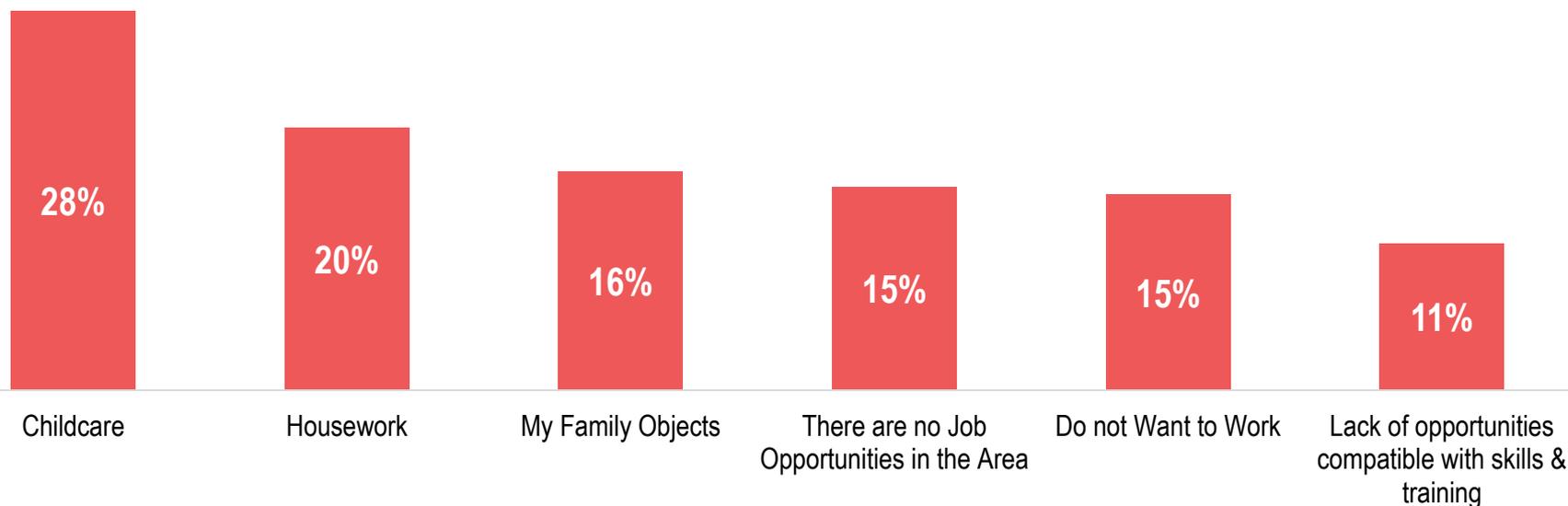
- **Women in work are highly educated** and generally have a higher level of education than those who are not working (although education levels of Syrian refugee women are lower than those of Jordanian women)
  - Nevertheless, more than two thirds of women not in employment have completed secondary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



# Reasons for not working

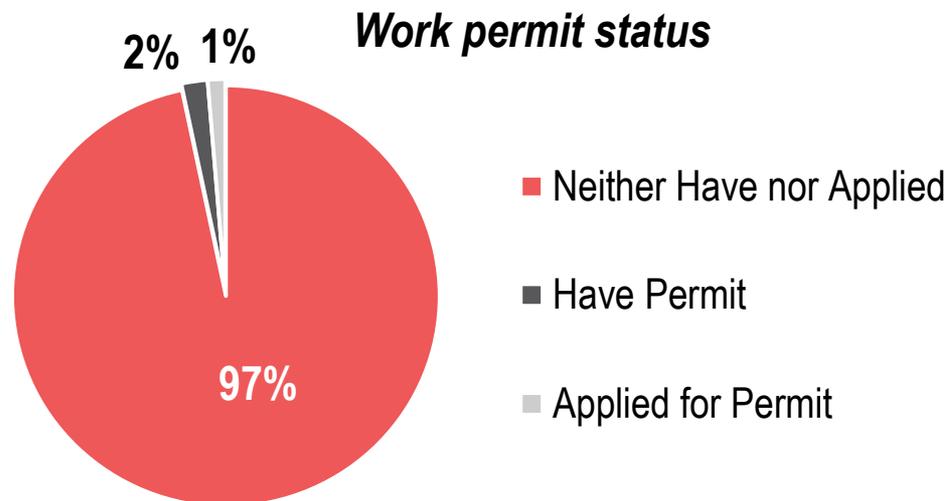
- **Family related reasons**, such as childcare, household responsibilities and family objection **are the primary reasons reported by women for not working.**
- In addition, **structural reasons**, such as lack of opportunities in the area (15%), lack of opportunities compatible with skills and training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

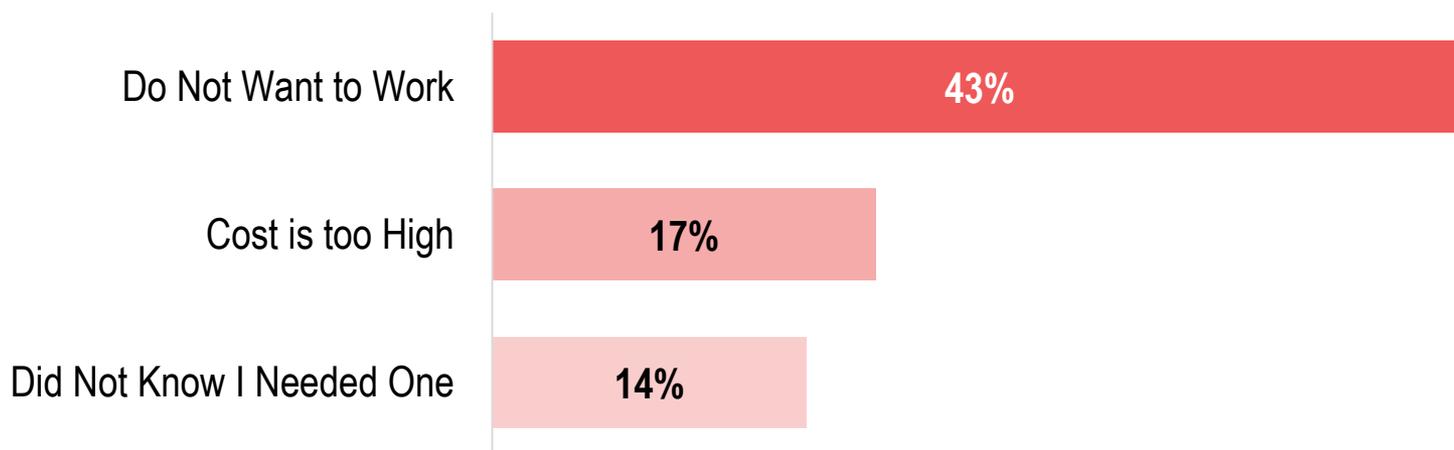


# Syrian women: Work Permits

- 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

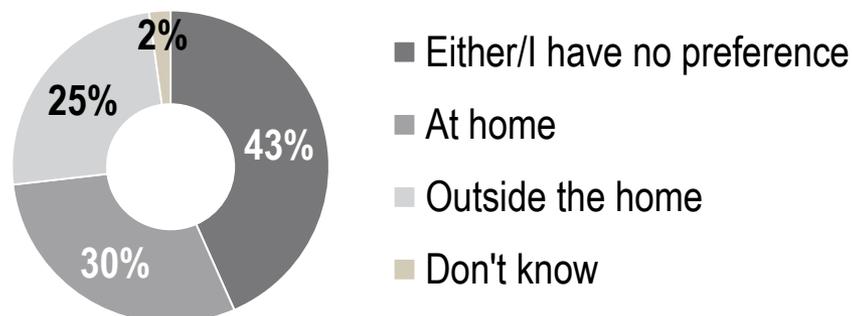


# Working Preferences

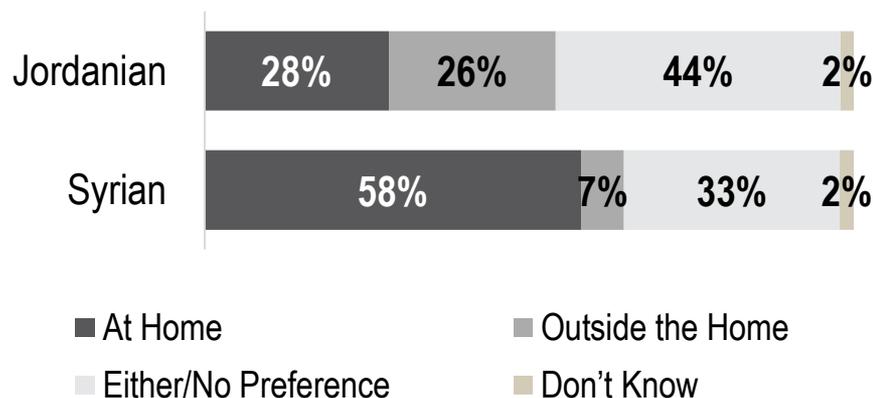
## Overall, little preference for home-based work

- 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