



Arab Network for Civic Education (ANHRE)

Youth Academy for Democracy (YAD) Project

**A Close Look at The Status of Women and Youth in Jordanian
Professional Associations**

Baseline Assessment

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Contents

Introduction.....	3
Methodology	3
Professional Associations in Jordan – An Overview	4
A Closer Look at Professional Associations in Jordan.....	7
Evaluation of YAD’s first phase.....	20
Recommendations.....	31
Interviews	32
ANNEXES.....	42

Introduction

The first marks of the labor movement in Jordan, and along with it the unions movement, dates back to the 1940's, yet much of this movement was secretive and unorganized until the 1952 constitution came into effect and carried with it the necessary provisions which guaranteed the rights of establishing and operating civic associations, both political and professional¹. And although the pre 1952 constitution had some provisions which tackled the issue of freedom of establishing associations, which for instance led to the establishment of the “Jordan Bar Association” (JBA) in 1950, yet it was restrictive in many of its aspects and unclear. Post 1952 constitution, a wave of proliferation of trade unions and professional associations took place with the first body to be established is the “Jordan Dental Association” (JDA), which became the second association after the JBA established in 1950 as mentioned above, to be followed later on with a number of unions and associations to reach in total 32 (15 professional associations and 17 trade unions) by 2016².

For the purpose of this baseline review, the primary focus will be on Professional Associations (PAs), and will seek to diagnose and better understand the status quo of both women and youth³ in their structures in terms of representation and influence, without delving into the history of the selected PA's, and introduce practical recommendations that aims to advance and promote their situation as a constituency within their respective PA's.

Methodology

This assessment aims at shedding the light on the status of professional associations in Jordan in regard to women and youth participation on all levels and identify best existing practices in this regard and how to build on it and better advice the planning of the program “Youth Academy for Democracy” (YAD).

The methodology of the study consists of what follows:

¹ Jordan's Paradoxical Approach to Trade Unions – Rosa Luxemburg Foundation 2017

<http://www.rosaluxemburg.ps/wp-content/uploads/2017/09/Final-EDITED-Workers-Rights-Struggle-August-2017.pdf>

² The Status of Women's Participation in Jordan's Trade Unions & Professional Associations – UN Women & JNCW 2016

<https://jordan.unwomen.org/en/digital-library/publications/2017/4/status-of-womens-participation-in-jordans-trade-union-and-profesional-association>

³ For the purpose of this baseline, youth is defined as under the age of 30

Desk Review

The desk review looked at two parts: the first is existing documents (especially from the previous year of academy 2019 such as the policy paper prepared by partners and youth), and studies and research on professional associations in general and on women and youth participation with PAs in specific; the second is looking at the regulations and policies of PAs to identify areas where PAs better include women and youth, in addition to identifying existing gaps.

Interviews

After finalizing the desk review, senior management persons at two PAs, in addition to two representatives of CSOs working with PAs were interviewed. The interviews aimed at discussing best practices for women and youth inclusion and shortcomings in the same regard, in addition to obtaining insights to help evaluate the first phase of the project and how the lessons learnt could be reflected in the implementation of the second year. For the interviews' questions, please see ANNEX 1

Questionnaire

Due to the COVID-19 global outbreak and the lockdown imposed by the government of Jordan, it was not possible to conduct focus groups in a traditional manner, so they were replaced by an online survey targeting all participants (graduates) of the first year. This aimed at making more reflections on their experience in the program and identify weaknesses, strengths and shortcomings from their perspective, in addition to examining new participants expectations from the program and its potential influence on their work and status within their PAs. All the data collected were compiled into one report using an analytical approach that included inputs from the experts and all stakeholders (ANHRE, NAYA, and LWB). Please see ANNEX 2

Professional Associations in Jordan – An Overview

As mentioned above, Jordan today has 15 PA's with the JBA the first to be established in 1950; the last to be established was the Jordan Teachers Association (JTA) in 2012 which came as a result of mass protests from the teachers following the social disturbances at that time, known as

the “Arab Spring”. The establishment of the JTA came 15 years after the last PA was established which was the “Jordanian Artists Association” (JAA).

Jordanian PA’s are a manifestation of employment trends in the Jordanian labor market, where women participation is low, except for jobs that are considered feminine in nature such as nursing, or where the job is restricted only for women such as teaching in female public schools. For instance, a 2013 World Bank report⁴ stated that the percentage of women members in the “Jordan Nurses & Midwives Council” (JNMC) was 56%, which for the purposes of comparison is close to percentage of women working in the health sector in 2016 reaching 51% according to the Department of Statistics⁵ (DOS), but this includes other occupations in addition to nursing. As for the JTA, there are no official public figures available regarding the number of female members, yet DOS’s annual report⁶ for 2018 indicates that the number of female teachers in the public sector reaches a staggering 53,928 teacher⁷, comprising 62.3% of all public school teachers in Jordan, and taking into consideration the mandatory membership nature of teachers in the JTA, this could be taken as an accurate estimate of the number of female members in the JTA. In contrast to the aforementioned figures, the number of women members in the Jordan Engineers Association (JEA) and the Jordan Bar Association JBA is 26% for each, with most females concentrated in the division of architecture in the former, as these are socially not considered “appropriate” or customary jobs for women to work in.

Despite all of this, women participation in leadership positions remains low, or sometimes inexistent, even in PA’s where women membership is high. Taking the aforementioned PA’s as an example, the number of women sitting on the boards of the JNMC and JTA is 2/11 and 0/14 respectively, which is not an adequate representation of the constituency it embodies. In general, the number of women sitting on the boards of Jordanian PA’s until the latest elections held for each was 16 out of 162 or 10%, and the highest number of female board members is only 2. The table below exhibits basic numeric information of PA’s in Jordan that are publicly available, ordered by date of establishment.

⁴ Economic Participation, Agency and Access to Justice in Jordan – World Bank, 2013
<http://documents.worldbank.org/curated/en/50336146803892583/pdf/ACS51580WP0P130ox0379850B00PUBLIC0.pdf>

⁵ Labor Statistics Survey 2012 – 2016 – Department of Statistics 2016
<http://dosweb.dos.gov.jo/DataBank/JOBS/JOBS2012-2016.pdf>

⁶ Annual Statistics Report 2018 – Department of Statistics
http://dosweb.dos.gov.jo/databank/yearbook/YearBook_2018.pdf

⁷ The total number of teachers does not include teachers under the classification of other governmental schools like military academies, UNRWA teachers, and private sector teachers as they each have an association of their own.

Table 1: Professional Associations in Jordan 2020^{8,9}

#	PA	Year of Establishment	Last Elections Held	Election Term by Years	Number of Board Members	Number of Women Members in Board	Percentage of Women Members in Board
1	Jordan Bar Association (JBA)	1950	2017	3	11	0	0
2	Jordan Dental Association (JDA)	1952	2019	3	11	2	18
3	Jordan Press Association (JPA)	1953	2017	3	11	2	18
4	Jordan Medical Association (JMA)	1955	2019	3	13	2	15
5	Jordan Pharmacists Association (JPhA)	1957	2017	3	11	2	18
6	Jordan Engineers Association (JEA)	1958	2018	3	12	0	0
7	Jordanian Nurses & Midwives Council (JNMC)	1959	2018	3	11	2	18
8	Jordan Agriculture Engineers Association (JAEA)	1966	2018	3	9	2	22
9	Jordan Constructions Contractors Association (JCCA)	1972	2018	3	10	0	0
10	Jordan Geologists Association (JGA)	1972	2017	3	9	1	11
11	Jordan Veterinary Association (JVA)	1972	2017	3	9	1	11
12	Jordan Writers Association (JWA)	1974	2019	2	11	2	18
13	Jordan Association of Certified Public Accountants (JACPA)	1988	2017	3	9	0	0
14	Jordanian Artists Association (JAA)	1997	2018	2	11	0	0
15	Jordanian Teachers Association (JTA)	2011	2019	3	14	0	0

⁸ Ordered by date of establishment (oldest to newest)

⁹ The table includes the most updated figures available

A Closer Look at Professional Associations in Jordan¹⁰

1- Jordan Bar Association (JBA)

The current JBA board¹¹ consists of 11 members including the president, all of which are men. The JBA law¹² states that the candidate who wishes to run for the position of board president must have been practicing the profession for at least 10 years and completed 30 years of age. As for candidates who wish to run for the position of a board member, they must have been practicing the profession for at least 5 years and have completed 30 years of age, excluding youth in both cases. The JBA has 7 committees¹³ in total, two of which are dedicated for women and youth and all of them are headed by men. No official membership figures are available on the JBA website, yet the Department of Statistics' (DOS) Annual Statistical Book for 2018¹⁴ shows that the total number of JBA members is 12,714 members disaggregated as 9,418 or 74% male members and 3,296 or 26% female members.

2- Jordan Dental Association (JDA)

The current JDA board¹⁵ consists of 11 members including the president, two of which are women. The JDA law¹⁶ states that the candidate that wishes to run for the position of president should have been a member for at least 15 years as a practitioner, excluding youth by default. As for the position of a board member, the candidate must have been a member for only 5 years, which means that youth can theoretically run for this position. The JDA website¹⁷ shows that the association has 34 committees, only one of which is dedicated for women and is also the only committee headed by a woman. There are no officially published figures on the number of active

¹⁰ Ordered by date of establishment (oldest to newest)

¹¹ JBA Website – Retrieved on April 1st 2020

<https://www.jba.org.jo/BarCouncil/CouncilBarDetails.aspx?PID=52>

¹² JBA Law, JBA Website – Retrieved on April 1st 2020

<https://www.jba.org.jo/CMS/UploadedFiles/Document/d0c6c4c7-9498-4f01-ba39-7aa3e9180308.pdf>

¹³ JBA Website – Retrieved on April 1st 2020

<https://www.jba.org.jo/Branches/BranchesList.aspx>

¹⁴ Department of Statistics, Annual Yearbook 2018 – Retrieved on April 1st 2020

http://dosweb.dos.gov.jo/databank/yearbook/YearBook_2018.pdf

¹⁵ Khaberni News Website – Retrieved on April 1st 2020

<https://www.khaberni.com/news/%D8%A3%D8%B9%D8%B6%D8%A7%D8%A1-%D9%86%D9%82%D8%A7%D8%A8%D8%A9-%D8%A3%D8%B7%D8%A8%D8%A7%D8%A1-%D8%A7%D9%84%D8%A3%D8%B3%D9%86%D8%A7%D9%86-%D8%A3%D8%B3%D9%85%D8%A7%D8%A1-291594>

¹⁶ JDA Law, JDA Website – Retrieved on April 1st 2020

<https://www.jda.org.jo/index.php/2012-04-23-09-59-54/2012-04-23-10-02-24.html>

¹⁷ JDA Website – Retrieved on April 1st 2020

<https://www.jda.org.jo/index.php/2012-04-23-09-53-23/2012-04-23-09-54-30.html>

JDA members. However, there is an undated study¹⁸ on the JDA website which shows that the number of dentists in 2011 was 7,170 doctors. While another study¹⁹ on the JDA website dated back to 2012 shows that the number of dentists in 2009 was 6,224 doctors disaggregated as 4,168 male doctors and 2,056 female doctors. Assuming that these figures are accurate, it shows that the increase in the number of dental doctors for two years between 2009 and 2011 was 15% and that male doctors comprise 67% compared to only 33% for female doctors. Applying the same percentage change and division the result for 2019 would be 10,954 dental doctors disaggregated into 7,339 male doctors and 3,615 female doctors²⁰.

3- Jordan Press Association (JPA)

The current JPA board²¹ consists of 11 members, two of which are women. The JPA law²² states that members who wish to run for the position of president must be at least 35 years of age and have been registered in the JPA for at least 10 years, excluding youth by default. As for the position of a board member, the candidate must be at least 25 years of age and have been registered at the JPA for at least 5 years, which means that youth can run for this position. There is no mention either in the JPA law, bylaw or website of women and youth and it is not clear if there are committees for them or not. As for the JPA members, the JPA website²³ mentions that the association has 1,375 active members in addition to many others interns and non-active members, yet it is not clear to which date these figures go back to and there are no mentions of the division between males and females. On other hand, DOS's Annual Statistical Yearbook for 2018²⁴ reports that the number of "Press & Media" graduates for 2018 alone was 417 disaggregated into 239 male graduates and 178 female graduates, meanwhile the number of

¹⁸ JDA Website – Retrieved on April 1st 2020

<https://www.jda.org.jo/index.php/component/k2/item/544.html>

¹⁹ JDA Website – Retrieved on April 1st 2020

<https://www.jda.org.jo/index.php/component/k2/item/544.html>

²⁰ Calculations made by the author and numbers are indicative

²¹ JPA Website – Retrieved April 1st 2020

<http://www.jpa.jo/%d8%a7%d8%b9%d8%b6%d8%a7%d8%a1-%d8%a7%d9%84%d9%87%d9%8a%d8%a6%d8%a9-%d8%a7%d9%84%d8%b9%d8%a7%d9%85%d8%a9-2/>

²² JPA Law, JPA Website – Retrieved on April 1st 2020

<http://www.jpa.jo/%d9%82%d8%a7%d9%86%d9%88%d9%86-%d9%86%d9%82%d8%a7%d8%a8%d8%a9-%d8%a7%d9%84%d8%b5%d8%ad%d9%81%d9%8a%d9%8a%d9%86/>

²³ JPA Website – Retrieved on April 1st 2020

<http://www.jpa.jo/%d9%86%d8%a8%d8%b0%d8%a9-%d8%b9%d9%86%d8%a7/>

²⁴ Department of Statistics Annual Year Book 2018 – Retrieved on April 1st 2020

http://dosweb.dos.gov.jo/databank/yearbook/YearBook_2018.pdf

students enrolled in the majors related to press and media in 2018 was 2,266 students. Yet, the issue of JPA membership remains problematic due to the JPA law that identifies specific media outlets to consider journalistic experience, these are: The Jordanian Television, Almamlakah TV, Alrai Newspaper, Addostour Newspaper and Alghad Newspaper, all of which are state owned, except for Alghad Newspaper. Journalists working for other media outlets, whether local or international are not allowed to become members of the JPA.

4- Jordan Medical Association (JMA)

The current JMA board²⁵ consists of 13 members including the president, of which, only two members are women. The JMA law²⁶ states that the candidate who wishes to run for the position of president should have been a member of the JMA for at least 10 years, excluding youth from running for this position. As for the position of a board member, the candidate must have been a member for at least three years, which means that youth can run for this position. There are no mentions of committees for women and youth either on the JMA website, law, or bylaw. According to DOS²⁷ the total number of JMA members in 2018 was 20,381 disaggregated as 14,278 or 70% male doctors and 6,103 or 30% female doctors.

5- Jordan Pharmacists Association (JPhA)

The current JPhA board²⁸ has 11 members including the president with only two female members. The JPhA law²⁹ states that the candidate who wishes to run for the position of president should have graduated 10 years ago and have been a member of the JPhA for at least 2 years, excluding youth from running for the position. As for the position of a board member, the candidate must have graduated 10 years ago and have been a member of the JPhA for at least 2 years, which technically means that youth cannot run for this position. The JPhA has 19 committees³⁰ one of which is dedicated for female pharmacists & women and another is for newly graduated

²⁵ JMA Website – Retrieved on April 1st 2020

http://www.jma.org.io/Contents/Members_of_the_Association.aspx

²⁶ JMA Law, JMA Website – Retrieved on April 1st 2020

http://www.jma.org.io/Contents/Association_lawar.aspx

²⁷ Department of Statistics Annual Yearbook 2018 – Retrieved April 1st 2020

http://dosweb.dos.gov.io/databank/yearbook/YearBook_2018.pdf

²⁸ JPhA Website – Retrieved on April 1st 2020

<https://www.jpa.org.io/mjls-aldwrt-30>

²⁹ JPhA Law, JPhA Website – Retrieved on April 1st 2020

<https://www.jpa.org.io/uploads/2019/04/qnwnlnqblshyh.pdf>

³⁰ JPhA Website – Retrieved on April 1st 2020

<https://www.jpa.org.io/alljan-alnqabyt>

pharmacists which could be considered a committee for youth. The JPhA website³¹ states that until December 2016 the association had 17,400 members, yet there are no mentions of the division between male and female pharmacists.

6- Jordan Engineers Association (JEA)

The current JEA board³² consists of 12 members including the president, all of which are men. The JEA law³³ states that the candidate that wishes to run for the position of board president or vice-president must have been practicing the profession for at least 15 years, excluding youth from running for these positions. As for the position of a board member, the JEA law states that the candidate must have been practicing the profession for at least 7 years, excluding youth from running for this position as well, and the same rule applies as well for the position of a sub-committee president. The JEA has 25 committees³⁴ of which a committee for female engineers and a committee for youth engineers. DOS's annual yearbook for 2018³⁵ shows that the total number of JEA members reached a staggering 152,267 members disaggregated into 111,867 or 73.5% male members and 40,400 or 26.5% female members.

7- Jordanian Nurses & Midwives Council (JNMC)

The current JNMC board³⁶ consists of 11 members including the president, two of which are women. However, it is noteworthy that according to the JNMC law³⁷, midwives should be represented by two members, and the gender of midwives definition according to the law is female, therefore women are always guaranteed a position on the JNMC board, yet without this rule we probably wouldn't have seen any female representation on the board. The JNMC law³⁸

³¹ JPhA Website – Retrieved on April 1st 2020

<https://www.jpa.org.jo/fy-stwr>

³² JEA Website – Retrieved on April 1st 2020

<https://www.iea.org.jo/portal/council-contact-details-2/>

³³ JEA Law, JEA Website – Retrieved on April 1st 2020

<https://www.iea.org.jo/portal/wp-content/uploads/2020/01/%D9%82%D8%A7%D9%86%D9%88%D9%86-%D9%86%D9%82%D8%A7%D8%A8%D8%A9-%D8%A7%D9%84%D9%85%D9%87%D9%86%D8%AF%D8%B3%D9%8A%D9%86-%D8%A7%D9%84%D8%A3%D8%B1%D8%AF%D9%86%D9%8A%D9%8A%D9%86.pdf>

³⁴ JEA Website – Retrieved on April 1st 2020

<https://www.iea.org.jo/portal/wp-content/uploads/2019/04/%D8%A7%D9%84%D8%AA%D9%82%D8%B1%D9%8A%D8%B1-%D8%A7%D9%84%D8%B3%D9%86%D9%88%D9%8A-2018.pdf>

³⁵ Department of Statistics Annual Yearbook 2018 – Retrieved April 1st 2020

http://dosweb.dos.gov.jo/databank/yearbook/YearBook_2018.pdf

³⁶ JNMC Website – Retrieved on April 1st 2020

<http://jnmc.jo/index.php/staff-2/>

³⁷ JNMC Law, Jordanian Ministry of Health Website – Retrieved on April 1st 2020

<https://www.moh.gov.jo/Echobusv3.0/SystemAssets/e7c8c10c-202e-4710-b44f-716257170aa1.pdf>

³⁸ JNMC Law, Jordanian Ministry of Health Website – Retrieved on April 1st 2020

<https://www.moh.gov.jo/Echobusv3.0/SystemAssets/e7c8c10c-202e-4710-b44f-716257170aa1.pdf>

states that the candidate that wishes to run for the position of president must have been practicing the profession and a member of the association of at least 10 years, excluding youth from running for this position. As for the position of a board member, the required period decreases for 5 years, meaning that youth can run for this position. The JNMC has 6 committees³⁹ one of which is dedicated for women and another for youth. What is interesting is that the JNMC law states that any committee formed must have at least a 20% representation of midwives, who are women, which could be considered as a women quota. The JNMC website⁴⁰ shows that there are currently 36,608 nurses and midwives as members. However, the website does not state clearly the date of these figures. Another page⁴¹ on the JNMC website states that as of 2019 there are 31,185 nurses (both males and females) and 3,759 midwives (which are all women) and a total of 34,944 members.

8- Jordan Agriculture Engineers Association (JAEA)

JAEA's website⁴² shows that the current board has 9 members including the president, 2 of which are women. JAEA's law⁴³ states that any candidate who wishes to run for the position of the president or vice-president should have been a member of JAEA for at least 10 years, excluding youth by default. As for the position of a board member, the candidate must have been a member of JAEA for at least 5 years, which means that youth can run for this position. JAEA's website⁴⁴ shows that the association has 7 committees, one of which is for women, while there is another for new members which could be partially targeting youth. As for the members of JAEA, DOS's annual yearbook for 2018⁴⁵ states that the association has 16,729 members disaggregated into

³⁹ JNMC Website – Retrieved on April 1st 2020

<http://jnmc.jo/index.php/committees/>

⁴⁰ JNMC Website – Retrieved on April 1st 2020

<http://jnmc.jo/index.php/about-us-3-2/>

⁴¹ JNMC Website – Retrieved on April 1st 2020

<http://jnmc.jo/index.php/about-us-3/>

⁴² JAEA Website – Retrieved on April 1st 2020

[http://www.agrieng.org.jo/Home/%d8%a7%d9%84%d9%85%d8%ac%d9%84%d8%b3%20%d8%a7%d9%84%d8%ad%d8%a7%d9%84](http://www.agrieng.org.jo/Home/%d8%a7%d9%84%d9%85%d8%ac%d9%84%d8%b3%20%d8%a7%d9%84%d8%ad%d8%a7%d9%84%d9%8a)

⁴³ JAEA Law, JAEA Website – Retrieved on April 1st 2020

[http://www.agrieng.org.jo/Home/%D9%82%D9%88%D8%A7%D9%86%D9%8A%D9%86%20%D8%A7%D9%84%D9%86%D9%82%D8%A7%D8%A8%D8%A9%D9%82%D8%A7%D9%86%D9%88%D9%86%20%D9%86%D9%82%D8%A7%D8%A8%D8%A9%20%D8%A7%D9%84%D9%85%D9%87%D9%86%D8%AF%D8%B3%D9%8A%D9%86%20%D8%A7%D9%84%D8%B2%D8%B1%D8%A7%D8%B9%D9%8A%D9%8A%D9%86%20\(%20%D9%82%D8%A7%D9%86%D9%88%D9%86%20%D8%B1%D9%82%D9%85%20\(19\)%20%D9%84%D8%B3%D9%86%D8%A9%201998%20](http://www.agrieng.org.jo/Home/%D9%82%D9%88%D8%A7%D9%86%D9%8A%D9%86%20%D8%A7%D9%84%D9%86%D9%82%D8%A7%D8%A8%D8%A9%D9%82%D8%A7%D9%86%D9%88%D9%86%20%D9%86%D9%82%D8%A7%D8%A8%D8%A9%20%D8%A7%D9%84%D9%85%D9%87%D9%86%D8%AF%D8%B3%D9%8A%D9%86%20%D8%A7%D9%84%D8%B2%D8%B1%D8%A7%D8%B9%D9%8A%D9%8A%D9%86%20(%20%D9%82%D8%A7%D9%86%D9%88%D9%86%20%D8%B1%D9%82%D9%85%20(19)%20%D9%84%D8%B3%D9%86%D8%A9%201998%20)

⁴⁴ JAEA Website – Retrieved on April 1st 2020

<http://www.agrieng.org.jo/Home/%d9%84%d8%ac%d8%a7%d9%86%20%d8%a7%d9%84%d9%86%d9%82%d8%a7%d8%a8%d8%a9>

⁴⁵ Department of Statistics Annual Year Book 2018 – Retrieved on April 1st 2020

http://dosweb.dos.gov.jo/databank/yearbook/YearBook_2018.pdf

8,122 or 49% males and 8,607 or 51% females, while JAEA's website⁴⁶ states that the association has more than 19,000 members, both males and females.

9- Jordan Constructions Contractors Association (JCCA)

The current JCCA board⁴⁷ has 10 members including the president, all of which are men. JCCA's law⁴⁸ states that the candidate that wishes to run for the position of president or vice-president should be at least 30 years old and have practiced the profession for at least 10 years; or if the candidate was the authorized representative or a board member of a construction company, excluding the vast majority of youth. As for the position of a board member, the candidate should be at least 30 years old and have practiced the profession for at least 5 years; or if the candidate was the authorized representative or a board member of a construction company, excluding the vast majority of youth as well. The JCCA's bylaw⁴⁹ states that the association has 6 committees, none of which are concerned with women nor youth. JCCA's annual report for 2018⁵⁰ shows that the number of registered contractors is 3,110. However, as these contractors should be registered as companies first, it is not possible to disaggregate them into males and females.

10- Jordan Geologists Association (JGA)

The current JGA board⁵¹ is comprised of 9 members including the president, only one of which is a woman. The JGA law⁵² states that the candidate that wishes to run for the position of JGA president must have been practicing the profession for at least 10 years, excluding youth by default. As for candidates wishing to run for the position of a board member, they should have been practicing the profession for at least 5 years, which means that youth can run for this

⁴⁶ JAEA Website – Retrieved on April 1st 2020

<http://www.agrieng.org.io/Home/%d8%aa%d8%a3%d8%b3%d9%8a%d8%b3%20%d8%a7%d9%84%d9%86%d9%82%d8%a7%d8%a9%d8%a9>

⁴⁷ JCCA Website – Retrieved on April 1st 2020

<http://www.jcca.org.io/SiteContent.aspx?id=58>

⁴⁸ JCCA Law, JCCA Website – Retrieved on April 1st 2020

<http://www.jcca.org.io/SiteContent.aspx?id=21>

⁴⁹ JCCA Bylaw, JCCA Website – Retrieved on April 1st 2020

<http://www.jcca.org.io/DataFiles/2017/Files/%D8%A7%D9%84%D9%86%D8%B8%D8%A7%D9%85%20%D8%A7%D9%84%D8%AF%D8%A7%D8%AE%D9%84%D9%8A%20%D8%A7%D9%84%D9%85%D8%B9%D8%AF%D9%8414117.pdf>

⁵⁰ JCCA Annual Report, JCCA Website – Retrieved on April 1st 2020

<http://jcca.org.io/DataFiles/JCCA%20Annual%20Report%202018.pdf>

⁵¹ JGA Website – Retrieved on April 1st 2020

<http://www.jga.org.io/Home/%d8%a7%d9%84%d9%85%d8%ac%d9%84%d8%b3%20%d8%a7%d9%84%d8%ad%d8%a7%d9%84%d9%8a>

⁵² JGA Law, JGA Website – Retrieved on April 1st 2020

http://www.jga.org.io/Siteware/Siteware_File/media/files/%D9%82%D8%A7%D9%86%D9%88%D9%86%20%D8%A7%D9%84%D9%86%D9%82%D8%A7%D8%A8%D8%A9.pdf

position. The JGA annual report for 2017⁵³ shows that the association has 6 committees, one of which is partially dedicated for women called “The Social, Cultural & Women Committee” and is the only committee headed by a woman⁵⁴. The JGA annual report for 2017⁵⁵, which is the last annual report published, states that the number of new members in 2017 was 432 members and their membership numbers ranged from 4091 – 4522, which could indicate that the total number of members is 4522. Figures for males and females’ members are not available. The Guide to Civil Society Organizations in Jordan⁵⁶ indicates that the total number of members of the JGA is 4,740. However, it is not clear what is the date of these figures.

11- Jordan Veterinary Association (JVA)

The JVA website⁵⁷ shows that the current board is comprised of 9 members including the president, with one who is a woman. The JVA law⁵⁸ states that candidate who wishes to run for the position of president must have been a member of the association for at least 10 years, excluding youth by default. As for the position of a board member, the candidate must have been a member of the association for at least 5 years, which means that youth can run for this position. The JVA website⁵⁹ shows that the association has 11 committees, one of which is dedicated for

⁵³ JGA Annual Report 2017, JGA Website – Retrieved on April 1st 2020

http://www.jga.org.io/Siteware/Siteware_File/files/%D8%A7%D9%84%D8%AA%D9%82%D8%B1%D9%8A%D8%B1%20%D8%A7%D9%84%D8%A7%D8%AF%D8%A7%D8%B1%D9%8A%20%D8%A7%D9%84%D8%AF%D9%88%D8%B1%D8%A9%20%D8%A7%D9%84%D8%B9%D8%B4%D8%B1%D9%88%D9%86-20162017.pdf

⁵⁴ JGA Website – Retrieved on April 1st 2020

<http://www.jga.org.io/Home/%d8%a7%d9%84%d9%84%d8%ac%d8%a7%d9%86%20%d8%a7%d9%84%d9%86%d9%82%d8%a7%d8%a8%d9%8a%d8%a9>

⁵⁵ JGA Annual Report 2017, JGA Website – Retrieved on April 1st 2020

http://www.jga.org.io/Siteware/Siteware_File/files/%D8%A7%D9%84%D8%AA%D9%82%D8%B1%D9%8A%D8%B1%20%D8%A7%D9%84%D8%A7%D8%AF%D8%A7%D8%B1%D9%8A%20%D8%A7%D9%84%D8%AF%D9%88%D8%B1%D8%A9%20%D8%A7%D9%84%D8%B9%D8%B4%D8%B1%D9%88%D9%86-20162017.pdf

⁵⁶ Guide to Civil Society Organizations in Jordan Website – Retrieved on April 1st 2020

<http://www.civilsociety-jo.net/ar/organization/200>

⁵⁷ JVA Website – Retrieved on April 1st 2020

<https://www.jordan-vet.org/mailless1.php?no=22&title=%D9%85%D8%AC%D9%84%D8%B3-%D8%A7%D9%84%D9%86%D9%82%D8%A7%D8%A8%D8%A9-%D8%A7%D9%84%D8%AD%D8%A7%D8%AF%D9%8A-%D9%88%D8%A7%D9%84%D8%B9%D8%B4%D8%B1%D9%88%D9%86-2017---2020-%D9%85>

⁵⁸ JVA Law, JVA Website – Retrieved on April 1st 2020

<https://www.jordan-vet.org/laws1.php?no=1&no1=9&title=%D9%82%D8%A7%D9%86%D9%88%D9%86-%D9%86%D9%82%D8%A7%D8%A8%D8%A9-%D8%A7%D9%84%D8%A3%D8%B7%D8%A8%D8%A7%D8%A1-%D8%A7%D9%84%D8%A8%D9%8A%D8%B7%D8%B1%D9%8A%D9%8A%D9%86-%D8%A7%D9%84%D8%A3%D9%8F%D8%B1%D8%AF%D9%86%D9%8A%D9%8A%D9%86-%D8%B1%D9%82%D9%85-28-%D9%84%D8%B3%D9%86%D8%A9-2008>

⁵⁹ JVA Website – Retrieved on April 1st 2020

<https://www.jordan-vet.org/line.php?no=1>

female vet doctors. The committees are also listed in the JVA's bylaw⁶⁰. The JVA website⁶¹ reports that the total number of vet doctors is 1,751, without stating the disaggregation between men and women. However, this figure includes retired, dismissed, and deceased doctors. Therefore, after subtracting the figures of the aforementioned classifications, the total number goes down to 1,257 members. Since there are no official figures on the disaggregation of vet doctors between males and females, one can use DOS's annual statistics yearbook for indicative figures. For a period of three years (2016, 2017, 2018)^{62,63,64} the percentage of female vet doctors' graduates averaged at 39%. Applying the same percentage to the above figure the disaggregation would be 490 female doctors and 767 male doctors⁶⁵.

12- Jordan Writers Association (JWA)

No functional website has been found for the JWA. However, Al-Ghad Newspaper⁶⁶ reported the results of the 2019 JWA elections, which shows that two female board members managed to succeed out of 11 members including the president. The article also reports that the total number of eligible voters was 559 while the total votes have reached 442. Neither the PM's Official Gazette⁶⁷, nor the Legislative & Opinion Bureau's⁶⁸ websites have any of the JWA's laws or bylaws. Yet an unknown website⁶⁹ on the internet has a version of the JWA's internal bylaw which dates back to 2013, and it states that any candidate that wishes to run for the position of a board

⁶⁰ JVA Bylaw, JVA Website – Retrieved on April 1st 2020

<https://www.jordan-vet.org/laws1.php?no=2&no1=6&title=%D8%A7%D9%84%D9%86%D8%B8%D8%A7%D9%85-%D8%A7%D9%84%D8%AF%D8%A7%D8%AE%D9%84%D9%8A-%D9%84%D9%86%D9%82%D8%A7%D8%A8%D8%A9-%D8%A7%D9%84%D8%A3%D8%B7%D8%A8%D8%A7%D8%A1-%D8%A7%D9%84%D8%A8%D9%8A%D8%B7%D8%B1%D9%8A%D9%8A%D9%86-%D8%A7%D9%84%D8%A3%D8%B1%D8%AF%D9%86%D9%8A%D9%8A%D9%86>

⁶¹ JVA Website – Retrieved on April 1st 2020

<https://www.jordan-vet.org/line.php?no=2>

⁶² Department of Statistics Annual Yearbook 2016 – Retrieved on April 1st 2020

<http://dosweb.dos.gov.io/DataBank/yearbook/yearbook2016.pdf>

⁶³ Department of Statistics Annual Yearbook 2017 – Retrieved on April 1st 2020

<http://dosweb.dos.gov.io/databank/Yearbook2017/YearBook2017.pdf>

⁶⁴ Department of Statistics Annual Yearbook 2018 – Retrieved on April 1st 2020

http://dosweb.dos.gov.io/databank/yearbook/YearBook_2018.pdf

⁶⁵ Calculations made by the author, numbers are indicative

⁶⁶ Al-Ghad Newspaper "Shaheen As Head of the JWA" – Retrieved on April 1st 2020

<https://alghad.com/%D9%86%D8%AA%D8%A7%D8%A6%D8%AC-%D8%A7%D9%86%D8%AA%D8%AE%D8%A7%D8%A8%D8%A7%D8%AA-%D9%87%D9%8A%D8%A6%D8%A9-%D8%B1%D8%A7%D8%A8%D8%B7%D8%A9-%D8%A7%D9%84%D9%83%D8%AA%D8%A7%D8%A8-%D8%A7%D9%84%D8%A3%D8%B1/>

⁶⁷ PM Official Gazette Website – Retrieved on April 1st 2020

<http://www.pm.gov.jo/newspaper>

⁶⁸ Legislative & Opinion Bureau Website – Retrieved on April 1st 2020

<http://www.lob.gov.jo/?v=1.7&url=ar/Jordanian-Legislation#>

⁶⁹ OM RUSH Blog – Retrieved on April 1st 2020

http://om-rush.blogspot.com/2013/07/2013_22.html

member must have been a member of the association for at least three years, and since membership rules do not have age restrictions, it means that youth can run for this position. The said bylaw does not mention any rules regarding running for the positions of president or vice-president. However, in another article, it states that the winning board members should vote on these positions without any age restrictions, meaning that youth can run for these positions in theory. If this is true, the JWA's rules would be the most progressive in relation to youth among all PA's. The Guide to Civil Society Organizations in Jordan⁷⁰ states that the association was founded in 1974 and has 1000 members, yet the date of this number is not available.

13- Jordan Association of Certified Public Accountants (JACPA)

JACPA's website⁷¹ shows that the current board is comprised of 9 members, all of which are men. JACPA's bylaw⁷² states that any candidate who wishes to run for the position of the president should have been a certified auditor and practicing the career for at least 10 years, excluding youth by default. Meanwhile, candidates who wish to run for the position of a board member should be certified auditors and practicing the job for at least three years, giving youth the possibility to run for this position. JACPA's annual report⁷³ for 2015, which is the last one published on their website⁷⁴, shows that it has 15 committees, none of which are concerned with women or youth. JACPA's website does not mention the number of its members. However, the Guide to Civil Society Organizations in Jordan⁷⁵ states that the association has 570 members, yet it is unclear to which year this information dates back.

⁷⁰ The Guide to Civil Society Organizations in Jordan – Retrieved on April 1st 2020

<http://www.civilsociety-jo.net/ar/organization/618>

⁷¹ JACPA Website – Retrieved on April 1st 2020

<http://www.jacpa.org.jo/ar->

[jo/%D8%B9%D9%86%D8%A7%D9%84%D8%AC%D9%85%D8%B9%D9%8A%D8%A9/%D9%85%D8%AC%D9%84%D8%B3%D8%A7%D8%AF%D8%A7%D8%B1%D8%A9%D8%A7%D9%84%D8%AC%D9%85%D8%B9%D9%8A%D8%A9.aspx](http://www.jacpa.org.jo/ar-jo/%D8%B9%D9%86%D8%A7%D9%84%D8%AC%D9%85%D8%B9%D9%8A%D8%A9/%D9%85%D8%AC%D9%84%D8%B3%D8%A7%D8%AF%D8%A7%D8%B1%D8%A9%D8%A7%D9%84%D8%AC%D9%85%D8%B9%D9%8A%D8%A9.aspx)

⁷² JACPA Bylaw, JACPA Website – Retrieved on April 1st 2020

<http://www.jacpa.org.jo/ar->

[jo/%D9%85%D8%B1%D9%83%D8%B2%D8%A7%D9%84%D9%85%D8%B9%D8%B1%D9%81%D8%A9/%D8%AA%D8%B4%D8%B1%D9%8A%D8%B9%D8%A7%D8%AA%D9%82%D8%A7%D9%86%D9%88%D9%86%D8%A7%D9%84%D9%85%D9%87%D9%86%D9%87.asp](http://www.jacpa.org.jo/ar-jo/%D9%85%D8%B1%D9%83%D8%B2%D8%A7%D9%84%D9%85%D8%B9%D8%B1%D9%81%D8%A9/%D8%AA%D8%B4%D8%B1%D9%8A%D8%B9%D8%A7%D8%AA%D9%82%D8%A7%D9%86%D9%88%D9%86%D8%A7%D9%84%D9%85%D9%87%D9%86%D9%87.asp)

X

⁷³ JACPA Annual Report 2015, JACPA Website – Retrieved on April 1st 2020

<http://www.jacpa.org.jo/ar->

[jo/%D8%B9%D9%86%D8%A7%D9%84%D8%AC%D9%85%D8%B9%D9%8A%D8%A9/%D9%85%D8%AC%D9%84%D8%B3%D8%A7%D8%AF%D8%A7%D8%B1%D8%A9%D8%A7%D9%84%D8%AC%D9%85%D8%B9%D9%8A%D8%A9/%D8%A7%D9%84%D8%AA%D9%82%D8%A7%D8%B1%D9%8A%D8%B1%D8%A7%D9%84%D8%B3%D9%86%D9%88%D9%8A%D8%A9.aspx](http://www.jacpa.org.jo/ar-jo/%D8%B9%D9%86%D8%A7%D9%84%D8%AC%D9%85%D8%B9%D9%8A%D8%A9/%D9%85%D8%AC%D9%84%D8%B3%D8%A7%D8%AF%D8%A7%D8%B1%D8%A9%D8%A7%D9%84%D8%AC%D9%85%D8%B9%D9%8A%D8%A9/%D8%A7%D9%84%D8%AA%D9%82%D8%A7%D8%B1%D9%8A%D8%B1%D8%A7%D9%84%D8%B3%D9%86%D9%88%D9%8A%D8%A9.aspx)

⁷⁴ JACPA Website – Retrieved on April 1st 2020

<http://www.jacpa.org.jo/ar->

[jo/%D8%B9%D9%86%D8%A7%D9%84%D8%AC%D9%85%D8%B9%D9%8A%D8%A9/%D8%A7%D9%84%D9%84%D8%AC%D8%A7%D9%86.aspx](http://www.jacpa.org.jo/ar-jo/%D8%B9%D9%86%D8%A7%D9%84%D8%AC%D9%85%D8%B9%D9%8A%D8%A9/%D8%A7%D9%84%D9%84%D8%AC%D8%A7%D9%86.aspx)

⁷⁵ Guide to Civil Society Organization in Jordan – Retrieved on April 1st 2020

<http://www.civilsociety-jo.net/ar/organization/138>

14- Jordanian Artists Association (JAA)

The JAA website⁷⁶ shows that the current board is comprised of 11 members including the president, all of which are men. The JAA law⁷⁷ states that the candidate who wishes to run for the position of JAA president must have been practicing the profession for at least 10 years and be at least 30 years of age, excluding youth by default. As for the position of a board member, the candidate must have been practicing the profession for at least 5 years and be at least 25 years of age, which means that youth can run for this position. The JAA website⁷⁸ shows that the total number of members is 703 disaggregated into 634 men and 69 women. However, it is not clear to which date these numbers go back to. Another page⁷⁹ on the website shows that this number is the same number of members that were included in the syndicate when it was legalized in 1997, which suggests that these numbers are outdated, especially that the membership committee is active always receiving membership applications. It is worth mentioning that one of the JAA membership conditions is that the member shouldn't have another income from a profession other than performing arts, which excludes a lot of potential members who are artists having other sources of income; in addition to difficult membership conditions for those without an academic background.

15- Jordan Teachers Association (JTA)

The JTA's website⁸⁰ shows that the current board consists of 14 members including the president, all of which are men; noting that the president has passed away last year, and his position is still vacant until the date of preparing this assessment. The JTA law⁸¹ states that any candidate who

⁷⁶ JAA Website – Retrieved on April 1st 2020

<http://www.iasyndicate.org.io/Home/%d8%a7%d9%84%d9%86%d9%82%d8%a8%d8%a7%d8%a1-%d9%88-%d8%a7%d9%84%d9%85%d8%ac%d8%a7%d9%84%d8%b3>

⁷⁷ JAA Law, JAA Website – Retrieved on April 1st 2020

http://www.iasyndicate.org.io/Siteware/Siteware_File/files/Regulations/%D9%82%D8%A7%D9%86%D9%88%D9%86-%D9%86%D9%82%D8%A7%D8%A8%D8%A9-%D8%A7%D9%84%D9%81%D9%86%D8%A7%D9%86%D9%8A%D9%86-%D8%A7%D9%84%D8%A7%D8%B1%D8%AF%D9%86%D9%8A%D9%8A-%D8%B1%D9%82%D9%85-9-%D9%84%D8%B3%D9%86%D8%A9-1997.pdf

⁷⁸ JAA Website – Retrieved on April 1st 2020

<http://www.iasyndicate.org.io/Home/%d9%86%d8%a8%d8%b0%d8%a9-%d8%b9%d9%86-%d8%a7%d9%84%d9%86%d9%82%d8%a7%d8%a8%d8%a9>

⁷⁹ JAA Website – Retrieved on April 1st 2020

<http://www.iasyndicate.org.io/Home/%d8%aa%d8%a7%d8%b1%d9%8a%d8%ae-%d9%86%d9%82%d8%a7%d8%a8%d8%a9-%d8%a7%d9%84%d9%81%d9%86%d8%a7%d9%86%d9%8a%d9%86>

⁸⁰ JTA Website – Retrieved on April 1st 2020

<https://www.jta.org.jo/management>

⁸¹ JTA Law, JTA Website – Retrieved on April 1st 2020

<https://www.jta.org.jo/%D8%A7%D9%84%D9%82%D8%A7%D9%86%D9%80%D9%80%D9%88%D9%86-%D9%85%D8%B9%D8%AF%D9%84-%D9%84%D9%82%D8%A7%D9%86%D9%88%D9%86-%D9%86%D9%82%D8%A7%D8%A8%D9%80%D9%80%D8%A9->

wishes to run for the position of president or vice-president should have been practicing the profession for at least 15 years. As for the position of a board member, the candidate must have been practicing the profession for at least 10 years, excluding youth by default in both cases. The JTA law also states that in order to run for the position of a branch committee, the candidate must have been practicing the profession for at least 10 years, excluding youth as well. The JTA website⁸² shows that it has 19 committees, none of which are concerned with women or youth; and only 2 of the 19 committees are headed by women. There are no officially published figures regarding the number of JTA's members. However, due the mandatory nature of membership for all teachers in the country, one can refer to the latest published copy of the annual statistics yearbook of DOS for 2018⁸³ where it shows that the total number of teachers in Jordan is 132,882, for both public and private schools, disaggregated as 40,529 or 30.5% male teachers and 92,353 or 89.8% female teachers⁸⁴; interestingly, 90% of teachers in the private schools are females.

<https://www.jta.org.jo/union-committees>

⁸² JTA Website – Retrieved on April 1st 2020

<https://www.jta.org.jo/union-committees>

⁸³ Department of Statistics Annual Yearbook 2018 – Retrieved on April 1st 2020

http://dosweb.dos.gov.jo/databank/yearbook/YearBook_2018.pdf

⁸⁴ The total number of teachers does not include teachers under the classification of other governmental schools like military academies and UNRWA teachers, who have a syndicate of their own.

Table 2: PA's Members in Jordan

#	PA	Number of Male Members	Percentage of Male Members	Number of Female Members	Percentage of Female Members	Total Number of Members
1	Jordan Bar Association (JBA)	9,418	74%	3,296	26%	12,714
2	Jordan Dental Association (JDA)	4,168	67%	2,056	33%	6,224
3	Jordan Press Association (JPA)	N/A	N/A	N/A	N/A	1,375
4	Jordan Medical Association (JMA)	14,278	70%	6,103	30%	20,381
5	Jordan Pharmacists Association (JPhA)	N/A	N/A	N/A	N/A	17,400
6	Jordan Engineers Association (JEA)	111,867	73.5%	40,400	26.5%	152,267
7	Jordanian Nurses & Midwives Council (JNMC)	N/A	N/A	N/A	N/A	36,608
8	Jordan Agriculture Engineers Association (JAEA)	8,122	49%	8,607	51%	16,729
9	Jordan Constructions Contractors Association (JCCA)	N/A	N/A	N/A	N/A	3,110
10	Jordan Geologists Association (JGA)	N/A	N/A	N/A	N/A	4,740
11	Jordan Veterinary Association (JVA)	N/A	N/A	N/A	N/A	1,751
12	Jordan Writers Association (JWA)	N/A	N/A	N/A	N/A	1,000
13	Jordan Association of Certified Public Accountants (JACPA)	N/A	N/A	N/A	N/A	570
14	Jordanian Artists Association (JAA)	N/A	N/A	N/A	N/A	N/A
15	Jordanian Teachers Association (JTA)	40,529	30.5%	92,353	89.8%	132,882

Table 3: Youth and women in PAs councils

#	PA	Can Youth Under the Age of 30 Run for The Position of Association President or Vice-President? (Yes/No)	Can Youth Under the Age of 30 Run for The Position of Association Board Member? (Yes/No)	Does the PA Have Women Committee? (Yes/No)	Does the PA Have Youth Committee? (Yes/No)
1	Jordan Bar Association (JBA)	No	No	Yes	Yes
2	Jordan Dental Association (JDA)	No	Yes	Yes	No
3	Jordan Press Association (JPA)	No	No	N/A	N/A
4	Jordan Medical Association (JMA)	No	Yes	N/A	N/A
5	Jordan Pharmacists Association (JPhA)	No	No	Yes	Yes
6	Jordan Engineers Association (JEA)	No	No	Yes	Yes
7	Jordanian Nurses & Midwives Council (JNMC)	No	Yes	Yes	Yes
8	Jordan Agriculture Engineers Association (JAEA)	No	Yes	Yes	Yes
9	Jordan Constructors Contractors Association (JCCA)	No	Yes	No	No
10	Jordan Geologists Association (JGA)	No	Yes	Yes	No
11	Jordan Veterinary Association (JVA)	No	Yes	Yes	No
12	Jordan Writers Association (JWA)	No	Yes	No	No
13	Jordan Association of Certified Public Accountants (JACPA)	No	Yes	No	No
14	Jordanian Artists Association (JAA)	No	Yes	No	No
15	Jordanian Teachers Association (JTA)	No	No	No	No

Evaluation of YAD's first phase

As mentioned in the methodology, it was not possible to conduct focus group meetings with the participants due to the Covid-19 situation. In order to conduct a proper evaluation and overcome the situation, the team designed a questionnaire to be circulated among participants of phase one, 19 participants responded, the results and analysis of their responses are as follows:

1. What was your reason for enrolling in YAD? Did that reason change after joining?

The reasons provided by correspondents for enrolling in YAD were as follows:

No.	Reason	Change in reason
1	To actively deliver the voice of youth through a strong platform like YAD.	N/A
2	The main idea of supporting youth and building their capacity to participate in PAS's councils in a democratic way; especially that youth are a main force in any entity.	After participation, I became more convinced that youth is the force to advance the community at large, not only PAs.
3	Because I believe in PAs ability to improve working conditions for its members through organized and legal means.	N/A
4	For two reasons, the first is to gain skills, and the second is to make a better change for youth in PAs.	No change.
5	To learn more about PAs work and gain skills.	No change.
6	My desire to make a personal success.	I became more convinced that the success of the team is more important than individual success, especially that it leads to providing more protection to youth and women PAs members and giving them the opportunity to chose for themselves and be able to be decision makers and improve their status at PAs.
7	Because of the topics the academy is addressing.	No change.
8	In order to express the problems of young teachers and come up with collective solutions to these problems.	No change.
9	To improve my skills in different areas.	N/A
10	To gain new skills.	N/A
11	Because I am interested in the role of youth in democracy and political decisions.	N/A

12	In order to develop my skills and knowledge to achieve change within the PA.	N/A
13	In order to improve my skills and abilities to be a leader, especially that being a pharmacist is a demanding job that leaves very limited time for initiatives.	I became proud of the achievements our team made through meeting with JPhA's council and voice our concerns as youth.
14	In order to know how to work on improving PAs bylaws and make them better for all members.	N/A
15	Out of curiosity regarding PAs work.	I developed a clear vision regarding the future of PAs work.
16	To engage in a new experience.	N/A
17	Because I have big trust in the projects that NAYA is part of.	N/A
18	To deliver youth voice to all PAs.	N/A
19	In order to support PAs members.	N/A

Looking at the above answers, we see that 21% of participants added to their reasons for joining YAD; another 21% stated that their reasons for joining have not change; as for the remaining 58% they did not provide any information in this regard. The 21% who reported change, their additional reasons show a much clear vision and that they moved from the individual work to the group work, which is a positive indicator. Nearly half of the remaining 79% have reasons related to developing their skills, but all the remaining, including the 21% who reported change, have reasons related to advancing the status of youth and women in PAs. Looking at the numbers, we will find out that the participation criteria proposed in the project documents apply to more than two thirds of the participants, which is a good percentage. As for the remaining one third, more activities should be designed to encourage them to engage more in public causes rather than personal ones.

2. On a scale from 1 to 10, 1 being the least, do you think that your skills have improved after participating in YAD? Please explain.

Participants answers to this question all came above 5 out of the 10, and were as follows:

No.	Level of development	Percentage
1	5 out of 10	5.26%
2	6 out of 10	15.79%
3	7 out of 10	21.05%

4	8 out of 10	42.11%
5	9 out of 10	15.79%

Looking at the numbers, it is evident that all participants believe that their skills have improved after participating in the project, especially that all answers falls under category 5 and above, with the highest being 8 out of 10, which is an excellent situation. As for participants reasons for believing that, 68.4% of participants answered, the below table shows their answers:

No.	Reason for skills development
1	Through developing the ability to exchange opinions and experiences with other participants and discuss till reaching the better decisions.
2	Through what I learned during trainings and the discussions with others.
3	Building the curiosity to know more about other PAs and exchanging experiences with other participants in order to develop our visions and aspirations for the future.
4	I had skills in communication and gaining support, but it developed further than I used to know through being introduced to how to utilize these skills in designing initiatives and evaluating it through applying more analysis.
5	I gained more skills in relation to solving the problems we face at PAs.
6	I became much better in problems analysis, finding solutions and designing initiatives. Our first meeting with our PA's council after the trainings was significantly much better than previous ones, more like a dream; we expected to be rejected like before, but having a solid argument and plan helped us change the situation.
7	We gained the ability to explain our ideas better and provide more opinions and better solutions.
8	After trainings and many meetings with decision makers, I became better in analyzing problems and proposing solutions, in addition to have a more advanced skills in communication and gaining support.
9	I felt that my skills in general were boosted after the training.
10	I became more able to discuss issues with decision makers and put my ideas in writing in the form a policy.
11	I became better in policy papers and gaining support and want to have more skills in these domains.
12	I believe that we improved in all what we were trained on, but we need more time and more advanced trainings.
13	The skill of adding more content to my knowledge is a new skill I gained.

Looking at the answers in the table above, we will find that the majority of correspondents showed improvements in problems analysis, problem solving, negotiations and support gaining. It will be important to build on these topics and introduce more advanced trainings.

- Looking at the project's outputs (training workshops, dialogue sessions, meetings, and policy papers), do you think it added to your knowledge?**

All 19 participants believe that the project's outputs (training workshops, dialogue sessions and policy papers) have added to their knowledge. Participants comments on this question were as follows:

No.	Comment
1	Of course, it did, knowledge is never ending.
2	Through the new information we gained and the people we interacted with, who helped expanding our perceptions.
3	The workshops had a good level of knowledge and intellectual discussions.
4	The level of the content is better than all of the trainings I participated in before.
5	I learned a lot of new things.
6	I never knew what policy paper are before participating in this project, and I never knew it is a strong tool of making change. The discussions and dialogue sessions added to us personally and showed us that we can achieve better results by working together. The easy nature of delivering the workshops made interesting for us to know more.
7	Yes, and part of it is due to the diversity of participants and their experiences.
8	I learned a lot, especially about campaigning and gaining support.
9	I never had knowledge in the topics we discussed before, now I do.
10	All what I learned was new.
11	I became knowledgeable about other PAs.
12	I learned about policy papers, and it opened a dialogue in my PA.
13	The discussions we had with all staff and participants added to my knowledge.
14	Knowing people from other PAs, in addition to people from my own PA.
15	New information in all topics.
16	All was new to me, especially designing initiatives and policy papers.
17	The content of trainings was full of knowledge.
18	I learned from the experiences of others.

Looking at the answers in the table above, we find that the reading content is as important as the skill component of the training, this should be taken further in the future through providing more reading material to participants. Also, most correspondents highlighted the issue of exchanging experiences through dialogue sessions and discussions, more space should be provided for such activities in the future, and maybe organizing special events for such activities.

4. Do you think that the training material was good? Do you have any suggestions to improve it?

Eighty-nine per cent of participants believe that the training material was good, 10.53% think it wasn't. Correspondents suggestions to improving the training material were as follows:

No.	Suggestion
1	The material was very good, but I believe it should be expanded more and given more time.
2	The training and content were particularly good, but we need to move to an advanced stage in order to achieve more goals.
3	I think a component should be added on laws and legislations related to PAs and their work.
4	I think adding the topic of debates is important because it makes people read more about the issue in order to discuss it and present it better.
5	More time is needed for the trainings, and more meetings and dialogue activities with others.
6	Coaching is necessary to increase the benefit.
7	I suggest adding the topics of debates and general political knowledge.
8	It will be much better to increase the number of training days.
9	There is a need to an advanced second phase.
10	There is a need to more details through increasing the number of training days.
11	Adding more videos, adding more online material and increasing the number of training days.
12	It needs more time.

Looking at the above suggestions, the most repeated are increasing the number of training days and designing an advanced phase (a year two program) to go deeper into the topics and work more on bigger initiative.

5. On a scale from 1 to 10, 1 being the least, do you think that the participants selection process was efficient? Do you have any suggestions to improve it?

Participants answers to this question all came above 5 out of the 10, and were as follows:

No.	Level of development	Percentage
1	5 out of 10	10.53%
2	6 out of 10	5.26%
3	7 out of 10	21.05%
4	8 out of 10	36.84%
5	9 out of 10	15.79%
6	10 out of 10	10.53%

Looking at the numbers, it is evident that all participants believe that the selection process was good, but in different levels. Correspondents suggestions to improve the selection process were as follows:

No.	Suggestion
1	Applying a criteria that brings more diversity because diversity helps more in seeing issues from different perspectives and proposing better solutions.
2	Some participants did not show strong commitment, this should be one of the main points to focus on during the selection process.
3	The selection was very good, but PAs management should be involved more in the process through recommending participants and designing initiatives.
4	Explaining the purpose from the beginning through asking applicants more about their expectations and aspirations.
5	An idea might be cooperating with the PAs through holding sessions at each PA to youth and encouraging them to apply.
6	I learned of the program through facebook, I think social media should be used more widely when targeting youth at PAs.
7	There should be more participants at the program in order to increase its reach and influence.
8	More focus should be given to commitment.
9	Reaching out to PAs to promote the application is important, a lot of our colleagues didn't know about the program.

Looking at the above answers, we find out that the most repeated suggestion was more engagement for the PAs when promoting the program to their members and more engagement for the management is selecting the best ones.

6. Do you think that your participation in YAD brought results? If yes, what are these results?

Ninety-five per cent of participants believe that their participation in YAD brought results, 5% think not. According to correspondents, these results were:

No.	Results
1	Investing in the relationships we established with other, and how we utilized these relationships in having better recommendations in less time.
2	All involved PAs became aware that there are youth who know their problems, duties, and rights, and should be taken more seriously.

3	Knowledge about the bylaws of other PAs and their specific problems, in addition to having a team with the same ambition to make change and improvements.
4	Knowing the bylaws of PAs and cooperating with others to design and implement initiatives.
5	Knowing more people and having more experiences, in addition to knowing the decision makers at our PAs more.
6	Having agreements with our PA's council and taking our suggestions more seriously. Drafting a policy paper for our PA. Exposure for new experiences. Knowing other youth who are active in PAs and developing our way of thinking together. Building more trust between youth (new members) and the council of our PA (JPhA).
7	The ability to explain the requirements of myself and my colleagues to the decision makers in our PA.
8	Expanding my network and using brainstorming to better identify the problems within my PA.
9	Gaining new experiences and knowledge in new topics.
10	Meeting with the head of my PA (JEA) and other colleagues from PAs in Jordan and Palestine.
11	The focus on women will bring big results for them in the future.
12	Being able to bring young engineers' problems to the attention of JEA council.
13	More knowledge about PAs bylaws. Being introduced to problem solving techniques. Making new friendships.
14	Improving my personality and skills.
15	Knowing the bylaws of other PAs, in addition to expanding my network.
16	Agreeing on suggestions that benefit all members of PAs.
17	Exchange of opinions in order to reach the best decisions.

Looking at the above answers, we will find out that the most repeated results were more knowledge of PAs bylaws, networking with other youth from the same PA or other PAs, and discussions with PAs councils. These results should be a focus in the future in order to expand the knowledge and sphere of influence of participants.

7. Do you think that there are best practices to build on during phase two? If yes, what are these practices?

Eighty-five per cent of participants believe that there are best practices to build on, while 15% think not. According to correspondents, these best practices were:

No.	Best practices
1	Meeting with the head of JTA and agreeing on recommendations that will benefit all members.
2	The discussions with the head of JEA and reaching an agreement that only youth can represent the problems of youth.
3	Focusing on young people's energy and efforts to bring change.

4	A lot of PAs were reached to open a dialogue on youth issues, this should be used in reaching other PAs.
5	Youth were the decision makers, no one tried to influence our decisions, we had a full space to express ourselves and discuss our concerns, and we were provided with the tools to prove that we can lead ourselves.
6	Showing PAs that they cannot neglect our demands.
7	The initiatives.
8	Continuing the program with other youth.
9	Working more on decreasing the age of candidature in PAs elections.
10	Spreading to all PAs because the rights of youth and women are not a priority for the councils.
11	Engagement of PAs management.
12	Building on the support of our colleagues who did not participate in the program but supported our suggestions and recommendations.
13	The meetings with PAs councils and using policy papers.
14	More awareness among participants regarding the participation of youth and women in PAs.

The most repeated best practice by correspondents was the meetings with higher management and council of the PAs and engaging them more in the dialogues process. In addition to spreading awareness on the importance of women and youth participation in PAs.

8. If you want to develop initiatives to support women and youth in PAs, what are your priorities?

The answers of participants were as follows:

No.	Results
1	Providing initiatives to conduct induction to new members in my PA.
2	Holding sessions with women and youth members at my PA to better explain their rights and duties and encouraging them to engage more in the PA.
3	Introducing legal amendments, especially regarding the age of candidature for the PAs elections.
4	Amending the laws and bylaws to enable youth to take their role.
5	Creating a committee of volunteers to discuss problems and solutions.
6	Amending candidature age and required years of membership to run for elections in order to give the opportunity to youth and women to participate.
7	Targeting women in the PA and encouraging them to run for elections.
8	Introducing initiatives about analysis and leadership.
9	Introducing capacity building activities within PAs.
10	Proposing recommendations to improve the role of women in PAs.
11	Starting initiatives that focus on the role of youth and women in PAs.
12	Lobbying with blocs to support youth participation in elections.

13	Amending the age of candidature in PAs elections.
14	Holding sessions on women rights.
15	Advocacy on women participation and its importance.
16	Focusing on youth participation.

The most repeated idea is lowering the age of candidature and required years of membership to participate in PAs elections, this is a very important issues because all PAs have bylaws and regulations that prevent youth from running the PA elections. The second repeated was more efforts to educate PAs members about the importance of youth and women participation in PAs.

9. On a scale from 1 to 10, 1 being the least, how do you evaluate your experience in YAD?

Please explain.

Participants answers to this question all came above 5 out of the 10, and were as follows:

No.	Level of development	Percentage
1	5 out of 10	5.26%
2	6 out of 10	10.53%
3	7 out of 10	15.79%
4	8 out of 10	36.84%
5	9 out of 10	26.32%
6	10 out of 10	5.26%

It is clear that all participants believe that they had a good experience participating in YAD, with the majority rating their experience between 8 and 10 out of 10; participants explained that as follows:

No.	Reasons
1	Gaining good and practical skills.
2	Knowing the concerns and problems of my peers in Jordan and other countries and exchanging ideas and opinions to find solutions.
3	Rich experience on the personal, knowledge and skills levels. Looking forward for more initiatives.
4	The activities were encouraging and provided us with skills and knowledge of laws and bylaws.
5	Great personal and professional experience.
6	Providing me with the opportunity to demand rights at my PA and taking it into consideration.
7	Knowing my rights and duties in the PA and establishing a network of colleagues from other PAs.
8	Beneficial experience on both, the personal and professional levels.

9	The trainings, meetings, and outcomes.
10	My knowledge increased regarding the role of women and youth within PAs.
11	Important experience on both, the personal and professional levels.
12	Explaining rights and duties, in addition to the main functions of PAs, especially protecting their members.
13	A new and unique experience that improved my interest in public work.
14	It added a lot to me.
15	A rich experience that provided knowledge and a network in other PAs that might be a good start for a joint action.
16	A strong and excellent experience.

Most of the correspondents answers mention the skills and knowledge they gain, but at the same time the answers highlight the importance of creating networks among youth from different PAs in order to work on initiatives to enhance the participation of youth and women.

10. On a scale from 1 to 10, 1 being the least, how do you evaluate the situation of women and youth in your PA? Please explain.

Majority of participants answers to this question all came below 5 out of the 10, and were as follows:

No.	Level of development	Percentage
1	1 out of 10	5.26%
2	2 out of 10	10.53%
3	3 out of 10	15.79%
4	4 out of 10	21.05%
5	5 out of 10	26.32%
6	6 out of 10	10.53%
7	7 out of 10	5.26%
8	9 out of 10	5.26%

It is clear that most participants believe that the situation of women and youth in their PAs is not good, their explanations came as follows:

No.	Explanation
1	We have a big percentage of youth among my PAs members, but their issues are not a concern form the council.

2	When there are no women and youth members in the PAs councils, then their issues will not be discussed and addressed.
3	Nearly there is no women and youth representation in PAs councils.
4	There is no participation for youth and women in PAs, they just need us to be pay the subscription fees.
5	No role for women and youth.
6	The PAs bylaws limit youth and women participation through the bylaws that prevent youth from running for elections, this also limit women's participation because when they get older, they get more involved with their families rather than public work, which could be important in their lives if they were engaged in a younger age.
7	Women in PAs tend not to engage.
8	There are no women or youth in the PA council, meaning that no one represents them and bring their voice to the council.
9	Women and youth in my PA coordinate and work together.
10	PAs councils work on limiting women's intentionally.
11	There is a good level of participation in the PA, and we always try to bring our voice to the table.
12	The situation of women and youth within JEA is difficult due to voters' behavior and political affiliations.
13	The percentage of women participation in PAs councils in around 1%, with none for youth. It is very difficult to achieve something under this situation.
14	There is no effective participation for women and youth in committees.
15	Some PAs councils claim to support women and youth, they should then work on opening the space for them to run for the council's elections.
16	We need a lot of work to achieve something.
17	Very limited influence for women within the PA.

As in many other answers for previous questions, the issue of candidature age and required years of membership is the most repeated, meaning that the issue is on policy level, and there should be big efforts to lobby for amending the laws and bylaws to open the opportunity for youth (males and females) to run for the PAs councils elections.

Recommendations

The proposed recommendations were developed based on the outcomes of each step of this research and discussing it with the stakeholders (ANHRE, NAYA and LWB). The main focus of course was on the inputs provided by the youth themselves. In order to give more focus on more stressing and important issues, the recommendations are listed based on its importance and repetition, 1 being the most important. The recommendations are as follows:

1. **The age of candidature and required years of membership to participate in PAs councils elections:** This is a very important issues because all PAs have bylaws and regulations that prevent youth from running the PA elections the issue is on policy level, and there should be big efforts to lobby for amending the laws and bylaws to open the opportunity for youth (males and females) to run for the PAs councils elections.
2. **Engagement of PAs councils:** Participants stressed a lot on the importance of engaging PAs councils in the project and increasing the number of meetings between participants and their PAs councils and higher management in order to provide women and youth with a stronger voice and because such meetings brought tangible results during the first phase of the project. Participants also linked that to more engagement for the PAs when promoting the program to their members and more engagement for the management is selecting the best ones.
3. **Networking with youth and women in other PAs:** Whenever applicable, participants referred to networking and coordinating with women and youth in other PAs as one of the very strong tools in promoting their participation and creating joint efforts and actions in order to organize national campaigns promoting a wider participation of youth and women in PAs councils.
4. **Dialogue and discussions:** All participants highlighted the issue of exchanging experiences through dialogue sessions and discussions, more space should be provided for such activities in the future, and maybe organizing special events for such activities.
5. **Legal framework:** In many of their answers, participants mentioned the knowledge of the legal framework governing PAs as an original component of such projects. They divided that on two levels, the level of national legislations, and the level of PAs bylaws and internal systems. It is important to specify special activities to present and thoroughly discuss such legal aspects. Providing a more theoretical introduction falls under this recommendation too.

6. **Training days:** Nearly all participants agreed that the number of training days was not enough to fully cover the training material. They proposed increasing the number of training days and providing more insights and more exercises on the skills. Many suggestions were aimed at designing a full more advanced program to create a second year for participants who finish the basic program and using this advanced program more for the purposes of networking and work on policy issues.
7. **Skills:** Most participants reported significant improvements in the skills of problems analysis, problems solving, negotiations, policy papers, campaigning and support gaining. It is important to build on these topics and introduce more advanced trainings.

Interviews

The answers provided by interviewees to the interviews' questions were as follows:

Ahmad Awad Interview – Phenix Center – Director

1- Do you target PAs as your main beneficiary or as a component under your organization?

Please explain how you started working with PAs.

We do not work directly with PA's. We started working with them as part of CSO's coalition that was targeting enhancing the freedom of unionizing (establishing unions and registering with them) as we consider them and the laws that govern them are disfigured in this regard. In Jordan, unions do the government's work, they take fees for the services that they provide and restrict people from certain rights in a way that benefits the elites.

2- With how many PAs did your organization work, and what is the nature of your work with them (research, capacity building, social inclusion, other)?

As mentioned, we do not work with PA's directly, but we work to fix them from the outside.

3- What are the main difficulties you face when working with PAs in general? Are there difficulties related to specific PAs? Please explain.

PA's are a state within a state. If you do not support the people inside of them, then you are an enemy to them. And this issue is particular to all PA's in Jordan.

4- How do you assess the situation of youth and women within PAs in regard to participation, decision making processes and services?

The roles of women and youth are very weak. PA's are controlled by political currents and they see members as voting blocs only, including youth and women.

5- What are the main challenges facing youth and women in regard to participation and engagement in PAs? Please consider legal, social, economic and profession factors when answering.

I do not see any legal issues. However, there are no quotas for youth and women inside PA's that would guarantee their participation and representation. PA's are controlled by businessmen and they do not care about small members.

6- Do you think that there are enough funding opportunities for CSOs working with PAs or planning on working with PAs? Please explain

No idea.

7- Do you have sufficient financial and other resources to work with PAs? Please explain in detail.

Not at all

8- When working with women and youth in PAs, what are your recommendations for better programming and implementation?

I recommend to advocate for amending the PA's internal regulations and add quotas for women and youth in the board based on their weights in the general committees. And when I say youth, I refer to people under the age of 30.

9- Would you like to add anything other than you already provided?

PA's have become social and political power houses that support the upper middle class, and they do not care about their employees or small underprivileged members. Therefore, we it is not right, and we cannot call them PA's or civil society. PA's should be independent as they should be representing the profession, not certain people or currents.

Dr. Farah Shawawreh Interview – Jordan Medical Association – Board Member

1- Based on the percentage of women and youth members in your PA, what is the percentage of their representation in the PA council?

The 2013 – 2016 council witnessed the entrance of the first women ever. In the following council, which is the one that I am currently in, I and another member (Dr. Manar Shawabkeh) were the only women in the council, and I was the youngest at 32 year's old.

2- Do you have women and youth committees in your PA? If yes, are they embedded in the internal system or established based on a decision? Do you they have budget allocations?

There are two committees, one for youth and one for women. Both of them have their own budgets and elections, and are embedded in the internal bylaws, and not based on a decision.

3- Does your PA give equal rights to both female and male members? Please explain in detail.

Yes, except for health insurance as female members cannot include their families and husbands in their insurance, which is the exact opposite for men.

4- Are there any plans within your PA to lower the candidature age for the PA council elections? Please explain.

No, and I do not think that there has ever been. I think that the current age is better for the board.

5- During electoral campaigns for the PA council, is there a focus on youth and women or just a general campaign related to the profession and services? Please give examples.

The last elections produced the most youthful council ever in the history of the JMA. And currently, most elected sub-committees are filled with youth, and the same applies for the current board as the average age for the current members is relatively low, as opposed to previous councils.

6- Do you foresee change regarding women and youth representation/roles within your PA during the coming elections? Please explain and focus on the reasons behind your argument.

Youth will definitely have more influence as currently most voters are youth. Therefore, it is more likely that they will vote for young candidates. As for women, I do not think that there will be any change as running for the board and being a board member puts a lot of pressure on them and adds more responsibilities in addition to their families, and therefore there will probably be no change. Another reason for women is that in all PA's there are blocs, and being involved in these blocs is important in order to run for the board or influence the process, and most women are not involved in these blocs as they need so much time and effort that women cannot give due to the aforementioned reasons.

7- What are your recommendations to significantly increase the representation/roles of women and youth with your PA? Please consider laws, the internal system and regulations, culture, politics, and economic factors when answering.

My only recommendation is to work more on activating the roles of youth and women committees, and I think that the JMA law in its current form is good enough.

- 8- Does your PA have women and youth programs? What are they? How they are funded (self-funding, in partnership with other PAs, in partnership with the government, in partnership with the private sector, in partnership with civil society organizations).**

In general, PA's have an issue in dealing with foreign or outside organizations. Usually there are women committees in all PA's, but there are no specific projects for these committees. Usually these committees provide trainings for their members, and these trainings are usually funded by hospitals, doctors, or PA's themselves.

- 9- Would you like to add anything other than you already provided?**

There are a lot of issues for union work in general, not only for youth and women. There are external forces that always pull you back and prevents you from achieving anything. For instance, during the COVID-19 lockdown, we had a big volunteer-based campaign that was organized by the JMA, yet it was never highlighted enough by either the government or local media for no apparent reasons whatsoever.

Ms. Hadeel Ghaboun Interview – Board Member of the Jordan Press Association

- 1- Based on the percentage of women and youth members in your PA, what is the percentage of their representation in the PA council?**

Currently, the percentage of women representation in the JPA board stands at 18% with two female members in the council out of 11 members including the resident and vice-president, which is a precedent in the JPA history as most of the times there used to be only one or no female members at all. As for youth under the age of 30, they are barred from running for the board in the first place. For instance, when I ran for the current council in 2017 I was the youngest member at the age of 37 years old.

- 1. Do you have women and youth committees in your PA? If yes, are they embedded in the internal system or established based on a decision? Do you they have budget allocations?**

There is a committee for women but there is none for youth. The Women's Committee is a committee within a group of support committees (liberties/anti-normalization/social

committee/foreign affairs/Palestine and others) that is formed according to article 33 of the JPA Law of 1998 and its amendments for the year 2014, which states that “the Council has the right to form any other committees that see It is necessary to manage and conduct the business of the union or what this law or the regulations issued pursuant to it form and it specializes in matters that are given to it”. However, the Women’s Committee and the supporting committees generally do not have any allocations in the association’s budget and they operate on volunteering bases. In the event that the Council agrees to allocate financial allocations, it shall be in accordance with an optional decision by the Council.

Note: There are 3 committees (training / membership / disciplinary) that the law and the bylaw stipulated explicitly and directly and specified the nature of their tasks other than the supporting committees. For example, the bylaw and its instructions specified financial allocations for the training committee which supervises the acceptance of new members.

It should be noted that the supporting committees are committees that do not last long and are usually dissolved and reconstituted at the beginning of each new council at least once, and I believe that is done for the following reasons:

- Lack of financial allocations and incentives to continue the work.
- The absence of clear instructions that give these committees sufficient authority to make decisions, as in order to implement any tasks, proposals or plans a prior approval of the board must be granted, in addition to the absence of clear criteria for selecting committee members, Which encourages members to withdraw from the committees a year after their formation.

2- Dose your PA give equal rights to both female and male members? Please explain in detail.

According to the provisions of the JPA Law and the regulations in effect, such as the internal bylaw, the social solidarity bylaw, the health insurance and pensions bylaw (before its abolition), there are in principle no explicit discriminatory provisions in favor of males at the expense of females.

However, in reality, some problems arose at the level of services provided by the JPA to the General Committee, which are limited issues that were dealt with for the purpose of achieving justice, among them for example, allowing female colleagues to obtain health insurance that

allows the involvement of parents, which was not applicable and was limited to males only, and it was passed during the reign of the current council.

There are other privileges that do not differentiate between male and female colleagues, among them are the Takaful Fund allocations that are granted to a male or female associate after 25 years of affiliation with the union to obtain a financial contribution of 6 thousand dinars, and in the event of death, it is granted to the heirs or who the colleague requests to grant them, with a value of 12 thousand dinars .

As for the rights related to representation within the committees and the participation of women in general, there is no text that specifies this representation, and it is customary only that the council “takes into account” this representation when forming committees, whether support or main or committees of the Hussein Prize for Creativity or any other volunteer committees, which is one of the problems I encountered during my work, as it is easy to ignore this representation if there is a specific claim through an explicit proposal.

3- Are there any plans within your PA to lower the candidature age for the PA council elections? Please explain.

The age of nomination for council members and the position of president and its deputy (the election of this position was created by a separate paper in 2014) specified that the age for the position of the president be no less than 35 years with the requirement to be registered in the union for 10 consecutive years, and for the position of the vice president and membership should be at least 25 years and the requirement to register in the union for 5 consecutive years, according to Article 29 of the original law and Article 19 of the amendments. The issue of lowering the age to run for any of these groups has not been raised yet, although amendments to the union law are still being discussed.

4- During electoral campaigns for the PA council, is there a focus on youth and women or just a general campaign related to the profession and services? Please give examples.

Some of the contents of the election campaigns in the last elections of 2017 were aimed at women and youth, especially women candidates (5 female colleagues were nominated out of 30 candidates) but not in the form of exceptional privileges. Most of the campaigns were related to improving the living conditions of journalists in general, amending the union’s law, finding investment solutions for the union’s assets, setting a minimum salary in press and media

institutions when recruiting, and intensifying the work of the training center and journalism courses which are issues that are important for both genders. For example, one of the slogans proposed working to find a nursery for the children of female fellow journalists. As for youth, there were proposals related to expanding the membership clause in the JPA to include new graduates, both issues that have not yet been achieved due to various considerations.

5- Do you foresee change regarding women and youth representation/roles within your PA during the coming elections? Please explain and focus on the reasons behind your argument.

I do not think so for a number of reasons. The first is that there is a general culture in the press body that the role of women in professional union councils is a nominal role and strong women's alliances have not been formed in any of the previous elections, which was reflected during the past years through elections for several councils, where it was the "habit" that the general body initiated the choice of only one female colleague at the elections, which is an issue that is deliberated at every election, unfortunately and explicitly among colleagues specifically, while female colleagues in the General Assembly each time adhere to the principle of the necessity of electing more than one female candidate, taking into consideration that the ratio of female journalists to male journalists in the General Assembly is approximately 25%, which means that the effect of voting power is in favor of males. It has also been the practice for female candidates to join alliances built by candidates from a stereotypical view of the necessity of having women, especially for candidates that run for the positions of president and/or vice-president nominations, which are often undeclared alliances.

As for the role of youth, I think that there is still a state of control from the older generation in the General Assembly over the trends in the elections, in a way that does not allow the new generation to cause a breakthrough in the composition of the General Assembly first, and then in the election results second. For example: There are strict conditions set by the JPA for affiliation, including being full-time and appointed with unlimited-term contracts, which is in the interest of major institutions (including the official media) that have stopped growing for some time, and are not allowed to accept requests from new graduates or employees, or those working in the free-lance system or the correspondents of external stations operating in Jordan. I would like to register another example, that the JPA elections are influenced by "unprofessional" considerations in many cases, including political considerations and regional and quota-related

considerations. During the past three years, the union did not respond to a campaign of "My Right To Belong (to the union)" to the new graduates in a real institutional way, and the reactions were limited to the initiative of some members interested in the issue individually.

The current council stressed the condition of accepting training for membership purposes, journalists working in electronic journalistic institutions, and subjected them to instructions to stipulate the payment of the institution's obligations in which the annual journalist works from subscriptions and commercial advertising returns, a condition that is not strictly applied to major press institutions.

6- What are your recommendations to significantly increase the representation/roles of women and youth with your PA? Please consider laws, the internal system and regulations, culture, politics, and economic factors when answering.

It is possible to increase the representation of women and youth by making some amendments related to the nomination mechanism, as the union law does not provide for candidacy according to lists, but is limited to individual nominations and according to the rule of more votes, where it is possible to add the need to involve women and youth in the candidate lists with a specific percentage, taking into consideration the idea of the lists presented in the amendments themselves, has not been finally agreed upon to date.

It is also possible to allocate more support committees, which is something that does not need amendment in the texts of the law, and I believe that participation in all cases needs some incentives to ensure its continuity, which is also what the union often tries to avoid due to the financial conditions it is going through, as the union funds and revenues have declined due to the cut off of basic revenues such as 1% of the commercial advertising revenue in the press and media institutions, and the limited number of new affiliated numbers that feed their contributions naturally to the union's revenues and weak investment, and it requires expansion in the regulations and instructions that give these committees practical powers.

7- Does your PA have women and youth programs? What are they? How they are funded (self-funding, in partnership with other PAs, in partnership with the government, in partnership with the private sector, in partnership with civil society organizations).

There is a big problem in the issue of union funding, although the texts of the law do not prevent acceptance of funds. The refusal of funding relates to political positions imposed by the leadership

of the union during the past three years and before, despite the possibility of adopting many training programs for example and concluding cooperation agreements with civil society organizations. Unfortunately, there are no programs intended for youth and women due to poor funding. As for the partnerships with the government and the private sector, they were very limited during the past three years and related to improving some services provided in general such as soft loan programs, and providing private sector sponsorships for some annual festive activities, but for example during the previous term, no conference was held to discuss media issues, for example, and specialized journalism courses were held with the support of external media organizations, but with a very limited number, such as courses organized in coordination with the Al Jazeera Training Institute and the Thomson Foundation. Also, the Women in News program was hosted, but the union had nothing to do with the partnership other than securing the headquarters. This is at the level of some services. As for the existence of dedicated programs targeted at youth and women, they are not found institutionally.

8- Would you like to add anything other than you already provided?

The JPA is a highly bureaucratic and non-dynamic system. Because of the poor amendments made to the JPA Law since the foundation of the union, which was subjected each time to partial amendments that preceded the seasonal elections, and focused on the gains in living conditions to be made to the members of the General Assembly. With a severe weakness in investment programs and expansion of training, for example and membership, due to considerations of financing conditions and the inability to expand in the executive administrative structure of the union as the number of administrative employees does not exceed 5 and there is no general secretariat for the union or an executive body, in addition to a legal consultant with an annual contract which means the impossibility of undertaking expansionary work for a union, in the sense that making structural adjustments to a union's laws and regulations, it must be accompanied by a structural change in its revenue, and an expansion of the capacity of the executive branch as members of the board themselves have to follow up on the implementation of decisions.

The JPA needs a completely new bill to reformulate its structure and functioning, not partial amendments, as the law amended, for example, in 2014 to introduce electronic journalism institutions and some texts remain in conflict with the amendments.

ANNEXES

ANNEX 1

PAAs interviews questions

2. Based on the percentage of women and youth members in your PA, what is the percentage of their representation in the PA council?
3. Do you have women and youth committees in your PA? If yes, are they embedded in the internal system or established based on a decision? Do you they have budget allocations?
4. Dose your PA give equal rights to both female and male members? Please explain in detail.
5. Are there any plans within your PA to lower the candidature age for the PA council elections? Please explain.
6. During electoral campaigns for the PA council, is there a focus on youth and women or just a general campaign related to the profession and services? Please give examples.
7. Do you foresee change regarding women and youth representation/roles within your PA during the coming elections? Please explain and focus on the reasons behind your argument.
8. What are your recommendations to significantly increase the representation/roles of women and youth with your PA? Please consider laws, the internal system and regulations, culture, politics, and economic factors when answering.
9. Does your PA have women and youth programs? What are they? How they are funded (self-funding, in partnership with other PAs, in partnership with the government, in partnership with the private sector, in partnership with civil society organizations).
10. Would you like to add anything other than you already provided?

CSOs interviews questions

1. Do you target PAs as your main beneficiary or as a component under your organization? Please explain how you started working with PAs.
2. With how many PAs did your organization work, and what is the nature of your work with them (research, capacity building, social inclusion, other)?

3. What are the main difficulties you face when working with PAs in general? Are there difficulties related to specific PAs? Please explain.
4. How do you assess the situation of youth and women within PAs in regard to participation, decision making processes and services?
5. What are the main challenges facing youth and women in regard to participation and engagement in PAs? Please consider legal, social, economic and profession factors when answering.
6. Do you think that there are enough funding opportunities for CSOs working with PAs or planning on working with PAs? Please explain
7. Do you have sufficient financial and other resources to work with PAs? Please explain in detail.
8. When working with women and youth in PAs, what are your recommendations for better programming and implementation?
9. Would you like to add anything other than you already provided?

ANNEX 2

Questionnaire

1. What was your reason for enrolling in YAD? Did that reason change after joining?
2. On a scale from 1 to 10, 1 being the least, do you think that your skills have improved after participating in YAD? Please explain.
3. Looking at the project's outputs (training workshops, dialogue sessions, meetings, and policy papers), do you think it added to your knowledge?
4. Do you think that the training material was good? Do you have any suggestions to improve it?
5. On a scale from 1 to 10, 1 being the least, do you think that the participants selection process was efficient? Do you have any suggestions to improve it?
6. Do you think that your participation in YAD brought results? If yes, what are these results?
7. Do you think that there are best practices to build on during phase two? If yes, what are these practices?

8. If you want to develop initiatives to support women and youth in PAs, what are your priorities?
9. On a scale from 1 to 10, 1 being the least, how do you evaluate your experience in YAD? Please explain.
10. On a scale from 1 to 10, 1 being the least, how do you evaluate the situation of women and youth in your PA? Please explain.