

Country overview

Jordan

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Sexual Harassment in the Media

This research is the product of a collaboration between WAN-IFRA Women in News, BBC Media Action and City St George's, University of London. It was produced thanks to support from the Swedish International Development Agency (SIDA), the Norwegian Agency for Development Cooperation (NORAD), and the UK Foreign, Commonwealth and Development Office (UK FCDO) under the Public Interest Media and Healthy Information Environments (PIMHIE) programme.

We are grateful to our colleagues and partners in the 21 countries of the study for their support in disseminating the survey to respondents.

Women in News is a media development programme of the World Association of News Publishers (WAN-IFRA). Its mission is to close the gender gap in news media. It works with 80 media organisations from 17 countries in Africa, the Middle East and South East Asia.

BBC Media Action is the BBC's international charity. With our partners, we reach more than 100 million people in need around the world, in more than 30 countries and 50 languages. We work to provide impartial, impactful, trustworthy media to people in need so that they can make informed choices to transform their lives.

City St George's, University of London has a mission to generate world-leading research on global social justice and inclusivity in journalism that brings lasting benefits to the industry through its Department of Journalism. We partner with journalists, think tanks, NGOs, and policymakers to explore how ethical, public interest journalism can be reimagined and protected for future generations.

Principal researcher: Dr Lindsey Blumell

Research lead: Molly Chimhanda

Editorial leads: Ellen Leafstedt and Valeria Perasso

Editorial support: Nadene Ghouri

Research support: Sofiene Omri, Neema Gupta, Keo Ranza, Zeinab Nehme, Sheila Chimphamba

Communications: Farah Wael, Carolynne Wheeler, Ateendriya Gupta

Website development and graphic design: Edit Gyenge

Copyeditor: Lorna Fray

Jordan

This report is part of a 2025 international study on sexual harassment in media workplaces¹, examining experiences of sexual harassment among women, men and gender non-conforming media professionals across 21 countries in Sub-Saharan Africa, the Arab region, South East Asia and Ukraine.

Conducted by the World Association of News Publishers (WAN-IFRA) Women in News (WIN) in partnership with City St George's, University of London and BBC Media Action, this is the largest study of its kind. It builds on earlier research conducted in 2020 that identified persistent gaps in evidence on sexual harassment in media workplaces.

The results from Jordan's newsrooms reveal that the overall prevalence of sexual harassment stands at 26% in 2025. This rate has remained relatively steady since 2020 and sits below the Arab regional average rate of 31%.²

Women media professionals in Jordan are more than four times as likely as their male colleagues to experience verbal sexual harassment, according to the most recent dataset.

¹This study defines sexual harassment as "unwanted and offensive behaviour of a sexual nature that violates a person's dignity and makes them feel degraded, humiliated, intimidated or threatened". For definitions for specific types of sexual harassment, see the [methodology page](#).

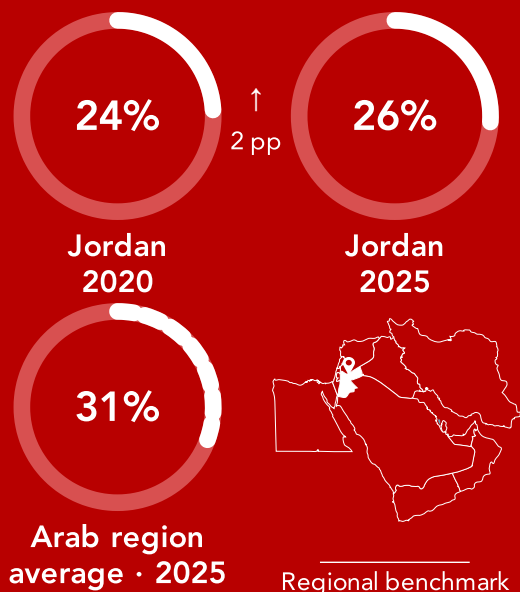
²The prevalence of sexual harassment for a given country/region is calculated as the mean average of the percentage of respondents from that location who reported having ever experienced verbal harassment, online harassment, physical harassment and/or rape while at work.

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"Sometimes compliments and flattering comments go too far, and I consider them a type of unacceptable harassment."

Female multimedia editing manager aged 35–44

Overall rates of sexual harassment in newsrooms



Context

Existing research has shown that sexual harassment in Jordan's workplaces is widespread.

A [2019 study](#) by the Jordanian National Commission for Women found that 88% of women experienced workplace sexual harassment, while a report by the International Labour Organisation (ILO) in 2021 found this number to be slightly lower at around 75%.

Between 2020 and 2025 the Jordanian government introduced a series of legislative amendments and policy initiatives to strengthen the recognition of sexual harassment in labour and criminal law.

In 2022–2023, the House of Representatives approved the introduction of fines for sexual harassment in the [Labour Law](#), following heated debates. This law was also revised to give workers the right to leave their jobs without notice if they experienced sexual harassment or assault at work, while retaining their full compensation rights. While civil society organisations saw these changes as a milestone, many described them as insufficient.

The Ministry of Labour subsequently introduced further initiatives designed to protect women in the labour market. These included [launching the Himaya online platform](#) where complaints can be submitted confidentially or publicly.

These changes built on 2017 reforms that [repealed Article 308](#), which allowed perpetrators of sexual assault to evade punishment by marrying their victims. Taken together, these reforms have strengthened Jordan's legal framework for preventing workplace harassment.

However, analysts and civil society organisations continue to highlight gaps between legal provisions and lived realities, and to call for stronger enforcement, clearer accountability mechanisms and closer alignment with international standards – including fully adopting ILO Convention 190³ and establishing a comprehensive national database to monitor cases of violence and harassment.



“A female colleague reported [sexual] harassment by her direct manager. The complaint was withdrawn, and she was persuaded to resign. In my organisation, harassment and the importance of reporting are discussed verbally, but in practice the victim is punished.”

Female digital producer/manager aged 35–44

³Adopted in June 2019, ILO Convention No. 190 (C190) is the first international treaty to recognise the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment.

The survey

A total of 78 media professionals from Jordan took part in the survey⁴ through an online questionnaire distributed among WAN-IFRA WIN and BBC Media Action networks. Respondents comprised 59 women, 13 men, 4 gender non-conforming people and 2 individuals who preferred to self-describe their gender identity (see Figure 1).⁵

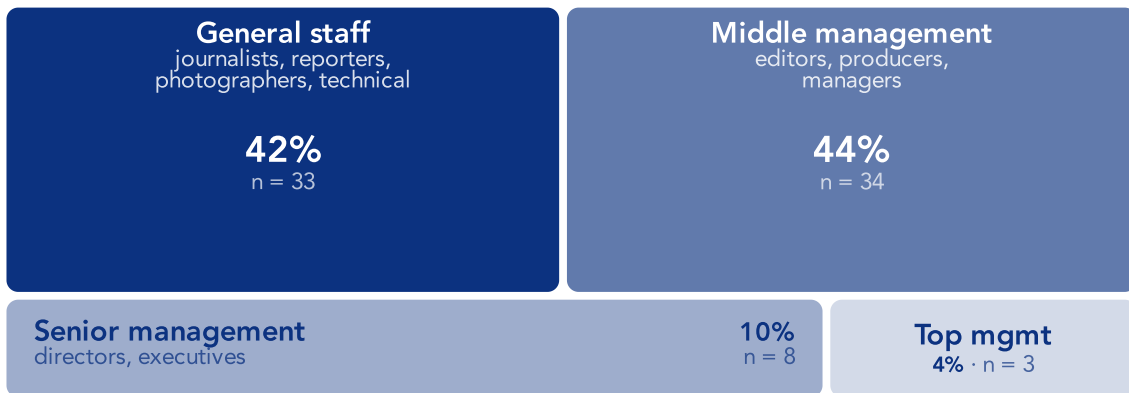
Figure 1: Respondent demographics

All percentages rounded to the nearest whole number

By gender identity



By job level



⁴This study employed an online survey instrument comprising 33 closed questions and one open-ended question. The latter allowed respondents to provide additional comments, and was the source of the quotes included in this report. Respondents could skip any question if they wanted.

WIN and BBC Media Action regional media networks distributed the surveys. Each network aimed for a balance of respondents by gender, role and media organisation type. Response rates and sample sizes vary by country.

Given the sensitivity of the subject, the research team gave respondents access to relevant support resources in their country. Data was handled in accordance with City St George's, University of London's privacy policy and international data protection standards. For further details, see the [methodology page](#).

⁵Totals include gender non-conforming individuals and those who prefer to self-describe their gender identity. Data is not disaggregated for these people at country level. To explore trends for these groups, please refer to the relevant regional or global report.

Experience of Sexual Harassment

The 2025 survey shows that 44% of women respondents in Jordan have experienced **verbal sexual harassment** at work at least once (see Figure 2). Conversely, only one man in the sample had experienced this (10%). A notable proportion of respondents said they could not recall whether they had experienced this form of sexual harassment at work.

Online sexual harassment has been experienced by 46% of the women surveyed, with a fifth of all

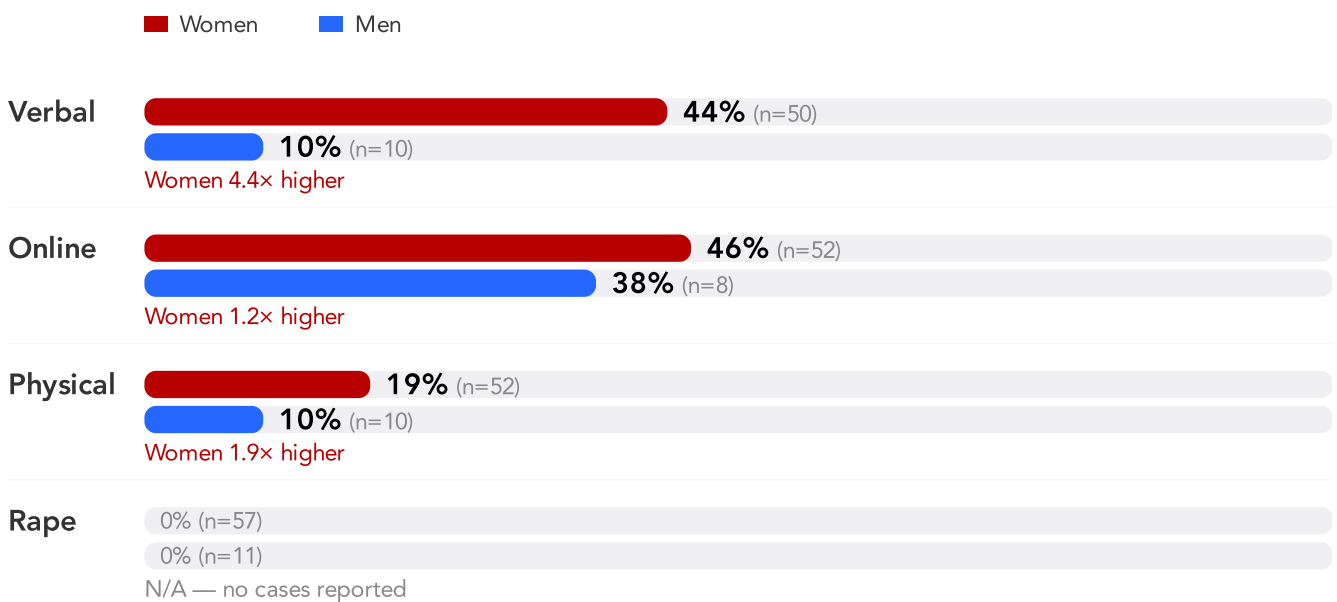
women respondents saying they have faced it five or more times. Only a very small number of male respondents (three) said they have experienced this form of sexual harassment.

Data from Jordan indicates lower than average rates for the region of workplace **physical sexual harassment**, with only 10 women and one man saying they have faced this.

No respondents in the Jordan sample said they had experienced **rape** while at work.

Figure 2: Experience by type of sexual harassment and gender

Base: all respondents, excluding "I can't remember". All percentages rounded to the nearest whole number.



Reporting and Action

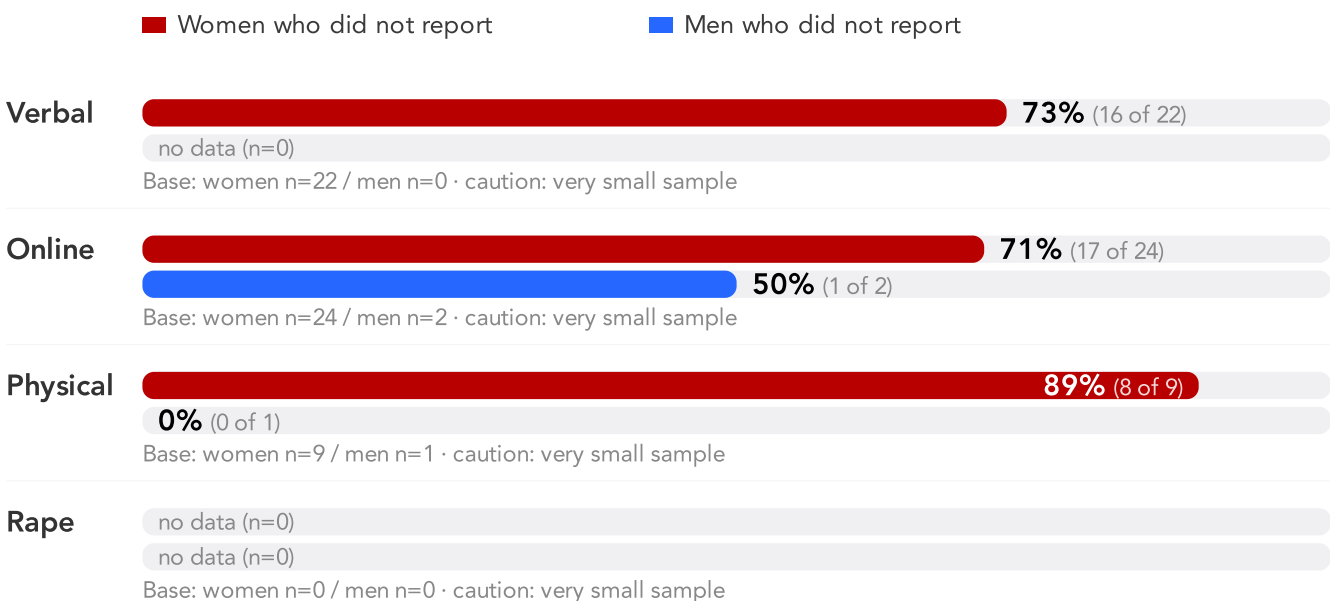
The survey asked respondents who indicated they had experienced sexual harassment at work whether they reported the incident to their organisation. In such cases, the survey asked follow-up questions to assess whether their employers had taken any action as a result.

Almost three-quarters (73%) of women respondents had not officially reported experiencing **verbal sexual harassment**, while the one man who had experienced this could not recall whether he had reported it to his employer (see Figure 3). The most common reason that stopped men and women respondents from reporting such incidents was the fear it would negatively affect their job.

The sample is limited due to respondents' hesitance to report this form of sexual harassment, but on the few occasions where women did so, organisations took action in four cases (two-thirds of the sample, see Figure 4). Transferring the perpetrator was the most common measure implemented by employers.

Figure 3: Reporting rates by type of sexual harassment

Base: those who experienced each type and answered the reporting question. All percentages rounded.



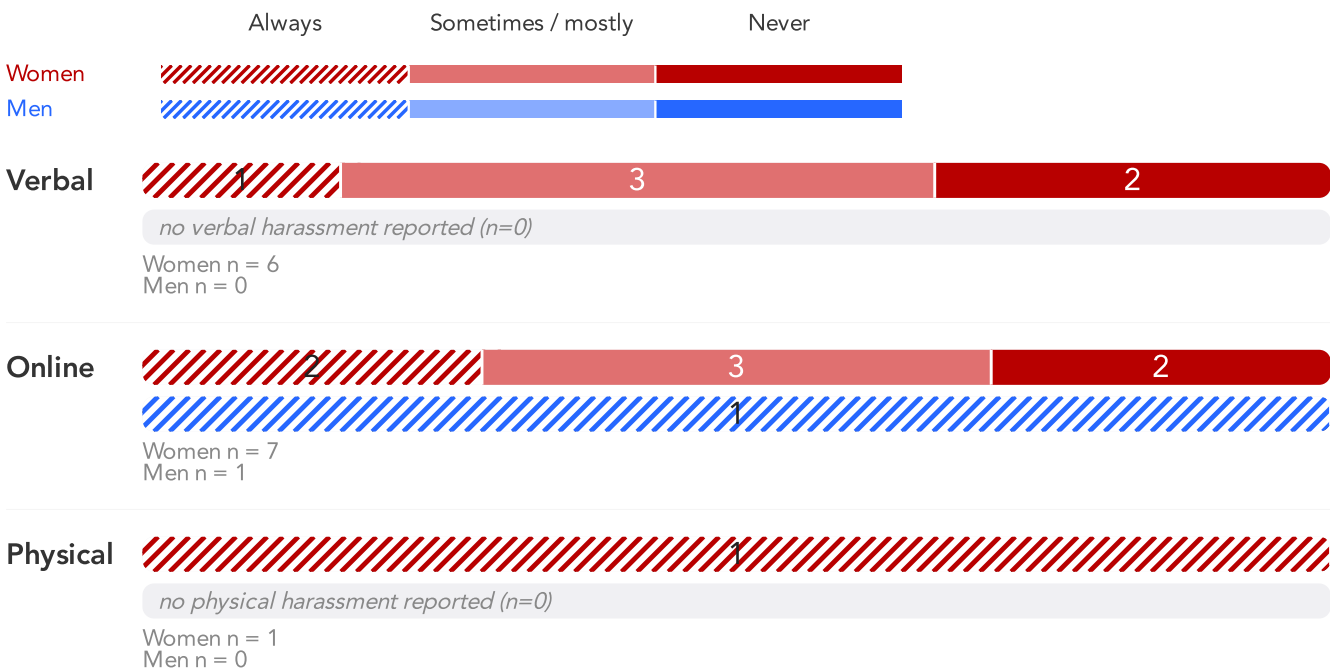
The majority of women respondents – 17 out of 24 – did not report their experiences of **online sexual harassment** at work. In contrast, only one male respondent chose not to report (albeit from a small sample of three). However, where it was reported employers took action in three-quarters

of cases, most commonly by providing emotional support.

The data on reporting of **physical sexual harassment** is limited, particularly in relation to male respondents, but speaking up about such experiences to workplaces was generally rare.

Figure 4: Action taken by organisations on reported sexual harassment

Base: those who reported harassment and answered the action question (excluding "I can't remember").



“We need to raise awareness about sexual harassment more broadly, and strengthen the laws related to this issue.”

Female radio station employee aged 35–44