

بناء مقياس للعوائق الوظيفية لتمكين المرأة العاملة في القطاعين العام والخاص في محافظة جرش

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الملخص

هدفت الدراسة إلى بناء مقياس للتعرف الى طبيعة المعوقات الوظيفية لتمكين المرأة العاملة في القطاعين العام والخاص في محافظة جرش من خلال اجراء دراسة ميدانية على العاملات في القطاعين العام والخاص، ولتحقيق اهداف الدراسة تم استخدام المنهج الوصفي التحليلي من خلال بناء المقياس ، تكونت عينة الدراسة من (137) إمراة عاملة تم اختيارهم بأسلوب العينة غير الاحتمالية الميسرة، وأظهرت النتائج أن المعوقات المؤسسية والإدارية، والمعوقات الاجتماعية جاءت بدرجة مرتفعة وبأوساط حسابية (3.849)، (3.831) على التوالي، اما المعوقات الشخصية فقد جاءت بدرجة متوسطة وبوسط حسابي (3.501)، وظهرت النتائج وجود فروق ذات دلالة احصائية في المعوقات المؤسسية والإدارية تبعاً لمتغيرات (العمر، المستوى التعليمي) ولصالح (40) سنة فاكثر ومن حملة شهادة الدراسات العليا، ووجود فروق ذات دلالة احصائية في المعوقات الاجتماعية تبعاً لمتغيرات (العمر، مكان الإقامة) ولصالح (40) سنة فاكثر ومن القاطنات في القرى، وبناءً على النتائج تم صياغة العديد من التوصيات ذات العلاقة بموضوع الدراسة.

الكلمات المفتاحية: بناء المقياس، المعوقات الوظيفية؛ المرأة العاملة ; التمكين.

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Constructing a Scale for Functional Barriers to Empower Working Women in the Public and Private Sectors in Jerash Governorate

Abstract

The study aimed to identify the nature of Scale construction occupational obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorate through a field study conducted on female employees in both sectors. To achieve the study's objectives, a descriptive-correlative approach was used, with a questionnaire as a research tool. The study sample consisted of (137) working women selected through a non-probabilistic convenient sampling method. The results showed that institutional and administrative obstacles, as well as social obstacles, were high with average scores of (3.849) and (3.831), respectively. Personal obstacles were of moderate level with an average score of (3.501). The results also indicated statistically significant differences in institutional and administrative obstacles based on variables such as (age and educational level) in favor of those aged (40) and above and those with higher education. There were also statistically significant differences in social obstacles based on (age and place of residence) in favor of those aged (40) and above and residents of rural fields. Based on the results, several recommendations related to the study's topic were formulated.

Keywords: Scale Construction, Occupational Obstacles, Working Women, Empowerment, Jerash, Governorate.

Introduction:

Employees working in various organizations play a significant and pivotal role in the success and progress of these organizations, as the success of these organizations always depends on the attitudes of their employees (Sarwer & Muhammad, 2020). Employees, especially those who interact more with customers, often face challenging conditions in these organizations, such as low wages, long working hours, poor treatment from superiors, lack of promotion to higher positions within the organization, and discrimination among employees (Cheng & Tung, 2021).

Although women, as part of the workforce in these organizations, have assumed some public roles and positions in various sectors, especially after international organizations called for their empowerment, they still face barriers in some jobs and positions. They have not reached the desired level. In this regard, Al-Sayyid (2010) noted that the concept of women's empowerment is common in various fields, especially in the field of social development. The concept of empowerment has replaced many other concepts, such as development, well-being, and community participation. Empowerment can be defined as "providing women with all the resources to increase their ability to influence the social institutions in their social environment".

The concept of women's empowerment dates back to before 1990, and it was associated with movements advocating for social and civil rights for women. This concept was used in various fields, including political, economic, developmental, and social work. This concept gained prominence in the mid-1990s following government declarations. The Cairo Conference on Population and Development in 1994 and the "Fourth World Conference on Women" held in Beijing in 1995 played a significant role to overcome many obstacles that hindered women's empowerment in various aspects, especially the economic aspect, so that they are able to perform

their economic roles. These conferences included many provisions that promoted women's empowerment, such as equality with men in obtaining economic resources, as well as training and gaining knowledge that enhance their economic status (Salem, 2003). Based on the foregoing, occupational obstacles can be defined as a set of organizational, administrative, economic, and social difficulties and barriers that working women face in their workplace, affecting their work performance and reducing their productivity.

The importance of women's empowerment stems from the benefits that are expected to impact women themselves, their families, and their communities. Encouraging gender equality and women's empowerment has significant societal and economic advantages (Ayoub, 2010). It contributes to economic development, higher levels of well-being, particularly in healthcare and nutrition, and achieving a balance between women and men's roles. (Duflo, 2012).

Therefore, empowering women is considered a fundamental element in alleviating poverty and in propelling development. It not only improves women's status but also has a positive impact on society as a whole (World Bank, 2012). The status of women in any society is an indicator of its development, and a society's progress is closely related to the extent of women's ability to participate in social and economic development processes. Investing in women's capabilities is a guarantee of economic development within society.

There are multiple types of empowerment, including: First: Economic Empowerment: This involves the equitable distribution of men and women in various administrative, organizational, and professional positions, as well as the relative distribution of income between both genders and the wages received by females compared to males. Second: Social Empowerment: This means women's exercise of their abilities and authority to build a social culture that diminishes male

dominance. Third: Political Empowerment: This is assessed by the representation of women in parliamentary seats compared to men and women's participation in political parties, unions, civil organizations, etc. The Beijing Conference in 1995 emphasized the necessity of allocating parliamentary seats for women (quotas), which aims to increase women's representation in parliament. Likewise, several Arab countries have taken similar measures in this regard (Khader, 2003).

To achieve women's empowerment, various methods can be employed. This includes enhancing economic participation, providing cultural, educational, and material resources, increasing their income, improving productivity, offering educational opportunities, and engaging in political structures, as well as highlighting the ways women can create new spaces for work (ESCWA, 2012).

Literature review:

The study conducted by the Central Statistical Organization (2011), titled "Empowering Women: A Supportive Environment and a Supportive Culture in Iraq," emphasized the importance of women's continuous education and not stopping at a certain level as a supporting factor for empowerment and making decisions in various social activities. It also highlighted a causal relationship between the level of education, employment, early marriage, and other supportive factors.

Additionally, the study by Shamlou and Nahil (2018), titled "Economic Empowerment of Women in Arab Countries," pointed out a positive relationship between estimated income, income equality between males and females, women's participation in the labor force, and economic empowerment. Furthermore, the study indicated that female unemployment rates are inversely related to economic empowerment. A study by Blattman et al. (2013) suggested that economically disadvantaged women were able to benefit from starting their own projects, and economic empowerment of women plays a significant role in achieving positive effects, particularly in the healthcare sector.

Al-Majali (2018) highlighted the challenges faced by working women in the Karak Governorate, including social, personal, and organizational issues. The results indicated that the lack of support services for women, family circumstances, and societal perceptions of women's work were among the prominent social factors affecting women. Personal challenges included insufficient monthly income and the dual roles women often fulfill. Organizational challenges were of moderate degree and revolved around women's training and qualifications, work conditions and difficulties, inadequate upper management support, and gender inequality in the workplace.

On the other hand, there are three fundamental obstacles to the aspirations of businesswomen in the Middle East and North Africa. These challenges are related to gender equality, limited access to capital and financing mechanisms, the increasing use of marketing tools, advanced technologies in business, Greater provision of basic services. These collectively pose complex economic and social challenges (Turki, 2010).

A study by Aql (2014) found that there are social, cultural, economic, and administrative obstacles that affect women's performance in their work, such as night shifts, particularly in male-dominated fields, and lack of incentives and rewards. Regarding organizational challenges for working women, Shawsh (2017) pointed out several obstacles, including unequal opportunities between genders, inequality at work, wage and incentive disparities considering women's efforts, resistance to the idea of women in leadership and executive positions, and women often work in positions that lack opportunities for advancement within the organizational hierarchy. Al-Zoubi and Ben Brika (2013) mentioned that these organizational obstacles encompass low employee morale, conflicting decisions, the

absence of clear rules and standards, employee pressure, conflicting requirements, and the absence of work priority scales.

Al-Shamasi (2001) concluded that long working hours lead to a decline in the performance and productivity of working women. Reducing working hours contributes to increasing their performance and productivity. Long working hours can lead to conflicts with the spouse due to the wife's inability to balance work responsibilities and family demands, which results in problems related to child-rearing and care, as women often lack the necessary time to monitor their children's behavior and fulfill their educational roles.

Moreover, Shabaneh (2009) pointed out that the low participation of women in the Palestinian labor market is linked to a combination of economic reasons, such as the inability of the Palestinian labor market to absorb the female workforce, low wages, women's engagement in marginalized employment; and the social reasons related to women entry to the labor force at a later age compared to men and the limited range of professions and economic activities in which women can compete.

As for the social obstacles faced by working women, Awwad (2007) identified several obstacles like work-related stress, difficulties, personal and family problems that affect work performance, excessive responsibilities due to numerous commitments and duties, and the pressure to meet strict deadlines. Additionally, physical and psychological stress resulting from long working hours can also be detrimental.

Furthermore, Al-Zahrani (2019) conducted a study on the role of social obstacles facing working women in the healthcare sector. The study revealed that women's performance in hospitals is significantly affected by their children's needs. Working in a hospital creates a conflict between their roles at work and at home. Lack of knowledge about hospital work laws and regulations, gender mixing in the workplace, low salaries, harassment by hospital staff, night shifts, and the

incompatibility of healthcare professions with Saudi societal customs, traditions, and values were all identified as challenges.

The societal values present in villages and rural fields have a significant impact on the issue of women's empowerment (Ayoub, 2010). Despite some studies' results suggesting that Jordanian women possess highly competent leadership skills that warrant their empowerment to hold leadership and public positions due to their ability to manage and lead organizational change, but their roles remain limited in some organizations (Al Badareen, Al Qawasmi, 2013). Some argue that there is a gap between policy declarations and the actual level of women's empowerment, which can be attributed to various reasons, including legal and policy aspects, economic returns for women, violations of women's rights, restrictions on women's freedom of movement and access to education and healthcare, and a lack of participation in decision-making and limited experience (Upadhyay, 2005).

Study Problem and Questions:

Despite the attention that women in Jordan have received and their participation in various fields alongside men, especially in political, economic, and social domains, there are occupational, organizational, economic, and social obstacles that hinder their progress in both the public and private sectors, particularly in the peripheral regions of Jordan. These challenges negatively affect their ability to enhance their roles in the workplace, secure their employment rights, and engage in various activities and businesses in the labor market and other fields. Therefore, there is a need to frame this role within a suitable institutional, legal, cultural, and social framework tailored to women's nature. Consequently, the study aims to answer the following questions:

1- What are the occupational obstacles that hinder the empowerment of women working in both the public and private sectors in Jerash, as perceived by the study's sample? This question leads to the following sub-questions:

- a. What are the institutional and administrative obstacles that hinder the empowerment of women working in both the public and private sectors in Jerash, as perceived by the study's sample?
- b. What are the social obstacles that hinder the empowerment of women working in both the public and private sectors in Jerash, as perceived by the study's sample?
- c. What are the personal obstacles that hinder the empowerment of women working in both the public and private sectors in Jerash, as perceived by the study's sample?

2- Are there statistically significant differences in the average responses of the study's sample regarding the occupational obstacles that hinder the empowerment of women working in both the public and private sectors in Jerash, based on their demographic and occupational characteristics?

Study Objectives:

The study aims to achieve the following objectives:

- 1- To identify the occupational obstacles that hinder the empowerment of women working in both the public and private sectors in Jerash, as perceived by the study's sample.
- 2- Are there statistically significant differences between the average answers of the study sample regarding the occupational obstacles that hinder the empowerment of women working in the public and private sectors in Jerash, depending on their demographic and occupational characteristics?

Study Significance: The importance of this study lies in its investigation of the role of women in society as they constitute half of the community and play a crucial role

in many activities. Empowering working women contributes to driving development and elevating society on multiple levels, enabling them to be equal to men in their work and to assume senior managerial positions in organizations, whether in the public or private sector. Furthermore, this study is based on the recommendations made in a study by Al-Majali (2018), which investigated the challenges faced by working women in the Karak Governorate. Given the similarities between Jerash Governorate and the Karak Governorate in various aspects, and considering the five-year time gap between the two studies, this study aims to determine if there has been any progress in addressing these challenges. It is expected that the theoretical insights gained from this study will stimulate further research in the organizational field and draw attention to this phenomenon. The study is also expected to uncover other obstacles that women face, and its results may assist decision-makers in addressing these occupational barriers and implementing appropriate solutions. Thus, achieving a high level of success for their organizations. Furthermore, this study is expected to make a valuable scientific contribution and enrich future studies in this area.

Methodology:

The current part deals with a presentation of the methodological procedures of the study, which includes the research design, the population and sample, instruments of the study, statistical tests to ensure the validity and reliability of the study tools, and the statistical methods used in analyzing and interpreting the data.

Research design:

The study adopted a descriptive-correlative approach using a social survey method to achieve its objectives. This approach was used to constructing a scale for functional barriers to empower working women in the public and private sectors in jerash governorate. It relied on data extracted from a sample of women working in

these sectors, which was then analyzed using descriptive and analytical statistical methods.

Study Population and Sample:

The study's population consisted of women working in the public and private sectors in Jerash Governorate, excluding those in the fields of education and healthcare. The study participants were selected using a systematic stratified random sampling method based on the number of women working in the public and private sectors in Jerash Governorate, totaling (150) working women. The application process was carried out under the researcher's supervision, and after two weeks of data collection, the completed questionnaires were collected. A total of (140) questionnaires was returned, of which (3) were incomplete. Thus, the final sample for statistical analysis consisted of (137) questionnaires, accounting for (3.05%) of the total study population and (91.35%) of the applied questionnaires. Table (1) reflects the relative distribution of the study sample according to its demographic and occupational characteristics.

Table (1) Distribution of Study Participants According to their Demographic and Occupational Characteristics

Variable	Categories	Number	Percentage (%)
Age	20-30	46	33.58
	31-40	51	37.23
	41 and above	40	29.20
	Total	137	100
Educational level	Postgraduate	21	15.33
	Bachelor	59	43.07
	Diploma	38	27.74
	High school	19	13.87
	Total	137	100
Monthly income	300 or less	48	35.04
	301-450	37	27.01
	514-600	28	20.44
	600 or more.	24	17.52
	Total	137	100
Work nature	Public Sector	60	43.80
	Private Sector	77	56.20
	Total	137	100
Place of residence	City	75	54.74
	Village	62	45.26
	Total	137	100

Instruments of the study:

To achieve the study objectives, a questionnaire was developed to collect the data by relying on a number of previous studies related to the subject of the study. The instrument of study in its final form included the following main parts:

Part (1): includes variables related to the demographic and occupational characteristics of the study sample.

Part (2): includes (30) items distributed to measure occupational obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorate:

Classification of the items of the instrument of the study:

Exploratory factor analysis was conducted using the principal components method to classify the items of the study tool. The factor analysis process resulted in the presence of (3) main factors that measure the occupational obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorate, which have been identified as institutional and administrative obstacles, social obstacles, and personal factors. Table (2) shows that these factors had significant latent root values (greater than 1 correct), and that the latent root value of the first factor "institutional and administrative obstacles" was (11.48), and the percentage of variance that it explained was (38.27%), and the number of items for this factor was (15), and the value of the latent root for the second factor, "Social Obstacles," was (3.46), and the percentage of its explained variance was (11.55%). The number of items for this factor was (6), and for the third factor, "Personal Obstacles" was (2.73) and the percentage of its explained variance was (7.58%). The number of items for this factor was (9) items and the cumulative percentage of variance for the factors was (57.41%). Table 2 shows the values of the latent roots, the percentage of explained variance, and the cumulative percentage of variance for the factors.

Table (2) Latent roots, percentage of explained variance, and cumulative percentage of variance for the factors

Factor	Underlying Root	explained variance %	of Cumulative Ratio%	Variance
Institutional and administrative	11.48	38.27	38.27	

obstacles			
Social obstacles	3.46	11.55	49.83
Personal obstacles	2.73	7.58	57.41

Validity of the Study Tool:

Apparent validity: The apparent validity of the study tool was verified during the stages of developing the tool and putting it in its final form. The study tool was presented in its initial form to a number of (7) faculty members in a number of Jordanian universities, in order to express their opinions on linguistic formulation of the items, ensuring appropriate grading of the answer, and in light of the agreement of the arbitrators' opinions, an amendment was made to the wording of a number of items, which 80% of the arbitrators agreed to amend, and thus the study tool in its final form included (30) items.

Validity of the internal consistency of the study tool: The process of verifying the validity of the internal consistency of the study tool was done by calculating the Person Correlation coefficient between the score of one item and the total score of the field to which it belongs. The values of the correlation coefficients for the first field ranged between (0.49-0.78) and for the second field ranged between (0.55-0.88), and for the third field ranged between (0.63-0.76).

Reliability of the study tool: The process of verifying reliability was carried out using the Cronbach Alpha coefficient to verify the internal consistency of the fields of the study tool, and the values of the reliability coefficients for the fields were as shown in Table (3).

Table (3) Values of Cronbach Alpha reliability coefficients for the fields of the study tool

Fields	Number of items	Cronbach's alpha reliability coefficient
Institutional and administrative obstacles	15	0.901
Social obstacles	6	0.854

Personal obstacles	9	0.835
Total Obstacles	30	0.924

The values of the Cronbach Alpha coefficient in Tables (3) indicate that the fields of the study tool have a high degree of reliability. The value of the overall reliability coefficient for the fields was (0.924) and the test value for the first field was (0.901) and for the second field reached (0.913), for the third field reached (0.895). Based on the validity and reliability tests of the study tool, the study tool's fields consisted of 30 items, which were adopted and distributed into three main fields.

Statistical methods used in the study:

Five-point Likert grading was adopted to measure the level of response to the study tool items, according to the following grading: "strongly agree": representing one score, "agree": representing two scores, and "neutral" representing 3 scores, "Disagree" represents 4 scores, and finally "Strongly Disagree" represents 5 scores.

The category length equation was calculated, which requires measuring the level of importance of the study variables, which was calculated according to the following equation: (Santos, 1999).

Table (4): Data interpretation scale for commenting on the results

High	Medium	Low
Higher than 3.68	From 2.34-3.67	Or less 2.33

These values were calculated as follows:

$$2.33 = 1 + \frac{1 - 5}{3} = 1 + \frac{\text{maximum} - \text{minimum}}{\text{Number of evaluation items}}$$

To answer the study questions and achieve the objectives, the following statistical methods were used:

- 1) Descriptive statistical measures, in order to determine the level of the study sample's answers to the fields and items of the study tool, and standard deviations were calculated in order to identify the extent of dispersion in the level of answers.
- 2) Using the Pearson correlation coefficient.
- 3) Using analytical statistics methods, which consisted of testing the statistical significance of the differences between the average scores using one-way analysis of variance (One Way ANOVA), and using the Tukey test for post-hoc comparisons.

Results and discussion:

This section answers of the study questions

Results related to the first question: What are the occupational obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorate, as perceived by the study sample?

To identify the occupational obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorate; Average scores, standard deviations, and level were found for the responses of the study sample members to the items of the study tool fields, and Table No. (5) shows these results.

Table No. (5) Average scores, standard deviations, level, and rank of the study sample's responses toward occupational obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorate

Field number	Items	Average score	Standard deviation	Rank	Level
1	Institutional and administrative obstacles	3.849	0.71	1	High
2	Social obstacles	3.831	0.79	2	High
3	Personal obstacles	3.501	0.57	3	Middle
-	Overall Level	3.727	0.42	-	High

The results in Table No. (5) indicate that the Overall Level of occupational obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorate was at a high level, as the Overall Level of responses of female respondents from the study sample reached (3.727), with a standard deviation of (0.42), as for the level of response to the sub-fields of the study tool, it appears that the domain of measuring the level of institutional and administrative obstacles achieved the first rank in terms of importance, with a average score of (3.849) with a standard deviation of (0.71) at a high level. The domain of social obstacles came in second rank and the average score of the study sample's answers to this axis is (3.831) with a standard deviation of (0.79) and a high level, and in the third and last rank are personal obstacles with a average score of (3.501) with a standard deviation of (0.57) and a medium level. It is noted that the level of response to the fields achieved a high and medium level, and no field achieved a low level. The following is a presentation of the results related to the response of female respondents from the study sample to the study items:

A - What are the institutional and administrative obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorate, as perceived by the study sample? To identify the level of institutional and administrative obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorate, the values of the average scores, standard deviations, and level were found, and the items were ranked according to the relative importance of the answers of the respondents from the study sample to the items, and Table No. (6) shows these results.

Table (6) Average scores, standard deviations, level, and rank of the study sample's responses toward institutional and administrative obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorat, as perceived by the study sample.

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Item No.	Item	Average score	Standard deviation	Rank	Overall Level
1	Lack of appropriate career guidance and guidance within the institution or organization in which I work.	4.454	0.46	1	High
17	Low wage rates in the private sector compared to the public sector.	4.263	1.03	2	High
18	The salary offered is not proportional to the effort required of me to complete the work.	4.183	1.00	3	High
30	I may be exposed to exploitation in all its forms by my manager at work if I request to be appointed to a higher management position.	4.124	1.15	4	High
2	Lack of information about jobs available to women sufficient to join the labor market.	4.110	1.12	5	High
3	Complexity of administrative procedures and systems when searching for work.	3.942	1.01	6	High
4	I feel that my manager/boss in the organization/company is not qualified for the position he holds and that I am qualified to be in his place.	3.912	1.19	7	High
19	The lack of financial rewards and incentives in the public and private sectors prompts me not to belong to the institution or organization.	3.905	1.18	8	High
15	My work is boring and routine and I have little chance of becoming popular among my colleagues.	3.839	1.34	9	High
6	My manager/boss treats me badly.	3.613	1.46	10	Middle
7	my work is not considered a significant contribution to improving the organization or company's efficiency according to my supervisors.	3.591	0.85	11	Middle
5	my managers/supervisors do not treat us fairly as employees	3.431	1.14	12	Middle
11	My work entails great challenges compared to the work of my other colleagues.	3.358	1.01	13	Middle
14	My job requires little to use my real-world skills and abilities in the work I do.	3.307	1.07	14	Middle

Item No.	Item	Average score	Standard deviation	Rank	Overall Level
9	I experience long idle time at work due to neglect by my superiors.	3.299	1.08	15	Middle
-	Overall level of institutional and administrative obstacles	3.849	0.71	-	High

The results in Table (6) indicate that the overall level of institutional and administrative obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorate is high, with an average score of (3.849). This result reflects a high level of institutional and administrative obstacles that hinder the empowerment of working women in Jerash Governorate based on the responses of the study sample. Regarding the level of items, (9) items achieved a "high" level of response, with average scores ranging from (3.839-4.454). The most important institutional and administrative obstacles include item (1), which states "lack of appropriate guidance and professional mentoring within the institution or organization where I work," item (17), which states "lower wages in the private sector compared to the public sector," and item (18), which states "The salary offered is not proportional to the effort required of me to complete the work".

There were also (5) items that achieved a "medium" level of institutional and administrative obstacles that hinder the empowerment of women working in the public and private sectors, with average scores ranging from (3.613-3.299). These include item (7), which states "my work is not considered a significant contribution to improving the organization or company's efficiency according to my supervisors," item (5), which states "my managers/supervisors do not treat us fairly as employees," and finally, item (9), which states "I experience long idle time at work due to neglect by my superiors". The results show a general consistency in the responses of the study sample to the items, with the standard deviations for the response levels ranging from (0.85-1.46), indicating a lack of variation in the study sample's

responses to the items. The study's findings are consistent with the studies of Al-Majali (2018), Aql (2014), Shawsh (2017), Al-Zu'bi and Ben Braka (2013), Al-Shamasi (2010), all of which pointed out that social, cultural, economic, and administrative obstacles impact women's work, including gender inequality, workplace inequality, wage disparities, lack of motivation, contradictory decisions, lack of clear rules and standards, pressure, conflicting requirements, and a lack of prioritization of required tasks.

b- What are the social obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorate from the perspective of the study sample? To determine the level of social obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorate, the study calculated the average scores, standard deviations, level, and relative importance rank of the sample's responses to the items. Table (6) illustrates these results.

Table (7) - Average scores, Standard Deviations, Levels, and Relative Orders of the Study Sample's Responses Regarding the Social Obstacles that hinder the empowerment of Women working in the public and private sectors in Jerash Governorate

Item No.	Item	Average score	Standard deviation	Rank	Overall Level
29	Male authority over women in decisions regarding their education and work.	4.219	1.11	1	high
23	Customs and traditions limit me from joining many professions.	4.001	1.16	2	high
22	Social lack of awareness of the role of women in advancing development.	3.993	1.23	3	high
24	Community members are not convinced that women should engage in work done by men.	3.774	1.25	4	high

Item No.	Item	Average score	Standard deviation	Rank	Overall Level
25	The majority of families do not allow women to work in jobs that involve mixing between the sexes.	3.599	0.95	5	middle
27	I face pressure from relatives and friends that affect my inability to decide to join some work.	3.402	0.91	6	
Overall Level of social obstacles		3.831	0.79	-	high

The results in Table (6) show that the overall level of social obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorate is high, with an average score of (3.831). This result reflects a high level of social obstacles that hinder the empowerment of working women in Jordanian society based on the responses of the study sample. Regarding the individual items, (4) items achieved a "high" level of response, with average scores ranging from (3.774-4.412). The most important social obstacles include item (29), which states "male authority over women in decisions related to their education and work," item (23), which states "traditions and customs challenge women's entry into many professions," and item (22), which states "a lack of social awareness of women's role in driving development".

The remaining items achieved a "moderate" level of social obstacles that hinder the empowerment of women working in the public and private sectors, with average scores ranging from (3.599-3.402). Notable among these items is item (25), which states "most families do not allow women to work in jobs that involve gender mixing," and finally, item (27), which states "I face pressure from relatives and friends that affects my ability to make decisions about joining certain jobs". The results indicate a general consistency in the study sample's responses to the items, with standard deviations for the response levels ranging from (0.91 – 1.25), suggesting a lack of variation in the study sample's responses to the items. The study's findings are

in line with the studies of Shabana (2009), Al-Majali (2018), Awad (2007), Al-Zahrani (2019), Ayoub (2010), Al-Badareen and Al-Qawasmi (2013), and Upadhyay (2005), all of which pointed out that there are social factors related to women's entry into the labor market compared to men, limited job opportunities, economic activities where women can compete, workplace pressures, stress, family and personal problems that affect job performance, excessive responsibilities due to numerous obligations and strict deadlines, physical and psychological harm caused by work, values that do not align with healthcare professions, restrictions on women's mobility, access to education and healthcare services, and limited participation in decision-making and lack of experience.

c- What are the personal obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorate as perceived by the study sample? To determine the level of personal obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorate, the study calculated the average scores, standard deviations, level, and relative importance rank of the sample's responses to the items. Table (8) illustrates these results.

Table (8) Average scores, standard deviations, level, and rank of the study sample's responses regarding personal obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorate

Item No.	Item	Average score	Standard deviation	Rank	Overall Level
26	Being deprived of taking care of my family due to the long daily working hours forces me to leave work.	3.946	0.90	1	High
10	My personality type does not make me feel secure in	3.866	0.81	2	High

Item No.	Item	Average score	Standard deviation	Rank	Overall Level
	my work.				
28	My weak abilities and personal skills pose an obstacle to joining non-traditional jobs.	3.853	1.05	3	High
20	My low monthly salary forces me to treat customers and clients poorly.	3.656	0.95	4	Middle
8	I am unable to make changes related to my work activities within the organization.	3.593	1.00	5	Middle
16	The work routine does not allow for the use of my own judgment in the work I do.	3.478	0.78	6	Middle
12	I cannot express myself in my work.	3.416	0.99	7	Middle
21	I have no sense of accomplishment with the work I do.	2.405	1.16	8	Middle
13	If I was offered a sum of money in exchange for carrying out an illegal work, I would not hesitate to do so.	2.215	1.10	9	Low
	Overall Level of personal obstacles	3.501	0.42	-	Middle

The results in Table (8) indicate that the overall level of personal obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorate is at a moderate level, with an average score of (3.501). This result reflects a moderate level of personal obstacles that hinder the empowerment of working women in Jordanian society based on the responses of the study sample. Among the individual items, (3) items achieved a "high" level of response, with average scores ranging from (3.946-3.853). The most important personal obstacles include item (26), which states "being deprived of family attention due to long working hours forces me to leave my job," item (10), which states "my personality type does not make me feel secure in my job," and item (28), which states "my personal skills and abilities are a barrier to engaging in non-traditional work". The remaining items achieved a "moderate" level of personal obstacles that hinder the empowerment of women working in the public and private sectors, with average

scores ranging from (3.656-3.405). Notable among these items is item (20), which states "the decrease in my monthly salary leads me to interact poorly with customers and clients," and item (8), which states "I am unable to make changes related to my work activities within the organization." In the last position is item (13), which achieved a low level, and it states "if I am offered money in exchange for doing something illegal, I do not hesitate". The results indicate a general consistency in the study sample's responses to the items, with standard deviations for the response levels ranging from (0.78 – 1.16), suggesting a lack of variation in the study sample's responses to the items. The study's findings align with the study of Al-Zahrani (2019), which indicated that women's performance in hospitals is related to the need of their children, the dual role of working in both the home and the workplace, lack of knowledge of hospital work laws and regulations, and the violation of women's rights. Furthermore, it is consistent with the studies of Ayoub (2010) and Al-Majali (2018), which pointed out that despite the fact that Jordanian women have leadership skills and qualities, their roles are still limited in some organizations. Also, the study results are in line with the findings of Al-Badareen and Al-Qawasmi (2013) and Upadhyay (2005), which highlighted the gap between policies and the actual level of women's empowerment. This gap is attributed to several factors, including laws and policies, economic returns for women, violation of women's rights, limited participation in decision-making, and lack of experience. (Upadhyay, 2005).

The results related to answering the second question: Are there statistically significant differences in the average responses of the study sample regarding the job obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorate based on their demographic and job characteristics?

Differences by Variable Age:

To identify statistically significant differences in the average responses of the study sample regarding job obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorate based on the age variable, a one-way analysis of variance (ANOVA) test was conducted, and Table (9) illustrates these results.

Table (9) - Results of One-Way ANOVA Test for Differences in Job Obstacles that hinder the empowerment of women working in the public and private sectors by Age Variable.

Field	Age	Number	Average score	Standard deviation	Value (f)	Significance Level
Institutional and administrative obstacles	20-30	46	3.682	0.69	3.61*	0.03
	31-40	51	3.824	0.82		
	41 and above	40	4.046	0.63		
Social Obstacles	20-30	46	3.631	0.79	3.27*	0.04
	31-40	51	3.911	0.78		
	41 and above	40	4.003	0.77		
Personal Obstacles	20-30	46	3.488	0.42	1.58	0.21
	31-40	51	3.404	0.42		
	41 and above	40	3.573	0.42		
Overall Level of occupational obstacles	20-30	46	3.600	0.53	3.14*	0.04
	31-40	51	3.713	0.64		
	41 and above	40	3.874	0.56		

*Statistically significant at the significance level ($\alpha \leq 0.05$):

Table (9) indicates that there are statistically significant differences between the average response of female respondents from the study sample towards the Overall Level of occupational obstacles that hinder the empowerment of women working in

the public and private sectors in Jerash Governorate according to the variable "age", where the calculated (f) value was (3.14), which is A statistically significant value at the significance level ($\alpha \leq 0.05$), as well as the presence of differences regarding institutional and administrative obstacles and social obstacles, where the calculated (f) values reached (3.61) and (3.27), respectively, which are statistically significant values at the significance level ($\alpha \leq 0.05$), and to determine the sources of the differences, and through the results of Tukey's post-comparison test, it was found that the differences are in favor of the respondents of the age group (40 years and above).

Differences according to the educational level variable:

To identify statistically significant differences between the average answers of the study sample members regarding occupational obstacles that hinder the empowerment of women working in the public and private sectors according to the educational level variable, a one way ANOVA test was conducted, and the table (10) explains these results.

Table (10) Results of the one-way variance test to test the differences between occupational obstacles that hinder the empowerment of women working in the public and private sectors according to the educational level variable.

Field	Educational Level	Number	Average score	Standard Deviation	Value (f)	Significance Level
Institutional and administrative obstacles	Postgraduate	21	4.228	0.71	3.55*	0.03
	Bachelor's	59	3.893	0.72		
	Diploma	38	3.684	0.73		
	High school	19	3.604	0.63		
Social Obstacles	Postgraduate	21	4.069	0.74	1.49	0.22
	Bachelor's	59	3.730	0.72		

Personal Obstacles	Diploma	38	3.724	0.82	0.34	0.79
	High school	19	3.924	0.89		
	Postgraduate	21	3.533	0.37		
	Bachelor's	59	3.469	0.44		
	Diploma	38	3.539	0.43		
	High school	19	3.455	0.44		
	Postgraduate	21	3.876	0.57		
	Bachelor's	59	3.631	0.57		
	Diploma	38	3.682	0.57		
	High school	19	3.810	0.59		
Overall Level of occupational obstacles					1.32	0.27

*Statistically significant at the significance level ($\alpha \leq 0.05$)

Table (10) indicates that there are no statistically significant differences between the average response of female respondents from the study sample towards the Overall Level of occupational obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorate according to the variable "educational level", where the calculated (f) value was (1.32).) which is a value that is not statistically significant at the significance level ($\alpha \leq 0.05$), as well as the absence of differences regarding social and personal obstacles, as the calculated (f) values reached (1.49) and (0.34), respectively, which are values that are not statistically significant at the significance level. ($\alpha \leq 0.05$), and it is clear from the results that there are differences regarding institutional and administrative obstacles. To determine the sources of the differences and through the results of Tukey's test for post-hoc comparisons, it was found that the differences are in favor of the respondents from the educational level of "postgraduate studies."

Differences according to the workplace variable:

To identify statistically significant differences between the average answers of the study sample members regarding occupational obstacles that hinder the empowerment of women working in the public and private sectors according to the workplace variable, a t-test was conducted for independent samples, and the table (11) Explains these results.

Table (11) results of the t-test of the differences between the occupational obstacles that hinder the empowerment of women working in the public and private sectors according to the workplace variable.

Field	Workplace	Number	Average score	Standard Deviation	Value (f)	Significance Level
Institutional and administrative obstacles	Public Sector	60	3.874	0.80	0.37	0.71
	Private Sector	77	3.829	0.64		
Social Obstacles	Public Sector	60	3.933	0.81	1.34	0.18
	Private Sector	77	3.751	0.77		
Personal Obstacles	Public Sector	60	3.435	0.41	-1.64	0.11
	Private Sector	77	3.553	0.42		
Overall Level of occupational obstacles	Public Sector	60	3.748	0.63	0.42	0.71
	Private Sector	77	3.711	0.53		

Table (11) indicates that there are no statistically significant differences between the average response of female respondents from the study sample towards the Overall Level of occupational obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorate depending on the

variable "workplace", where the calculated (t) values were (0.42) which is a value that is not statistically significant at the level of significance ($\alpha \leq 0.05$), and there are also no differences regarding institutional, administrative, social and personal obstacles, as the calculated (t) values reached (0.37), (1.34) and (-1.64), respectively. These values are not statistically significant at the significance level ($\alpha \leq 0.05$).

Differences according to the place of residence variable:

To identify statistically significant differences between the average answers of the study sample members regarding occupational obstacles that hinder the empowerment of women working in the public and private sectors according to the place of residence variable, a t-test was conducted for independent samples, and the table (12) illustrates these results.

Table (12) results of the t-test of the differences between occupational obstacles that hinder the empowerment of women working in the public and private sectors according to the variable of place of residence

Field	Place of residence	Number	Average score	Standard Deviation	Value (t)	Significance Level
Institutional and administrative obstacles.	City	75	3.905	0.70	0.66	0.51
	Village	62	3.819	0.72		
Social Obstacles.	City	75	3.642	0.86	3.21*	0.01
	Village	62	4.105	0.76		
Personal Obstacles.	City	75	3.525	0.43	0.46	0.63
	Village	62	3.489	0.42		
Overall Level of occupational obstacles	City	75	3.705	0.59	0.44	0.68
	Village	62	3.799	0.57		

*Statistically significant at the significance level ($\alpha \leq 0.05$):

Table (12) shows that there are no statistically significant differences between the average response of female respondents from the study sample towards the Overall Level of occupational obstacles that hinder the empowerment of women working in the public and private sectors in Jerash Governorate according to the variable "place of residence", where the calculated (t) values reached (0.44).) which is a value that is not statistically significant at the significance level ($\alpha \leq 0.05$), as well as the absence of differences regarding institutional, administrative, and personal obstacles, as the calculated (t) values reached (0.66) and (1.46), respectively, which are values that are not statistically significant at Significance level ($\alpha \leq 0.05$), and it is clear from the results that there are differences regarding social obstacles, and it is clear from Table (12) that the differences are in favor of the female respondents residing in villages, for whom the average score was (4.105) compared to (3.642) for those residing in cities.

Conclusion:

Based on the reached findings, the researcher believes that institutional and administrative obstacles have a significant role in limiting the empowerment of women working in both the public and private sectors in Jerash Governorate. This is due to the lack of appropriate professional guidance and counseling within the institution or organization where women work. Additionally, the low wage rates in the private sector compared to the public sector and the unfair treatment of female employees by male officials. Regarding social obstacles, it has become evident that males often hold authority over women in decisions related to their education and work. Cultural customs and traditions limit women's access to many professions, and a lack of social awareness about women's role in driving development acts as a barrier that hinder their empowerment in the workplace. As for personal obstacles, the researcher believes that long working hours deprive women of the ability to care

for their families, leading some of them to leave their jobs. In addition, personal traits, low self-esteem, and inadequate personal skills and abilities can hinder women from pursuing non-traditional careers.

Recommendations:

Based on the previous results, the study recommends the following:

1. Organizations, whether in the public or private sector, should implement counseling and guidance programs for their employees to help them understand their job responsibilities.
2. Decision-makers in organizations should ensure fairness and equal opportunities for all employees when selecting individuals for leadership positions, regardless of their gender.
3. Increasing social awareness about the importance of women's roles in comprehensive development and emphasizing their equal partnership with men in the progress and development of society.

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