

# Gender Justice & Equality before the Law

2023 Update



Shared Prosperity Dignified Life



## During the period 2022-2023:

- 17** countries participated in the Gender Justice and Equality before the Law Initiative
- 15** countries shared their legislative updates
- 39** legal texts were issued that contributed to enhancing the situation of women in the Arab region before the law
- 16** changes occurred within the coding of Arab countries on the matrix of the Gender Justice and Equality before the Law Initiative

# Legislative updates included:

1

Constitutional  
amendment

3

Regulations

18

Issuing/amending a  
law

8

National  
policy/budget

6

Presidential Decree /  
Council of Ministers /  
Ministers / Bodies

3

Orders

# The Hashemite Kingdom of Jordan

## Non-discrimination in the workplace

Amending Article (69) of [the amended Labor Law No. 10 of 2023](#)

a. Any discrimination based on gender between employees that would prejudice equal opportunities is prohibited.

## Night work

Amending Article (69) of [the amended Labor Law No. 10 of 2023](#)

b. The Minister issues the necessary instructions to protect pregnant and breastfeeding women, women with disabilities, and women who work at night to create a safe work environment.

# The Hashemite Kingdom of Jordan, cont.

## Sexual harassment

Amending Article (29) of [the amended Labor Law No. 10 of 2023](#)

Article (29) of the original law was amended as follows:

1. By adding the sentence (the employer must notify the Ministry of Labor within two weeks from the date of leaving work according to the ways determined by the Ministry) after the sentence (without notice) in paragraph (a).
2. By adding the sentence “or sexual harassment” after the sentence “sexual assault” in article (6) of paragraph (a).
3. By deleting the text of paragraph (b) and replacing it with the following:  
B. If proved to the Minister that there has been an assault by the employer or his representative by beating or engaging in any form of sexual assault or sexual harassment against the employees, the employer or the Director of the institution or his representative shall be punished with a fine of not less than two thousand dinars and not more than five thousand dinars, and the fine shall be doubled in case of repetition, taking into account the provisions of any other applicable legislation.
4. By adding paragraph (c) to the law with the following text:  
C. For the purposes of this article, “sexual harassment” means:  
Any physical or verbal practice or behavior of a sexual nature, or threats related to it, that affects the worker’s dignity, is insulting to him, and leads to physical, psychological, or sexual harm to him.

# Kingdom of Bahrain

## Civil legal aid

According to Law [No. \(24\) of 2016](#) amending some provisions of the legislative decree no. (3) of 1972 regarding judicial fees, “...the Minister of Justice or his authorized representative may postpone or exempt from all or some of the judicial fees whoever proves his inability to pay them.” This law applies to both men and women equally.

## Exemption from punishment by marrying the victim

Issuance of [Law No. \(7\) of 2023](#) to abolish article (353) of the Penal Code issued by Legislative Decree no. (15) of 1976, which exempted the rapist from punishment in case of a valid marriage with the victim.

## Paternity leave

[Law No. \(36\) of 2012](#) provides male workers who have had a new baby with a day off from work.

# Sultanate of Oman

## Equal pay for work of equal value

Article (12) of [Labor Law \(53\) of 2023](#)

“The employer’s termination of the employment contract shall be considered an arbitrary dismissal of the worker if the termination is for any of the following reasons:

Article (1) “Sex, origin, colour, language, religion, creed, social status, disability, pregnancy, childbirth or breastfeeding for working women. Under this article it is clear that the law prohibits discrimination based on gender or social status.”

Article (23) of the Labor Law no. (53) of 2023 “...the employer must treat all workers equally if the nature and conditions of the work are agreed upon.” With the emphasis that all individuals, male or female, have equal wages according to their job grades, a principle guaranteed by State’s statute pursuant to Royal Decree No. (6/21) in article (21), and this is also supported by article 3 of the General Interpretations and Texts Act 1973, which stipulates that: “... Words indicating or referring to masculine include feminine...”

# Sultanate of Oman, cont.

## Paternity leave

Article (84) of [Labor Law \(53\) of 2023](#)

The worker is entitled to special leave with inclusive pay as follows:

1 - 7 days of paternity leave, provided that the child is born alive and that the leave does not exceed 98 days of the child's age.

## Duration of the maternity leave

Article (84) of [Labor Law \(53\) of 2023](#)

The worker is entitled to special leave with inclusive pay as follows:

10 - 98 days of maternity leave for the female worker to cover the period before and after childbirth. The female worker is granted leave to cover the pre-birth period upon the recommendation of the medical authority, provided that its duration does not exceed 14 days, and the rest of this leave shall be granted from the date of birth.



# State of Palestine

## Paternity leave

Article (88) of the [Legislative Decree \(24\) of 2022](#) amending the Civil Service Law (4) of 1998 that grants the employee a leave with full pay for a period of three consecutive days to accompany his wife when she gives birth, and shall not be deducted from his annual leave.

## Budget to combat violence

A decision issued by the Council of Ministers on the adoption of gender-sensitive budgets, and taking this into account in planning and budgeting teams, based on Council of Ministers Resolution No. (13/05/01MW/SF) for 2009 on gender mainstreaming in the Government's budgeting process. Likewise, the Council of Ministers decision to form the National Committee for Gender-Sensitive Budgets.

# Kingdom of Morocco

## National sexual and reproductive health policy

[The 2023 draft finance law for the Ministry of Health and Social Protection](#), allocates a special budget for reproductive health, maternal, child and youth health, and female residents with special needs.

# Kingdom of Saudi Arabia

## Domestic work

[Decision of the Minister of Human Resources and Social Development \(No.\) 40676 of 2023](#) List of Domestic Workers and persons of similar status. The list considers issues of working hours, leaves, health care as well as protection from verbal and physical abuse as well as sexual harassment.

## Contraceptive Services

Chapter on women's health rights in [the Bill of Rights and Responsibilities](#) issued by the Ministry of Health. The bill affirms women's right in receiving health consultation, if she wishes to proceed with family planning and her access to contraceptives.

## Emergency contraceptive services

Chapter on women's health rights in [the Bill of Rights and Responsibilities](#) issued by the Ministry of Health, which similar to the above highlights the women's rights to access contraceptives.

## Criminalization of abortion

Chapter on women's health rights in [the Bill of Rights and Responsibilities](#) issued by the Ministry of Health, which highlights women's right to abortion in cases where pregnancy is threatening to the woman or the fetus.