

The Reality of Gender Mainstreaming in The official Jordanian Universities: a Case Study Of the Hashemite University

Abstract

The study aimed to identify the reality of gender mainstreaming in the Hashemite University to members of the academic and administrative bodies in terms of: qualification, job distribution, annual evaluation, official representation and scholarships. This study also sheds light on the official perspective these employees have regarding the appointment procedures, leadership potential, and participation in workshops, conferences, committees, appreciation and publication.

Dispretive method approaches were employed in this research. The data was analyzed on the Hashemite university campus in the year 2012-2013. Two questionnaires were distributed a total number 1595. Moreover, a random selection was made of the 150 subjects from the academics (24% males and 31% females) and 200 subjects from the administrative subjects (17.9% males and 22.8 females).Data was analyzed using SPSS; different statistical criteria were used such as standard deviations, averages, frequencies and percentages.

The findings showed that men have more chances than women in terms of the number of employees and representation in higher ranks. Male academics also show more tendencies to have sabbatical leaves, promotion and tenurity in their jobs, and get a sabbatical leave.

With regard to the Administrative Authority showing the low representation of women and men in the upper academic qualifications, but the percentage of women's representation of a campaign first university degree, while the study showed higher proportion of males who have academic qualifications less than secondary general. In the area of installation appeared an obvious gap in favor of women. As it turns out that the main way to sample assignments members of the Academy is the official announcements, while the medium is the main means of a sample of members of the governing body and was in favor of males and females alike.

Results of the study showed a generally positive attitudes towards the empowerment of women in employment and participation in the development process, but it has appeared negative attitudes towards dissatisfaction to be responsible in the work of a woman, and identify careers especially males and other females.