

Leading Women and Their Place in the Three Authorities

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Abstract

Highlight the status of women in the leadership of the three authorities and the positive role of women's participation in political and public life in the country. Moreover, stand on the most important problems that prevent the advancement of women and give suggestions to support their success and progress.

Key words: Leading women; Decision-making; Jordanian legislation

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INTRODUCTION

The fate of the nation depends on three factors: the Constitution and the way in which it is implemented and the extent of respect that it sends in the souls, the law is an inevitable phenomenon in organized human societies, and it is the most important aspect of expression of will and the collective sense for members of the community.

The evaluation of leading women's work in the three authorities (executive, legislative and judicial) cannot be done in a vacuum, it must include the actions, achievements and activities presented by the woman in one of many incidents or circumstances which necessarily includes multiple dimensions and their integration and overlapping, these dimensions are human, political, spatial and temporal dimensions and others.

Recently, Jordan has witnessed special attention and a big and serious approach to highlight the role of leading women and devote their ability to exercise all their rights to activate their participation in political and public life, which represents one of the priorities of the political development in the country.

From these starting points and from the belief of the importance of leading Jordanian Women's role in community development and promotion, after time and tests have proved their ability in tender, creativity and excellence, this research study comes dealing with real opportunities granted by the Jordanian legislation to women to be a successful leader and stand on the obstacles that prevent their progress and assume pioneer leadership positions in the political and public work sectors.

1. THE CONCEPT OF LEADERSHIP AND ITS TYPES

Some believe that leadership is an innate talent possessed by some people and that the leadership attribute is only for the people who possess the ability to manage others, lead them and deal with their will, and that there is no room for those who have been deprived of this talent to be leaders or even give them the opportunity to exercise leadership during work (Cohen, 2005).

To study the issue of leading women and their place in the three authorities, we must first stand on the concept of leadership as defined by civil service management in the United States (the effective impact on the activity of the group directed toward the goal and the strive to achieve this goal).

Also defined as the boundary between success and failure in anything you do and it is the art of influencing others to do the maximum in their power to perform any task or goal or project (Cohen, 2005).

Leadership can be understood if we understand the relationship between the three overlapping elements, it is the leader and his own properties which involve his potentials, thoughts and perceptions that help achieve the goals of the group.

Secondly: Position which include functions and desired objectives and objectives expected to be achieved.

Thirdly: Followers, the people who are working with the leader because leadership is a two-way process characterized by continuous efficiency that reflect the relationship of one person with another (superior and subordinate), from the above leadership can be defined as:

Individual's ability to direct a person or group of people, guide them, help them to achieve a particular goal and motivate them to cooperate and continue to achieve the best results.

Scientific research keep track of general patterns to study the issue of leading women and their place in the three authorities where some of the research made an analytical study of the characteristics of those who are known as senior leaders to take advantage of their experiences and try to attract their qualities to non-talented beginner leaders.

The other studies formed an experimental group and asked its members to be appointed for a certain period in leadership positions, these studies tackled their qualities as leaders who succeeded in their tasks and stood on the obstacles they have experienced.

There are three types of leaders that influence decision-making, namely:

- a) Autocratic leadership, because the autocratic leader is the one who issues orders which he insists on implementing and sets a policy for the group without consulting them. He does not give any detailed information about plans for the future, but he simply tells the group the current steps they must follow.
- b) Democratic leadership, the Democratic leader issues orders after consultation with the group and takes into account that politics is drawn in group discussion and he participates with the group like any other member.
- c) Emitted leadership, an emitted leader does not lead, but leaves the leadership to the group and does not participate in anything, and in most cases, he is a leader in formality and is not successful, some believe that he had reached the rank of president on the basis of knowledge or instrumentality.

From the above it is clear that a successful leader is the one who works to create group spirit, creativity and tender in an atmosphere of expressing opinions and advice to achieve common goals and to maintain group consistency and interconnection, so it is necessary for the person to perform the role of the leader to have certain traits and characteristics:

- a) Psychological features and characteristics for example mental differentiation, wisdom, sacrifice, strength of character, strength of will and endurance.
- b) Capabilities and distinctive qualities, such as the ability to do some work that will help the group to achieve its objectives and improve interaction between them.
- c) Scientific and professional knowledge and skills, for example, knowledge of educational methods and understanding the needs of human behavior, the skills of dialogue with others and the ability to earn their love and other skills.

It can be said that the previous readings of qualities and attributes are an important and necessary requirement to distinguish between the leader and other members, the gender of the leader was not characterized, whether male or female, if we say that the leader is characterized by intelligence, for example, is it possible to deny this epithet for women and especially leading ones?

Dr. Cohen in his book (the art of leadership) believes that leaders are made not born. He proves this by showing that people are born with relevant features which enable them to reach excellence in the things involved, some of them born and have the talent to play football, but finding out which capabilities a person possess and their development far exceeds the importance of any capabilities you were born with. Do you want a proof? Researchers discovered that if you are taller than six feet, you have a better chance to be a company president than if you are less than six feet ... but "Napoleon Bonaparte" was short and likewise was Gandhi, this indicates the existence of an exception to this theory (Cohen, 2005).

2. JORDANIAN LEGISLATION RELATED TO WOMEN

Jordanian state is a state of law in the contemporary modern concept of a democratic state; it is a state for all citizens, regardless of differences in opinions or varied attitudes, It derives its strength from the actual application professed to the principles of equality, justice, equal opportunity, and allow the Jordanian people to participate in decision-making related to their life and their affairs, so as to achieve citizens' psychological stability, reassurance and confidence in the future, and care about institutions of the state and have pride in the honor of belonging to the country. Jordan's democratic orientation focuses on public freedoms and rights of citizens based on the concepts of liberty, equality and justice, In addition to the right of assembly and establishment of political parties and organizations within the provisions of the law (Mashaqbeh, 2005).

The (1952) Constitution determine the political system in the Hashemite Kingdom of Jordan as a parliamentary, royal and hereditary system, and the third Chapter of the Constitution set the public authorities constituent of the

Jordanian political system and the terms of reference for each in three major authorities, namely:

- a) The Executive authority: vested in the King and handled through the Council of Ministers or his ministers, Article 26 of the Constitution.
- b) The legislative authority: the Constitution entrusted to the National Assembly (House of Representatives and Senate) and the King, Article 25 of the Constitution.
- c) The judicial authority: by courts of different kinds and levels, Article 25 of the Constitution.

That the study of democratic development must distinguish between two levels of development levels. The theoretical level, that's the availability of constitutional provisions, legal or legislative push for democratic development. The second level is represented in actual practice and allows the flow of variables and application of democracy in the society circles of the political, social and economic (Mahafdah, 2006).

The participation of women in the political and public life of her country depends on the prevailing circumstances, influences, the system of laws and regulations, and inherited visions of the customs and traditions that leave its impact on the women's awareness in life. The women's access to positions of authority and decision-making, in particular the executive, legislative and judicial authorities is no longer a requirement of justice and basic democracy, but it is a necessary condition to take into account women's interests on one hand and the development of society on the other hand.

Jordanian women, like other Arab women attempted, presented, and succeeded thanks to the struggle, which dates back to the early fifties to claim their right to vote and run for municipal and parliamentary elections, after that came a women movement in 1974, where a Jordanian Women committee was formed, it filed memoranda to official authorities that aimed to give women their political rights and it was achieved, where women were given under the House of Representatives election law No. (8) The right of nomination and election of the parliaments for the first time. In 1982 women were granted the right to vote and run for municipal councils, but luck did not go well when 12 women ran for elections in 1989. Women won in the 1993 elections for the first time in the history of the kingdom, where Ms. (Toujane Faisal) won the Circassian seat in the House of Representatives.

The main obstacles faced by Jordanian women in the elections are:

- a) The weakness of economic resources for the election campaign.
- b) Election Law, which was based on the principle of one vote.
- c) The prevailing social heritage which did not accept the participation of women in the parliamentary elections.

The publication of the amended law for elections in 2001 added six seats in addition to the total parliamentary seats allocated to constituencies for winner women candidates, and in the Provisional Law No. (9) for the year (2010) the seats were raised to (12) But in the executive authority, ministerial post have continued to be a monopoly to men without women until 1979, where the first woman was appointed to a ministerial post for the portfolio of the Ministry of Social Development by Professor (Inaam Mofleh). The issue of women's empowerment with its various dimensions and most importantly access to decision-making positions was on the agenda of all local and international conferences, and especially those organized by the UN, both governmental and non-governmental, and the most important of these conferences was the Fourth World Conference on Women, held in Beijing in (1995). The Economic and Social Council of the United Nations in its resolution No (15/1990) encouraged the participation of women in power structures and decision-making positions in a percentage of (30%) and work to mobilize the community, both men and women, and make the society aware to change prevailing negative societal attitudes against women and adopt mechanisms and procedures that enable Women and activate their role.

The Jordanian Constitution have laid rules of equality between Jordanians, regardless of gender, and without any discrimination among them, and affirmed the right for every Jordanian to be appointed to public offices, giving the opportunity for both sexes alike, and this was confirmed by the text of Article 16 of the Jordanian Constitution of 1952 that:

- a) Jordanians are equal before the law without discrimination in rights and duties on grounds of race, language or religion.
- b) The State shall ensure work and education within the limits of its capabilities and ensure tranquility and equal opportunities for all Jordanians.

As Article 22 of the Constitution states:

"Every Jordanian has the right to be appointed to public offices under the specified conditions in the law and regulations."

If there is absolute agreement on the recognition of the principle of equality from countries constitutions, the disputed here is to determine the content of this principle. Equality cannot be absolute, but relative equality that there will be equality between members of identical positions. Thus, it can be said that the principle of equality requires subduing all people who enjoy similar positions for a unified legal system. This matter requires the existence of a two-pronged in order to achieve equality, equal rights and equal duties or burdens of public (Aldebs, 2010).

Then the Jordanian laws and regulations came to reflect the constitutional texts in different formats from which to make sure the rights of Jordanian women and enhance their role in all fields.

The Jordanian National Charter issued in 1990 in the first chapter of item (8) stated that

Jordanians, men and women, are equal before the law without discrimination in rights and duties on grounds of race, language or religion. They practice their constitutional rights and adhere to the upper interests of the country and ethics of national work.

The second chapter in the third item of paragraph (d) stressed: "To achieve equality, justice and equal opportunities for citizens, men and women without discrimination." The Charter in Chapter Five item (6) stressed that

the woman is a partner of the man in the development of the Jordanian society, which requires confirmation of her legal and constitutional right to equality, education, guidance and training, work and enable her to take her rightful role in the construction and progress of society.

The new Jordanian Labor Law No. (8) of 1996 states a real equitable for women and emphasized their rights, where the worker was defined as "every person, male or female who performs work for a pay and is a follower of the employer and under his command" and then came other legal articles with respect to the woman that the employer cannot terminate the service of pregnant working women from the sixth month of her pregnancy or during maternity leave.

In the same context, civil service system articles tackled maternity leave and gave women the right to take leave without wages if circumstances of the family require that ..., and so is the case for Social Security Act which gave the aging pension to work women and talked about maternity insurance in its different articles.

The Jordanian Personal Status Law has adopted the Islamic approach restricted to Islamic law and conditioned the ability to get married and the law stated that a woman who did not complete eighteen years cannot get married if her fiancé is twenty years older than her unless the judge makes sure of her satisfaction and selection and that her best interest is in this marriage.

As for the role of women in Jordanian political parties, the percentage is low, and statistics indicate that the percentage of women's participation in the constituent bodies of parties does not exceed 10%, and the percentage of women's participation in political parties is 6.8% in 2005, and has risen to 28.8% in 2007, after the enactment of political parties, women are still refusing to join political parties, due to several reasons:

- That most of the parties licensed in Jordan do not address the issue of women in their programs effectively.
- Reasons belonging to the nature of the political situation in the previous stages.
- Ideological reasons.
- It is clear from the above:

a) Equality contained in the core of the Jordanian Constitution gives the right to individuals in the community equally before the law away from gender, religion, occupation, poverty or other, and equality is either civilian and means the duty of treating everyone the same treatment in their duties and in giving them their rights prescribed in the laws, or political equality which means state's recognition of this right for all people to participate in governance through the appointment in public office without differentiation, but according to their adequacy and entitlement.

(b) The subject of rights and duties, which came in the second chapter of the Constitution (the rights and duties of the Jordanians) within the items (5-23) to confirm that the state is interested in the affairs of its members and their interests. The varied rights which are social, political, civil, the right to elect and be elected, and the right of self-determination. Corresponds to the rights and duties imposed by the state on its citizens either General Duties and here rules apply to everyone for being peremptory norms issued by a competent, or special duty required to be implemented by a particular individual, and most important of these duties are the national duties of the citizen executed in subordination to power, which represents law, the defense of the country, achieving national unity and others.

c) The evolution of laws and legislative proposals reflected on the reality of Jordanian women in the community, giving them a chance to participate in political and public life, women were able to confirm their role as equal partners with men in life by emulating clear leading positions in the Parliament, ministries, judiciary, the armed forces, unions and others.

d) To address the lack of Jordanian women's role in the Jordanian parties, we must think in easy practical ways to give her the chance to participate without hesitation and this is represented in:

- Working to create an appropriate democratic atmosphere in all areas of life and in all state institutions.
- Making a way for women to gain access to different partisan leading positions for the defense of their issues and form specialized committees in the various provinces to discuss women's issues and work to support their cases.
- Employing various visual and audible media to raise awareness of women's rights and duties by holding awareness lectures, symposiums, the use of the press and local magazines to highlight the image of leading women and work to change the stereotypical image of women.

3. LEADING WOMEN AND DECISION-MAKING

According to the Nairobi Forward-looking strategy for the Advancement of Women in 2000 which was acknowledged in the United Nations Conference the third in 1985 in Nairobi and was adopted by governments, international organizations and nongovernmental organizations, including the following:

Governments and political parties must intensify efforts to ensure and secure the equal contribution of women in all legislative bodies of the senior positions in the branches of administrative, legislative and judicial of these bodies at the local level.

As stated in the national report of non-governmental organizations in Jordan on the progress made in implementing the action platform of the Beijing Conference in 1999 as follows:

Despite the lack of legislative obstacles to women's participation in the executive and the judiciary authority, and the removal of legal obstacles that have prevented their participation in the legislature since 1974, however, participation in the three authorities have remained exclusive to men for a long time.

- The reading of the above can analyze women's non access to decision-making positions for many reasons:
 - a) Jurisprudence tends to adopt two directions in the interpretation of male domination of the political process, the first trend and options approved by the society for women for a long time made them direct their energies and their abilities towards family interests and child care, the second trend sees the traditions, customs and social norms as the things that govern directing roles and privileges.
 - b) Lack of awareness of women themselves of the importance of their participation in politics and decision-making, and not to engage seriously in the face of the challenges facing humanity in relation to economic and social development and peace and security, etc., and this was confirmed by the secretary-general of the United Nations on the International Women's Day, which is the role of women in decision-making, and that the international community believes that women are affected like any man of the challenges surrounding and then must be involved in decision-making processes in all areas of the same strength and in the same numbers.
 - c) The previous experiences of candidates for election campaigns in successive periods demonstrated that women candidates are less able to finance campaigning and this financial and economic obstacle cripple the campaign led by the candidate, which deprive them of access to different areas, to be with the largest number of voters, display their

election programs, introduce their selves in new developed media, and the lack of free propaganda through the media and the man remains financially capable of carrying the burden of campaigning.

- d) Manipulation of the election results and the lack of clear transparency and and credibility in the real results of the elections, still the man is able to adhere to the responsible parties more than women, and his ability to vote-buying and manipulate voters conscious and this is what we saw during the elections in 2013 where it was evident in the results of this session, the declaration of the results was in favor of the head of national promotion list (Ms. Abla Abu Abla) once, and again in favor of (dr. Hazem Qashu), the Independent Electoral Commission has previously declared the winner Qashu for the first time, then returned and announced the victory of Abu Abla, and returned for the third time to declare the victory of Qashu, forcing Abla to threaten to resort to the courts and set up her lawsuit against the Independent Electoral Commission and screening committees, what was the result? And how did the Jordanian street see this inconsistency and variation in the results of the elections?

Remarkably, opinions varied about the transparency and fairness of the House of Representatives the seventeenth of Jordan, but the loss of credibility and skepticism about the falsification of the election results was the most versatile opinion in the rights of voters, especially after the fight in the result of Qashu and Abu Abla, and at that time the Jordanian courts received appeals on election results. A number of people involved in political money and interested in buying votes were arrested, in an effort to revive the trust between citizens and the electoral process.

FINDINGS AND RECOMMENDATIONS

Jordanian women, by their struggle and seeking to prove their ability to work and take on, gained some of their rights and have proved their worth in the fields of life.... they entered all fields of work, which was conquered by the man before, but until now they have not had a full opportunity and that the man's leading age leader is relatively long if compared to the woman's leading age.

Recommendations required and proposed to facilitate the access of Jordanian women to the three authorities:

- a) Work to unite the efforts of organizations and women's associations to support women candidates for both the House of Representatives or municipal, and work to give a chance for women to be present in such associations and organizations to discuss matters and issues that support women to make them an interactive party in community issues.

- b) Past experience has shown that (the principle of one vote) scheduled in the election law works to reduce the chances of women in the access to parliament (legislative power), so we must work to continue efforts to amend this law.
- c) The use of media available both visible and audible to highlight women as Ladies of society and active participants capable of achieving the various achievements, and work to change the prevailing social impression on women through seminars, lectures and others that talk about the success stories of the society ladies.
- d) Developing standards and clear bases that support women's issues and help them to participate in political parties, attract them to political action, and increase the role of trade and labor unions in delivering professional and working women to lead positions.
- e) Formulate a clear strategy for the advancement of women and support them to reach decision-making

positions, committees and negotiation delegations in the international peace agreements and participate in committees and diplomatic missions, and strengthening their capabilities and developing their skills in training and capacity building programs.

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