

Family and Psychological Obstacles to Woman Participation in the Process of Sustainable Development in Jordanian Society

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Abstract

The study aimed to identify the relationship of family and psychological obstacles to women's participation in the process of sustainable development in Jordanian society, the sample of the study was (700) working women in the governmental, private and various business sectors in the city of Zarqa, and the sample was chosen in a systematic random way, and data was collected using the questionnaire tool, and the statistical program (SPSS) was used to extract the results, the results of the study showed, in general, that all fields of study came with a moderate degree, as the field of family obstacles ranked first, with a total arithmetic mean (3.17), where the paragraph of parents' reluctance to work for women in professions that require travel outside the country was the highest of the paragraphs, with an arithmetic mean of (3.79), while the paragraph of the husband's family's opposition to the wife's work ranked last, with an arithmetic mean of (2.27), and in the last place came the psychological obstacles, where all the indicators were in this field with a total arithmetic mean (3.12), the highest item was annoyed by the distance of the place of residence from work, with an arithmetic mean (3.49), while the paragraph of society's weak encouragement for women's work ranked last, with an arithmetic mean of (2.81), the results also showed that there were no statistically significant differences due to the impact of the social status variable on the obstacles (family and psychological), in addition to the existence of statistically significant differences at the significance level ($\alpha \geq 0.05$) due to the effect of the educational level variable on the obstacles as a whole (family, psychological).

Keywords: family obstacles, psychological obstacles, development, Jordanian society.

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Introduction

Woman participation in the social, political, economic and other fields is a fundamental pillar in achieving sustainable development as it contributes to the evolution and development of society through its ability to positive change, especially with the development and transformations that occurred in human societies and the transition from the traditional stage to the stage of development, discoveries, average s of technology and production. which worked to change the reality of human life, making societies interested in empowering women in the field of education, health, economy, administration and social services and activating its role in most sectors in order to improve the standard of living, achieve well-being and achieve development goals (Al-Youssef, 2019).

Women's education contributed to increasing their participation in the economic and social development process, it is noted that the percentage of working women has increased in all human societies, especially the developed ones, and third world societies followed suit, based on the fact that development must invest all educated and trained human force, thus, the integration of women in the development process has become a national necessity, and this trend has led to important structural changes in Third World societies, including Arab societies.

The digital data of the Department of Statistics indicated that the percentage of women in the labor force aged 15 years and over reached 17.3 in 2017 (Department of Statistics, 2017), despite this, the contribution of women in areas of human activity outside the family sphere continues to encounter many difficulties and obstacles that limit their participation in the labor market and make it low, this dilemma needs further study and in-depth study in order for women to assume their role in society and push the development process forward.

Women played a major role in family, social and educational care and in developing ways of working in practical fields and sectors it is considered half of society and constitutes a dynamic force that supports development and transformation in society.

The importance of studying:

Since the 1970s, Jordanian society has witnessed economic and social transformations and changes in customs, traditions, lifestyle styles, and the view of the role of women represented by the teaching profession, and they became accepted in society, while the rest of the professions and jobs were not accepted by society, because of the negative view towards working women (Ayad, 1996: 66), the contribution of Jordanian women to the labor force increased from about 4.8% of the total number of women of working age, excluding the agricultural sector, in 1975 to about 14% in 1980.

The Women's Affairs Department was established in 1977 in order to follow up the issues of Jordanian women and work to increase their contribution to economic and social development. (National Planning Council, 1985: 285).

Jordanian women constitute nearly half of society according to official statistics, but their economic contribution is minimal, despite all the efforts made to increase the levels of their participation in the labor market in the public and private sectors (Jordanian Economic and Social Council, 2016),

the importance of this study focuses on the most prominent family and psychological obstacles which confronts Jordanian women and hinders their contribution to the process of sustainable development.

Study Problem:

This study seeks to analyze the phenomenon of Jordanian women's work and to identify family obstacles represented in the reluctance of family members (father, husband, brothers and mother) for women to work in certain areas and times and the bonding of family members with the value dimensions and the system of customs and traditions that determine the nature of its work, and psychological represented in the system of values and norms prevalent in society, fear, worry and frustration among women and family members, and these obstacles take many aspects such as worry, mutual domestic violence, disintegration, and others as a result of the changes taking place in society, which encourage women to educate and leave the house to work in order for men to participate in building society and economic life and providing the requirements for household expenses.

Objectives of the study:

1. Identifying the relationship of family constraints in limiting the contribution of Jordanian women to the process of sustainable development.
2. Identifying the relationship of psychological constraints in limiting the contribution of Jordanian women to the process of social development.
3. Identifying the relationship of some variables in limiting the contribution of Jordanian women to the process of sustainable development.

Study questions:

- 1- What is the relationship of family constraints in limiting the contribution of Jordanian women to the sustainable development process?
- 2- What is the relationship of psychological constraints in limiting the contribution of Jordanian women to the process of sustainable development?
- 3- What is the relationship of some variables in limiting the contribution of Jordanian women to the sustainable development process?

Study limitations:

Spatial limit: It includes public and private sector institutions in the city of Irbid, which included schools, hospitals, governmental and private health centers, and various government institutions, in addition to women working in the self-employment sector in the city of Irbid.

Human limit: includes a sample of (700) women working in the public, private and entrepreneurial sectors.

Time limit: during the second semester of 2022/2023.

Terminology of study :

a. Theoretical concepts:

Obstacles: The word impediment average s that it is the barrier between man and his goal, between man and man in one society, and between one society and another society, underdevelopment is a dividing barrier between agricultural peoples and industrial peoples, between technologically backward societies and technologically advanced societies. Among the obstacles that prevent social activation: sectarianism, racism, the color divide, racial class (Khalil, 1995).

Sustainable development: It is a process of social change attached to the social structure and its functions, with the aim of satisfying the social needs of individuals and regulating their behavior, it is concerned with the study of their different problems, as it deals with all aspects of social and economic life, and others, so radical and comprehensive changes occur in it through the planned, deliberate and organized efforts of individuals and groups to achieve a specific goal (Rashwan, 2009).

Family obstacles: It is represented by family problems, which is a form of wrong employment that is practiced within the family the perceived performance of family functions constitutes a state of disintegration, lack of integration and imbalance that deviates the family from the common common goals that society expects to be achieved (Jabal, 2012).

Procedural concepts:

Obstacles: They are the difficulties and obstacles that women face in society in limiting their participation in sustainable development and achieving goals, whether they are family, psychological or other obstacles.

Development: It is represented by the dimensions set by the state that are commensurate with the needs of the age, such as education and health care through institutions capable of implementing them, through programs applied by men who have experience and competence in the development process.

Family obstacles: represented in the reluctance of family members (father, husband, brothers, and in-laws) for women to work in certain fields and times, such as their reluctance to work at night, to mix, to travel, and to sleep outside the house. And her inability to reconcile work and the responsibilities of the house, husband and children.

Psychological obstacles: These include the values, customs, traditions, fear, worry and frustration prevailing in society, especially family members, which limit the role of women in work and leaving the house in order to contribute to the process of sustainable development.

Theoretical framework

There are many theories that talk about development and its constraints, such as the theory of functional constraints of *Robert Merton*, which derives its theoretical origins from the opinions of contemporary and traditional sociologists who appeared in Western capitalist societies, which generally focuses on the importance of analyzing social systems and structures, knowing their functional role, and guiding them in order to maintain the system and the continuity of its modernization and development at the same time, and this is what was represented in the ideas of Western sociologists such as *Emile Durkheim*, *Auguste Comte* and *Herbert Spencer*, in addition to the views of contemporary American sociologists such as *Robert Merton*, *Talcott Parsons*, whose views extended until the end of the seventies of the twentieth century (Abdul-Rahman, 2000).

The theory of functional constraints is one of the medium-term theories, and it is one of the important ways in which *Merton* turned away from Parsonian functionalism, by making the decision to stop researching the achievement of the totalitarian theory, Instead, he came close to taking the path of what he called mid-range theories, and *Merton* explained the significance of the theory thus: "At the apex of human thought, sociologists are looking for a single, unified theory—a generalized body of explanations—about what holds society together and how institutions fit into a social framework, and how conflicting values appear and influence changes in society. (Al-Hourani, 2010).

Robert Merton is considered one of the functionalists who tried to respond to the cognitive and methodological problems in the functional direction, he was interested in medium-term theories in explaining the various organizational fields, as after his attempt to link the functional theory with reality, he tried to respond to some of the basic criticisms that were made of functionalism, especially about the assumptions that appeared among the first functionalists, perhaps the most important of these concerns is his attempt to construct the medium-term theory in the light of his formulation of three basic concepts: functional obstacles versus functionalism, latent functions versus apparent functions, and functional alternatives. (Othman, 2008).

The limited participation of women in the process of social development is due to their traditional position, as discrimination against them has existed since the beginning of creation, the lack of recognition of her productive role constitutes a manifestation of the obstacles to her contribution. Despite the multiplicity of her roles in society as a housewife, her roles in some productive works are not recognized, the difficulty of her full-time commitment, the multiplicity of her family responsibilities, including the care of children, and the men's interference in most decisions were among the manifestations of the obstacles that working women are exposed to in Jordanian society.

Development goals

The goals of development in the Arab countries are manifested in the following:

1. Increasing the national income: due to the continuous increase in the population, the low standard of living for its citizens, and its suffering from the problem of poverty and unemployment, it had to seek to increase the national income to get rid of these problems.
2. Raising the standard of living: The decrease in national income, along with the relative increase in the population, leads to a decrease in the standard of living, this makes the pursuit of development necessary to raise the standard of living of individuals and families.
3. Reducing disparity in incomes and wealth, as there is a small group of people in developing countries that seize a large part of the countries' wealth, and you get a large part of the national income, and this is what leads to harm to society and leads to the existence of a very rich class, while the vast majority of society lives in a state of extreme poverty (Khater, 2002).
4. Inducing a deliberate process of change it is directed at satisfying human needs, directing change and controlling its directions and implications in all elements of society (Al-Gharaibeh, 2010).

5. Developing the productive and service sectors and coordinating between them in order to increase their capacities to absorb new job opportunities. (Saleh, 2002).
6. Helping individuals and groups to face their changing needs and aspirations so that they can perform their roles to achieve development (Al-Suruji and Hassan, 2002).

Development obstacles

Including social and family constraints

Exposure of interests: Some individuals and groups believe that bringing about changes will harm them and threaten their interests. Centralization of power in the family in the hands of the parents or one of them. Social status binds individuals to specific social roles and forces them to move away from other roles. (Hamza, 2015). The population growth rate is higher than the level of production, in addition to the failure to optimally utilize human energies. Some social habits associated with the increasing luxury consumption pattern (Shafiq, 1999). Some of the prevailing rigid social values that impede development programs and stand in the way of achieving their goals. Among these values is the lack of recognition of the importance of the role of women in society, and thus disrupts the energies of half of society (Al-Adly, 1982).

Psychological obstacles

The feeling of community members that they do not need education projects and the imposition of these projects on them constitutes an obstacle to the success and progress of development (Hamza, 2015)

Psychological problems of working women

There are several psychological problems suffered by working women, which vary from time to time, depending on family circumstances and work conditions, these psychological problems may be as follows:

A - The problem of boredom:

The concept of boredom is related to exhaustion and average s a psychological imbalance, which leads to a decrease in the ability to continue working, as working women suffer from this problem, which affects the psychological aspect of the worker, in a British study that confirmed that the conditions surrounding modern industries show an increase in the amount of boredom that happens to humans Because of the exaggeration in dividing the production process into small parts, so that the activity of the individual at work becomes confined to the repetitive process, but the amount of boredom that happens to a person depends to a large extent on his opinion of the work that you perform and the degree of his inclination to this type of work, where boredom leads to a decrease in the productivity of the worker, so he requires a period of rest, as this period has its physical and psychological impact on the boring work, the woman's feeling of boredom from the long working hours that women spend in the industrial environment, and this matter also affects her psychological state also clearly.

B - Worry problem:

The problem of worry is one of the psychological problems that working women suffer from, and this problem is represented by two aspects. The first is worry related to the family environment, if the working woman is married, she worries about her children and her conditions, as she works long hours outside the home, so she relies on placing them in nurseries and kindergartens, or leaving the children with the parents or neighbours, and she may think that they are on the verge of deviation due to the weakness of supervision and control on her part, thus she often resorts to using the average s of communication to check on them, accompanied by her constant worry about their educational level and ensuring that they do not fail, and this makes her feel stressed, exhausted and psychologically unstable, this negatively affects family members and their professional performance within the industrial establishment, the second aspect is related to concern about the professional future.

Many female workers suffer from this problem, as it has psychological and social effects, which creates low morale, therefore, female workers are ignorant of their professional future, whether they will retire, and the additional burdens that await them, especially in the economic aspect, and the salary reduction is less than the salary before retirement (Khudair, 2012).

Jordanian women's contribution to the sustainable development process:

In Jordan, the issue of integrating women into the labor market and increasing their contribution to the economic and social development process has received great attention, there were many institutions concerned with women's issues, including the Arab Women's Union, which demanded equality between the sexes in political, municipal and parliamentary rights, by opening fields of work for women in all state jobs on the basis of competence, and the Jordanian General Women's Union, which aimed to work on integrating women into the development process, training and qualifying them to provide them with suitable job opportunities, And resisting the negative measures that prevent the preservation of women's rights, in addition to the National Committee for Women's Affairs, which aimed to spread awareness of the importance of the role of women in the progress of Jordanian society, and work to increase their participation in the development and creation of job opportunities

for women in the public and private sectors, and work to amend the legislation that hinders women's participation in the development process, in addition to working to find new legislation that guarantees and deepens women's participation (Al-Borini and Al-Hindi, 1994).

The Jordanian government has contributed to providing job opportunities for women and sought to preserve their rights at work, given that increasing women's participation in the labor market averages exploiting marginalized energies and integrating them into the development process, in addition, her work averages a reduction in the dependency rates within the community, and an improvement in the standard of living of the working woman's family (Al-Bashabsha, 2008), since the 1950s, many legislations, laws, and regulations were issued that enabled the role of women, and Jordanian women became very interested in education after many schools, institutes, and universities spread throughout the Kingdom, as the leadership was keen to provide scholarships for female students abroad due to the lack of local university institutions. The Jordanian constitution of 1952 was the true supporter of women, so she derived from it the legitimacy of her launch, which encouraged women to learn, work and participate in various fields, whether economic, social or political (Ayad, 1996).

The social, cultural, economic and political transformations emphasized the importance of education and training for women to enable them to contribute effectively to social and economic development programs even if they do not work, due to its role as a learner, it is important to prepare and raise future generations in keeping with the spirit of the modern era, which is characterized by scientific and technological progress. It was necessary to pay attention to education as the main tool for the development of societies. Education is the best way to raise the level of women within society, where education enables them to practice many professions (Al-Haddad, 1982). The spread of averages of transportation and communications and the widening of government services in the countryside have contributed to the spread of education among rural females, rural women began to adapt to the requirements of modern life, so many rural women obtained high academic degrees, and many of them entered the labor market, so they worked in the profession of teaching, nursing, and other professions (Abu Al-Rub, 1992).

Education is considered the cornerstone of the development process, and education cannot be separated from development, as it contributed to increasing the competence and skill of women, thus supplying the labor market with skilled and trained manpower, this is what led to an increase in production, an increase in national and family income, and thus an increase in the standard of living, and to economic and social progress within society (Thabit 1983) education contributed to the entry of women into the labor market, and opened several fields for them to work in, the most prominent of which were the professions of medicine, law, engineering, and work in social centers specialized in the elderly and children, women were also able to express their opinions, ideas, and problems, and they expressed all issues that concern women through the profession of writing and journalism (Kayal, 1981).

With the increasing demand of Jordanian females for higher education and the increase in the number of female graduates who hold specialized certificates in specific fields, women's demand for work has increased, and the labor market has witnessed an increasing demand for all jobs, Jordanian women worked in several fields, the most prominent of which was the education, nursing and office services sectors, in which they achieved most of their achievements (Khoury and Al-Ahmad, 1992), as a result, women contribute to various aspects of life and participate in advancing the development process, so their role is no longer limited to giving birth, raising children and caring for them, the issue of caring for society and carrying out responsibilities towards it in order to advance it is a very important issue. Arab Organization for Administrative Development, 2012).

Obstacles to the work of Jordanian women:

Jordanian women have been and still suffer from many challenges that prevent them from obtaining jobs and working conditions equal to those enjoyed by men, because of her preoccupation with domestic and family responsibilities, childbearing, raising children and caring for them, social legacies and the value system have a role in entrenching discrimination between men and women at work and in not giving them equal rights at work.

In the past, the terms and conditions of work were not commensurate with her physical capabilities, and did not take into account her family circumstances (Khoury and Al-Farhan, 1992), the main obstacles that limit women's participation in the development process are as follows:

1. The labor market has been affected by social traditions, as the prevailing customs and traditions do not favor women working outside the home, and thus constitute an obstacle to their joining the labor market, the culture of society looks at women conservatively, does not favor mixing between the sexes and puts restrictions on that, in addition to the influence of the traditional division of roles, which sees the role of men as earning a living, women have to take care of other family affairs so that their roles are complementary (Higher Population Council and the Jordanian National Committee for Women's Affairs, 2014).
2. Women's lack of awareness of their legal rights and various legislations, in addition to the misunderstanding of the provisions of Islamic law (Fahmy, 2007).
3. The prevailing culture within society determines the roles and behaviors of women and men, and the roles

society accepts for women, social upbringing also plays a major role in the transfer of social legacies from one generation to the next, and determines society's view of the place of women (Al-Azzawi 2012), females are brought up on the basis that their place is in the home, and that their role is limited to procreation, raising children, obeying the husband, cleaning the house, and securing a calm and appropriate atmosphere for the husband and children, and washing clothes (Al-Jamil, 2009).

4. Female work in Jordan is concentrated in very few sectors, as these sectors have little growth and productivity, and the most prominent of these sectors is the education sector, 41.7%, health activities and social services sector 14.6%, public administration, defense and compulsory social security 14.1%, of the total number of employed women according to the Employment and Unemployment Survey for the year 2013 (Higher Population Council and the Jordanian National Commission for Women, 2014).

5. Restricting women's freedom of movement and the difficulty and high cost of transportation limit women's freedom to work, in addition, there are several difficulties that Jordanian women face in entering the field of small and micro projects (Higher Population Council and the Jordanian National Commission for Women, 2014).

Previous studies

Al-Enezi Study (2020) This descriptive study aimed to identify the role of women's empowerment initiatives in sustainable development results have been reached regarding the role of the women's empowerment initiative in the civil service, strengthening their leadership role, and the training and guidance initiative in achieving gender equality increasing the participation rate of women and their assumption of leadership positions in the civil service contributed to reducing the gender gap between women and men, with regard to the role of the initiative to enable women to enter the labor market in achieving decent work and economic growth, I concluded that the high participation rate of women in the labor market contributed to pushing the national economy towards progress, where the ratios indicate an increase in per capita GDP in 2021. And the rise in the average monthly income in a steady way with the progression in the years, it also recorded a decrease in the unemployment rate for all Saudis for the first quarter of 2022 AD, as the decrease in the unemployment rate of Saudi females coincided with the expansion of their economic participation and employment growth. The study of Omar (2020) aimed at identifying the "economic empowerment of Saudi women, dimensions and obstacles," until the economic empowerment of Saudi women is based on the development of their personal capabilities, achieving justice and legal equality, and that the most important mechanisms that enable them to increase job opportunities and their contribution to decision-making positions and economic policy-making, among the levels of their economic empowerment are their access to resources, financing and services, and their equality with men in development projects, as for the indicators of their economic empowerment, they were increasing activities and projects that increase their income, and qualitative equality in wages and salaries, and access to loans and credit facilities, and the most important obstacles to women's economic empowerment are the presence of some societal legacies that reduce their participation in development, and the lack of training courses, and weak economic awareness. Abdullah (2021) This study aimed to know the social and economic empowerment of women working in the educational sector in order to obtain their rights despite the efforts made and the achievements made by Egyptian women in several economic and social fields, they are efforts that seek to enable women to participate in social, economic and political activities, however, there are many obstacles that prevent Egyptian women from reaching high levels of empowerment, the study was applied to working women in the Directorate of Education in Buhaira Governorate, through a comprehensive enumeration of (252) individuals, the results concluded that the empowerment of women to obtain their social and rights came to a medium degree, while the empowerment to obtain their economic rights came to a weak degree. The study of Al-Labadi and others (2020) This study aimed to identify the obstacles to empowering women at work that limit the promotion of creativity among female employees of Umm Al-Qura University, the analytical descriptive approach was used, and the study sample consisted of (23) female employees. One of its most important results was that the relationship between empowering women at work and their role in promoting creativity at Umm Al-Qura University came to a large extent from the point of view of the study sample, the relationship between the empowerment of women at work and the obstacles they face came to a large extent from the point of view of the study sample, and the relationship between the empowerment of women and the level of education came to a moderate degree from the point of view of the study sample. Rasha's study (2020) This study aimed to find out the reality of women's political participation in Jordan from the period from 1954 to 2020, she used the historical method and the inductive method to find out the obstacles that prevent Jordanian women from participating in political life, the researcher used the remote interview method by asking questions to elicit the opinions of 20 respondents, with an intentional sample of women and men who have completed postgraduate studies, in order to support the hypothesis that there are obstacles, the study concluded that the legal obstacles were less effective in hindering Jordanian women from political participation than the social cultural heritage, one of the effects of school curricula that ignores women as they are in decision-making positions and reflects their image as

subservient to men, likewise, the influence of the selective religious legacy passed down from one generation to another with uncritical interpretations of its validity and in proportion to the inferior social view of women was one of the most important obstacles to women's political participation and their presence in decision-making positions. Al-Omari Study (2019) This study aimed to identify the relationship of familial, social, cultural, economic, and administrative obstacles in limiting the contribution of Jordanian women to the social development process, the sample of the study was (350) working women in the public, private and entrepreneurial sectors in the city of Irbid. Data were collected using the questionnaire tool, and the statistical program (SPSS) was used to extract the results, the results of the study showed that the most influential obstacles are the economic ones, where some indicators got a high degree, the most prominent of which were low wages for work in the private sector, unemployment, then administrative obstacles, all indicators came at a medium degree, the highest being the preference for appointing males to administrative positions, and the man's refusal to accept the idea that the woman should be administratively responsible for him, then came the family obstacles that were of medium strength, except for the indicator of the family's reluctance to work for women in professions that require travel outside the country, which got a high degree, the indicator of the husband's family's opposition to the wife's work was weak. In the last place came the social and cultural obstacles, the results also showed that there were no statistically significant differences due to the effect of the age variable on the social, cultural, economic and administrative family constraints), and the presence of statistically significant differences due to the effect of (educational level variable, monthly income, type of housing) on the family, social, cultural, economic and administrative obstacles that limit the contribution of Jordanian women to the process of social development. Hani's study (2017) aimed to identify the role of women and development between challenge and contribution, as the research relied on the field aspect in clarifying it by selecting a sample of female employees of the University of Babel and distribution of questionnaires, numbering (125) respondents, where he used the social survey method in addition to the average s and tools of data collection. The researcher reached a number of results, including that empowering women and raising their ability to participate in development requires a great effort for development, this is because society's view of women has not changed despite the development of the social movement and the development of cognitive sciences and social mentality, the social conditions experienced by the Iraqi society also have a clear impact on determining the type of contribution they play in the field of social development.

Study methodology

Study Approach:

The study aimed to identify the obstacles that limit the contribution of Jordanian women to the development process, the study used the descriptive approach using the sample social survey method, in order to identify the current situation of the study problem.

Study population:

The study population consisted of Jordanian women working in various governmental and private departments and institutions in the city of Zarqa, which included schools, hospitals, governmental and private health centers, companies, various government departments, in addition to women working in the self-employment sector.

study sample:

For the purposes of this study, the cluster sample was used from all governmental and private institutions in the city of Zarqa, and after enumerating the governmental and private institutions and taking the study sample by the cluster method the systematic random sample was used within each of the governmental and private institutions, where the sample was taken using the tables and lists of names approved in these institutions, as the study sample amounted to 700 women.

Study tool:

A number of tools were relied upon to complete this study, as many references and secondary sources related to the subject of the study were relied upon, many researches and studies are related to the topic of the current study, mainly on the questionnaire tool to collect information from the study sample.

Validity of the study tool:

The questionnaire was presented to ten arbitrators specialized in psychology, education and sociology at Jordanian universities, to ensure that the questionnaire covered all dimensions of the study.

Statistical analysis procedures:

For the purposes of this study, the following statistical treatments were used through the statistical package program (SPSS) to analyze the data of the study, and several statistical methods were used, as follows:

1. Descriptive statistical methods, which included frequencies and percentages to know the social characteristics of the study sample.
2. The use of central tendency analysis and measures (the arithmetic averages and standard deviations) for each of the study axes
3. Application of (Independent-sample t.Test) and analysis of variance (ANOVA) to detect differences between the arithmetic averages of the fields of study due to the different variables.
4. Scheffee test for post comparisons to determine which of the groups the differences were in favor of.
5. Cronbach's alpha equation for stability purposes.

View and analyze the results of the study

Socio-demographic variables

Table No. (1) Distribution of the sample according to the variable of marital status

Category	Replication	Percentage
Married	444	63.4
Divorced	44	6.4
Separate	14	2.0
Widow	22	3.1
Single	176	25.1
Total	700	100

It appears from Table No. (1) that most of the study sample are married women, as the percentage reached (63.4%), or nearly two-thirds of the study sample. this was followed by (25.1%) for the single category, this was followed by two similar categories, which are separated and widowed, with a rate of (3.1%) for the widow and (2%) for the separated. However, it is noteworthy that the divorce rate is high, reaching (6.4%).

Table No. (2) Distribution of the sample according to the variable of the monthly income of the family

Monthly family income	Replication	Percentage
Less than 300 JOD	258	36.9
300-600 JOD	310	44.3
601-900 KWD	86	12.3
More than 900 dinars	46	6.5
Total	700	100

It appears clearly from the results of Table No. (2) that the vast majority (81.2%) of the families of the study sample have a monthly income of less than 600 dinars, the percentage of those whose monthly income exceeds 601 dinars is (18.8%), they reveal the difficult economic conditions of the study sample in light of the stifling economic crises, the continuous rise in prices, and the fact that most salaries remain low, with the meager annual increases in salaries, and the increase and multiplicity of taxes on employees.

Table No. (3) Distribution of the sample members according to the variable number of family members

Number of family members	Replication	Percentage
less than 3 persons	170	24.3
4-6 persons	404	57.7
7-9 persons	114	16.3
above 10 persons	12	1.7
Total	700	100

It appears from Table No. (3) that the largest percentage of the number of family members of the study sample was for the category (4-6 individuals) with a rate of (57.7%), which is higher than half, it was immediately followed by a rate of (24.3%) for the category of 3 individuals or less, and if we combine the two categories, the percentage becomes (82%), and this percentage is considered high, then came the rate of (16.3%) for the category of family members 7-9 members, followed by the category of 10 or more members with a rate of (1.7%), this can be attributed to the desire of working women to plan the family and reduce the number of children in order to be able to reconcile between home, children and work.

The first field: the relationship of family obstacles in limiting women's contribution to the development process

Table No. (4) Represents the arithmetic averages and standard deviations for all items in the field of family constraints from the point of view of the study sample, arranged in descending order

Number	Paragraph	Arithmetic average	Standard deviation	Rank	Grade
1	Parents' reluctance to women working in professions that require travel outside the country	3.79	1.41	1	High
2	Parents' reluctance to women working in professions that require night shifts	3.54	1.43	2	Medium
3	The large number of children	3.41	1.24	3	Medium
4	Lack of nurseries to care for children	3.37	1.39	4	Medium
5	Family reluctance to women's work in professions that require long absence from home	3.27	1.38	5	Medium
6	Raising and teaching children	3.27	1.18	6	Medium
7	Reproduction	3.15	1.20	7	Medium
8	Family reluctance to fieldwork	3.13	1.36	8	Medium
9	Pregnancy of a woman	3.09	1.20	9	Medium
10	Men's interference in women's decision-making	3.02	1.35	10	Medium
11	Women's inability to reconcile their work with domestic responsibilities	2.68	1.32	11	Medium
12	Opposition of the husband's family to the wife's work	2.27	1.39	12	Weak
	Overall average	3.17	1.32		Medium

The above table shows that the total arithmetic average came to a moderate degree, with an arithmetic average of (3.17), where the arithmetic averages show that the family obstacles to the work of Jordanian women are considered high in practice in light of the openness and globalization that the world is witnessing and the increase in the percentage of education for women, she obtained academic qualifications, but the reluctance of family members to work for women came with an arithmetic average that is considered high, although it falls within the average degree according to the scale used in the study, this result is due to the value system, customs, traditions and social norms that determine the behavior of members of Jordanian society in various aspects of life, the results show that the indicator of the only family disability came with a high degree, which is the parents' reluctance to work for women in professions that require travel outside the country, with an arithmetic average of (3.79), this may be due to the strict value system, customs and traditions that determine people's behavior in all aspects of life, the issue of Jordanian women traveling abroad is still entrusted with a set of restrictions and impediments, and it is one of the sensitive issues related to honor, dignity and fear for females, and because the religious culture does not accept a woman's travel except on the condition that a *Mehrem* travels with her, Other indicators of family constraints, which are represented in the parents' reluctance to work for women in occupations that require night shifts, have occurred, the family's reluctance to work for women in professions that require a long absence from home, and the family's reluctance to work in the field, at a moderate degree, with an arithmetic average of (3.54), (3.27), and (3.13), respectively. This can be attributed to the fact that members of Jordanian society have reservations about women's night and field work, because of its impact on the disruption of family security, the fulfillment of family requirements, the education and upbringing of children, and the fulfillment of the needs of family members, The indicators the number of children, and the upbringing and teaching of children got a moderate degree, as the arithmetic average of the items was (3.41) and (3.27) respectively, this can be explained by the fact that the fertility rate is a major factor affecting women's social and occupational status, the indicator of the unavailability of nurseries to take care of children got a medium score, with an arithmetic average of (3.37), this may be due to the fact that raising children and taking care of them is one of the most basic problems that hinder women's work or stop them from working in order to devote themselves to their children, The indicator of the woman's inability to reconcile her work and domestic responsibilities got a medium score, with an arithmetic average of (2.68), this may be due to the fact that Jordanian women, in light of the high prices and the increase in family requirements and needs, have become insistent on participating in the labor market, the indicators of childbearing and women's pregnancy got a moderate degree, with an arithmetic average of (3.15) and (3.09), respectively, this may be due to the fact that women during pregnancy need monthly visits to the doctor, there are women who suffer from inactivity during pregnancy, so they either take leave and are absent from work, or they come to work but do not perform their job duties, The indicator of men's involvement in women's decision-making got a moderate degree, with an arithmetic average of (3.02), this may indicate that there is pressure exerted on women, as males interfere in women's decisions in various aspects of life, one of these aspects is the choice of women to work because of the

organic ties to family members and the prevalence of patriarchal culture, where the table reveals that the opposition of the husband's family to the woman's work was the lowest of the arithmetic average (2.27), which is the weakest indicator in the field at all, this may be due to the relative independence of the nuclear family members from the extended family.

The second field: the relationship of psychological constraints in limiting women's contribution to the development process

Table No. (5) It represents the arithmetic average s and standard deviations for all paragraphs of a domain Psychological obstacles from the point of view of the study sample, arranged in descending order

Number	Paragraph	Arithmetic average	Standard deviation	Rank	Grade
1	Harassment from the place of residence from work	3.49	1.34	1	Medium
2	Annoyed by prevailing habits that limit women's positive contribution	3.29	1.22	2	Medium
3	I'm frustrated with the culture of shame prevailing within society	3.28	1.28	3	Medium
4	Feel hopeless from the prevailing traditions that limit women's positive contribution	3.19	1.17	4	Medium
5	I am concerned that prevailing values limit women's positive contribution	3.18	1.17	5	Medium
6	I am not comfortable with the patriarchal culture of society that limits women's work	3.18	1.31	5	Medium
7	I am frustrated by a society that believes that women's work increases unemployment among men	3.15	1.30	7	Medium
8	I am frustrated that predetermined roles for men and women through socialization limits women's contribution	3.15	1.23	7	Medium
9	I feel inferior to the subordination of women to men	3.13	1.26	9	Medium
10	Lack of awareness of community members of the role of women to achieve development	3.13	1.24	9	Medium
11	Women's consensual culture and its compatibility with the culture of society	3.09	1.12	11	Medium
12	Not giving women the freedom to choose the field of work	3.07	1.30	12	Medium
13	Weak encouragement of women's achievements	3.06	1.30	13	Medium
14	The belief of society that the right place for women is the home	2.94	1.36	14	Medium
15	I feel afraid of the prevailing religious culture	2.85	1.27	15	Medium
16	Weak community encouragement of women's work	2.81	1.25	16	Medium
Overall average		3.12	1.26		Medium

The results of the above-mentioned table related to the axis of psychological relationships in reducing women's contribution to the development process show that all the arithmetic averages were average according to the scale used in this study, with a total arithmetic average (3.12), this can be attributed to the prevailing social culture in society that contributes to the continuation of traditional roles for women, considering that Jordanian society is a male-dominated society that clings to masculine values, norms and social legacies, as for field indices, the distance from work index ranked first with the highest arithmetic average (3.49) and with a moderate degree, this may be due to the fact that members of Jordanian society refuse females to work in places far from their homes, such as working in another governorate or in remote rural places, the indicators of customs, traditions and values that limit women's positive contribution got a medium score with an arithmetic average of (3.29), (3.19), and (3.18), respectively, this may be due to the fact that Jordanian society is a conservative eastern society and is committed to social values, customs and traditions that often encourage women to do traditional work and rely on men in their decisions, the indicators also obtained the culture of defect prevailing within the society, and the patriarchal culture of society that limits women's work to a medium degree, with an arithmetic average of (3.28), (3.18), respectively, this is due to the refusal of Jordanian women to work in many jobs and professions as a result of the culture of shame. Although Jordanian women have become educated and the

percentage of female education has increased in Jordan, there are still several determinants for their acceptance in certain professions, parents reject women's work in some professions as a result of the culture of shame, which believes that women's work in these professions may be contrary to what is customary within society, indicators of society's belief that women's work increases unemployment among men, and predetermining roles for men and women through socialization that limits women's contribution, were obtained on the same arithmetic mean (3.15) and to a moderate degree, this is due to the fact that with the increase in the rate of female education and their entry into various fields of work, women have become willing to work for lower wages than men, two indicators also obtained the same arithmetic average of (3.1), which is the subordination of women to men, and the lack of awareness of society members about the role of women to achieve development, to a moderate degree, this can be attributed to the fact that the woman follows the man economically, as he is the breadwinner for her, and she cannot take decisions apart from him, as he is the one who issues the decisions, and she is not able to make decisions without referring to him, because he is the one who determines for her the university specialization, the work sector, the field of work, and other matters, the two indicators obtained the consensual culture of women and their compatibility with the culture of society, not giving women the freedom to choose the field of work, not encouraging women's achievements, at a moderate degree with close arithmetic means (3.09), (3.07), and (3.06), respectively. The reason for considering the consensual culture of women and its compatibility with the culture of society as an obstacle that limits the contribution of Jordanian women to the process of social development may be due to the fact that women are part of society and their culture is derived from the culture of their families which is derived from the culture of society as a whole, the two indicators obtained are the society's belief that the appropriate place for women is the home, and the prevailing religious culture, the society's encouragement of women's work was moderately weak, with an arithmetic mean of (2.94), (2.85), and (2.81), respectively, this may be due to the prevailing social view that the woman's natural position is the home and that there are professions that women should not work in. Social customs and traditions restrict women to specific traditional and secondary roles.

The third field: The relationship of the social status variable with family and psychological obstacles to women's participation in the development process Table No. (6)

It represents the results of the analysis of variance (One Way ANOVA) according to the variable of marital status on all study domains and the instrument as a whole

Field	Contrast source	Sum of squares	Degrees of freedom	Average squares	F value	Statistical significance
Family obstacles	Between groups	4.419	4.419	4.419	1.532	1.92
	During groups	248.706	248.706	248.706		
	Total	253.125	253.125	253.125		
Psychological obstacles	Between groups	6.459	6.459	6.459	2.117	0.078
	During groups	263.205	263.205	263.205		
	Total	269.664	269.664	269.664		
The tool as a whole	Between groups	4.185	4	1.046	1.973	0.098
	During groups	182.970	345	0.530		
	Total	187.156	349			

Table No. (6) shows that there are no statistically significant differences at the level of significance ($\alpha \geq 0.05$) on the fields of study (family obstacles, psychological obstacles and the tool as a whole) depending on the social status variable, as the (F) values did not reach the level of statistical significance, this is due to the Jordanian woman's insistence on contributing to development in order to support the various sectors of society and to contribute to building society economically, socially and culturally. Her marital status does not hinder her work in social development, so she faces family and psychological obstacles.

The relationship of the monthly income variable with family and psychological obstacles to women's participation in the development process Table No. (7)

It represents the results of the analysis of variance (One Way ANOVA) according to the monthly income variable on all fields of study and the instrument as a whole

Field	Contrast source	Sum of squares	Degrees of freedom	Average squares	F value	Statistical significance
Family obstacles	Between groups	12.030	3	4.010	5.755	0.001
	During groups	241.095	346	0.697		
	Total	253.125	349			
Psychological obstacles	Between groups	9.330	3	3.111	4.134	0.007
	During groups	260.332	346	0.752		
	Total	269.664	349			
The tool as a whole	Between groups	11.682	3	3.894	7.678	0.000
	During groups	175.474	346	0.507		
	Total	187.156	349			

Shown from Table No. (7), there are statistically significant differences at the level of significance ($\alpha \geq 0.05$) on the fields of study (family constraints, psychological constraints, and the tool as a whole) according to the variable of the monthly income of the family, where the (F) values reached the level of statistical significance.

The relationship of family members variable with family and psychological obstacles to women's participation in the development process Table No. (8)

It represents the results of the analysis of variance (One Way ANOVA) according to the variable of the number of family members on all fields of the study and the instrument as a whole.

Field	Contrast source	Sum of squares	Degrees of freedom	Average squares	F value	Statistical significance
Family obstacles	Between groups	1.200	3	0.400	0.549	0.649
	During groups	251.925	346	0.728		
	Total	253.125	349			
Psychological obstacles	Between groups	6.086	3	2.029	2.663	0.048
	During groups	263.578	346	0.762		
	Total	269.664	349			
The tool as a whole	Between groups	1.611	3	0.537	1.001	0.392
	During groups	185.545	346	0.536		
	Total	187.156	349			

Shown from Table No. (8), there are no statistically significant differences at the level of significance ($\alpha \geq 0.05$) on the fields of study (family obstacles, psychological obstacles), and the tool as a whole depending on the variable of the number of family members, where the values of (F) did not reach the level of statistical significance. This is due to the fact that in the presence of nurseries and the enrollment of children in schools, women have time to exercise their role in social development and adapt to the performance of their duties at work and in the family.

Results

The results showed that the total average of obstacles to Jordanian women's contribution to the sustainable development process was (3.30), with a medium degree, where the field of family obstacles ranked first with an arithmetic mean (3.17), the highest paragraph in this field was the parents' reluctance to work for women in professions that require travel outside the country, with an arithmetic mean (3.79), whereas, the item on women's reluctance to work in professions that require night shifts came in second place, with an arithmetic mean (3.45), while the paragraph of the husband's family's opposition to the wife's work came in the last place

with an arithmetic mean (2.27), while the field of psychological disabilities came in the second place, with an arithmetic mean of (3.12), the highest paragraph in this field was annoyance from the distance of the place of residence from work, which came in the first place with an arithmetic mean (3.49) and a paragraph annoyed by the prevailing habits that limit the positive contribution of women ranked second with an arithmetic mean (3.29), while the paragraph of the weakness of society's encouragement of women's work came last with an arithmetic mean (2.81), the results showed that there were no statistically significant differences due to the impact of the social status variable on the obstacles (family and psychological), in addition to the presence of statistically significant differences at the significance level ($\alpha \geq 0.05$) due to the effect of the educational level variable on the obstacles as a whole (family, psychological) that limit the contribution of Jordanian women to the development process, the results also show that there are statistically significant differences at the significance level ($\alpha \geq 0.05$) due to the impact of the monthly income variable on the obstacles of the study as a whole (family, psychological) that limit the contribution of Jordanian women to the development process, the results also showed that there were no statistically significant differences due to the variable of the number of family members on the (family) disabilities.

Recommendations

1. Holding seminars, lectures and conferences to educate community members about the importance of the role of women in development, and their ability to achieve development goals and strategies.
2. Promote and encourage women's participation in development processes through sustainable development plans in all fields.
3. Focusing the role of the various media on showing the role, importance and participation of women in development.
4. Promoting gender equality and empowering women to strive to achieve and create an environment suitable for sustainable development at all levels and by all actors.
5. Promoting women's assumption of leadership roles and their full and equal participation in decision-making in all areas of sustainable development.

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