

Roundtable Discussion with a  
Private Sector Focus:

# Employer Supported Childcare Services in Jordan

Monday 13<sup>th</sup> December 2021  
11:00 am – 12:45 pm Jordan Time



اللجنة الوطنية الأردنية  
لشؤون المرأة  
The Jordanian National  
Commission for Women

REGISTRATION LINK

## BACKGROUND

The World Bank Group in collaboration with the Interdisciplinary Research Consultants Co (id:rc) cordially invite you to attend a roundtable discussion on employer-support childcare on **Monday 13 December 2021 at 11:00 AM Jordan time (9:00 AM GMT)**. This activity is implemented under the Mashreq Gender Facility (MGF) in partnership with Int@j and JNCW. More details can be found in the agenda attached and below.

## **A Roundtable to present the findings of the 'Landscape Analysis – Private Sector: Assessment of Employer-Supported Childcare Services in Jordan'**

The purpose of this roundtable is to share the key findings and recommendations on the barriers and opportunities for employers to offer childcare and family-friendly benefits for employees. In addition, the roundtable will aim to share ideas and showcase live examples of Jordanian employers who adopted different approaches to childcare and family-friendly policies which in return served to create more inclusive workplaces for working parents, especially mothers.

## REGISTRATION LINK

Register in advance for this meeting on this Zoom [link](#).

After registering, you will receive a confirmation email containing information about joining the meeting. Make sure you **save** the calendar invite after registering.

*The roundtable will be held in English. Arabic interpretation is available.*

## AGENDA

Agenda Item		Time	Duration
Welcome Remarks	Yasmine Ossaily, <b>Facilitator</b>	11:00 – 11:10	10 mins
Presentation: Main Findings from the Study	Ola Natour and Donall Shakman, <b>IDRC Researchers</b>	11:10 – 11:30	20 mins
Q&A on the Study	Yasmine Ossaily, <b>Facilitator</b>	11:30 – 11:45	15 mins
Case Study: benefits of childcare services at the workplace Guest Companies are: <i>Jerash Holdings</i> <i>Amin Kawar &amp; Sons</i> <i>Bank Al Etihad</i>	Anita Gurgel, <b>Moderator</b>	11:45 – 12:25	40 mins
Q&A for Panel Discussion	Anita Gurgel, <b>Moderator</b>	12:25 – 12:40	15 mins
Conclusions and Next Steps	Yasmine Ossaily, <b>Facilitator</b>	12:40 – 12:45	5 mins

## ABOUT THE SPEAKERS

### ROUNDTABLE FACILITATOR

**Yasmine Ossaily, Gender and Private Sector Officer, International Finance Corporation (IFC)**



Yasmine is a Gender and Economic Inclusion Consultant at the International Finance Corporation (IFC) and works on supporting women economic participation in Lebanon, Iraq and Jordan under the Mashreq Gender Facility. She has previously worked as a researcher and project manager with diverse organizations including NGOs, private development agencies and UN agencies such as UN-ESCWA. Over the past 6 years, her work has focused on several areas including SME development, access to finance, support to women refugees and the digital economy. Yasmine has an MSc in Development Management from the London School of Economics and a BA in finance and economics from the American University of Beirut.

## **PRESENTERS OF STUDY FINDINGS**

### **Ola Natour, Researcher, IDRC**

Mrs. Natour is the Chief Operating Officer at id:rc and has joined the company around 4 years ago. She has over 20 years of experience working in the development sector. She holds a B.Sc. degree in Chemical and Process Engineering. She is also a licensed Project manager for development projects with experience in conducting research and project evaluations in the region and received a diploma in International Development Evaluation - Carlton Canada.



### **Donall Shakman, Project Coordinator, IDRC**



Mrs. Shakman has joined id:rc in 2016 in the capacity of Project Coordinator. She has a degree in Civil Engineering with more than 12 years of experience in diverse sectors including the development sector. Donall has worked on a number of assignments involving training and Capacity Building activities, impact assessments, general consulting and has been involved in various projects on topics such as decent work employment opportunities, women in the labour market especially aspiring entrepreneurs and social cohesion.

## **MODERATOR OF PANEL DISCUSSION**

### **Anita Gurgel, Panel Moderator, International Finance Corporation (IFC)**

Anita Gurgel has been an Early Childhood and Private Sector Specialist with IFC's Tackling Childcare team since early 2019. At IFC, Anita co-leads the Global Tackling Childcare project, involving client and research engagements and peer-learning initiatives related to childcare and family-friendly workplaces. Anita joined the World Bank Group in 2014 and has worked in pre-primary, basic, and technical education in Africa and Europe. Prior to joining the Bank, Anita worked in the private sector for eight years, most of them with a focus on the private sector's contribution to social development in Africa, the Middle East and Europe. She has also worked for the Brazilian government, UNDP and UNICEF, and for nonprofit organizations in the US. Anita studied international development and economics at the Johns Hopkins School of Advanced International Studies (SAIS) and international education policy at the Harvard Graduate School of Education.



## **PANELISTS**

### **Oryana Awaysheh, Executive Manager, Jerash Garments and Fashions Manufacturing Company**

Oryana is the Executive Manager at Jerash Garments and Fashions Manufacturing Company in the Sahab Development Zone. Oryana joined the textile industry in 2005 as a regular employee, serving in various divisions until she was named executive manager in 2011. Prior to her position as Executive Manager at Jerash Garments, Oryana was working as a teacher.



### **Hind Bakleh, HR Manager, Amin Kwar & Sons, Kwar Group**



Hind is the Human Resources Manager of Amin Kwar & Sons Co. Hind has experience of over 20 years in the Human Resources field, where she had a pivotal role in establishing the Human resources function in the company and providing support services to Kwar Group. She earned her master's degree in Business Administration from the German Jordanian University in 2011.

### **Hiba Bursheh, Director of Total Rewards & Operations, Bank al Etihad**

Hiba is the Director of Total Rewards and Operations at Bank Al Etihad, leading a team of business partners and experts in Total Rewards and HR Operations. She started her professional career in the Custody and Clearing at HSBC - Doha in 2007 and then decided to change her career 11 years ago and started working in human resources. Hiba graduated from the University of Applied Science University in Amman, Jordan.

