

## E-Education and Gender Disparity in Jordan: A Qualitative Study on Educated Women's Limited Access to the Labor Market

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### Abstract:

This study explores the contradiction between high educational attainment and low labor market participation among Jordanian women in STEM disciplines. Using a feminist theoretical lens, the research analyzes sociocultural, institutional, and economic barriers through semistructured interviews and SenseMaker narratives with female faculty in Jordan. Findings reveal persistent patriarchal norms, workplace discrimination, inadequate governmental infrastructure (including childcare and mobility), and resistance to gender equity initiatives. The paper proposes an integrated approach through e-education and e-governance reforms to foster inclusive labor market access and digital equity. These insights hold significance for policymakers and stakeholders in developing effective strategies for gender-inclusive growth in MENA e-learning and employment systems.

### Keywords:

Jordan, e-education, labor market, feminist theory, SenseMaker, gender disparity, STEM, digital governance.