



International  
Labour  
Organization

# ► Gender Equality and Decent Work in Jordan 2022





## Gender equality and decent work in Jordan

The International Labour Organization (ILO) works in close partnership with the Government of Jordan (GoJ), ILO social partners, Jordan Chamber of Industry (JCI), Jordan Chamber of Commerce (JCC) and General Federation of Jordanian Trade Unions (GFJTU), the [Jordanian National Committee for Women \(JNCW\)](#) and civil society organisations (CSOs).

The goal is to address gender and decent work challenges, particularly among women and youth, in line with international labour standards as well as the [National Strategy for Women in Jordan \(2020-2025\)](#).

A specialised agency of the United Nations, the ILO provides technical and programmatic assistance in Jordan, backing efforts by tripartite (government, employers, and workers) and civil society partners to combat gender discrimination. This assistance is part of the [Jordan Decent Work Country Programme \(2018-2022\)](#), which aims to promote decent work, social justice, and equity. Crucial issues, such as ensuring a work environment free from violence and harassment, gender equality, pay equity, and maternity and paternity protection, are top priorities.

Despite progress in certain areas, Jordan ranked in the [Global Gender Gap Index](#), 131st out of 156th countries in 2021 (133rd in economic participation and opportunity, 153rd in labour force participation, wage equality for similar work 56th). The female labour force participation in Jordan remains low at 14 per cent - 15 per cent, compared to 54 per cent for males, according to figures issued by the Department of Statistics (DOS).

A 2018 DOS report estimated the gender pay gap in the public sector at 12.9 per cent, and in the private sector at 7.7 per cent. The national estimate of unemployment for Jordanian women is 30.8 per cent, compared to 21.2 per cent for men<sup>1</sup>.

In 2022, Jordan amended its Constitution, adding “Jordanian women” to the title of Chapter 2 “Rights and Duties of Jordanians”, and stipulating in Article 6 that “the state undertakes to empower and support women to perform an effective role in society building, while ensuring equity of opportunity, and to protect them from all forms of violence and discrimination”.

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<sup>1</sup> Jordan's Department of Statistics (DOS), 2021.



## Leadership and equal opportunity

### Women on Boards of Jordan programme

The ILO has partnered with Women on Boards of Jordan, a national non-governmental organisation (NGO), to tackle the underrepresentation of women on boards of directors and in decision-making positions in the public and private sectors. An ultimate goal of the programme, which focuses on the banking sector, where women's representation on boards currently stands at 8.1 per cent, is to create meaningful change through a measurable impact on women's empowerment and leadership on boards of private companies, state-owned enterprises, and syndicates. The programme aims at advocating, raising awareness about [gender diversity](#) at the legislative level; encouraging the private sector to adopt [gender equality](#) and diversity policies; engaging directly with the banking sector to change perception and practices; and building the capacity of women in leadership positions. It is currently pushing for amendments to legislation, including governance instructions for listed shareholding companies, to introduce a quota system ensuring that a board of directors comprises at least 30 per cent of either sex.

Lobbying by the ILO and its partners has offered fruitful insights to a royal committee tasked with proposing political reforms. The committee has suggested legislative amendments requiring the same percentage in public bodies, and private sector enterprises and banks, as well as professional associations, and employers' organisations.

### The push for gender parity

Company boards today are more gender diverse than ever before with evidence backing up the benefits of having both women and men around the table when making critical decisions that determine the success of a company. While much progress has been made, the ILO finds that over 50 per cent of companies surveyed in 2018 have low representation of women on their boards (less than 30 per cent) and over 13 per cent have all male boards. In response to the gender diversity challenge, a wide range of initiatives and solutions have been proposed. Several countries have legislated boardroom quotas for their largest, publicly listed companies, while other countries have set voluntary targets to foster an increase in the number of women on boards and reap the rewards of gender diversity. Countries are taking these measures to deliver equality of outcome or results, with the understanding that equality of opportunity and equal treatment may not be sufficient to break down the hurdles which have curtailed women's participation and advancement at work. It also connects to the thinking that equality in outcomes matters and is inseparable from creating the conditions for equality of opportunities. In many countries, companies are encouraged to disclose their gender diversity policies and set targets to drive market-led progress in achieving gender diverse boards. Without compromising merit-based appointments, voluntary targets allow companies to facilitate the advancement of women to board. Find out more details [here](#).



## Representation of women on corporate boards



## Women's economic empowerment

Women face barriers in accessing financial services and credit. This requires solid and effective solutions getting women out of debt, and helping build more resilient societies and households. To this end, the ILO and [the Association of Banks in Jordan \(ABJ\)](#) signed an agreement in 2021 to advance the financial status of female business owners severely impacted by COVID-19, strengthen financial literacy among women and youth, and enhance the access of competent women to private sector leadership positions and bank boards.

**Leadership platform:** Addressing the root causes of women's underrepresentation in leadership positions, the ILO and the ABJ are collaborating to build an online platform, registering women with skills and competencies specific to the banking sector. The platform will encourage these women to apply for board and senior management positions, while, at the same time, helping employers connect with qualified female candidates.

**Financial inclusion:** In 2017, the share of adults with banks accounts stood at 33.1 per cent, and account ownership among women (27.2 per cent) was still well below that of men (37.6 per cent)<sup>2</sup>. Research shows that gender differences in financial inclusion put women at a further disadvantage, especially in times of crisis, such as COVID-19. The ILO and the ABJ want to enhance women's financial decision making and literacy, advancing their inclusion in the formal financial system. This entails the development of financial education resources that will be accessible via an online portal serving as an ultimate guide to financial literacy in the country.

**Business clinic:** Through this facility, the ILO and the AJB will provide direct support for female beneficiaries to improve their access to adequate credit and help them avoid risks of over-indebtedness and insolvency. As a first step, a credit facilitation scheme comprising ILO contributions will be devised. These funds will be used to help educational enterprises that are in default on payment of rent and/or utility expenses, and are at risk of shutdown. The business clinic, to be set up on AJB premises with support from the ILO, will ensure effective implementation of the scheme, and that target beneficiaries receive the necessary support, based on a rigorous case-by-case assessment.

**Gender mainstreaming:** The ILO will support Jordan's banking sector in conducting a preliminary gender assessment and in the adoption of policies and practices ensuring that women are empowered to advance in their careers.

<sup>2</sup> [Financial Inclusion Diagnostic Study in Jordan](#), 2017, Central Bank of Jordan (CBJ).

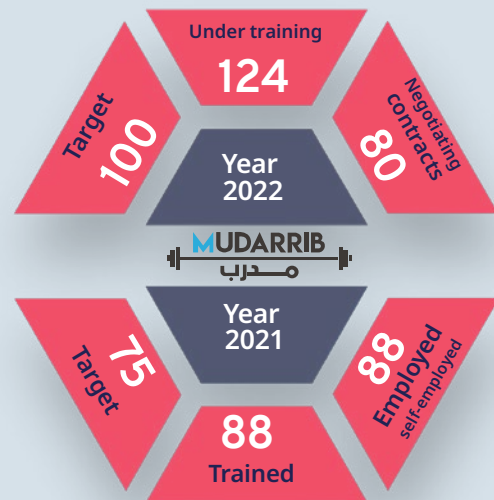


### Women in sports

Working in partnership with the Jordanian Ministry of Youth (MoY), the ILO and Mudarib (coach) company have launched the “Goal for Life” programme to train unemployed fresh university graduates holding physical education degrees, and provide them with secure jobs in the field. Aimed at advancing women’s empowerment and decent work and reducing unemployment, the programme enables participants to have decent jobs at gyms, schools and sports facilities. Through effective utilisation of the media, Goal for Life seeks to break misconceptions and stereotypes about women’s capabilities. The pilot phase was designed to train and employ 75 persons, but 88 women enrolled in the programme. Most of the trainees have already signed employment contracts in Jordan, Oman, and Saudi Arabia. Others are now self-employed, offering their services directly. The cost of the training and employment of each participant was estimated at USD 500 -- which is very modest compared with similar initiatives elsewhere. The first group of trainees celebrated their graduation at a ceremony, attended by Minister of Youth, Mohammad Nabulsi, and Swedish Ambassador to Jordan, Alexandra Rydmark. Building on the success of the pilot phase, the programme launched its second phase on September 1, 2021 to train a fresh group of 124 women. The ILO and its national partners in Jordan seek to expand the programme and ensure its sustainability. This plan, to be built on thorough assessment, entails establishing two youth facilities, creating a national accreditation programme for three professions, and developing the training to cover two additional governorates in Jordan.

### National accreditation plan for women fitness trainers

To formalise and strengthen their joint collaboration on advancing women’s empowerment and decent work, the ILO and the MoY have signed a memorandum of understanding (MoU). Under this agreement, ILO support for the ministry will include accreditation of personal trainers, and creation of jobs for young women, as well as training of youths at existing youth centres prior to employment.





## Maternity and paternity at work

### National framework for daycare facilities

Working in partnership with the ILO, national civil society organisation (CSO) [SADAQA](#) seeks formal recognition of paid and unpaid care work burden through the implementation of a national framework for daycare facilities, which is a roadmap for enhancing the care sector in relation to women's economic participation.

The ILO and SADAQA aim to improve the care infrastructure by increasing access to affordable daycare facilities with and quality care services in order to support working families, namely mothers, helping them keep their jobs. Seeking better working conditions for caregivers, SADAQA and the ILO are building the capacity of employed care workers and helping them keep their jobs under COVID-19 as well as increasing the employability of job seekers. The two partners want to enhance the value of care work through professional accreditation and training certification, as well as increased social protection for workers and employers in the sector.

Supported by the ILO, SADAQA has organised a national conference on women's power, highlighting challenges affecting women's economic rights as well as efforts to address legal and structural barriers to entry to the job market. The conference marked SADAQA's 10th anniversary and the International Women's Day. On the Labour Day, the CSO launched a [study](#) on the care economy and women's economic participation, as well as a media campaign about feminist economics.

Bolstering collaboration with other partners, the ILO, in December 2021, signed an agreement with the Ministry of Social Development (MoSD) to financially and technically support the operations of three nurseries at Social Development Centres operate, that serve persons with disabilities. Selection of these nurseries, located in Jerash (north), Ruwaished (east), and Ma'an (south), were based on a thorough assessment and field visits conducted jointly by ILO and SADAQA.

Also, the ILO is currently collaborating with the Ministry of Labour (MoL) to redevelop its daycare centre, established in 1970s. The aim is to create a model government-run childcare facility. SADAQA will provide capacity building for caregivers and managers of the centre.

### Caregiver accreditation

The ILO and SADAQA have been working on enhancement of education and training provision in the childcare sector through a demand-driven approach. They seek to bridge supply-demand gaps in the labour market, eventually contributing to better working conditions.

The two partners want to create a structure for the accreditation of training provision and skills development programmes in the sector, in congruence with national laws and regulations. This will involve establishing a skills governance body in the care sector, endorsed by the GoJ, developing competency standards for priority occupations identified in the childcare sector that are validated by the skills governance body, and upgrading



childcare related occupations recognised and aligned with the national framework.

Following up on these efforts, SADAQA has held several coordination meetings with officials from the MoSD, the MoL, and the [Technical and Vocational Skills Development Commission \(TVSDC\)](#), as well as managers of daycare centres.

## Paternity leave

Supported by the ILO, Jordan's National Committee for Pay Equity (NCPE) in 2013 proposed amendments to the [Civil Service Regulation](#). As a result, a two-day paternity leave was introduced. The NCPE also proposed several [Labour Law](#) amendments, and five were endorsed in 2019, including a three-day paternity leave for private sector workers. Created in 2011 under a Norwegian-funded ILO initiative, the NCPE is jointly led by the MoL and the JNCW. Mandated to promote policies and practices aimed at tackling gender pay gaps and ensuring wage protection, the NCPE is comprised of 22 members representing the GoJ, workers, the civil society, employers, the legislature, and the media. Find out how [extended paternity leave supports parenting in Jordan](#).

## Maternity protection

ILO efforts and lobbying led to the 2014 enactment of a new [Social Security Law](#), expanding the pension system to formally introduce maternity insurance with cash benefits, in line with [international labour standards](#). In 2020, [Jordan](#) took another step, endorsing the Regulation No. (93) of 2020 on Maternity Social Protection under

the Social Security Law. The regulation enables [working mothers](#) to return to work while securing childcare for their children either at a childcare facility or at home. It also allows for registered childcare centres to receive direct cash benefits to cover operational costs. Workers registered with the SSC represent almost half of Jordan's total labour force which stands at around 2.64 million. Of the approximately 390,000 SSC-registered women, 32 per cent work in the public sector and are therefore receive maternity benefits under civil service regulations, while the remaining women are eligible to receive these benefits from maternity insurance schemes. Under maternity regulation, around 21,500 families with 28,500 children can have access to better maternity insurance benefits. According to SSC records, 12,237 working mothers benefitted from this programme since its inception in 2020. An ILO-commissioned [assessment report](#) had called for a maternity protection system in Jordan, emphasising that such protection is essential for safeguarding the nutritional needs, health, and wellbeing of mothers and their children. The ILO helped the SSC review its law, including amendment of





articles related to maternity protection, to enable women with young children to keep their jobs. It is a member of the “Ri'aya” (Arabic for care) programme committee that was launched by the SSC to support working mothers returning to work after maternity leave, as well as centres caring for children of working families. According to December 2021 Ri'aya records (December 2021), 9,163 mothers were eligible to benefit from childcare subsidy. Of these women, 5,484 have applied for assistance, and 4,757 got support. Also, around 450 childcare facilities were eligible to benefit from operating cost support. Of these, 271 have applied for support, and 117 got assistance, while the remainder were approved. The ILO and its national partners continue to provide technical assistance for the SSC, ensuring the effective implementation of the regulation. Read about [barriers to social protection](#).

► Ri'aya Programme records December, 2021



## Flexible work arrangements

Jordan announced a 2017 regulation on flexible work arrangements, followed by related instructions in 2018. These arrangements, include flexible hours, part-time jobs, shared jobs, a compressed week, annual salary averaging, and teleworking. At the time, only few employers made use of this opportunity as the regulation was still not binding outside the defence ordinances, issued by the GoJ to cope with COVID-19 impacts on the country. The pandemic reemphasised the need for [flexible work arrangements](#). In 2020, the MoL issued a decision requesting private sector employers to comply with the regulation as part of GoJ efforts to prevent/control the spread of COVID-19. Jordan’s Council of Ministers is now examining a revised regulation on flexible work arrangements that the ILO drafted in collaboration with national partners, including the MoL and the SSC. As the use of telework is likely to increase, the ILO will continue to advise Jordan to ensure that employers, governments and workers and their representatives understand how to address the potential health impacts of telework in a manner that balances the needs of workers and organisations.





## Pay Equity and wage protection

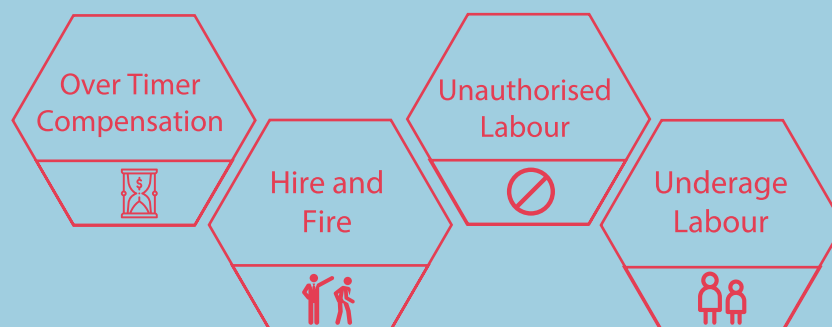
### Teacher rights

The ILO and its social partners continue to support the [Stand-up with the Teacher campaign](#), which has a key role in protecting wages of teachers through mandatory digital/bank wage transfers, and in monitoring contractual obligations. This support, extended under the umbrella of [Ahel for Community Organising](#), seeks institutionalised compliance of private schools with government regulations safeguarding teacher rights. The watchdog role of the campaign ensures that no school is registered and licensed unless it conforms to digital payment and minimum wage requirements. Expanding its outreach, the campaign in 2021 reinforced its core team with 10 teachers in Aqaba (south) and 11 teachers in Madaba (southwest). One of the campaign objectives is to deepen teachers' knowledge of legal literacy and develop their technical skills. Under this learning initiative, 86 teachers from five Jordanian governorates have completed a training, and 60 more have registered enrolled in the programme. Find out how women in Jordan's workforce struggle with [pay discrimination](#).

### Digital wage payments

With technical and financial support from the ILO, the NCPE and the Stand-up with the Teacher campaign have [successfully lobbied](#) the GoJ for enactment of the Regulation on Registration and Licensing of Private and International Schools. Under this regulation, these schools are required to deposit wages of teachers electronically (e-wallets/ bank transfers). Electronic payment of wages enhances transparency and ensures fair remuneration with no interruptions. Proposed amendments to Article 46 of the Labour Law seek to make digital wage payments mandatory for all employers. Although digital payment of wages is now enshrined in legislation, the process still requires enforcement, especially in light of COVID-19 challenges.

#### ► How electronic payments guarantee protection





## EPIC in Arab region

The ILO has taken part in a biannual meeting of the NCPE to examine action planning and future steps as well as accomplishments. [Jordan](#) has been a member of the [Equal Pay International Coalition \(EPIC\)](#) since its launch at the UN General Assembly in 2017. At a November 2021 EPIC meeting on reducing gender pay inequalities in the health and care sector for a fairer COVID-19 recovery, Jordan highlighted the importance of maternity, paternity, and wage protection. The country was the only Arab member of the EPIC and member of the its Steering Committee. In 2019, the JNCW, in partnership with the ILO, UN Women, and the Organisation for Economic Co-operation and Development (OECD), launched the [EPIC in Arab region](#), to help reduce the gender pay gap, promote pay equity, and enable Arab countries to exchange knowledge. As a result, six governments, nine employers' organisations, five workers' organisations, and one civil society organisation made and announced 21 pledges to promote pay equity. Constituents, including the Palestinian government, as well as Federation of Egyptian Industries (FEI), and the National Commission for Lebanese Women (NCLW) have expressed intention to join the EPIC. From the Arab region, Tunisia and Egypt are now EPIC member states, in addition to Jordan.

### TARGET 8.5

By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

Target 8.5 of the United Nations Sustainable Development Goals



# Violence and harassment in the world of work

## Legal gap analysis

The ILO conducted a [comparative analysis](#) examining the compatibility of Jordanian legislation and [ILO Violence and Harassment Convention, 2019 \(No. 190\)](#), which [entered into force](#) on June 25, 2021, in addition to its accompanying Recommendation, 2019 (No. 206). The ultimate goal of the legal gap analysis, published in December 2021, is to encourage work on establishing a legislative framework conducive of creating world of work free from violence and harassment that enables women and men of all backgrounds and duties, irrespective of their employment status, where no one left behind. The document presents [tangible recommendations](#) for aligning Jordanian legal framework with C190 and international standards for human rights. In 2020, the ILO published a [briefing note](#) highlighting the relevance of C190 to the COVID-19 pandemic. The document provides examples of work-related violence and harassment that have been reported across countries in the context of COVID-19 and mentions specific provisions of C190 and R206 that can help prevent and address such situations.

► **Private sector companies with policies against violence and harassment, according to January 2022 figures of MoL**



## National prevention strategy

In addition to the legal gap analysis, and following in-depth discussions with stakeholders, the ILO and its partners, including the JNCW and the GFJTU, launched a proposed “National Strategy for the Elimination of Violence and Harassment in the World of Work”. Endorsed by more than 50 stakeholders representing workers, employers and CSOs, strategy is built on the main elements of prevention, response, and protection, as well as integrated policy and accountability mechanisms. In 2017, the JNCW published a study reporting that 35.8 per cent of female and male workers in Jordan have experienced at least one form of workplace harassment. The majority of perpetrators of harassment against women were male co-workers (29.1 per cent). A separate 2018 study by the Jordan-based Arab Renaissance for Democracy and Development (ARDD) found that 75.3 per cent of women exposed to workplace harassment have not considered legal action. The ILO also organised a [workshop](#) for private sector employers, seeking to enhance their engagement in creating a world of work free from violence and harassment through the use of effective and practical tools. The workshop was part of a private sector engagement plan, which provides employers with instruments and standards for decent work, women’s empowerment, violence and harassment elimination, and awareness raising. The MoL has adopted a violence and harassment prevention policy and code of conduct, as the government submitted amendments to the Labour Law to the Lower House of Parliament. These amendments include recommendations by civil society institutions, agreed upon following dialogue organised by the ILO and its social partners.



## Employers toolkit

The ILO and its national partners are implementing a private sector engagement plan encouraging employers to implement effective policies on violence and harassment elimination and prevention. As part of this effort, the ILO and UN women in partnership with the JNCW, and the GFJTU organised a [workshop](#) for a group of these employers, seeking to enhance their engagement in creating a world of work free from violence and harassment through the use of effective and practical tools. The plan provides employers with instruments and standards for decent work, women's empowerment, violence and harassment elimination, and awareness raising.

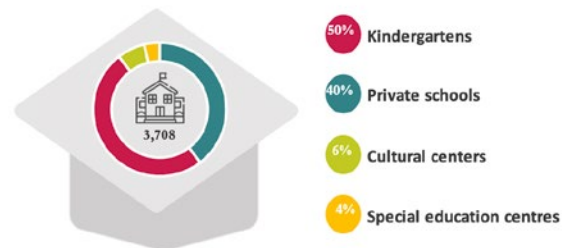


# COVID-19 impact





## Female owners of private kindergartens, and schools

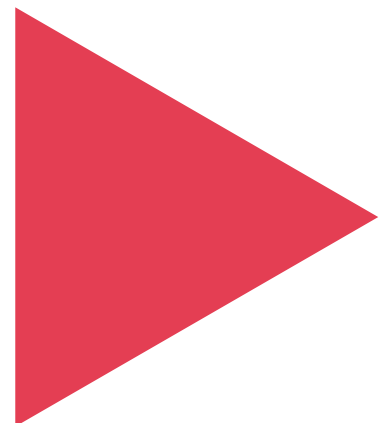
The ILO is providing support for these employers who are among the hardest hit by COVID-19 impacts on Jordan. Seeking assistance from the GoJ, banks, and CSOs to offset COVID-19 impacts, the owners of private kindergartens, and schools formed a coalition in 2020 following ILO-facilitated planning. The coalition, called “the National Committee of Independent Kindergartens”, is getting support from the ILO to build and organise its efforts, advocacy capacity, communication skills, and lobbying techniques. The ILO arranged meetings between the coalition and the SSC to help cover private kindergartens, and schools in COVID-19 wage subsidy programmes, such as the “Estidama” (Arabic for sustainability) scheme. With support from the ILO, the coalition held separate meetings with the Central Bank of Jordan (CBJ), and the ABJ, for loan rescheduling. In other ILO-coordinated meetings with the JNCW and the Ministry of Education (MoE), the coalition sought to increase its lobbying, and to guarantee that private kindergartens, and schools remained operational under the pandemic. These meetings and efforts were successful in securing support for the coalition, as members managed to reschedule loans; pay wages to employees; reopen private kindergartens, and schools that were forced to shut down due to COVID-19 impacts; and include these enterprises in emergency government/ SSC support schemes. The coalition continues to engage with the

The total number of private sector educational institutions dropped from **3,880** in 2019 to **3,708** in 2021.



Kindergartens (KGs), in specific, have been negatively affected in several ways:

- Enterprises**  73 KGs shut down in 2020, bringing down the number of enterprises in the sector from 1940 to 1867. The number of KGs closing down is expected to increase to 150 in 2021.
- Employment**  KGs employ 13,100 women, who are currently at risk of losing their jobs. More than 600 female workers in the sector were left jobless in 2020.
- Enrollment**  The number of enrolled students in KGs has sharply declined by 75% in 2020-2021.
- Challenges**  Low revenues, debt accumulation, and other liabilities are major challenges.





GoJ and media in order to tackle COVID-19 challenges. Backing these efforts, the ILO launched an initiative in collaboration with the ABJ and the Centre for Women's Studies at the Hashemite University to collect data from private kindergartens, and schools. The data helps ILO assess the financial vulnerability and solvency of these institutions. The ILO trained female university students on data collection and explained to them the objectives of the initiative. The highly feminised sector has 3,550 schools, and 2,046 kindergartens, generating income for approximately 37,000 teachers. Under these efforts, the ILO has hired a consultant to conduct a thorough needs assessment and economic analysis examining COVID-19 impacts on the sector. Following the completion of this study, the ILO plans to submit a position paper to the GoJ with recommendations to address challenges faced by the sector.

## Health workers

ILO efforts include organising and mobilising of health workers, particularly women. It has partnered with [the Health Care Accreditation Council \(HCAC\)](#) to implement a project supporting women working in the health sector. In the project pilot phase, the HCAC will provide female health workers a specialised certification course, helping these workers acquire critical leadership skills and enhancing their access to top management positions. The council will also develop education package, emphasising female health workers' rights. The ILO is also with the General Trade Union of Workers in Health Services and Pharmaceutical Industries and Ahel for Community Organising to increase female labour force participation, bridge the gender pay gap, and improve workplace/employment conditions. Ahel is working with the union to identify, organise, and mobilise sector leaders, building their advocacy capacity, and enabling them to advocate for gender equality.

► The ILO held direct meetings with female owners of private kindergartens, and schools, as well as with GoJ officials



## Advocacy

The ILO and its national partners in Jordan continue to undertake a range of advocacy efforts, including awareness-raising activities and national campaigns, highlighting decent work principles and international labour standards.

### Convention C190

On the anniversary (June 21) of the adoption of ILO Violence and Harassment Convention, 2019 (No. 190), the ILO in Jordan joined a [global campaign](#) affirming the right of workers to a world of work free from violence and harassment. The campaign was aimed at drumming up community and official support for the endorsement of legislation guaranteeing the right of women and men to an environment free from violence and harassment. In Jordan, the campaign posted on social media platforms brief messages from workers, employers, GoJ officials, legislators, and public figures, highlighting psychological, health, and economic impacts of violence and harassment on the world of work.

Meaningful guidance for stakeholders: In a related advocacy effort, the ILO in Jordan and the [International Training Centre of the ILO \(ITCILO\)](#), concluded a December 2021 [training](#) for stakeholders in Jordan, Palestine, and Egypt on the implementation of C190 in these countries. The one-week training examined how violence and harassment are denied or ignored in light of limited availability of data on the two phenomena. The participants, representing the government, employers, women's rights organisations, and labour unions, made recommendations for addressing violence and harassment in these countries, which have not ratified C190. Recommendations included raising workers' awareness of their rights and types of protection available; and empowering workers to report violence and harassment under effective complaints mechanism.

### Equal pay day

Marking International Equal Pay Day (18 September), the ILO and its partners launched a public engagement campaign about pay equity as well as different forms of discrimination at work. The campaign measured public support for pay equity, and sought to increase awareness at individual and institutional levels.

### Training

The ILO conducted a multi-session training for 50 presenters and editors of state-owned Al Mamlaka broadcaster, raising awareness about the use of gender-inclusive language in news programmes. The training addressed gender discrimination, stereotypes, and misconceptions.

### Webinars

The ILO, CSOs, trade unions, and schools, held several sessions on women's economic empowerment, with a focus on the COVID-19 impact on female workers and owners of businesses.

## Proposed legislative amendments

Urging more gender-inclusive legislation, the ILO and its partners have proposed amendments to Labour Law articles **2, 27, 28, 29, 45, 46, 55, 67, 69, and 70.**

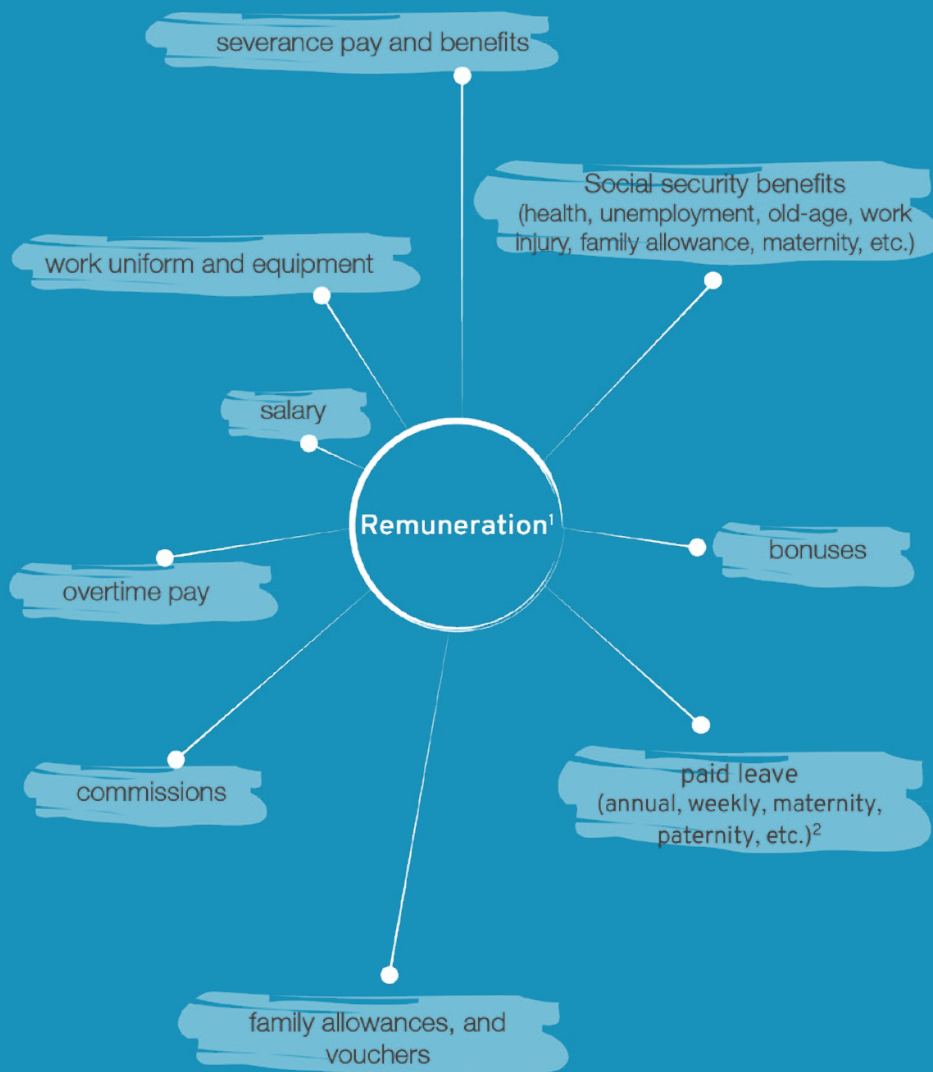
The proposed amendments fall in line with:

- [ILO Hours of Work \(Industry\) Convention, 1919 \(No. 1\)](#)
- [Equal Remuneration Convention, 1951 \(No. 100\)](#)
- [Discrimination \(Employment and Occupation\) Convention, 1958 \(No. 111\)](#)
- [Occupational Safety and Health Convention, 1981 \(No. 155\)](#)
- [Workers with Family Responsibilities Convention, 1981 \(No. 156\)](#)
- [Night Work Convention, 1990 \(No. 171\)](#)
- [Maternity Protection Convention, 2000 \(No. 183\)](#)
- [Convention C190.](#)





Several NCPE legislative proposals are being examined by the GoJ. These proposals cover prevention of violence and harassment in the world of work; expansion of wage protection through electronic payment systems to cover all workers; increasing of paid maternity leave from 70 days to 98 days (14 weeks); removal of restrictions on women's employment and hours of work for specific occupations, and protection of pregnant women. Jordan has [ratified](#) 26 ILO conventions including 7 out of 8 core conventions.



1. Cash and in-kind remunerations are stipulated in the Jordanian Labour Law, 1996, and its amendments.

2. Pursuant to the Jordanian labour and social security laws.



## Publications and translations

### Compatibility of Jordanian legislation with violence and harassment convention, 2019 (No. 190) - a legal gap analysis

This [analysis](#) serves to lay a foundation for collective efforts aimed at raising awareness on C190 and R206, as well as to identify legislative gaps in Jordanian legislation and to present tangible recommendations on legislative amendments needed to align Jordanian legal framework with C190 and international standards for human rights.

### Human-centered stories

#### [Working mothers in Jordan face barriers to social protection](#)

Maternity protection is key to achieving gender equality at work by protecting working mothers' jobs and wages, while at the same time alleviating poverty and advancing decent work. This report emphasises the need for enhanced support for women and men with family responsibilities in Jordan, helping them improve work-life balance.

#### [Extended paternity leave urged to support parenting in Jordan](#)

Fathers who take adequate paternity leave are more likely to be involved with their young children. This can have positive effects for gender equality in the home and at work and may indicate shifts in relationships and perceptions of parenting roles and prevailing stereotypes. This report highlights the need for enhanced parental responsibility-sharing.

#### [Gender discrimination, wage inequality challenge women in Jordan](#)

Unequal pay is a stubborn and universal problem. Across all regions, women are paid less than men, with the gender pay gap estimated at 23 per cent globally. This report shows how women in Jordan's workforce struggle with pay discrimination.





## Assessment of maternity insurance

Commissioned by the ILO and the SSC, "[Assessment of the Maternity Insurance in Jordan](#)", a piece of qualitative research, looked into the impact of the insurance on female labour force participation and women's decisions whether to join the labour market and keep working, as well as on families/households. It also examined how maternity insurance influences perspectives/views of employers, as well as prospects of improvement of procedures and expansion of scope. The purpose was to create an enhanced response to the needs of women and men in the world of work, and their families, as well as the Jordanian economy and society.

## E-wallets

The ILO and the JNCW conducted a 2020 [poll](#) to explore digital wage payment difficulties faced by private sectors. The [results](#) highlighted the need for e-wallets and other digital tools as useful tools to meet COVID-19 challenges, and ensure workers receive facilitated services protecting their wages, particularly women, who face pay gaps and violations.

## Decent work and gender equality in Jordanian pharmacies

An ILO-commissioned a research study on Decent Work and Gender Equality in Jordanian Pharmacies to understand decent work deficits in the private sector. Conducted by a research consulting team, the study offered quantitative and qualitative data to help design and implement effective interventions to address these deficits.

## COVID-19

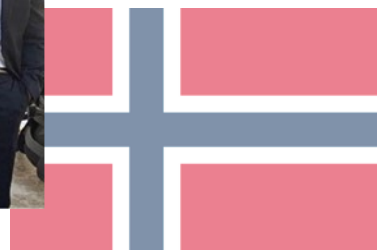
The ILO gender team translated and disseminated a series of ILO briefing notes on the COVID-19 response and recovery. [One](#) of these documents lists 12 ways Convention C190 can tackle workplace violence and harassment under COVID-19.

## Collaboration

The ILO continues to coordinate national and regional efforts through the UN Country Team (UNCT) system as well as through the World Bank including, the [Mashreq Gender Facility Technical Committee](#) and the Technical Committee of the [National Strategy for Women in Jordan](#) (2020-2025). This ongoing collaboration ensures that resources are best utilised and cost effective.



The ILO maintains long-standing partnerships with the Sweden and Norway on implementing projects aimed at advancing decent work for women and men in Jordan. Last year, Sweden's State Secretary for International Development Cooperation, Janine Alm Ericson, Director General of the Swedish International Development Cooperation Agency (Sida), Carin Jämtin, and Ambassador of Sweden to Jordan, Alexandra Rydmark, [toured](#) projects implemented by the ILO and UN Women with support from Sweden. They also met with private sector and civil society partners, as well as ILO and UN Women specialists. Meanwhile, Ambassador of Norway to Jordan, Espen Lindbæk, last year joined Minister of Social Development Ayman Mufleh as well as ILO and SADAQA representatives, in visiting a daycare centre in the city of Salt, near Amman. The daycare facility received support under the Norway-funded [Strengthening Pay Equity and Childcare in Jordan project](#), implemented by the ILO. The project sought to address decent work deficits in the education, health and childcare sectors through partnerships with civil society and government partners within the framework of the NCPE.





# Acknowledgement

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For more information, please contact ILO Gender Team in Jordan

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# Partners

The following table lists the partner organizations shown in the image:

Organization Name	Logo Description
الملكة الأردنية الهاشمية - وزارة العمل	Logo of the Ministry of Labour, featuring the Jordanian coat of arms.
الملكة الأردنية الهاشمية - وزارة التربية والتعليم	Logo of the Ministry of Education and Higher Education, featuring the Jordanian coat of arms.
البنك المركزي الأردني	Logo of the Central Bank of Jordan.
وزارة التنمية الإجتماعية	Logo of the Ministry of Social Development, featuring a stylized tree.
اللجنة الوطنية الأردنية لشؤون المرأة	Logo of the Jordanian National Commission for Women.
المجلس الاقتصادي والاجتماعي	Logo of the Economic and Social Council.
جمعية البنوك في الأردن	Logo of the Association of Banks in Jordan.
المؤسسة العامة للضمان الاجتماعي	Logo of the Social Security Corporation.
غرفة تجارة الأردن	Logo of the Jordan Chamber of Commerce.
غرفة صناعة الأردن	Logo of the Jordan Chamber of Industry.
UN WOMEN	Logo of the United Nations Entity for Gender Equality and the Empowerment of Women.
غرفة اصحاب الاعمال	Logo of the Chamber of Owners.
غرفة اصحاب المهن	Logo of the Chamber of Professions.
غرفة اصحاب المهن	Logo of the Chamber of Professions.
نقابة المحامين الاردنيين	Logo of the Jordanian Bar Association.
نقابة المهندسين الاردنيين	Logo of the Jordanian Engineers Association.
WOBs	Logo of Women on Boards - Jordan.
جمعية اتحاد المرأة الأردنية	Logo of the Jordanian Women's Union Association.
المركز الوطني لحقوق الانسان	Logo of The National Centre for Human Rights.
ملتقى سيدات الأعمال والمهني الأردني	Logo of the Jordan Forum Business & Professional Woman.
تدريب مدربين للحياة	Logo of Mudarrib - Life Training.
HCAC	Logo of the Healthcare Accreditation Council.
المركز الوطني للمهنة	Logo of the National Centre for Professions.
مركز المرأة	Logo of the Women's Centre.
صداقة	Logo of the Friendship organization.
تدريبية عمل نموذجية للمرأة	Logo of the Women's Model Work Training.
قم مع المعلم	Logo of the Teacher's Association.



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