



الإنصاف فى الأجور الأردن

JORDAN PAY EQUITY

The Jordanian National Committee for Pay Equity (NCPE) 2011-2021

About the NCPE

Supported by the International Labour Organization (ILO), the Government of Jordan (GoJ) created in 2011 the National Committee for Pay Equity (NCPE), jointly led by the Ministry of Labour (MoL) and the Jordanian National Commission for Women (JNCW). Mandated to promote policies and practices aimed at tackling the gender pay gap in the country, the NCPE groups 22 members representing the GoJ, workers, the civil society, employers, the legislature, and the media.

Challenges

A 2018 Department of Statistics report¹ estimated the gender pay gap in the public sector at 18%, and in the private sector at 14.1%. In the public sector, males earned JOD 642 a month on average, compared to JOD 544 for females. The gender pay gap in the public and private sectors vary. In the private sector, the median wage for males is 7% higher than the median wage for females, according to estimates. In the public sector, however, the median wage for females is 13% higher than the median wage for males.

The rate of women's participation² in the labour force stands at 14%, compared to 64% for males. The rate of women's participation in the informal and vulnerable workforce (e.g., precarious agricultural and family farm jobs, self-employment) is estimated at 10%, compared to 23% for males. The rate of total early-stage entrepreneurial activity was 3% for females, and 13% for males, according to a joint study³ conducted by the Organisation for Economic Cooperation and Development (OECD), the ILO, and Centre of Arab Women for Training and Research (CAWTAR).

In the Global Gender Gap Report 2020, published by the World Economic Forum (WEF), Jordan's overall ranking was 138 out of 153 countries (145th in economic participation and opportunity).

1 http://dosweb.dos.gov.jo/databank/yearbook/YearBook_2018.pdf

2 <http://www.oecd.org/mena/competitiveness/Changing-Laws-Breaking-Barriers-MENA-women-economyc-activity-AR.pdf>

3 https://www.ilo.org/africa/information-resources/publications/WCMS_760505/lang--en/index.htm



The gender pay gap is evident in sectors with female concentration, such as private healthcare (31.8%) and private education (30.2%). This shows that females are concentrated in low-paid occupations and face pay discrimination, earning less than men performing the same types of work.

Achievements and accomplishments

The NCPE evaluates and analyses legislation and laws on women's economic empowerment in a bid to align them with ILO standards safeguarding women's rights at work. Urging more gender-responsive labour laws, the committee proposed amendments to the Civil Service Regulation. A two-days paternity leave has been introduced, but the family allowance/child benefit is still limited to men, excluding special cases. The NCPE also proposed 11 Labour Law amendments, and 5 were endorsed in 2019: On pay equity, childcare centres for workers' children, and a three-day paternity leave, as well as flexible and part-time work arrangements. Other NCPE legislative proposals are still being examined by the GoJ. These proposals cover violence and harassment in the world of work, wage protection through electronic payment systems/bank transfers, increasing of paid maternity leave from 70 days to 98 days (14 weeks), hours of work, occupations closed to females, and protection of pregnant women.

Addressing the root causes of wage discrimination, the NCPE created the Stand-up with the Teacher campaign, led by a group of private school teachers, and organised by Ahel for Community Organising. The campaign encouraged women and civil society organisations to demand more labour rights, including pay equity. The Association of Private School Owners and the Union of Private Education Workers signed a sectoral collective agreement, regulating gender pay gap issues, including wage/salary payment by bank transfer. The first-of-its-kind action paved the way for the enactment of laws protecting wages and improving working conditions in the sector, such as the Regulation on Registration and Licencing of Private and International Schools. Under this regulation, registration and licencing of these schools depend on wage/salary payment by bank transfer or e-wallets⁴, in coordination with the Central Bank of Jordan (CBJ). Employers are required to enrol all workers in Social Security Corporation schemes. Around 37,000 private school workers, mostly female teachers, benefit from the regulation.

⁴ https://www.ilo.org/beirut/media-centre/news/WCMS_645986/lang--en/index.htm



In a bid to advance the economic empowerment of working mothers and retain them in the labour force, the GoJ endorsed the Regulation No. (93) of 2020 on Maternity Social Protection⁵.

Jordan's National Strategy for Women 2020-2025 seeks to review women's empowerment procedures and initiatives, and to examine obstacles limiting women's economic independence and access to opportunities, resources, and services.

Private schools and companies with gender-responsive human resource management systems were evaluated and honoured. Such systems provide workers/employees with childcare facilities, maternity/paternity leave, flexible work arrangements, and protection from workplace violence and harassment, as well as other benefits (fitness facilities, restaurants, transportation, health insurance, etc.).

Recognition

Work performed by the NCPE based on clear principles and methodology as well as solid partnership has gained international recognition.

Jordan⁶ has been a member of the Equal Pay International Coalition (EPIC)⁷ since its launch at the UN General Assembly in 2017. The country was the only Arab member of the EPIC and its Steering Committee.

In 2019, the JNCW, in partnership with the ILO, UN Women, and the OECD, launched the EPIC in the Arab region⁸, to help reduce the gender pay gap, promote pay equity, and enable Arab countries to exchange knowledge. As a result, six governments, nine employers' organizations, five workers' organizations, and one civil society organisation (CSO) made and announced 21 pledges to promote pay equity. Constituents, including the Palestinian government, as well as the 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.

5 Jordan's Official Gazette, issue 5669, October 22, 2020.

6 <https://www.equalpayinternationalcoalition.org/members/jordan/>

7 https://www.equalpayinternationalcoalition.org/search-results/?global_search=Jordan

8 https://www.equalpayinternationalcoalition.org/whats_new/launching-the-equal-pay-international-coalition-in-the-arab-states/



The ILO commended the GoJ for protecting private school teacher wages⁹ through digital payments and for the endorsement¹⁰ of Regulation No. (93) of 2020 on Maternity Social Protection that provides “one of the best maternity protection systems in the region in 2020”.

Ongoing work

-Updating of a position paper on proposed labour legislation amendments based on ILO standards:

- Flexible work arrangement regulation and instructions (MoL and SSC)
- Expansion of wage protection through electronic payment systems to cover all workers.
- Increasing of maternity leave from 70 days to 98 days (14 weeks), based on ILO standards.
- Removal of restrictions on women’s employment and hours of work for specific occupations.
- A work environment free from violence and harassment for all workers.

-Lobbying of Jordan to ratify ILO Violence and Harassment Convention, 2019 (No. 190), Maternity Protection Convention, 2000 (No. 183), and Workers with Family Responsibilities Convention, 1981 (No. 156).

For more information, contact

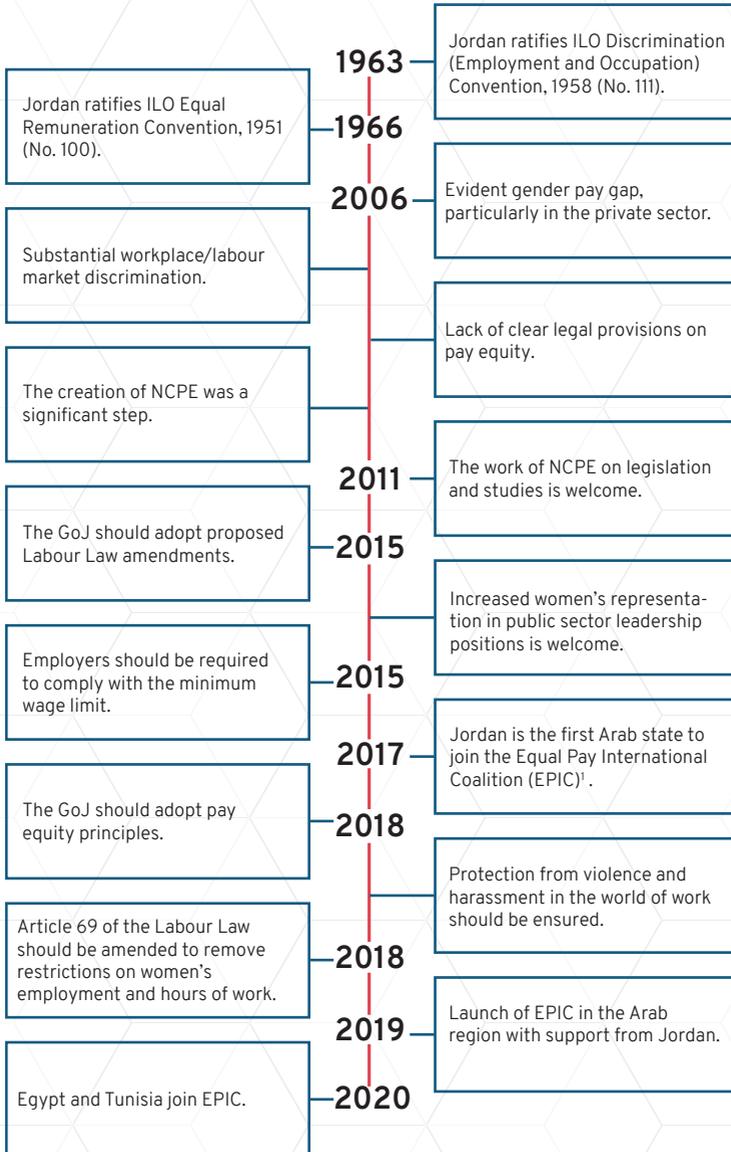
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⁹ https://www.ilo.org/beirut/media-centre/news/WCMS_644225/lang--en/index.htm

¹⁰ https://www.ilo.org/beirut/media-centre/news/WCMS_758903/lang--en/index.htm



Pay equity in Jordan and ILO observations



1.The ILO, the Organisation for Economic Cooperation and Development (OECD), and UN Women launched EPIC in 2017.



Gender wage gap



Violence and harassment¹ hinder pay equity

Have negative impacts on pay, career progression
and working conditions

Undermine equality at work

Drive individuals out of the world of work

ILO C190 - Violence and Harassment Convention, 2019 (No. 190) refers to “a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in or are likely to result in physical, psychological, sexual or economic harm and includes gender-based violence and harassment”.

Pay equity

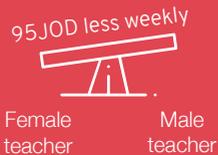


Equal remuneration for men and women workers for work of equal value¹



Remuneration rates and types are based on objective evaluation of performed work. This includes jobs requiring different qualifications, skills, responsibilities, or conditions that are nevertheless of equal value.

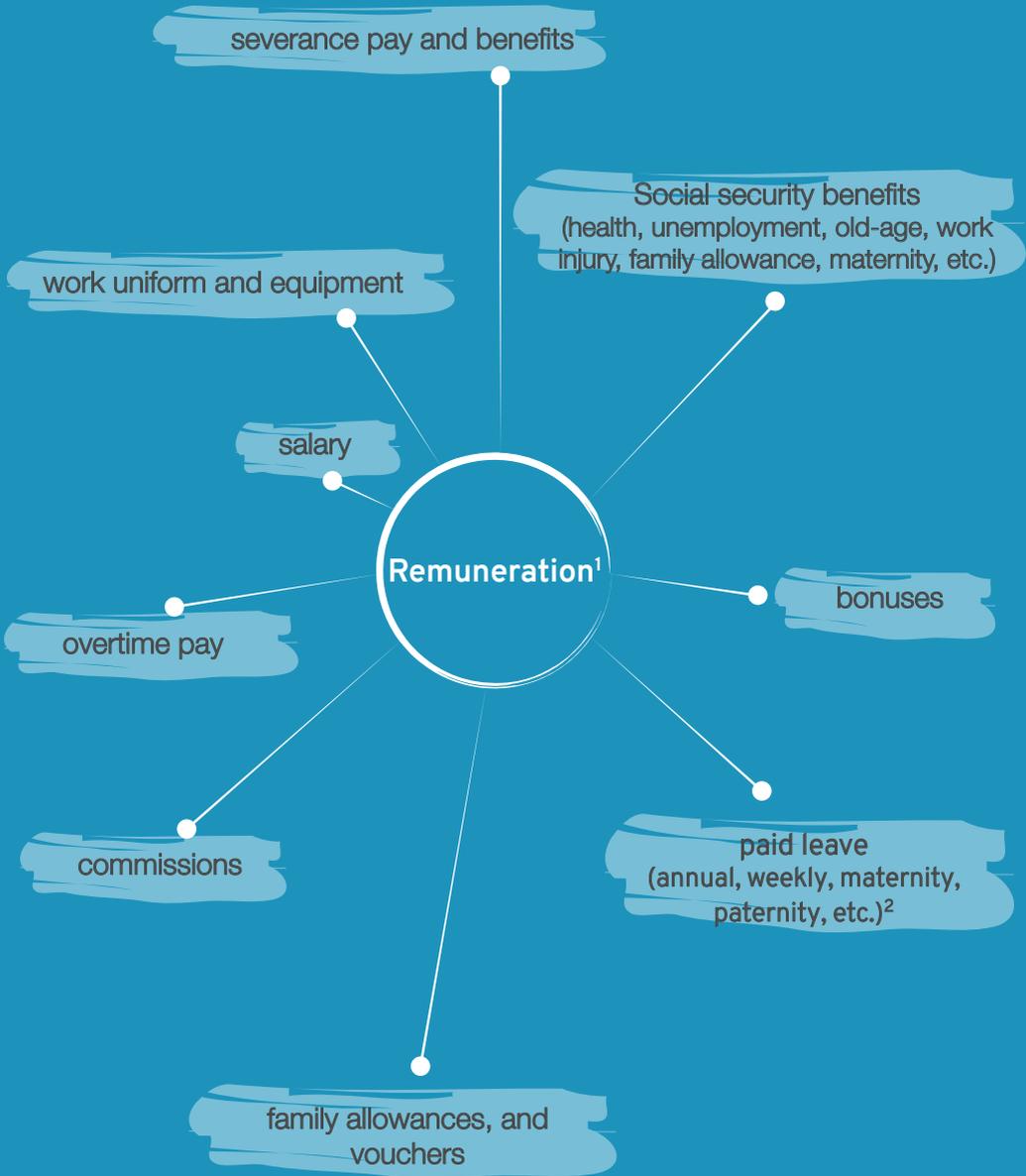
Equal remuneration for men and women workers for equal work²



Equal remuneration for work that is the same, or requires the same skills, effort and responsibility, and is performed under similar working conditions.

1. ILO C100 - Equal Remuneration Convention, 1951 (No. 100), and Article 2 of the Jordanian Labour Law, 1996, and its amendments.

2. ILO C100 - Equal Remuneration Convention, 1951 (No. 100).



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.

Equal Pay for Work of Equal Value