



International
Labour
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► Decent Work for Women Programme in Jordan 2022 – 2023



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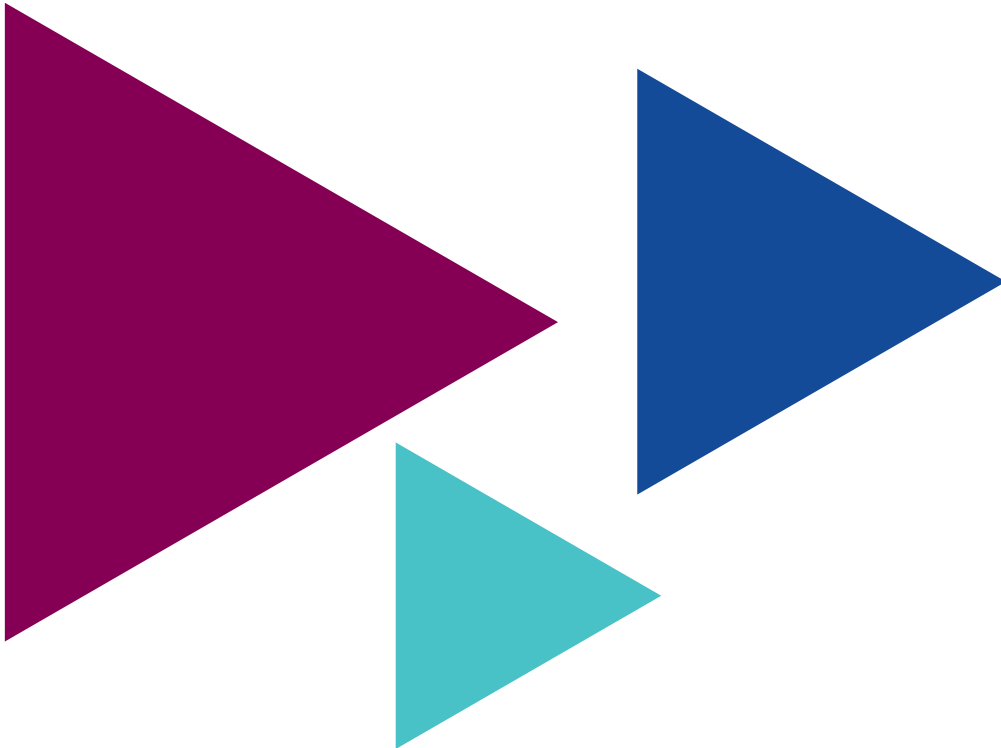


► Acronyms

ILO	International Labour Organization
SDGs	Sustainable Development Goals
GoJ	Government of Jordan
JNCW	Jordanian National Commission for Women
CSOs	Civil Society Organisations
MoL	Ministry of Labour
MoSD	Ministry of Social Development
MoY	Ministry of Youth
MoU	Memorandum of Understanding
MoE	Ministry of Education
PWDs	Persons With Disabilities
ABJ	Association of Banks in Jordan
CBAs	Collective Bargaining Agreements
CBJ	Central Bank of Jordan
DOS	Department of Statistics
GFJTU	General Federation for Jordanian Trade Unions
JCI	Jordan Chamber of Industry
NCPE	National Committee for Pay Equity
SSC	Social Security Corporation
ILS	International Labour Standards
ECCE	Early Childhood Care and Education
DW4W	Decent Work for Women Programme
GIZ	German Corporation for International Cooperation (Deutsche Gesellschaft für Internationale Zusammenarbeit)
EHFA	European Health and Fitness Association
EREPS	European Register of Exercise Professionals
MDGs	Millennium Development Goals
JEDCO	Jordan Enterprise Development Corporation



IFC	International Finance Corporation
CSR	Corporate Social Responsibility
PGA	Participatory Gender Audit
ITUC	International Trade Union Confederation
FINAPP	Financial Inclusion Awareness Promotion Platform





► About this Report

This report summarises the progress of the Decent Work for Women (DW4W) Programme of the International Labour Organization (ILO) towards enhancing gender equality under the Jordan Decent Work Country Programme for the periods 2019–2022 and 2023–2027. It presents achievements, challenges, and how the DW4W Programme and its national partners leads change by advocating for decent work conditions across various sectors and ensuring national legislation and policies align with International Labour Standards (ILS).

The years 2022 and 2023 have marked significant productivity for the DW4W Programme in Jordan. Despite prevailing political and economic challenges, the programme has shown dedication, leadership, and resilience in advancing gender equality and social justice. The programme addresses critical issues by providing technical support to the Government of Jordan (GoJ), employers, workers, women's national bodies, and civil society organizations (CSOs). Through sustained social dialogue with social partners and other stakeholders, Jordan has aligned its national legislation with ILS, incorporating new provisions addressing violence and harassment in the workplace, pay equity, maternity and paternity protection, as well as safeguarding night shift workers and pregnant and lactating mothers. Additionally, strides have been made in establishing a quota for women in executive roles and on boards of directors. Efforts are underway to develop tools and platforms that enable the GoJ to enforce the legislation and assist employers in complying with these mandates.

The DW4W Programme significantly benefits thousands of female and vulnerable workers annually by engaging closely with female workers, women-owned enterprises, and vulnerable women and girls to identify and understand their challenges and prospects. It initiates national campaigns to raise awareness of women's rights under national legislation and addresses labour complaints—processing 500 cases in 2023 with an 82 per cent resolution rate and recovering JOD 32,656 (approximately USD 50,000) in worker compensation.

Furthermore, the programme has empowered over 10,000 private sector female workers, including those in education and services, enhanced the financial status of 200 female business owners of kindergartens adversely affected by COVID-19, promoted women's leadership, aiming for a 20 per cent representation across all sectors and 25 per cent in the banking sector, and enhanced measures to combat gender-based violence in the workplace.

The programme collaborates extensively with the Ministry of Labour (MoL), the Jordanian National Commission for Women (JNCW), the Jordan Chamber of Industry (JCI), the General Federation of Jordanian Trade Unions (GFJTU), Social Security Corporation (SSC), and the Inter-Ministerial Committee for Women's Empowerment to tackle gender and decent work challenges, particularly among women and vulnerable groups. Programme personnel, CSOs, and social partners also participate in various national committees dedicated to promoting gender equality, diversity, and inclusion.

This endeavour is well institutionalised and nationally endorsed, as outlined in two key documents: [the National Strategy for Women in Jordan \(2020-2025\)](#) and the [Economic Modernisation Vision](#) workplans..



Partners



المؤسسة العامة للضمان الاجتماعي
Social Security Corporation



اللجنة الوطنية الأردنية
لشؤون المرأة
The Jordanian National
Commission for Women



جمعية البنوك في الأردن
Association of Banks in Jordan



جمعية اتحاد المرأة الأردنية
Jordanian Women's Union
Association



مركز دراسات المرأة



المجلس الاقتصادي والاجتماعي





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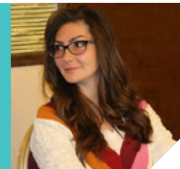
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► Achievements and Innovations (2022 – 2023)

In 2022 and 2023, In 2022 and 2023, several pivotal advancements and achievements invigorated us:

- The introduction of transformative legislation addressing pay equity, maternity rights, the needs of individuals with disabilities, protection for night shift workers, and diversity in leadership positions;
- The establishment of a united coalition comprising government entities, employers, and worker representatives, which has been instrumental in fostering impactful collaborations across diverse sectors, including education, banking, and the food industry;
- The development and implementation of proactive tools and platforms designed to enforce newly adopted legislation;
- Active participation in national legal awareness campaigns aimed at bolstering awareness of women's rights and effectively addressing labour complaints;
- The empowerment of thousands of women through tangible impacts, signifying a commitment to empowerment and positive change.

Key Areas Critical to Women's Empowerment

In 2023, the DW4W Programme in Jordan marked a significant milestone by being incorporated into the [Executive Plan for the Economic Modernisation Vision](#)³ dashboard for the period 2023-2025. This comprehensive plan, encompassing 183 initiatives, mandates that national partners alongside the ILO furnish monthly progress reports.

This strategic integration highlights the commitment of both national and international stakeholders to advancing decent work for women, thereby positioning the programme as a vanguard in this essential domain.

The ILO's DW4W Programme is focusing on key areas critical to the advancement of women in the workforce, including:

- **Pay Equity:** Emphasising the digitisation of wages and transforming unified contracts to address gender-based pay disparities;
- **Violence and Harassment:** Creating safer working environments through the adoption of comprehensive codes of conduct and internal policies across both private and public sectors;
- **Skills Development of Female Workers:** With a particular focus on the care, education, and fitness sectors, the programme aims to amplify the skill sets of women, thereby empowering them across various professional realms.

This achievement not only epitomises progress but also lays the groundwork for continuous collaboration and reporting, ensuring sustained leadership in promoting decent work for women in Jordan.



► Decent Work for Women Programme thematic areas in Jordan

الإنصاف في الأجور وحمايتها

Pay equity and wage protection

Women in leadership and managerial positions

المرأة في المناصب القيادية والإدارية

الاستثمار في اقتصاد الرعاية

Investing in care economy

تنمية المهارات لتعزيز قابلية

Skills development
for social inclusion

التوظيف والاندماج

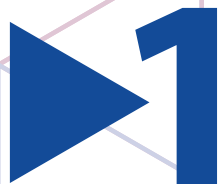
الاجتماعي and employability

العنف والتحرش في عالم العمل

Violence and harassment in the world of work

المناصرة وزيادة التوعية

Advocacy and awareness raising



Women in leadership and managerial positions



The inclusion of women in leadership and managerial roles is a cornerstone of the ILO's mandate, underlining the critical importance of gender equality in the workplace. Acknowledging women in such capacities is vital for engendering diverse and inclusive work environments, resonating with the ILO's dedication to fostering social justice and equal opportunities.

Women in leadership roles bring unique perspectives, skills, and problem-solving methodologies, which are instrumental in driving innovation and enhancing organisational performance. By adhering to the ILO's principles, enterprises can forge workplaces that embody equality, empowering women to assume pivotal roles in decision-making processes, dismantle gender stereotypes, and contribute towards sustainable and equitable economic development.

► National Coalition: Together on Boards for Leadership and Equal Opportunities

In 2023, the formation of the National Coalition "Together on Boards" emerged as a collaborative effort among the JNCW, the Jordan Forum for Business and Professional Women, the Business and Professional Women's Association, Women on Boards Jordan, and the ILO.

Led by the JNCW, the coalition released a position paper on the significance of women's representation on boards, which culminated in the amendment of Article 151 in the [Companies Law](#)⁴. This amendment ensures "women's representation on corporate boards pursuant to the percentage specified in the instructions." It was published in the Official Gazette in August 2023.

To ensure the enactment of the new amendments, the coalition is actively drafting articles in the governance instructions and is lobbying for a 20 per cent quota for women on boards in shareholding companies.

► All on Board Platform

The ILO, in collaboration with the Association of Banks in Jordan (ABJ) and Amam Ventures, has spearheaded the development of a digital platform, "All on Board," aimed at enhancing the representation of women in decision-making positions within the private sector.

[Inaugurated](#) under the auspices of Queen Rania of Jordan, the "[All on Board](#)" platform is dedicated to establishing a comprehensive national database of proficient women who are eminently qualified to assume leadership roles and board positions within the banking sector and other industries.

This initiative is driven by a commitment to augmenting gender diversity and achieving a more balanced representation in the Jordanian private sector. It facilitates connections between these highly qualified women and corporate boards, as well as senior management teams, thereby opening avenues for them to occupy top executive roles.

► Positive Impact of Gender Diversity

- Reduces implicit gender bias in the hiring process and increases advocacy of women's rights within organizations;
- Improves resource management and performance, and expands the client base;
- Encourages job retention and enhances the productivity of females employed in financial services;
- Enables dialogue and multiple perspectives, which are key to building inclusive financial systems;
- Supports financial inclusion;
- Provides insights from women leaders on issues disproportionately impacting females.



To date, the platform has amassed data on 48 candidates, including 24 women who are deemed qualified to serve on boards, with one already appointed to the board of directors of the [Jordan Enterprise Development Corporation \(JEDCO\)](#) in 2023. The remaining candidates are under consideration for board positions, which are typically constituted in March-April each year.

In 2022, the Central Bank of Jordan (CBJ) issued directives to banks to bolster the participation of women in the workforce by increasing their representation on boards of directors to 20 per cent and in senior management positions to 25 per cent by the year 2024.

► Business Clinic for Women's Financial Resilience and Growth

Women entrepreneurs frequently encounter obstacles in accessing financial services and credit, necessitating robust strategies to help them overcome debt and foster more resilient societies and households. In response, the ILO and the Association of Banks in Jordan (ABJ), in close coordination with the ILO's supported National Committee for Female Owners of KGs, have launched a business clinic aimed at improving the financial well-being of female business owners adversely affected by the COVID-19 pandemic, with a particular focus on the kindergarten sector.

The business clinic, a collaborative effort between the ILO and the ABJ, provides targeted support to female entrepreneurs to enhance their access to suitable credit facilities, thereby mitigating the risks of over-indebtedness and potential insolvency. An initial measure was the creation of a credit facilitation scheme, supported by contributions from the ILO. These funds are allocated to assist educational establishments that are delinquent in rent and/or utility payments and facing the threat of closure.

With support from the ILO, and the National Committee for Female Owners of KGs, the business clinic ensures the effective execution of this scheme, guaranteeing that the intended beneficiaries receive the necessary support through a meticulous case-by-case evaluation. It has successfully delivered capacity-building initiatives and grants to 24 kindergarten owners in default, thereby securing the employment of 110 childcare providers and serving 720 children.

► Sustainable Development Goals (SDGs)

Agenda 2030 for Sustainable Development and its accompanying monitoring framework has major implications for national statistical systems worldwide as they face the complex task of producing reliable, consistent and comparable statistics for an increasing number of goals and targets.

The Millennium Development Goals (MDGs) had 8 Goals, 21 targets and 60 indicators whereas the SDGs have 17 Goals, 169 targets and 232 indicators. As a [custodian agency](#), the ILO reports to the UN data for 14 SDG indicators, grouped under five of the 17 Goals. One of these is SDG indicator 5.5.2 - Proportion of women in senior and middle management positions.

Moreover, the ILO's role in strengthening countries' capacity for producing high-quality labour statistics has become even more crucial.



▶ FINAPP for Better Financial Inclusion in Jordan

The proportion of adults with bank accounts in Jordan was reported at 33.1 per cent, with a notable disparity between genders: account ownership among women was 27.2 per cent, significantly lower than that of men at 37.6 per cent, according to the CBJ's [National Financial Inclusion Strategy \(2018-2020\)](#).

Research indicates that gender discrepancies in financial inclusion further disadvantage women, particularly during crises such as COVID-19. The ILO and the ABJ are committed to improving women's financial decision making and literacy, thereby advancing their inclusion within the formal financial system. This involves the development of financial education resources, accessible through an online portal, serving as the country's definitive guide to financial literacy.

In 2023, the [Financial Inclusion Awareness Promotion Platform \(FINAPP\)](#) was launched through a collaborative effort between the ILO, ABJ, UN Women, and INJAZ.

FINAPP, a specialized electronic platform, aims to provide essential information and resources to enhance financial awareness and skills among individuals. Its objective is to spread financial and banking culture among youth, women, entrepreneurs, and various societal segments.

Promoting financial awareness is crucial for enhancing financial inclusion, facilitating increased access to and utilization of financial services. The platform offers simplified, accessible content for users ranging from novices to those with more financial experience, along with practical tools and advice to aid youth, women, startups, and entrepreneurs in achieving financial goals, enhancing money management, and securing financial independence and success.

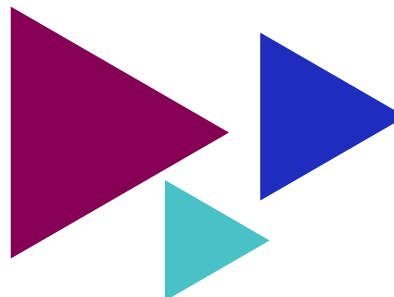
▶ National Strategy for Financial Inclusion (2023 – 2027)

The CBJ unveiled the findings of the 2022 Financial Inclusion Survey, conducted in partnership with a specialized international consulting firm, to assess Jordan's financial inclusion status. This survey aligns with the bank's collaborative efforts with the private and public sectors to bolster financial inclusion in the country.

The National Strategy for Financial Inclusion (2023–2027) aims for “society's access to responsible and sustainable financial services and products, thereby contributing to Jordan's economic and social development.” It serves as a strategic blueprint for coordinating institutional efforts towards financial inclusion.

The strategy focuses on four main pillars: inclusive and responsible financing, savings, insurance, and payment and transfer services. It introduces green and sustainable financing and prioritizes support for refugees and women to address the gender disparity in financial service access.

The strategy's success is evident, with financial inclusion rising from 33.1 per cent to 43.1 per cent between 2018 and 2020, calculated by the percentage of individuals over 15 years old holding accounts at official financial institutions. The gender gap in the financial sector decreased from 53 per cent to 22 per cent by 2022. Additionally, the survey highlighted that 31.5 per cent of surveyed SMEs engaged in digital payments in 2022, while 32.5 per cent were covered by some form of insurance.





► Key Achievements (ILO and ABJ)

- **Beneficiary Reach:** The Business Clinic significantly bolstered the financial resilience of 24 female kindergarten owners;
- **Operational Continuity:** The support enabled these 24 kindergartens to maintain operations and avert closure amid the COVID-19 pandemic;
- **Technical Support:** Assistance spanned various technical domains, including financial and administrative practices, business management, financial account preparation, and business plan development and implementation;
- **Financial Assistance:** Direct financial aid was extended to the 24 kindergartens, based on a specific set of criteria;
- **Sector Networking:** The initiative encouraged networking within the kindergarten sector, facilitating mutual support, collaborative problem-solving, and resource sharing;
- **Expansion Plans:** Given its success, plans are underway to broaden the Business Clinic's remit to include small businesses and women entrepreneurs, in collaboration with ABJ, ILO, and UN Women;
- **Future Sustainability:** Efforts are focused on engaging with the Corporate Social Responsibility Committee (CSR) to secure annual funding and ongoing support for the business clinic, ensuring its continued impact and sustainability.





2

Investing in Care Economy



[Maternity Protection](#) and health care for mother and infant survival is at the core of life itself. They are central to decent work and productivity for women and gender equality at work. Maternity protection is a fundamental labour right enshrined in key universal human rights treaties. The ILO has made the provision for child welfare and maternity protection a primary concern since its very inception in 1919.

“There is a significant focus on the care economy within the work of the ILO, as millions of people around the world work in this sector and provide essential services to their communities. However, often the work in the care sector is not adequately appreciated,”

ILO Deputy Regional Director for Arab States, Peter Rademaker.

► Care at Work Global Report

The ILO in Jordan launched its [global report](#) on care at work at a [discussion meeting](#) hosted by the JNCW, gathering ILO partners and stakeholders in the country.

The meeting presented the main findings of the report, “Care at Work: Investing in Care Leave and Services for a More Gender Equal World of Work,”

based on an ILO legal survey of 185 countries. The report recommended increasing maternity leave from 14 to 18 weeks to ensure adequate rest and recovery time for mothers.

It provides a comprehensive comparative analysis of national legal provisions on maternity protection and care leave and services for workers with family responsibilities in these countries.

► Investment in Care

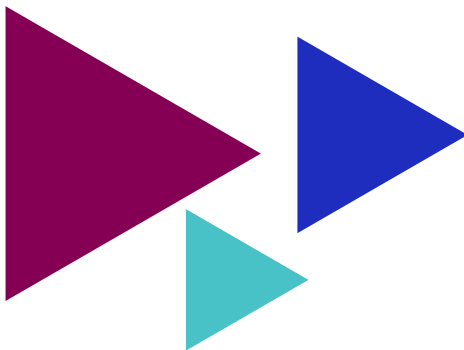
More than 1.2 billion men of prime reproductive age live in countries with no entitlement to paternity leave, although it would help to balance the work and family responsibilities of both mothers and fathers, the report says.

Where there is paternity leave, it remains short – a global average of nine days – creating a large “gender leave gap”.

The take-up of paternity leave entitlements is also low; a consequence, the report suggests, of low paternity pay, gender norms and policy design. The ILO care at work report offers a global overview of national laws, policies, and practices on care,

including maternity, paternity, parental, child and long-term care.

It highlights how some workers fall outside the scope of these legal protections. These include the self-employed, workers in the informal economy, migrants, and adoptive parents. It also looks at the case for – and potential impact of – greater investment in care.





“We need to re-think the way we provide care policies and services so that they form a continuum of care that provides children with a good start, supports women to stay in employment and prevents families or individuals falling into poverty,”

Manuela Tomei, Director, ILO Conditions of Work and Equality Department.

“There will be no full, gender-equal, sustainable and inclusive recovery from the COVID-19 pandemic without serious investments in transformative care policy packages,”

Care at work global report.

According to the report, 52 countries meet or exceed the ILO 18-week standard, with 3 in 10 potential mothers globally living in these countries. Since 2011, 23 new countries have met or exceeded the ILO 14-week standard..

► Key Facts in Jordan

- The Labour Law in Jordan gives women the right to ten weeks of maternity leave, with at least six weeks taken after delivery;
- Jordan is among the 16 countries with maternity leave cash benefits that cover 100 per cent of previous earnings;
- Currently, Jordan is not aligned with Convention No. 183 because the duration of maternity leave is less than 14 weeks;
- The Jordanian Labour Law was amended in 2019 to introduce three days of paternity leave for private sector workers;
- Paternity leave cash benefits are paid at a rate of 100 per cent of previous earnings and are funded by the employer;
- Jordan provides an unpaid parental leave entitlement of one year for women working in establishments with ten or more employees;
- Jordan has no provision for emergency leave;
- The lack of a universal childcare service in Jordan results in a childcare policy gap of almost six years;
- The statutory public long-term care service system for older persons in Jordan is funded through taxation, though the provision is limited. The law in Jordan obliges family members to care for older relatives;
- The ILO estimates that investing in universal childcare and long-term care services in Jordan could generate more than 536,000 jobs by 2035, including over 169,000 direct jobs in childcare, almost 167,000 direct jobs in long-term care, and 200,000 indirect jobs in non-care sectors;
- The return on investment in Jordan will be positive. Every dollar spent on a care package that extends adequately paid childcare-related leave and early childhood care and education services would result in a USD 2.5 increase in GDP.

► ILO Country Brief – Jordan

Drawing on ILO 2022 global care at work report, and the results of the ILO Care Policy Investment Simulator (ILO, 2023), a [country brief](#) was developed to review of the status and progress of legislation on care policies in Jordan. The document presents the investment case for a transformative package of care policies in Jordan.



► Regional Conference on Early Childhood Care and Education in the Arab Region



The DW4W Programme in Jordan convened a conference on May 15-16, 2023, focusing on [“Investing in Early Childhood Care and Education \(ECCE\) in the Arab Region for a More Gender Equal World of Work.”](#) The conference brought together officials, technical experts, and representatives from various Arab nations to foster dialogue and collaborative strategies aimed at enhancing ECCE services and addressing prevalent challenges within the region.

A key aspect of the conference was the unveiling of the [ILO Policy Guidelines](#) on promoting decent work for early childhood care personnel.

This guide aligns with the SDG agenda, notably [SDG 4.2](#), which advocates for quality education, and [SDG 5.4](#), which champions gender equality. The discussions culminated in the creation of a regional action roadmap, encapsulating collective experiences, challenges, and exemplary practices in ECCE. The strategic document charts a course for the region towards unified progress in providing equitable, high-quality ECCE services and enhancing working conditions, thereby significantly influencing gender equality and workforce dynamics.

Furthermore, the conference acted as a critical juncture for regional stakeholders to converge on joint recommendations and pragmatic steps. Through engaging discussions and the exchange of insights, the conference propelled the agenda to narrow the childcare policy gap, advocating for inclusive, equitable, and high-quality ECCE services and the professionalisation of the ECCE sector.

Addressing the childcare policy gap is projected to create nearly 6 million jobs in 12 MENA countries by 2035.

“Closing the childcare policy gap would generate almost 6 million jobs in 12 MENA countries by 2035,” the ILO.



► The National Framework for Daycares (2024 – 2026)

In its pursuit to influence policy reform and advocate for the removal of structural barriers preventing women's entry into the workforce, notably the scarcity of daycares and public transportation, the ILO, in collaboration with [SADAQA](#), has developed two national frameworks addressing these critical issues.

The objective of these frameworks is to achieve national consensus on these matters, delineate a roadmap for the necessary actions to mitigate these barriers, and clarify the roles of various stakeholders in the execution of these frameworks.

The second proposed [National Framework for Daycares 2024 - 2026](#) outlines a comprehensive strategy to ensure daycare facilities are both accessible and affordable for all working parents.



Finalised and presented to the Ministry of Social Development (MoSD) in 2022, the framework advocates for the official accreditation and recognition of daycares, thereby empowering women, who predominantly own and operate these establishments.

Both the ILO and SADAQA are committed to enhancing the care infrastructure by expanding access to affordable daycare facilities offering high-quality services, thereby supporting working families, particularly mothers, in maintaining their employment.

In pursuit of improved working conditions for caregivers, SADAQA and the ILO are dedicated to augmenting the capacity of childcare workers employed in the sector, safeguarding their employment during the COVID-19 pandemic, and boosting the employability of job seekers.

The two entities endeavour to elevate the status of childcare work through professional accreditation, training certification, and enhanced social protection for both workers and employers within the sector.

► National Daycare Action Plan

In commemoration of the [International Day of Care](#), SADAQA and ILO convened a [workshop](#) to devise the national framework for a daycare action plan, engaging national partners and stakeholders in the process.



▶ Study Tour in Norway

In collaboration with the Royal Norwegian Embassy in Amman, along with a women's labour rights advocacy organization and SADAQA, the ILO organized [a study tour](#) in Norway from September 25-30, 2022. The focus of the tour was on examining early childhood care models and policies that support families and mitigate the care burden.

▶ Workshop Sessions

- ▶ Legislative framework analysis;
- ▶ Examination of nurseries regulations, licensing, and guidelines;
- ▶ Discussion on expanding social protection for individuals working in the childcare sector;
- ▶ Strategies for professionalizing the care sector and improving the value and quality of services provided in nurseries;
- ▶ Strategies for the efficient dissemination of information and collaboration among all relevant entities to prevent efforts' duplication.

Outcome

- ▶ Establishment of a working team dedicated to finalizing the action plan framework, including delineation of responsibilities and accountabilities;
- ▶ Inclusion of the action plan as a significant achievement within the economic modernization vision indicators (dashboard), under the "Activation of the National Framework for Daycares".



Participants in the study tour gained insights into the Norwegian approach to supporting families, children, and daycares by developing and implementing policies aimed at equality to foster and broaden access to childcare facilities. Additionally, the tour emphasized expanding social protection for women and workers in the sector, aiming to bolster women's economic participation in Jordan.

The delegation comprised officials, legal advisors, and childhood experts, including the Director General of the SSC, the Secretary General of the Ministry of Education (MoE), the former Director of the Legislation and Opinion Bureau, a representative from the MoL, as well as early childhood experts, human rights advocates, and representatives from the ILO and SADAQA.

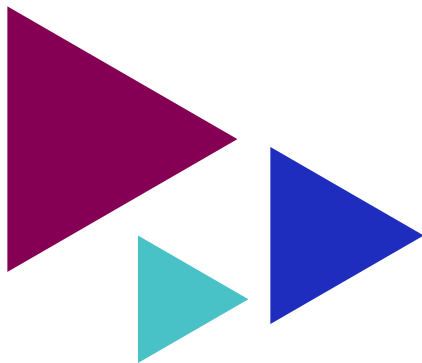
The agenda included engagements with officials from the [Directorate of Education and Training](#) in Norway to acquire knowledge on the enforcement of national policies, regulations, goals, and frameworks.

Meetings were also held with the Director General and team at the Norwegian [Welfare and Labour Administration](#) to provide the delegation with an overview of various policies and schemes available to parents, children, and daycares.



“We were honoured to support this visit, which, as we heard, provided valuable insights from the Norwegian experience in the childcare sector,”

Ambassador of Norway to Jordan, Espen Lindbæck





The delegation engaged 25 with Norwegian parliamentarians and officials from [the Ministry of Foreign Affairs](#) to explore avenues for enhancing support for women's economic rights and childcare portfolios in Jordan.

Furthermore, the Jordanian delegates visited two daycare models – public and private – to draw lessons from their management practices and expertise in early childhood development for children aged 12 months and above.



► Support for Institutional Nurseries in Jordan

The DW4W Programme has played a crucial role in the rehabilitation of three nurseries at Social Development Centres under the MoSD and the MoL's nursery. Financial and technical support from the ILO was based on a thorough assessment and joint field visits, conducted in collaboration with SADAQA. At the nurseries located in Jerash, Ruwaished, and Ma'an,

the ILO's financial assistance was crucial in addressing significant infrastructure and resource deficits.

The technical support provided extended beyond financial aid, including capacity-building initiatives for caregivers and nursery managers. This strategy was designed to establish model government-run childcare facilities, specifically tailored to the unique requirements of individuals with disabilities.

"I would like to express my gratitude to all of you as a working mother for creating this warm and nurturing environment for our children. The provides children with comfort, safety, contributing to their skill development. Having a nursery for children at the workplace ... saves their time and effort and relieves them from psychological pressures. The mother can have peace of mind knowing that her child is in a suitable and specialised environment, which in turn increases her productivity and desire to work,"

Eman Al Masri, a working mother benefiting from the MoL's nursery service.



Furthermore, the ILO collaborated with the MoL to revitalize its daycare centre, originally established in the 1970s.

This partnership sought to redefine the standards of government-operated childcare services in Jordan, with the ILO's financial support facilitating essential renovations. Technical assistance aimed at enhancing the nursery's overall quality, thereby establishing it as a benchmark for excellence in childcare service provision.

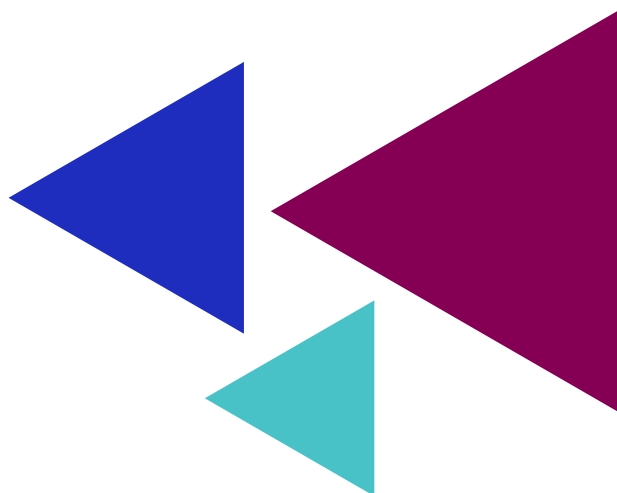
The ILO's financial and technical support, ensured the successful rehabilitation and transformation of the targeted nurseries at the MoSD and MoL. This collaborative effort highlighted a commitment to creating inclusive and exemplary childcare facilities, with a significant emphasis on capacity building for a sustainable impact.

► Maternity Insurance

The ILO's advocacy efforts culminated in the 2014 enactment of a new [Social Security Law](#), introducing maternity insurance with cash benefits, in alignment with [ILS](#).

In 2020, Jordan endorsed Regulation No. 93 of 2020 on Maternity Social Protection under the Social Security Law. This regulation allows working mothers to return to work while ensuring childcare for their children, either at a childcare facility or at home, and permits registered childcare centres to receive direct cash benefits to cover operational costs.

Workers registered with the SSC account for almost half of Jordan's total labour force, which stands at approximately 2.64 million.





► Social Insurance Contributions and Benefits for Women (SSC figures)

► **435,664**

women are actively contributing to social insurance, of whom 31,812 are voluntary contributors.

► **104,067**

cases have received benefits, cumulatively benefiting 73,319 insured women since the implementation of maternity insurance in 2011.

► **20,159**

insured women have benefited from newborn care benefits under the social protection system linked to maternity insurance.

This includes 18,434 women who received home care allowances and 2,121 women who benefited from daycare allowances.

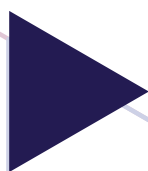
► **52,098**

insured women are receiving retirement pensions, alongside 125,099 eligible widows currently entitled to various types of retirement pensions.

► **81,824**

women have cumulatively benefited from unemployment insurance.

An ILO-commissioned assessment report advocated for a maternity protection system in Jordan, highlighting its necessity for ensuring the nutritional needs, health, and well-being of mothers and their children. The ILO assisted the SSC in reviewing its law, including the amendment of articles related to maternity protection, to facilitate employment retention among women with young children. It is a member of the “Ri’aya” (Arabic for care) programme committee, launched by the SSC to support working mothers returning to work post-maternity leave, and childcare centres catering to working families. As of October 2023, SSC Ri’aya records indicate that 9,163 mothers were eligible for childcare subsidy, with 5,484 applying for assistance and 4,757 receiving support. Additionally, approximately 450 childcare facilities were eligible for operating cost support, with 327 receiving assistance. The ILO and its national partners continue to provide technical assistance for the SSC, ensuring the effective implementation of the regulation.



3

Skills Development for Social Inclusion and Employability



► Women in Sports

The [Goal for Life](#) programme, launched in 2021, was designed to train unemployed recent university graduates holding degrees in physical education, thereby facilitating their entry into secure employment within the sector. The programme's objectives focused on advancing women's empowerment, fostering decent work, and mitigating unemployment. It enabled participants to secure employment in gyms, schools, and sports facilities.

A key aspect of the Goal for Life initiative was its strategic utilisation of media platforms to challenge and dismantle prevailing misconceptions and stereotypes regarding women's capabilities.

To date, the programme has successfully trained and graduated 245 female participants, effectively aligning them with the labour market's demands. A notable proportion of these graduates have secured employment contracts within Jordan, Qatar, and Saudi Arabia, while others have pursued self-employment, offering their services directly to the market. The cost-effectiveness of this initiative has been significant, with the training and subsequent employment of each participant estimated at USD 500 – a modest figure compared to similar international initiatives.

In response to the programme's success and with an eye towards its sustainability, the DW4W Programme and Mudarib formalised their collaboration through the signing of a memorandum of understanding (MoU) in 2022.

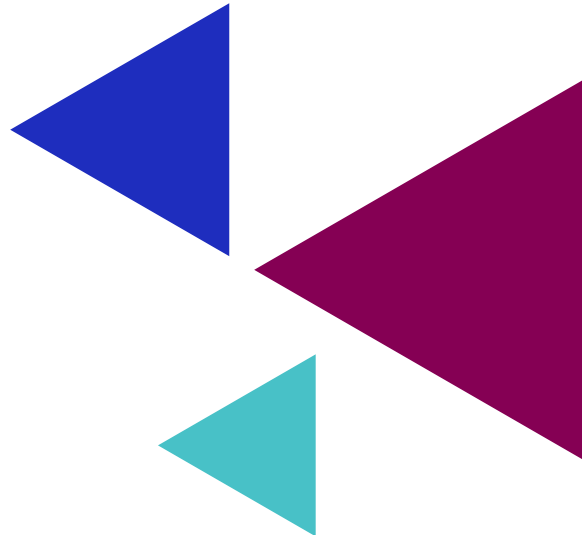
► High Unemployment Rates

Statistical analysis conducted by Jordan's Department of Statistics (DOS) revealed a 21.9 per cent unemployment rate for the first quarter of 2023.

A disaggregated analysis indicates a gender disparity in unemployment figures, with the rate for males at 19.6 per cent and a significantly higher 30.7 per cent for females.

The data further highlight a pronounced unemployment trend among university graduates, at 25.8 per cent, in contrast to those holding other academic qualifications.

A particularly high statistic is the unemployment rate among the youth demographic, aged 15 to 24 years, which stands at 46.1 per cent, with a gender breakdown of 42.1 per cent for males and a stark 64.1 per cent for females. Additionally, the labour market participation rate for women was reported at 13 per cent.





The partnership aims to establish a national accreditation system, adhering to the standards set by the European Health and Fitness Association (EHFA). Additionally, it plans to outfit a youth centre to serve as a central hub for beneficiary activities, with a particular focus on personal training classes.

Mudarib has initiated dialogues with the EHFA to secure accreditation for three professional categories. A dedicated committee will be established to oversee these efforts and manage the accreditation process. A facility will also be prepared to facilitate the training and accreditation of beneficiaries. Upon the national accreditation system's approval by the Ministry of Youth (MoY), the GoJ will create a sector skills council. This council will advocate for professionalisation within the sport and fitness sector and oversee the accreditation of beneficiaries, with a special emphasis on women.

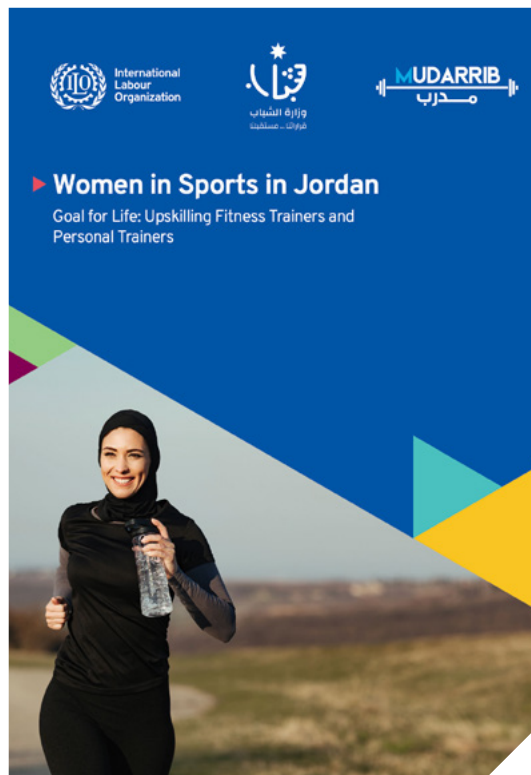
Comprising representatives from the GoJ and employers, the council will play a key role in this endeavour. The MoY has refurbished and equipped one of its youth centres to function as a sports venue, catering especially to youths and graduates of physical education faculties, with a particular focus on women and personal training classes. A poll conducted by Mudarib in 2021, which surveyed 50 male and female graduates in physical education, found an employment rate of merely 20 per cent post-graduation.

This low rate was largely attributed to a lack of awareness regarding the diverse fields available and the corresponding employment opportunities within these sectors.

Furthermore, data from the Jordan Olympic Committee (JOC) corroborated an annual graduation rate of about 1,500 individuals in the field, with subsequent studies by Mudarib indicating that between 200 to 300 of these graduates managed to secure employment.

These findings underline the significant impact of the Goal for Life programme in enhancing employment opportunities, projecting an increase in employment rates among physical education graduates to 50 percent.

This anticipated improvement is attributed to equipping graduates with essential skills, tools, and insights into new career paths and job vacancies that respond to the evolving needs of the labour market.





► Goal for Life Phases

Initiation Phase: Initiated at the end of 2020, this phase laid the foundation for the programme by establishing partnerships with national entities, including universities and sports facilities. It focused on developing a comprehensive training curriculum and making preparations for a pilot phase to train and employ 75 female participants. A crucial part of this stage was educating participants about their rights and responsibilities under labour and social security laws, in collaboration with three Jordanian universities to refine training materials and select candidates. Additionally, an intensive social media campaign was launched to raise awareness about the importance of sports and advocate for increased female participation in the sports sector;

Implementation Phase: Building on the first phase, this stage refined and enhanced the training modules due to a surge in applications from physical education graduates. Mudarib implemented additional practical assessments and interviews for participant selection. Out of 150 candidates assessed, 124 completed the course and were assigned to sports facilities for practical training. This phase concluded with 98 trainees securing employment following job interviews;

Final Preparation Phase: Focused on preparing trainees for final assessments, this phase trained approximately 33 young women to international standards. By the end of 2023, many of these trainees graduated and secured employment. The training content received accreditation from the European Register of Exercise Professionals (EREPS) and the EHFA. Two out of three training modules were developed, with the third nearing completion. The comprehensive training programme consisted of 264 hours of instruction, split evenly between direct trainer-led instruction and trainee-driven efforts, over 16 weeks. Training sessions were held once a week for 8 hours each day at Mudarib's premises.



► Women in the Private Education Sector

The DW4W Programme, in conjunction with the [Stand Up with the Teachers](#) campaign, inaugurated the [Tamayoz](#) (excellence in Arabic) initiative in 2023, following the execution of an MoU with ten private educational institutions across the Amman, Zarqa, Ajloun, Irbid, and Balqa governorates.

The Tamayoz initiative was designed to recognise and celebrate educational institutions within the private sector that prioritise the rights and well-being of their teaching staff. By championing equitable treatment, endorsing professional development, and fostering a conducive learning environment, the initiative markedly contributed to the enhancement of educational quality. It stood as a paradigm for other educational entities, advocating for a reinforced commitment to the preservation of teacher rights.

The MoU established a formal commitment and collaboration between the participating schools and the Stand Up with the Teacher campaign. This partnership was committed to the advocacy of teacher rights and the augmentation of their competencies through an exhaustive training programme. This programme covered three key domains: pedagogical skills, educational technology proficiency, and legal awareness. Initiated in July 2023 and concluding in early August 2023, the training programme saw the successful certification of 250 educators across eight schools.

A ceremony was convened to recognise and honour the schools that actively engaged in the initiative. Certificates of appreciation and commemorative plaques were bestowed as symbols of recognition for their dedication to the initiative's principles.



Women in Childcare Sector

► In,

2022

► in collaboration with the ILO, embarked on a training initiative targeting

27

caregivers from Balqa, Mafrqa, Ruwashid, Zarqa, and East Amman.

► This initiative aimed to augment the competencies and knowledge base of caregivers, aligning with the overarching goal of enhancing women's rights and participation in the Jordanian labour market.

► Building upon this foundational effort, the training programme was extended

2023

to include daycare managers and caregivers from an expanded range of governorates.

► The comprehensive training programme for daycare managers and caregivers, targeting



► **23** managers



► **54** caregivers from various governorates, was successfully executed.

► It demonstrated an average enhancement of

40%

in the attainment of participants' learning objectives,

underscoring the programme's effectiveness in elevating the standard of care and managerial proficiency in the childcare sector.



4

Pay Equity and Wage Protection



The ILO is committed to advancing the implementation of the [ILO Equal Remuneration Convention, 1951 \(No.100\)](#). This endeavour is pursued through a multifaceted approach encompassing policy awareness workshops, the establishment of national committees on pay equity, bolstered by research, training, advocacy, and legislative reform, and the compilation of national situation assessments alongside policy briefs.

According to the ILO study titled [“Pay Transparency Legislation: Implications for Employers’ and Workers’ Organizations,”](#) pay transparency mechanisms are instrumental in revealing wage discrepancies between genders and elucidating their root causes. Globally, women earn approximately 20 per cent less than their male counterparts. While individual attributes such as education level, working hours, occupational segregation, skills, and experience account for a portion of the gender pay gap, a significant segment is attributable to gender-based discrimination.

Furthermore, women have disproportionately suffered due to the COVID-19 pandemic, impacting their income security, overrepresentation in severely affected sectors, and the unequal, gendered distribution of domestic responsibilities.

These elements have detrimentally influenced women’s employment prospects, posing a risk to the advancements achieved in gender equality over past decades.

► Jordan’s National Committee for Pay Equity

Established in 2011 with the support of the ILO, Jordan’s National Committee for Pay Equity (NCPE), led jointly by the MoL and the JNCW, is dedicated to advocating for policies and practices to close the gender pay gap.

Comprising 22 members from a broad spectrum of stakeholders, the NCPE has been instrumental in Jordan’s active participation in the [Equal Pay International Coalition \(EPIC\)](#) since 2017.

Following the regional launch of EPIC in 2019, the JNCW, in collaboration with the ILO, UN Women, and the Organisation for Economic Co-operation and Development (OECD), has been committed to advancing pay equity and facilitating the exchange of knowledge among Arab states.

The sustained efforts of the NCPE to introduce and enforce new legislation have led to Jordan’s pledge to expand the NCPE’s membership and assess the gender pay gap in the private health sector, another highly feminised field.

This commitment is part of a broader regional movement, with Tunisia and Egypt joining Jordan as EPIC member states, highlighting a growing consensus on the importance of pay equity.



► Teacher Rights in the Private Education Sector

The ILO, in collaboration with its social partners in Jordan, continues to bolster the Stand Up with the Teacher campaign. This initiative plays a crucial role in safeguarding teachers' wages through mandatory digital/bank wage transfers and scrutinising contractual commitments.

Extended under the auspices of Ahel for Community Organising, this support aims for the institutionalised adherence of private educational institutions to governmental regulations that protect teacher rights.

Since its inception in 2015, the campaign has vigilantly monitored to ensure that schools are registered and licensed only if they comply with digital payment and minimum wage prerequisites. Enhancing teachers' legal literacy and technical proficiencies remains one of the campaign's primary goals.

The campaign has successfully galvanised over 10,000 teachers to advocate for their rights, elevating their awareness and equipping them with skills in community organising across various governorates, including Amman, Zarqa, Ajloun, Irbid, Balqa, Madaba, Jerash, and Aqaba.

It also persistently focuses on empowering teachers to augment their competencies and understanding of laws and rights, employ collective bargaining strategies with employers, organise for their labour rights, improve their negotiation and deal-making skills, and forge strategic partnerships and alliances with labour rights advocates and CSOs.

► Campaign Accomplishments

Facilitating learning programmes for teachers while promoting self-learning methodologies.



Mobilising and organising female teachers into cohesive teams, providing them with training to enhance their self-leadership and leadership abilities.

Reinstating the labour rights of numerous teachers by addressing and resolving approximately 500 teacher complaints annually.



Ensuring employer adherence to the Regulation on Registration and Licensing of Private and International Schools, mandating wage payments via bank transfers or e-wallets.

Advocating for complete employer compliance with unified contract terms, including teacher benefits such as education allowances and annual increments.



Resolving 200 cases through direct mediation with employers.
Empowering over 1,200 teachers to conduct legal negotiations.

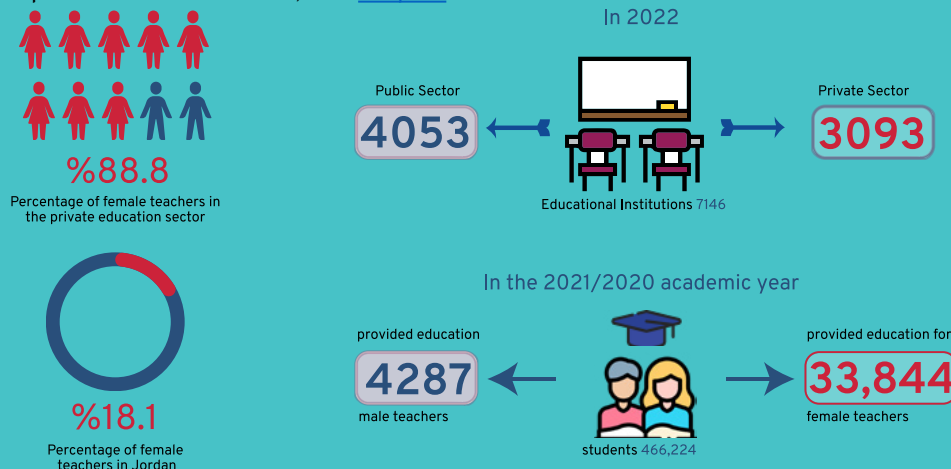
Initiating teaching/educational programmes for 300 teachers.





► New CBA in the Private Education Sector

In 2023, a groundbreaking Collective Bargaining Agreement (CBA), incorporating a unified labour contract for workers in the private education sector, was [adopted](#).



This advancement is the culmination of seven years of concerted efforts by the ILO social partners and the “Stand Up with the Teacher” campaign. The agreement heralds the introduction of a unified labour contract, slated for implementation from the academic year 2024-2025.

Workers in private educational institutions are entitled to file complaints or enquiries via the electronic Hemaya (Arabic for protection) platform on the MoL's website, or to lodge complaints with the ministry's Wages Authority for matters within its purview.

Aimed at fortifying labour rights within private educational institutions, the updated contract extends the initial contractual period from 10 to 12 months. Furthermore, it mandates the digitalisation of the unified contract to safeguard the rights of the workforce in the private education sector and prevent potential malpractices. These modifications also compel private educational institutions to remunerate workers' salaries via accredited banks or electronic wallets, ensuring a more secure and transparent payment process.

► “Eight years of struggle: Has the Power Dynamic Changed?”

“Eight Years of Struggle: Has the Power Dynamic Changed?” is a case study developed in 2023 through a collaborative effort between Ahel, and the “Stand Up with the Teacher” Campaign, supported by the ILO.

This study builds on the initial analysis covering the period from 2015 to 2019, delving into whether the power dynamics have shifted after nearly a decade of determined effort. It offers an in-depth examination of the campaign's trajectory, articulating the shifts, challenges, and accomplishments encountered since the inaugural study.



Financial and Contractual Violations

- Non-payment of salaries to some teachers.
- Contractual discrepancies with some teachers signing for higher wages than received.
- Payment of wages below the minimum wage.
- Non-fulfilment of financial benefits as per the unified contract.
- Non-compliance with mandated electronic or bank wage transfers.
- Gender-based wage disparities.



Other Violations

- Failure to enrol teachers in the Social Security Corporation.
- Coercion into signing promissory notes to defer payment.
- Lack of necessary pedagogical resources, particularly noted during the COVID-19 crisis.
- Imposition of tasks not outlined in employment contracts or sector norms.
- Compulsory unpaid overtime work.
- Mandates for pregnancy testing and scheduling pregnancies outside of the academic year.

► In 2022, the campaign registered 2026 complaints

In 2022, the campaign registered 2,026 complaints from female teachers in the private sector concerning wage and leave rights violations, with 829 cases resolved directly by the campaign and school proprietors, and 547 cases addressed through the Ministry of Labour's Inspection Directorate via the "Hemaya" platform. The study underscores an escalation in violations against female teachers and a lack of compliance by private school owners with regulations mandating salary payments through bank transfers, a situation exacerbated by the COVID-19 pandemic's economic and social ramifications.

► Logib Pay Transparency Tool

The DW4W Programme, in partnership with Germany's GIZ, is spearheading an initiative to bridge gender pay gaps through the implementation of the innovative [Logib](#) tool. This initiative aims to bolster the efforts of the MoL, the JNCW, and the NCPE towards achieving legal pay equity and enhancing wage structure transparency among companies.

The Logib tool, originally devised for the Swiss government and now recognised internationally as a best practice for equal pay analysis, enables employers to autonomously conduct or facilitate governmental analysis of pay equity within organisations. A pilot phase scheduled for 2023/2024 will invite Jordanian companies across various sectors to test the Logib tool, supported by comprehensive training for social partners. This initiative is set to digitalise the Logib tool by 2024, positioning Jordan as the first Arab country to launch a comprehensive digital pay transparency tool.



► Inclusion of Gender-Sensitive Provisions in CBAs

Supported by the DW4W Programme, WAEI collaborated with the Arab Trade Unions Confederation (International Trade Union Confederation regional affiliate) to deliver a ten-day training programme entitled “Mainstreaming Gender-Sensitive Provisions into CBAs”. Conducted in 2023, this programme was designed to equip ten representatives from pivotal unions with the knowledge and skills to embed principles of gender equality within the workplace.

This comprehensive training covered various subjects, including an understanding of gender concepts, the analysis of gender disparities in labour contracts, drafting gender-inclusive contract clauses, confronting stereotypes and discrimination, and implementing and monitoring gender-equitable contracts. Participants engaged in dynamic sessions and dialogues to devise strategies aimed at reinforcing gender equality in CBAs.

The training yielded insightful outcomes, prompting recommendations for future endeavours and serving as a transformative educational experience. It equipped attendees with the essential knowledge and skills to seamlessly incorporate gender-sensitive provisions into CBAs, marking a significant stride towards workplace gender equality.

► Legal Clinic for Women’s Economic Empowerment and Awareness

Acknowledging the critical need for women’s economic empowerment, the GFJTU, with support from the DW4W Programme, inaugurated the legal clinic “WAEI” (aware in Arabic) in September 2022. This initiative aims to bolster women’s economic participation and improve their working conditions across both the public and private sectors.

The initial phase of WAEI underscored the critical link between legal awareness and the promotion of decent work for women. It was observed that many female workers, particularly those earning lower incomes, lacked legal representation, fostering a perception of the complaint mechanism as ineffectual. Providing legal counsel thus empowered these vulnerable workers to articulate their grievances and seek support.

In May 2023, WAEI embarked on its second phase, broadening its scope to include workers with disabilities. This phase saw the centre amplifying its online presence through enhanced social media strategies and the establishment of an educative website. Additionally, the centre engaged diverse channels, including SMS campaigns, sponsored social media posts, and billboards, to raise awareness regarding labour rights. This phase also facilitated a Participatory Gender Audit (PGA) for GFJTU and its executive committees, examining female participation within unions and formulating strategies for its enhancement.



The DW4W Programme and GFJTU's commitment to advancing women's economic empowerment transcends gender disparity, bearing profound implications for macroeconomic stability and financial health.

Empowering women to realise their full economic potential catalyses higher economic growth, reduces inequality, boosts productivity, optimises financial sector outcomes, and fortifies financial stability. Addressing gender disparities in critical domains enables economies to progress, enhance competitiveness, and better prepare for future challenges.

► Participatory Gender Audit for the GFJTU

Within the WAEI project and in collaboration with the DW4W Programme, a Participatory Gender Audit (PGA) for the GFJTU was undertaken. This audit aimed to evaluate advancements in the status of women within the federation since the preceding gender audit in 2017. With support from the ILO and employing the PGA approach, the initiative focused on enhancing the representation of women in union leadership roles.

To facilitate the audit, the GFJTU engaged a certified gender auditor who, alongside the GFJTU team, formulated a detailed work plan and methodology. The initial stage included a desk review of pertinent documents to guide the audit's subsequent phases. This was followed by the organisation and execution of meetings and individual interviews within the GFJTU to examine internal practices and support frameworks for gender mainstreaming.

A participatory workshop was conducted to discuss insights gleaned from the interviews and desk review.

The gender auditor then compiled a comprehensive report detailing the audit process, findings, and recommendations. This report was shared with key GFJTU personnel, committees, the ILO, and other stakeholders.

The final phase involved the meticulous finalisation, drafting, and submission of the report in both English and Arabic, accompanied by pertinent recommendations. The GFJTU, with backing from the DW4W Programme, is committed to implementing these recommendations over the next two years, aiming to promote gender mainstreaming and enhance the active engagement of women in union leadership positions.

► Participatory Gender Audit

The [Participatory Gender Audit \(PGA\)](#) functions as a self-assessment tool that organisations utilise to reflect on and analyse their gender capacity, challenges, and best practices. It also fosters organisational learning on gender equality and the integration of gender considerations through a participatory approach.

As outlined by the ILO, the [PGA](#) supports an organisation's commitment to gender equality by scrutinising the extent to which equality principles are institutionalised. It aids in identifying exemplary practices in technical work and delineates effective strategies for integrating gender considerations across all organisational activities. The PGA aims to evaluate the degree to which policies have been institutionalised across various organisational levels, including the organisation itself, work units, individuals, and stakeholders.

As a strategy for gender mainstreaming, gender audits enable organisations to discern and comprehend gender dynamics within their structure, processes, organisational culture, human resources management, and in the formulation and implementation of policies and services. Furthermore, they assess the impact of organisational performance and management on gender equality, both internally and among partners.



► WAEI key achievements and accomplishments 2022 - 2023

► Hotline

Addressed approximately 1,000 cases, achieving an 82% resolution rate and recovering JOD 32,656 in workers' compensation.

► Teachers' Rights

Launched four effective social media campaigns focusing on teachers' rights and participated in a national legal awareness campaign in collaboration with MoL, the JNCW, and the ILO.

► Website Integration

Developed a dedicated website integrated with the GFJTU's platform, showcasing activities and achievements digitally.

► Awareness

Conducted 16 awareness sessions for 240 female workers, including 30 with disabilities.

► PGA

The process, including data collection, interviews, and focus group discussions, yielded practical recommendations for the GFJTU's women and youth committees.

► Resource Bank

Established a visual resource bank with informative videos, interviews with policymakers, and testimonials from beneficiaries.

► Teachers' Union

Expanded the Teachers' Union membership from 2,199 to 2,620, with female members constituting 63.7% of the total, incorporating 48 new female members through awareness sessions and a total of 421 new members.

► Training

Conducted a ten-day training programme on gender mainstreaming in partnership with the International Trade Union Confederation (ITUC), enhancing the capacity of union representatives and emphasising gender-inclusive clauses in CBAs.





International
Labour
Organization

42



WORK AND FAMILY
THE WAY TO CARE IS TO SHARE!



INTERNATIONAL WOMEN'S DAY
8 MARCH 2023

▶ 5

Violence and Harassment in the World of Work



Workplace violence and harassment present a significant and persistent threat to worker health and safety, as well as to organisational productivity and reputation. In June 2019, the ILO marked a significant moment at its Centenary Conference by adopting the [Violence and Harassment Convention \(No. 190\)](#) and its accompanying [Recommendation \(No. 206\)](#), advocating for the prohibition and prevention of violence and harassment in the world of work.

This convention, which entered into force in June 2021, is the inaugural international treaty to affirm the right of every individual to a work environment devoid of violence and harassment, including that which is gender-based. Following the convention's adoption, the ILO launched a global campaign aimed at garnering support for its ratification and implementation, encouraging participation from its constituents (governments, employers, and workers' organisations), stakeholders, and civil society actors. The ultimate objective is for the convention to be ratified and enacted by national governments and legislative bodies globally.

Ratification of C190 obliges governments to implement requisite laws and policy measures to counter and address violence and harassment in the workplace. This Convention offers a historic opportunity to forge a future of work anchored in dignity and respect for all individuals.

In collaboration with Lloyd's Register Foundation and Gallup, the ILO conducted the first global survey to explore individuals' experiences of violence and harassment at work. This report aims to elevate awareness regarding a deeply entrenched issue, influenced by broader economic, societal, and cultural factors, including those related to the workplace and established gender roles.

The survey revealed that nearly one in ten (8.5 per cent or 277 million) employed individuals have encountered physical violence and harassment in their working lives, with men reporting a higher incidence of physical violence and harassment than women. Psychological violence and harassment were identified as the most prevalent form, experienced by nearly one in five (17.9 per cent or 583 million) workers. Additionally, one in fifteen (6.3 per cent or 205 million) employed persons has faced sexual violence and harassment at work, with women disproportionately affected. The disparity in reports of sexual violence and harassment between women (8.2 per cent) and men (5.0 per cent) represents the most significant gender difference among the three types of violence and harassment examined.

► Survey on Workers' Wellbeing and Safety

The acquisition of robust and comparable data and information is crucial for building a workplace environment free from violence and harassment. However, data on this subject are scarce and often lack comparability due to the use of varying concepts, definitions, and methodologies.

Furthermore, statistics frequently focus on specific occupations, industries, or groups without sex disaggregation.

Underreporting remains a significant issue, driven by fears of victimisation and retaliation, coupled with ineffective or inaccessible enforcement and monitoring systems in numerous countries.

Against this backdrop, the ILO Department of Statistics (ILOSTAT) has devised survey instruments on the Wellbeing and Safety of Workers (WSW) for testing in collaboration with the ILO Regional Office for Arab States, the ILO Jordan Country Office, and the Department of Statistics (DOS) in Jordan. This collaborative initiative aligns with the DW4W Programme, which has supported gender-responsive reforms in Egypt, Jordan, and Palestine since 2009.



► ILO Regional Policy Brief – C190

Violence and harassment in the workplace persist as global challenges. Convention 190 (C190) and Recommendation 206 (R206) enshrine the right of all individuals to a work environment devoid of these issues. This convention, enacted on 25 June 2021 following its adoption in June 2019, represents a historic opportunity to shape a future of work grounded in dignity and respect.

The policy brief aims to advocate for the ratification and effective execution of ILO C190 within the Arab States, underscoring the establishment of a workplace environment free from violence and harassment. It particularly focuses on safeguarding vulnerable groups and fostering gender equality.

The DW4W Programme has crafted a policy brief titled “The Right of Everyone to a World of Work Free from Violence and Harassment in the Arab States,” available in both [English](#) and [Arabic](#).

► National Plan for a Safe Work Environment in Jordan

Throughout 2021 and 2022, the ILO facilitated a series of social dialogue discussions throughout Jordan to garner support for C190.

These dialogues were preceded by an ILO-commissioned [legal gap analysis](#), which offered concrete recommendations for bringing Jordan’s legal framework into alignment with C190, alongside a proposed national prevention strategy, which gained endorsement from over 50 stakeholders, including representatives of workers, employers, and CSOs.

In 2023, the MoL identified a pressing need to refine the proposed national strategy, transforming it into the “National Executive Plan for Safe Work Environment.” This initiative aims to coincide with recent amendments to articles 29 and 69 of the Jordanian labour law. The plan sets out broad objectives focused on improving workplace safety and eradicating violence and harassment.

It prioritises alignment with International Labour Standards (ILS), with particular emphasis on the tenets of C190, supporting a work environment that safeguards physical, social, and psychological well-being under the World of Work framework.

The goal is to cultivate a workplace ethos steeped in respect, dignity, and fairness, thereby significantly enhancing productivity and the professional well-being of the workforce.





► Training Programme: Free the World of Work from Violence and Harassment

This training programme, designed for the tripartite constituents of the ILO (governments, employers, and workers), aims to combat workplace violence and harassment. It aligns with the Jordanian Labour Law and C190, striving to elevate awareness and furnish stakeholders with practical tools for establishing safer workplaces, while highlighting the global urgency of addressing these issues.

The programme is tailored to a diverse audience across various industries, acknowledging the unique challenges faced by different sectors and proposing sector-specific solutions.

A hallmark of the programme is its focus on practical application and skill development, incorporating case studies to facilitate the application of theoretical knowledge to real world contexts. It features interactive components such as group discussions, role-playing, and scenario-based learning to boost engagement and information retention.

Scheduled for official launch in 2024, the training programme offers a holistic approach to eradicating workplace violence and harassment, combining awareness, practicality, interactivity, cultural sensitivity, and robust monitoring to empower participants to create safer, more respectful work environments.

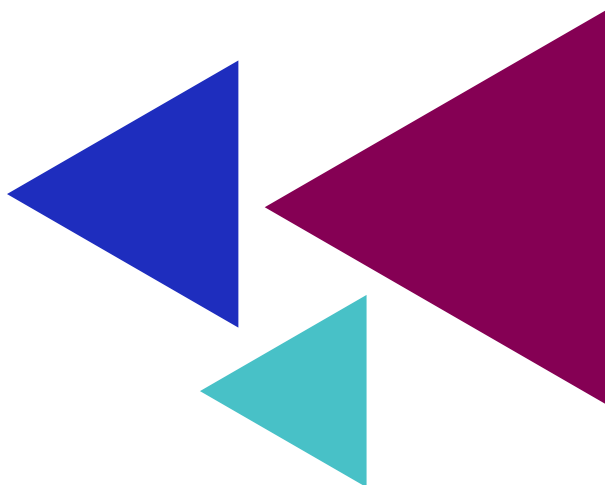
► Employer Risk Assessment Toolkit

The ILO, in collaboration with its national partners, is spearheading a private sector engagement strategy aimed at encouraging employers to adopt effective policies for the elimination and prevention of violence and harassment.

In this context, the ILO, along with the JNCW and the GFJTU, organised a workshop targeting a cohort of employers. This initiative seeks to bolster their commitment to fostering a workplace environment devoid of violence and harassment, utilising efficient and pragmatic tools.

The strategy provides employers with a suite of tools and benchmarks for promoting decent work, women's empowerment, and the eradication of violence and harassment, alongside enhancing awareness. A toolkit, developed collaboratively by the ILO, UN Women, and social partners, serves to equip companies with the necessary information and guidance to prevent and address violence and harassment within the workplace.

The toolkit's primary aim is to offer accessible, comprehensible guidance for companies in the Arab States on effectively preventing and responding to workplace violence and harassment. It underscores that every enterprise, regardless of its size, geographical location, or sector, is susceptible to incidents of violence and harassment among its workforce.





Companies bear not only a moral and ethical responsibility to safeguard their employees from violence and harassment but also a legal mandate to implement preventive and responsive measures.

Neglecting to establish such mechanisms can engender widespread mistrust within the company, dampen employee morale, impair performance, and ultimately, detrimentally affect profitability.

Ineffectual prevention and response strategies can result in substantial economic and reputational damages to an enterprise.

Consequently, it is critical for companies to proactively endeavour to prevent and address violence and harassment in the workplace.

► ILO Practical Guide for Employers

In response to an uptick in violence and harassment in certain sectors and occupations exacerbated by the COVID-19 pandemic, the ILO has issued a [practical guide](#) for employers. This guide delineates how to confront, prevent, and manage violence and harassment in the workplace and includes:

- Definitions and instances of violence and harassment at work;
- The legal framework outlining employers' responsibilities;
- The imperative for employer intervention;
- Strategies for addressing, preventing, and responding to violence and harassment, including the development and enactment of enterprise-level policies;
- Risk management strategies and exemplary practices.

This guide represents a comprehensive resource, aiming to equip employers with the knowledge and tools necessary to cultivate a safe and respectful working environment.





▶ 6

Advocacy and Awareness Raising



The ILO and its national partners in Jordan are actively engaged in a suite of advocacy efforts, including awareness-raising activities and national campaigns, to underscore the principles of decent work and ILS.

► ILS Advocacy

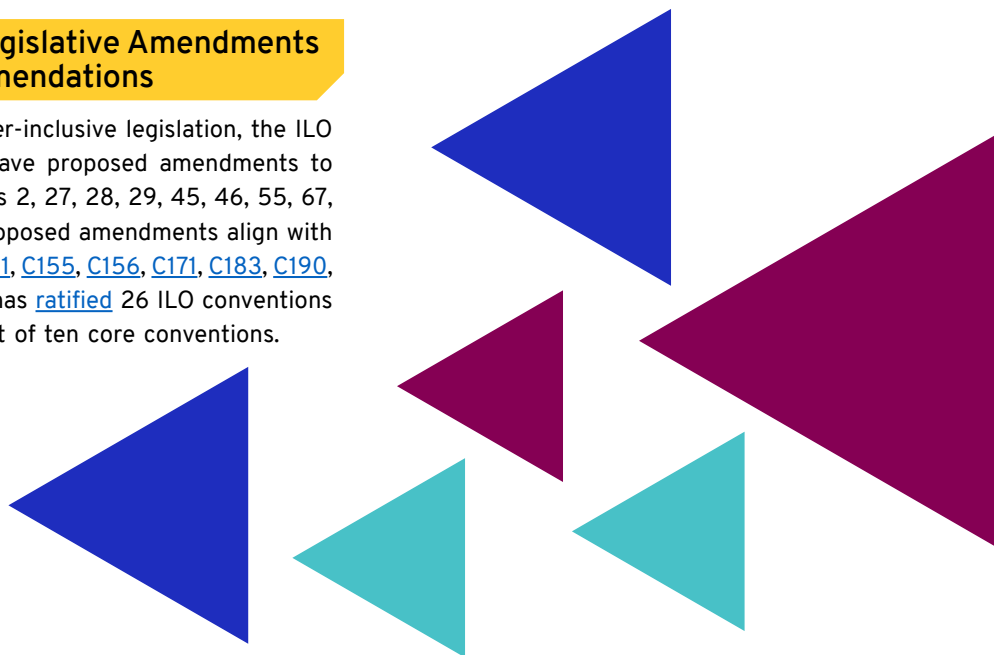
In collaboration with the Jordanian House of Representatives, the ILO convened a three-day [Conference on International Labour Standards](#), attended by senators, representatives of employers and workers, and CSOs.

The conference underscored the imperative to eliminate all forms of discrimination between men and women, with particular emphasis on pension pay inheritance and dependency allowance. It advocated for legislative reforms to ensure equal remuneration for men and women for work of equal value.

The conference affirmed that the Jordanian constitution enshrines principles for the protection of women from discrimination and violence. It recommended that the Jordanian Labour Law should explicitly define violence, harassment, and discrimination in the workplace, compelling employers to institute declared policies and complaint mechanisms to address these issues effectively.

► Proposed Legislative Amendments and Recommendations

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 align with ILO [C001](#), [C100](#), [C111](#), [C155](#), [C156](#), [C171](#), [C183](#), [C190](#), and [C102](#). Jordan has [ratified](#) 26 ILO conventions including seven out of ten core conventions.





► Recommendations by the Conference on ILS in Relation to ILO Conventions

C183 and C156

- Extend maternity leave to 14 weeks;
- Incorporate independent daycares/kindergartens into social protection programmes, supporting their operational costs;
- Amend Labour Law articles 69 and 70 to ensure workplace safety and protection for pregnant and nursing women;
- Explore the feasibility of ratifying C183 and C156;
- Allocate funds for the operational costs of daycares/kindergartens in the state budget;
- Mandate formal organisations to establish workplace daycares;
- Exempt equipment, toys, and educational materials for daycares from taxes and customs duties;
- Establish public-private partnerships to support daycares/kindergartens;
- Simplify daycare licensing procedures.

C190

- Adopt explicit definitions of workplace harassment, violence, and discrimination in the Labour Law;
- Ensure employers implement effective complaint mechanisms to tackle workplace harassment, violence, and discrimination;
- Support the national strategy against violence and harassment in the world of work;
- Seek guidance from constitutional and C190 standards to ensure women are safeguarded from discrimination and violence;
- Ratify C190.

C102

- Provide health insurance for beneficiaries through the Social Security Corporation;
- Eradicate all forms of gender discrimination in pension pay inheritance;
- Achieve gender equality in dependency allowances;
- Guarantee that pension pay meets or exceeds the minimum wage;
- Include persons with disabilities in insurance schemes and socioeconomic development plans, safeguarding their rights;
- Promote gender pay equity and maternity protection in both public and private sectors, including persons with disabilities in anti-discrimination policies.

C100 and C111

- Implement electronic wage payment systems and monitor compliance with pay equity;
- Support or amend legislation to ensure equal pay for work of equal value;
- Initiate comprehensive awareness programmes to advocate for gender pay equity;
- Enhance employment opportunities for women, focusing on skill development;
- Foster engagement and communication with labour unions, aiming to increase women's representation in these entities;
- Monitor adherence to gender pay equity through the MoL Inspection Directorate.



► Awareness Raising Campaigns

► Jordanian Labour Law

The ILO, in collaboration with the NCPE, executed an awareness-raising campaign across two phases in [2022](#) and [2023](#).

This initiative aimed to enlighten workers and employers about their rights and responsibilities under the Labour Law, thereby preventing workplace violations and discrimination. The “WAEI” campaign, developed in partnership with the JNCW, the MoL, and the GFJTU, was strategically designed to focus on maternity and paternity leave, child labour, the rights of workers with disabilities, and rights during the probation period. Its objective was to foster legal and practical proposals for implementing ILS to ensure decent work in Jordan. Campaign messages were disseminated through social media platforms, the official websites of government entities, SMS messages, and at public facilities in Amman, the Jordanian capital.





► Convention C190

Commemorating the anniversary (June 21) of the adoption of C190, the ILO in Jordan initiated an awareness-raising campaign to affirm workers' rights to a world of work free from violence and harassment. This campaign utilised social media platforms to broadcast concise messages about Convention C190, violence and harassment, and national efforts in Jordan, Palestine, and Egypt to combat these issues. In September 2022 and 2023, the ILO facilitated two awarenessraising sessions at a prominent mobile telecommunication corporation, focusing on anti-harassment policies and workplace ethics. The first session targeted senior and middle management, while the second was directed at other employees. Furthermore, in December 2022, the ILO offered regional training on C190 for feminists, activists, and CSO members to enhance their awareness of the convention and Recommendation No. 206, and to bolster their campaigning and lobbying skills.

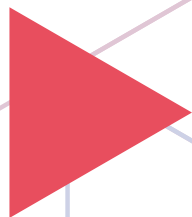




► Equal Pay Day

In observance of International Equal Pay Day (September 18), the ILO and its partners inaugurated a public engagement [campaign](#) centred on pay equity, the gender pay gap, and its underlying causes. This campaign provided insights into the efforts undertaken in Jordan and other Arab countries to narrow gender pay gaps and address pay discrimination.



**7****Memberships in National Committees**



Through strategic collaboration, the DW4W Programme has fostered impactful partnerships with key stakeholders, including social partners, the JNCW, and CSOs. This cooperative endeavour has proven instrumental in providing targeted technical assistance to various senior-level committees. The programme's active engagement with these committees has enabled it to play a crucial role in driving positive change and launching significant initiatives. This section outlines the outcomes of our achievements within specific senior-level committees, highlighting the concrete results attained through these strategic partnerships.

1 All on Board Committee (headed by JNCW secretary general)

Result: Successfully introduced a quota for women under the companies' law, which was published in the Official Gazette. This initiative demonstrates ILO's commitment as a custodian for SDG indicator 5.5.1, promoting women's full and effective participation and equal opportunities for leadership at all levels of decision-making.

2 NCPE (headed by secretaries-general of the MoL and the JNCW)

Result: Achieved the inclusion of the term "sexual harassment" in the labour law and ensured a safe work environment for night workers, pregnant and lactating mothers, and people with disabilities (PWDs), reflecting a significant step towards gender-sensitive labour legislation.

3 Occupational Safety and Health (OSH) National Committee (headed by SSC director general)

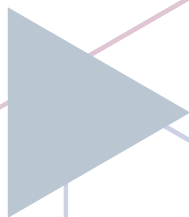
Result: Integrated gender-specific criteria into occupational health and safety standards, affirming ILO's influential position within the SSC and highlighting its role in promoting gender-sensitive OSH practices.

4 National Team for Women's Economic Empowerment and National Committee for the Development of Gender Seal (headed by the JNCW)

Results: Enhanced ILO visibility across all initiatives and successfully incorporated ILO's gender work into the work plan of the national strategy for women and the Economic Modernization Vision, ensuring that gender equality is a central consideration in national economic empowerment and modernization efforts.

5 Technical Committee for Automation of the Unified Contract for Workers in the Private Education Sector (headed by the General Trade Union of Worker in Private Education):

Result: Based on the efforts of the ILO, the GFJTU, and the "Stand Up with the Teacher" Campaign, a new CBA for workers in private education was signed, resulting in a unified labour contract that will come into effect starting from the 2024-2025 academic year. To ensure the effectiveness of this contract and to guarantee that workers in this sector can access it electronically, the contract will be automated during 2024 through integration with all relevant ministries and national institutions.



8

DW4W Programme Impact in Numbers



► Legislation Amendments Related to Gender Equality, Diversity and Inclusion

► Labour Law amendments, regulations, and instructions

2019

- Flexible work arrangements (Article 2)
- Equal pay for work of equal value (articles 2, 53, 54)
- Part time work (Article 2)
- Paternity leave (Article 66)
- Working parents' access to nurseries (Article 72)

2023

- Protection from violence and sexual harassment with a definition of sexual harassment
- Instructions for nurseries
- Instructions for agricultural workers



► Social Security Law amendments, bylaws, and instructions ([Arabic](#); [English](#))

2019

- Expansion of maternity protection to cover maternity insurance (Article 42).

2022

- Social protection regulation pertaining to maternity insurance

2023

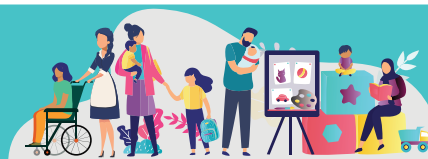
- Women are eligible for maternity insurance benefits if they have been subscribed to the insurance for six months. These six months of subscription can either be continuous or have some breaks, as long as they occur within the last 12 months. (Article 44)



► Social Security Law

2024

- [Regulation for nurseries](#)



► The [Constitution](#)

2022

- Adding “Jordanian women” in the title of Chapter 2.
- Mandating that “the state is committed to empowering and supporting women ... ensuring equal opportunities, and protecting them against all forms of violence and discrimination” (Article 6, Chapter 2).

► [Companies Law](#)

2023

- Ensuring “women’s representation on corporate boards pursuant to the percentage specified in the instructions” (Article 151).



► Support for Institutional Nurseries

MoSD 2022 - 2023 Three nurseries (Jerash, Maan, Rwaished)

MoL 2023 Amman headquarters



► Skills Development for Social Inclusion and Employability

Partner	Skill	2021	2022	2023
Mudarib	Skills of fitness instructors and personal trainers	88 certified trainees	150 trainees; 124 certified	33 trainees; 17 certified
ABJ	All on Board platform	N/A	N/A	25
	Business Clinic	N/A	N/A	24 KG owner
SADAQA	Childcare skills	N/A	27 caregivers	23 managers and 54 caregivers
GFJTU	Legal awareness	N/A	120	90 trainees
	Inclusion of gender sensitive provisions in CBAs	N/A	N/A	10 participants from 4 trade unions
Stand Up with the Teacher Campaign	Education	Resolving 200 cases through direct mediation with employers		250 female teachers in
	Legal negotiation	Enabling more than 1,200 teachers to carry out legal negotiations		8 schools (Tamayoz Programme)
	Legal awareness			



► Documents Supported or Developed (2016 – 2023)

Title	Area	2022	2023
National Framework for Daycares	Care economy	1	1
National plan for decent work environment for women in Jordan (violence and harassment)	Decent work for women	1	1
Regional policy brief	Violence and harassment	1	1
Priority initiative	Economic Modernisation Vision dashboard	N/A	3

► Digital Platforms and Tools to be Supported in 2024

Title	Area
Unified contract platform	Private education sector
Pay transparency tool (Logib)	Pay equity
Training material	Violence and harassment
Training material	Education and Labour Laws





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