



“ Pay equity is a fundamental right and a necessary condition to ensure justice and dignity, and to prevent discrimination. Pay equity is also a measure of the degree to which a society appreciates the potential and abilities of women and an expression of its affirmation of the principles of equality and justice.

— Asma Khader, Secretary General,
Jordanian National Commission
for Women

Pay equity is a priority in both the 2011–2015 National Strategy for Women and the National Employment Strategy. It aims to overcome the underpayment of jobs frequently held by women and to advance women’s increased labour force participation.

The ILO will organize a series of training sessions for NSCPE members on the principles and application of equal pay for work of equal value. The first session is scheduled for 7–8 October 2011 in the Dead Sea.

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Programme for the Promotion of the Declaration**

Closing the gender pay gap in Jordan

In 2010, the Policy Brief on Pay Equity in Jordan, developed by the ILO in partnership with the Jordanian National Commission for Women (JNCW), pointed to continued gender-based pay discrimination at work. A subsequent Policy Roundtable on Pay Equity recommended that a focused initiative on pay equity could help to eliminate the gender pay gap. The establishment of a strong institutional framework for action on pay equity, the creation of evidence-based policies and action and legislative amendments were among the concrete activities proposed by national constituents to close the gender pay gap in the country.

In July 2011, with technical support from the ILO, the tripartite plus National Steering Committee on Pay Equity (NSCPE) was established to promote pay equity (equal pay for work of equal value) for men and women workers in Jordan. Co-chaired by the Ministry of Labour and the JNCW, it comprises representatives from trade unions, professional associations, civil society, government bodies, the Chamber of Commerce, the Chamber of Industry and the private sector.

NSCPE’s mandate

NSCPE’s mandate is to promote cooperation among its members in implementing the Pay Equity National Action Plan and to coordinate activities aimed at achieving pay equity for work of equal value in Jordan. In this respect, two sub-committees have been created:

- A legal sub-committee focused on enhancing policies and legislation for equal pay and on making recommendations regarding legislative amendments. To date, the subcommittee has discussed and agreed upon the methodology for conducting a policy-oriented legal review.
- A research sub-committee focused on conducting in-depth research on pay-based discrimination to inform policy and programmes. The subcommittee is currently identifying an initial sector for in-depth research.