UNITED NATIONS
10TH GLOBAL FORUM
ON GENDER STATISTICS
1-3 OCTOBER 2025
TBILISI, GEORGIA

The Gender Pay Gap from Gender Perspective

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Jordanian Women Access to Labor Market, 2024

Almost 2 million women & over 2 million men between the ages 15 to 64 years old. Together, they accounted for 61.3% of Jordan's total population.

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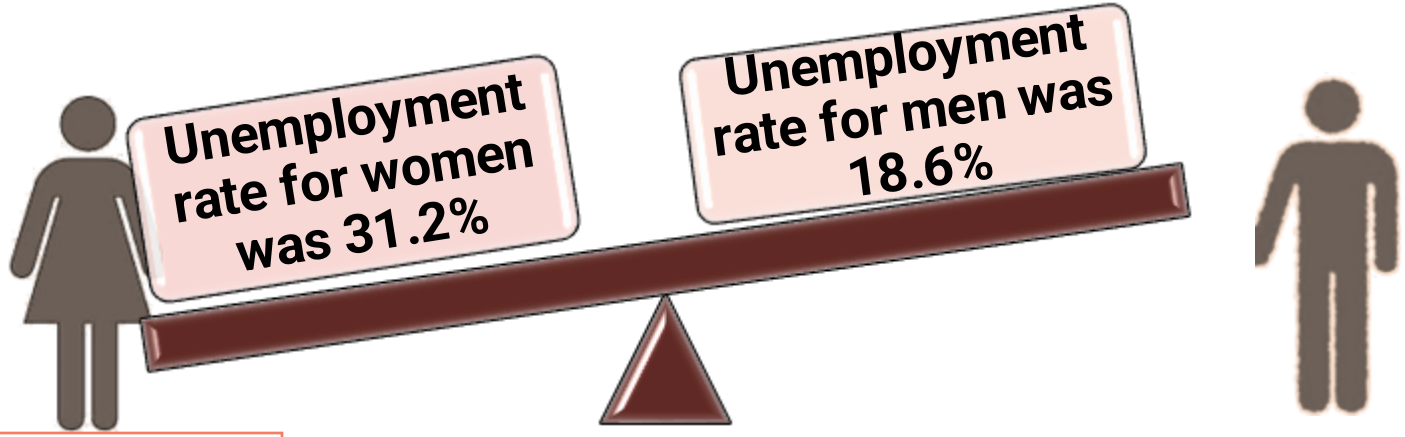
Jordanian Women Access to Labor Market..cont

However, only 14.5% of working age women participated in the country's labor force, while 51.2 %

low female labor force participation has a high cost to society as well as families.



its significant contribution to clarifying one of the aspects of labor market issues.

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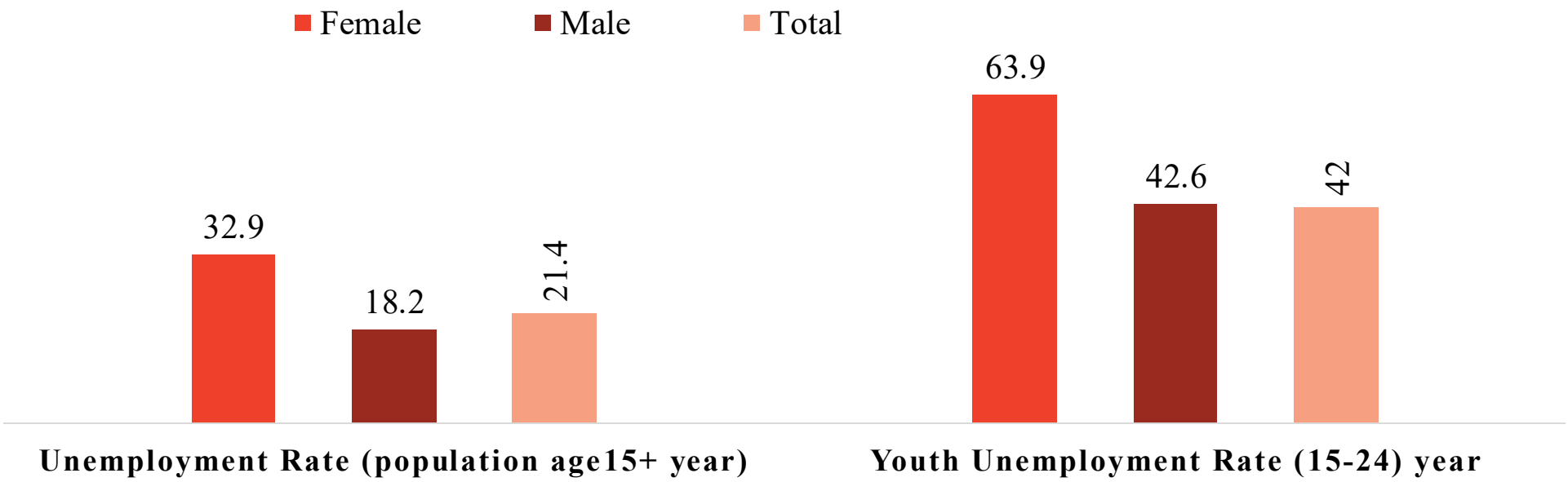
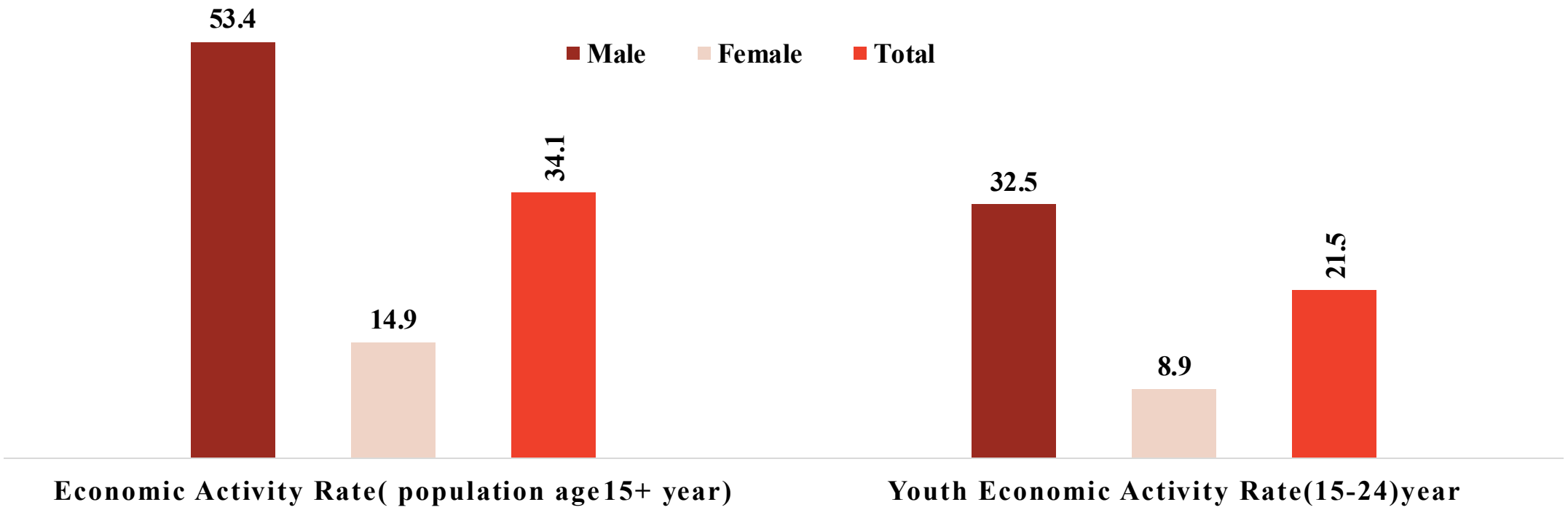
Source: DOS – Jordan- first Round- LFSs , 2025

Unemployment Rate by Sex& Age,2024



Source: DOS – Jordan- LFSs

Economic Activity Rate by Sex & Age,2024



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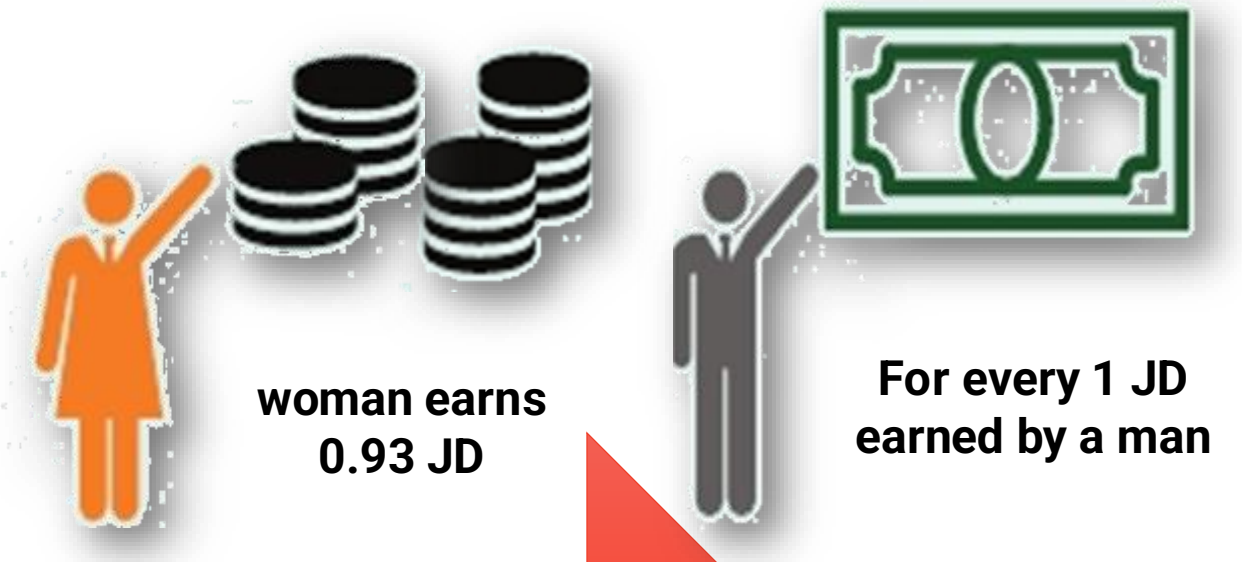
Jordanian Women Access to Labor Market

Moreover, data reveals an average monthly pay gap between employed men and women of 7.3%.



woman earns 0.93 JD

For every 1 JD earned by a man

These facts probably affect women's needs in terms of funding for entrepreneurship since certain women will indeed engage in small income-generating activities to compensate for their

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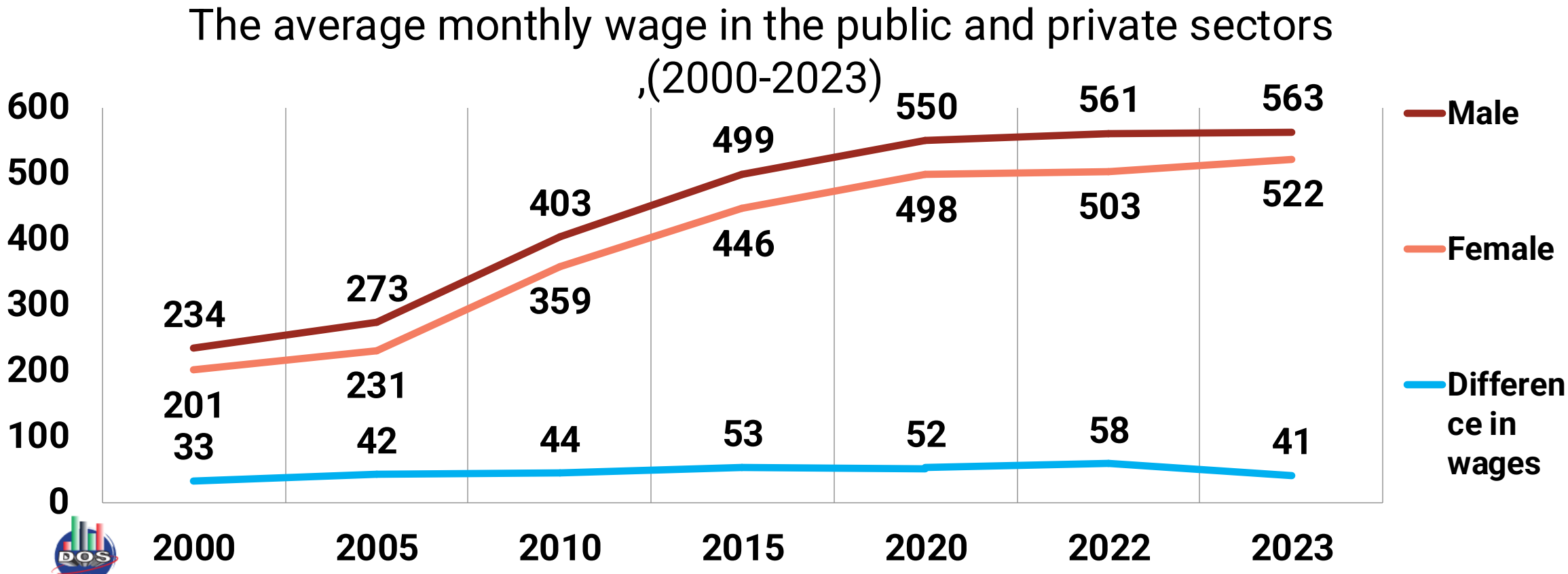
Source: Department of General Statistics/Employment in Establishment Survey,2023

Monthly Average Wage

Gender-based differences in wages are still a major structural problem in the Jordanian labor market



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Source: Department of General Statistics/Employment in Establishment Survey

Measuring GPG

Monthly/ Hourly Working

Wages by Sex

sectors of work

Educational Levels

Economic Activities

Main Groups of Occupations

Calculation Method

Gender Pay Gap (GPG): the difference between average (hourly /monthly) earnings of male paid employees and of female paid employees (divided by) as a percentage of average (hourly /monthly) earnings of male paid

Data Source

Surveys • **Employment in Establishment Survey** • Employment & Unemployment Survey	Administrative Record Social Security Corporation

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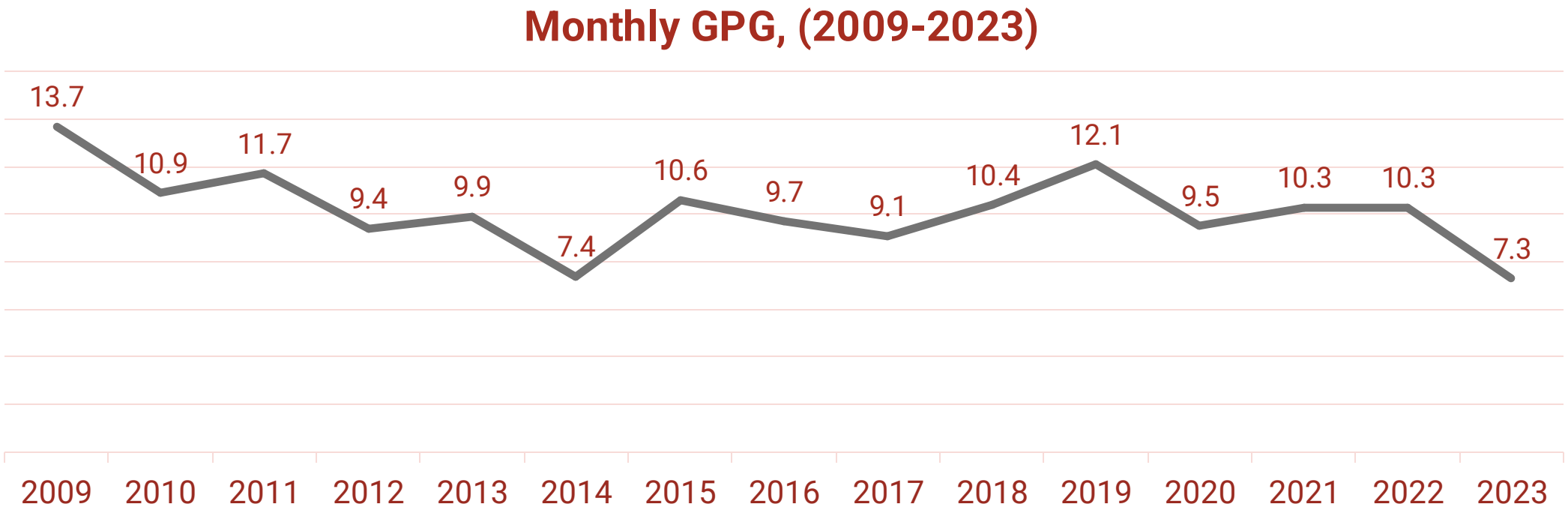
GPG Trends

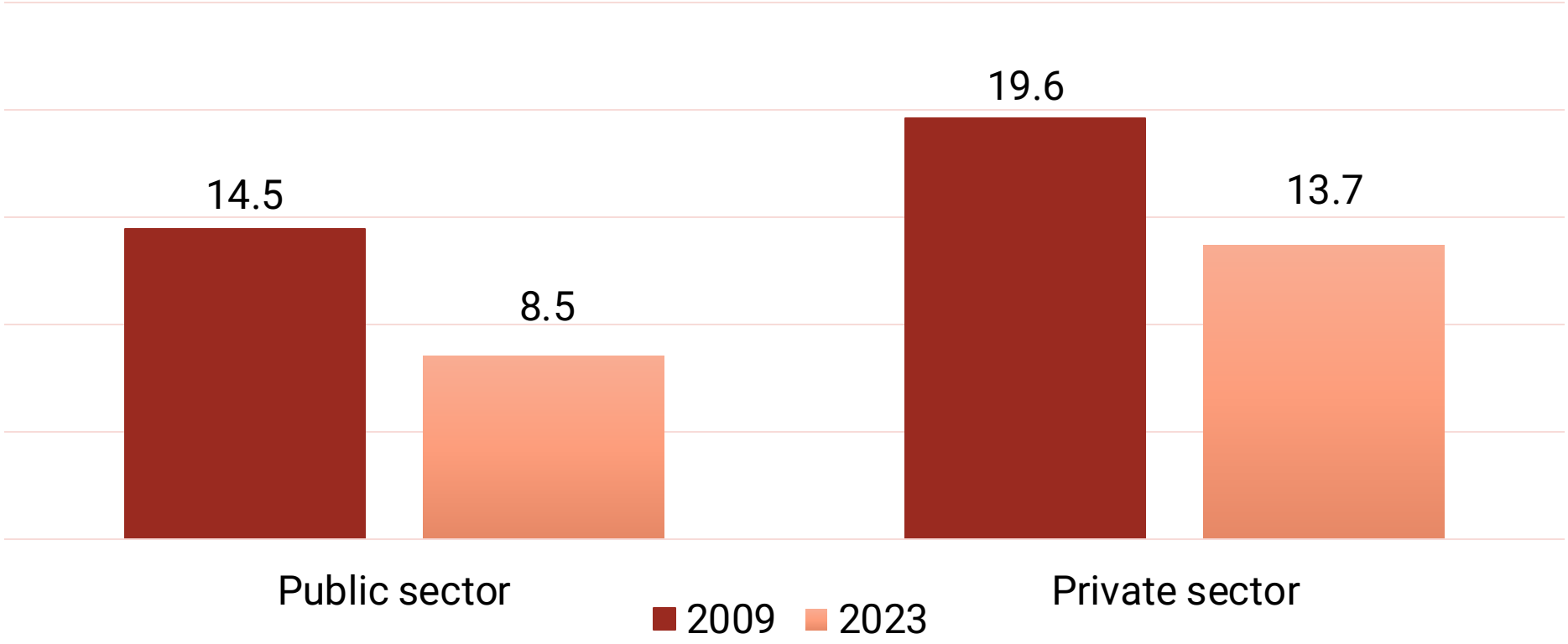
Data show that the GPG has narrowed during the last decades by 6 percentage points



Source: Department of General Statistics/Employment in Establishment Survey

Monthly GPGs across sectors, 2009-2023

Reduced GPG in the public sector than in the private sector between 2009 and 2023 reveals



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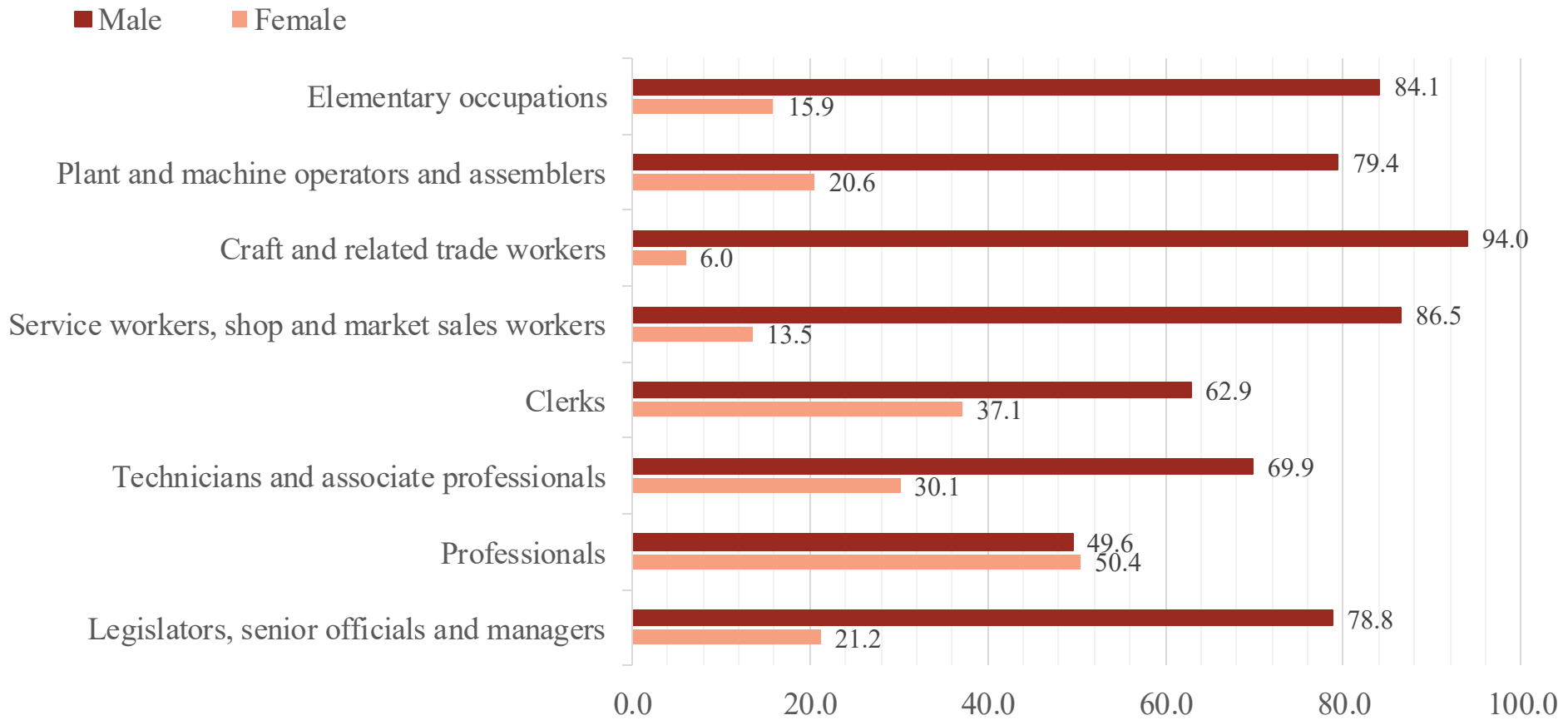
Source: Department of General Statistics/Employment in Establishment Survey,2023

Employment & Vertical Occupational Segregation

The Percentage of Paid Employees by Major Occupation Groups & Sex For Both Public and Private Sectors,2023



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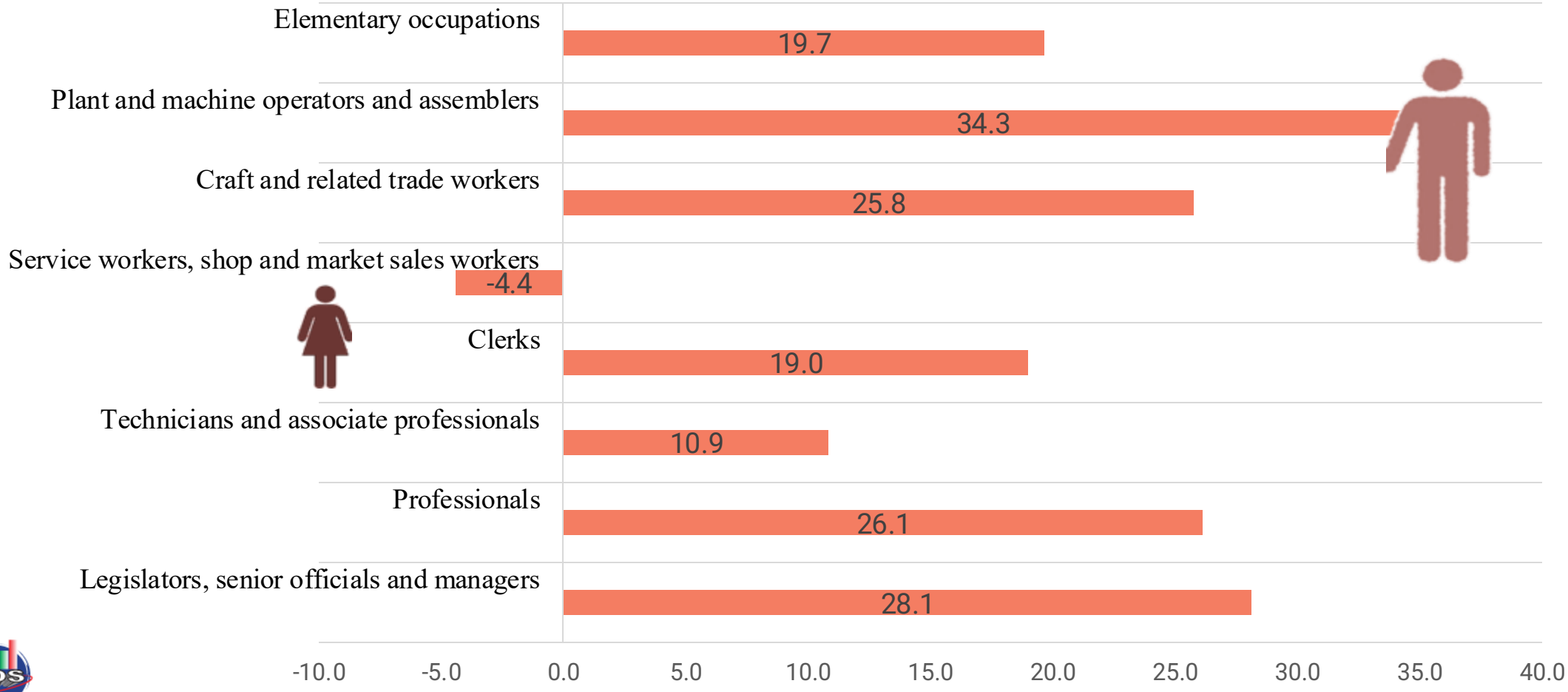
Source: Department of General Statistics/Employment in Establishment Survey,2023

GPG by Main Occupation

The monthly Gender Pay Gap in Private & Public Sectors by Main Groups of Occupations,2023



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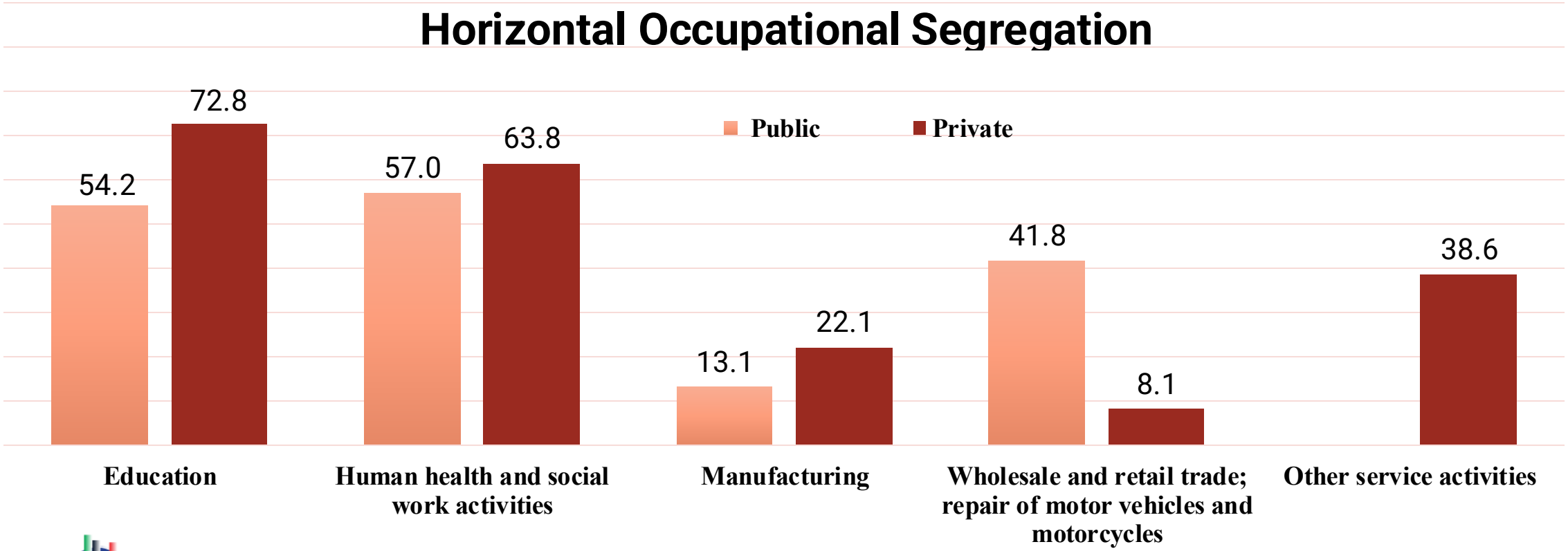
Source: Department of General Statistics/Employment in Establishment Survey,2023

Employment and Feminization of Economic Activiti

Percentage of Employed Women out of Total Employment in Selected Economic Activities by Employment Sector, 2023



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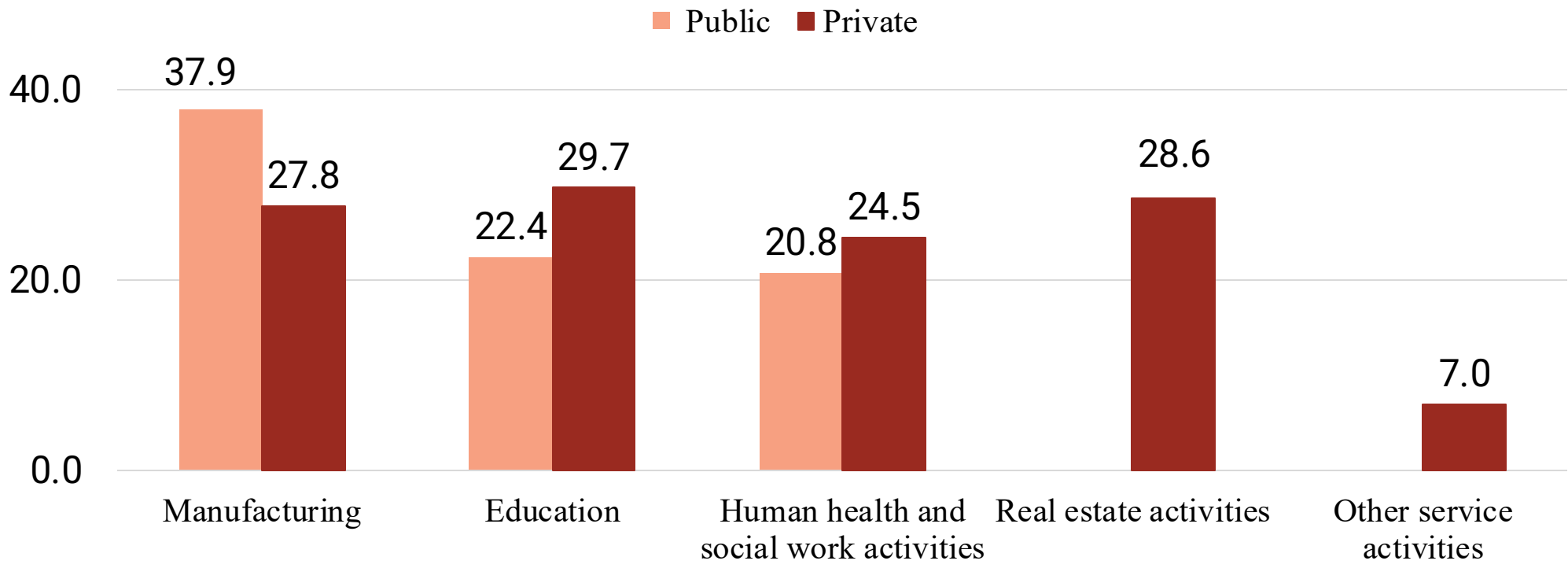
Source: Department of General Statistics/Employment in Establishment Survey,2023

GPG& Feminization of Economic Activities

Monthly GPG for Selected Economic Activities by Employment Sector, 2023



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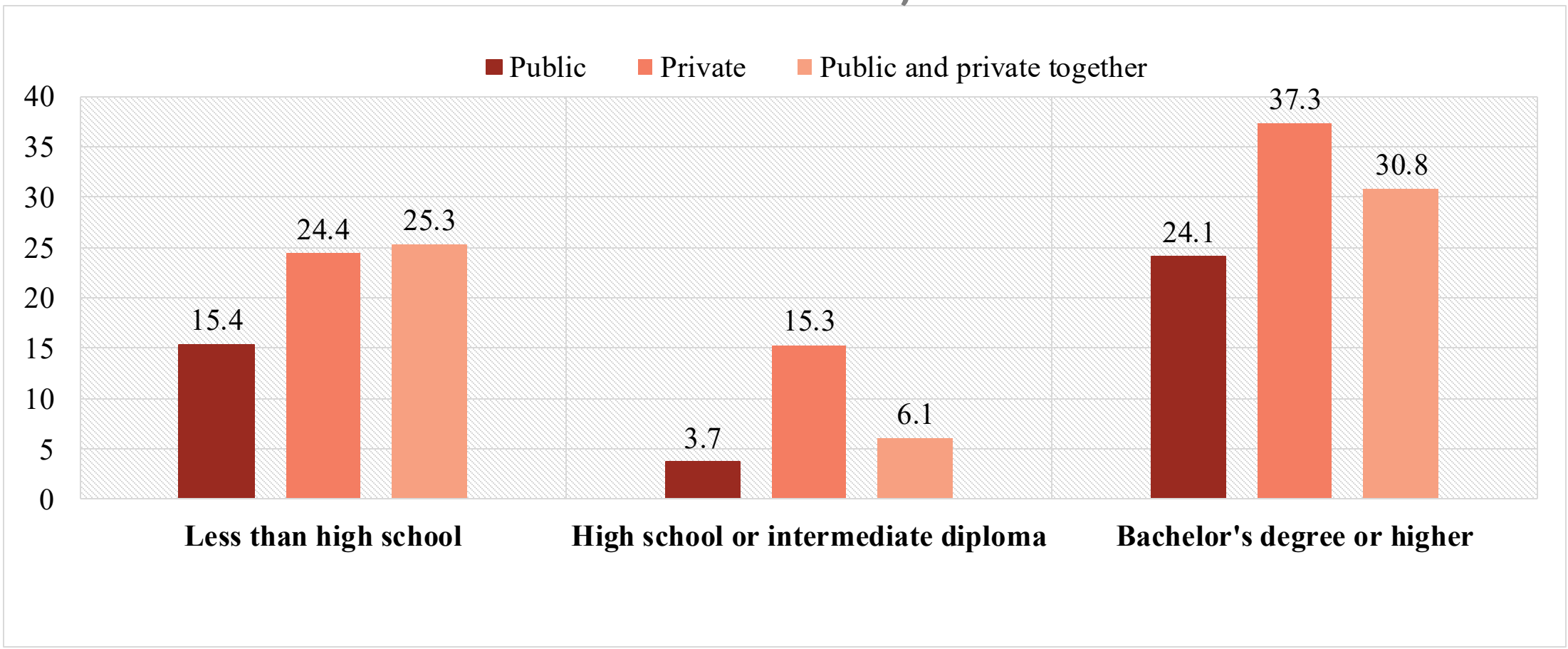
Source: Department of General Statistics/Employment in Establishment Survey,2023

GPG by Education

The monthly Gender Pay Gap for Paid Employees by sector of Employment and educational level, 2023



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Source: Department of General Statistics/Employment in Establishment Survey,2023

Summary of results

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THANK YOU

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