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GUIDE TO EMPLOYMENT RIGHTS IN JORDAN



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Clothes Shop in Zaatari (Photo: Beate Simarud/NRC)



1 | SUMMARY AND USAGE OF INFORMATION

This legal guide covers the **laws, regulations and procedures governing employment rights in Jordan for Jordanian and foreign nationals, including refugees**. Whilst the guide is primarily intended for persons working with **Syrian refugees in Jordan**, it can also be useful when advising **refugees from other countries, migrant workers or Palestinians in Jordan**.

It is intended as a **reference guide for legal practitioners**, including NRC's Information, Counseling and Legal Assistance (ICLA) staff, as well as **other organisations and individuals working on employment law issues in Jordan**.

This report is offered for information purposes only. It is not legal advice. Readers are urged to seek advice from qualified legal counsel in relation to their specific circumstances.

The report's contents are intended to be correct and up to date at the time of publication, but the accuracy and completeness of the information cannot be guaranteed, particularly as circumstances may change after publication. NRC, Latham and Watkins, Ali Sharif Zu'bi Advocates & Legal Consultants and the Thomson Reuters Foundation, accept no liability or responsibility for actions taken or not taken or any losses arising from reliance on this report or any inaccuracies herein.

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Greenhouse Agriculture (Photo: Hassan Hijazi/NRC)



2 | INTERNATIONAL HUMAN RIGHTS FRAMEWORK ON WORK RIGHTS

Whilst Jordan has not signed the Refugee Convention, it has signed other **Conventions and Treaties** containing work rights protections under international law. Many of these Conventions fall under the supervision of the **International Labour Organisation (ILO)**.

Treaties Jordan has signed include the following:

- ✓ Forced Labour Convention
- ✓ Abolition of Forced Labour Convention
- ✓ Discrimination Employment and Occupation Convention
- ✓ Equal Remuneration Convention
- ✓ Labour Inspection Convention
- ✓ Right to Organise and Collective Bargaining Convention
- ✓ Minimum Age Convention
- ✓ Worst Forms of Child Labour Convention
- ✓ Constitution of the International Labour Organisation
- ✓ Convention on the Rights of the Child
- ✓ International Covenant on Civil and Political Rights¹
- ✓ International Covenant on Economic, Social and Cultural Rights²

Information about additional treaties signed and ratified by Jordan is available on the ILO Jordan country page.³

1 International Covenant on Civil and Political Rights (ICCPR), see for example Articles 8, 22.

2 International Covenant on Economic, Social and Cultural Rights, see for example Articles 6-9, 11; [IESCR](#)

3 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11200:0::NO::P11200_COUNTRY_ID:103201.



Nut Market in Amman (Photo: Tina Abu Hanna/NRC)



3 | JORDAN NATIONAL LEGAL FRAMEWORK ON WORK RIGHTS

The regulatory framework with respect to work rights in Jordan is primarily the Jordanian Constitution as well as the **Labour Law No. 8 of 1996** and its amendments ('the Labour Law').

The most relevant laws and regulations governing employment rights in Jordan are the following:

- ✓ **Labour Law No. 8 of 1996, as amended:** regulates the rights, obligations and relationship between the employer and the employee.
- ✓ **Social Security Law No. 19 of 2001:** governs pension, disability, death, medical expenses and work-related injuries and illnesses.
- ✓ **Agricultural Workers By-Law 2021:** regulates the relationship between the agricultural worker and the employer.
- ✓ **Agricultural Workers Categories By-Law 2003⁴:** regulates categories of specific agricultural workers (i.e. agriculture engineers, agricultural workers in public sector and other categories).
- ✓ **Professional Work Regulations No. 11 of 2019⁵:** regulates requirements and procedures for professions and shops in Jordan.
- ✓ **Non-Jordanian Work Permits Fees Regulations No. 142 of 2019⁶** and its amendment in 2022 (amended regulation on Work Permit Fees No. 3 of 2022) regulates fees for work permits across economic sectors.
- ✓ **Instructions relating to the Recruitment of Non-Jordanians of 2017⁷** and its amendments provides instructions for the conditions and procedures of employing non-Jordanian workers in the Qualified Industrial Zones (QIZ).
- ✓ **Technical and Professional Standards for Issuing Permits to Highly Skilled Non-Jordanian Workers Circular 290 of 2019:** regulates the issuance of work permits to highly skilled workers, steps and fees.
- ✓ **Flexible Work By-Law 22 of 2017** defines and describes flexible work and specifies who can perform flexible work

4 [Agricultural Workers Categories Law](#) (2003).

5 Published on 1 May 2019.

6 Published on 9 September 2019.

7 [Instructions of the Conditions and Procedures for the Recruitment of Non-Jordanian Workers](#) (2017).

- ✓ **Instructions, Conditions and Procedures of Employment related to Syrian nationalities 2020** covers the requirements for work permits, temporary work permits and flexible work permits for Syrian workers.
- ✓ **Procedural guide for the Issuance of Flexible Work Permits for Syrians 2021** provides information on steps for the issuance of flexible work permits.
- ✓ **Decision on Minimum Wage issued by the Tripartite Committee of Labour Affairs (2020), then (2022)**, which sets minimum wages for Jordanians and non-Jordanians.
- ✓ **Instructions for Conditions and Measures of Occupational Safety and Health in Agricultural Work Sites for the year 2021** which sets out health and safety standards on farms and other agricultural sites.
- ✓ **The Regulation for Domestic Workers, Cooks, Gardeners, and their Equivalents of 2009** and its amendments which regulates work rights and requirement for domestic workers and other similar occupational categories.

It should be noted that under these laws a series of regulations, directives, by-laws, decisions and circulars have been issued. These are usually administrative decisions and guidance to implement the underlying legislation.

For a complete set of relevant legislation see the ILO website for Jordan:

https://www.ilo.org/dyn/natlex/natlex4.countrySubjects?p_lang=en&p_country=JOR.

Government Ministries and agencies with responsibility for workplace issues include the following:

- ✓ The Ministry of Labour and Social Affairs (Labour and Social Security Directorate)
- ✓ Ministry of Agriculture
- ✓ Labour Inspectorates
- ✓ Wages Authority

Workplaces are subject to regular inspection by officers of the labour inspectorates, under the supervision of the Ministry of Labour.⁸

⁸ See Second Chapter of Jordanian Labour Law.



Roadside Workers (Photo: Tina Abu Hanna/NRC)



4 | EMPLOYMENT RIGHTS, TERMS AND CONDITIONS

4 1 | Employment Relationship

Under the Jordanian Labour Law an **employer** is “every natural person or corporate body that employs, in any capacity whatsoever, a person or more against wages” whilst an **employee** is “every, male or female, who performs a job against wages and is a subordinate to the employer and at his service including juveniles and those under probation or rehabilitation.”⁹

4 2 | Protections against discrimination, sexual harassment, forced labour and other practices

The Labour Law introduces the concept of “discrimination in wages” and prohibits such **discrimination** based on gender. Discrimination in wages is defined as the “unequal remuneration among workers for work of equal value without any discrimination based on sex.”¹⁰

Employers with 20 to 50 workers must ensure 2% of their workers are disabled workers trained through vocational training programmes, provided that the nature of the workplace allows.¹¹

4 3 | Basic work rights

Basic rights of workers in Jordan include the following:

- ✓ **Right to a minimum wage and to regular payment of wages**
- ✓ **Coverage under a social security scheme including benefits for work injuries and health cover, maternity cover, unemployment benefits, pension and other benefits**
- ✓ **Safe work conditions and a healthy work environment**

9 Article 2 of Labour Law.

10 Article 2 of Labour Law.

11 Article 13 of Labour Law.

✓ Working hours of no more than 48 hours per week, except for certain exceptions and subject to the payment of overtime as specified by the Labour Law.

Right to leave, including official holidays, weekly and annual leave, sick leave, maternity leave and certain other types of leave

✓ Right to termination of employment only in accordance with the grounds specified in the law

✓ Minimum age of employment of 16 years old

✓ Special protections for youth and women

✓ Right to appeal of any work-related issues, including payment of wages.

Workers are not obliged to undertake duties, which are significantly different to those, set out in their work contracts, except in situations of accident or recovery from an accident, circumstances of force majeure or as otherwise regulated in the law, provided that the work remains within the worker's capability.¹²

4 4 Employer and employee obligations

The Labour Law is applicable to all workers other than public servants, municipal employees, domestic workers, agricultural workers and family members working in family businesses.¹³ Separate laws and regulations regulate the work of agricultural workers and¹⁴ employees working in households, including chefs and gardeners.¹⁵ However, the basic provisions of the Labour Law continue to regulate their employment contracts, work hours, rest periods and certain other terms of employment.¹⁶

Employees are obliged to:

- Perform his or her work and comply with the orders of the employer, provided that they do not expose himself/herself to danger or violate the law or public morals
- Keep confidential work secrets, even after the end of employment.
- Take medical examinations prior to the commencement of work as required.¹⁷

Employees must give employers 14 days' notice of any planned strikes and may be fined if insufficient notice is provided. The notice period is doubled in case the work is related to a public service.¹⁸ Intellectual property rights created by the employee in the context of his or her work for the employer and using workplace information, tools or materials belong to the employer, unless otherwise agreed.¹⁹ At the completion of service, employers must provide employees with an end of service certificate setting out their dates of employment and type of work performed.²⁰

Work contracts shall continue to be effective and binding on new employers who take over the business, such as in cases of sale, inheritance or merger. The original and new owners shall be jointly liable for worker's obligations for a period of six months from the date of the change of ownership. After that time the new owner shall become solely liable.²¹

12 Article 17 of Labour Law.

13 Article 3 of Labour Law.

14 Such as the Agricultural Workers By-Law of 2021 and the Agricultural Workers Categories By-Law of 2003.

15 Such as the Regulation for Domestic Workers, Cooks, Gardeners, and their Equivalents of 2009.

16 Article 3(b) of Labour Law.

17 Article 19 of Labour Law.

18 Article 135 of Labour Law.

19 Article 20 of Labour Law.

20 Article 30 of Labour Law.

21 Article 16 of Labour Law.

Workplaces with more than ten (10) employees must have internal regulations setting out working hours, daily and weekly rest times and work obligations as well as procedures for disciplining, penalizing or dismissing employees for breach of internal work regulations.²²

4 5 Specific categories of workers

4.5.1 Agricultural workers

The Agriculture Workers By-Law No. 19 of 2021 regulates agricultural work and the conditions of agricultural workers, except for agricultural engineers, veterinarians and agricultural workers working in government divisions and public institutions.²³

The By-Law defines an **agricultural worker** as every natural person performing agricultural work against a wage who is a subordinate to the employer and at his or her service and works under his or her supervision. **Agricultural work** refers to workers efforts in agricultural and animal production or establishments whether the work is permanent, temporary or seasonal.

Agricultural labour contracts are of two types: (1) **fixed term work contracts** and (2) **non-limited work contracts**²⁴. The contract is considered a fixed-term contract, if a specific and fixed term has been agreed upon between the employer and the agricultural worker. Seasonal work and temporary work are considered fixed term contracts due to the nature and period of the work. Otherwise, the contract is considered non-limited.

Requirements set by the Agricultural By-Law 2021 for agricultural workers include the following:

- Work hours shall not exceed eight (8) hours a day or 48 hours a week, except during agricultural seasons, the agricultural production period, and emergencies,²⁵
- Employers shall provide at their expense acceptable accommodation for agricultural workers working in agricultural facilities if required based on the nature of the work,²⁶
- Agricultural facilities using not less than 20 workers shall have in place internal regulations showing weekly and daily work times and rest times as well as violations and corresponding penalties. Such regulations are subject to the approval of MoL,²⁷
- Employers shall follow the safety and security precautions and measures set by the MoL²⁸ and employers shall enroll their employees in insurance programs, as required by law.²⁹
- The wage of the agricultural worker may not be less than the minimum wage established in accordance with the law,³⁰
- The agricultural worker should receive their wages within seven days from the date of the wage entitlement. The employer is not allowed to deduct any of the workers' wages except under conditions specified by the law. The employer must pay equal wages for agricultural workers for work of equal value without any discrimination based on gender.³¹

22 Article 55 of Labour Law.

23 Agricultural Workers By-Law No. 19 of 2021 2021_لِسنة_19_رقم_19_الزراعة_عمال_نظام.pdf (mol.gov.jo).

24 Article 3 of Agricultural Workers By-Law.

25 Article 4 of Labour Law.

26 Article 9 of Agricultural Workers By-Law.

27 Article 10 of Agricultural Workers By-Law.

28 Article 11 of Agricultural Workers By-Law.

29 Article 12 of Agricultural Workers By-Law.

30 Article 8 of Agricultural Workers By-Law.

31 Article 8 of Agricultural Workers By-Law.

- The agricultural worker is entitled to annual leave with full pay for 14 days per year. Official holidays, religious holidays, and weekly holidays cannot be deducted from the workers annual leave,³²
- Agricultural workers are entitled to a weekly holiday off depending on the nature of the agricultural work.³³ It is also permissible to agree with the employer to accumulate holidays and take them at once for a period not exceeding one month³⁴.
- A woman working in agriculture is entitled to maternity leave with full pay before and after birth delivery, for a total of ten weeks. The period that follows the delivery should not be less than six weeks, and it is prohibited to employ her before the end of that period³⁵.
- The agricultural worker is entitled to a paid sick leave of (14 days during the year, renewable for another 14 days with pay, if hospitalized).³⁶
- A minor under the age of 16 cannot under any circumstances work in agriculture. A minor under the age of 18 is not permitted to work in agricultural jobs that are dangerous, exhausting, or harmful to the child's health. These types of jobs are determined by a decision issued by the Minister for Labour.³⁷ A juvenile between the age of 16-18 cannot be employed: (1) for more than six (6) hours per day, (2) between eight (8) pm in the evening and six (6) am in the morning, (3) during religious holidays and official holidays and weekends.³⁸ During their daily work they must be given a rest period of at least one (1) hour after every four (4) consecutive hours of work.
- The by-law exempts employers who employ three (3) or less agricultural workers from the provisions of articles (4, 5, 7 and 12) of the by-law under the condition that working hours, contracts, leave and holidays are governed by an agreement between the agricultural employer and the agricultural worker and are proportionate to the nature of the agricultural work.³⁹

4.5.2 Professional workers and store workers

New Professional Work regulations govern professions, stores, and the classification of professional workers. Store owners are prohibited from hiring employees who are not classified or whose classifications is less than the required classification for working at a certain store. They shall be fined with a penalty not exceeding JOD 1,000 if they hire unqualified or unclassified workers.⁴⁰ In addition, the Minister of Labour has the right to close the store until the competent court issues a final ruling in any legal challenge.

4 6 Part-time, temporary and casual employees

Casual work is defined as work which should not continue for more than three (3) months and which is required by the necessary circumstances.⁴¹

Temporary work is defined as work that should be completed within a limited time period.⁴²

Seasonal work is defined as work in specific seasons every year which should not exceed six (6) months.⁴³

- 32 Article 7 of Agricultural Workers By-Law.
- 33 Article 5 of Agricultural Workers By-Law.
- 34 Article 5 of Agricultural Workers By-Law.
- 35 Article 7(c) of Agricultural Workers By-Law.
- 36 Article 7(b) of Agricultural Workers By-Law.
- 37 Article 6(b) of Agricultural Workers By-Law.
- 38 Article 6(c) of Agricultural Workers By-Law.
- 39 Article 15 of Agricultural Workers By-Law.
- 40 Article 9(a)(2) of the 2019 Professional Work Regulations (No. 11).
- 41 Article 2 of Labour Law.
- 42 Article 2 of Labour Law.
- 43 Article 2 of Labour Law.

4 7 Work contracts

Employment contracts can be either **written or verbal** and can be for a **limited or unlimited period** or for **specific or non-specific work**⁴⁴. They should be in Arabic and in the worker's language, for migrant workers. Employees are entitled to a copy. If there is no written contract, employees can prove their rights through other forms of legal proof or substantiation.⁴⁵

Persons employed for an unlimited period have ongoing work contracts whilst persons employed for limited periods have work contracts until the end of that period. However if the work continues beyond the period in the contract, the renewal of the contract shall be considered to be an ongoing contract for an unlimited period of time.⁴⁶

Periods of up to three (3) months' **probation** can be included in work contracts provided the wage is at least equivalent to the minimum wage. Employers may terminate an employee without notice during the probation period.⁴⁷

Collective work contracts, such as those negotiated by worker's associations on behalf of its members, are regulated in the sixth chapter of the Labour Law.



5 | WAGES



5 1 Wages definition

Wages are defined broadly to include "all cash or in-kind entitlements of the employee...in addition to all other entitlements of whatever type, provided for by the law, work contract or by law."⁴⁸

5 2 Minimum wage

The **minimum wage** is set by the Council of Ministers and is currently JOD260 per month for Jordanians⁴⁹ and JOD245 per month for foreign workers.⁵⁰

However the Council of Minister's decision excludes domestic foreign workers and workers in the loading/unloading sector, in addition to Jordanian and non-Jordanian labourers in garments and textiles industries.⁵¹

Employers will be fined between JOD500-1,000 for failing to pay the minimum wage and must also compensate the wage difference. Penalties shall be increased for repeat offences.⁵²

In order to set the minimum wage, the Council of Ministers forms a Tripartite Committee with an equal representation from Ministry of Labour, employers and employees.⁵³

44 Article 2 of Labour Law.

45 Article 15 of Labour Law.

46 Article 15 of Labour Law.

47 Article 35 of Labour Law.

48 Article 2 of Labour Law.

49 Increased from JOD220 as of 1 January 2021.

50 Increased from JOD230 to JOD245 as of 1 January 2022.

51 Jordan Times, 25 February 2020, <https://www.jordantimes.com/news/local/minimum-wage-go-jd260-onset-2021>.

52 Article 52 of Labour Law.

53 Article 52 of Labour Law.



The committee determines the minimum wage for a particular area depending on the profession or specific age group and taking into account the cost of living indicators issued by competent authorities. The committee decided to raise the minimum wage for non-Jordanians to JOD260 in 2023.

Wages must be specified in the contract. If the wage is not stated in the contract the employee is entitled to an estimated wage for the same type of work or by reference to customary practice. In cases of a wage dispute the court will determine the applicable wage.

Wages must be paid within seven (7) days of becoming due to the employee and no deductions may be made except in accordance with the law.⁵⁴

Permissible deductions include deductions for social security contributions, housing provided to the employer as agreed between the parties, reimbursement of any advance payments made by the employer to the employee, fines for violation of workplace regulations or for damage to equipment suffered by the employer or through employee negligence, as authorised by the law, or for deductions as a result of court decisions or orders.⁵⁵

5 3 Wages Authority

The **Wages Authority** is a special body established under the Labour Law with the jurisdiction to look into wage disputes including unpaid wages, illegal deductions, delayed wages, overtime wages, or issues of discrimination related to wage inequality.

The Authority issues its decisions on an urgent basis. Moreover, the authority can mediate between the worker and employer at the worker's request. The Authority also has the power to impose a JOD50 fine on employers if they, or their representative, fail to attend the mediation session.

54 Article 46 of Labour Law.

55 Article 47 of Labour Law.





Welding workshop (Photo: NRC)



6 | HEALTH, SAFETY AND WORKPLACE CONDITIONS

Employers must take all necessary precautions to **protect workers from any dangers or diseases in the workplace** and shall provide personal protective equipment to protect against work dangers and occupational diseases.⁵⁶ This shall also include precautions against fire, explosions or storing and dealing with flammable equipment.⁵⁷ Employers must advise workers of any workplace dangers and the precautions that should be taken in the workplace.⁵⁸ Workers must obey all health and safety instructions issued in the workplace.⁵⁹ Medical aid and equipment shall be provided in the workplace. Employers are responsible for the costs of workplace health and safety measures and protective equipment.⁶⁰ The Ministry of Labour shall issue the relevant instructions on precautions to be taken in the workplace, preventative equipment and the relevant health and safety standards in industrial establishments.⁶¹

Workers who are covered under the Social Security Law are entitled to health insurance and compensation for workplace injuries. Employers must also provide medical care to uninsured workers who suffer work accidents as well as compensation to workers who suffer occupational diseases related to their work, as confirmed by a medical authority.⁶² However employers are only responsible for compensation for injuries covered either under the law or which were a result of the employer's mistake.⁶³

Compensation for work injuries is as follows⁶⁴:

Type of Injury	Compensation payable
Work injury resulting in death of worker	75% of the workers wage at the date of the death. This % is payable to the family of the deceased person from the month of death.
Work injury resulting in total disability	75% of the worker's wage at the time of the incident. This payment is due to the worker from the date of issuance of medical report stating the medical condition of the worker and specifying the type of injury.

56 Article 78 of Labour Law.

57 Article 80 of Labour Law.

58 Article 78 of Labour Law.

59 Article 82 of Labour Law.

60 Article 78 of Labour Law.

61 Article 79 of Labour Law.

62 Article 88 of Labour Law.

63 Article 89 of Labour Law.

64 Article 30 from the Social Security Law No. 1 of 2014 and its amendments.



Type of Injury

Compensation payable

An extra 25% is added to the above-mentioned monthly wage, in the case where the worker needs special assistance and daily care. This % is calculated based on the above-mentioned wage entitlement (75%). The additional 25% wage shouldn't exceed the minimum wage.

Permanent partial disability whose percentage is less than 30%

If the injury results in 30% or more temporary disability, the worker is entitled to a monthly wage based on the type of the disability, calculated by the social security law.

Permanent partial disability whose percentage is not less than 30%

If the injury results in permanent partial disability of not less than 30% disability, the worker is entitled to a monthly disability allowance calculated based on the percentage of that disability from the total permanent disability allowance mentioned in Article 30(b) of the Social Security Law. This allowance shall be allocated from the date the injured person's condition stabilises, which should be determined through a medical reference.

Workers who suffer serious bodily injury resulting in their inability to continue work or who die of their injuries, must be immediately transferred to hospital or a medical centre at the employer's expense. Security authorities and the Minister of Labour must be notified of such injuries within 48 hours.⁶⁵

Persons who are partially disabled as a result of a workplace accident shall be employed in other roles in the workplace suitable for their condition.⁶⁶



7 | SOCIAL SECURITY, HEALTH AND WORKPLACE INSURANCE

The Jordanian **social security scheme** covers all workers, aged 16 years and above, that are covered under the Labour Law. Public sector employees are not covered by this system. The system applies to Jordanian and non-Jordanian private sector employees, self-employed persons and Jordanian nationals working at diplomatic missions or for international organizations in Jordan. In 2021 agricultural workers were included in the social security scheme based on the 2021 Agricultural Workers By-Law. Workers covered under the social security scheme receive benefits for old-age, disability, survivors pension, maternity benefits, work injury and unemployment insurance.⁶⁷ The scheme is administered by the Social Security Corporation (SSC).

The total monthly contribution to the scheme per worker is 21.75% of the worker's monthly salary. Employers pay 14.25% (covering old age pension, sickness and maternity, work injury and unemployment) whilst a further 7.5% is deducted from employee's wages to cover old-age pension and unemployment.⁶⁸ Jordanian nationals not covered under any other scheme, such as self-employed persons, housewives or Jordanians working abroad, may also voluntarily contribute to the scheme for old-age, disability and death benefits.

Whilst all scheme members are eligible for cash maternity benefits, only private-sector employees and Jordanians who are members of the SSC are eligible for unemployment benefits. Public-sector employees, self-employed persons, and casual labor are not entitled to unemployment benefits. Work injury benefits are provided to private-sector employees and apprentices, self-employed persons, and citizens of Jordan working at diplomatic missions or for international organizations, whilst casual workers are not covered.⁶⁹

65 Article 87 of Labour Law.

66 Article 14 of Labour Law.

67 [World Bank, Social Security Corporation \(SSC\): Toward Coverage Expansion and a More Adequate, Equitable and Sustainable Pension System](#)

68 [Social Security Corporation | Facebook](#)

69 World Bank, Social Security Corporation (SSC): Toward Coverage Expansion and a More Adequate, Equitable and Sustainable Pension System, p9.





Recycling Worker (Photo: Tina Abu Hanna/NRC)



8 | WORKING HOURS

8 1 Working hours

Working hours are eight (8) hours per day and 48 hours per week.⁷⁰ Limits on working hours do not apply to persons working as supervisors or managers or whose work involves travel inside or outside Jordan.⁷¹ In 2017 Jordan introduced the Regulation on Flexible Employment⁷² which permits certain categories of employees the right to choose flexible working arrangements with the consent of their employer. These can include reduced working hours, flexible working hours or remote work. Eligible employees include employees who have worked for the employer for three (3) consecutive years, employees with family responsibilities,⁷³ employees who are university students and disabled workers.⁷⁴

8 2 Overtime⁷⁵

The employee may be employed by agreement to work for more than the daily or weekly working hours, subject to the condition that they receive an additional hourly wage at the rate of 125% of his or her normal wage. If the worker works during holidays, religious holidays, or official holidays, he or she is entitled to an additional wage not less than 150% of his usual wage.

The employer may ask the employee to work more than the normal working hours in any of the following cases, provided that the employee receives overtime pay: (1) Carrying out the annual inventory work of the corporation, preparing the budget and accounts and preparing for sale at reduced prices. This overtime work should not exceed 30 days per year and actual working hours should not exceed 10 hours per day. (2) Avoiding loss of goods or any other material damage or risk and receiving, transferring or delivering certain materials. The overtime work should not exceed 30 days per year.⁷⁶

70 Article 56 of Labour Law. Daily or weekly hours may be increased in certain cases. See Article 57 of Labour Law.

71 Article 58 of Labour Law.

72 Regulation on Flexible Employment No. 22 of 2017.

73 This includes employees who are pregnant, have parental responsibilities for a child or employees with carer responsibilities for elderly or disabled family members. For detailed legal analysis, see H. Qutteineh, Al Tamimi Law Firm, '[New Employment Regime in Jordan; Working within Flexible Arrangements](#)', April 2017.

74 See also H. Qutteineh, Al Tamimi Law Firm, '[New Employment Regime in Jordan; Working within Flexible Arrangements](#)' April 2017.

75 Art 59 of Labour Law. Currently this article is suspended due to Defense Order No. 6 of 2020.

76 Article 59 of Labour Law.



Covered market (Photo: Tina Abu Hanna/NRC)



9 | LEAVE ENTITLEMENTS

The following types of leave exist under the Labour Law:

9 1 Annual leave

Employees shall receive 14 days of **annual leave** per year which increases to 21 days per year if they have been with the same employer for five (5) consecutive years. Persons who have worked for less than a year receive annual leave on a pro rata basis according to the time worked.⁷⁷

9 2 Sick leave

Employees are entitled to 14 days **sick leave** per year on full pay based on a medical report approved by the workplace. For workplaces employing less than 20 employees, this can be extended for a further 14 days on full pay if the person is hospitalised based on the report of a medical committee approved by the workplace. For workplaces employing more than 20 employees, the law requires approval from a special medical committee.⁷⁸

9 3 Maternity and paternity leave

Women are entitled to ten (10) weeks of **maternity leave** on full pay, with a minimum of six (6) weeks to be taken after delivery. Women cannot be asked to return to work prior to that time.⁷⁹ An hour per day on full pay is provided for the purpose of nursing babies in the first year of birth.⁸⁰ Women in workplaces with more than ten (10) employees may take a year unpaid leave to look after children.

77 Article 61 of Labour Law.
78 Article 65 of Labour Law.
79 Article 70 of Labour Law.
80 Article 71 of Labour Law.

They will lose this leave if they work for another employer during this period.⁸¹ Male employees are entitled to three-day paid paternity leave.⁸²

9 4 Special personal leave and study leave

Persons are entitled to 14 days of leave on full pay per year in the following circumstances:

- Labour education courses approved by the Ministry and at with the agreement of the employer
- For performing the pilgrimage (haj), provided that the employer has worked with the employer for more than five (5) years. The leave can only be taken once.⁸³

Unpaid leave of up to four (4) months can be taken if the employee joins an approved university, institute or college to study.⁸⁴ Each member of a working couple can take up to two (2) years unpaid leave to accompany his or her spouse if the spouses move outside the governorate or outside of Jordan for work. The leave can only be taken once.⁸⁵

9 5 Public Holidays

Friday is a day off for employees unless the nature of the work requires otherwise.⁸⁶



10 | TAXATION

Income tax rates in Jordan are progressive and range from 5-30%.⁸⁷ Income tax rates are as follows:

Income	Tax Rate
Up to JOD5,000	5%.
Up to JOD15,000	Tax is calculated as follows: 5% applied on the first JOD5,000 and another 10% calculated on the second JOD5,000.
Up to JOD20,000	Tax is calculated as follows: 5% applied on the first JOD5,000, another 10% calculated on the second JOD5,000, 15% on the 3rd JOD5,000 and 20% on the 4 th JOD5,000.
Up to JOD1,000,000	Tax is calculated as follows: 5% applied on the first JOD5,000, another 10% calculated on the second JOD5,000, 15% on the 3rd JOD5,000, 20% on the 4 th JOD5,000 and 25% up to JOD1,000,000.
More than JOD1,000,000	Tax is calculated as follows: 5% applied on the first JOD5,000, another 10% calculated on the second JOD5,000, 15% on the 3rd JOD5,000, 20% on the 4 th JOD5,000, 25% on income up to JOD1,000,000 and 30% for income above JOD1,000,000.

81 Article 67 of Labour Law.

82 Article 67 of Labour Law.

83 Article 66 of Labour Law.

84 Article 66 of Labour Law.

85 Article 68 of Labour Law.

86 Article 59 of Labour Law.

87 [Deloitte International Tax Jordan 2020](#)



Baking (Photo: Beate Simarud/NRC)



11 | DISCIPLINARY PROCEDURES

Disciplinary procedures, including fines, cannot be imposed for violations outside the list of penalties issued or authorised by the Minister of Labour and as specified in the list of penalties in the internal regulations of the company/establishment, approved by the Minister of Labor.

Other considerations are as follows:

- Employees have the right to be heard and to defend themselves before any penalty is imposed on them by the employer. They can challenge any such penalties to the labour inspector within seven (7) days,
- Disciplinary procedures, including penalties, cannot be imposed more than 15 days after the alleged violation by the employee,
- No fine of more than three (3) days pay per month can be imposed on the employee,
- Fines shall be recorded in a special register kept by the employer.⁸⁸

In cases in which employees cause loss or damage to instruments, machines or products of an employer and the damage or loss is the fault of the employee or caused by violation of internal regulations, the employer may recover the amount of the loss from the employee. They may deduct up to five (5) days of wages per month but may also claim compensation for the damage in court.⁸⁹

88 Article 48 of Labour Law.

89 Article 49 of Labour Law.





12 | DISMISSAL AND TERMINATION OF EMPLOYMENT

12.1 Grounds for dismissal or termination

Termination

Contracts may be **terminated** if:

- › both parties have agreed on the termination of the contract,
- › the term of the work contract has expired or the work for which the contract was concluded is completed,
- › the employee has died, or has become unable to perform the work proven by a medical report issued by a medical authority.⁹⁰

However, contracts cannot be terminated if the employee:

- › is pregnant from the sixth month onward and during maternity leave,
- › has military service obligations, including reserve service,
- › is on annual leave, sick leave or other types of leave.⁹¹

If an employee works for another employer during a period of leave of absence, the above provisions do not apply and the contract may be terminated.⁹²

90 Article 20 of Labour Law.

91 Article 27 of Labour Law.

92 Article 27 of Labour Law.

Dismissal

Employees may be dismissed from work **without notification** in the following circumstances:

- If the employee has assumed the identity of others or provided forged certificates or documents for the purpose of gaining benefit or harming others,
- If the employee has not met the obligations that have arisen from the work contract,
- If the employee has committed a mistake that resulted in a serious financial loss for the employer,⁹³
- If the employee has violated the regulations of the workplace including conditions of occupational and employees safety, provided they were previously notified twice in writing,
- If the employee was absent with no justified reason for more than 20 non-consecutive days during one year or more than ten (10) successive days provided written notification of the issue was provided to the employee and published in a local paper prior to dismissal,
- If the employee has disclosed the secrets related to work,
- If the employee was convicted by a court of violating honor and morals or if he or she was found drunk, affected by narcotics, or committed an act violating public morals in the workplace,
- If the employee assaulted or degraded the employer or any other person during work.⁹⁴

Employees have the right to **terminate their work without notification** in the following circumstances:

- if they are asked to perform duties significantly different from those set out in the work contract,
- if they are asked to work in a different location which would require them to change their permanent place of residence
- if they are demoted, have their wage reduced or have a medical report stating that continuation of their work would be harmful to their health.⁹⁵
- if they have been assaulted or degraded at work or if the employer has violated their labour law rights.⁹⁶

Employees may not be dismissed from work or face disciplinary action when they have filed a complaint against the employer with authorities for breach of the law.⁹⁷

Workplace redundancy

If the economic or technical circumstances of the employers require the employer to reduce the size of their workforce, replace the production system with another system or stop work completely which would result in termination or suspension of unlimited work contracts, the employer must notify the Minister of Labour in writing with the justification. Following consideration, the Minister will issue a decision either approving the employer's procedures or asking them to reconsider. Parties affected by the decision of the Minister, either employees or employers, may challenge the Minister's decision to the Court of Appeal within ten (10) days.⁹⁸

93 Provided that authorities were notified of the loss within five (5) days. Article 28(c) of Labour Law.

94 Article 28 of Labour Law.

95 Article 29 of Labour Law.

96 Provided that the employer has been notified of the violation by a competent authority. Article 29 of Labour Law.

97 Article 24 of Labour Law.

98 Article 31 of Labour Law.

Workers who are dismissed on a temporary basis for reasons that the employer cannot avoid are entitled to wages for paid temporary dismissal for up to 60 days in the year.⁹⁹

12 2 Defence Orders issued during COVID

During the COVID-19 pandemic, the Jordanian government put in place measures to balance public health risks against continued economic activity.¹⁰⁰ This included a series of Defence Orders which restricted public movement as well as imposing restrictions on the openings of shop and business. Certain sectors were exempted from the operation of the Defence Orders, such as the agricultural, health, essential services and certain other sectors.¹⁰¹ Those Defence Orders remain in effect as of the date of publication.¹⁰²

Defence Order No. 6 is the most significant for employees.¹⁰³ It prevents private sector employers from terminating the employment of workers, except under certain conditions as established in the Labour Law.¹⁰⁴ Grounds for termination mirror many, but not all, of the grounds set out in Articles 20 and 28 of the Labour Law. The Order also permits the reduction of salaries by up to 30% under certain strict conditions, namely with the consent of the worker and conditional upon senior management taking an equivalent cut in salaries. In certain other cases, salaries for non-working staff can be cut by 50% with the permission of the Ministry of Labour. Employers who cannot cover wages are permitted to temporarily close their business and suspend employment contracts, subject to a joint decision of the Ministry of Trade and Labour. Employers are also prohibited from placing any pressure on employees to resign or terminate their employment.¹⁰⁵ Penalties apply for breach of these orders. Economic protection programmes were established to encourage to businesses to continue to pay employee's wages.

12 3 Procedures

One month notice must be given by either employer or employee of their intention to cancel an unlimited workplace contract.¹⁰⁶ Employers must not ask employees to work during the last seven (7) days of the notification period, and may also exempt workers from working during the entire notification period at their discretion.¹⁰⁷

Courts may order the re-instatement of employees provided that the lawsuit is filed within 60 days from the date of the termination.¹⁰⁸

99 Article 50 of Labour Law.

100 The Defence Orders were issued pursuant to Articles 2-4 of the Defence Law No. 13 of 1992 which authorizes the Prime Minister to issue such orders in the event of emergencies which threaten the national security or public order of Jordan, including in relation to epidemics.

101 For detailed analysis of the Defence Orders and their impact on workers, see website of Tamkeen for Legal Aid and Human Rights; <https://tamkeen-jo.org/en/publications>

102 However, it is possible the Defence Orders will be reviewed in December 2022.

103 Defense Order No. (6) of 2020, issued in accordance with the provisions of the Defense Law No. (13) of 1992.

104 Specific grounds for termination include the following; if the employee is deceased, or is unable to work due to illness or disability, if the employee has reached the retirement age, if the employee impersonated another person's identity or presented false certificates or documentation with the intent of gaining self-benefit or harming others, if the employee is convicted of a felony or misdemeanour that violates honour and public morals, if, while working, the employee is found in a state of drunkenness or under the influence of alcohol or other substance and committed an act that contravenes with public order and morals in the workplace, if the employee physically assaults or disparages the employer, the relevant line manager, a superior, or any other employee, or person during the work or because of it, if the employee was absent for 20 interrupted days or ten continuous days without a valid reason, subject to following the procedures to be issued in a decision by the Minister of Labour. See legal analysis conducted by Sanad Law Group, 'Stay Connected: Defence Order 6 stipulating labour rights in Jordan'. (2020), https://www.eversheds-sutherland.com/documents/global/middle-east/Jordan_Defence_Order_No_6.PDF

105 For further information, see legal analysis conducted by Sanad Law Group, [Stay Connected: Defence Order 6 stipulating labour rights in Jordan](#), 2020.

106 Article 23 of Labour Law.

107 Article 23 of Labour Law.

108 Article 25 of Labour Law.

If the employee wishes to claim compensation for arbitrary dismissal, he or she may file a lawsuit at any time, provided that the period between the date of dismissal and the date of the lawsuit does not exceed two (2) years, which is the time limit specified in Article 138 of the Labor Law for the expiration of the statute of limitations for labor rights disputes.¹⁰⁹

Persons on unlimited work contracts whose employment is terminated and are not covered by the Social Security Law are entitled to end of service compensation.¹¹⁰



13 | WORKPLACE DISPUTES AND APPEALS

The relevant bodies for deciding labour disputes are the **Magistrates Court** and the **Wages Authority**. Whilst the Wages Authority is limited to hearing wage disputes for employees still employed by the same employer or who have left their employment within the past six (6) months,¹¹¹ Magistrates Courts have jurisdiction over all other individual labour disputes.¹¹²

Lawsuits on labour disputes before the Magistrates Court are expedited. Appeals against Magistrates Court decisions must be made within ten (10) days and must be decided by the Appellate Court within 30 days. Lawsuits in labour disputes are exempted from filing fees.¹¹³ No lawsuit may be filed within the first month after which the violation was issued, presumably to give parties time to negotiate, and claims must be filed within two years of the alleged violation.¹¹⁴

The Wages Authority is established to hear wage disputes covering disputes in relation to unpaid or underpaid wages, overtime payments, delays in payment or unlawful deductions in wages.

The Wages Authority is an administrative body and is not bound by court procedures. However, the Authority has the power to summon witnesses and to request documents from the parties on issues relevant to the dispute.¹¹⁵

The employee filing the complaint must send a detailed written statement or pleading setting out details of the dispute. Within ten (10) days the employer must respond in writing and with evidence to every issue raised by the employee either proving that the wages were paid or that the employees is not entitled to them.¹¹⁶

The Wage Authority may order the employer to pay any wages owing to employees within a specified period and may also order the employer to pay compensation. If the employee does not appear at a hearing the Authority may dismiss the case and if employer does not appear at a hearing the Authority may make a decision against the employer. Decisions of the Wages Authority can be appealed to the Court of Appeal within ten (10) days.¹¹⁷

109 The jurisprudence of the Court of Cassation has ruled that the sixty-day period stipulated in Article 25 of the Labor Law is a condition for the admissibility of a claim for reinstatement if the worker only seeks to return to his job. However, the provision of this text does not apply to claims for compensation for unfair dismissal, and the legislator has explicitly given the court the option:

1. To order the reinstatement of the worker to his job if he or she files the claim within 60 days from the date of the termination of his employment and proves that his dismissal was arbitrary.
2. To award the worker compensation for unfair dismissal, and the choice is for the court and not the employer.

Translation of a Cassation court issued on 29 December 2022 and published in Qararak website.

110 Article 32 of Labour Law.

111 Article 54 of Labour Law.

112 Article 137 of Labour Law.

113 Article 137 of Labour Law.

114 Article 138 of Labour Law.

115 Article 54 of Labour Law.

116 Article 54 of Labour Law.

117 Article 54 of Labour Law.





Syrian youth welding (Photo: Tina Abu Hanna/NRC)



14 | SPECIAL EMPLOYEE CATEGORIES AND PROTECTIONS



14 | 1

Youth/Minors

Persons between the ages of seven (7) and 18 are considered to be **juveniles**.¹¹⁸ No-one shall be employed under the age of 16, except for any provisions related to vocational training.¹¹⁹

No person under 18 shall be employed in dangerous or exhausting occupations or those harmful to health. The Minister shall specify these occupations.¹²⁰

Persons under 18 (juveniles) cannot be employed for more than six (6) hours a day or no more than four (4) hours successively without a break. They cannot be asked to work between 8 pm and 6 am, nor on religious feasts, public holidays or weekly holidays.¹²¹

Employers employing juveniles must ask for a copy of the birth certificate, a medical certificate declaring their fitness to work and written consent by the juvenile's guardian.

They must also keep a file with details of the juvenile's place of residence, date of his/her employment, the work for which he/she was employed, his/her wage, and leave taken and owing.¹²²

Fines for violation of these provisions shall be between JD100 to JD500 and may be increased for repeat violations.¹²³

118 Article 2 of Labour Law.

119 Article 73 of Labour Law.

120 Article 74 of Labour Law.

121 Article 75 of Labour Law.

122 Article 76 of Labour Law.

123 Article 77 of Labour Law.



The Ministry shall specify industries and occupations which are prohibited from employing **women** as well as times when women shall not be obliged to work.¹²⁴ Women are entitled to ten (10) weeks of maternity leave on full pay, with a minimum of six (6) weeks to be taken after delivery. Women cannot be asked to return to work prior to that time.¹²⁵ An hour per day on full pay is provided for women nursing babies in the first year of birth.¹²⁶

Women in workplaces with more than ten (10) employees may take a year unpaid leave to look after children. They will lose this leave if they work for another employer during this period.¹²⁷ Employers who employ more than 20 married women are required to establish a nursery for up to ten (10) children under the age of four (4) for female workers.¹²⁸ Fines for violation of these provisions shall be between JD100 to JD500 and may be increased for repeat violations.¹²⁹

14 3 Day labourers, self-employed contractors or gig-workers

The work rights and entitlements of persons who are working as **daily labourers, self-employed persons, contractors or in the gig economy**¹³⁰ can be complicated. It depends on whether or not they are employees as defined in the Labour Law, or whether they can be categorized as self-employed persons or 'own account' workers in which case civil law is applicable. In the event of a dispute, the relevant courts will decide.¹³¹

Daily Laborer: A person who performs work for an employer on a daily basis and is subject to the provisions of the Labor Law. If he or she works for more than 16 days a month, he is also subject to Social Security law provisions.¹³²

Contractor: A person who agrees to perform work in exchange for remuneration by the other party.¹³³ The contractor is not subject to the subordination and supervision of the other party, which distinguishes him or her from the worker. The contract and contracting parties are subject to the provisions of the Civil Code. Contractual provisions are covered in Articles 780 – 804 of the Jordanian Civil Code No.43 of 1976. Contractor can choose to be covered by the social security scheme if they make separate contributions under the scheme.

Under the Labour Law, workers who perform contracting work on behalf of a contractor may institute legal action to claim their entitlements from the contractor directly against the project's owner.¹³⁴

Employees of a sub-contractor may institute legal action directly against the principal contractor and the owner of the project within the limits of entitlements that are given by the project's owner to the principal contractor, and the entitlements given by the principal contractor towards the sub-contractor.¹³⁵

124 Article 69 of Labour Law.

125 Article 70 of Labour Law.

126 Article 71 of Labour Law.

127 Article 67 of Labour Law.

128 Article 72 of Labour Law.

129 Article 77 of Labour Law.

130 Gig workers include independent contractors, online platform workers, contract firm workers, on-call workers or temporary workers who work on a sub-contracted or ad hoc basis. This can include persons such as Careem drivers, Talabat delivery drivers, persons working in call centres or contracted transport workers.

131 See for example Cassation Court Decision No.396 of 2022 dated 22 May 2022 involving a work injury suffered by a daily worker who made a claim based on civil law tort liability asking for compensation for loss of eyesight. After multiple hearings and appeals in different courts, the Cassation Court determined that the case fell under the Labour Law.

132 See Article (4/B/3) of the Social Security Law No. 1 of 2014, Article (2) and Article (15) of the Labour Law.

133 See also Article 2 of Jordan Social Security Law No.1 of 2014.

134 Article 15 of Labour Law. This is subject to the limits of the entitlements of the contractor from the project owner.

135 Article 15 of Labour Law.

14 4 Shawish arrangements

Communities of agricultural workers living in Informal Tented Settlements (ITS) in Jordan are administered by traditional governance structures, typically by the **shawish**, a community leader who acts as a middleman and informal labour broker between farmers and workers in exchange for a share of the workers' daily salary. *Shawish* can be either male or female, Syrian or Jordanian. Farmers wishing to contract labourers contact the *shawish* and specify the number of workers and type of skills they require on a daily basis. The *shawish* is responsible for deciding who to nominate from the ITS community. They are paid directly by the farmer and is responsible for paying the workers.

The *shawish* oversees the progress of the work and the transportation of workers to and from the farm. The profession of *shawish* remains unregulated and is not mentioned in any procedures or decisions issued by the Ministry of Labour. Rather, the position was established due to the need for farm owners to coordinate with their workers and have someone manage and supervise the agriculture work.¹³⁶ *Shawish* are responsible for documenting employees' working hours, assigning tasks and later paying their wages. Sometimes, the *shawish* also resolves disputes amongst workers themselves or between workers and employers. In other cases, the *shawish* negotiates with some families that work in the sector in exchange for lodging and utilities at the farm for a specified wage paid by the employer.¹³⁷



14 5 Volunteers

Volunteer work is not regulated under Jordanian legislation. In the absence of legal provisions, the decision on whether volunteering work falls under the Labour Law is typically dependent on the judge's discretion. Various court decisions have been made in this regard; in some, the judge opted to treat the volunteer as an employee and thus applied the provisions of the Labor Law, in other cases, volunteering was found to be outside the labor law. Therefore, the standard of supervision and subordination defined within the labour law remains the determining factor as to whether a volunteer is considered an employee in the legal sense or not.

Regarding the inclusion of volunteers in the social security scheme, the Social Security Law declares that workers whose employment relationship with their employer is irregular do not fall under the provisions of the Social Security law.¹³⁸ An employment relationship is deemed regular in the following cases:

- A day laborer working 16 days or more in any given month.
- A worker per hour, piece or shipment who works 16 days or more in any given month; regardless of the number of working hours, pieces or shipments per day.
- A laborer who receives a monthly wage; regardless of the number of working days per month, with the exception of the first month of work to which the principle of 16 or more working days per month shall apply

If a volunteer does not fall into any of these categories their work is considered 'irregular' and they are not covered by the social security scheme.

136 Tamkeen for Human Rights, Unpublished paper on Agricultural sector (2022).

137 Tamkeen for Human Rights, Unpublished paper on Agricultural sector (2022), p20.

138 Article (4/3/B) of the Social Security Law of 2014.





Construction Worker (Photo: Leen Qashu/NRC)



15 | VOCATIONAL TRAINING

Vocational training contracts shall be in writing and the trainer must have the required qualifications and expertise in the occupation in which they intend to provide training. The training institutes must have conditions suitable for the training.¹³⁹ Forms and conditions for vocational training must be issued by the training institute and published in the official gazette.¹⁴⁰ Trainees under 18 years of age must be represented by a guardian in any training contract whilst trainees over 18 may enter into such training contracts themselves.¹⁴¹

Training contracts shall set out the training periods, any stages of training and the wages for trainees.¹⁴² They may be terminated at the request of either party in the following cases;

- If either party has committed a violation of the law or any regulations,
- If either party has failed to perform their duties in accordance with their contractual obligations,
- If it was impractical to implement the contract for reasons beyond the control of the parties,
- If the employer has changed the location of the training centre and it is difficult for the trainee to reach it,
- If the continuation of the work threatens the health or safety of the trainee, as evidenced by a report by a labour inspector or by an authorised medical officer.¹⁴³



16 | WORKER'S ASSOCIATIONS AND TRADE UNIONS

Employees have the right to join trade unions.¹⁴⁴ Trade unions shall defend the interests of workers and protect their rights. They may also provide health and social services to members and establish social care, medical care and consumer good establishments.¹⁴⁵

139 Article 36 of Labour Law.
140 Article 36 of Labour Law.
141 Article 36 of Labour Law.
142 Article 37 of Labour Law.
143 Article 38 of Labour Law.
144 Article 97 of Labour Law.
145 Article 99 of Labour Law.



Vegetable Market (Photo: Tina Abu Hanna/NRC)



17 | FOREIGN WORKERS

All **foreign workers** require work permits,¹⁴⁶ although children of Jordanian mothers who are married to non-Jordanians and who reside in Jordan are exempted from the work permit requirements.¹⁴⁷

Work Permits will only be granted where there are no Jordanian workers with the necessary experience or expertise or where there are insufficient Jordanian workers to meet the labour needs. In such cases priority shall be given to Arab experts, technicians, and workers.¹⁴⁸ Twenty-eight work sectors are currently limited to Jordanian nationals, whilst other sectors are open to foreign workers.¹⁴⁹ See Annex 2 of Guide.

17.1 Work permits for non-Jordanians

Non-Jordanian workers shall only be employed upon authorization by the Minister or his or her representative, provided that the work they undertake requires **expertise and skills unavailable or insufficient within the Jordanian workforce**. In such cases, priority shall be given to Arab experts, technical specialists and workers.¹⁵⁰

Non-Jordanian workers must obtain a work permit from the Ministry of Labour, before entering the country or entering into an employment arrangement. Such work permits are valid for a maximum of one year and may be renewable on an annual basis.¹⁵¹ To obtain a work permit, the employer needs to apply behalf of the employee in the sectors open to non-Jordanian. See Annex 2 of the Guide. The employee and their employer can apply for a year-long work permit at the Labor Directorate in the employer's area of residence.

146 Article 12 of Labour Law.

147 Pursuant to amendments made to the Labour Law since 1 April 2019.

148 Article 12 of Labour Law.

149 ILO, [Impact of work permits on decent work for Syrians in Jordan](#), September 2021, p21.

150 Article 12(1) of Labour Law.

151 Article 12(2) of Labour Law.



The following documents must be enclosed with the application form:¹⁵²

- Two copies of the work contract,
- Medical examination at healthcare directorates and centers accredited by the Ministry of Health,
- Copy of the passport, or travel document,
- Personal passport size photos,
- Commercial registry and professional license (for employers).

17 2 Work permits for Palestinians in Jordan

There are number of groups of Palestine refugees in Jordan in addition to Palestinians who have full citizenship. Among the Palestine refugees, this section of the guide focuses exclusively on Palestine Refugees from Syria (PRS) and Ex-Gazan Palestine refugees.

The access to employment of PRS in Jordan depends on the particular documentation that the individual PRS holds. Many PRS have previously lived in Jordan and will often have Jordanian issued documents, including passports or national numbers. PRS with valid five-year Jordanian passports should in theory face no barriers to work across all sectors and all professions. However, in practice even PRS in this category may face problems.

PRS who have had their Jordanian national number withdrawn are automatically deprived of the right to work in the public sector. Moreover, since they are not considered Jordanian they are ineligible to work in positions for which membership of a professional association is mandatory, such as engineers or lawyers. While such professions do allow foreigners to take positions in Jordan, their ability to do so depends on the reciprocity of the professional association in the foreigners' home country. As denationalized Jordanian citizens, PRS are unable to avail themselves of this reciprocity.

As non-Jordanians, PRS who have had their nationality revoked are obliged to apply for work permits, which will only be approved if the employer is able to demonstrate that there are no Jordanians with the skills or experience to perform the job. The employer must also pay the relevant fees.¹⁵³

Ex-Gazan Palestine refugees were given a temporary passport upon arrival in Jordan and the renewal of this document is at the discretion of Jordanian authorities. The temporary passport serves as a residence permit. This constant process of having to renew their passports can have an impact on their ability to provide documentation for the work permit application, which can make long-term employment difficult, especially with the additional obstacles to the work permit process.

A decision by the Council of Ministers on 1 June 2016 exempted residents who hold temporary passports including ex-Gazan Palestine refugees from work permit fees.¹⁵⁴ Later in 2016, the Legislation and Opinion Bureau considered ex-Gazan Palestine refugees to be non-Jordanians and decided that they are to be treated as foreign workers in accordance with the Labour Law.¹⁵⁵ In 2019 after amending Labour Law the Ministry of Labour pledged before the Council of Ministers to create a system to regulate the work of the ex-Gazan Palestine refugees under Article 12H of the Labour Law. However, subsequent amendments to Article 12H of the Labour Law didn't include any provisions on ex-Gazans. Accordingly, Ex-Gazan workers are required to obtain work permits in the same way as all foreigners.

152 Article 4 of Instructions on Conditions and Procedures employing Non-Jordanian Workers (2012) and amendments, [الحصول على تصريح عمل \(jordan.gov.jo\)](http://jordan.gov.jo)

153 ARDD: Mapping the Legal Obstacles Palestinians Face in Jordan

154 Jordan votes to extend validity of temporary passports for Gazans, Al Bawaba

155 Article 12 of the Labour Law

17.3 Work permits for Syrian refugees

Since the signing of the Jordan Compact between Jordan and international donors in 2016, various concessions have been made to Syrians to more easily obtain work permits in Jordan. They are exempted from payment of work permit fees as a result of a waiver in 2016 and may apply for work permits in the agricultural and construction sector without the need for employer sponsorship. The 2016 waiver for Syrian refugees work permits and health certificate fees was extended until end of December 2022 through a cabinet decision issued in 2021.

There are three types of **work permits for Syrians**: (1) work permit – linked to employer, (2) temporary work permit (3) flexible work permit.¹⁵⁶ Requirements to issue a work permit for Syrians are:

- Ministry of Interior (MoI) service card,
- The profession falls under the sectors that are open to non-Jordanians.¹⁵⁷

17.3.1 Work permit linked to specific employer

The **work permit** is an official document issued by the MoL to the worker and allows him or her to work for a specific employer and within one of the professions allowed for non-Jordanians. The duration of the permit is one year renewable.¹⁵⁸ The Instruction on Conditions and Procedures for Employment related to Syrian nationals of 2020 allowed workers to move from one employer to another under the same open sector, only after the termination or expiry of the previous work permit.¹⁵⁹ The duration of the work permit is one year, renewable from the date of expiry of the previous permit.¹⁶⁰

17.3.2 Temporary work permit

The **temporary work permit** is an official document issued by MoL and allows the worker to work for any employer or any party that implements Cash for Work activities or projects, or intensive labour.¹⁶¹ Holders of this work permit can move from one employer to the other under other permitted sectors, without the need for clearance from the previous employer, provided that the previous work permit has expired.¹⁶² The duration of the temporary work permit cannot exceed six (6) months, renewable upon expiration of the previous work permit.¹⁶³

17.3.3 Flexible work permit (not linked to one employer)

The **flexible work permit** is an official document issued by the Ministry of Labor to the worker and allows him or her to work for any employer in the professions permitted to non-Jordanians within a set of occupational groups¹⁶⁴ and without restrictions to a specific geographical area. Flexible work permits are issued by any of the cooperative associations approved by the General Federation of Jordanian Trade Unions (GFJTU) or any other party specified by the Minister.¹⁶⁵

156 Article 3 of [Instructions on Conditions and Procedures to Employ Syrians \(2020\)](#)

157 Article 3 of Instructions on Conditions and Procedures to Employ Syrians (2020).

158 Article 2 of Instructions on Conditions and Procedures to Employ Syrians (2020).

159 Article 5(a) of Instructions on Conditions and Procedures to Employ Syrians (2020).

160 Article 5(b) of Instructions on Conditions and Procedures to Employ Syrians (2020).

161 Article 2 of Instructions on Conditions and Procedures to Employ Syrians (2020).

162 Article 6(a) of Instructions on Conditions and Procedures to Employ Syrians (2020).

163 Article 6(b) of Instructions on Conditions and Procedures to Employ Syrians (2020).

164 The occupational group is a specific main group of occupations that includes a number of professional families that fall within specific occupations according to the International Classification of Occupations ISCO-08.

165 Article 2 of Instructions on Conditions and Procedures to Employ Syrians (2020).

The flexible work permit is valid for a period of one year, renewable for a similar period. The period is calculated upon renewal, from the date of expiry of the last work permit.¹⁶⁶ Syrians can apply for agricultural work permits through agricultural cooperatives. Permits are valid for one year and workers are not bound to a single employer but may work for different agricultural employers throughout Jordan. Construction permits for Syrians are issued through the GFJTU. Similarly, Syrians may work for multiple construction employers throughout Jordan on a flexible construction permit.

Procedures for issuing a flexible work permit¹⁶⁷

A Syrian worker wishing to issue a flexible work permit in the sectors mentioned in the MoL 2020 procedural guide for the issuance of flexible work permits¹⁶⁸ must:

- Undergo a free medical examination in one of the expatriate workers' health centers mentioned in Annex (2) of the MoL procedural guide,
- Submit a flexible work permit application at one of the offices of the GFJTU distributed over the Kingdom's governorates,
- Attach a copy of their ID card and a copy of the old permit, if any, or a personal photo of the applicant.
- Provide all contact information required to follow up on the progress of the application,
- Pay the permit fee of JOD 60, which includes the insurance policy and issuance fees.,
- Pay late fines imposed by MoL (if any),
- When the fees are paid, the worker will receive the following:
 - A copy of the insurance policy valid for one year. Receipt of the paid value issued by GFJTU,
 - A brochure introducing the insurance policy, its benefits, and how to use it,
 - A brochure introducing the worker's labor and contractual rights and social security according to the Jordanian Labor Law, which includes the hotline numbers related to labor violations and emergency work injuries.
- The beneficiary worker is notified by text message of the date and place of receiving the issued permit.
- The worker receives a work permit valid for one year from the date of the expiry of his or her previous permit or from the date of issuance of his or her new permit if they were a first-time applicant.
- The medical coverage mentioned in the insurance policy will be applied.

Mandatory subscription to social security schemes

In 2021 the procedural guide on flexible work permits for Syrian refugees was amended. The amendment provides workers in both the agriculture and construction sectors with some of the protections they were initially excluded from (e.g., cover for work injuries, death, and disabilities).¹⁶⁹ According to the amendment,

166 Article 7 of Instructions on Conditions and Procedures to Employ Syrians (2020).

167 [Procedures for Issuance of Flexible Work Permits](#)

168 [Procedural Guide for Flexible Work Permits MOL](#)

169 Fees for social security enrollment are calculated based on the minimum wage, and covers the insurance for death, disability, work injuries, maternity, unemployment and pensions. The monthly payment due will change based on many factors, including: 1) if the worker has previous subscriptions with the social security scheme and 2) the age of the worker at the time of enrolment; as it affects the percentage of coverage for the age pension.

issuance of a flexible work permit is conditional upon subscription to the social security scheme covered by the Social Security Law. Therefore, the issuance or renewal of a flexible work permit for non-Jordanian workers of Syrian nationality requires their participation in social security and the payment of the contribution to the scheme.¹⁷⁰

List of professions in which the flexible work permit is allowed

Non-Jordanian workers of Syrian nationality are allowed to issue a flexible work permit within a list of five occupational groups attached to the procedural guide for issuing a flexible work permit for Syrian refugees.¹⁷¹

1 st group of professions	Sale and services
2 nd group of professions	Agriculture and fishing
3 rd group of professions	Artisans
4 th group of professions	Factories and machines
5 th group of professions	Primary occupations

The full list of the occupations under each group can be found in the procedural guide for the issuance of flexible work permits for Syrians.

17.4 Work permits for non-Syrians

Non-Syrian refugees are eligible to apply for work permits in Jordan if they meet the criteria. However any non-Syrian refugee who holds a UNHCR issued Asylum Seeker Certificate (ASC) and wishes to apply for a work permit, must renounce his/her ASC in order to be granted a work permit. The Non-Jordanian Worker's Regulations set out the fees for work permits of non-Jordanian employees other than Syrian workers.

17.4.1 Freelance work permit

The Ministry of Labor also issues an unsponsored work permit for non-Syrian daily workers for the purpose of working in any of the sectors or economic activities within the following professions¹⁷²:

- > Agriculture sector
- > Construction sector, and
- > Loading and unloading activity.

170 [Flexible Work Permit Regulations MOJ](#)

171 [Flexible Work Permit Regulations MOJ](#)

172 Circular No. 291 of 2019 regarding the Basis for Issuing an Unsponsored Work Permit for Daily Workers for the year 2019 issued in accordance with the provisions of Article 7 of the Work Permit Fees System for non-Jordanians of No. 14 of 2019

The freelance, unsponsored work permit allows the worker to work anywhere in Jordan across the three sectors. The holder of this permit is not tied to a sponsor and he or she can issue the permit by him or herself from the Ministry of Labour. The worker is prohibited from working in a sector, activity or profession in which he is not authorized to work in, and he or she is prohibited from moving to any of the other sectors or economic activities. Starting from 1st July 2021 the Social Security Corporation announced the mandatory inclusion of freelance permit holders in the social security scheme.¹⁷³

Applications for unsponsored work permits¹⁷⁴ shall be submitted to the Ministry including the following information:

- A copy of a valid passport of the non-Jordanian worker.
- A medical examination.¹⁷⁵

17.4.2 Sponsored Work permits

Non-Syrians can apply for sponsored work permits in open sectors according to the procedures, instructions and conditions to employ non-Jordanians issued in 2012. Every employer wishing to employ or recruit a non-Jordanian worker must do the following:¹⁷⁶

A. Fill out the approved and duly signed recruitment form including the following:

- The name of the employer or institution, the name of its owner or responsible manager, his address, the nature of its work, and its branches, if any.
- The name of the worker as stated on his passport, date of birth, nationality, and the profession in which he will work.

B. The following shall be attached to the application for a worker who's present in Jordan:

- A contract of employment in two copies signed by both parties.
- A valid professions license and a copy of it, or a work authorization and the land registration deed and the lease contract (if Tenant), duly certified with copies in the case if the worker employed is working in a building or villa provided that the approval is for only one worker for the building or villa. If the worker is employed in agriculture sector, a letter issued by the competent Directorate of Agriculture is required.
- A copy of the worker's valid passport.
- A statement issued by the Social Security showing the participation of the institution in social security.
- A copy of the employer projects and tenders.
- A valid medical examination certificate for the worker issued by one of the health centers accredited by the Ministry of Health.

173 Article 46 of the Regulation for Inclusion in the Insurance of the Social Security Corporation No. 14 of 2015 and its amendments.

174 Based on current practice, unsponsored work permit fees are calculated as follows: fees of JOD880 + JOD 50 additional amount deducted for the Professional and Technical Skills Development Authority + JOD205 for social security for the first two months calculated based on the minimum wage 245 JOD.

175 Circular No. 291 of 2019 regarding the Basis for Issuing an Unsponsored Work Permit for Daily Workers for the year 2019 - [Circular No. 291 of 2019](#)

176 Article 4 of the Instructions on Conditions and Procedures to Employ non-Jordanians and its amendments (2012).

C. The following should be attached to the application for recruitment of a worker living abroad:

- A valid professions license and a copy of it, or a work authorization and the land registration deed and the lease contract (if Tenant), duly certified with copies in the case if the worker employed is working in a building or villa provided that the approval is for only one worker for the building or villa. If the worker is employed in agriculture sector, a letter issued by the competent Directorate of Agriculture is required.
- A copy of the employer's projects and tenders.
- A copy of the worker's passport valid for at least one year.
- An employment contract in two copies to be submitted upon the issuance of the approval of the application.
- The work permit fees.

The worker completes the application documents as per the section B above, upon entry to Jordan. The fees for work permits are paid in advance and after obtaining the approval of the application. The employer shall provide a judicial or bank guarantee as outlined below. The minister has the right to cash this financial guarantee in the event that the employer breaches a right or obligations under the law and the labour regulations. The financial guarantee is calculated as following:

- Sponsorship of JOD300 for workers of restricted nationalities by the Residence Law for each worker employed.
- Sponsorship for workers of unrestricted nationalities by the Residence Law at the value of:
 - JOD 500 for the recruitment or employment of three and ten workers.
 - JOD 1,000 for the recruitment or employment of more than ten workers up to twenty workers.
 - JOD 2,500 for the recruitment or employment of more than twenty workers up to fifty workers.
 - JOD 5,000 for the recruitment or employment of more than 50 workers and up to 100 workers.
 - JOD 10,000 for the recruitment or employment of more than 100 workers up to 200 workers.
 - JOD 15,000 for the recruitment or employment of more than 200 workers up to 300 workers.
 - JOD 20,000 for the recruitment or employment of more than 300 workers.¹⁷⁷

The work permit shall be issued to the non-Jordanian worker after obtaining the approval of the Minister or his delegate in a form that includes the following:

- The name of the worker as stated in his passport, date of birth, nationality and the profession he is authorized to work in even if he was recruited from outside or inside Jordan.
- The name of the employer, institution or farm.
- The date of entry into force of the work permit and the date of its expiration.
- The number of the payments receipts and its date.
- Stamp and Signature of the director of the labor directorate.

The Ministry shall collect from the employer, upon payment of the fees, the amount of JOD 10 for each worker as an audit allowance for requesting employment, recruitment or renewal of the work permit.¹⁷⁸

177 Article 5 of Instructions, Conditions and Procedures to Employ non-Jordanians and its amendments (2012).

178 Article 9 of Instructions, Conditions and Procedures to Employ non-Jordanians and its amendments (2012).

17 5 Work permit fees for non-Jordanians - applicable for foreigners and non-Syrian

In 2022, the Regulation on Work Permit Fees for Non-Jordanians No. 3 of 2022 was issued, amending Regulation No. 142 of 2019¹⁷⁹. The amendment made three main changes.

First: Reducing work permit fees, unifying and reducing free work permits fees in the agricultural, construction and the loading and unloading sectors:

The regulation amended the fees for issuing or renewing a work permit for a year or part of a year to JOD350 for each worker in all sectors and across all economic activities. Other changes included the following:

- The work permit fee for each worker for companies operating in the garment and knitting industry was increased to JOD225 per worker.
- The work permit fee for daily worker and workers in the agricultural and construction sectors, in addition to the loading and unloading sector was reduced to JOD800 per worker.
- Work permit fees for each worker with specialized skills in excess of the quota or percentages of allowed for foreign workers was set as follows: JOD 2,150 for the issuance of a work permit for one year.
- JOD 1250 for the issuance of a work permit for a period of six months.
- JOD 645 for the issuance of a work permit for a period of three months.

Second: Reducing the additional amount deducted for the Professional and Technical Skills Development Authority to JOD 50 per permit.

Third: Re-Calculation of the Work Permit Fees: This applies to those who have annual residency in Jordan, issued for non-work purposes and who later decided to apply for a work permit in Jordan. The amended regulation granted this category the right to apply for work permits in certain cases.

17 6 Children of Jordanian Mothers

Children of Jordanian mothers and foreign fathers (*abnaa al urduniyyat*) who hold the special ID issued by the Civil Status and Passport Department are exempted from the work permit requirement.

17 7 Highly skilled foreign professional workers

In October 2019 the Ministry of Labour issued the Technical and Professional Standards for Issuing Permits to Highly Skilled non-Jordanian Workers, which created a new work authorisation scheme for highly skilled workers. Foreign workers can apply for the "highly skilled" work permit if there are no Jordanian workers available, particularly in the following scenarios:

179 [Regulation on Work Permit Fees for Non-Jordanians No. 3 of 2022 Adaleh Info](#)

- There is a shortage of Jordanian workers with the respective skill(s),
- The foreign worker seeking the permit has rare expertise and knowledge that can be transferred to the Jordanian labour market, or
- The employment of foreign skilled workers will contribute to the economy by creating other job opportunities for Jordanians.

These “highly skilled” work permits are valid for one year and may be renewed. Whereas the fee for standard foreign worker permits cost JOD 320 (see above), the “highly skilled” work permit costs JOD 2,500. Furthermore, the Ministry of Labour has indicated it will impose a fine of 50% on employers who fail to renew the “highly skilled” work permits within 90 days of expiration.

17 8 Social security, health and workplace injury insurance

Social security contributions are mandatory for all workers in Jordan, including foreign nationals with work permits. Self-employed workers, including Syrians holding construction permits, are not required to contribute to the scheme but are obliged to take out private insurance.

17 9 Other issues for foreign workers

Employers can be fined JD100-150 per month for employing foreign nationals without a valid work permit. This includes employing persons without a permit, employing persons who have a different employer listed in their permit or employing persons in an occupation different from that listed in the work permit.¹⁸⁰

Persons working in breach of their work permits conditions are subject to deportation from Jordan. However in accordance with Jordan’s commitment not to refoul/deport refugees, as well as the international customary law prohibition on refoulement of refugees, this should not apply to refugees. Persons deported for working in breach of their work permits will be banned from applying for future work permits and will be denied re-entry to Jordan for three (3) years.¹⁸¹

Non-Syrian workers cannot transfer their work permit to a new employer but must terminate their existing work permit and apply for a new work permit with a new employer. Syrian workers may transfer their permit if the permit is terminated or cancelled by the employer but must otherwise terminate their old permits and apply for a new permit if they wish to change employers.¹⁸²

The provisions of the Instructions relating to the Recruitment of Non-Jordanians of 2012 are applicable, as per Article 14 of the Instructions relating to the Conditions and Procedures for the Recruitment of Syrians of 2018. These instructions provide that any matter that is not regulated thereunder shall be regulated in accordance with the former instructions, which provide that generally the original employer must approve the transfer of its employee to another employer.

¹⁸⁰ Article 12 of Labour Law.

¹⁸¹ Article 12(g) of Labour Law.

¹⁸² UNHCR, *Frequently Asked Questions – Work Permits for Syrian Refugees in the Urban Environment in Jordan*. Available at: [Frequently Asked Questions – Work Permits for Syrian Refugees in the Urban Environment in Jordan](#)



ILO Resources

ILO provides comprehensive and updated information on employment laws, regulations and procedures worldwide through their ILO NORMLEX Information Systems on International Labour Standards. This includes national legislation, international labour treaties ratified by Iraq and relevant country research links. The site also includes information about reports and information submitted by Iraq to international labour standards monitoring bodies, such as the Committee of Experts on the Application of Conventions and Recommendations (CEACR) and reports by such bodies concerning Jordan.

▶ ILO Jordan Country Profile



[ILO Jordan Country Profile](#)

Tamkeen for Legal Aid and Human Rights an independent Jordanian non-governmental civil society organization specialized in labor, migration and combating human trafficking. Their website covers a large range of information about work rights issues in Jordan, including for refugees and migrant workers.

This includes links to legislation, legal analysis, reports and updates.

- ▶ See; <https://tamkeen-jo.org/en/publications>
- ▶ Stave, Kebede, Katta, ILO, [Impact of work permits on decent work for Syrians in Jordan](#), (September 2021)
- ▶ ILO, [Gender Equality and Decent Work in Jordan](#), (2022)
- ▶ ILO, [Opportunities for extending social security coverage in Jordan](#), (2021)
- ▶ NRC, [Legalising Labour: Work Rights and Conditions for Syrian Refugees in Jordan](#); 2019



Annexes

Annex 1 Other issues for foreign workers

Multiple decisions have been issued by the Minister of Labor regarding closed sector professions in 2019, 2020 and 2021.¹⁸³ The most recent decision increased the sectors designated as closed sector professions from 11 to 28 as follows:

- 1 Office professions including printing, secretarial, data entry and administrative services.
- 2 Sale professions of all categories, whether wholesale, retail or distribution.
- 3 Professions related to the sale and mobilization of hydrocarbons in the stations within the Greater Amman Municipality.
- 4 Professions related to the design and implementation of interior and exterior design.
- 5 Professions related to the installation and operation of dividers and their extensions and maintenance of all categories.
- 6 Profession related to the work of electrical wiring and maintenance.
- 7 Professions related to maintenance and repair of cars of all kinds.
- 8 Beauty Care and hair care professions
 - Profession of hairdressers for women in establishments within the activity of barber and beauty salons for women.
 - Profession of hairdressing children within the activity of barbershops children.
 - Profession of barber men and any other profession in men's salons and barber shops located within all the areas of Greater Amman Municipality and municipalities mentioned in the same decision published on the website of the Ministry.
- 9 Drivers of all categories and classes unless the employer is a company in which the Government of Jordan is a partner.
- 10 Car Parking Services.
- 11 Professions related to guards (the profession of guarding the facilities and sites of any kind or nature).
- 12 Office boys in offices, companies, ministries and institutions (not news correspondents).
- 13 Profession of selling lottery papers.
- 14 Any profession closed or not allowed to non-Jordanian workers under the legislation in force or decisions issued by a competent authority.
- 15 Work in loading and unloading professions of shipments and things, are restricted to Jordanians only unless in certain terms, excluding workers in this profession at the following establishments:
 - Warehouses and distributors of gas cylinders according to numbers and ratios determined by the Ministry.

183 Decisions (19/2021), (20/2021) (2021/35), (2021/26), (2021/22), (2021/21) (2021/84), (2021/68), (2021/63), (2021/55)

- 15
- Distributors of cement and iron according to numbers and ratios determined by the ministry.
 - Establishments with economic activities in wholesale and retail trade, and have licensed warehouses according to the professions license issued to the establishment and according to numbers and ratios determined by the Ministry.
 - Licensed establishment that works in fruit and vegetable trade within the central vegetable markets with a maximum of one migrant worker.
 - Establishments who have economic activities and their purpose according to the profession license are transport and/or loading and unloading professions, according to numbers and ratios determined by the Ministry.
 - Filling and packaging of licensed fruits and vegetables according to numbers and ratios determined by the Ministry.
 - Drug stores with a maximum of one migrant worker.
 - Licensed shops selling tiles, ceramics and porcelain with a maximum of one migrant worker determined by the number of Jordanians registered in social security, as it must be not less than three Jordanians.
 - Carpet and/or furniture stores and/or electrical appliances are granted only one migrant worker if the size of the shop according to the profession license exceeds 350 square meters, and two migrant workers are allowed if the size of the shop exceeds 900 square meters.

- 16
- Cleaners professions are restricted to Jordanians only excluding workers in this profession at the following establishments:
- Commercial complexes consisting of at least two floors (offices) only one migrant worker (cleaner) is allowed until further notice.
 - Residential buildings consisting of six and more apartments or three-floors for residential buildings that consists of floor apartments and more, only one migrant worker (cleaner) is allowed subject to the approval (60%) of the owners of apartments.
 - A two-floors apartment building allows only one migrant worker as cleaner, if the apartments are owned by first, second degree relatives. The land size must be at least 750 square meters.
 - Licensed automotive showrooms, their purposes sale of vehicles gives are allowed to issue a work permit to only one migrant worker per exhibition.

- 17
- Occupations of bakery professions are restricted to Jordanians, excluding workers in the following professions according to the numbers and ratios determined by the Ministry:
- A bakery/ *hawis*
 - A bakery/ *perineum*
 - A bakery worker
 - Bakery worker/ who work in loading and unloading professions
 - Bakery worker/ production worker
 - Bakery worker/ cleaner
 - Bakery worker/ *bashkar*

- 18 Professions related to buffet.
Except for workers in establishments licensed for this purpose so that work permits are granted to workers according to the numbers and ratios determined by the Ministry.
- 19 Imams of mosques, preachers and servants of mosques.
Except as approved by the Minister of Labor or his/her authorized representative based on the recommendation of the Ministry of Awqaf.
- 20 Islamic Affairs and Holy Places and all professions in the churches.
Except as approved by the Minister of Labor or his delegate on the recommendation of the relevant authorities.
- 21 Professions in schools, nurseries and kindergartens of all specializations and levels.
Except teachers based on an approval from the Minister of Labor in coordination with the Ministry of Education and the Civil Service Bureau.
- 22 Writers, bloggers and artists of all categories.
Except as approved by the Minister of Labor or his/her authorized representative in coordination with the Ministry of Culture.
- 23 All professions in the audiovisual and printed media sector.
Except as approved by the Minister of Labor or his/her authorized representative in coordination with the Media Authority.
- 24 Profession of flight attendants.
Except as approved by the Minister of Labor or his/her authorized representative in coordination with the Civil Aviation Regulatory Authority.
- 25 Profession of singer, musician and artist.
Except as approved by the Minister of Labor or his/her authorized representative in coordination with the Jordanian Artists Syndicate.
- 26 All professions in massage and massage shops licensed in accordance with the rules of the profession of massage and massage No. (20) For the year 2005 and the instructions issued in this regard.
Except as approved by the Minister of Labor or his representative in coordination with the Ministry of Health.
- 27 Professions listed in paragraph (2c) of Article (2) of the Work Permits Fees Law for Non-Jordanians No. (142) of 2019, subject to the approval of the Ministry of Tourism and Antiquities and according to the numbers and ratios prescribed by the Ministry.
- 28 Profession of one translator in licensed offices who work in recruiting domestic migrant workers, these offices license must be valid and number of Jordanian workers in the office must not be less than 4 workers registered in social security.

Supply of electricity, gas, steam and air conditioning

Profession name on the work permit	Profession name
Tower Worker/ Electricity & Gas Supply Sector	Worker/ Tower Installation Worker
Maintenance Worker/ Electricity & Gas Supply Sector	Worker/ Maintenance Worker

Water supply, sewage works, and waste management

Profession name on the work permit	Profession name
Waste Recycling Worker/ Waste Management Sector	Worker/ Waste Recycling Worker
Well Drilling Worker/ Electricity & Gas Supply Sector	Worker/ Well Drilling Worker

Construction

Profession name on the work permit	Profession name
Worker/ Construction Sector	Construction Worker/ Load and Unload Worker
	Construction Worker/ Building Worker
	Construction Worker/ Stone Construction Worker
	Construction Worker/ Reinforcing Steel Worker
	Construction Worker/ Excavation Worker
	Construction Worker/ Road Worker
	Construction Worker/ Tobar Worker
	Construction Worker/ Sandblasting Stone Worker
	Construction Worker/ Concrete Worker
	Construction Worker/ Cleaning and painting the edges of the stone
Construction Worker/ Tile Polishing/ Cleaning Worker	

184 [Document - List-of-occupations-allowed-to-non-Jordanian-workers-2021 \(unhcr.org\)](https://www.unhcr.org/refugees/documents/2021/11/Document-List-of-occupations-allowed-to-non-Jordanian-workers-2021)

Wholesale and retail trade and the repair of motor vehicles and motorcycles

Profession name on the work permit

Profession name

Plant Nursery Worker/ Plant Nurseries Works

Worker/ Plant Nursery Worker

Poultry Processing Worker/ poultry Slaughtering and Processing Works

Worker/ Poultry Processing Worker

Fish Processing Worker/ Fish Trading Works

Worker/ Fish Processing Worker

Tailor Worker/ Custom-made and Tailoring Works

Worker/ Tailor

Upholstery Worker/ Upholstery Works

Worker/ Upholsterer

Roof Covers and Tents Tailor/ Roof Covers Tailoring Works

Worker/ Roof Covers and Tents Tailor

Curtains Tailoring Worker/ Manufacturing Curtains Works

Worker/ Curtains Tailor

Carwash Worker/ Vehicles Washing and Lubrication Works

Worker/ Carwash Worker

Vehicles Oil Change Worker/ Vehicles Oil Change Works

Worker/ Vehicles Oil Change Worker

Tire Puncture Worker/ Fixing and Changing Tires Works

Worker/ Tire Puncture Worker

Quern Worker (grinder)/ Industry Works

Worker/ Quern Worker (grinder)

Fixing Watches Worker/ Repairing Watches Work

Worker/ Repairing Watches Worker

Repairing Shoes Worker/ Repairing Shoes Work

Worker/ Shoe Repairman

Residency and food services

Profession name on the work permit

Profession name

Worker/ Restaurants Sector

Restaurant Worker/ Runner (serves food on the table)

Restaurant Worker/ Chef

Restaurant Worker/ Dishwasher Worker

Restaurant Worker/ Kitchen Worker

Restaurant Worker/ Pastries Worker

Restaurant Worker/ Cleaner

Restaurant Worker/ Busser (helps the runner in serving food and setting the tables)

Restaurant Worker/ Chef Assistant

Profession name on the work permit**Profession name**

Worker/ Restaurants Sector

Restaurant Worker/ Worker

Hotel Worker/ Hotel Management Worker

Hotel Worker/ Dishwasher Worker

Hotel Worker/ Gardener

Hotel Worker/ Clothes Washing and Ironing Worker

Butcher/ Butcher's Shop Works

Worker/ Butcher

Cafeteria Worker/ Food Services Works

Worker/ Cafeteria Worker

Worker/ Coffee Shop Worker

Café Worker/ Cafes Works

Worker/ Café Worker

Arts and Entertainment**Profession name on the work permit****Profession name**

Zoo Worker/ Gardening Management Works

Worker/ Zoo Worker

Foot and Hand care Worker/ Beauty Services Works

Worker/ Foot and Hand care Worker

Grave Digging Worker/ Funeral Works

Worker/ Grave Digging Worker

Agriculture, Forestry and Fishing**Profession name on the work permit****Profession name**

Worker/ Agriculture Sector

Agricultural Worker/ Field Crops and Grains Planting

Agricultural Worker/ Planting Fruit Trees (any tree that bears edible fruit)

Agricultural Worker/ Horse Breeding

Agricultural Worker/ Cows Nurture

Agricultural Worker/ Shepherd

Agricultural Worker/ Camel Shepherd

Agricultural Worker/ Poultry Farming

Agricultural Worker/ Bird Breeding

Profession name on the work permit**Profession name**

Worker/ Agriculture Sector

Agricultural Worker/ Plant Nursery Worker

Agricultural Worker/ Beekeeping

Agricultural Worker/ Decoration Plants

Agricultural Worker/ Palm Planting

Agricultural Worker/ Fish Framing

Agricultural Worker/ Vegetables Planting

Agricultural Worker/ Private Farm Worker

Agricultural Worker/ Ranching

Mining and Quarrying**Profession name on the work permit****Profession name**

Worker/ Mining and Quarrying Sector

Worker/ Quarryman

Worker/ Lapidary (Cuts and shapes stones using the stone saw)

Worker/ Crusher (Crushes stone using the stone crusher)

Transformative Industries**Profession name on the work permit****Profession name**

Worker/ Transformative Industries Sector

Bakery Worker/ Flattening and Shaping the Dough Worker

Bakery Worker/ The one who collects the bread after it is baked and gets it ready to be sold.

Bakery Worker/ Baker (Chef)

Bakery Worker/ Production Baker

Bakery Worker/ Kneader (The one who makes the dough)

Bakery Worker/ Cleaner

Bakery Worker/ Loading and Unloading Worker

Factory Worker/ Store Worker

Factory Worker/ Kitchen Worker

Factory Worker/ Washing Worker

Profession name on the work permit**Profession name**

Worker/ Transformative Industries Sector

Factory Worker/ Gold and Jewelry Crafting Worker

Factory Worker/ Conditioning and Cooling Worker

Factory Worker/ Cutting Metals Worker

Factory Worker/ Installation Worker

Factory Worker/ Forming Molds Worker

Factory Worker/ Forming Metals Worker

Factory worker/ pharmaceutical manufacturing worker

Factory Worker/ Texture worker

Factory Worker/ Leather Worker

Factory Worker/ Confectionery worker

Factory worker/ Roasting worker

Factory worker/ Pastry Worker

Factory worker/ flavored Tobacco worker

Factory worker/ Tobacco and cigarettes production worker

Factory worker/ Cutting Worker

Factory worker/ Sewing worker

Factory worker/ Embroidering Worker

Factory worker/ Upholstery Worker

Factory worker/ Shoes production Worker

Factory worker/ Garment finisher worker

Factory worker/ Wood Veneer Worker

Factory worker/ Carpentry Worker

Factory worker/ Oxygen Welder Worker

Factory worker/ Maintenance Worker

Profession name on the work permit**Profession name**

Worker/ Transformative Industries Sector

Factory worker/ Decoration Carving Worker

Factory worker/ decoration worker

Factory worker/ Painting Worker

Factory worker/ Cutting Supervisor

Factory worker/ Cutting Worker

Factory worker/ Plastic industries worker

Factory worker/ Printing Worker

Factory worker/ Brick press worker

Factory worker/ Tile press worker

Factory worker/ metallurgical worker

Factory worker/ Stone and marble cutting worker

Factory worker/ Factor Production Worker

Factory worker/ Packaging and Wrapping Worker

Factory worker/ Quality control

Factory worker/ Samples maker

Factory worker/ Cleaner

Factory worker/ Abattoir Worker

Factory worker/ Ironing Worker

Factory worker/ industrial production worker

Factory worker/ Machines maintenance

Factory worker/ Machines Operator

Factory worker/ stitching Worker

Factory worker/ cement industries worker

Factory worker/ industrial technician

NRC

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GUIDE TO EMPLOYMENT RIGHTS IN JORDAN



JUSTICE CENTER
FOR LEGAL AID

تمكين
TAMKEEN
للمساعدة القانونية وحقوق الإنسان
For legal aid and human rights