



Global Care Policy Index

Technical Report for Jordan

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Overview

The Global Care Policy Index (GCPI) is a composite index that provides a single numerical assessment of a country's support for and protection of home-based caregivers and careworkers who do the important but often invisible work of caring for the young, old, disabled, and infirm within the country. The GCPI incentivizes states to take an embedded economy approach, and recognize and reward the critical role that caregiving and carework within households play in supporting the reproduction of society and the functioning of the economy. This goal is in line with the 2030 UN Agenda for Sustainable Development and the ILO's Decent Work Agenda which aim for a future where everyone is able to access decent work. It recognizes that paying attention to, valuing, and dignifying (paid) carework and (unpaid) caregiving is essential if a society wants to improve the quality of life of its people.

For more detailed information about the GCPI, please visit globalcarepolicy.com.

Index Calculation

Each question in the index is scored on a scale of 0 to 1. Each sub-category score is calculated by summing the unweighted scores of all the questions in the sub-category and then converting that to a 0-to-10 scale. Each category score is calculated as an unweighted average of their respective sub-category scores. Each sub-index is calculated as an unweighted average of their respective category scores. Thus, all sub-categories, categories, and sub-indices are calculated out of 10. The overall GCPI score is calculated as an unweighted average of Sub-Indices A and B.

In the case of countries with decentralized legislation that varies from state to state, or province to province, a [two-step scoring logic](#) is used. This two-step logic takes into account the population coverage of any protective legislation (relative to the overall national population) and deducts points based on the average number of exclusionary conditions that exist in the various states/provinces where the relevant legislation is in force.

Scoring Notes for Jordan

In Sub-Index B, question B3.3.1 had legislation that provided differing levels of protections for migrant domestic workers versus local domestic workers. Hence, while domestic workers in Jordan may appear to have certain protections, this is not the case in practice as this sector in Jordan is dominated by foreign workers. Therefore, one step-point (0.25) was deducted from Jordan's scores for this question because of its exclusion of migrant domestic workers so as to avoid giving the impression that Jordan has stronger protections for domestic workers in the country than is the reality.

How to Cite this Technical Report

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No.	Category/Sub-Category/Question	Country Score	Explanation of Score	Source/ Evidence
Jordan				
SUB-INDEX A: PROTECTIONS FOR FAMILY CAREGIVERS				
A1. Pregnancy and Maternity Leave Coverage				
A1.1	Are working women guaranteed maternity leave?	1.00	Yes. According to Article 70 of Jordan's Labour Law, all "working woman shall be entitled to a full paid maternity leave before and after delivery".	Jordan Labour Law 1996
A1.2	Are all categories of working women guaranteed maternity leave?	0.40	Some categories of working women covered by the Labour Law are guaranteed maternity leave. An employee/worker is defined by the Chapter 1 of the Act as "every, male or female, who performs a job against wages and is a subordinate to the employer and at his service. This covers the juveniles and those under probation or rehabilitation." Workers in formal & full-time employment and workers in temporary & informal employment are covered by the Law. As there is no requirement of a formal contract, it is assumed that informal employment is counted. As the other three categories are not mentioned (part-time work, multi-party arrangements, and disguised self-employment), Jordan scores a 2/5 = 0.4.	Jordan Labour Law 1996
A1.3	How long a maternity leave are eligible working women guaranteed?	0.25	According to Article 70 of Jordan's Labour Law, eligible women are guaranteed "a full paid maternity leave before and after delivery", and "the total of this leave shall be ten weeks provided that the period subsequent to delivery shall not be less than six weeks. It is prohibited to make her work before the expiry of that period". As this leave is under 14 weeks, Jordan is scored 0.25 for this question.	Jordan Labour Law 1996
A1.4	Are eligible working women guaranteed extended prenatal maternity leave, if the actual date of childbirth is before or after initial predicted date of childbirth (indicated by a medical certificate) without any reduction in the postnatal maternity leave?	0.00	There is no mention in any legislation of whether eligible women are guaranteed extended prenatal maternity leave if the actual date of childbirth is different to the predicted date without any reduction in the postnatal maternity leave.	Jordan Labour Law 1996
A1.5	Are eligible working women guaranteed extended maternity leave in the case of simultaneous multiple births?	0.00	There is no mention in any legislation of a guaranteed extension of maternity leave in the case of simultaneous multiple births.	Jordan Labour Law 1996
A1.6	Are eligible working women entitled to freely choose when they wish to take the non-compulsory portion of their maternity leave - before or after childbirth?	1.00	Yes. According to Article 70 of Jordan's Labour Law, women are free to take their four weeks of non-compulsory maternity leave before or after childbirth, as per their preference. The Labour Law states "working woman shall be entitled to a full paid maternity leave before and after delivery, the total of this leave shall be ten weeks provided that the period subsequent to delivery shall not be less than six weeks."	Jordan Labour Law 1996 , Article 70
A1.7	Are eligible working women guaranteed a period of compulsory maternity leave after childbirth?	1.00	Yes. According to Article 70 of Jordan's Labour Law, there is a period of compulsory maternity leave of six weeks after childbirth.	Jordan Labour Law 1996
A1.8	How long is the compulsory maternity leave that eligible working women are guaranteed after childbirth?	1.00	According to Article 70 of Jordan's Labour Law, women are guaranteed no less than six weeks of compulsory maternity leave after childbirth. Article 70 states "the total of this leave shall be ten weeks provided that the period subsequent to delivery shall not be less than six weeks. It is prohibited to make her work before the expiry of that period."	Jordan Labour Law 1996
A1.9	Are eligible women guaranteed additional leave in case there is a documented medical illness, complications, or risk of complications arising out of pregnancy or childbirth?	1.00	According to Article 65 of the Labour Law, "each employee shall be entitled to a fourteen day sick leave with full pay per year based on a report from the physician approved by the establishment, it might be renewed for another fourteen days with full pay if he/she was an in-hospital patient and with half a wage if the sick leave was based on the report of a medical committee approved by the establishment and he/she was not an in-hospital patient." Hence, as additional leave is granted in the case of medical illness, Jordan scores a 1 for this question.	Jordan Labour Law 1996
A1.10	Do adoptive mothers have access to a similar system of protections regarding parenting leave, benefits, and employment protection?	0.00	There is no mention in any legislation of whether adoptive mothers have access to maternity protections.	Jordan Labour Law 1996
A2. Protections during Pregnancy and Maternity Leave				
A2.1 Financial Protections				
A2.1.1	What proportion of their salary are eligible working women entitled to receive while on maternity leave?	1.00	According to Article 70 of the Labour Law, "the working woman shall be entitled to a full paid maternity leave before and after delivery", with women receiving 100% of their salary during this time.	Jordan Labour Law 1996 , Article 70
A2.1.2	Is the woman entitled to cash benefits during maternity leave out of social assistance funds if she does not qualify for wage replacement or the country does not offer wage replacements?	0.00	There is no legislation to ensure that women not covered by social security can access cash/benefits during maternity leave.	Social Security Law No. 1 of 2014



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A2.1.3	Does the government ensure that employers are not individually liable for the cost of providing cash benefits to working women during maternity leave either through compulsory social insurance or public funds?	1.00	Yes. Article 42 of the Social Security Law of 2010 states maternity benefits will be covered by social insurance. Employers will only need to make monthly contributions at a rate of 0.75 percent of the insured's wages from both male and female workers.	Social Security Law No. 1 of 2014
A2.1.4	Are taxes and contributions due under compulsory social insurance, utilised to finance maternity benefits, payable equally by men and women, without distinction of sex?	1.00	Yes. According to the Article 42 of the Social Security Law of 2010, "monthly contributions paid by the firm at a rate of 0.75 percent of the insured's wages". The insured is defined in Article 1 as "any natural person, whether male or female, to whom the provisions of this law apply." As there is no distinction between sexes, Jordan scores a 1.	Social Security Law No. 1 of 2014
A2.1.5	Are unemployment benefits protected from loss or suspension in situations when a worker refuses a job offer on the grounds of conflicts with their family responsibilities?	0.00	No, there is no legislation to ensure unemployment benefits are protected in situations where a worker refuses a job offer on the grounds of conflicts with their family responsibilities.	Jordan Labour Law 1996
A2.2	Employment Protections			
A2.2.1	Are working women guaranteed a right to return to the same job/position or to an equivalent position, paid at the same rate at the end of their maternity leave?	0.00	No, there is no mention of whether women are guaranteed a right to return to the same job/position at the end of their maternity leave.	Jordan Labour Law
A2.2.2	Are working women protected from dismissal from work while they are on maternity leave, except on grounds unrelated to the pregnancy or birth of the child and its consequences or nursing?	1.00	Yes. According to Article 27 of the Labour Law, "the employer shall not terminate the services of an employee, or addresses him a notification to terminate his/her services in any of the following cases: The pregnant working woman beginning from the sixth month of her pregnancy or during the maternity leave."	Jordan Labour Law 1996 , Article 27
A2.2.3	Are working women protected from dismissal during a period following their return to work, except on grounds unrelated to the pregnancy or birth of the child and its consequences or nursing?	0.00	No, there are no specific protections to protect women from dismissal during the period following return to work after maternity leave.	
A2.2.4	Are employers prohibited from requiring pregnancy tests of women applying for employment (except for work that is prohibited for nursing or pregnant women, or for work that poses significant risk to the health of the woman and the child) ?	0.00	No, there is no mention of any prohibition on employers requiring pregnancy tests of women applying for employment.	
A2.2.5	Are there laws to protect workers against direct or indirect job discrimination on the basis of their marital status or family responsibilities?	0.00	No, there are no laws to protect workers against job discrimination on the basis of their marital status or family responsibilities. Jordan also does not have any laws to prevent gender discrimination in employment. Article 6 of the Constitution was amended in 2022 to state: " Jordanian men and women shall be equal before the law. There shall be no discrimination between them as regards to their rights and duties on grounds of race, language or religion". However, it is not clear how this will be enforced and how breaches of the law will be sanctioned.	ILO Report - Jordan gender pay gap
A3.	Paternity Leave Policies			
A3.1	Are working men guaranteed paternity or parental leave?	1.00	Yes. According to Jordan's Labour Law, working men are guaranteed three days of paternity leave. Article 66C of the Labour Law (2019) states "the employee is entitled to a paid paternity leave of three days."	Law No. 14 of 2019 (Amended Labour Law)
A3.2	Are all categories of working men guaranteed paternity leave or parental leave?	0.40	Yes, all categories of working men covered by the Labour Law are guaranteed paternity leave. An employee/worker is defined by the Act as "every, male or female, who performs a job against wages and is a subordinate to the employer and at his service. This covers the juveniles and those under probation or rehabilitation." Workers in formal & full-time employment and workers in temporary & informal employment are covered by the Law. As there is no requirement of a formal contract, it is assumed that informal employment is counted. As the other three categories are not mentioned (part-time work, multi-party arrangements, and disguised self-employment), Jordan scores a 2/5 = 0.4	Law No. 14 of 2019 (Amended Labour Law)
A3.3	How long a paternity or parental leave are eligible working men guaranteed?	0.21	Eligible working men are granted three days paternity leave. Article 66C of the Labour Law (2019) states "the employee is entitled to a paid paternity leave of three days." As the score for this question is calculated as a proportional percentage based on n days of leave provided, when n is less than 14 days, Jordan scores 3/14 = 0.21	Law No. 14 of 2019 (Amended Labour Law)



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A3.4	What proportion of their salary are eligible working men entitled to receive while on paternity leave?	1.00	Eligible working men are entitled to receive 100% of their salary while on paternity leave. Article 66-C of the Labour Law (2019) states "the employee is entitled to a paid paternity leave of three days."	Law No. 14 of 2019 (Amended Labour Law)
A3.5	In the case of the death of the mother before the expiry of the postnatal leave, is the employed father of the child entitled to take leave of a duration equal to the unexpired portion of the postnatal maternity leave?	0.00	No. There are no legal provisions to allow a father to take a leave equivalent to the duration of the unexpired portion of postnatal maternity leave in the case of the death of the mother.	Law No. 14 of 2019 (Amended Labour Law)
A3.6	In the case of sickness or hospitalisation of the mother after childbirth where the mother cannot take care of the child, is the employed father of the child entitled to leave of a duration equal to the unexpired portion of the postnatal maternity leave?	0.00	No. There are no legal provisions to allow a father to take a leave equivalent to the duration of the unexpired portion of postnatal maternity leave in the case of the sickness or hospitalization of the mother.	Law No. 14 of 2019 (Amended Labour Law)
A3.7	Do adoptive fathers have access to a similar system of protections regarding parenting leave, benefits, and employment protection?	0.00	No. There are no legal provisions to allow adoptive fathers access to protections regarding parenting leave, benefits and employment protection.	Law No. 14 of 2019 (Amended Labour Law)
A4.	Dependent Care Leave Policies			
A4.1	Are eligible workers entitled to leave to take care of their children?	0.50	According to Article 67 of Jordan's Labour Law, "every woman worker in an establishment employing ten or more workers shall be entitled to a maximum of one year unpaid leave to bring up her children. She shall have the right to be reinstated at the end of her leave, but shall lose that right if she was engaged in gainful employment during that period." However there are 2 exclusionary conditions: 1. The childcare leave is provided but it is unpaid 2. Childcare leave is only available to women workers in establishments employing 10 or more workers. Score: 1 - 0.25 - 0.25 = 0.5	Law No. 14 of 2019 (Amended Labour Law) , Article 67
A4.2	Are eligible workers entitled to leave to take care of immediate family members who may be suffering from an illness?	0.00	No, there are no legal provisions to allow eligible workers leave to take care of immediate family members (other than their children) who may be suffering from an illness.	Law No. 14 of 2019 (Amended Labour Law)
A4.3	Are all categories of workers guaranteed dependent care leaves?	0.10	Of the workers covered under the Labour Law, only women with children are guaranteed dependent care leaves, and only if they work in an establishment that employs 10 or more workers. Exclusionary conditions: 1. Male workers are not offered any dependent care leaves 2. Workers with dependents other than their children are not offered any dependent care leaves 3. Workers in establishments with fewer than 10 employees are not offered any dependent care leaves 4. Workers in part-time, disguised, or self-employment are excluded from these leave entitlements. Given the number of exclusionary conditions, Jordan only receives 0.1 for this question.	Law No. 14 of 2019 (Amended Labour Law)
A5.	Flexible Work Arrangements			
A5.1	Do employees with care responsibilities have the right to request reduced working hours?	0.00	No, there are no legal provisions to grant employees with care responsibilities reduced working hours.	Law No. 14 of 2019 (Amended Labour Law)
A5.2	Do employees with care responsibilities have the right to request flexitime, telecommuting, etc.?	0.00	No, employees with care responsibilities are not granted the right to request flexitime/telecommuting by any legislation.	Law No. 14 of 2019 (Amended Labour Law)
A5.3	Are the special needs of workers with family responsibilities taken into account in shift-work arrangements and assignments to night work?	0.00	No, there is no legislation that mandates the consideration of family responsibilities in assigning shift-work arrangements.	Law No. 14 of 2019 (Amended Labour Law)

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A5.4	Is a woman allowed to leave the workplace, if necessary, after notifying her employer, in order to undergo medical examinations related to her pregnancy?	0.00	No, there is no legislation that mentions women being allowed to leave work in order to undergo pregnancy-related medical examinations.	Law No. 14 of 2019 (Amended Labour Law)
A6. Mother-Friendly Workplace Policies				
A6.1 Nursing Support in the Workplace				
A6.1.1	Is the mother guaranteed daily breaks or reduction of work hours to pump milk, breastfeed, or nurse for her child?	1.00	Yes. According to Article 70 of the Labour Law, "the working woman shall be entitled to take paid intermittent period(s) for nursing her newborn baby during a year since the delivery date, the total of this period shall not exceed an hour per day."	Law No. 14 of 2019 (Amended Labour Law), Article 70
A6.1.2	Are these breaks counted and compensated as working time?	1.00	Yes, these breaks are paid and count towards working time. According to Article 70 of the Labour Law, "the working woman shall be entitled to take paid intermittent period(s) for nursing her newborn baby during a year since the delivery date, the total of this period shall not exceed an hour per day."	Law No. 14 of 2019 (Amended Labour Law), Article 70
A6.1.3	On the production of a medical certificate, can the frequency and length of these nursing breaks be adapted to particular needs?	0.00	No, there is no mention in any legislation of whether the frequency and length of these breaks can be adapted on the production of a medical certificate.	Law No. 14 of 2019 (Amended Labour Law)
A6.1.4	Are employers required to provide infrastructural provisions/facilities at or near the workplace that mothers may use to nurse or pump milk?	0.00	No, there is no mention in any legislation of a requirement for employers to provide infrastructure to support nursing or pumping milk.	Law No. 14 of 2019 (Amended Labour Law)
A6.2 Workplace Safety for Pregnant and Nursing Women				
A6.2.1	Are employers required to assess and report workplace risks related to the health and safety of pregnant and nursing women and their children?	0.00	No, there is no requirement in any legislation for employers to assess and report workplace risks related to the health and safety of pregnant and nursing women and their children.	
A6.2.2	Is a pregnant or nursing woman exempt from performing work that has been determined to be prejudicial to the health of the mother or the child?	1.00	Yes, according to an ILO publication on Jordan's occupational safety and healthy regulatory framework, "it is prohibited to employ pregnant women in the following works: -work involving exposure to atomic or nuclear radiation and X rays during pregnancy. -work involving exposure to or inhalation of fumes or smoke from oil-derived products. -work involving the processing of products that affect the genes. -work involving the use of aniline in the paint and dioxide carbon in the manufacture of artificial silk and cellophane, as well as hydrocarbon products in the petroleum refining, mercury and phosphorus, nitro benzoyl, manganese, calcium and bur ilium."	ILO Report - Jordan OSH
A6.2.3	Is the woman entitled to eliminate risk elements from work (if possible), adapt the conditions of her work, or transfer from harmful labor to other kinds of work that do not pose risks to her health?	0.00	No, there is no specific mention of women being entitled to eliminate risk elements from their work (if possible), adapt the conditions of their work, or transfer from harmful labor to other kinds of work that do not pose risks to their health.	ILO Report - Jordan OSH
A6.2.4	On the production of a medical certificate, is the woman exempt from doing night work if it may be incompatible with her pregnancy or nursing?	0.00	There is no specific mention of whether a woman may be exempt from doing night work if it is incompatible with her pregnancy or nursing.	ILO Report - Jordan OSH

SUB-INDEX B: PROTECTIONS FOR DOMESTIC WORKERS

B1. Coverage under National Labor Laws				
B1.1	Are domestic workers covered under national labor laws?	1.00	Yes. In 2008, the Labour Law was amended to state "Agricultural and domestic workers, cooks and gardeners, as well as assimilated persons are covered under by laws to be issued for this purpose. Such text shall regulate their contracts, rest hours, inspection and any other issues concerning their employment" (Section 3).	Labour Law, Section 3
B1.2	Do the legislations for domestic workers cover all categories of domestic work and contractual arrangements?	0.75	The legislations cover all except part-time domestic workers. This is because Jordan's Regulation No. 90 defines the domestic worker, cook, gardener or similar worker who performs work for the householder on a permanent basis . Domestic work is defined as "work needed to run the household, which can be performed by the household members themselves such as cleaning, cooking, ironing, preparing food, providing care for family members, purchasing household necessities and transporting children." As there is one exclusionary condition (lack of coverage of part-time domestic workers), Jordan scores 0.75 for this question.	Regulation No. 90 of 2009
B2. Fair Employment Process				
B2.1 Standard Terms of Employment				



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B2.1.1	Is there a requirement for domestic workers to be informed of their terms of employment, preferably through written contracts, though verifiable verbal contracts are allowed?	1.00	Yes. According to Section 3 of Jordan's Regulation No. 90, "The contract of employment shall be made according to the form prescribed by the Ministry. It shall be made in writing, in four copies, in Arabic and in a language the worker understands. The householder, the worker, the Ministry and the Agency shall keep a copy of the contract each."	Regulation No. 90 of 2009, Section 3
B2.1.2	Are domestic workers' contracts required to include standard information about the employment relationship?	0.88	There is no mention in Jordan's Regulation No. 90 on domestic workers of what details a domestic worker's contract is to include. However the Standard Employment Contract for Non-Jordanian Domestic Workers which all employers are expected to use for a visa to be issued does include this standard information about the employment relationship: (1) name of employer, (2) address of employer, (3) name of employee, (4) address of employee, (5) address of workplace, (6) work duration (including starting date), and (8) terms and conditions of employment termination The only ILO-recommended item that is not included in the standard contract is the period of probation/trial period Given that 7 out of 8 recommended items are included in the Standard Contract, Jordan scores 7/8 = 0.875 for this question	Regulation No. 90 of 2009, Section 3 Standard Employment Contract for Non-Jordanian Domestic Workers (hosted by the Philippine government)
B2.1.3	Are domestic workers' contracts required to include information about working hours, rest and leave?	0.83	There is no mention in Jordan's Regulation No. 90 on domestic workers of what details a domestic worker's contract is to include. However the Standard Employment Contract for Non-Jordanian Domestic Workers which all employers are expected to use for a visa to be issued does include this standard information about the working hours, etc: (2) normal hours of work (10 hours daily not counting food and rest breaks), (3) daily rest (8 uninterrupted hours of rest at a minimum for sleeping), (4) weekly rest (one day-off), (5) paid annual leave (14 days), and (6) sick leave (paid sick leave of 14 days) The one piece of ILO-recommended information that is not included in the contract relates to (1) the type of work to be performed by the domestic worker. Given that 5 out of 6 recommended items are included in the Standard Contract, Jordan scores 5/6 = 0.833 for this question	Regulation No. 90 of 2009, Section 3 Standard Employment Contract for Non-Jordanian Domestic Workers (hosted by the Philippine government)
B2.1.4	Are domestic workers' contracts required to include information about their wages?	0.29	There is no mention in Jordan's Regulation No. 90 on domestic workers of what details a domestic worker's contract is to include. However the Standard Employment Contract for Non-Jordanian Domestic Workers which all employers are expected to use for a visa to be issued does include this standard information about the (1) wage and (3) periodicity of payment (monthly). All other ILO-recommended information is not included in the contract and this relates to (2) method of calculation, (4) rate of pay for overtime (5) rate of pay for standby (6) any payments in kind given and their monetary value (7) any authorized deductions from the wage by employers Given that 2 out of 7 recommended items are included in the Standard Contract, Jordan scores 2/7 = 0.286 for this question.	Regulation No. 90 of 2009, Section 3 Standard Employment Contract for Non-Jordanian Domestic Workers (hosted by the Philippine government)
B2.1.5	Are domestic workers' contracts required to include information about living conditions for live-in workers?	1.00	There is no mention in Jordan's Regulation No. 90 on domestic workers of what details a domestic worker's contract is to include. However the Standard Employment Contract for Non-Jordanian Domestic Workers which all employers are expected to use for a visa to be issued does include information about the living conditions for live-in workers, etc. The contract states: "The Employer is obligated to treat the worker with respect, and to provide all requirements and conditions of appropriate working environment, as well as providing the workers with all essential necessities such as clothing, food and drinks, properly ventilated and illuminated room, comfort and sleeping means, in addition to respecting his/her right of privacy in consistency with the traditions and customs in Jordan. Given that 2 out of 2 recommended items are included in the Standard Contract, Jordan scores full marks for this question	Regulation No. 90 of 2009, Section 3 Standard Employment Contract for Non-Jordanian Domestic Workers (hosted by the Philippine government)
B2.2	Regulations for Recruitment and Employment Process			



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B2.2.1	Is there any regulation around how private employment agencies recruit and place local and migrant domestic workers?	1	Yes, there is legislation to regulate private employment agencies. Regulation No. 12 of 2015 regulates the organisation of private recruitment agencies for non-Jordanian domestic workers, and Regulation No. 21 of the 1999 regulates private employment agencies recruiting workers within Jordan.	ILO Database - Recruitment of Non-Jordanian Domestic Workers Regulation of Private Employment Agencies
B2.2.2	Are there measures to ensure that fees charged by private employment agencies are not deducted from the remuneration of domestic workers?	0.00	There is no mention in any legislation of measures to ensure that fees charged by private employment agencies are not deducted from the remuneration of domestic workers.	
B2.2.3	Are there any measures to prohibit discrimination in employment of domestic workers on the basis of medical testing results?	0.00	No, there is no legislation to prohibit discrimination in employment of domestic workers on the basis of medical testing results.	
B3. Decent Working and Living Conditions				
B3.1 Working Hours and Environment				
B3.1.1	Is there a requirement of normal hours of work for domestic workers?	0.75	Yes. According to Section 2 of Jordan's Regulation No.11 of 2013, " total actual hours of domestic work shall be 8 hours per day, excluding idle time and rest or meal breaks ". This is the same ceiling for normal hours of work as for other workers covered under the Labour Law. However, there is a contradiction between this Regulation and the Standard Employment Contract which states: "The employer have agreed that the worker's working hours shall not exceed ten hours daily, counting out any food or rest breaks. " Given this contradiction between these two documents, Jordan receives a one-step deduction for this question. Score = 1 - 0.25 = 0.75	Regulation No. 11 of 2013 (in Arabic) Standard Employment Contract for Non-Jordanian Domestic Workers (hosted by the Philippine government)
B3.1.2	Are periods during which domestic workers remain to respond to possible calls required to be regarded as hours of work?	0.00	No, there is no specific mention of whether on-call hours are regarded as hours of work. However, as "idle time, rest or meal breaks" are excluded from the calculation of actual hours worked, it is implied that these periods are not counted towards working hours.	Regulation No. 90 of 2009, Section 6
B3.1.3	Is there a limit to the number of hours of standby work domestic workers can be given, and are they entitled to compensation for this standby work?	0.00	No, there is no legislation that limits the number of hours of standby work domestic workers can be given.	Regulation No. 90 of 2009
B3.1.4	Is there a requirement that hours of work be accurately recorded and the records freely accessible to the domestic worker?	0.00	There is no legislation to ensure that hours of work be accurately recorded and freely accessible to the domestic worker.	Regulation No. 90 of 2009
B3.1.5	Is there a requirement to provide domestic workers with a safe and healthy working environment?	1.00	Yes. Article 79 of the Labour Law has provisions to provide a safe and healthy working environment to workers, protecting them from danger or and ensuring an environment free of pollution, noise, disease or anything else that may pose a risk to their health. Likewise the Standard Employment Contract stipulates that: "The Employer is obligated to treat the worker with respect, and to provide all requirements and conditions of appropriate working environment , as well as providing the workers with all essential necessities such as clothing, food and drinks, properly ventilated and illuminated room, comfort and sleeping means, in addition to respecting his/her right of privacy in consistency with the traditions and customs in Jordan."	Law No. 14 of 2019 (Amended Labour Law) , Article 79 Standard Employment Contract for Non-Jordanian Domestic Workers (hosted by the Philippine government)
B3.2 Rest and Leave				
B3.2.1	Is there a requirement to provide daily rest for domestic workers?	1.00	Yes. According to Article 56 of the Labour Law, "the working hours shall not exceed eight per day and forty eight hours per week except in the cases stipulated by this law. The time allocated for meals and rest shall not be calculated [towards working hours]". Furthermore, according to Section 6 of Regulation No. 90, "the householder shall give the worker sufficient sleep time of no less than 8 hours per day."	Regulation No. 90 of 2009, Section 6
B3.2.2	Is weekly rest at least 24 consecutive hours for domestic workers?	0.75	No. According to Section 7 of Regulation No. 90, "workers shall be entitled to one day-off per week as may be agreed upon between the worker and the householder." However, the law does not specify that this should be 24 consecutive hours. Hence, there is one exclusionary condition and Jordan receives a score of 0.75.	Regulation No. 90 of 2009, Section 7



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B3.2.3	Are there defined exceptions when domestic workers may be asked to work during periods of rest, and is compensatory rest mandatory?	0.50	There are no defined exceptions to when the domestic worker may be asked to work during periods of rest. However, according to Regulation No. 90, if "the householder needs the worker to work on his weekly day off, he shall give him another day off that shall be agreed upon between the worker and the householder." As there are no defined exceptions but there is mandatory compensatory rest, Jordan receives a score of 0.5	Regulation No. 90 of 2009, Section 7
B3.2.4	Is paid annual leave at least 3 weeks per year for domestic workers?	0.67	No. According to Section 7 of Regulation No. 90, domestic workers "shall be entitled to annual leave with pay for a period of fourteen days, as may be agreed upon with the householder". Furthermore, "workers shall be entitled to sick leave with pay for a period of fourteen days per one single year." As annual leave is only two weeks, Jordan does not meet the minimum of 3 weeks, and therefore scores 2/3 = 0.67	Regulation No. 90 of 2009, Section 7
B3.2.5	Is there a requirement that time spent by domestic workers accompanying household members on holiday should not be counted as part of paid annual leave?	0.00	No, there is no explicit requirement that time spent accompanying household members on holiday should not be counted as part of paid annual leave. The Standard Employment Contract states: "When traveling abroad, the first party shall not coerce the worker to come along unless with the approval of the same, and upon notification of the workers' respective embassy." However, it too fails to clarify that workers should be paid during these trips.	Regulation No. 90 of 2009 Standard Employment Contract for Non-Jordanian Domestic Workers (hosted by the Philippine government)
B3.3	Wages			
B3.3.1	Is the minimum wage for domestic workers at least the national minimum wage?	0.75	Yes, the minimum wage for domestic workers is at least the national minimum wage. Minimum wage is determined by the Tripartite Commission for Labour Affairs. Section 4 of the Tripartite Commission for Labour Affairs Order states "the minimum wages in this decision shall be applied to all Jordanian workers covered by the provisions of the Labour Law". However, while Jordanian domestic workers are then entitled to receive minimum wage, a Human Rights Watch report states that domestic workers are almost mostly migrant workers, with "Indonesian, Sri Lankan, and Filipina women comprising Jordan's three [migrant domestic worker] population groups". Hence as migrant workers are excluded from receiving at least the national minimum wage, one step point is deducted and Jordan scores a 0.75. The minimum wage is set at present at "JD 220 (USD 310) per month for Jordanian workers", and at "JD 150 (USD 210) for migrant workers not working in the Qualified Industrial Zones", according to a Zawya News report.	Tripartite Commission for Labour Affairs Order Regulation No. 90 of 2009, Section 4a Zawya News, January 2021 Human Rights Watch report, 2011
B3.3.2	Is the overtime compensation rate for domestic workers at least 1.25 times their regular rate?	0.00	There is no mention in any legislation of overtime compensation rate.	Regulation No. 90 of 2009
B3.3.3	Is there any limitation placed on wages paid in the form of payments in kind for domestic workers?	1.00	Yes. According to Section 4 of Regulation No. 90, monthly wages must be paid "in Jordanian dinar or the equivalent thereof in foreign currency, as prescribed by the Minister."	Regulation No. 90 of 2009, Section 4
B3.3.4	Is there a requirement to provide at least a monthly payment of wages in cash for domestic workers?	1.00	Yes. Section 4 of Regulation No. 90 states "monthly wages" are to be paid. 'Wages' are defined by the Labour Law as "all cash or in-kind entitlements of the employee against his work".	Regulation No. 90 of 2009, Section 4
B3.3.5	Is there a requirement that domestic workers be given an understandable written account of the total wages due to them at the time of each payment?	0.00	No, there is no requirement in any legislation that domestic workers be given an understandable written account of the total wages due to them at the time of each payment.	Regulation No. 90 of 2009
B3.3.6	Is there a requirement that upon termination of employment, any outstanding payments should be made promptly to domestic workers?	0.00	No, there is no requirement in any legislation that domestic workers be promptly paid any outstanding payments upon termination of employment.	Regulation No. 90 of 2009
B3.4	Social Security			
B3.4.1	Are domestic workers eligible for healthcare coverage?	1.00	Yes. The Instructions on Domestic Worker's Insurance Policies 2015 provide comprehensive medical insurance, including to non-Jordanian domestic workers. Article 3 of the Instructions states "work permits are not granted or renewed [...] until proof is provided of a valid insurance policy or documents from a company that provides the following insurance benefits". The listed benefits include "medical insurance for the worker".	ILO Report on migrant domestic and garment workers in Jordan Instructions on Domestic Worker's Insurance Policies 2015



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B3.4.2	Are domestic workers eligible for paid sick leave?	1.00	Yes, domestic workers "shall be entitled to sick leave with pay for a period of fourteen days per one single year" as per Section 7 of Regulation No. 90.	Regulation No. 90 of 2009, Section 7
B3.4.3	Are domestic workers eligible for unemployment benefits?	1.00	Yes. The Social Security Law, Article 49 states "unemployment insurance shall apply to all insured persons who are covered by the provisions of the [Labour] Law". This would only apply to Jordanian domestic workers, not foreign domestic workers who would have to be repatriated after their contract ends.	Social Security Law (No. 1 of 2014), Article 49
B3.4.4	Are domestic workers eligible for old-age benefits (if they have completed the required number of years of active economic contributions)?	1.00	Yes. The Social Security Law provides old-age benefits to "all laborers subject to the valid in force provisions of the labor law" (Article 4). This would only apply to Jordanian domestic workers, not foreign domestic workers who would have to be repatriated after their contract ends.	Social Security Law (No. 1 of 2014) Regulation No. 12 of 2015 regulating the organisation of Private Recruitment Agencies for the Recruitment of Non-Jordanian Domestic Workers.
B3.4.5	Are domestic workers eligible for employment injury benefits?	1.00	Yes. The Labour Law (Article 86) ensures that even workers not covered under the Social Security Law are eligible for employment injury benefits. It states "the provisions of this chapter related to the labour injuries and occupational diseases shall be applicable on the employees who are not subject to the provisions of the applicable Social Security Law. Furthermore, Regulation No. 12 provides injury benefits to migrant domestic workers. Finally, the Standard Employment Contract requires employers to take out accident insurance for their migrant domestic workers: "The employer shall be obliged to obtain a medical, life, accident and repatriation insurance for the worker by an insurer duly licensed by the concerned official authorities."	Jordan Labour Law Social Security Law (No. 1 of 2014) Regulation No. 12 of 2015 regulating the organisation of Private Recruitment Agencies for the Recruitment of Non-Jordanian Domestic Workers. Standard Employment Contract for Non-Jordanian Domestic Workers (hosted by the Philippine government)
B3.4.6	Are domestic workers eligible for invalidity benefits?	1.00	Yes. Article 90 of the Labour Law states that: "If the work injury has led to temporary disability of the employee, then he/she shall be entitled to a daily remuneration equaling (75%) of the rate of his/her daily wage as of the date in which the injury has taken place during the period of medication which shall be determined based on a report of the medical authority if his/her medication was outside the hospital, the remuneration shall be reduced to (65%) of that wage if the injured was treated at one of the approved medication centers. If the work injury has resulted in permanent partial disability in accordance with the report of the medical authority, the employee shall be paid compensation at the rate of that disability to the compensation decided for the total disability by virtue of table No. (2) annexed to this law." Furthermore, Regulation No. 12 provides invalidity benefits to migrant domestic workers. Finally, the Standard Employment Contract requires employers to take out accident insurance for their migrant domestic workers: "The employer shall be obliged to obtain a medical, life, accident and repatriation insurance for the worker by an insurer duly licensed by the concerned official authorities."	Jordan Labour Law Social Security Law (No. 1 of 2014) Regulation No. 12 of 2015 regulating the organisation of Private Recruitment Agencies for the Recruitment of Non-Jordanian Domestic Workers.



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B3.4.7	Are domestic workers eligible for survivors' benefit?	1.00	Yes. Article 90 of the Labour Law states that: "If the work injury has resulted in the death of the employee or his/her total disability, the employer shall compensate the employee with the wage of one thousand and two hundred working days provided that the compensation shall not exceed five thousand JDs (USD 7,000) and not less than two thousand JDs (USD 2,800)." Finally, the Standard Employment Contract requires employers to take out accident insurance for their migrant domestic workers: "The employer shall be obliged to obtain a medical, life, accident and repatriation insurance for the worker by an insurer duly licensed by the concerned official authorities."	Jordan Labour Law Social Security Law (No. 1 of 2014) Regulation No. 12 of 2015 regulating the organisation of Private Recruitment Agencies for the Recruitment of Non-Jordanian Domestic Workers.
B3.4.8	Is there protection of domestic workers' claims in the event of the employer's insolvency or death?	0.00	No, there is no specific legislation to protect domestic workers' claims in the event of the employer's insolvency or death.	Social Security Law (No. 1 of 2014) Regulation No. 12 of 2015 regulating the organisation of Private Recruitment Agencies for the Recruitment of Non-Jordanian Domestic Workers.
B3.5	Living Conditions for Live-in Workers			
B3.5.1	Are there measures to ensure that domestic workers are free to decide whether or not to live in the household?	0.00	No, there is no specific legislation to ensure domestic workers are free to decide whether or not to live in the household..	Regulation No. 90 of 2009
B3.5.2	For live-in workers, is there any requirement for the employer to provide accomodation that offers privacy?	1.00	Yes, according to Section 4d of Regulation No. 90, "secure any and all decent work requirements" will be provided to a domestic worker, including a "right to privacy" and "well-ventilated, well-lit room". In addition, the Standard Employment Contract specifies that: "The Employer is obligated to treat the worker with respect, and to provide all requirements and conditions of appropriate working environment, as well as providing the workers with all essential necessities such as clothing, food and drinks, properly ventilated and illuminated room, comfort and sleeping means, in addition to respecting his/her right of privacy in consistency with the traditions and customs in Jordan. "	Regulation No. 90 of 2009, Section 4 Standard Employment Contract for Non-Jordanian Domestic Workers (hosted by the Philippine government)
B3.5.3	For live-in workers, is there any requirement for the employer to provide access to suitable sanitary facilities?	0.00	No, there is no requirement in any legislation for the employer to provide access to suitable sanitary facilities.	Regulation No. 90 of 2009
B3.5.4	For live-in workers, is there any requirement for the employer to provide accommodation that has adequate lighting, heating, and air conditioning?	0.66	While there is a requirement to provide "decent, well-lit, well-ventilated accommodation", there is no mention in legislation of heating and air conditioning.	Regulation No. 90 of 2009, Section 4
B3.5.5	For live-in workers, is there any requirement for the employer to provide appropriate meals of good quality and sufficient quantity?	0.50	The Standard Employment Contract specifies that: "The Employer is obligated to treat the worker with respect, and to provide all requirements and conditions of appropriate working environment, as well as providing the workers with all essential necessities such as clothing, food and drinks , properly ventilated and illuminated room, comfort and sleeping means, in addition to respecting his/her right of privacy in consistency with the traditions and customs in Jordan." However, given that there is no specifications about the quality or quantity of food and drink to be provided, Jordan receives two step-deductions for this question. Score: 1 - 0.25 - 0.25 = 0.5	Regulation No. 90 of 2009 Standard Employment Contract for Non-Jordanian Domestic Workers (hosted by the Philippine government)
B3.5.6	Are there measures to ensure that live-in workers are not obliged to remain in the household or with household members during rest or leave?	0.00	No, there is no legislation to ensure live-in workers are not obliged to remain in the household during rest or leave.	Regulation No. 90 of 2009



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B3.5.7	Is there a requirement that live-in workers be given a reasonable period of notice and time off to seek new employment and accommodation in the event of termination of employment at the initiative of the employer?	0.00	No, there is no legislation to ensure that live-in workers be given a reasonable period of notice and time off to seek new employment and accommodation in the event of termination.	Regulation No. 90 of 2009
B3.5.8	Are live-in domestic workers legally entitled to keep in their possession their travel and identity documents?	1	Article 18b of the Jordanian Law of Passports prohibits confiscating the passport of another person for "any gain," a crime punishable with up to three years in prison. The MDW Regulation does not specifically prohibit confiscating a worker's passport. The Unified Standard Contract states that the "Employer has no right to withhold the [worker's] passport or any other related personal documents." Article 77 of the Labor Law prohibits employing a worker in a "coercive fashion," which the former head of the ministry's MDW Department believed could be interpreted to prohibit confiscation of passports.	Instructions for the Conditions and Procedures of Bringing and Employing Non-Jordanian Workers in the Qualified Industrial Zones Human Rights Watch Report on Jordan, 2011 Regulation No. 90 of 2009
B4. Labor Rights and Protections				
B4.1 Freedom of Association and Access to Collective Bargaining				
B4.1.1	Are there legislative provisions for domestic workers to establish their own organizations or join the workers' organizations, federations, or confederations of their own choosing?	0.00	According to Article 97 of the Labour Law, "the employees in any occupation may establish a trade union for them in accordance with the provisions of this law, the employee in that occupation shall have the right to join it if he/she has met the membership conditions." However, the Ministry of Labour limits the right to organise and bargain collectively to only 17 sectors, of which domestic work is not one. The law also bans migrant workers, a significant part of the workforce, from joining and forming unions.	Law No. 14 of 2019 (Amended Labour Law), Article 98 Jordan - RefWorld report on trade unions
B4.1.2	Are there legislative provisions to recognize domestic workers' rights to collective bargaining?	0.00	Yes, according to Article 98-100 of the Labour Law, domestic workers' rights to collective bargaining is provided. However, the Ministry of Labour limits the right to organise and bargain collectively to only 17 sectors, of which domestic work is not one. As being a part of a trade union is a prerequisite to being able to partake in collective bargaining, Jordan receives a 0. The law also bans migrant workers, a significant part of the workforce, from joining and forming unions.	Law No. 14 of 2019 (Amended Labour Law), Article 98
B4.2 Access to Complaint Mechanisms				
B4.2.1	Are there complaint mechanisms for domestic workers to report non-compliance with labor protections?	1.00	Yes. Domestic workers may file a complaint with the Domestic Workers Department at the Ministry of Labour. An ILO report states they may do this physically at the Directorate, over the telephone helpline or through NGOs working for human rights or women and domestic worker protections such as Tamkeen or the Jordan Women's Union.	ILO Report on regulatory framework governing migrant workers - Jordan
B4.2.2	Are there measures to ensure that domestic workers have access to courts, tribunals or other dispute resolution mechanisms?	1.00	Yes, the Standard Employment Contract states: "In the emergence of any dispute between the parties, such dispute shall be settled amicably before Labor inspectors, within the soonest possible time, or before the committee on settlement of issues related to non-Jordanian domestic workers' employment with the participation of the Philippine Embassy/POLO. In case of inability to settle such dispute, then the same shall be referred to judicial authorities. "	Standard Employment Contract
B4.3 Enforcement and Protection Mechanisms				
B4.3.1	Are conditions specified, under which access to household premises must be granted for on-site labor inspections of the employers of domestic workers?	0.75	Yes. According to Section 11 of Regulation No. 90, "whenever the complaint is about the accommodation of the worker, the accommodation shall be inspected for compliance with the present Regulation by two labour inspectors, male and female, with the consent of the householder." One step point is deducted as the inspection may occur only if the homeowner consents.	Regulation No. 90 of 2009, Section 11
B4.3.2	Are there penalties for private employment agencies for non-compliance with domestic worker protection laws?	1.00	Yes. According to Regulation No. 12 on private employment agencies, the Ministry of Labour can take several measures in the case of a violation of Regulation No. 12, including "a permanent shut down of the agency and cancellation of its licence if the latter committed a violation that is considered a serious breach of human rights or applicable regulations" (Article 11).	Regulation No. 12 of 2015 on the organization of private of ces recruiting non-Jordanian house workers



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B4.3.3	Are there penalties for employers for non-compliance with all domestic worker protections?	0.75	<p>Yes but with an exclusionary condition. According to Regulation No. 90, if an employer is violating domestic workers' rights, they will be summoned to the Ministry of Labour to amicably settle the complaint. If the employer does not comply, "the Minister may take any measures he deems appropriate" and the employer "shall be admonished to correct the violation, if any, within one week from being notified thereof. Otherwise, the householder shall be fined and the measures set forth under the Labour Code in force shall apply."</p> <p>The large margin of discretion afforded to the Ministry of Labour to not enforce penalties for non-compliance diminishes protections for domestic workers. This presents an exclusionary condition.</p> <p>1-0.25=0.75</p>	Regulation No. 90 of 2009, Section 11
B4.3.4	Are domestic workers legally protected against all forms of workplace abuse, harassment, and violence?	0.67	<p>Jordan's penal code prohibits threats of murder or of assault, beating, assault, rape, driving someone to suicide, torture and murder.</p> <p>According to Article 29-A-6 of the Labour Law, "The Employee may quit work without notice and still retain his legal rights for the termination of service as well as the damage compensation accruing to him in any of the following cases: 6) If the employer or his representative assaults him during or because of his work by beating, degradation or any form of sexual assault punishable under the provisions of the legislation in force." However, there is no criminalisation of harassment or sexual assault in the workplace.</p> <p>As Jordan meets two of the three conditions specified by B4.3.4, it scores a 2/3 = 0.67.</p>	Jordan Penal Code, Articles 292-334 Law No. 14 of 2019 (Amended Labour Law)
B5. Protections for Forced/Under-age Domestic Workers				
B5.1 Protections against Forced/Compulsory Labor				
B5.1.1	Is illegal extraction of forced or compulsory labor of domestic workers punishable as a penal offence?	1.00	<p>Yes. Article 13 of the Jordanian Constitution specifies that no compulsory labour shall be extracted from any person. Forced labour may also form an element of trafficking under the Anti-Human Trafficking Law and Article 389 of the Penal Code prohibits causing, procuring or encouraging any child under the age of sixteen to beg or gather alms in public. Furthermore, the Abolition of Slavery Act 1929 outlaws the sale of human beings, using them as collateral, forcibly handing them over to others, or any other action that demeans their dignity and turns them into a tradable commodity.</p> <p>Jordan has ratified the two core ILO conventions that aim to suppress forced labour: the Forced Labour Convention No.29 of 1930 (C29) and the Abolition of Forced Labour Convention No. 105 of 1957 (C105).</p>	Law No. 14 of 2019 (Amended Labour Law) Anti-Slavery in Domestic Legislation
B5.1.2	Are domestic worker victims of forced labor provided with any protection?	1.00	<p>Yes, there are some protections available to domestic workers. There is a shelter run by the Ministry of Social Development, "Al Karamah Shelter". There is another shelter run by the Jordanian Women's Union for victims of trafficking. There are also shelters in certain embassies.</p>	ILO Report on regulatory framework governing migrant workers - Jordan
B5.1.3	Are domestic worker victims of forced labor provided with any access to remedies?	0.00	<p>Domestic workers may file a complaint before the Domestic Workers Department at the Ministry of Labour. While as per the legislation labour inspectors can be allowed to enter the house with the consent of the employer, in practice, no household inspections are carried out.</p> <p>Since these do not meet the conditions for B.5.1.3 of providing compensation, psychosocial support or assistance for rehabilitation, a score of 0 is received.</p>	ILO Report on regulatory framework governing migrant workers - Jordan
B5.2 Protections for Under-age Laborers				
B5.2.1	Is the minimum age for domestic workers 16 or higher, or the age of completion of compulsory schooling (if this is age 16 or higher)?	1.00	<p>Yes, according to Article 73 of Jordan's Labour Law, the minimum age for work is 16 years. The Article states "no juvenile not reaching sixteen might be employed under no circumstances."</p>	Law No. 14 of 2019 (Amended Labour Law), Article 73
B5.2.2	Are domestic workers, who are under the age of 18 and above the minimum age of employment, still able to access compulsory education, or opportunities for further education or vocational training?	0.00	<p>No, there is no specific mention in any legislation of allowances for workers under the age of 18 to access further education or opportunities for vocational training.</p>	Law No. 14 of 2019 (Amended Labour Law)
B5.2.3	Are there extra limitations of hours of work of domestic workers who are under the age of 18 and above the minimum age of employment?	1.00	<p>Yes. According to Article 75 of the Labour Law, "workers under age 18 may not be employed in the following cases:</p> <p>A. More than six hours per day provided that he/she shall be given a rest time not less than one hour after successive four working hours. B. Between 8 p.m. and 6 a.m. C. In the religious feasts, public holidays and weekly holidays."</p>	Law No. 14 of 2019 (Amended Labour Law)



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B5.2.4	Are there measures to prohibit domestic workers who are under the age of 18 and above the minimum age of employment to work at night?	1.00	Yes. According to Article 75 of the Labour Law, workers under age 18 "may not be employed [...] between 8:00 pm and 6:00 am".	Law No. 14 of 2019 (Amended Labour Law)
B5.2.5	Are there extra measures to restrict/limit work that is excessively demanding (whether physically or psychologically) for domestic workers who are under the age of 18 and above the minimum age of employment?	0.75	Yes, according to Article 74 and 75 of the Labour Law, work that is "dangerous or exhausting or harmful to health" is not permitted for underage worker. Because there are no specific provisions against psychologically demanding work, one step-deduction is made. Score: 1 - 0.25 = 0.75	Law No. 14 of 2019 (Amended Labour Law) ILO Guide to Jordanian Labour Law
B6.	Protections for Migrant Domestic Workers			
B6.1	Employment Support			
B6.1.1	Are mdws required to receive a written job offer, or enforceable contract of employment, prior to crossing national borders?	1.00	Yes, according to Section 3 of Regulation No. 90 of 2009, migrant domestic workers must have a written contract before a permit can be obtained for them to enter and work in Jordan. Section 3 states "the contract of employment shall be made according to the form prescribed by the Ministry. It shall be made in writing, in four copies, in Arabic and in a language the worker understands. The householder, the worker, the Ministry and the Agency shall keep a copy of the contract each."	Regulation No. 90 of 2009
B6.1.2	Is there a national hotline for migrant domestic workers with interpretation services?	0.00	No, there is no national hotline for migrant domestic workers with interpretation services. The Ministry of Labour has a hotline to receive complaints, but there are no arrangements made for an interpretation service.	Tamkeen article on Ministry of Labour hotline
B6.2	Support after Termination of Employment			
B6.2.1	Are there measures to ensure that the loss of employment should not in itself imply the withdrawal of the migrant domestic workers' authorization of residence?	0.00	No. According to Article 9B of the Instructions for the Conditions and Procedures of Bringing and Employing Non-Jordanian Workers, "upon termination of employment, the employer is responsible to repatriate any migrants workers who had been under their employ". They also have "to prove that they have duly left".	Instructions for the Conditions and Procedures of Bringing and Employing Non-Jordanian Workers
B6.2.2	If it is established that the termination of employment was not justified, are the mdw entitled to reinstatement, to compensation for loss of wages or of other payment which results from unjustified termination, to access to a new job with a right to indemnification, or sufficient time to find alternative employment, with conditions no less favourable than other workers?	0.00	No, there is no mention of legislation to ensure compensation or reinstatement if the termination of employment was seen as not justified.	Instructions for the Conditions and Procedures of Bringing and Employing Non-Jordanian Workers in the Qualified Industrial Zones
B6.2.3	Are mdws entitled to the right of appeal before an administrative or judicial instance if they face expulsion order or termination of their employment and should be allowed sufficient time to obtain a final decision?	0.00	No, there is no mention of legislation to ensure the right to appeal if the termination of employment was seen as not justified.	Instructions for the Conditions and Procedures of Bringing and Employing Non-Jordanian Workers in the Qualified Industrial Zones
B6.2.4	Are migrant domestic workers entitled to repatriation at no cost on the expiry or termination of the employment contract?	1.00	Yes. According to Section 4-G of Regulation No.90 on Domestic Workers, the employer must "buy the non-Jordanian worker a ticket from his home country to Jordan and a return ticket after two years of employment".	Regulation No. 90 of 2009, Section 4G
B6.2.5	After termination of employment AND departure from the country of employment, can MDWs still access complaint mechanisms and pursue legal civil and criminal remedies?	0.00	No, there are no special provisions to allow MDWs to access complaint mechanisms or legal, civil and criminal remedies after termination of employment and departure from the country.	Instructions for the Conditions and Procedures of Bringing and Employing Non-Jordanian Workers in the Qualified Industrial Zones