

Country Report

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Jordan

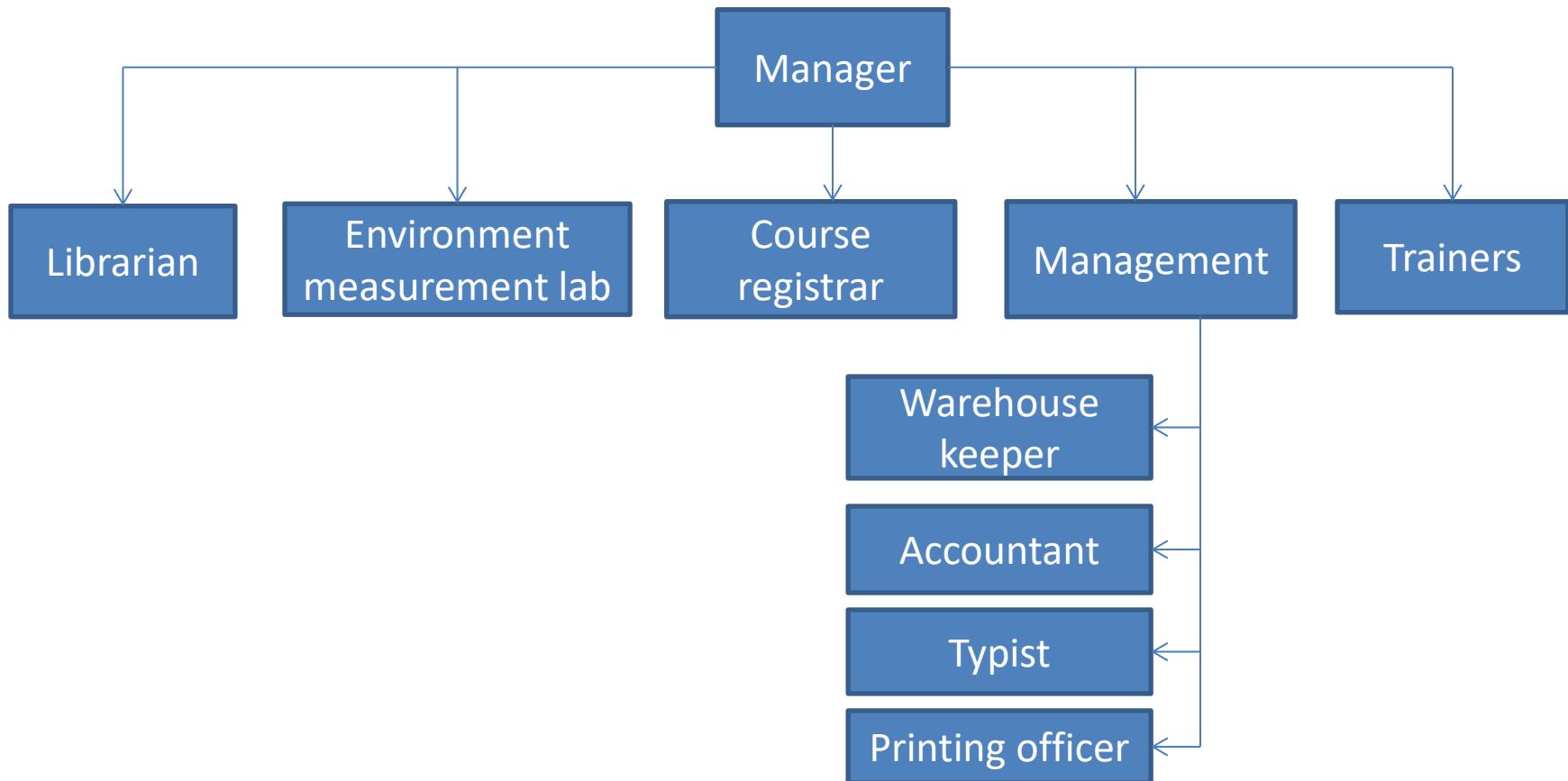
Vocational training corporation (CTV)

Occupational safety and health institute (OSHI)

Manager of OSHI

5 years in occupational safety and health (OSH)

Chart for: Occupational safety and health institute OSHI



Country overview

**1) Occurrence status of industrial/occupational accidents and
occupational diseases (including statistics)**

Work injuries in Jordan

During the period 2015-2021

The number of work injuries recorded with the General Organization for Social Security increased during the seven years from 2015 to 2021, reaching 13,457 work injuries in 2021, compared to 10,081 injuries in 2015, at an increase rate of 33.5%.

- In addition to the high rate of work-related injuries per thousand insured persons, which reached 10 work-related injuries per 1,000 insured persons in 2021, compared to 9 work-related injuries per 1,000 insured persons in 2015.

- However, this period witnessed a decrease in work-related injuries, especially in 2020, due to the Corona pandemic and its repercussions on the business environment, including the suspension of work for a period in establishments during the period March-May 2020, and the implementation of new work patterns such as working from home.

Work in establishments was also partially resumed in several stages until work became full for all workers in the workplace. It also led to a decrease in the number of insured persons in 2020, as their number reached (1,253,820) insured persons, compared to (1,274,660) insured persons in 2019, and the rate of decrease reached (1.6%), and this is an exceptional case, as the number of insured persons was continuously increasing before 2020.

The rate of increase in the number of insured persons for the year 2019 compared to With the year 2018, it was (3.1%), and the rate of increase in the number of insured persons for the year 2021 compared to the year 2020 was (5.3%)).

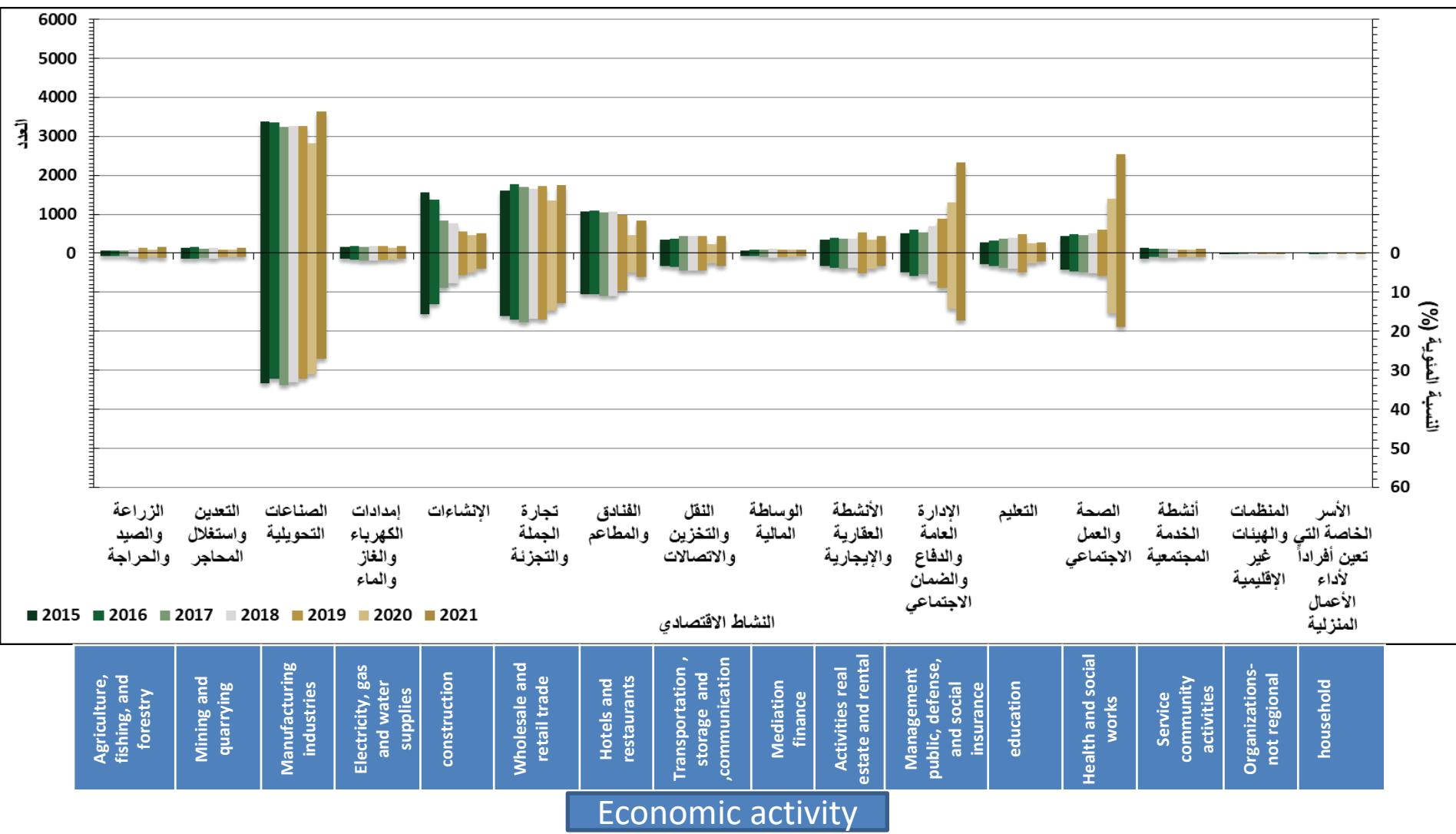
- In addition to starting to implement the cancellation of the reduction of work injury insurance subscriptions by (50%) of their value - if the facility bears the expenses of medical care and disbursement of the daily allowance - in the year 2021, and improving the quality of providing work injury insurance services, especially immediate treatment, by concluding agreements with hospitals, which led to an increase in reporting work injuries.

Table (1): Work injuries registered with the General Organization for Social Security

Percentage change in the number of injuries compare to the previous year	Occupational incidence rate per thousand insured persons	Number of work injuries	Year
0	9.2	10,081	2015
3.5%	9.0	10,436	2016
-8.2%	7.9	9,576	2017
3.0%	8.0	9,860	2018
2.2%	7.9	10,072	2019
-9.6%	7.3	9,102	2020
47.8%	10.2	13,457	2021

- The highest percentage of work-related injuries during the period from 2015 to 2021 was in the manufacturing industries, reaching 3369 work-related injuries in 2015, representing 33.4% of the total injuries, and 3629 injuries in 2021, representing 27.0% of the total injuries, followed by the health and social work activity, which rose to 2540 work-related injuries, representing 18.9% of work-related injuries in 2021, compared to 435 injuries, representing 4.3% in 2015, as shown in Figure (1).

Figure No. (1) Number and percentage of work injuries during the years 2015 - 2021 according to economic activity.

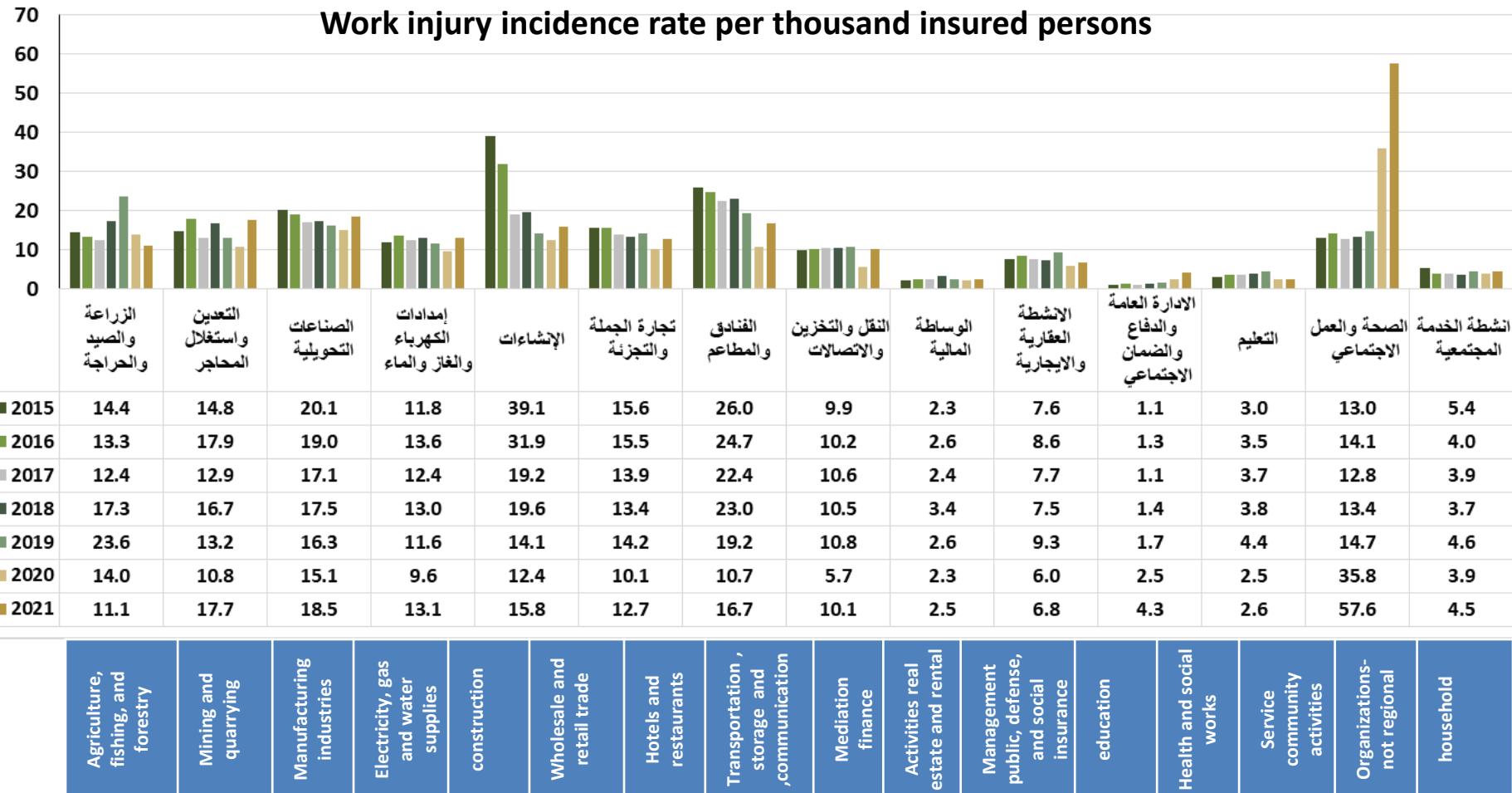


- Figure (2) indicates that the highest rate of work-related injuries in 2021 is in the health and social work activity, which rose to 57.6 work-related injuries per 1,000 insured persons, compared to 13.0 injuries per 1,000 insured persons in 2015, followed by manufacturing industries, which decreased to 18.5 work-related injuries per 1,000 insured persons in 2021, compared to 20.1 injuries per 1,000 insured persons in 2015.

Figure No. (2): The rate of work-related injuries per 1,000 insured persons during the years 2015-2021 according to economic activity.

معدل وقوع إصابة العمل لكل ألف مؤمن عليهم

Work injury incidence rate per thousand insured persons



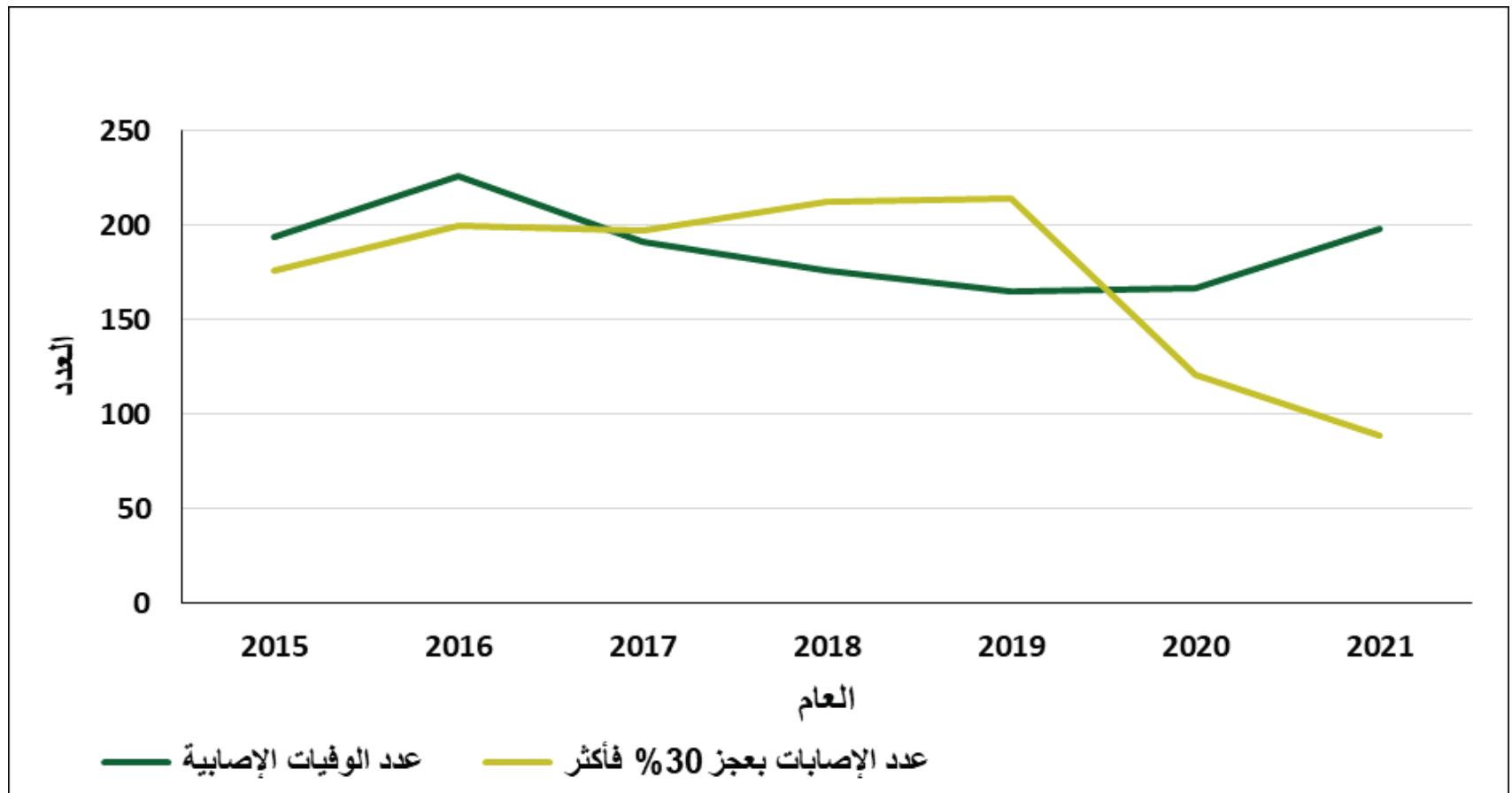
- The number of deaths recorded by the Social Security Corporation decreased during the years 2016-2019, then increased from 2019 to 2021, reaching 198 deaths in 2021 compared to 165 deaths in 2019, while there was an increase in injuries with a disability of 30% or more during the years prior to 2020, then decreased to reach 89 injuries with a disability of 30% or more in 2021.

- This is due to the presence of injuries undergoing medical treatment and whose condition has not yet stabilized, in addition to the repercussions of the Corona pandemic that were previously mentioned.

Table (2): Injury deaths and permanent injury disability of 30% or more during the period 2015-2021

Percentage change in the number with a disability of 30% or more, compared to the previous year	Number of injuries with disability of 30% or more.	Percentage change in the number of injury deaths compared to the previous year	Number of deaths due to infection	Year
0	176	0	194	2015
13.6%	200	16.5%	226	2016
-1.5%	197	-15.5%	191	2017
8.1%	213	-7.9%	176	2018
0.5%	214	-6.3%	165	2019
-43.5%	121	1.2%	167	2020
-26.4%	89	18.6%	198	2021

Figure No. (3): Injury deaths and permanent injury deaths disability of 30% or more during the period 2015 – 2021.



Number of injury deaths

Injuries with disability of 30% or more

2) Data collection methods for statistics

Social security corporation

Strategy

Occupational safety and health
to prevent and reduce work
accidents and injuries

3) Safety and Health related Laws and Regulations

- Many regulations related to OSH in Jordan, set by ministry of labor, and were updated periodically, also 2024.

4) Labor Inspection System

Occupational Safety and Health Inspection Department is a section of three sections in OSH directorate, all related to ministry of labor.

The most important functions of OSH inspection:

1. Inspecting the various work sites, in cooperation and coordination with the labor inspection directorates in the center and the field, to find out the sources of risk that may result in labor accidents and injuries, and directing the institutions to a mechanism for implementing and adhering to the provisions of the Jordanian Labor Law and taking the necessary legal procedures in this regard.

2. Receiving inquiries and providing advice in the field of occupational safety and health.

3. Resolving labor complaints related to occupational safety and health requirements.

4. Conducting measurements of work environment pollutants and preparing reports in this regard through the safety specialists of the Directorate, and providing solutions and recommendations that would raise the level of labor conditions.

5. Periodic reviewing the legislation related to occupational safety and health, in consultation with the concerned authorities.

6. Issuing periodic reports on the status of occupational safety and health in the Kingdom, including achievement reports for the Directorate.

7. Issuing publications and awareness materials on occupational safety and health.

8. Participating in the committees related to occupational safety and health inside and outside the Ministry.

9. Implementing awareness, guidance and inspection activities and campaigns, related to occupational safety and health.

5) Workers' accident compensation insurance

Work injury insurance expenses

- Work injury insurance expenses increased during the years from 2010 to 2021, reaching (34.132) million dinars in 2021 compared to (12.849) million dinars in 2010, as the following figure shows the percentage of change in expenses compared to the previous year.

- Due to the comprehensive ban that occurred in 2020 due to the Corona pandemic and its repercussions on the business environment during 2020, work was suspended for a period in establishments during the period March - May / 2020, and new work patterns were applied, such as working from home.

- Work was also returned to establishments partially and in several stages until work became full for all workers in the workplace, which led to a decrease in work injury insurance expenses by 3.12% in 2020 compared to 2019, but expenses increased in 2021 by 38.62% compared to 2020, as there was an increase in the number of work injuries, reaching 13,457 work injuries in the year 2021 compared to 9,102 work injuries in 2020, with an increase rate of 47.8%.

Figure No. (4) :The percentage of change in work injury insurance expenses compared to the previous year



6) Safety of equipment and facilities

Achieving by OHS specialist.

7) Training/ Education programs

- Occupational Safety and Health Institute (OSHI) is specialized about OSH, and the main task of OSHI is:
 - Providing training services in the field of occupational safety and health: Programs upon local accreditation and others of demanding specialization programs.

الافت المستهدفة	فترة الالتحاق	المدة/ساعه	اسم البرنامج	الرقم
حاصل على أحد تخصصات الهندسة	7/1/2024 – 31/3/2024 7/4/2024 – 4/7/2024 7/7/2024 – 29/9/2024 6/10/2024 – 29/12/2024	280	اعتماد اختصاصي سلامة وصحة مهنية	.1
ثانوية عامة (في أي فرع من فروعها) على الأقل	7/1/2024 – 10/3/2024 7/4/2024 – 16/6/2024 7/7/2024 – 8/9/2024 6/10/2024 – 8/12/2024	240	اعتماد فني للسلامة والصحة المهنية	.1
- الحاصلون على درجة البكالوريوس في الهندسة: صورة مصدقة عن المؤهل العلمي + صورة مصدقة عن مزاولة المهنة كمشرف فني من هيئة تقييم وتطوير المهارات المهنية والتقييم. - الحاصلون على درجة البكالوريوس (من غير الهندسة): صورة مصدقة عن المؤهل العلمي + صورة مصدقة عن مزاولة مهنة كمشرف فني لمدة لا تقل عن (5) سنوات من هيئة تقييم وتطوير المهارات المهنية والتقييم + خبرة مصدقة من وزارة العمل كمشرف فني سلامة وصحة مهنية في مدة لا تقل عن 5 سنوات.	40	رفع الكفاءة من فني إلى اختصاصي سلامة وصحة مهنية	.1	
موظفو القطاعين العام والخاص	14/1/2024 – 18/1/2024 21/4/2024 – 25/4/2024 14/7/2024 – 18/7/2024 13/10/2024 – 17/10/2024	20	السلامة التأسيسية	.1
موظفو القطاعين العام والخاص	12/2/2024 – 14/2/2024 12/5/2024 – 14/5/2024 11/8/2024 – 13/8/2024 10/11/2024 – 12/11/2024	12	الإسعافات الأولية	.1

الرقم	برامج متخصصة	المدة/ساع	فترة الانعقاد	الفئات المستهدفة
.1	السلامة في المختبرات	12	21/1/2024 – 23/1/2024	مشরفو السلامة ، المهندسون ، العاملون في المختبرات
.1	الوقاية من الحرائق	12	24/3/2024 – 26/3/2024	موظفو القطاعين العام والخاص
.1	السلامة في تداول الكيماويات	12	19/5/2024 – 21/5/2024	مشارفو السلامة ، المهندسون ، العاملون بنقل وتداول المواد الكيماوية
.1	السلامة في اعمال الكهرباء	12	16/6/2024 – 18/6/2024	موظفو القطاعين العام والخاص
.1	تقييم مخاطر بيئة العمل	12	8/12/2024 – 10/12/2024	المدراء، رؤساء الأقسام، مشارفو السلامة، مشارفو السلامة، المهندسون

8) Activities of industrial/occupational safety and health organizations other than government.

Training about OSH

9) OSHMS and Risk Assessment

Risk assessment inspected by:

- **ministry of labor:** Inspection department.
- **Social security corporation**

10) Campaign/ Event/ National Convention/ Exhibition

- OSH excellence award.
- The Jordanian international conference on OSH.
- OSH conference in electrical power systems and operations.
- OSH week activities.
- Jordan and ILO review OSH legislation.
- Memorandum of understanding between the Jordan chamber of industry and the general social security corporation in the field of OSH.

11) Reference (HP related, source regarding law, data, etc.)

- Ministry of labor.
- Social security corporation.
- Occupational safety and health institute (OSHI).

12) Three major initiatives (strategies) by the government on any of the above

- **ministry of labor:**
 - reviewed the legislation of OSH.
 - Inspection department.
 - OSH directorate.
- **Social security corporation:** set the OSH strategy for the prevention and reduction of work-related accidents and injuries (2023-2027).

4- Issues and Challenges (difficulties) in Implementing OSH in your Country

- What are your priority issues (and strategies if any) in which you want to see CHANGE (improvement) in relation to OSH?

1. Major issues on occupational safety and health in your country

- **Legislation:** is always updated.
- **Inspection:** in a high activities.

But,

- **Institutions:**
 - workers culture about dangers.
 - Management: not so related.

2) Your suggestions, or counter measures for the above problems.

1. Generally, our human is careless, and face the risks like a hero.
This culture must change when we are speaking about risks.
2. Start to change the society culture from school as it is a “work environment”.
3. Applied SOP procedures on work tasks, with re-adjusting from feedback (worker, direct supervisor, ..etc.)

1. **Dynamic** and **sustainable** OSH strategies: so one OSH supervisor is not enough for the institution (regardless the number of employees is low).
2. **Stakeholders management** to affect on institutions managements to push them to apply OSH demands.

2) Your suggestions, or counter measures for the above problems.

- Bonding all the following by one system:
- OSH demands.
- workers opinions.
- Inspections.
- Employment.
- Auditing.

5-Good Practices

What was achieved

- Updating legislation.
- Social security corporation: OSH excellence award.

Key elements of success

- Change the culture about OSH by starting from schools and homes.

Lessons learned

- Laws and inspections are not enough.
- OSH plans should treat the worker culture, and change it.

Implementation partners

- Ministry of labor.
- Social security corporation.
- Occupational safety and health institute (OSHI).
- Ministry of health.
- Civil defense.
- Jordan standards and metrology organization (JSMO).
- Jordan chamber of commerce.
- Jordan chamber of industry.

Monitoring methods

- By Social security corporation.

- Thank you