



National Report on Occupational Safety and Health in Jordan - 2025

Course Title:

**Learning OSH Techniques on How to Promote OSH Activities and Foster Safety Culture in Industry Aiming at Developing Policy and Measures
(202411573J001)**

Zein Al Abdeen Ahmad

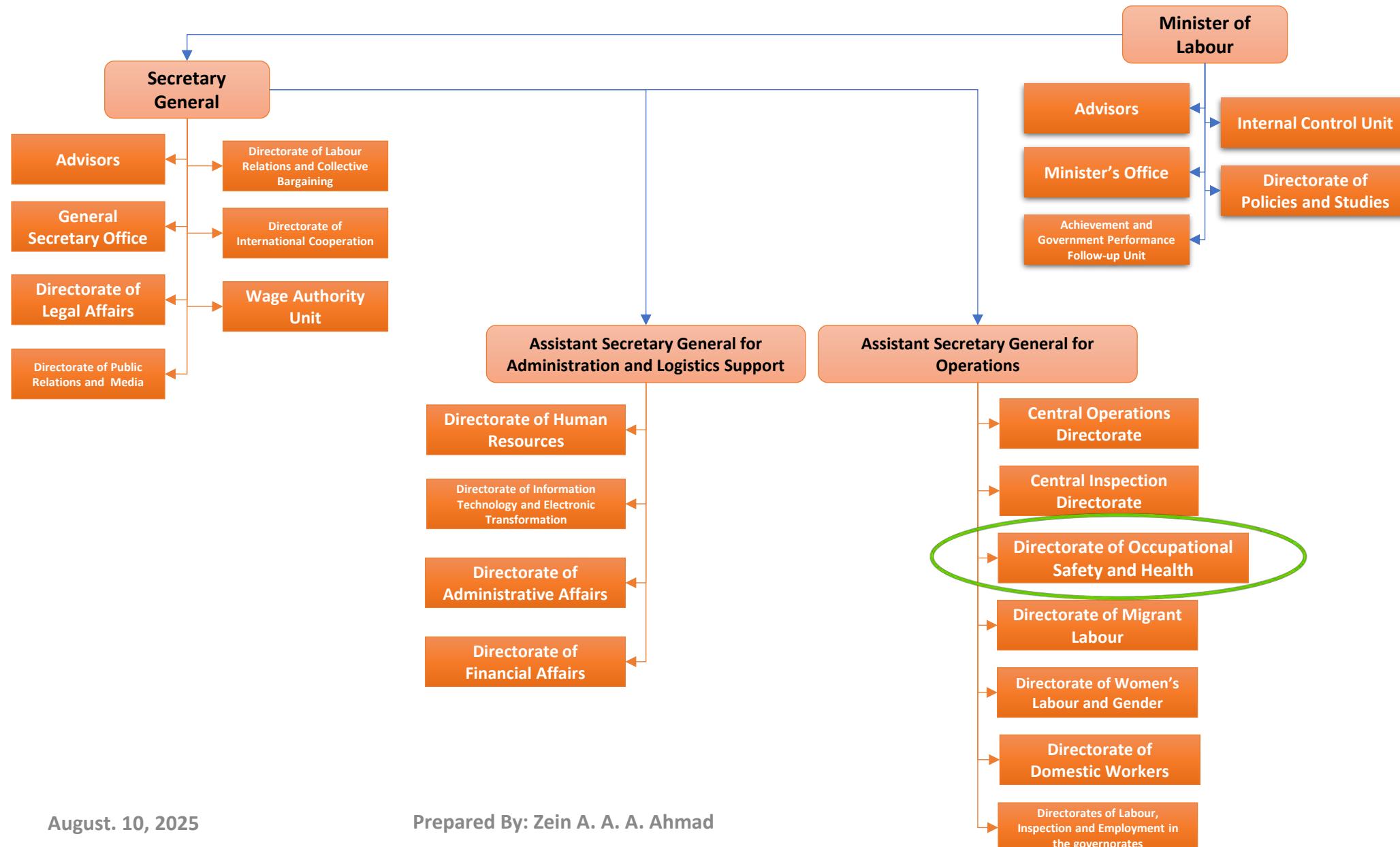
Five years of experience as a labor and occupational safety and health Inspector at the
Directorate of Occupational Safety and Health, Ministry of Labor, Jordan



Contents

1. Basic Information
2. Organization Chart
3. Contents(Country overview)
 - 1) Occurrence status of industrial/occupational accidents and occupational diseases
 - 2) Data collection methods for statistics
 - 3) Safety and Health related Laws and Regulations
 - 4) Labor Inspection System
 - 5) Workers' accident compensation insurance
 - 6) Safety of equipment and facilities
 - 7) Training/ Education programs
 - 8) Activities of industrial/occupational safety and health organizations other than government
 - 9) OSHMS and Risk Assessment
 - 10) Campaign/ Event/ National Convention/ Exhibition: **National Occupational Safety and Health Week – 19th Edition (2025)**
 - 11) References
 - 12) Major initiatives (strategies) by the government on any of the above
4. Issues and Challenges (difficulties) in Implementing OSH in Jordan
5. Good Practices

2. Organization Structure

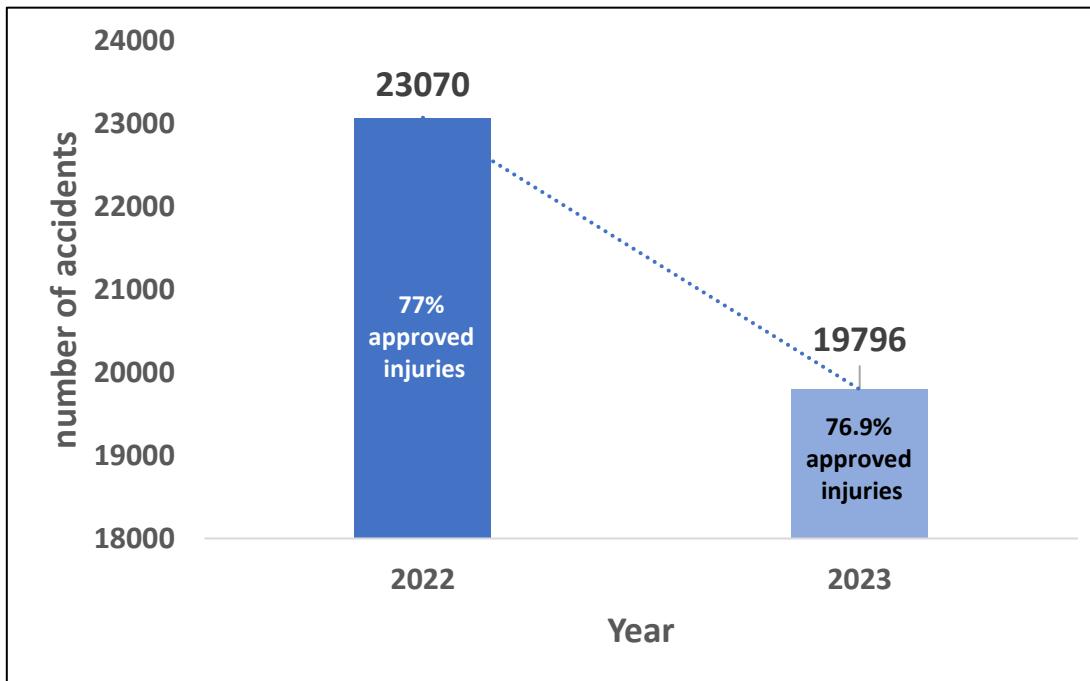


3. Contents (country Overview)

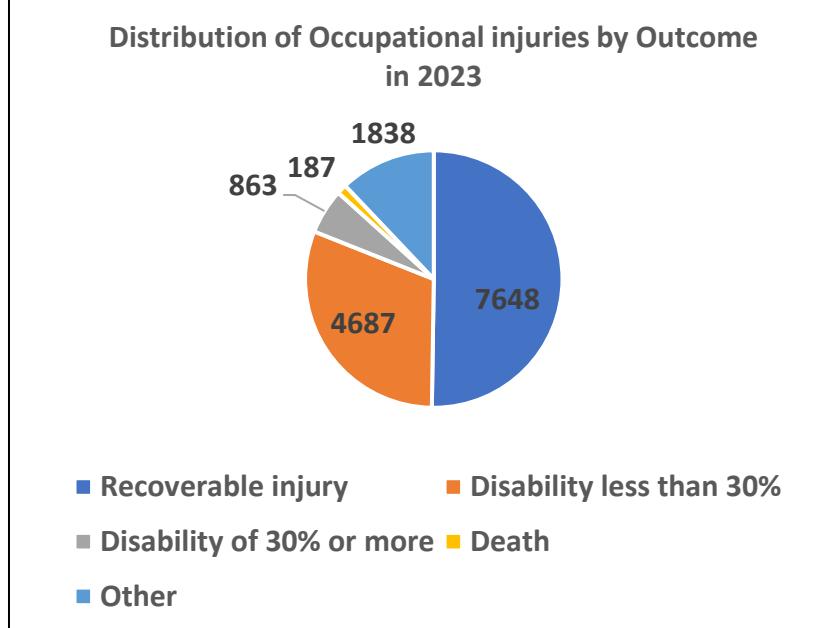
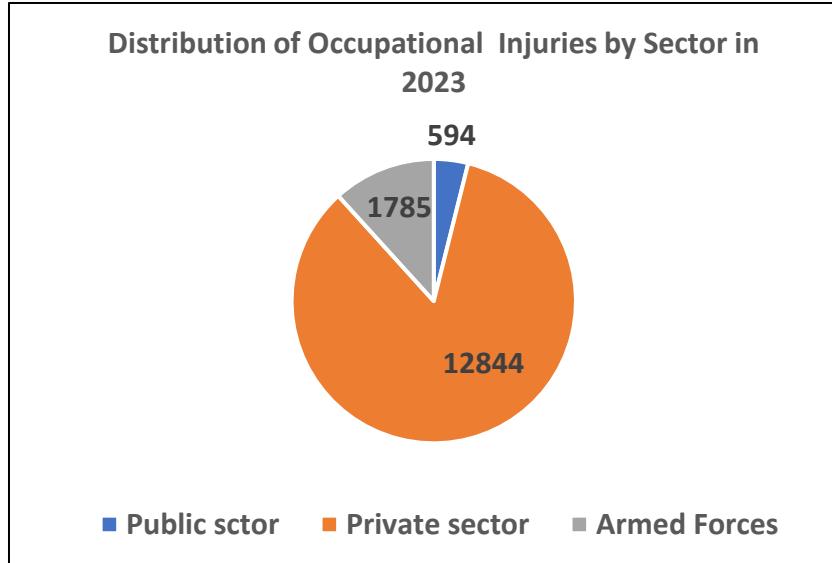
1) Occurrence status of industrial/occupational accidents and occupational diseases

All statistics related to injuries and accidents will be mentioned here are based on "Occupational Injuries Report for the Year 2023, issued by the Occupational Safety and Work Injuries Division at the Jordanian Social Security Corporation (SSC), prepared by Eng. Lubabah Al-Shara', and published in 2024."

1) Occurrence status of industrial/occupational accidents and occupational diseases

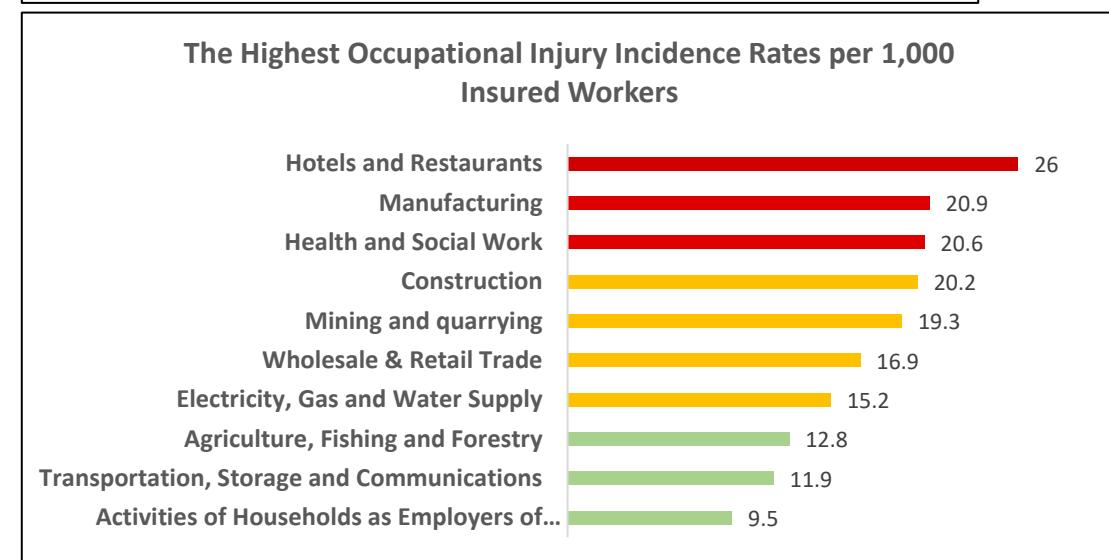
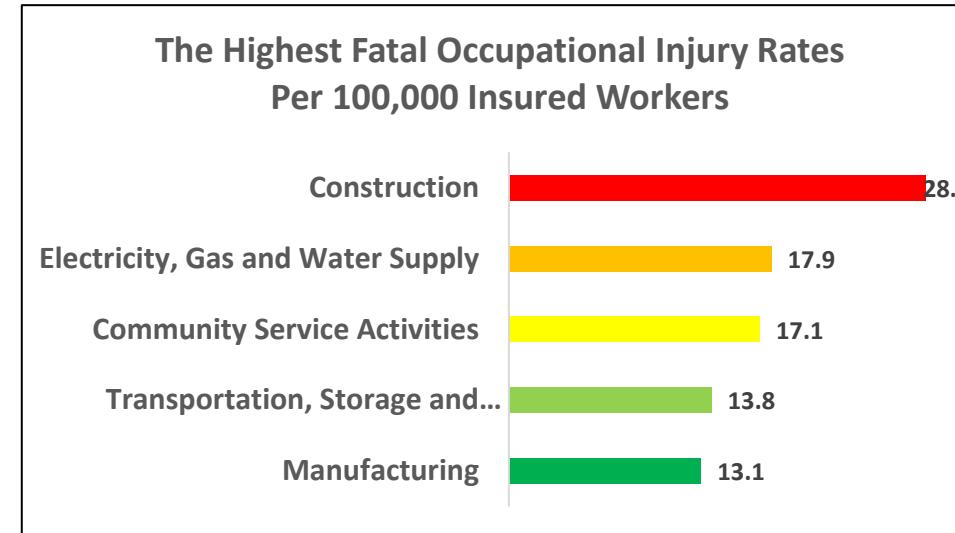
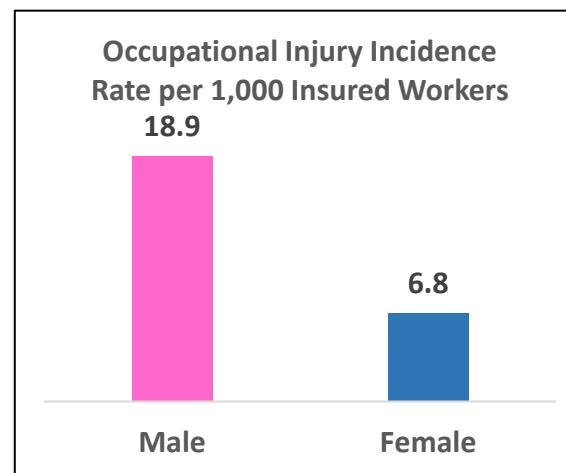
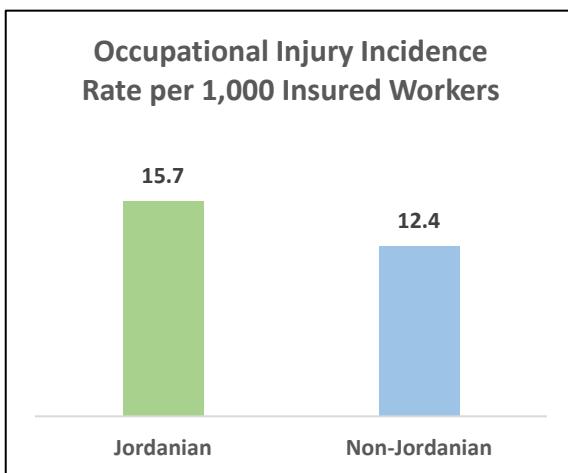
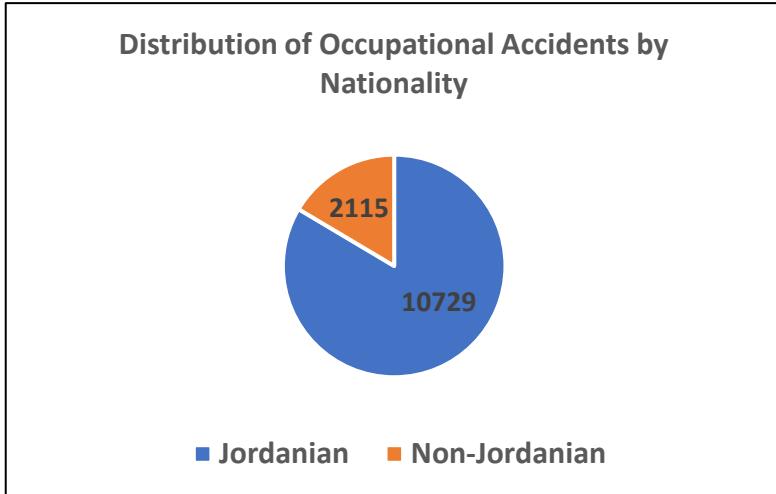


- The overall occupational injury incidence rate per 1,000 insured workers in 2023 was **10.7**.
- The overall fatal occupational injury rate per 100,000 insured workers in 2023 was **13.1**.



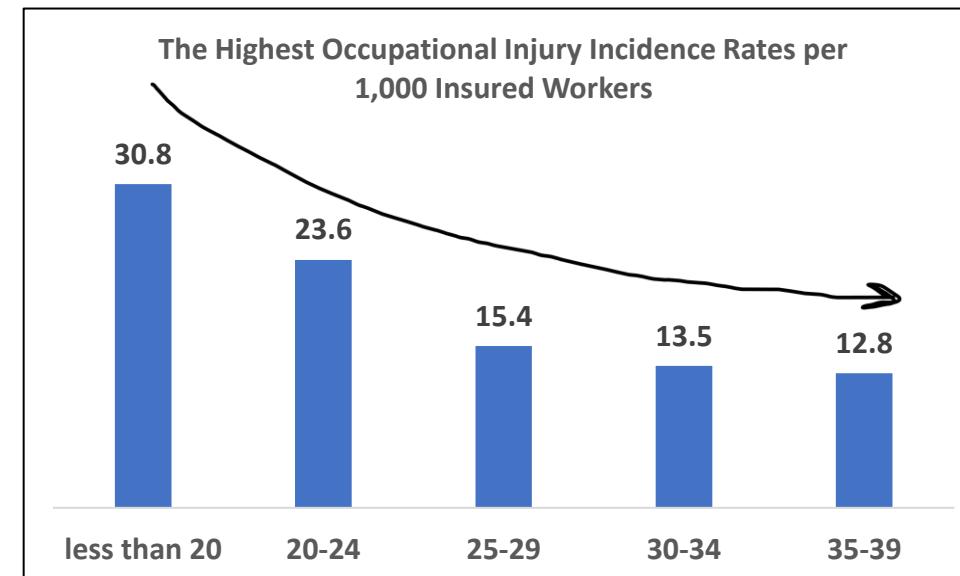
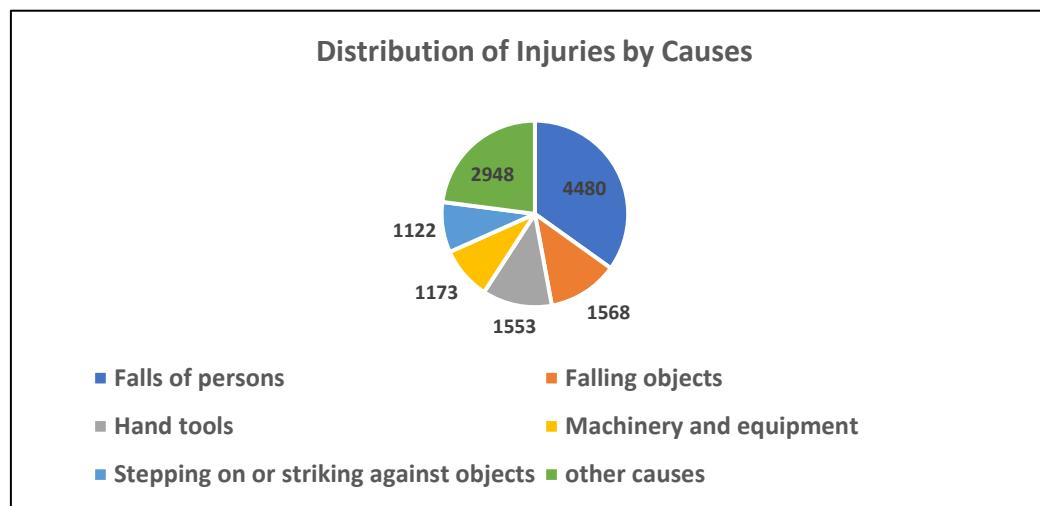
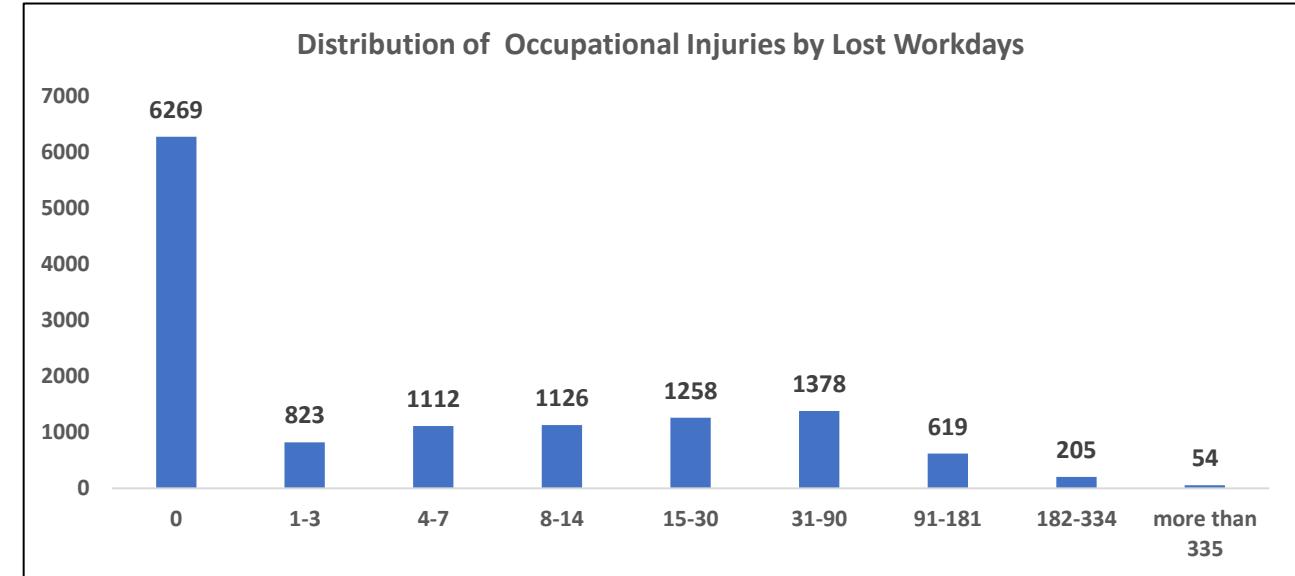
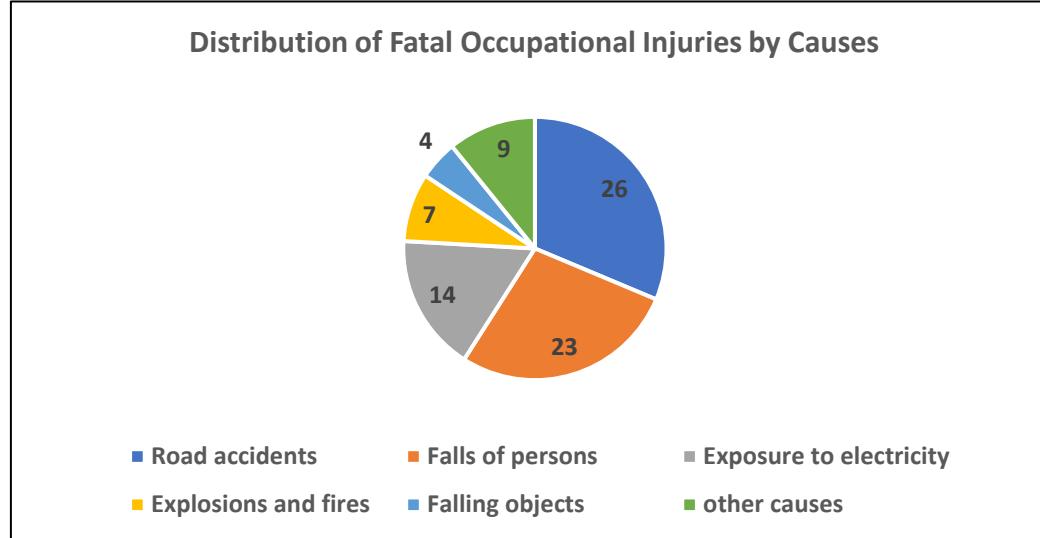
1) Occurrence status of industrial/occupational accidents and occupational diseases

Occupational Accidents in private sector in 2023:



1) Occurrence status of industrial/occupational accidents and occupational diseases

Occupational Accidents in private sector in 2023:



Prepared By:
Zein A. A. A. Ahmad

Statistical Results for 2023:

The figures indicate a **14.2% decrease** in the rate of occupational injuries across all sectors compared to the previous year. The incidence rate of injuries also declined, from **12.8 injuries per 1,000 insured persons** in 2022 to **10.7 injuries per 1,000 insured persons** in 2023.

An **injury-related death** was recorded **every two days** among those covered by the Social Security Law.

The Social Security Corporation (SSC) recorded **one occupational injury every 35 minutes** across all sectors.

The **hotels and restaurants sector** in the **private sector** reported the highest injury rate, with **26.0 injuries per 1,000 insured persons**.

The **under-20 age group** was the most vulnerable to injuries with a rate of **30.8 injuries per 1,000 insured persons** in the private sector.

2) Data collection methods for statistics

**Social Security
Corporation
Reporting**

**Ministry of Labor
Reporting through
Inspection Services
Electronic Platform**



<https://inspection.hemayeh.jo/COMPANY>

3) Safety and Health related Laws and Regulations



<https://mol.gov.jo/EN>List/Regulation>

Tenth
Chapter of
the Labour
Law

Ninth
Chapter of
the Labour
Law

Labor Law

Regulation for
Forming
Occupational
Safety and Health
Committees and
Appointing
Supervisors in
Institutions

Regulation of
Preventive and
Curative Medical
Care for Workers
in Institutions

Regulation of
Occupational Safety
and Health and the
Prevention of
Occupational
Hazards in
Institutions

Regulations

Instructions for
Occupational
Safety and Health
Conditions and
Measures in
Agricultural Work
Sites

Instructions for
Pre-employment
and Periodic
Medical
Examinations for
Workers in
Institutions

Instructions of
Identifying the Types of
Sources of Occupational
Hazards in the Work
Environment and the
Necessary Preventive
Precautions and
Measures

Instructions for
Classifying and
Identifying the
Risk Seriousness
level of the
Economic
Activity

Instructions
for Assessing
Risks in the
Work
Environment

Instructions

August. 10, 2025

Prepared By:
Zein A. A. A. Ahmad

10

A decision to
approve the
occupational
safety and health
policy form for the
employer who
employs twenty or
more workers

A decision
regarding the
occupational
safety and health
records that the
employer must
keep

A decision to
approve the forms
for reporting work
accidents and
injuries and
occupational
diseases

Special
Decision on
Medical First
Aid Equipment
for Workers in
Institutions

Decision on
the Adoption
of the
Medical
Reference

Decisions

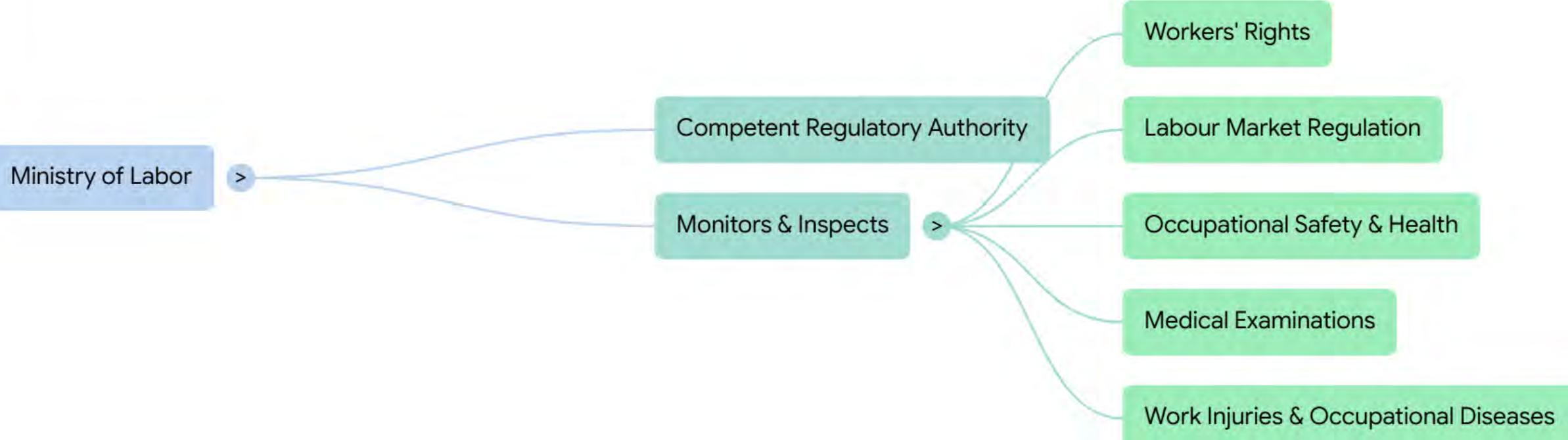
4) Labor Inspection System

Labour Inspection System in Jordan

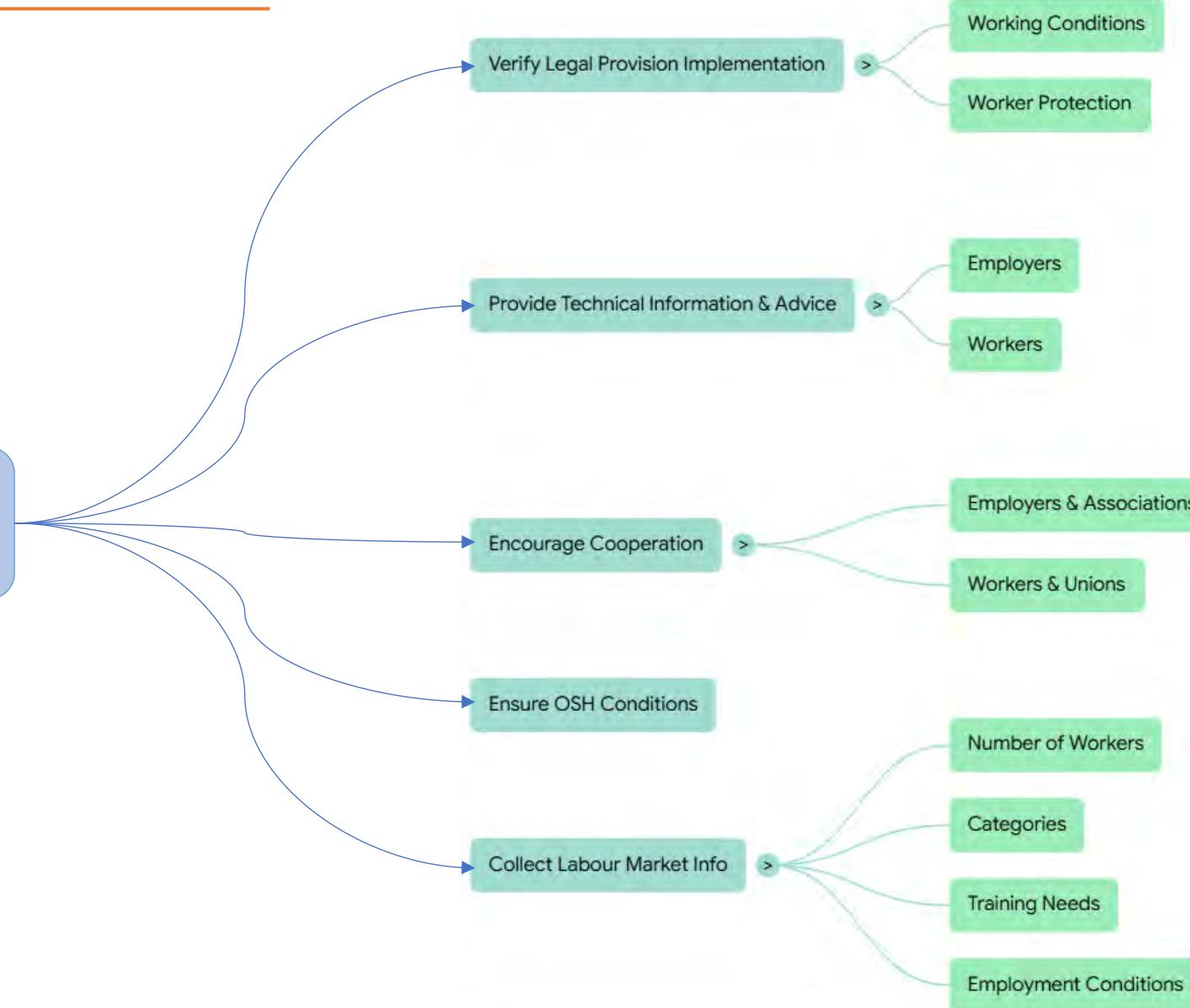


<https://notebooklm.google.com/notebook/acd1749b-b0e1-4915-a17d-78c588f9350e>

4) Labor Inspection System



Objectives



4) Labor Inspection System



4) Labor Inspection System

Key Obligations & Procedures for Inspectors

Wear PPE

Use Tools for Documentation

Self-introduction & ID



Clarify Visit Details

Allow Accompaniment (except if hindering)

Document Data (Checklist/Form)

Inform Summary of Results



Actions Taken

Right to Object

Take Samples & Conduct Tests

Take Photos (for violation/complaint)

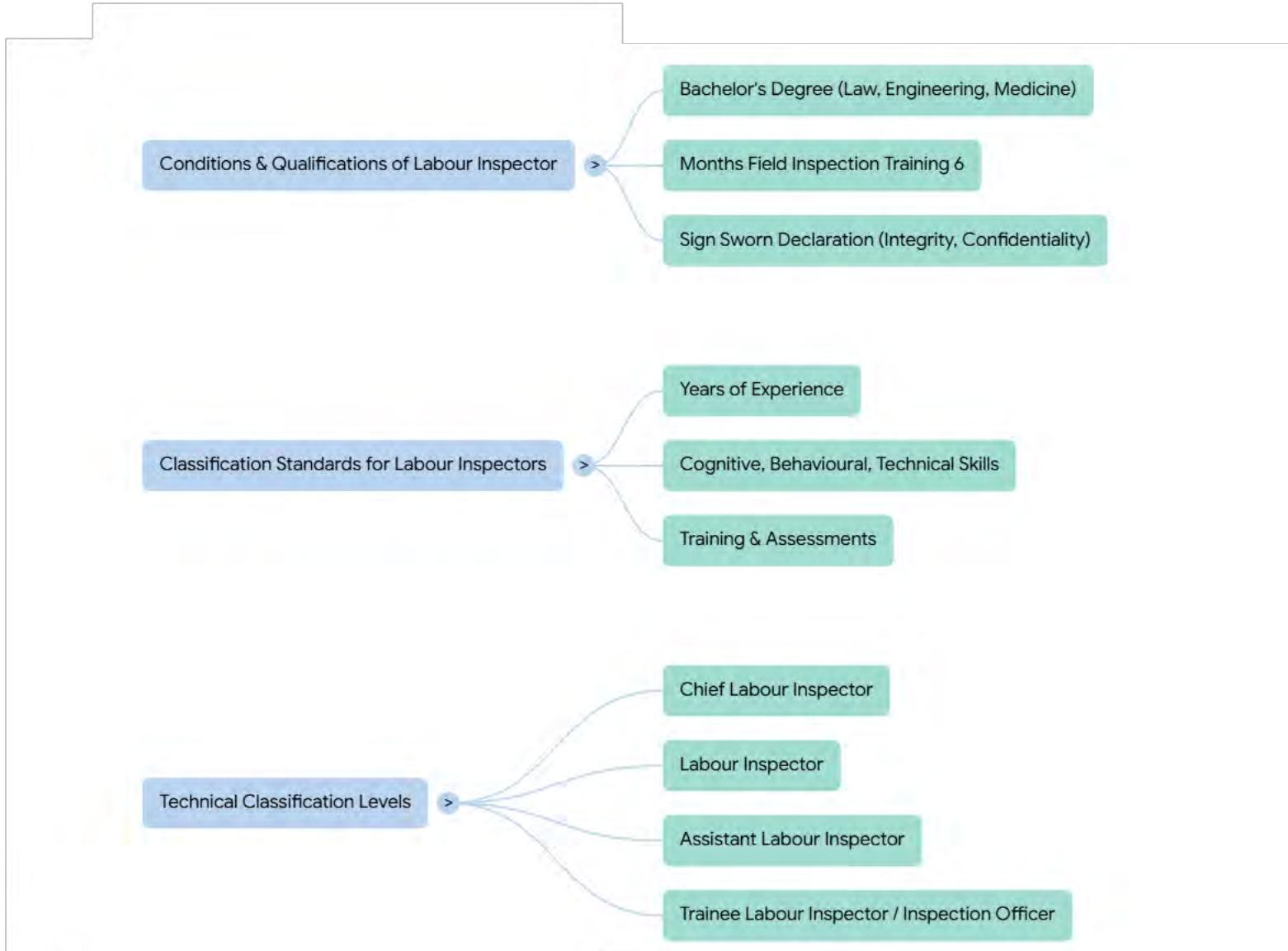
View & Request Documents



Electronic & Paper Data

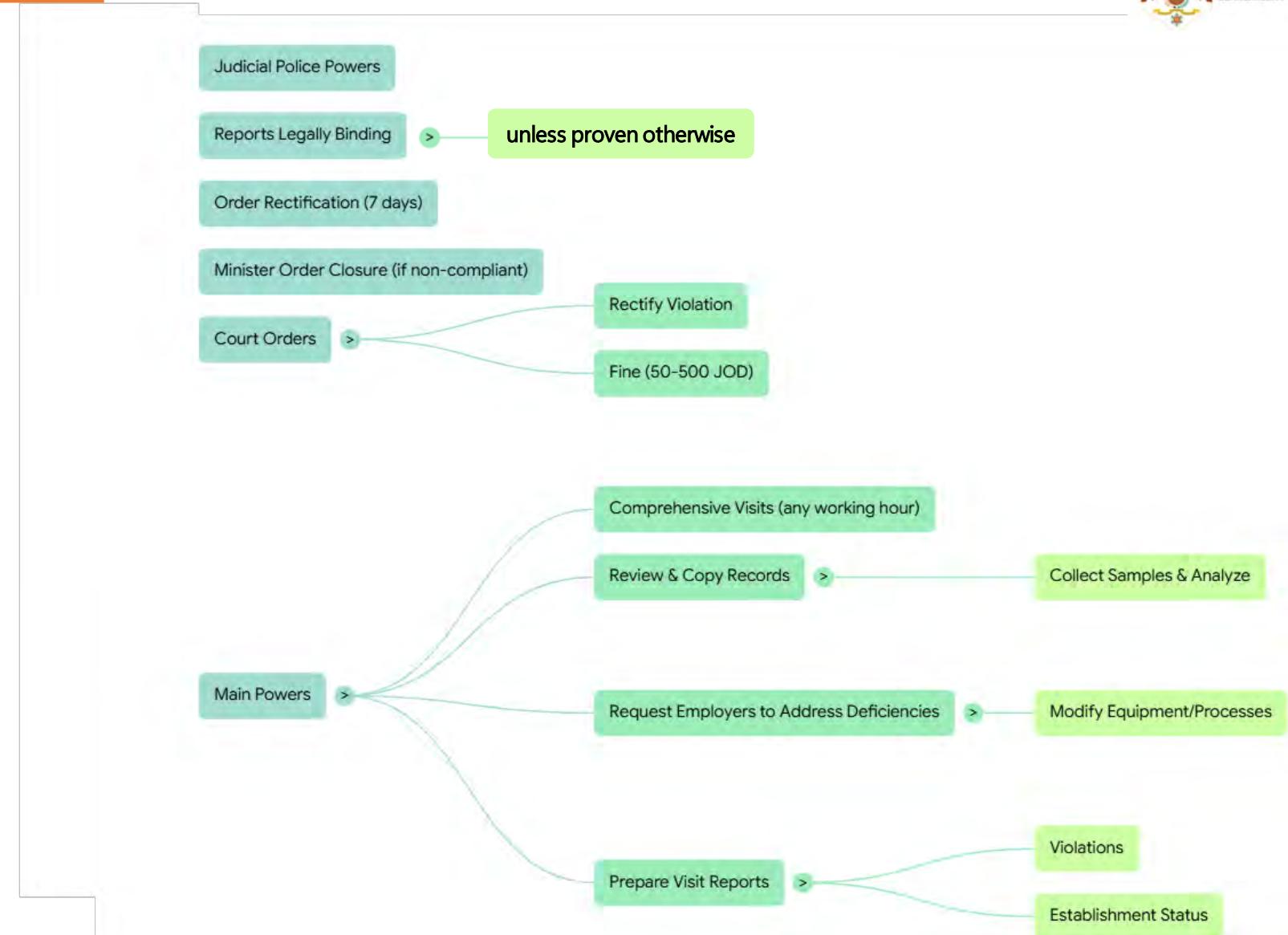
Contracts, Letters

4) Labor Inspection System

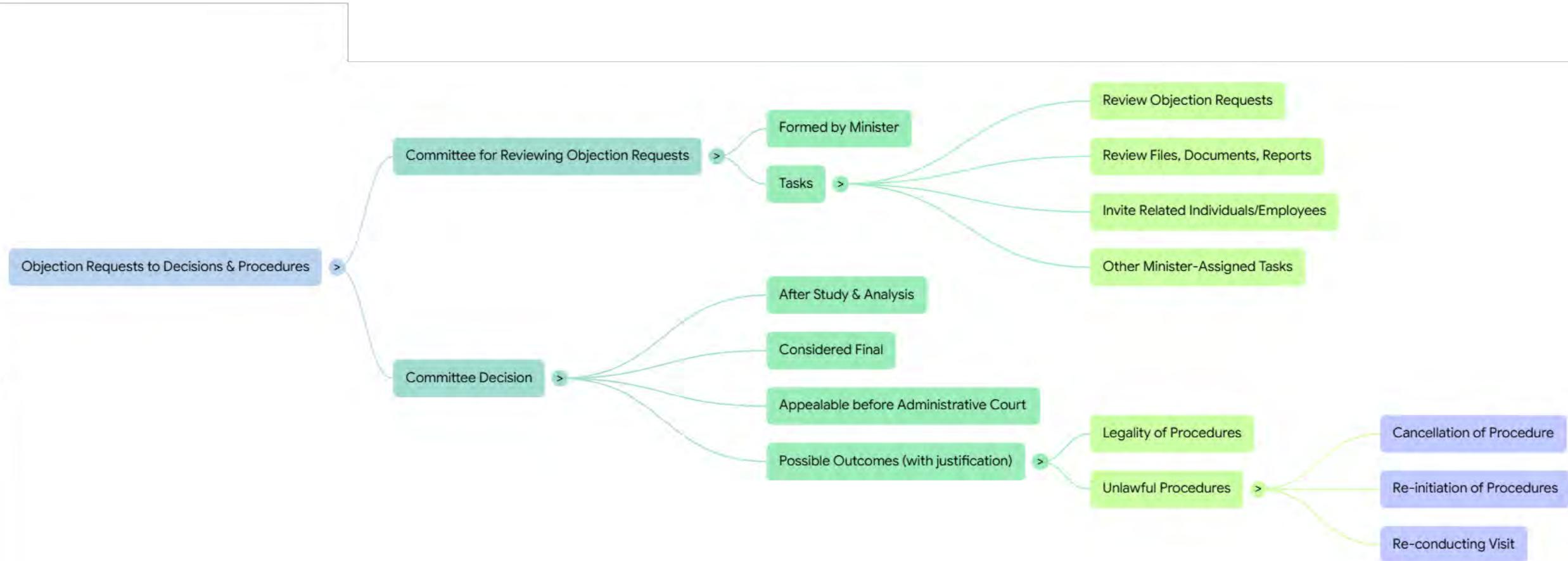


4) Labor Inspection System

Powers of the Labour Inspector



4) Labor Inspection System



References

Labour Law No. 8 of 1996

Labour Inspectors' Regulation No. 56 of 1996

Law on Monitoring and Inspection of Economic Activities No. 33 of 2017

Instructions for Monitoring and Inspecting Economic Activities (2021)

Instructions for Conditions, Qualifications, and Technical Classification (2021)

Instructions for Conditions and Procedures for Objecting (2021)

Criminal Procedures Law No. (9) for 1961

1) Workers Not Covered by the Provisions of the Social Security Law

- The provisions of **Ninth Chapter of the Jordanian Labor Law**, concerning **occupational injuries, occupational diseases, and compensation for work-related injuries**, are applied to workers **not covered by the provisions of the Social Security Law**.
- The **employer is responsible** for paying the compensation specified in the Labor Law to any worker who suffers from an occupational disease resulting from their job, based on a report issued by the authorized medical authority.
- **Occupational disease:** Refers to contracting one of the industrial diseases listed in **Table No. (1)** or sustaining one of the occupational injuries listed in **Table No. (2)** annexed to the Labor Law.
- **Compensation is paid by the employer** as illustrated beside:

Disability Type	Compensation
 Injury-Related Death or Total Permanent	2,000–5,000 Jordanian Dinars
 Temporary	Daily allowance, 65%–75% of wage during treatment period
 Permanent Partial	Proportional share of total disability based on the percentage of partial disability
 Multiple Physical Injuries	Compensation for each injury, without exceeding the TPD compensation

2) The Insured Worker Covered by the Provisions of the Social Security Law

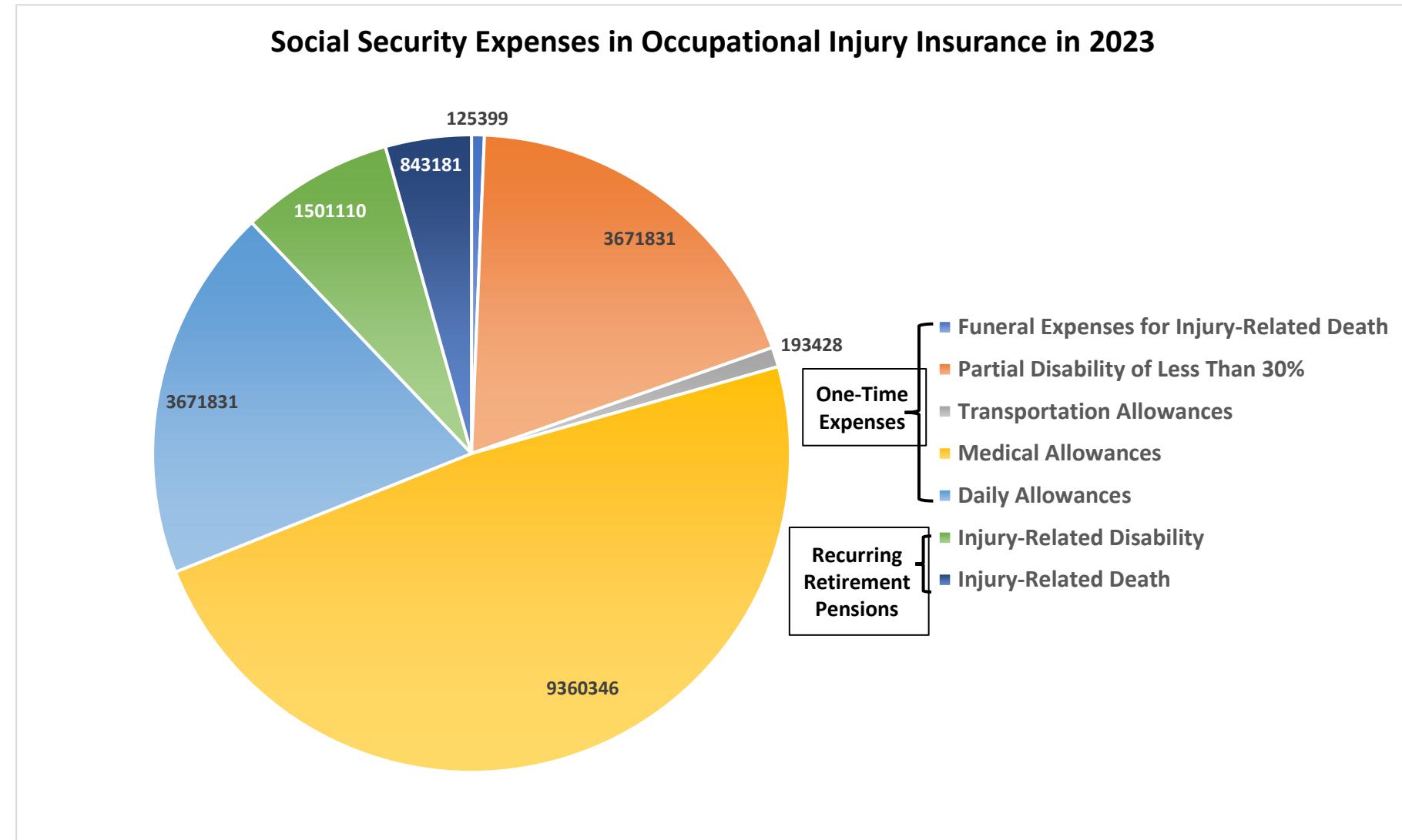
For workers covered by the Social Security Law and included in the Social Security occupational injury insurance, they shall receive the following services upon injury in accordance with the provisions of the Social Security Law:



Made with  Napkin

2) The Insured Worker Covered by the Provisions of the Social Security Law

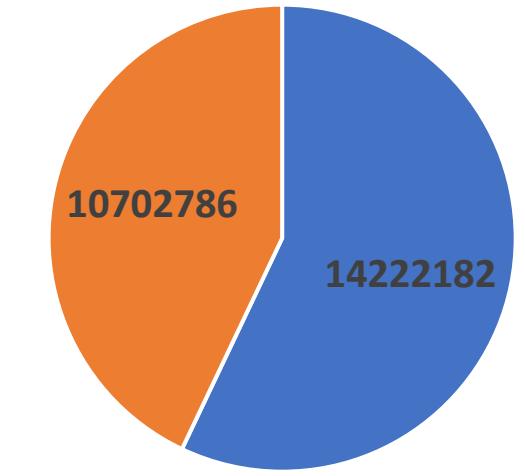
The expenses of the Social Security Corporation for occupational injury insurance were estimated at **19,367,126 JD** for the year 2023, distributed as follows:



2) The Insured Worker Covered by the Provisions of the Social Security Law

The expenses of the Social Security Corporation for injury-related disability and injury-related death pensions amounted to **24,924,968 Jordanian Dinars**, which were paid during 2023 for injuries reported between January 1, 1980, and December 31, 2023, distributed as follows:

Recurring Retirement Pensions which were paid during 2023 for injuries reported between January 1, 1980, and December 31, 2023



■ Injury-Related Disability ■ Injury-Related Death

All statistics related to injuries and accidents mentioned in this section are based on "Occupational Injuries Report for the Year 2023, issued by the Occupational Safety and Work Injuries Division at the Jordanian Social Security Corporation (SSC), prepared by Eng. Lubabah Al-Shara', and published in 2024."

Article 84 of Labour Law:

- a. If the employer violates any provision of this chapter, the Minister shall have the authority to close the institution or workplace, either fully or partially, or to suspend any machinery therein if such violation poses a risk to the workers, the institution, or the machinery. This shall remain in effect until the employer rectifies the violation.
- d- The Minister shall have the authority to refer the contravener to the competent court. In this case, the contravener shall be penalized with a fine of not less than one hundred JDs and not more than five hundred JDs. The fine shall be doubled in the event of recurrence, and under no circumstances shall the imposed fine be reduced below its minimum.

Article 82 of Labour Law:

Workers in any establishment must comply with the special provisions, instructions, and decisions related to occupational safety and health precautions. They are required to use and properly maintain the designated equipment, and refrain from any act that would hinder the implementation of these provisions, instructions, or decisions. They must also avoid tampering with or causing damage to occupational safety and health equipment, and are subject to disciplinary actions as stipulated in the establishment's internal regulations.

Article (8)/b of Regulation of Occupational Safety and Health and the Prevention of Occupational Hazards in Institutions:

The employer shall adhere to the following:

- a. Performing the necessary periodic maintenance on the machinery and devices utilized within the institution for the prevention of occupational hazards.

Article (7) of Regulation for Forming Occupational Safety and Health Committees and Appointing Supervisors in Institutions:

b- The Technical Supervisor undertakes the following tasks:

- 1- Carry out daily and **periodic checks of worksites and facilities** during each work shift in order to monitor hazards and assess risks in the work environment, as well as periodically inspect safety and health **equipment**, maintain good order, organization and cleanliness in the facility, and keep appropriate records.

6) Safety of equipment and facilities

Article (5) of Instructions of Identifying the Types of Sources of Occupational Hazards in the Work Environment and the Necessary Preventive Precautions and Measures:

The employer shall take precautions and actions to provide a **safe working environment** in accordance with the following:

In addition, Instructions of Identifying the Types of Sources of Occupational Hazards in the Work Environment and the Necessary Preventive Precautions and Measures includes a set of preventive measures for the safe handling of machines, equipment, hand tools, elevators, lifting equipment, ladders, scaffolds, and boilers. These measures cover the proper selection of such items in compliance with technical standards, their safe installation, regular maintenance, and ensuring their use by competent workers.



Made with  Napkin

7) Training/ Education programs

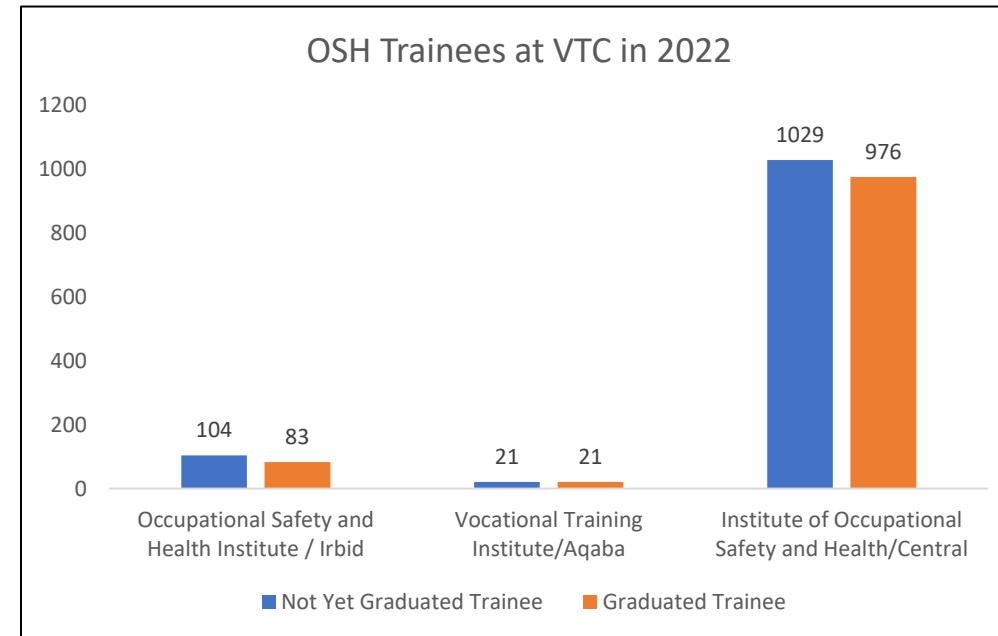
Articles 4 and 5 of the *Regulation for Forming Occupational Safety and Health Committees and Appointing Supervisors in Institutions* stipulate that, in order for Occupational Safety and Health Supervisors to be accredited in institutions, they must complete an occupational safety and health training course at **The Vocational Training Corporation** or any other entity accredited by the Vocational and Technical Skills Development Commission, currently known as The Accreditation and Quality Assurance Commission and passing the specified exam to obtain the Professional license.

Those who hold academic qualifications in the fields of occupational safety and health or disaster management are exempt from the training and examination.

According to the annual report of **The Vocational Training Corporation (VTC) for 2022 year**, the total number of OSH trainees was 2234 distributed as illustrated beside:

OSH Training Programs at VTC:

- Certification of Occupational Safety and Health Specialist
- Certification of Occupational Safety and Health Technician
- Intensive Course in Fire Prevention
- Occupational Safety and Health in Flower Cultivation
- Safety in Construction Projects
- Warehouse Safety and Prevention of Mechanical Hazards
- Safety in Confined Space Work
- First Aid
- Safety Procedures in the Transportation and Handling of Hazardous Chemicals
- Importance of Safety and Prevention of Electrical Hazards



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

Jordan Pulse Academy for Occupational Safety and Health:

is a leading academy in the field of training, qualification and employment at the local and regional levels in the field of occupational safety and health and various different fields.

(4500+) trainees have been trained in the Occupational Safety and Health Supervisors Course accredited by the Jordanian Ministry of Labor / Technical and Vocational Skills Development Commission.

(1300+) training diploma certificates in the field of occupational safety and health were issued in cooperation with Jordanian universities / Jordanian higher education.

(2700+) trainees in subjects of occupational safety and health.

General Federation of Jordanian Trade Unions (GFJTU):

The General Federation of Jordanian Trade Unions (GFJTU), established in 1954 and based in Amman, is the main umbrella organization representing workers' unions in Jordan. It comprises 17 officially recognized unions and advocates for workers' rights, fair wages, and improved working conditions. The GFJTU is affiliated with the International Trade Union Confederation (ITUC) and the Arab Trade Union Confederation (ATUC).

a membership of approximately 200,000 workers.

Secretary for occupational health and safety: Mr. Mohammed Ghanem

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, a German development agency specializing in international cooperation:

one of the Ministry of Labor's key partners supporting occupational safety and health activities and initiatives through the **EJ2030** project. GIZ contributed to the development of occupational safety and health legislation, as well as to promoting a culture of safety and health among workers and employers.

9) OSHMS and Risk Assessment

Key Steps for Risk Assessment in work environments based on:

- Article 4 of Regulation of Occupational Safety and Health and the Prevention of Occupational Hazards in Institutions.
- Instructions for Assessing Risks in the Work Environment.
- Instructions of Identifying the Types of Sources of Occupational Hazards in the Work Environment and the Necessary Preventive Precautions and Measures.

1. Identify and Record Occupational Hazard Sources in the Workplace, which include:

Machinery and Equipment	Hand Tools	Vibrations	Excavations	Boilers	Lighting	Electricity
						
Lifts and Lifting Equipment	Heat Stress and Cold Stress	Working at Heights and Scaffolding	Confined Spaces	Psychological and Social Hazards	Fire	Chemical Hazards
						
Ergonomic Hazards	Biological Hazards	Manual Handling	Office Work	Radiation	Noise	Any other occupational hazards as determined by the Minister
						

2. Identify the Individuals at Risk:

All workers and individuals present in the workplace

Taking into consideration the following categories:

Workers with disabilities	Workers operating alone	Pregnant or nursing women	Visitors	Workers under the age of 18	Non-Jordanian workers
					

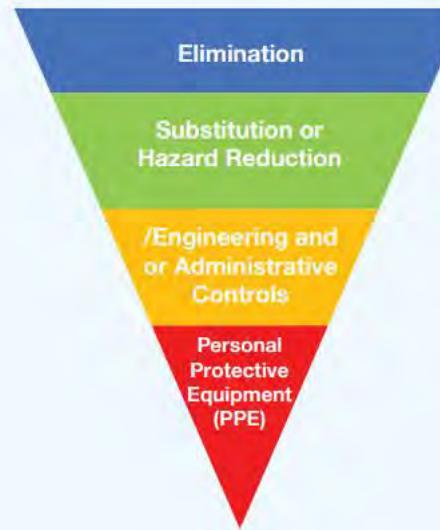
Key Steps for Risk Assessment in work environments
based on:

3. Analyze Occupational Risks

Analyze risks based on:

scale	Severity	Probability of occurrence
1		
2		
3	✓	
4		✓
5		

4. Control Occupational Hazards by:



5. Review and Update

Risk assessments should be reviewed and updated every two years or when necessary.

Scan the QR codes to access the 2023 guidelines for identifying occupational hazard sources in the workplace and the preventive measures required, as well as the 2023 workplace risk assessment instructions.



National Occupational Safety and Health Week – 19th Edition (2025)

- In conjunction with the World Day for Safety and Health at Work.
- From April 28, 2025, to May 4, 2025.
- under the theme:
"With updated legislation and a positive culture... we create a safe work environment."
- The activities included the following:

1) Opening Ceremony

- April 28, 2025
- Under the patronage of H.E., the Minister of Labor.
- in cooperation with GIZ.
- 150 participants representing 70 different entities.
- Activities
 - The development of OSH legislation and the achievements of 2024 (Video)
 - The use of artificial intelligence in occupational safety and health (Presentation)
 - The OSH strategy for the prevention and reduction of occupational accidents and injuries (Presentation)
 - A professional health check-up booth
 - A virtual reality (VR) OSH training booth.



10) Campaign/ Event/ National Convention/ Exhibition

National Occupational Safety and Health Week – 19th Edition (2025)

2) Awareness Materials Dissemination



Key Steps for Occupational Risk Assessment in the Workplace

- 1. Identify and Recognize Occupational Hazards: Scenario in the Workplace, which includes:**

Machinery and Equipment	Hand Tools	Vibrations	Excavations	Boilers	Lighting
Lifts and Lifting Equipment	Heat Stress and Cold Stress	Working at Heights and Scaffolding	Confined Spaces	Psychological and Social Hazards	Fire
Ergonomic Hazards	Biological Hazards	Manual Handling	Office Work	Radiation	Noise
- 2. Identify the Individuals at Risk:**

Taking into consideration the following categories:

All workers and individuals present in the workplace	Workers with disabilities	Workers operating vehicles	Frequent air nursing mothers	Visitors	Workers less than age of 18
--	---------------------------	----------------------------	------------------------------	----------	-----------------------------
- 3. Analyse Occupational Risks:**

Assess risks based on:

scale	Severity	Probability of occurrence
1		
2		
3	✓	
4		✓
5		

4. Control Occupational Hazards:
- 5. Review and Update:**

Upon completion of the risk assessment, review and update the risk assessment annually.

Scan the QR codes to access the 2023 guidelines for identifying occupational hazard sources in the workplace and the preventive measures required, as well as the 2023 workplace risk assessment instructions.



Safe Storage Guide

- Keep exits and emergency routes clearly visible and unobstructed.**
- Avoid random stacking.**
- Secure shelving units firmly to prevent tipping.**
- Maintain at least 0.5-meter of clearance between stored items and the ceiling.**
- Store hazardous materials in a safe area.**

To access the (Instructions for Identifying the Types of Sources of Occupational Hazards in the Work Environment and the Necessary Preventive Precautions and the Year 2023), scan the following QR Code:



Occupational Safety and Health Policy

The Occupational Safety and Health (OSH) policy forms the foundation of an institution's OSH management system. The goal of this policy is to protect workers from risks caused by or associated with work, or that may arise in the workplace, by minimizing hazards in the work environment.

The reasons that drive any institution to manage occupational safety and health include moral, social, legal, and economic considerations.

The OSH policy should include the essential information listed below. It must be displayed clearly in a visible place, in all languages used by workers, and updated as needed:

1. Name of the institution and its national registration number.
2. Clear statement of responsibility and commitment from senior management toward the safety and well-being of workers and all individuals in the workplace.
3. Identification of goals and objectives that the institution aims to achieve to ensure a safe working environment and protection from hazards.
4. Roles and Responsibilities:
Clear definition of roles and responsibilities at all levels within the organization concerning OSH. Managers and supervisors share the responsibility of implementing OSH policies, each according to their institutional hierarchy.

Employer's Responsibility:
The employer must make the necessary arrangements for first aid in accordance with the Labor Law and the regulations and instructions issued under it. This should ensure that first aid is provided as quickly as possible, with proper attention to equipment and facilities, and that these arrangements are communicated to all workers.



Means and Devices for Medical First Aid for Workers in the Institution - 2024



Employer's Responsibility:
The employer must make the necessary arrangements for first aid in accordance with the Labor Law and the regulations and instructions issued under it. This should ensure that first aid is provided as quickly as possible, with proper attention to equipment and facilities, and that these arrangements are communicated to all workers.

National Occupational Safety and Health Week – 19th Edition (2025)

3) Awareness Inspection Campaign

A two-week awareness inspection campaign was launched from the opening date of the National Week to verify employers' compliance with OSH standards and to provide them with advice and guidance to increase compliance rates.

4) Awareness Workshops

Covering the three regions of the Kingdom were organized and implemented by the OSH field departments, with attendance of 695 participants from 233 different entities.



National Occupational Safety and Health Week – 19th Edition (2025)

5) Media Engagement

The Director of the OSH Directorate, Eng. Najah Abu Tafesh, was hosted on several local radio stations to speak about the Ministry of Labor's role in ensuring a safe work environment for workers:

- Interview with Jordan Radio on April 27, 2025.
- Interview with Irbid FM on April 30, 2025.
- Interview with Amman FM on the program *“Meeting Under the Spotlight”* on May 3, 2025.

11) References

- Labor Law No. 8 of 1996
- Regulation of Occupational Safety and Health and the Prevention of Occupational Hazards in Institutions No. 31 of 2023
- Regulation for Forming Occupational Safety and Health Committees and Appointing Supervisors in Institutions No. 33 of 2023
- Instructions for Assessing Risks in the Work Environment
- Instructions of Identifying the Types of Sources of Occupational Hazards in the Work Environment and the Necessary Preventive Precautions and Measures
- Occupational Injuries Report for the Year 2023, issued by the Occupational Safety and Work Injuries Division at the Jordanian Social Security Corporation (SSC), prepared by Eng. Lubabah Al-Shara', and published in 2024
- The Annual Report of the Vocational Training Corporation for the Year 2022
- https://mol.gov.jo/EN/Pages/Organization_Structure
- <https://www.ssc.gov.jo/wp-content/uploads/2025/02/%D8%AA%D9%82%D8%B1%D9%8A%D8%B1-%D8%A5%D8%B5%D8%A7%D8%A8%D8%A7%D8%AA-2023.pdf>
- https://mol.gov.jo/EN>List/Laws_En
- https://www.vtc.gov.jo/EBV4.0/Root_Storage/AR/EB_List_Page/2022-2.pdf
- <https://ipaacd.com>
- <https://gfjtu.org/en/about-us>
- <https://www.giz.de/en/worldwide/100931.html>

12) Three major initiatives (strategies) by the government

1) Occupational Safety and Health Strategy for the Prevention and Reduction of Work Accidents and Injuries (2023-2027)

The Social Security Corporation launched this strategy in cooperation with all partners to enhance the occupational safety and health system in both the public and private sectors. The strategy was developed by experts, specialists, and regulatory authorities in occupational safety and health, represented by the High Steering Committee, which includes the Ministry of Labor, university experts, the General Federation of Jordanian Trade Unions, and civil society organizations. Additionally, the Technical Committee for monitoring the implementation of the strategy comprises representatives from the Ministry of Labor, Social Security Corporation, Jordan Chamber of Commerce, Jordan Chamber of Industry, and the General Federation of Jordanian Trade Unions.



Made with  Napkin

12) Three major initiatives (strategies) by the government

1) Occupational Safety and Health Strategy for the Prevention and Reduction of Work Accidents and Injuries (2023-2027)

- Conduct multi-channel awareness campaigns (TV, radio, print, social media) on occupational diseases and medical examinations.
- Hold OSH workshops in all governorates, universities, and vocational training centers.
- Partner with universities and research bodies to promote OSH studies and projects.
- Foster cooperation with government entities and organizations to support OSH in workplaces.
- Encourage establishments to comply with OSH requirements and standards.
- Provide benefits for establishments achieving OSH-related quality standards.
- Train Social Security branch employees in awareness, inspection, evaluation, and guidance.
- Qualify OSH supervisors, focusing on high-risk workplaces with poor compliance.
- Implement the “Return to Work and Reintegration” program.
- Develop a guiding manual for establishments on OSH compliance.
- Build and update OSH regulatory legislation under a unified national policy.
- Create a national OSH risk matrix for unified workplace classification.
- Develop a national electronic OSH system linking all concerned entities.
- Establish a national database for occupational medical examination results.
- Develop internal communication manuals for Social Security Corporation branches.
- Create inter-agency communication guidelines for OSH matters.
- Hold regular social dialogue with internal and external stakeholders.
- Launch a biennial “Best Practices in OSH” conference to share standards and innovations.

Initiatives of Occupational Safety and Health Strategy



Made with  Napkin

12) Three major initiatives (strategies) by the government

- 2) Launch of an electronic service for reporting occupational accidents, injuries, and diseases.
- 3) Launch of an awareness campaign following the amendment of occupational safety and health legislation, which included awareness inspection visits, the implementation of approximately 22 workshops to inform employers and workers about the key amendments, and the dissemination of more than 53 awareness materials.



<https://inspection.hemayah.jo/COMPANY>

4. Issues and Challenges (difficulties) in Implementing OSH

1) Very-high fatal occupational injury rate per 100,000 insured workers:

The overall fatal occupational injury rate per 100,000 insured workers in 2023 was **13.1**.

Qatar ~2.3/100k in 2022 <https://pubmed.ncbi.nlm.nih.gov/37064780/#:~:text=Results%3A%20%20Out%20of%20a,Road%20traffic%20injuries%20%5BRTI>

Tunisia 3/100k <https://www.leconomistemaghrebin.com/2024/11/05/120-accidents-du-travail-mortels-en-2023-en-tunisie/#:~:text=Leur%20nombre%20total%20s%E2%80%99est%20%C3%A9lev%C3%A9,travail%20%C3%A9taient%20enregistr%C3%A9s%20en%202023>

Saudi ~0.8/100k <https://saudigazette.com.sa/article/629473#:~:text=The%20highest%20number%20of%2014%2C199,a%20result%20of%20work%20injuries>

EU 1.66/100k https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Accidents_at_work_statistics#:~:text=Across%20the%20whole%20of%20the,accidents%20per%20100%C2%A0000%20employed%20people

Suggestions:

- Improving OSH Culture
- Targeted interventions in high-risk sectors.
- Improving OSHMS and Risk Assessment
- Developing a deterrent penalties system that increases employers' compliance to provide a safe work environment).
- Continued improvements in legislative frameworks and enforcement, aligned with international best practices.

2) The need to review the fines system for occupational safety and health violations:

The penalty for non-compliance with appointing an occupational safety and health supervisor ranges between 100 and 500 Jordanian Dinars, and the fine is doubled in case of repetition. Meanwhile, the monthly salary of an occupational safety and health supervisor is approximately 500 Jordanian Dinars.

3) Weak Occupational Safety and Health (OSH) Culture among Workers and Employers

Recent reports from ILO and Better Work Jordan reveal a weak occupational safety culture among workers and employers in Jordan. Despite legislative updates and improved inspections, safety practice compliance remains low, especially in small and medium enterprises. Insufficient training and weak enforcement lead to preventable workplace accidents. Strengthening awareness and continuous training for all stakeholders is urgently needed to ensure safer work environments.

<https://www.ieta.org/download/file/fid/170523>

<https://www.ilo.org/resource/news/ilo-trains-industrial-workforce-jordan-strengthen-safety-culture-advance>

<https://betterwork.org/wp-content/uploads/English-BWJ-Annual-Report-2023-1.pdf>

4) Jordan's Non-Ratification of Key ILO Occupational Safety and Health Conventions

Many recent amendments to Jordan's occupational safety and health legislation align with international standards. However, Jordan has not yet ratified several important ILO conventions, including Convention No. 187 (Promotional Framework for Occupational Safety and Health, 2006), Convention No. 155 (Occupational Safety and Health, 1981), and Convention No. 161 (Occupational Health Services, 1985). These conventions provide comprehensive frameworks for strengthening workplace safety, health services, and national OSH policies. Ratifying these conventions would further enhance Jordan's legal and institutional capacity to protect workers and promote safer working environments.

5) The absence of a national registry for occupational diseases

The absence of a national registry for occupational diseases in Jordan hinders the accurate monitoring and assessment of work-related health risks. Without reliable data, it is difficult to develop effective prevention strategies and allocate resources efficiently. Establishing such a registry is essential to improve workplace health surveillance and enhance policy-making for better worker protection.

5. Good Practices

1) Electronic inspection systems in the Ministry of Labor (Control and Quality Room)

The Ministry of Labor's Electronic Inspection System, established in 2021, enhances oversight of labor inspections through real-time visual monitoring and electronic tracking of inspection procedures. This system improves the safety of labor inspectors by using camera tracking during inspections. It supports the Ministry's strategic goals aligned with Jordan's Economic Development Vision 2030, focusing on regulating the labor market, ensuring occupational safety and health standards, combating child labor, and organizing work. The project aims to strengthen labor inspections, protect workers' rights, and promote decent work conditions nationwide.

The Ministry was shortlisted as a finalist for the WSIS Prizes, honoring outstanding ICT initiatives, for its Electronic Inspection Systems project. It ranked among the top 20 projects in the E-Business category (C7).



5. Good Practices

2) Social Security Award for Excellence in Occupational Health and Safety

The award promotes occupational safety and health culture by highlighting social protection and legal compliance. It recognizes outstanding individual research, helps organizations gain international recognition, encourages best practices, and supports establishments in improving safety performance.

- **6 Assessments for Establishments in 2022-2023.**
- **Assessing 102 Scientific Researches in OSH field.**

<https://www.ssc.gov.jo/wp-content/uploads/2024/11/%D8%A7%D9%84%D8%AA%D9%82%D8%B1%D9%8A%D8%B1-%D8%A7%D9%84%D8%B3%D9%86%D9%88%D9%8A-2023.pdf>



5. Good Practices

3) The Golden list

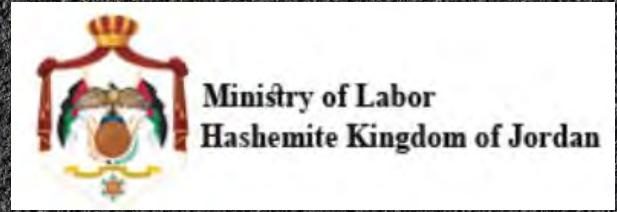
The Jordanian Ministry of Labor's **Golden List Program** is a Code of Practice based on compliance with local and international labor standards. Modern auditing techniques are used to assess companies' adherence to the Labor Law and decent work conditions, such as fair wages, working hours, and overtime.

Companies meeting all requirements are placed on the **Golden List** and granted an exemption from the bank guarantee for hiring expatriate workers.

Compliance with OSH standards accounts for 78 out of the 196 total points in the final assessment, representing approximately 40% of the overall score.

Establishments listed in The Golden List (08/10/2024)

#	Establishment Name
1	NEEDLE CRAFT CLOTHING INDUSTRY
2	CASUAL WEAR APPAREL LLC
3	FINE APPAREL LLC
4	Classic Fashion Apparel Industry Ld.co
5	HI-TECH TEXTILE L.L.C
6	Rainbow Textiles LLC
7	TUSKER APPAREL LTD.CO
8	PINE TREE COMPANY FOR TEXTILE MANUFACTURING (PSC)
9	MAS AL SAFI APPAREL MANUFACTURING LLC
10	GALAXY APPAREL INDUSTRY
11	Prosperity International For Plastic Manufacturing



The End