

## **ANNEX IV: Country Report** (*Situation Analysis Report*)

**Only selected applicants** are required to formulate this Report.

The report must be submitted to JICA Tokyo by e-mail (ticthdop@jica.go.jp) **by November 26, 2020.**

Please include the course title and number, 201902061J001, in the e-mail title.

Furthermore, please note that the document should be typewritten in double-spaced English, approximately 3,000 words on A4 size paper, and its file size within 2MB (DO NOT compress/compile into ZIP files, etc.) when sending.

### **(Occupational Safety and Health Situation Analysis Report)**

**201902061J001**

### **Country Report JORDAN**

The report must include the following topic.

#### **1. Basic Information**

- (1) Name of Participant: SALEM TALAL SALEM BANI HANI
- (2) Country : JORDAN
- (3) Organization / Department / Title : Ministry of Labor / Department of Occupational Safety and Health / Irbid Labor Directorate
- (4) Work experience (5 years) in the field of industrial/occupational safety and health

#### **2. Organization Chart**

Please attach a chart specifying the division or section you belong.



### 3. Contents (Country overview)

The report should include the detailed analysis of following topics.

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

Statistics of the Social Security Corporation every 40 minutes an injury and every two days a death.

The provisions of this chapter relating to work injuries and occupational diseases shall be applied on the Employees towards whom the provisions of the Social Security Law in force do not apply.

a) If the Employee sustains a work injury which led to his death or resulted in a

physical injury which prevented his continuation in work, the Employer should transport the injured to a hospital or medical center and notify the competent security authorities of the accident as well as send a notification thereof to the Ministry within a maximum period of 48 hours from the occurrence of the accident. The Employer shall absorb the expenses of transporting the injured to the hospital or medical center for treatment.

b) The Employee or Establishment Manager or whoever represents it shall be penalized, in case he violates the provisions of paragraph (a) of this article, by a

minimum fine of one hundred Dinars and not exceeding five hundred Dinars for

every violation. The penalty shall be doubled in the event of repetition.

-The Employer shall be liable for the payment of the compensation provided for in this law to the Employee who is stricken with one of the occupational diseases which arises out of his work pursuant to a report from the medical authority.

-With due observance to what falls in any law or other legislation, it is not permissible for the injured or the person entitled on his behalf to claim any compensations not stated in this law and that is with respect to the work injuries from the Employer unless such injury have arisen from the fault of the Employer.

a) If the work injury resulted in the Employees death or' his total disablement, the Employer shall be liable for a compensation equivalent to one thousand Dinars and not less than two thousand Dinars.

b) If the work injury resulted of a temporary disablement, the Employee shall be entitled to a daily allowance equivalent to 75% of his average daily wage as of the day on which the injury has occurred during the treatment period based on a report from the medical authority if his treatment was outside the hospital and such allowance shall be reduced to 65% of such wage if the injured is being treated in one of the approved medical centers.

c) If the work injury resulted of a permanent partial disablement, based on a report from the medical authority, the Employee shall be paid a compensation on the basis of the proportion of such disablement to the established compensation for the total disablement pursuant to table No. (2) Annexed to this law.

d) If the work injury results in more than one physical impairment, the injured Employee shall be entitled to compensation for each one of these impairments according to the basis provided for in this law provided that the total payable amount in this case shall not exceed the amount of compensation payable in the case of total disablement

-The compensation provided for in this law shall be calculated on the basis of the last wage received by the Employee. However, if the Employee was working on piece basis, it shall be calculated on the basis of the average wage during the last six months of his work.

a) The compensation to be paid pursuant to this law shall be estimated upon the request of the Employer, Employee or persons entitled on his behalf. In the event of one agreement on the compensation, it shall be estimated by the Secretary General as being the Commissioner for the estimation of the compensation and he shall be a litigant in the lawsuit related to it (the compensation). The Minister may appoint other Commissioners from the Ministry's staff to exercise the powers of

the Commissioner in any area of the Kingdom.

b) The compensation shall be made in one payment within thirty days from the date

of notification of the commissioner's decision of his estimation to those concerned.

c) The payment of the compensation provided for in this law shall not prevent the

Employee or those entitled on his behalf to receive the terminal benefit if the conditions of entitlement thereto are fulfilled.

d) No lawsuit shall be heard before a court with respect to the compensation provided for in this law if the request thereof has been submitted to the Commissioner and still pending under his consideration.

-The application for compensation on any work injury shall be accepted unless submitted

to the Commissioner within two years from the date of occurrence thereof or from the

date of death of the injured Employee. However, the Commissioner may accept the

application subsequent to the lapse of two years from the date of occurrence of the injury

or death if the delay in its submission was arising out of a legitimate excuse including the

final none conclusiveness of the results of injury.

a) With due observance to the provision of paragraph (b) of this article, the right of

the injured to the daily allowance and cash compensation shall drop provided that

it is substantiated by the result of the investigation conducted by the competent authorities subsequent to hearing the statement of the Employer or who represents

him and the statement of the injured when his health condition permits in any of

the following cases:

1. If the injury arose from a deliberate act or serious fault or negligence of the injured.

2. If the injury had resulted from the influence of liquor, narcotics or mentally influencing articles.

3. If the injury violates the established instructions with respect to his treatment from the injury or in respect of the announced industrial prevention and security which must be followed and where such violation had an effect in the occurrence of the injury.

b) The provisions of paragraph (a) of this article shall not apply on any of the injury

cases, cases provided for under that paragraph are included, if the death of the

injured had risen from therefrom or if he had sustained a permanent disability due

thereto of a minimum percentage of (30%). The injured or those entitled on his behalf shall be paid the daily allowance or cash compensation, as the case may be.

-The payable compensation pursuant to the provision of this law may not be mortgaged

under any circumstances or attached except for an alimony debt to a maximum of one

third the amount of compensation nor it is permissible to transfer it to any other

person  
other than the Employee or those entitled on his behalf or to claim the clearing  
of the  
compensation payable after the Employees death.  
-With due observance to the provisions of article (95) of this law, the  
compensation shall  
be distributed in the event of the Employees death to those entitled on his  
behalf  
according to the portions designated under table (3) annexed to this law.

## **2) Data collection methods for statistics**

Statistics of the Social Security Corporation

## **3) Safety and Health related Laws and Regulations**

Labor law

Social Security law

a) The Employer must:

1. Provide the necessary precautions and measures to protect the Employees from the hazards and diseases that may result from the work as well as from machines used therein.
2. Provide Employees with personal protection and prevention means from the hazards of work and occupational diseases such as clothes, eye glasses, gloves, shoes and the likes as well as instructing them on the method of its use, maintenance and cleaning.
3. Inform the Employee prior to engagement of the risks of his occupation and methods of methods of protection to be taken by him. Instructions and directives showing the occupational risks and methods of protection there from according to the regulations and decisions issued in this respect should be placed in a conspicuous place.
4. Provide medical emergency facilities and equipment to Employees in the Establishment according to the levels determined by a decision of the Minister subsequent to seeking the opinions of the competent official authorities.

b) The Employees may not absorb any expenses resulting from the implementation  
of or providing what is stated under paragraph (a) of this article.

a) The Minister shall determine, subsequent to seeking the opinion of the competent  
official authorities under instructions issued by him, the following:

b) The precautions and measures, to be taken or provided in all Establishments  
or in

any of them for the protection of Employees and establishments from the risks of  
work and occupational diseases.

c) The equipment and facilities to be provided in the establishments from the  
risks of  
work and occupational diseases.

d) The basis And standards that have to be available in the industrial  
establishments

to ensure all forms of pollution free environment, protection against noise,  
vibrations and every thing prejudicial to the Employees health within the  
approved international standards as well as determining the special methods

of testing and examining for controlling such standards.  
The Employer should take the precautions necessary for the protection of the establishment and its Employees from the hazards of fire and explosions or storage, transporting or handling the inflammable dangerous materials and provide sufficient technical facilities and equipment according to the instructions of the competent official authorities.  
-It is not permissible for the Employer or Employee to permit the entry of any type of liquor narcotics, mental influencing articles or dangerous drugs to the places of work or exhibit same therein nor is it permissible for anyone to enter into such places or stay there for any reason whilst under the influence of such drinks or drugs.  
-Employees in any establishment should comply with the provisions, instructions and decisions pertaining to prevention precautions, safety, occupational health, use and maintenance of equipment relating thereof, refraining c. from any act, which would obstruct the execution of such provisions, decisions and instructions as well as refrain from tampering or causing damage or destruction thereto under being subjected to the disciplinary penalties provided for in the establishments internal regulations.  
-The Minister may, subsequent to seeking the opinions of the concerned authorities, issued instructions under which he would determine every job in which no one can be put to work prior to subjecting him to medical examination to ascertain the fitness of his health to carry out such job. The instructions issued pursuant to this article shall be published in two local daily newspapers as well as in the official gazette.

a) If the Employer violates any of the provisions of this chapter, the Minister may close down the establishment or place of work in wholly or partially or stop any machine therein if such violation would expose the Employees, establishment or machines to hazard until the Employers removal of the violation.

b) It is a pre-requisite that the Minister may not issued his decision provided for under paragraph (a) of this article prior to serving warning upon the Employer for the removal of the violation within the period he sets for him in the warning and that is according to the seriousness and gravity of violation.

c) Due observance should be made in the case of closing down the establishment, place of work or stoppage of machines therein whereby the Employees right to receive their wages in full for the period of closing down or stoppage is not

breached.

d) The Minister may refer the violator to the competent Court and shall be penalized

in such case by a minimum fine of one hundred Dinars and not exceeding five hundred Dinars. This fine shall be doubled in case of repetition. The adjudged fine may not be reduced below its minimum for any reason whatsoever.

-The Council of Ministers shall issue, upon the recommendation of the Minister, the

necessary regulations in the following matters:

a) Formation of the safety & Occupational Health, Committees, appointment of

supervisors in public and a private institutions and determine the scope of competence and duties of such Committee and supervisors.

b) Preventive and therapeutic medical care for Employees, duties of Employers in

providing it, method of establishment of the joint medical units amongst more than one establishment, method of its financing the technical equipment which should be made available in such units and the periodical medical examinations to

Employees.

c) Prevention and safety from industrial machines and engines as well as from worksites.

#### **4) Labor Inspection System**

Labor law

System of labor inspectors

-The Ministry shall undertake the inspection duties as an implementation of the provisions of this law.

-Any one undertaking the inspection duties shall sign an affidavit that he shall perform his/her job faithfully and devotedly and not to disclose the secrets that he/she has become acquainted with because of his/her job.

-The qualifications, duties, powers and remunerations of the labour inspectors in addition to the obligations of the employers towards them

shall be specified in regulations issued to this effect.

-The employer or his/her representative shall:

A. Send a notice to the Ministry or any of its directorates in the work area including the number of his/her employees, job position and nature of each of them, date of commencing work and the employees wages at the first month of each year.

B. Keep records that should be reserved including the records of the employees and trainees in his/her establishment.

A. During performing his/her job duties, the labour inspector shall exercise the powers entitled to the judicial police members by virtue of the applicable Rules of Penal Trials Code, the minutes he/she organizes shall be applicable till otherwise is proven.

B. The inspector may request from the employer to remove the contravention during a period not exceeding seven days from the date of receiving a written notification of that, in case of the employer's default, then the Minister or whom he authorizes may decide to close the establishment till the removal of the

contravention or the issuance of the court's verdict in this regard.  
C. The court shall decide that the contravener shall remove the contravention and pay a fine not less than fifty JDs and not exceeding five hundred JDs, the fine shall not be less than its Minimum limit for any discretionary mitigating reason. ٢٢

**5) Workers' accident compensation insurance**

Social Security law

**6) Safety of equipment and facilities**

Labor law

Social Security law

A. The employer shall do the following:

1. Provide the required precautions to protect the employees from the dangers and diseases that may result from the work and the used equipment.

2. Provide personal protection equipment for the employees to protect them against the work dangers and occupational diseases such as clothes, glasses, gloves, shoes and others, in addition to guiding them how to use, keep them and keep their cleanliness.

3. Acquainting the employee before his/her employment with the dangers of his/her occupation and the protective means that shall be taken in accordance with the regulations and decisions issued in this regards.

4. Providing the medical aid means and equipment for the employees in the establishment in accordance with the levels specified by the Minister after consulting the competent official authorities.

B. The employees shall not bear any expenses arising from executing or providing what has been mentioned in paragraph (A) of this article.

**7) Training/ Education programs**

Institute of Occupational Safety and Health

Vocational Training Corporation

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

International Labour Organization

**9) OSHMS and Risk Assessment**

International Labour Organization

- Is a comprehensive and systematic method of assessing and improving performance in the prevention of workplace incidents, accidents and diseases.

Risk assessment and management 5 steps for prevention

Step 1 Identify the hazards

Step 2 Decide who might be harmed and how

Step 3 Evaluate the risks and decide on precautions

Step 4 Record your findings and implement them

Step 5 Review your assessment and update if necessary

[https://www.ilo.org/wcmsp5/groups/public/---ed\\_protect/---protrav/---safework/documents/presentation/wcms\\_154508.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/presentation/wcms_154508.pdf)

**10) Campaign/ Event/ National Convention/ Exhibition**



National Week for Occupational Safety and Health

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

Ministry of Labor  
Social Security Corporation

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

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
  - Increase awareness and community education to reduce deaths and injuries
  - Specialized training in occupational safety and health
  - Amending legislation, regulations, instructions and laws
  - Use of the media and social media

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

Amending legislation

Increase awareness, education and use of the media

Increasing specialized sectoral inspection directed at the most affected sectors

Good Practices

Please share the good practices of your country with other participants.

- 1) What was achieved
- 2) key elements of success
- 3) lessons learned
- 4) implementation partners
- 5) monitoring methods

New Infectious Diseases(COVID-19) related measures

Please share good practices against new infectious diseases, such as COVID-19, in your country with other participants. If available, photos of good practices are desirable.

NOTE:

- ✧ All participants are required to give a brief presentation on his/her Country Report on December 2, 2020.
- ✧ The Country Report and documents (PPT) used in the presentation will be distributed to all participants and will be utilized as reference through the course. The documents will also be posted on the following Website managed by JISHA. Website: <http://www.jisha.or.jp/international/training.html>