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ممول من الاتحاد الأوروبي

# EMPOWER JORDAN

**Enabling and Mobilizing** Civil Society Organizations in Jordan through Reinforced Institutional, Advocacy, and Technical Capacities to **Enhance Coordination for Sustainable Development**

TRAINING  
MANUAL

Gender Justice and  
Economic and Social  
Rights Priorities 2025

Implemented by



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## Introduction:

This training manual has been developed within the framework of the project “Strengthening and Empowering Civil Society Organizations in Jordan by Enhancing Institutional and Technical Capacities and Advocating for Improved Coordination for Sustainable Development – EMPOWER Jordan.” The initiative is implemented in partnership with the Agency for Technical Cooperation and Development (ACTED) and supported by a grant from the European Union.

The overarching objective of the project is to enhance the role of civil society organizations in Jordan as active actors in the protection of human rights and the promotion of sustainable development. Specifically, it seeks to empower 21 civil society organizations, in addition to 42 further organizations, by strengthening their institutional structures and technical capacities. Beyond capacity development, the project also endeavors to reinforce coordination mechanisms among civil society organizations, thereby promoting cooperation and dialogue with relevant stakeholders. These efforts are intended to contribute to evidence-based policy reform in the fields of human rights and sustainable development.

In recent decades, global discourse has increasingly recognized gender justice and the protection of economic and social rights as essential pillars for advancing sustainable development and fostering social stability. Within the Jordanian context, these issues have gained growing prominence in public policy and in the initiatives of civil society organizations, particularly in response to persistent economic and social challenges that disproportionately affect vulnerable groups, most notably women and youth.

Gender justice extends beyond the principle of formal equality enshrined in legislation. It entails the provision of equitable opportunities and the systematic removal of structural barriers that hinder the full and equal participation of both women and men in economic and social life. Similarly, economic and social rights encompass access to decent work, quality education, health care, and social protection rights that collectively safeguard human dignity and well-being.

Civil society organizations in Jordan occupy a critical position in advocating for more inclusive and equitable policies, as well as in empowering communities to articulate their needs and claim their rights. To fulfill this role effectively, these organizations must enhance their institutional and technical capacities to integrate gender perspectives, analyze local socio-economic contexts, and design gender-responsive interventions that advance the recognition of economic and social rights for all members of society.

## Target Audience:

### This guide is intended to serve:

- Male and female workers in civil society organizations.
- Community-based researchers and activists working on rights and gender issues
- Program and project staff engaged in designing or evaluating evidence-based interventions.
- Local organizations seeking to develop interventions grounded in an in-depth understanding of community needs.
- Legal and administrative staff within organizations.
- Activists working in civil rights and public freedoms.
- Nonprofit organizations, compliance, and governance task forces.

## Importance of the Manual

- Enhance comprehension of the fundamental concepts of gender justice and economic and social rights, and contextualize them within Jordan.
- Equip civil society organizations (CSOs) with practical tools and skills for designing and implementing gender-sensitive projects.
- Enable organizations to assess local contexts and identify gender gaps in laws, policies, and practices.
- Strengthen the capacity of civil society to advocate for equitable and just policies.
- Support sustainable development by integrating principles of gender justice into economic and social programs.
- Foster robust partnerships among government bodies, institutions, and the private sector to achieve a broader impact.
- Provide trainees with practical exercises and tools that can be directly applied in their fieldwork.

# Introduction to Gender Justice Priorities and Economic and Social Rights

Gender justice and the protection of economic and social rights are fundamental to achieving sustainable development and fostering a more inclusive and equitable society. In Jordan, these issues have gained an increase in attention within legislative and institutional frameworks. The principles of equality and non-discrimination have been enshrined in the Jordanian Constitution, which stipulates in Article 6 that “Jordanians are equal before the law, and there is no discrimination between them in rights and duties, even if they differ in race, language, or religion.”

Jordan has also ratified several relevant international conventions, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the International Covenant on Economic, Social and Cultural Rights (ICESCR), which obligate the state to protect and promote these rights through national policies. These commitments are further reflected in various domestic laws and legislative measures, including:

- Jordan’s Labor Law, which includes provisions to protect women’s rights and ensure equal pay.
- The Social Security Law, which guarantees social protection for all workers, both men and women.
- The Law on Protection from Domestic Violence, which helps ensure a safe and supportive environment for all members of society.

Despite the existence of these legislative frameworks, significant gaps remain in their implementation and practical application. These gaps are reflected in the low participation of women in the labor market, persistent wage disparities, and obstacles to equal access to economic and social services. This situation underscores the critical role of civil society organizations, which are well-positioned to monitor these gaps, advocate for legislative reforms, and implement programs and initiatives that support marginalized and vulnerable groups.

This training manual is designed to equip civil society organizations in Jordan with practical knowledge and tools to:

- Comprehend the link between gender justice and economic, and social rights.
- Identify relevant national legislation and policies, and assess their alignment with international standards.
- Develop and implement gender-sensitive initiatives that uphold the rights of all individuals.

Aligning community efforts with the legislative framework represents a key strategy for advancing justice and equity in Jordan and promoting the full and effective participation of all citizens in development.

# Human Rights

## What are human rights?

- In 1948, following the establishment of the United Nations, member states adopted a comprehensive list of human rights known as the Universal Declaration of Human Rights.
- Human rights are the fundamental entitlements that every individual should enjoy.
- Most importantly, these rights belong to every individual inherently, without discrimination on the basis of nationality, gender, race, religion, language, or any other factor.
- The rights of every individual must be respected; no government, group, or person may violate them.
- Examples of basic human rights include:
  - **Right to life:** Each person has the right to live without fear of being harmed or killed by others.
  - **Prevention of torture and inhuman or degrading treatment:** Every individual has the right not to be subjected to torture, inhuman, or degrading treatment.
  - **Right to liberty:** Every individual has the right to freedom, which may only be restricted under specific lawful circumstances.
  - **Right to private and family life, including home and correspondence:** Every individual has the right to a private and family life which must be protected.
  - **Right to non-discrimination:** Every individual has the right to be free from discrimination based on gender, age, nationality, religion, or other personal characteristics.

### **“Where do human rights begin?”**

On the tenth anniversary of the Universal Declaration of Human Rights, Anna Eleanor Roosevelt delivered a speech entitled “Where Do Human Rights Begin?” In her address, she emphasized the significance of human rights in everyday life, stating:

“Ultimately, where do universal human rights begin? In small places close to home places so small and near that they may not appear on any world map. Yet it is within the life of the individual at the school or college they attend, the factory, farm, or office where they work that each person seeks justice, equal opportunity, and dignity without discrimination. Unless these rights hold meaning in these everyday spaces, they have no meaning anywhere else. Without active engagement by citizens to uphold them locally, efforts to achieve progress in the wider world will be in vain.”

Activity: Think about the statement above and analyze how human rights are relevant in your day-to-day activities

## **Gender equality**

### **What is gender equality and why is it important?**

#### **Exercise - Why is gender equality important?**

Each participant should respond to the following questions and record their answers on a sheet of paper anonymously.

- Why is equality important to you?
- Identify one area where you believe equality is not fully realized and suggest a solution from your perspective.

#### **The trainer analyzes the answers and highlights key insights about the importance of equality.**

**In what ways can human rights be compromised when gender equality is not realized?**

The act of discrimination	Category
The prevailing conviction in society that women are weaker than men	Gender roles and stereotypes
..	Human Trafficking and Prostitution
..	Political and public life
..	Participation at the international level
	Sexual Rights
	Equal rights to education
	Employment
	Healthcare and family planning
	Economic and Social Rights
	Rural women
	Equality before the law
	Marriage and dependency

**Examples of common areas of inequality (provided here for the trainer to consult when assessing participants' answers).**

### Violence against women and girls

Violence against women and girls, also known as gender-based violence, refers to any act that causes physical, sexual, or psychological harm or suffering to women.

- According to the World Health Organization (WHO), one in three women globally experience some form of violence.
- In most cases, violent acts are committed by someone close to the woman or girl, such as a spouse or family member.
- Violence can manifest in various forms, including domestic and sexual violence.

### Sexual Violence and Harassment

Sexual harassment refers to any sexual behavior carried out without the consent of the other person. This may include physical acts, demands for sexual favors, or the use of inappropriate sexual language or expressions.

Sexual violence refers to the sexual assault of an individual. Although men and boys can also be victims of it, women and girls remain the most vulnerable.

### Domestic violence

Domestic violence is among the most prevalent forms of violence against women globally, with studies indicating that up to 70% of women have experienced physical and/or sexual violence at some point in their lives by someone close to them. Such violence may also involve psychological abuse, coercive control, and intimidation.

## Examples of Psychological Abuse:

- Verbal abuse, including insults or humiliation.
- Coercive control, such as limiting access to transportation, finances, friends, or family.
- Threats of physical or sexual harm.

## Economic Rights

### What are economic rights?

Economic rights are a category of human rights that pertain to work-related entitlements. They are fundamental to the protection of human dignity, liberty, and overall well-being. These rights encompass the right to work, social security, access to a minimum wage, fair working conditions, safe and decent employment, as well as the freedoms of assembly and association.

### How are economic rights violated by inequality between women and men?

- Globally, women are less likely than men to participate in the labor market.
- Women experience higher unemployment rates compared to men.
- Women constitute the majority of informal workers, making them more vulnerable to exploitation and abuse.
- Women receive lower wages than men for comparable work.
- Women bear a disproportionate share of care and unpaid domestic work, spending nearly two and a half times more time than men on these responsibilities.

### How are states promoting the realization of economic rights?

#### Mandatory Wage Transparency and Declaration (UK)

In 2010, the United Kingdom enacted the Equality Act, which mandates that companies with more than 250 employees disclose the salaries of all staff, thereby enabling the identification of any gender pay gaps. This requirement applies to both public and private sector organizations. The legislation also establishes penalties, including fines, for employers or their representatives in cases of non-compliance.

#### Protection by Empowering Labor Inspectors (Spain)

In Spain, companies are required to foster working conditions that prevent sexual harassment. To support this, government labor inspectors have additional responsibilities and authority related to workplace violence and harassment. They may initiate investigations in response to complaints, in companies with a history of prior inspections for sexual harassment, or where collective agreements mandate the implementation of preventive measures.

## How can you identify violence or economic exploitation?

Violence or economic exploitation occurs when one person exerts control over another's financial resources. This can include restricting access to money or other essential resources, such as food, clothing, or transportation, as well as preventing someone from working or pursuing an education. Economic exploitation can be difficult to recognize, in part due to limited public awareness of what constitutes such abuse.

### Recognizing Violence/Economic Exploitation

#### Is your income and access to money restricted?

- Has anyone obstructed your opportunities for learning or work?
- Are your working hours being limited by someone?
- Does anyone prevent you from accessing your earnings or financial resources?
- Is there anyone who refuses to allow you to claim job benefits?
- Is there anyone preventing you from accessing a bank account?

#### Does anyone prevent you from using your own money and possessions?

- Has anyone restricted your ability to decide how and when to use your money?
- Does someone dictate what items you can buy?
- Does someone dictate the use of your possessions, like your phone or vehicle?
- Is anyone preventing you from holding economic assets in your own name, including savings or property?
- Is there anyone hiding your financial information from you?

#### Is someone using your financial resources for their own benefit without your consent?

- Has someone stolen or misappropriated your money or possessions?
- Is there anyone who intentionally causes damage to your property?
- Is someone deciding how money for household needs and bills is spent?
- Does anyone create debts in your name without your awareness?

## Jordanian Constitution, Article (6)

Article 6 of Jordan's Constitution states that all Jordanians are equal before the law, with the same rights and responsibilities, regardless of their race, language, or religion. The article was updated in 2011 and 2022 to include additional provisions.

## Article (6)

- All Jordanians are equal before the law, with no discrimination in rights or responsibilities, regardless of race, language, or religion.
- Every Jordanian has a sacred duty to defend the homeland, protect its land, preserve unity, and maintain social peace.
- The State works to provide education and employment opportunities within its capacity, ensuring peace and equal opportunities for all Jordanians.
- The family is the foundation of society, built on religion, morality, and love for the country. The law preserves and strengthens family bonds and values.
- The law protects the rights of people with disabilities, supports their participation in all aspects of life, and safeguards motherhood, childhood, old age, youth, while preventing abuse and exploitation.
- The State promotes women's empowerment, enabling them to actively contribute to society with equal opportunities, while protecting them from all forms of violence and discrimination.
- The State encourages citizenship, tolerance, and respect for the rule of law, and supports young people in participating in political, economic, social, and cultural life, developing their skills, and fostering their creativity.

## The right to transmit nationality to children

Under the prevailing Nationality Law, the right to confer Jordanian nationality is granted exclusively to Jordanian fathers, thereby preventing Jordanian women from transmitting citizenship to their children. This represents a significant form of gender-based discrimination. In response to sustained advocacy efforts, the Council of Ministers, at the end of 2014, issued directives granting children of Jordanian women married to non-Jordanian men a set of privileges, including the issuance of identification cards that permit access to employment, investment, and other rights within Jordan. These measures address the gap in the Nationality Law, which does not confer upon Jordanian women married to foreigners the general right to pass Jordanian citizenship to their offspring.

**Discussion question: How can gender equality be promoted while honoring the traditions and values of Jordanian society?**

## Labor Law and Gender Justice

### Equal pay

In 2017, the Jordanian Parliament amended the Labor Law to address discrimination and wage disparities between men and women. Employers who engage in gender-based wage discrimination are now subject to penalties ranging from 500 to 1,000 Jordanian dinars.

## Childcare

Article 72 of Labor Law No. 8 of 1998 reflected the assumption that child care is primarily the responsibility of working mothers. It stated: “An employer who employs at least twenty married female workers shall provide a suitable space, under the supervision of a qualified nanny, to care for the children of female workers under the age of four, provided there are at least ten children.”

This article was amended under the 2019 Labor Law to read: “An employer who employs a number of workers in a single location, and has at least fifteen children under the age of five, shall be required to provide a suitable space under the supervision of one or more qualified nannies to care for them. Employers may cooperate in establishing this space within a single geographic area.

## Maternity and paternity leave

Female employees in the public sector are entitled to 90 days of maternity leave, while those in the private sector receive 70 days. Paternity leave was introduced in the Labor Law in 2017, providing fathers with three days of paid leave.

## Sexual harassment in the workplace

Employees have the right to resign from their employment without prior notice if they are sexually assaulted by their employer. This provision does not apply to assaults committed by other staff members. Sexual harassment is also punishable under the Penal Code, and the Ministry of Labor has established a dedicated office to handle workplace sexual harassment complaints.

# The general framework of workers’ rights according to the provisions of the Jordanian Labor Law as one of the most important economic rights

## First: Employment Contract:

Employees have the right to resign from their employment without prior notice if they are sexually assaulted by their employer. This provision does not apply to assaults committed by other staff members. Sexual harassment is also punishable under the Penal Code, and the Ministry of Labor has established a dedicated office to handle workplace sexual harassment complaints.

## Second: Wages

Article 2 of the Labor Law defines wages as all compensation a worker is entitled to for their work, whether in cash or in kind, as well as any additional benefits provided by law, employment contract, bylaws, or mutual agreement excluding overtime pay.

- The minimum wage for both Jordanians and non-Jordanians is set at 260 Jordanian dinars per month, with the following exceptions:
- The garment sector, where an agreement between the Jordanian Association in the Textile Industry and the General Syndicate of Knitting Factory Owners sets the minimum wage at 220 dinars.

Non-Jordanian domestic workers, including cooks, gardeners, and similar occupations.

### **\*\* Wage Protection under the Labor Law**

1. Article 46(M/1) of the Labor Law requires employers to pay wages within seven days of entitlement. Employers may only make deductions in cases permitted by law.
2. Employers who fail to comply with this provision are subject to a penalty ranging from 500 to 1,000 Jordanian dinars.
3. The Jordanian Labor Law treats labor rights as priority claims, in accordance with Article 51.
4. Wage deductions are only allowed in specific, legally authorized circumstances.
5. Fines or deductions from wages may not exceed the equivalent of three days' pay.

### **\*\* Wage Deductions**

**Deductions from a worker's wages are only permitted in the following cases:**

- A. Repayment of any advance provided by the employer, with each installment not exceeding 10% of the employee's wage.
- (b) Recovery of any overpayment made to the worker beyond what they are entitled to.
- c. Deductions for social security contributions, insurance premiums owed by the worker, and other legally mandated deductions.
- D. Deductions for the worker's contributions to the Provident Fund.
- E. Deductions for housing or other benefits provided by the employer, in accordance with the rates or percentages agreed upon between the employer and the employee.
- (f) Deductions required to settle any debt in accordance with a court judgment.
- (g) Deductions imposed on a worker for violating the establishment's bylaws or employment contract, or for damage to materials or tools caused by negligence or error, in accordance with the provisions set forth in the Labor Law.



### Third: Working Hours

The Jordanian Labor Law limits working hours to protect employees. Article 56 states that workers may not exceed eight hours per day or forty-eight hours per week, except in cases specified by law, and meal and rest times are excluded. Weekly working hours and rest periods may be arranged so that total work does not exceed eleven hours per day.

- Overtime is allowed only with the worker's consent (Article 59):
- Overtime must be paid at a minimum of 125% of the regular hourly wage.
- Work on weekly rest days, religious holidays, or official holidays is compensated with an additional wage, including 150% of the regular daily wage.

### Fourth: Weekly Holidays

Article 60 of the Jordanian Labor Law stipulates that Friday is the official weekly holiday. However, the worker and employer may agree on a different day if required by working conditions. In all cases, the weekly holiday must be paid.

### Fifth: Annual Leave

Article 61 of the Jordanian Labor Law provides that every worker is entitled to annual leave with full pay as follows:

- Fourteen days per year of service, unless a longer period is agreed upon.
- Twenty-one days if the worker has been continuously employed by the same employer for five consecutive years.

### Notes:

- Public holidays, religious holidays, and weekends are not counted as part of annual leave.
- If a worker's employment ends before taking their annual leave, they are entitled to payment in lieu of the unused leave.
- Any agreement in which a worker waives all or part of their annual leave is considered null and void.

### Sixth: Sick leave.

1. Every worker is entitled to fourteen days of sick leave per year with full pay, based on a medical report from a doctor approved by the institution.
2. Sick leave may be extended for an additional fourteen days with full pay if the worker is hospitalized.

### **Seventh: Additional Vacations:**

1. Fourteen days of leave are granted if the worker enrolls in a cultural course approved by the Ministry of Labor, the labor union, or the establishment's management.
2. A 14-day leave to perform Hajj is granted once, after completing five years of continuous service with the employer.
3. Fourteen days of leave are granted if the worker enrolls in a university or a recognized educational institute.

### **Eighth: End of Service Gratuity**

A worker who is not covered by the Social Security Law and whose employment is terminated for any reason is entitled to an end-of-service gratuity equivalent to one month's wage for each year of actual service. Fractions of a year are compensated proportionally. The gratuity is calculated based on the worker's last wage during their period of employment. Periods of service are considered continuous when calculating the gratuity if the intervals between jobs do not exceed sixty days, and the monthly average of total service is used for this calculation.

### **Ninth: Disciplinary Guarantees**

**The Labor Law provides important protections regarding worker discipline, including:**

- Fines may not exceed the equivalent of three days' wages per month, and suspension without pay may not exceed three days per month.
- Workers have the right to be heard before any disciplinary action is imposed.
- No penalty may be imposed more than 15 days after the violation has occurred.
- The reason for imposing the penalty must be clearly stated.
- Workers have the right to appeal the disciplinary decision within one week of being notified.

### **Tenth: Work Injury**

According to the Labor Law, if a worker not covered by social security is injured at work, the employer is obligated to take the following actions:

1. Transfer the injured worker to a hospital or medical center.
2. Report the incident to the competent security authorities.
3. Notify the Ministry within 48 hours of the accident.
4. Cover the costs of transporting the injured worker to the hospital or medical center.
5. Failure to comply with these obligations may result in a fine of 100 to 500 dinars per violation, imposed on the employer, establishment director, or their representative, with the penalty doubled in the event of repeated violations.

## **Note:**

If a worker sustains a work-related injury resulting in a partial permanent disability that does not prevent them from performing a different job, the employer must assign the worker to another suitable position, if available, at the wage designated for that role. The worker's financial entitlements for the period prior to the injury shall be calculated based on their last wage before the injury.

## **Eleventh: Obliging the worker to do a different job than what was agreed.**

The worker is not required to perform tasks that are substantially different from those specified in the employment contract, except when necessary to prevent an accident, remedy its consequences, or in cases of force majeure or other circumstances prescribed by law. Such work must be within the worker's capacity and appropriate to the situation.

## **Eleventh: Termination of the employment contract**

The employment contract may be terminated in any of the following cases:

- a. By mutual agreement of the parties.
- b. Upon the expiration of the contract term or completion of the specified work.
- c. If the worker dies or becomes ill or otherwise unable to perform their duties, as verified by a medical report from an authorized medical authority.
- d. If the worker meets the conditions for old-age retirement under the Social Security Law, unless otherwise agreed by the parties.

## **Twelfth: Termination of the employment contract**

**\* The employer has the right to terminate the employment contract without notice or compensation for arbitrary dismissal in any of the following cases:**

1. If the worker impersonates another person or submits forged certificates or documents to benefit themselves or harm others.
2. If the worker fails to fulfill their obligations under the employment contract.
3. If the worker commits an error causing significant material loss to the employer, provided the employer notifies the competent authority within five days of becoming aware of the incident.
4. If the worker repeatedly violates the establishment's internal regulations, including workplace safety rules, despite receiving two written warnings.
5. If the worker is absent without a valid reason for more than twenty non-consecutive days in a year or more than ten consecutive days, following a written warning sent by registered mail and published once in a local daily newspaper.

6. If the worker discloses confidential work-related information.
7. If the worker is convicted by a final judicial ruling for a felony or misdemeanor that violates honor and public morals.
8. If the worker is found at work under the influence of alcohol, narcotics, or psychotropic substances, or commits acts violating public morals at the workplace.
9. If the worker assaults the employer, supervisor, any coworker, or any other person during work or as a result of work, by physical assault or humiliation.

**The worker has the right to terminate the employment contract without notice in any of the following circumstances:**

1. A worker has the right to terminate the employment contract without notice in the following cases:
2. Being assigned to work that is clearly different from the type of work agreed upon in the employment contract, in accordance with Article 17 of this Law.
3. Being required to work in a location that necessitates a permanent change of residence, unless such relocation is stipulated in the contract.
4. Being transferred to a position at a lower level than the agreed-upon job.
5. Having their wages reduced, in accordance with the provisions of Article 14 of this Law.
6. If a medical report issued by an authorized medical authority confirms that continuing work would endanger the worker's health.
7. If the employer or their representative assaults the worker during or because of work, including physical, humiliating, or sexual assault punishable under applicable law.
8. If the employer fails to comply with any provision of this Law or related regulations, after receiving notice from the competent authority in the Ministry requesting compliance.

**Cases in which the employer does not terminate the employment contract**

The following workers are protected from termination:

1. Pregnant women from the sixth month of pregnancy and those on maternity leave.
2. Workers performing compulsory military or reserve service.
3. Workers during annual or sick leave, leave for labor training, Hajj, or any leave agreed upon for union activities or to attend a recognized institute, college, or university.

**Thirteenth: Arbitrary Dismissal**

If the worker's services are terminated without a legitimate justification and without giving notice, the worker shall be entitled to compensation equal to half a month's wages for each year of the worker's service, with a minimum of two months' wages, in addition to the notice allowance and other benefits, provided that the compensation shall be calculated on the basis of the last wage received by the worker.

# Rights of Working Women under the Jordanian Labor Law in Fulfillment of Gender Justice Mandates

## First: Maternity Leave

Working women are entitled to maternity leave with full pay for a total of ten weeks, before and after childbirth, provided that the postnatal leave is no less than six weeks. It is prohibited for women to resume work before the end of this period.

## Second: Breastfeeding the newborn

Following the completion of maternity leave, working women are entitled to take, within one year from the date of birth, paid breaks for breastfeeding their newborn, not exceeding one hour per day.

## Third: It is not permissible to dismiss the mother from work:

A pregnant worker cannot be dismissed from the sixth month of pregnancy or during maternity leave, except if she takes up employment with another employer during this period.

## Fourth: Mother's Leave to Care for Her Child

A woman employed in an establishment with ten or more workers is entitled to take unpaid leave for up to one year to care for her children. She has the right to return to her position after the leave. However, this right is forfeited if she undertakes paid employment in any other institution during the leave period.

## Fifth: Leave to accompany the spouses

Each working spouse is entitled to a one-time unpaid leave of up to two years to accompany their partner if the spouse transfers to a job located outside the governorate where they work within the Kingdom or to a position outside the Kingdom.

## Sixth: Hemaya Platform for Receiving Complaints

The Ministry of Labor, through its technical staff, monitors the implementation of the Labor Law to ensure a safe and healthy work environment and proper working conditions. Workers have the right to submit complaints to the Ministry, which accepts submissions from all workers of all nationalities via the Hemaya platform:

<https://hemayeh.jo/Complaintadmin/login.aspx>. Certain labor complaints, however, must be addressed through on-site inspections, such as issues related to the issuance of certificates of expertise, illegal wage deductions, imposition of individual penalties, or termination of employment. In such cases, the Ministry visits the concerned institution to verify the complaint. If the investigation finds that the complaint is valid, the institution is obligated to correct violations, including payment of wages, adjustment of deductions, or ensuring compliance with minimum wage provisions under the law.

## Workers' Rights in the Social Security Law:

### First: The Social Security Law includes the following provisions:

1. Work Injury Insurance
2. Old-Age, Disability, and Death Insurance
3. Maternity Insurance
4. Unemployment Insurance
5. Health Insurance

### Second: Social Security Contributions.

The employer is required to pay the worker's social security contributions from the date of employment, within 15 days of their due date. In the event of a delay, the employer is subject to a financial penalty.

### Third: Old Age Pension Salary.

The insured becomes eligible for an old-age pension if the following conditions are fulfilled:

1. Age Requirement: Male insured individuals must have reached 60 years of age, and female insured individuals must have reached 55 years of age.
2. Contribution Requirement: The insured must have made at least 180 contributions, of which 84 must be actual contributions.
3. Pension Calculation: The old-age pension is calculated at a rate of 2.5% per year of contribution for the first 1,500 dinars of the average monthly wage used to determine the insured's contributions during the last 36 contributions, and at a rate of 2% for the portion of the average wage exceeding 1,500 dinars.

#### **Fourth: Early retirement salary.**

The insured is eligible for an early retirement pension if the following conditions are satisfied:

- The applicant has reached at least 50 years of age and has completed a minimum of 252 actual contributions for males, or 228 actual contributions for females.
- Alternatively, the insured has completed 300 actual contributions, provided that they are at least 45 years old.

#### **Fifth: Death Pension.**

The insured shall be entitled to a natural death pension if death occurs during service covered by this law, provided that the insured has paid at least 24 actual contributions, including 6 continuous contributions.

If the insured also meets the conditions for an old-age or early retirement pension, the pension granted shall be the higher of the two.

#### **Sixth: Total Disability Pension:**

The insured is eligible for a total permanent disability pension or a partial permanent disability pension under the following conditions:

1. Completion of service.
2. Submission of an application for disability pension within six months from the date of service termination.
3. Payment of at least 60 actual contributions, of which 24 must be continuous.
4. Verification of the disability status by a decision of the competent medical authority.

#### **Seventh: Maternity Insurance:**

Maternity insurance provides benefits to the insured woman in accordance with the periods specified in the applicable Labor Law. To be eligible, she must have been covered by the insurance for the six months immediately preceding her entitlement to maternity leave, or have completed six continuous or intermittent contributions within the twelve months prior to her entitlement. Additionally, the birth must be officially documented by a valid birth certificate.

#### **Eighth: Maternity leave allowance.**

During maternity leave, the insured woman is entitled to an allowance equal to her wage, based on her most recent salary subject to deductions at the start of the leave.

### **Ninth: Unemployment Allowance:**

The insured shall be entitled to an unemployment allowance provided that the following conditions are met:

1. The total number of contributions made under the provisions of this Law is not less than 36, including at least one contribution to unemployment insurance, prior to the date of entitlement.
2. The applicant has not reached the age of 60 for males or 55 for females.

### **Tenth: Work Injury Insurance**

#### **\*\* Medical Care Coverage**

- a. Treatment and medical services necessary for the patient's medical condition.
- b. Daily allowances for temporary work incapacity if the injured person is unable to work due to a work-related injury, in accordance with the provisions of Article 31 of this Law.
- c. Monthly wages and any one-time compensation owed to the injured person and their beneficiaries.
- d. Funeral expenses in the event of the insured's death resulting from a work injury, with the Board determining the amount and the eligible recipients.

#### **Medical Care Includes:**

1. Costs of medical treatment and hospital stays.
2. Expenses for transporting the injured person from the workplace or residence to the medical facility and back.

Provision of services and rehabilitation equipment, including prosthetic limbs, with the type and level determined by the medical authority.





