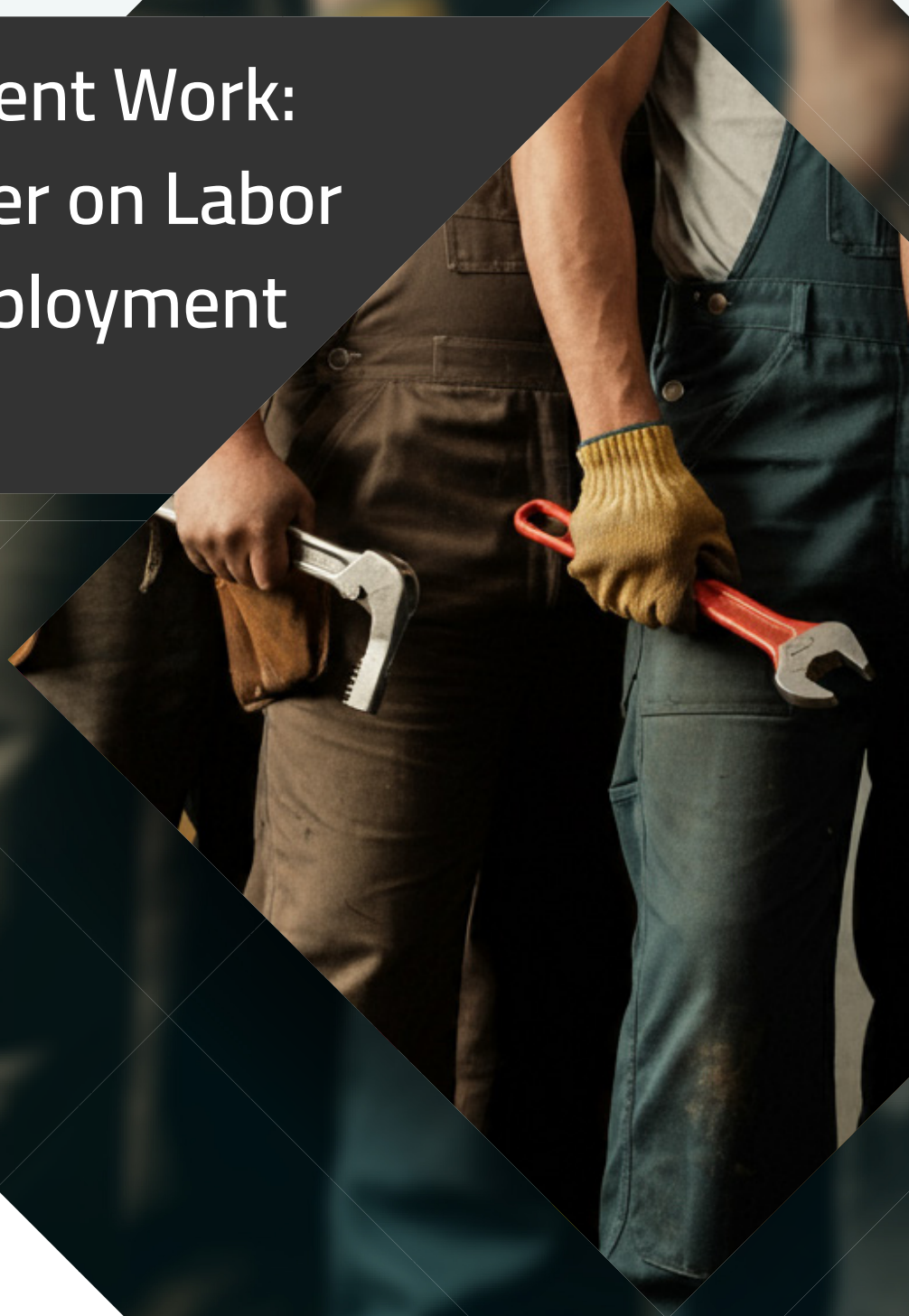


# Advancing Decent Work: A Position Paper on Labor Rights and Employment in Jordan





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# Introduction

The right to work and Decent Work are fundamental concerns across all societies, entailing the provision of equitable opportunities for individuals to secure livelihoods commensurate with their abilities and qualifications. It is incumbent upon the state to foster an enabling environment conducive to the promotion of dignified employment prospects and the assurance of a respectable standard of living for all citizens. The concept of “decent work” stands as a paramount objective for human rights organizations and international bodies, notably the International Labour Organization, aiming to advocate and realize globally. The principles and standards of decent work constitute an integral component of human rights, affirming the universal entitlement to employment that upholds human dignity.

Decent work encompasses opportunities for individuals without discrimination, ensuring their rights and dignity, while also addressing the balance of rights and responsibilities between employers and employees. It enables individuals to voice their concerns, organize, and participate in decision-making processes that impact their lives, thereby guaranteeing equal opportunities and treatment for all. In essence, “decent work” denotes a fulfilling and stable occupation that offers secure working environments, equitable compensation, and social protection for workers and their families. The term ‘decent work’ was initially coined by former Director-General of the International Labour Organization, Juan Somavia, during the 1999 International Labour Conference. Subsequently, it has been embraced by the United Nations as a metric for assessing progress towards the Millennium Development Goals<sup>1</sup>. Since 2005, ‘decent work’ has served as a key development indicator and goal. Decent work incorporates employment opportunities that ensure worker protection, social security, fair wages, and favorable working conditions. It is imperative that decent work be accessible to all individuals without discrimination, presenting a significant challenge in numerous countries worldwide<sup>2</sup>

Decent work is based on four strategic objectives:

1. Basic principles and rights at work.
2. Labor standards.
3. Job opportunities and wages.
4. Protection and social security.

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<sup>1</sup> Juan Somavia | International Labour Organization (ilo.org)/ <https://sdgs.un.org/goals/goal8>  
<sup>2</sup> <https://www.ilo.org/topics/decent-work>

Decent work is a fundamental pillar for building strong communities and achieving economic prosperity. It is an integral part of human rights and social justice. Achieving it requires collective efforts from all sectors of society, including governments, employers, trade unions, and civil society, to create a work environment that fosters innovation and productivity, ensures workers' rights, and supports sustainable development.

Recognizing the pivotal role of decent work for all, Tamkeen Legal Aid and Human Rights advocate for addressing it by emphasizing the importance of promoting comprehensive social security and increasing the minimum wage, highlighting the unemployment crisis, and labour rights violations. These factors are crucial in fostering a stable and prosperous society. Social security serves as a safeguard against economic and social vulnerabilities such as unemployment, illness, and old age, while wages ensure the availability of dignified employment opportunities, upholding human dignity and providing workers with a sufficient standard of living. The paper was prepared using a qualitative approach, involving a comprehensive review of legislative frameworks related to decent work, examination of pertinent international documents and reports from both governmental and non-governmental sources, as well as analysis of policies and studies.

# International Standards and Jordanian Legislation Harmony Regarding Decent Work

## International legal framework

### A. Universal Declaration of Human Rights

Several articles collectively underscore the importance of ensuring that individuals have access to decent work opportunities, fair and favorable conditions of employment, and the necessary support systems to enable them to lead productive, fulfilling, and dignified lives. The prominent articles of the Declaration include<sup>3</sup>:

- Article (23) & (24) establishes other individual rights such as the right to work and the right to rest. It upholds an expansive right to an adequate standard of living.
- Article (25) addresses the right to a standard of living adequate for health and well-being, including food, clothing, housing, medical care, and social services. It emphasizes the importance of economic and social measures to ensure a decent standard of living for all individuals
- Article (26) recognizes the right to education, emphasizing the importance of education in promoting personal development, social progress, and the realization of human rights.
- Article (27) emphasizes the right to freely participate in the cultural life of the community, including the right to enjoy the arts and to share in scientific advancement and its benefits.

Regardless of the (UDHR) providing a comprehensive framework for safeguarding fundamental human rights, including those related to labor and employment, nevertheless its implementation across all labor sectors remains incomplete.

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3 [universal-declaration-of-human-rights](#) (23,24,25,26,27)

## **B. International Covenant on Economic, Social and Cultural Rights**

The Universal Declaration of Human Rights underscored the principle of equality and non-discrimination, affirming that everyone possesses the right to work, the freedom to choose their occupation, fair and favorable working conditions, and safeguarding against unemployment. Additionally, the concept of decent work is delineated in Article 7 of the International Covenant on Economic, Social and Cultural Rights, which stipulates that all individuals are entitled to “just and favorable” working conditions.

There are several more key articles of the International Covenant which contribute to decent work in the following:

Articles (6), (8), (9) and (10) underscore the right to work, the right to social security with the right to form and join trade unions and the right to maternity leave.

Despite the presence of these rights within the International Covenant, they are not always effectively implemented across all sectors of the labor market. Instances of violations indicate that workers may not have equal access to these rights, highlighting the need for continued efforts to uphold and enforce labor standards and protections for all workers.

## **C. International Labour Organization**

As per the definition provided by the International Labour Organization (ILO), it states that decent work is productive work for women and men in conditions of freedom, equity, security, and human dignity. Jordan has ratified 26 out of 190 ILO conventions; 7 are Fundamental Conventions and 3 Governance Conventions. 24 of these conventions are in force. Meanwhile, Conventions have been denounced.<sup>4</sup>

Several International Labour Organization (ILO) conventions are relevant to the concept of “decent work. These conventions collectively contribute to the promotion of decent work by establishing international standards and principles for labor rights, employment conditions, and social protection. However, Jordan has acceded to several of these conventions, while others remain unratified.

With regard to conventions relating to social security and minimum wages, Jordan has ratified Convention No.102 on Social Security (Minimum Standards) Convention, 1952.

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<sup>4</sup> [https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11200:0::NO::P11200\\_COUNTRY\\_ID:103201](https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11200:0::NO::P11200_COUNTRY_ID:103201)

Whereas, it hasn't regarding convention No.131 Minimum Wage Fixing Convention, 1970.

The Social Security (Minimum Standards) Convention (No. 102) serves as a reference text for the rights and obligations associated with the nine areas of social protection, which include medical benefit; sickness benefit; unemployment benefit; injury benefit; old-age benefit; invalidity benefit; family benefit; maternity protection; and survivor's benefit.

The International Labour Organization's Recommendation No. 202 states that a social protection floor encompasses a set of integrated and interrelated policies ensuring comprehensive protection for individuals and groups from economic and social risks that could threaten their right to a dignified life. This is achieved by guaranteeing a minimum level of income and services that enables them to meet their basic food and non-food needs.

Specifically, Recommendation No. 202 includes the following:

- Ensuring access to essential services, which comprise basic healthcare, including maternity care.
- Providing special care for children, including food, education, and basic care.
- Securing a minimum income for individuals who are unemployed, particularly during periods of maternity, unemployment, and disability.
- Ensuring elderly care by providing a minimum income.

Regarding social insurance legislation, Jordan has not yet ratified five international conventions addressing various social insurance issues, which are:

First: Convention No. 121 of 1964, concerning Employment Injury Benefits, established the foundational legislative rules for cases of workplace accidents and occupational diseases in industrial institutions, such as mining and quarrying; manufacturing; construction; electricity, gas, water and sanitary services; and transport, storage and communication; whether in the public or private sector. Countries that ratify this convention have the freedom to include legislation related to employment injuries and to establish a list of diseases considered occupational, adapting each state's conditions. This list must include at least the diseases mentioned in the annex to the convention, such as bronchial and respiratory diseases, including asthma, and diseases resulting from exposure to certain gases, petroleum products, and suffocating materials. The convention also outlines the form of benefits depending on the state of disability or occupational disease; for instance, the benefit can be in the form of cash in cases of temporary disability or reduced earning capacity.

Second: Convention No. 128 of 1967, concerning Invalidity, Old-Age and Survivors' Benefits, specifies the categories covered under this convention, which include survivors such as the spouse and child who were dependents before the death of the husband/father, those of old age, employees, including apprentices or students, certain economically active groups, and other categories with limited access to resources during emergencies, as defined by this convention. The benefits are provided in the form of periodic payments.

Third: Convention No. 130 of 1969, concerning Medical Care and Sickness Benefits, addresses the concept of medical care provided to protected persons under this convention to maintain, restore, or improve their health and ability to work and manage their personal affairs. The convention specifies the protected persons as follows:

- A. Employees, including industrial apprentices, their spouses, and children.
- B. Certain economically active population groups comprising no less than 75 % of the total economically active population, along with the spouses and children of these groups' employees.
- C. Certain resident groups comprising no less than 75 % of all residents.

The convention also defines contingencies covered which shall include:-

- a. need for medical care of a curative nature and, under prescribed conditions, need for medical care of a preventive nature;
- b. incapacity for work resulting from sickness and involving suspension of earnings, as defined by national legislation.

At a minimum, the medical care under this convention includes:

- a. general practitioner care, including domiciliary visiting
- b. specialist care at hospitals for in-patients and out-patients, and such specialist care as may be available outside hospitals
- c. the necessary pharmaceutical supplies on prescription by medical or other qualified practitioners
- d. hospitalisation where necessary
- e. dental care, as prescribed; and **medical rehabilitation, including the supply, maintenance and renewal of prosthetic and orthopaedic appliances, as prescribed.**

Fourth: Convention No. 183 of 2000, concerning Maternity Protection, specifies the categories covered as all employed women. It sets a minimum maternity leave duration of fourteen weeks or as determined by local legislation. Additionally, the convention provides for paid daily breaks for breastfeeding and offers cash benefits to women absent from work during maternity leave.

Fifth: Convention No. 87 on Freedom of Association guarantees wage earners the right to defend, protect, and improve their interests, making it one of the standards of social protection floors. Specifically, the convention stipulates the right to form organizations for workers and employers, as well as the right to join them, draft their constitutions, and freely elect their representatives without interference from public authorities that would restrict this right. Workers, employers, and their organizations must respect the country's laws in exercising their rights under this convention.

Although the Jordanian constitution guarantees the right to access all social protection services, there are no comprehensive social protection systems. Jordanian legislation addresses elements of social protection within a legal framework that includes a wide range of laws, regulations, and instructions. However, most local legislation still suffers from deficiencies and is not aligned with relevant international standards. There remains reliance on programs embedded in other plans, which range from subsidies, cash transfers, tax exemptions, and social services. Nevertheless, these require further development.

Adopted in 1970, Convention No. 131 establishes principles for determining and fixing minimum wages to ensure fair compensation for workers. It emphasizes the need for minimum wage systems that take into account the needs of workers and their families, economic factors, social security benefits, and collective bargaining agreements. The convention aims to protect workers from exploitation, poverty, and unfair labor practices by setting a floor on wages that provides a decent standard of living.

Article (1) of the ILO Right to Organise and Collective Bargaining Convention, 1949 (No. 98) states that workers must be protected against discrimination for joining a union, particularly conditions of employers to not join a union, dismissal or any other prejudice for having union membership or engaging in union activities.

For the purpose of the ILO Equal Remuneration Convention, 1951 (No. 100) and ILO Discrimination (Employment and Occupation) Convention (No. 111), 1958 had emphasized that men and women should be treated equally when it comes to enjoying their fundamental rights, which are founded on equality and the rejection of discrimination. These employees are not subject to discrimination of any kind, including gender-based distinctions, exclusions, or preferences. The conventions further state that all actions should be taken to end any conduct that weakens or abolishes of the application of equal opportunities or treatment in employment or professions.

ILO conventions (Minimum Age Convention No. 138 and the Worst Forms of Child Labour Convention No. 182) provide the framework for national law to prescribe a minimum age for admission to employment or work that must not be less than the age for completing compulsory schooling, and in any case not less than 15 years and should take prompt, decisive action to ensure the outright ban and abolition of the worst types of child labor as soon as possible.

Convention No. (150) on Labour Administration affirmed that labour administration covers all public administration bodies responsible for and/or engaged in labour administration – whether they are ministerial departments or public agencies, including parastatal, regional, local agencies or any other form of decentralised administration – and any institutional framework for the coordination of the activities of such bodies and for consultation with and participation by employers, workers and their organisations. It also called on member states to promote the extension, by gradual stages if necessary, of the functions of the system of labour administration to include activities that were not previously covered. As for Labour Inspection Convention, 1947 (No. 81), it covered labour inspections on establishments working in trade or industry.

## National legal framework

### A. Jordanian constitution

The Jordanian constitution guarantees employment for all citizens, and as such, the country is required to orient the economy to direct and advance job opportunities, develop and implement laws that protect workers' rights to wages commensurate with their jobs, set up working hours and holidays, also establishing working conditions for women and juveniles. In addition, the employees must follow health regulations.

The Jordanian constitution stipulates in Article (13) that: "Compulsory labour may not be imposed on any person, but any person may be required to do any work or to render any service in circumstances prescribed by law" moreover, the 7<sup>th</sup> Article had stipulated "Personal freedom shall be guaranteed and any violation of public rights and freedoms or the sanctity of the private life of Jordanians is a crime punishable by law."

The Jordanian Constitution, in Article 23, guarantees standards for decent work, stating: "The state protects labor and enacts legislation based on the following principles:

- A. Every worker shall receive wages commensurate with the quantity and quality of his work
- B. The number of hours of work per week shall be defined. Workers shall be given weekly and annual days of paid rest.
- C. Special compensation shall be given to workers supporting families and on dismissal, illness, old age and emergencies arising out of the nature of their work.
- D. Special conditions shall be made for the employment of women and juveniles.

Moreover, it is also consistent with the principle of both conventions 100 and 111 by explicitly stipulating the issue of discrimination, recognizing that Jordanians are equal before the law in Article 6. According to the International Labour Convention No. (138) and Convention 182 on the Worst Forms of Child Labour the Jordan constitution emphasized the need for special conditions when appointing children or women in Article 23. In addition, the Jordanian constitution principally agreed with Convention No. (29) as stipulated in its 13<sup>th</sup> Article on the prohibition of compulsory labour and affirmation of safeguarding personal freedom.

## E. Jordanian labour law

Despite the ongoing improvements in Jordanian labor legislation, many workers still face violations due to some employers' failure to adhere to the rights stipulated in the Labor Law, which was primarily designed to regulate the relationship between workers and employers. The main objective of this law is to protect workers' rights and define their duties in employment contracts, as well as to ensure compliance with the applicable regulations and laws and to specify penalties in case of negligence or violation.

The law established the foundations of the contractual relationship between workers and employers, based on equality of rights and duties. In Article 2, the law defines a worker as " Every person, whether male or female, who performs work in return for a wage, and is a subordinate to the Employer and subject to his control. Such shall include Juveniles and any person undergoing probation or rehabilitation."

The Labor Law does not differentiate between male and female workers or between Jordanian and non-Jordanian workers. Workers are equal before the law in all rights and duties, as the Labor Law applies to all workers without any discrimination.

Legislation requires employers to provide the necessary precautions and measures to protect workers, regardless of their nationality, from risks and diseases that may arise from work. Employers must ensure a safe, clean, and hazard-free workplace and comply with occupational health and safety standards as stipulated by the Labor Law, regulations, instructions, and decisions issued under it. The Labor Law includes a full chapter dedicated to occupational health and safety.

Despite the development of labor laws, there is a weakness in enforcing these laws, which has led to an increase in violations experienced by a significant number of wage workers and breaches of laws related to labor.

For example, the Labor Law addresses wage fairness by recognizing it and specifying penalties for employers in cases of violations. However, enforcement still suffers from deficiencies and weaknesses. It is important to note Article 53 of the law, which states:

The employer shall be punishable by a fine of not less than five hundred dinars and not more than one thousand dinars for every case in which he pays a wage to a worker that is less than the minimum wage or for discrimination in wages between the two sexes for work that has an equal value. In addition, the worker shall receive the wage difference. The penalty shall be doubled whenever the violation is repeated.

Legal provisions related to the termination of employment contracts and the dismissal of workers also suffer from deficiencies, leading some employers to exploit these gaps. Workers may be dismissed without adhering to the required legal procedures, under the pretext of restructuring.

The same issue applies to wrongful dismissal, where the compensation available for workers dismissed unfairly is extremely modest. Workers receive half a month's wages for each year of service. This situation may exacerbate violations and abuses against workers and poses a threat to job stability and security.

Jordanian law still prohibits the establishment of new labor unions outside the framework of official labor unions, which is in clear conflict with the fundamental rights guaranteed by the Fundamental Principles and Rights at Work established by the International Labour Organization (ILO) in 1998, and the human rights charter, particularly ILO Convention No. 87 concerning Freedom of Association and Protection of the Right to Organize. The government continues to ban the formation of new labor unions outside the official labor unions. This has led workers who are deprived of union representation to organize themselves into informal groups and associations outside the officially recognized unions. Consequently, this gap reduces the levels of social protection for workers and diminishes their rights to organization and collective bargaining.

Another issue concerns collective bargaining, where there is a lack of smoothness and independence in the collective bargaining mechanisms, affecting the role of worker representatives and their unions. The law grants the government the right to intervene at any stage of the negotiation process, which reduces the effectiveness of unions and restricts their ability to use leverage tools such as strikes. As a result, all labor strikes may be classified as illegal under the law.

Additionally, the Labor Law denies workers outside the framework of freedom of association the right to negotiate with employers, making them unable to defend their rights and secure new labor benefits.

The law also grants the Minister of Labor the authority to dissolve a union if the minister believes that the union has committed a violation of the provisions of the law or the regulations issued under it, or if the internal regulations of the union include violations of the applicable legislation.

In summary, the presence of gaps in labor law poses a significant obstacle to providing a decent working environment and protecting workers' rights. When there are gaps in the law, some employers can bypass regulations and deny workers their rights, which limits their access to safe and decent work opportunities.

## **F. Social security law (law No.1 for the year 2014 and it's amendments)**

Despite the importance of social protection and social security, there are many challenges facing the Social Security Law. It is important to mention the international standards set by the International Labour Organization (ILO) that address various issues of social insurance before discussing them. These are represented in five conventions, including:

- Convention No. 102 of 1952 concerning minimum standards of social security
- Convention No. 121 of 1964 concerning employment injury benefits,
- Convention No. 128 of 1967 concerning invalidity, old-age, and survivors' benefits
- Convention No. 130 of 1969 concerning medical care and sickness benefits
- Convention No. 183 of 2000 concerning maternity protection.

In Jordan, there exists a deficiency in social security programs, as they fail to encompass all segments of the population. With only 1,531,886 active participants<sup>5</sup>, approximately 45% of workers remain outside the coverage of social security. This demographic includes individuals engaged in the informal sector, day laborers, participants in home-based projects, and those employed in the construction and agricultural sectors. Despite existing legislation mandating social security coverage for workers, disparities in the implementation of these regulations persist between Jordanian and non-Jordanian workers, thereby hindering their access to social security benefits and protections afforded to workers.


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5 Social Security Corporation Website: <https://www.ssc.gov.jo/>

According to its provisions, the law excluded a certain group of workers whose relationship with their employer is irregular. They include day labourers working for 16 days or more in any given month; work based on the number of hours, pieces or shipments. These regulations contributed to workers in the informal economy staying without social protection. These conditions are exacerbated by the low wages and the increase in SSC subscriptions which prevent them from enrolling in these programs, especially those working in agriculture.

To increase the percentage of participants in social security and achieve comprehensive coverage, social security programs should be capable of providing adequate protection to individuals at various stages of their lives, whether they are young or elderly. This ensures that workers and their families receive comprehensive social protection, contributing to a more just and socially stable society. As for decent work, there should be a legal foundation that protects the rights of workers and ensures them decent and dignified employment opportunities. These rights include the right to fair wages, safe and healthy working conditions, and the right to participate in decision-making related to their professional affairs.

Therefore, both social security and decent work contribute to achieving a dignified and stable life for workers and their families. Social security is important because it provides social protection for workers and their families, while decent work is essential for providing suitable and appropriate employment opportunities for everyone. Decent work is one of the most important goals that countries strive to achieve, as it contributes to improving the quality of life for individuals and achieving sustainable development. One of the key aspects that contribute to achieving decent work is increasing comprehensive social security coverage, which is essential to ensure the protection of vulnerable groups and provide social protection for all. Comprehensive social security coverage includes all categories of workers, employees, business owners, and informal workers, ensuring their rights and preserving their dignity. To increase comprehensive social security coverage towards achieving a decent work environment for everyone, there is an urgent need to expand the scope of this security to include a wider and more diverse range of categories.



The most important aspect of decent work is providing a comprehensive social protection umbrella through social security insurances. Therefore, efforts must be made to enhance social security policies and ensure decent work by developing legislation and policies that guarantee workers' rights and contribute to achieving sustainable development and social justice. Social security and decent work are fundamental pillars in building stable and prosperous societies. Improving the work environment, providing comprehensive social security for everyone, and ensuring job security are essential for maintaining worker stability and encouraging them to remain in their jobs without resorting to early retirement.

## Decent Work on the Ground

Although Jordan has signed three decent work programmes with the International Labour Organization and ratified 26 of its conventions, decent work conditions remain weak in many sectors and economic activities, along with high unemployment rates, low wages, and other conditions that deprive workers of their basic rights.

### Unemployment and Job Opportunities.

Although Jordan has signed three decent work programmes with the International Labour Organization and ratified 26 of its conventions, Although Jordan has signed three decent work programs with the International Labour Organization and ratified 26 of its conventions, the labor market still suffers from a lack of job opportunities and rising rates of unemployment and poverty.

Despite the fact that providing job opportunities is one of the most important criteria for decent work, the unemployment rate in the Jordanian labor market remained steady at 21.4% during the first quarter of 2024, unchanged from the figures recorded in the last quarter of 2023, and compared to 21.95% recorded in the first quarter of 2023. The unemployment rate for males stood at 17.4%, a decrease of 2.2% year-on-year, while the unemployment rate for females reached 34.7%, an increase of 4% compared to the first quarter of 2023. On a quarterly basis, the unemployment rate for males decreased by 1.5%, while the unemployment rate for females increased by 4.9%. Additionally, 25.8% of university degree holders are unemployed compared to other education levels, with 61.5% of the total unemployed holding a secondary certificate or higher, and 37.9% having lower educational qualifications.<sup>6</sup>

And thus, the market faces ongoing challenges related to limited job opportunities and high rates of unemployment and poverty. Furthermore, economic participation in the labor market remains low at 34.7%, with women being disproportionately affected, accounting for only about 14% of the workforce.<sup>7</sup>

6 Department of Statistics, Employment and Unemployment Report for the First Quarter of 2024 [https://dosweb.dos.gov.jo/databank/news/un-employment/2024/unemp\\_Q1\\_2024.pdf](https://dosweb.dos.gov.jo/databank/news/un-employment/2024/unemp_Q1_2024.pdf)

7 Department of Statistics Employment and Unemployment Report for the Fourth Quarter of 2023 <https://bit.ly/3UwXVxT>

In summary, although job opportunities play a crucial role in reducing unemployment rates, they will not be sufficient without providing decent work standards, ensuring job security and stability, and providing social protection and social security.

## Minimum wage

Although Jordan has signed three decent work programs with the International Labour Organization and ratified 26 of its conventions, the labor market still suffers from a shortage of job opportunities and rising rates of unemployment and poverty.

In the context of wages and decent work in Jordan, it's crucial to acknowledge that the minimum wage in the private sector stands at 260 Dinars<sup>8</sup>. However, this amount is inadequate to address the needs of workers, particularly given the high cost of living and prices. Consequently, elevating wage levels in this sector is therefore vital to guarantee a decent standard of living for workers and their families.<sup>9</sup>

As for wages in Jordan, there is an urgent need for measures to increase salary levels and ensure they align with the cost of living and the challenging economic conditions. Wages should reflect the value of workers' contributions and contribute to improving their quality of life. Many workers feel that their compensation does not match the value of their work, as they work long hours, sometimes without breaks, and receive minimal pay that often does not exceed the minimum wage.

The minimum wage falls short of meeting the basic needs of both the worker and their family. Especially since the absolute poverty line for the standard family (the standard family size is 4.8 people) in Jordan, which according to official figures is 480 dinars per month, and the absolute poverty line (food and other necessities) is 813.7 dinars per person annually (68 dinars per person per month), while the extreme poverty line per capita (i.e. food poverty) is 336 dinars per person annually, equivalent to 28.0 dinars per person per month. The minimum wage is further below the threshold of extreme dependency rates, with each wage earner supporting three dependents, totaling 400 dinars per month. Meanwhile, the count of active social security contributors earning the minimum wage stands at 150,000 individuals, whereas non-Jordanian contributors, totaling 8,437 mandatory contributors, are included due to their employment within the Kingdom. These workers, based on the minimum wage, comprise 10.5 percent of the active contributors.<sup>10</sup>

8 Minimum Wage Decision: <https://mol.gov.jo/ar/NewsDetails>

9 Complaints received by Tamkeen

10 <https://www.alordoon.com/news/archives/1586381>

Therefore, setting a minimum wage is essential for promoting decent work, reducing poverty, and ensuring that workers have the means to support themselves and their families. Improving wages is a fundamental factor in achieving decent work, as receiving fair and adequate compensation for the work performed is crucial for maintaining workers' dignity and ensuring their financial stability. Appropriate wages encourage increased productivity and motivate employees to perform at their best in their roles. Additionally, enhancing wages contributes to creating opportunities for decent work, as a stable and adequate income is a key factor in providing sustainable and dignified employment opportunities. Consequently, improving wages can lead to reduced unemployment rates and better working conditions for many individuals. Moreover, improving wages helps promote equality among individuals and reduce social disparities, as it provides equal opportunities for everyone to earn a fair income and fosters balance and justice within society.

Overall, it can be said that improving wages is an effective tool for achieving decent work. Wage enhancement policies should be a fundamental component of development and economic planning strategies to ensure sustainable and inclusive development within society.

## Conclusion and Recommendations

Strengthening decent work is crucial for workers, achieved by elevating the minimum wage, improving working conditions, the provision of social protection, and expanding comprehensive social security coverage. These measures collectively foster a decent work environment for all employees, guaranteeing their full entitlement to rights and protections.

### **To foster a decent work environment, several key actions are necessary:**

1. Incorporate initiatives into the strategy aimed at expanding universal social security coverage programs. These efforts should prioritize raising awareness about the significance of social security and the entitlements it provides to beneficiaries through targeted informational and educational campaigns.
2. Develop and implement policies geared towards poverty reduction, unemployment mitigation, and the continuous creation of job opportunities. These policies should address systemic issues contributing to economic instability and strive to bolster sustainable employment prospects for all.
3. Review and adjust wage policies to ensure they keep pace with inflation and the increasing cost of living. This entails implementing mechanisms to regularly evaluate and update wage rates in alignment with economic indicators and societal needs.
4. Establish comprehensive social security programs and mechanisms that extend coverage to all workers, including those in the informal sector. By ensuring equitable access to social security benefits, regardless of employment status, the well-being and security of all workers can be safeguarded.
5. The Ministry of Labor is required to set a compliance model for work in the economy that guarantees adherence to international labour standards when it comes to wage protection, and occupational safety and health conditions as well as other relevant standards.
6. National legislation concerning labor rights requires further refinement and amendment to ensure comprehensive protection for workers. Due to the existing gaps which inadequately safeguards different aspects of workers rights .
7. Design a sound and manageable employment strategy (and related policies and programs). A new national employment strategy is required, taking into account the evolution of the Jordanian labor market. Such a strategy may adopt a holistic methodology as in the previous National Employment 2011-2020, with emphasis on the clear division of responsibilities and coordination guidelines among stakeholders.



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