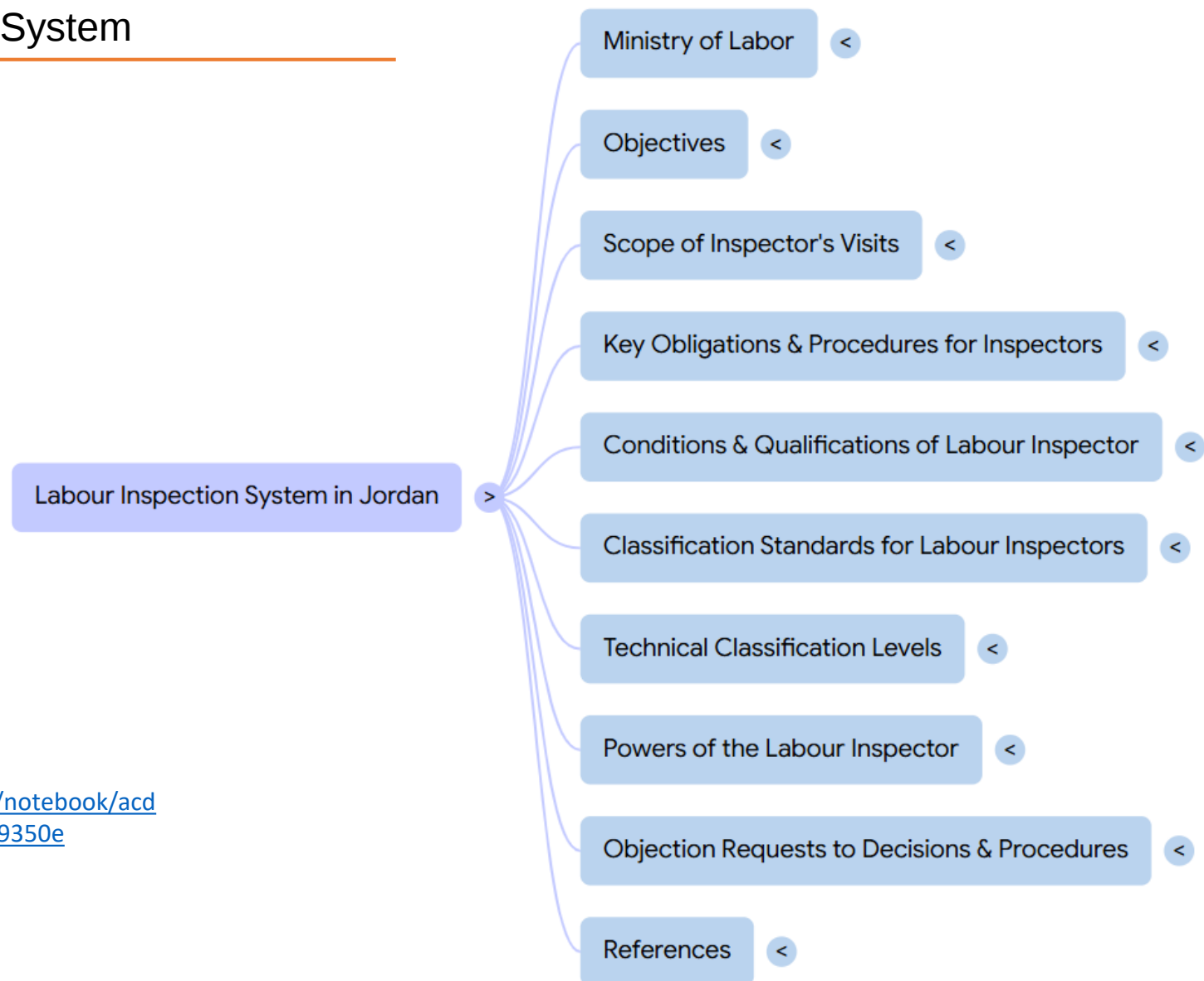


General Inspection of Premises: OSH Legislation Structure, Procedures, and Guidelines

Eng: Maha Ghassan Ghrayyeb

Head of OSH inspection department

Directorate of Occupational Safety and Health, Ministry of Labor, Jordan



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

Objectives

Verify Legal Provision Implementation

Working Conditions

Worker Protection

Provide Technical Information & Advice

Employers

Workers

Encourage Cooperation

Employers & Associations

Workers & Unions

Ensure OSH Conditions

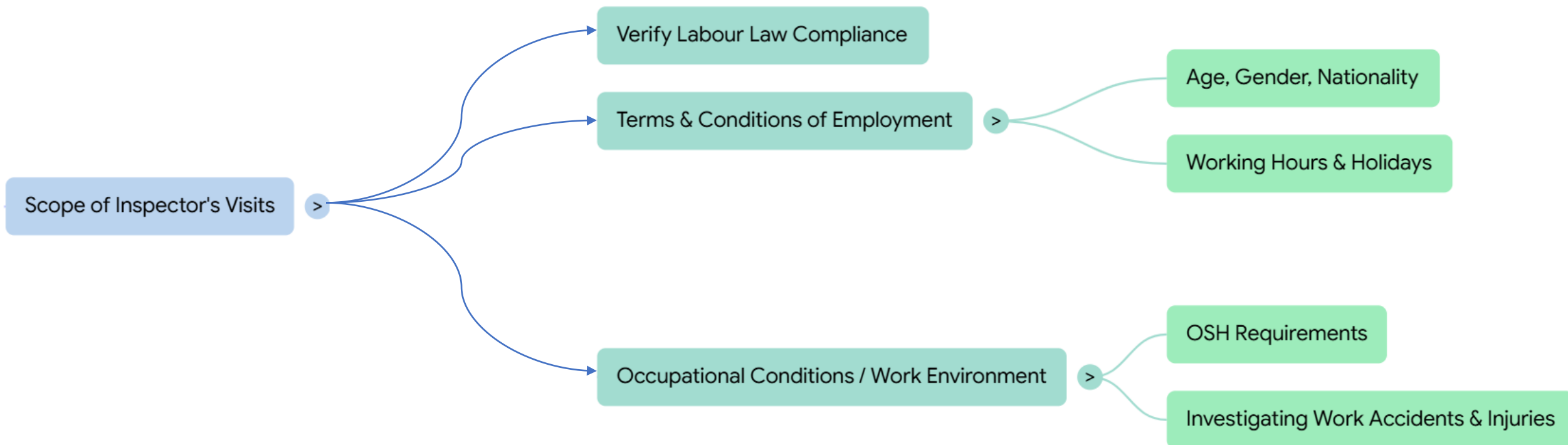
Collect Labour Market Info

Number of Workers

Categories

Training Needs

Employment Conditions



Key Obligations & Procedures for Inspectors

Wear PPE

Use Tools for Documentation

Self-introduction & ID

>

Clarify Visit Details

Allow Accompaniment (except if hindering)

Document Data (Checklist/Form)

Inform Summary of Results

>

Actions Taken

Right to Object

Take Samples & Conduct Tests

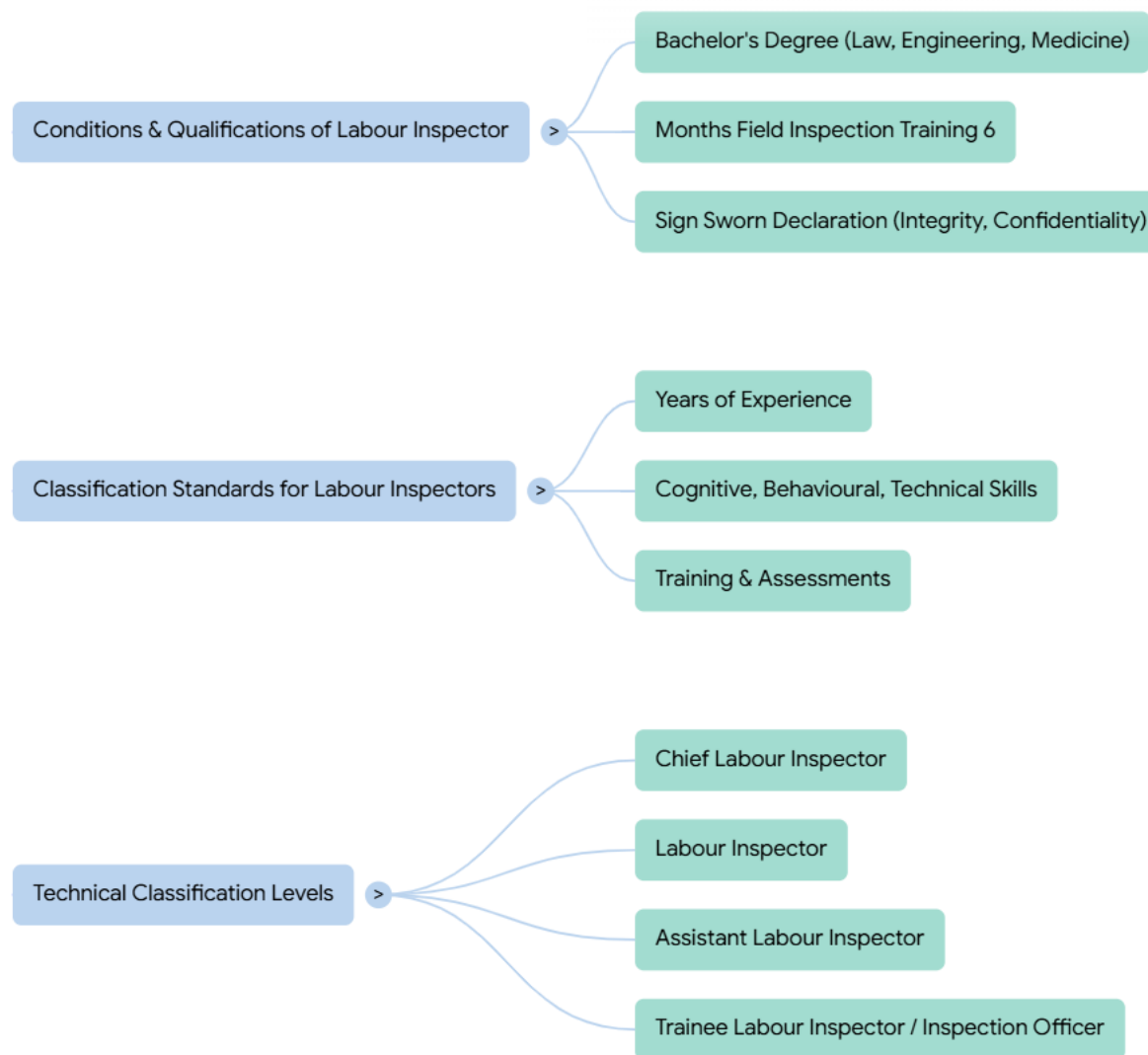
Take Photos (for violation/complaint)

View & Request Documents

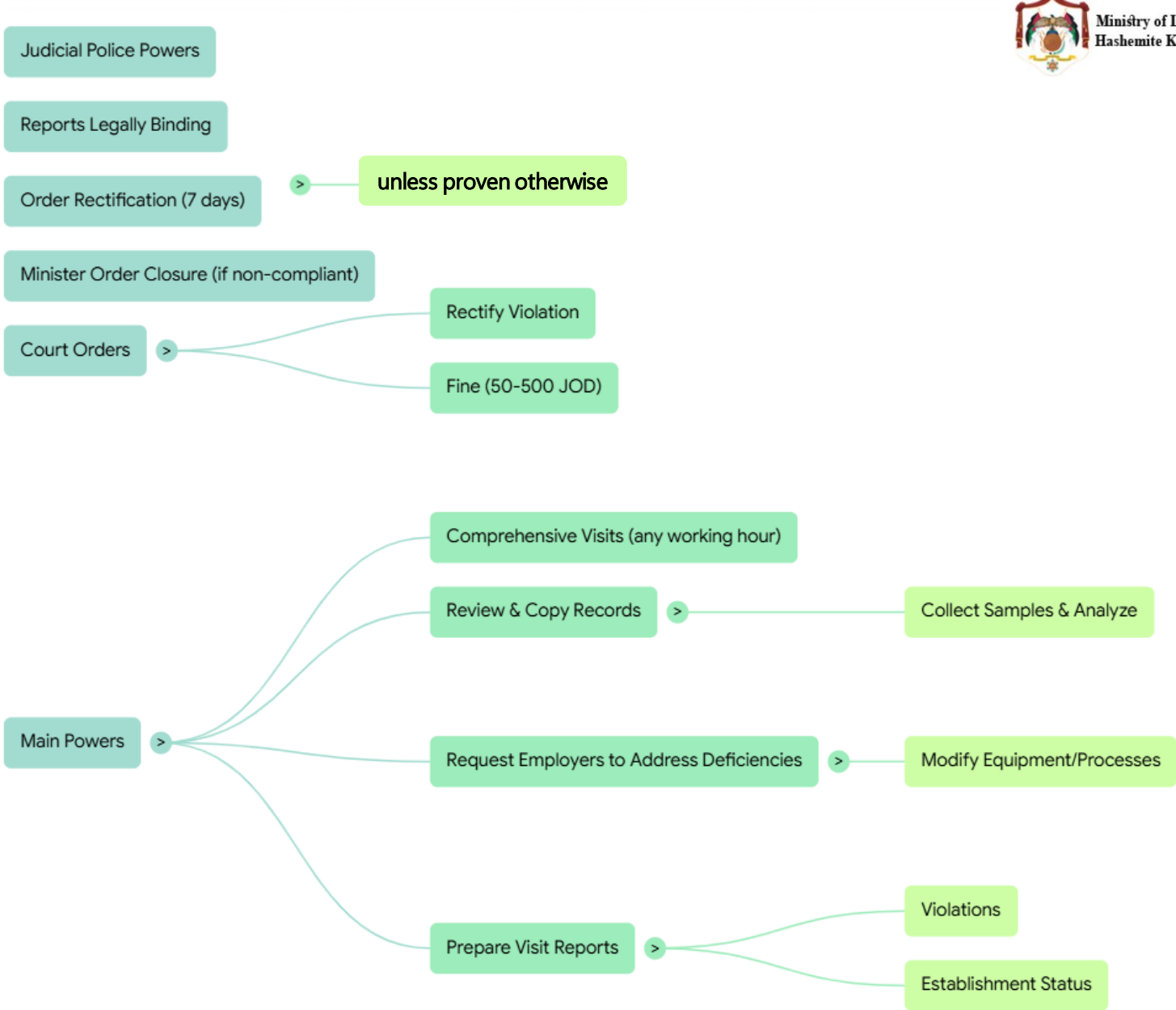
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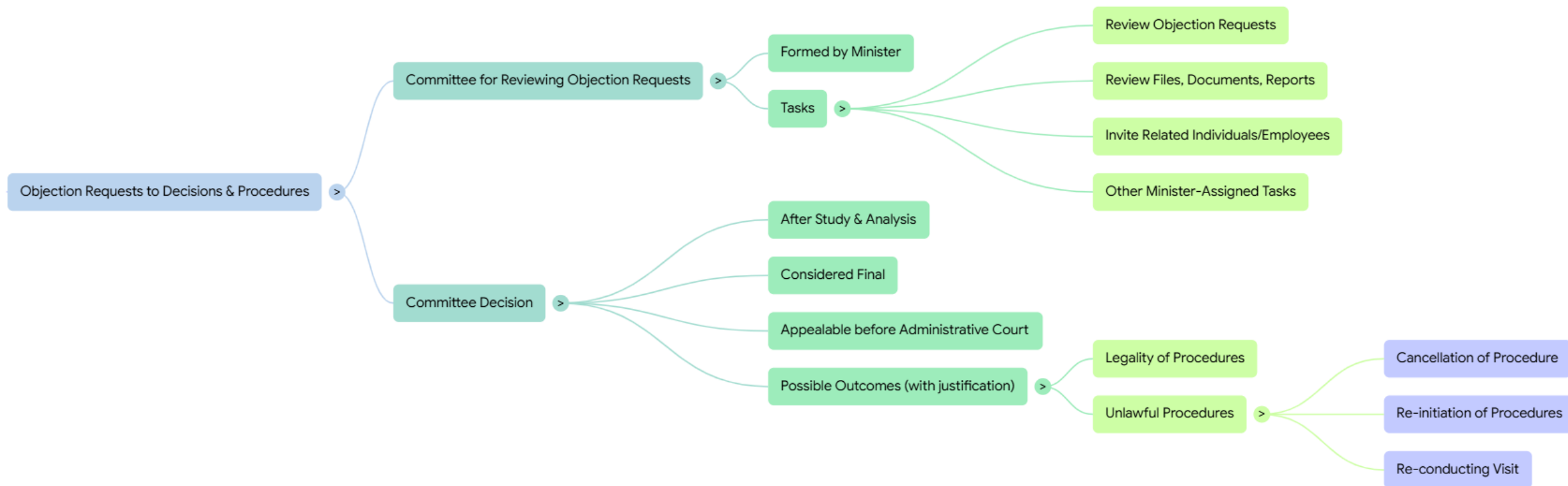
Electronic & Paper Data

Contracts, Letters



Powers of the Labour Inspector





References

Labour Law No. 8 of 1996

Labour Inspectors' Regulation No. 56 of 1996

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

Instructions for Monitoring and Inspecting Economic Activities (2021)

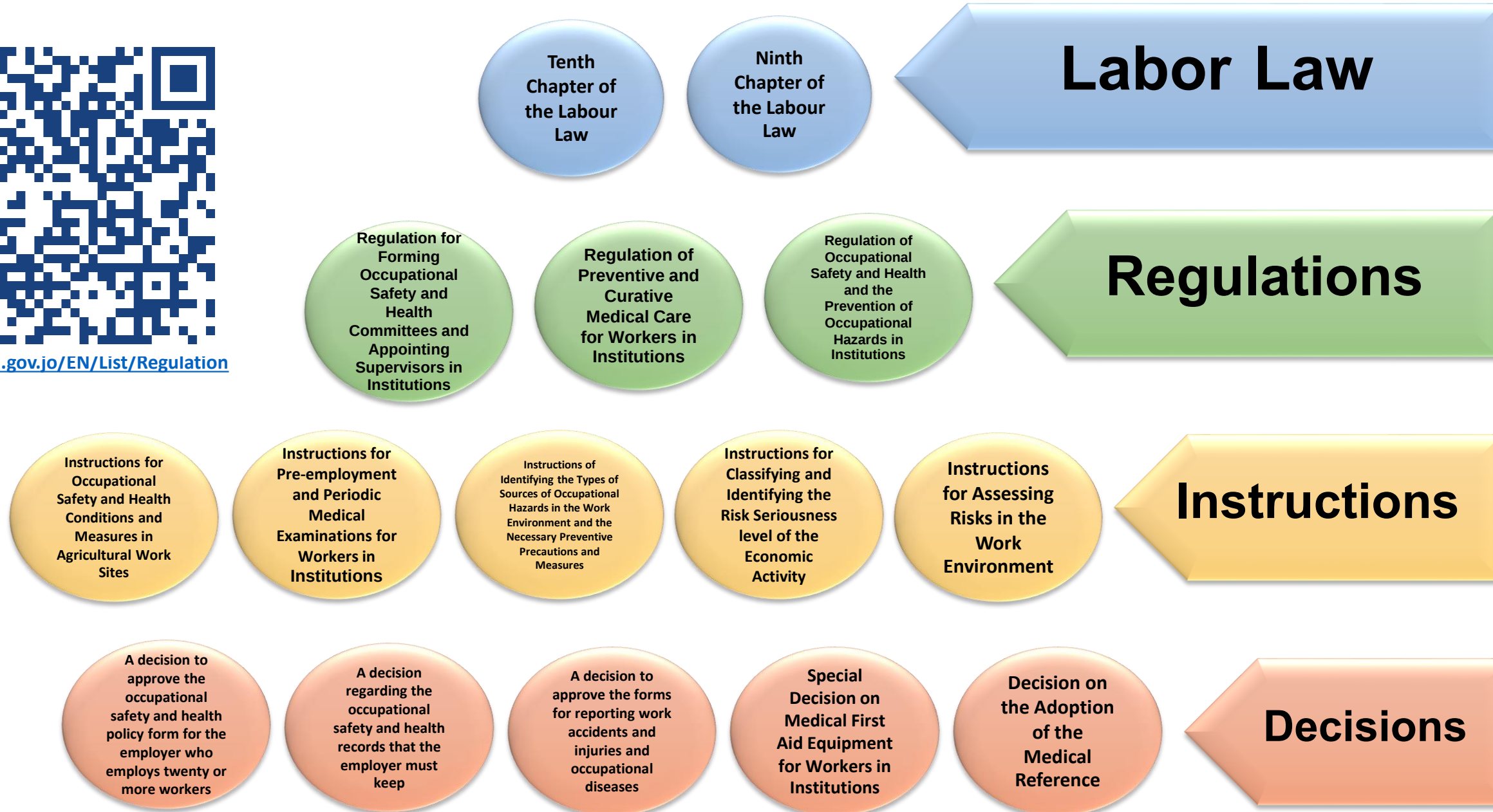
Instructions for Conditions, Qualifications, and Technical Classification (2021)

Instructions for Conditions and Procedures for Objecting (2021)

Criminal Procedures Law No. (9) for 1961



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



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

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

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

Made with  Napkin

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

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



Article 84 of Labour Law:

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

Article 82 of Labour Law:

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

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

The employer shall adhere to the following:

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

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

b- The Technical Supervisor undertakes the following tasks:

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

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

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

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



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

- In conjunction with the World Day for Safety and Health at Work.
- From April 28, 2025, to May 4, 2025.
- under the theme:
"With updated legislation and a positive culture... we create a safe work environment."
- The activities included the following:
 - 1) **Opening Ceremony**
 - ☐ April 28, 2025
 - ☐ Under the patronage of H.E., the Minister of Labor.
 - ☐ in cooperation with GIZ.
 - ☐ 150 participants representing 70 different entities.
 - ☐ Activities
 - The development of OSH legislation and the achievements of 2024 (Video)
 - The use of artificial intelligence in occupational safety and health (Presentation)
 - The OSH strategy for the prevention and reduction of occupational accidents and injuries (Presentation)
 - A professional health check-up booth
 - A virtual reality (VR) OSH training booth.



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

2) Awareness Materials Dissemination

Key Steps for Occupational Risk Assessment in the W

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

Machinery and Equipment	Hand Tools	Vibrations	Excavations	Boilers	Lighting
Lifts and Lifting Equipment	Heat Stress and Cold Stress	Working at Heights and Scaffolding	Confined Spaces	Psychological and Social Hazards	Fire
Ergonomic Hazards	Biological Hazards	Manual Handling	Office Work	Radiation	Noise

2. Identify the Individuals at Risk:

Taking into consideration the following categories:

All workers and individuals present in the workplace	Workers with disabilities	Workers operating alone	Pregnant or nursing women	Victims	Workers under the age of 18
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3. Analyze Occupational Risks

Analyze risks based on:

scale	Severity	Probability of occurrence
1		
2		
3		
4		
5		

4. Control Occupational Hazards

Elimination

Substitution or Hazard Reduction

Engineering controls or Administrative Controls

Personal Protection Equipment (PPE)

5. Review and Update

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

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

Safe Storage Guide

Keep exits and emergency routes clearly visible and unobstructed.

Place heavy items on lower shelves.

Avoid random stacking.

Keep storage areas clear.

Secure shelving units firmly to prevent tipping.

Ensure storage areas are safe.

Maintain at least 0.5-meter of clearance between stored items and the ceiling.

Store hazardous materials in designated areas.

Occupational Safety and Health Policy

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

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

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

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

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

First Aid
إسعافات أولية

Employer's Responsibility

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

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

3) Awareness Inspection Campaign

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

4) Awareness Workshops

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

Good Practices

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

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

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



Good Practices

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

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



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

3) The Golden list

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

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

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

- Thanks
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