Defense Order No. (6 of 2020)  
Issued pursuant to the Defense Law No. (13) of the year 2020

<table>
<thead>
<tr>
<th>Article</th>
<th>Text</th>
</tr>
</thead>
</table>
| • As the main objective of the curfew is to protect the lives and health of Jordanians, and to do what is possible Efforts to take necessary measures to reduce negative economic impacts on operators and companies The private sector and its employees, and for the purpose of enabling the economy to recover after the crisis ends The current study, with a study of the possibility of a gradual opening and operation of economic sectors in accordance with safety regulations Public health and national priorities, I decide to issue the following defense order.

Firstly:
A- All workers in private sector institutions and establishments or any other subject entity are entitled The Labor Law has their usual wages for the period from 3/18/2020 until 31/32020.
That none of the workers in the sectors excluded from the cabinet’s decision deserve to be suspended Additional wages for their work during that period, unless they are assigned additional work in accordance with the provisions of the article (59 of Labor Law No. (8 of 1996)
B- For the purposes of implementing paragraph (a) of this clause, paragraph (b) of Article (59) of the Law shall be suspended.
Work No. (8) for the year 1996 regarding legal provisions related to work during holidays
Official only

Secondly:
A - Specify the sectors, institutions or establishments excluded from the private sector or from any party Others that are subject to the labor law from the decision to suspend and that will be authorized to work after obtaining
On approval of the Minister of Industry, Trade and Supply, the Minister of Labor and Health, and the Minister
The specialist combined.
B - For the purposes of implementing paragraph (a) of this clause, he delegates the ministers of labor, industry and trade
Supplies and health by defining the principles, procedures and conditions for obtaining approval under
Instructions issued by them combined for this purpose.

Third:
To facilitate the mechanisms of work "remotely" in whole or in part and to enable the economic sectors in these Conditions of carrying out its economic activities and continuing production, I have decided the following:

*• حيث أن الهدف الأساسي من حظر التجول هو حماية حياة الأردنيين وصحتهم، ولن يلمس ما يمكن من جهد في إجراءات اللازمة لتكليل الآثار الاقتصادية السلبية على المشغلين وشركات القطاع الخاص والعاملين فيها، وللتفاهم على الاقتصاد من استعادة عافيته بعد انتهاء الأزمة الحالية، مع دراسة إمكانية التدرج في فتح وتشغيل القطاعات الاقتصادية وفق ضوابط السلامة والصحة العامة والولايات الوطنية، أقرر إصدار أمر الدفاع التالي:

أولاً:
- يحقق جميع العاملين في مؤسسات ومنشآت القطاع الخاص أو أي جهة أخرى خاضعة لقانون العمل أجورهم المعطاة عن الفترة من ٣٠/٣/٢٠٢٠ وصولاً إلى ٣١/٣/٢٠٢٠
- أن لا يستحق أي من العاملين في القطاعات المستثناة من قرار مجلس الوزراء بالتعطيل إضافياً عن عملهم خلال تلك الفترة إلا إذا تم تكليفهم بعمل إضافي وفقاً لأحكام المادة (٥٩) من قانون العمل رقم (٨) لسنة ١٩٩٦، (ب- غلافات إعمال الفقرة (أ) من هذا البند يوقف العمل بالفقرة (ب- من المادة (٥٩) من قانون العمل رقم (٨) لسنة ١٩٩٦ فيما يتعلق بالأحكام القانونية المتعلقة بالعامل أيام العطل الرسمي فقط.

ثانياً:
- تحدد القطاعات أو المؤسسات أو المنشآت المستثناة من القطاع الخاص أو من أي جهة أخرى خاضعة لقانون العمل من قرار التعطيل والتي سيصرح لها بالعمل بعد الحصول على موافقة من وزير الصناعة والتجارة والتنموين وزور العمل والصحة والوزير المختص مجمعة.
- لسفيات إعمال الفقرة (أ) من هذا البند يغف وزراء العمل والصناعة والتجارة والتنموين والصحة يحدد أسس وشروط الحصول على الموافقة بموجب تطبيقات تصدر عنهم مجتمعين لهذه الغاية.

ثالثاً:
*• لتسهيل آليات العمل عن بعد” بكلي أو جزئي وتعليم القطاعات الاقتصادية في هذه الظروف من القيام بنشاطاتها الاقتصادية واستمرارها بالإنتاج أقرر ما يلي:
A - For private sector establishments and establishments and any other entity subject to conducting its business "Remote" in whole or in part.

B - The provisions of Articles 3, 3, 5, 8, 10 and 12 will be suspended from Flexible Work System No. (22 of 2017) for the purposes of implementing paragraph (a) of this clause.

C - The Minister of Labor is empowered to take the necessary measures and measures to organize flexible work "remotely". According to instructions issued for this purpose

Fourthly:

As of 1/4/2020, the wages of workers in private sector institutions and establishments shall be fixed and in any other entity subject to the Labor Law as follows:

A - Workers who perform their work in the workplace deserve their full wages, provided that it is permissible Agreement on the free will of the worker to reduce his wages, provided that the amount does not exceed the reduction 30% of the usual worker’s wages, and that this option is not used unless the discount is including the company's senior management salaries.

B - Workers who perform their business "remotely" in an enterprise are fully entitled and establishments authorized to work or those covered by the decision to disable and not authorized to operate their wages are according to the actual hours of work, and no less than the specified minimum hourly wages one, or according to the wages stipulated in Paragraph (E) of this clause, whichever is higher.

C - The employees stipulated in Paragraphs (A) and (B) of this clause are entitled to those who are assigned an additional work for an additional fee in accordance with the provisions of Paragraph (A) of Article (59) of Labor Law No. (8 of 1996) only.

D - For the purposes of implementing paragraphs (a) and (b) of this item, paragraph (b) of Article (95) shall be suspended.

From the Labor Law No. (8) of 1996 regarding legal provisions related to work days official holidays only.

E - For the employer in the establishments and establishments authorized to work partially for workers not assigned to work or those covered by the decision to disable and not authorized to work, submit an application to the Minister of Labor to allow him to pay at least 50% of the value of the usual wage.
For these workers, provided that the workers receive less than the minimum wage.

F- The foundations and conditions according to which employers are allowed to pay a minimum of 50% shall be specified

Of the value of the original wage according to instructions issued by the Minister of Labor for this purpose.

H- The text of Article (50) of Labor Law No. (8) of 1996 shall be suspended for implementation purposes

Paragraphs (e) and (f) of this item

Fifth:

For an employer who is unable to pay wages as mentioned in Clause (IV) above in institutions and establishments of the private sector and any other entity subject to the labor law and authorized to do so

To work, or one of those covered by the decision to disable and not authorized to work, apply to the committee formed by the Ministers of Industry, Trade, and Supply and Labor to stop work at his institution or facility completely, and suspend all work contracts for all workers, and the employer must not take any action in this regard only after obtaining the approval of that committee, and to be attached

By request, a list showing the names of workers, the nature and form of their contract, duration, working hours and amount

His remuneration is according to what is registered with the General Organization for Social Security, and it results in issuance

The decision to approve the suspension is as follows:

A- The employer whose work has been suspended completely shall not be permitted to perform any work or any other activity during the suspension period.

B- That the contractual relationship between the employer and the worker does not break during the suspension period, and it is not necessary

The employer paid the worker’s wages during this period.

C- The period of suspension of work is not calculated from the period of the employment contract.

D- All financial and contractual obligations incurred by the employer remain valid during a period of suspension, excluding workers’ wages.

E- The employer does not benefit in private sector institutions and establishments and any subject entity

For labor law, it is permitted to operate from any economic protection programs for the sector Special from the date of suspension.
F- A disposal ban will be placed on the movable and immovable property of the facility. During the suspension period by a decision of the committee.

Sixthly:
A- Subject to the provisions of Paragraph (e) of Clause V above, the employer is entitled to:
Institutions and establishments of the private sector and any entity subject to the Labor Law and covered by a decision
Disruption and not authorized to operate, take advantage of economic protection programs in accordance with the conditions prescribed for each of them.
B- The government is working to grant incentives to employers who are committed to paying wages
Workers complete from the start of the law of defense until the end of its implementation in addition to benefit from the economic protection programs according to the conditions prescribed for each of them.

Seventh:
In light of its capabilities, the government seeks to provide the necessary support to secure life needs
Essential for Jordanian daily workers who are not involved in social security, provided
Their participation in social security according to a mechanism to be determined later.

Eighth:
A- The employer may not put pressure on the worker to force him to resign or perform
By terminating his services or dismissing him from work except in accordance with the provisions of paragraphs (c) and (d) of the article (21) and paragraphs (a, g, h, i) of Article (28) of Labor Law No. (8) for the year
B- For the purposes of implementing paragraph (a) of this item, article (23) and the provisions of the paragraphs shall be suspended (B, C, D, E, and F) of Article (28) of Labor Law No. (8) of 1996 and is delegated
The Minister of Labor takes the necessary measures and measures to implement paragraph (e) thereof.
C- Every employer who has forced any of his employees to resign, terminate his services or perform
To be dismissed from work in cases other than those stipulated in Paragraph (A) of this Clause and during
The period from 18/3/2020 until the date of the issuance of the Official Gazette Defense Order No. (6) for the year 2020 by returning them to work within a week of the date the matter was published in the Official Gazette.
<table>
<thead>
<tr>
<th>Section</th>
<th>Arabic Text</th>
<th>English Translation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ninth:</td>
<td>تاسعاً: يُعتبر كل تعهد أو اتفاق أو وثيقة يتنازل فيها العامل عن أي من حقوقه أو يؤدي إلى الانتقاص من تلك الحقوق منذ تاريخ 3/18/2020 باتباع ولا يعتد بها قانوناً، وعلى صاحب العمل اتخاذ الإجراءات اللازمة لإلغائها خلال أسبوع من تاريخ نشر أمر الدفاع هذا في الجريدة الرسمية.</td>
<td>Every undertaking, agreement or document in which the worker assigns any of his rights or leads to the derogation from these rights since the date of 3/18/2020 is invalid and is not legally recognized. The business owner shall take the necessary measures to cancel it within a week from the date of the publication of this defense order.</td>
</tr>
<tr>
<td>Tenth:</td>
<td>عاشرًا: أ- يتم إعادة النظر بما ورد في أمر الدفاع هذا والتعليمات الصادرة بمقتضاه بشكل شهري أو كلما اقتضت المصلحة ذلك بمقتضىبلاغ يصدرها رئيس الوزراء لهذه الغاية. ب- تحدد أسس وشروط استهداف صاحب العمل من كل برنامج من برامج الحماية الاقتصادية من الجهة الرسمية المختصة بموجب التعليمات تصدرها لهذه الغاية. ج- يصدر رئيس الوزراء البلاغات والفوائد اللازمة لتثبيت ما جاء بأمر الدفاع هذا.</td>
<td>A- The defense order and the instructions issued pursuant thereto shall be reviewed on a monthly basis or whenever required by the Authority, pursuant to communications issued by the Prime Minister for this purpose. B- The principles and conditions for the employer to benefit from each protection program are determined by the competent official authority, according to instructions issued for this purpose. C- The Prime Minister issues the necessary communications and orders to implement what came with this defense order.</td>
</tr>
<tr>
<td>Eleven:</td>
<td>حادي عشر: أ- يعاقب كل من يخالف أي من إجراءات الحصول على الموافقة المشترى إليها في البند)ثانياً( من أمر الدفاع هذا بإغلاق المنشأة المخالفة لمدة ستين يوماً. ب- يعاقب من يخالف أي حكم آخر من أحكام أمر الدفاع هذا والبلاغات الصادرة عن رئيس الوزراء أو الوزراء المكلفين بمقتضى بالحبس من ثلاثة أشهر إلى ثلاث سنوات، وبالغرامة ثلاثة آلاف دينار. ج- لا تُحول العقوبات المنصوص عليها في أمر الدفاع هذا دون حق العامل بالطالبة بحقوقه العمالية وفقاً لأحكام قانون العمل رقم (8/سنة 8/4/2020.</td>
<td>A- Any person who violates any of the procedures for obtaining the approval referred to in Item (Second) of this defense order to close the violating facility for sixty days. B - Anyone who violates any other provision of this defense order and the communications issued by him will be punished. The Prime Minister or the ministers responsible for his detention from three to three months Years, and a fine of three thousand dinars. C- The penalties stipulated in this defense order do not preclude the worker from the right to claim in his labor rights according to the provisions of Labor Law No. (8) of the year 2020.</td>
</tr>
</tbody>
</table>

8/4/2020
Prime Minister
Dr. Omar Al-Razzaz