



وزارة العمل
المملكة الأردنية الهاشمية

Ministry of Labor Defense Order No. 6 of 2020 Question and Answer Guide

Dear worker dear employer

- This guide was found to answer inquiries regarding the various cases related to the implementation of Defense Order No. (6) for the year 2020 to and guaranty the rights and duties of workers and employers at this stage to achieve the purpose of the defense order with the support of both parties.
- We are pleased to receive your questions and inquiries via
 - The online platform (your scare, your protection is our priority) <http://Faz3a.mol.gov.jo>
 - Operations and Control Room phone numbers 0800222080 - 0796580666 065819012
- You can also submit the following applications via the Hemayeh.jo platform, as of Sunday morning, 04/12/2020
 - Request for a reduced wage
 - Request to suspend the facility
 - Notifications of employees about violations of Defense Order No. (6)

What are the reasons for issuing defense order No. (6)?

Protecting the private sector as much as possible under current conditions and reducing its burdens

Maintaining the current job opportunities as much as possible and avoiding layoffs due to the current conditions

Stopping some negative practices in the work environment

Providing social protection for self-employed and daily workers to secure their basic needs and in light of the available capabilities and ensuring their participation in social security

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Question and Answer Guide

- Q- What about the wages of workers for the month of March?
- A- The employer must pay the wages due for a period of March month as usual, whether for the worker in the institution authorized to work or those not authorized to work, whether for workers in the workplace or those whose work does not required or employees who are working remotely, and the worker does not deserve an additional wage unless he does over time.

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- Q- What are the procedures if March's wages are not paid according to the defense order?
- A- The employer is granted a period of one week from 09/04/2020, otherwise the penalty mentioned in the defense order and specifically paragraph (B) of item (11) applies.

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- Q- What is the fate of the worker whose services were terminated between 18/03/2020 until the issuance of Defense Order No. 6?
- A- The employer must return the worker to his work within a week starting from 09/04/2020 with payment of wages for the days during which the worker's services were dispensed, and this employer is not obligated to return the worker whose contract has ended for a limited period contract during this period or he was during a probation period.

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- Q- If the worker's employment contract expires between 18/03/2020 and before the issuance of Defense Order No. 6, does the employer have to return the worker under the Defense Order?
- A1- It depends; if the employee's employment contract is for a limited period, then the employer in this case is not obligated.
- A2- If the worker's contract is for an unlimited period, then the employer is obliged to return the worker to work.

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- Q- If the worker is in the probation period from 18/03/2020 until the issuance of defense order No. 6, and the employer ends the service of the worker, does the employer have to return the worker?
- A- No, it is not necessary

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- Q- What are the exclusive conditions for which the termination of the worker's services is legal and not contrary to Defense Order No. 6?
- **Answer:**
- 1- This can only be done (exclusively) according to the provisions of Paragraphs (A, G, H, I) of Article (28) and Paragraphs (C) and (D) of Article (21) of the Labor Law:
 - 28/A, If the worker impersonated someone else's identity or presented false certificates or documents with the intent to bring benefit to himself or harm others.
 - 28/G, If the worker is convicted by a judicial ruling that he acquired the final degree of a felony or misdemeanor, he is afflicted with honor and public morals.
 - 28/H, If he found drunk or in a state of drunkenness or is affected by the drug or psychotropic substance he consumed or committed an act that violates public morals in the workplace
 - 28/I, If the worker assaults the employer, the responsible manager, one of his superiors, any employee, or any other person during the work or because of it, by beating or insulting him.
- 2. Article (23) and paragraphs (B, C, D, E and F) of Article (28) of the Labor Law have been suspended, and the Minister of Labor will issue what regulates the application of paragraph (e) related to absenteeism without a legitimate excuse

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- Q- Can an organization that is not authorized to work to operate?
- Q- This is the general trend, but this is related to the economic priorities and in complying with the health and preventive standards in light of the crisis, and this is the most important, and all of this is subject to the criteria, controls and reviews by the epidemiological committee and approvals by the competent committee after the approval of the concerned minister of the sector.

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- Q- What is the wage payable to a worker who performs his work on the job site as of 01/04/2020?
- Answer:
 - The worker is entitled to his full normal wages.
 - An additional payment if the employer assigns him overtime.

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- Q- What is the remuneration of the remote worker?
- Answer:
 - The employee who works remotely and for a full time (8 hours per day) will receive a full wage + an additional wage if he is assigned to overtime
 - The employee who is working remotely part-time will receives his wages according to the following:
 - The actual working hours wage and no less than the minimum limit for the one-hour wage, and if the total actual working hours wages for the worker is less than 50% of his usual wages, then he is granted 50%, whatever paid wages shall not be less than the minimum wage in the end.

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- Q- As of 01/04/2020, what is the wage of a worker who the employer did not assign him to work while he was at home? *This applies to workers in establishments that work partially or are not allowed to work.*
- A- The employer may submit an application to the Ministry of Labor to reduce the wage of the employee who is not assigned to work by at least 50% of the value of the usual wage, provided that it must not be less than the minimum wage, and in the event the application is rejected by the Ministry, the worker is entitled to his regular wages.

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- Q- Is it permissible for the employer to request the suspension of work in his organization?
- A- Yes, it is permissible after obtaining the approval from the Ministry of Labor according to instructions, by submitting an application on the Hemayeh.jo platform which will be available from Sunday morning 12/04/2020

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- What is the consequence of the decision to suspend the organization?
- Answer:
 1. Not to allow the employer to engage in any work or activity
 2. The contractual link between the worker and the employer is not interrupted
 3. The employer is not obliged to pay workers' wages
 4. Not counting the suspension period from the employment contract
 5. Continue the validity of all financial and contractual obligations incurred by the employer, with the exception of workers' wages
 6. Putting a signal to prevent the disposal of movable and immovable property belonging to the organization by a decision of the committee

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Q- Is the suspension period of the facility deducted from the contract period?



A- It is not deducted from the contract period, and the suspension months are added to the last contract period

Q- Does the employer need to give the worker his wages for the suspension period after the end of Corona?



A- No non-binding

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Q- Can an employer whose establishment has been suspended benefit from economic protection programs

A1- The employer in the institutions allowed to work does not benefit

A2- The employer in the institutions covered by the decision to disable and not allowed to work benefits

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Q- What should a daily worker do to get benefits from government support?



A- The Jordanian daily worker is required to participate in Social Security (SSC) according to a mechanism to be determined later.

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Question and Answer Guide

- Q- Is it possible for a group of workers on job, and would like to reduce their salaries to support the wages of their colleagues at home and support the company?
- A- Yes, it is permissible, provided that the workers agree that the amount of the reduction does not exceed 30% of the wage, and that it includes the wages of the employees of the higher management.

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I am an employer, how do I submit applications to the Ministry of Labor?

I am a worker how can I complain?

- - Via Hemayeh.jo platform which will be available from Sunday morning 12/04/2020:
 - Request to reduce wages
 - Request to suspend the establishment
 - Request to report violations of Defense Order No. (6)

**Operations and control room phone numbers,
065819012 - 0800222080 - 0796580666**