

► People with Disabilities in Jordan's Garments Sector

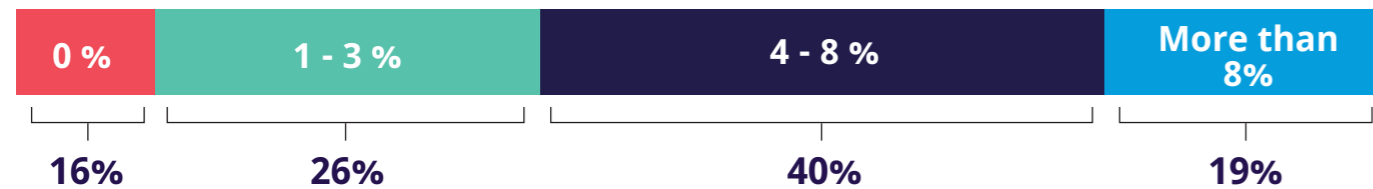


► 1. Statistics:

Total number of workers with disabilities: 1054



Percentage of Jordanian workers with disability, by factory:



The Jordanian Labour Law and 2017 Law on the Rights of Persons with Disabilities stipulate that

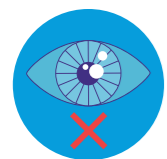
Any business employing between **0 and 25 employees** must recruit at least **one person with disability**.



However, in the garment sector, it is common practice for employers to hire individuals with disabilities, making up **4%** of the total **Jordanian** workforce.

While businesses with **50 or more employees** must ensure that people with disability make up a minimum of **4% of the total workforce**.

► 2. Common types of disabilities in the sector:



Visual



Hearing impairment



Motor/ mobility disabilities



Intellectual and developmental disabilities

► 3. Barriers and challenges:

Accessing work:



Limited access to information and lack of awareness of labour rights.

Workers with disabilities are often assigned to simple jobs regardless of their competencies and abilities.

Challenges while working:

Accessibility and Health & Safety:



Factories struggle with adapting their interiors to accommodate workers with disabilities.

Emergency plans often overlook the needs of visually and hearing-impaired workers, lacking clear markings and accessible emergency exits.

Facilitating Design:



Multi-story factories pose challenges for workers with motor and visual impairments due to stairs and a lack of supportive infrastructure like ramps and handrails.

Essential areas like bathrooms and cafeterias are often located in places accessible only by stairs.

Tools, Equipment, and Communication:



Access to information and in-house training is limited for people with sensory disabilities.

Lack of sign language interpreters and Braille translations hinders effective communication.

Representation and Awareness:



Lack of inclusion in decision-making bodies and administrative positions, hindering people with disabilities' ability to influence meaningful changes in their work environments.

Workers with disabilities, particularly women, are largely unaware of factory level union committees and the sector trade union.

▶ 4. Inclusion initiatives:



▶ **Develop Comprehensive Guidelines:**

Develop guidelines specifically tailored for the Jordanian garment sector, aimed at providing practical recommendations and best practices for effectively employing people with disabilities. This document should address various aspects of disability inclusion, including recruitment, reasonable accommodations, accessibility, training, and career development



▶ **Enhance Work Environment Accessibility:**

Adapt or redesign work environments in the garment sector to facilitate the work, movement, and integration of people with disabilities. Make necessary adjustments to facilities and infrastructure, such as paving factory floors, to enhance mobility, orientation, workplace safety, and accessibility.



▶ **Foster Skill Development Programs:**

Develop and implement vocational programs that promote the employment of people with disabilities in the garment sector. Focus on acquiring and developing both soft and technical skills that enhance employability and provide garment factories with qualified staff.



▶ **Raise Awareness and Challenge Stereotypes:**

Initiate and carry out comprehensive awareness campaigns to challenge and disprove negative stereotypes and misconceptions about people with disabilities. Addressing social stigma and prejudices is crucial for promoting inclusive employment practices, both in the sector and across the labor market. Support ongoing initiatives that raise awareness and refute stereotypes associated with disabilities.

▶ 5. Personal journeys:



I am **Amneh**, a resilient seamstress-turned-trainer, defying expectations, inspiring others, and pursuing my dream of owning a sewing business.



Amneh's Sand Artistry: Exquisite Patterns Encased in Glass



My name is **Ahmad**. I believe that a supportive work environment can enhance communication and positively impact my morale. I am ambitious and determined to fulfil my dreams in life.



My name is **Yahya**, and I am more than my physical limitations. I am a passionate reader and a poet with boundless creativity.

Statistics on workers with disabilities in the Jordanian garment sector were gathered during 2022 compliance assessments in 86 factories. The personal stories were collected by Better Work Jordan during field visits. For more information on barriers and challenges to employment and inclusion initiatives, see Workers with Disabilities in Jordan's Garment Sector report [here](#).