

We Abdullah II Ibn Al Hussein, King of the Hashemite Kingdom of Jordan
Pursuant to Article 31 of the Constitution
And based on the decision of the Council of Ministers on 25/8/2009
Order the following Regulations:

Regulations no 90 of 2009
Regulations for Home Workers, Cooks, Gardeners and their Like
Issued Pursuant to Paragraph B of Article 3 of the
Labor Code no 8 of 1996

Article 1 – These regulations shall be called “Regulations for Home Workers, Cooks, Gardeners and their Like of 2009” and shall come into effect on the date of publication in the Official Gazette.

Article 2 – The following words and phrases shall have the meanings allocated below wherever they appear in these Regulations, unless the context indicates otherwise:
Ministry: Ministry of Labor

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Office: Office licensed to recruit and hire non-Jordanian home workers pursuant to the provisions of valid legislation.

Home owner: Every natural person hiring a worker in his home.

Worker: Home worker, cook, gardener or the life, working in service of the home owner on a continuing basis.

Home Work: Work related to the natural performance of the family, which may be performed by its members themselves, such as cleaning, cooking, ironing, food preparation, care giving to family members, purchasing goods for the home and driving the children.

Article 3 – A work contract shall be drawn up pursuant to a model drafted by the Ministry for this purpose, on four copies, written in two languages, Arabic, and a language understood by the worker, provided the home owner, worker, Ministry and Office keep copies of it.

Article 4 – The Home Owner commits to the following:

- a. Payment of costs to issue residency and work permits for non-Jordanian workers annually.
- b. Payment of monthly wages to workers in Jordanian dinar or an equal amount in foreign currency via the means and methods specified by the Minister for this purpose, provided the home owner and worker keep documents proving the payment of the monthly wages.

- c. Using the worker in his usual or temporary place of residence with the family, and no one other than the home owner and his family members may issue work orders to the worker.
- d. Respectful treatment of the worker, providing all requirements and conditions for appropriate work, and providing all his needs, including clothing, food, drink well lit and ventilated room, means of sleep and comfort and the right to privacy
- e. Enable the worker to contact his family abroad by phone at the expense of the home owner once a month, and the worker has the right to additional calls at his own expense, in addition to communicating with them in writing.
- f. The worker may not be taken when the home owner and his family moves to another country for temporary residency without the consent of the worker and after notifying his country's embassy if he is non-Jordanian.
- g. Provide a plane ticket at his expense for the non-Jordanian worker from his country to the Kingdom, as well as a return ticket if he has been working for him for two years.
- h. Provide health care to the worker.
- i. Allow the worker to practice his religious rites without contracting with public order and morals.

Article 5 – A – The worker commits to the following:

1. Conducting house work with honesty and sincerity.
2. Respecting the privacy of the home in which he works and maintaining the property of the home owner as well as the home contents.
3. Refraining from revealing the secrets he becomes aware of.
4. Respecting the prevalent customs and traditions of society.
5. Refrain from leaving the home or being absent from it without the approval of the home owner and his awareness of his whereabouts.

B – If it is proven that the worker caused the loss or destruction of tools, machinery or products owned or in possession of the homeowner, or that the worker was entrusted with, and this was the result of the worker's error or violation of the home owner's instructions, the home owner may deduct from the worker's wages the value of the missing or destroyed items or the cost of their repair, provided what is deducted for this purpose does not exceed the wages of five days a month. The home owner has the right

to resort to the competent courts to demand compensation for the damages caused by the worker.

C – Should the worker escape from the home without the home owner having caused it, the worker shall assume all financial commitments pursuant to the work contract signed, as well as the cost of his return home.

Article 6 – A – The total times in which the workers performs actual house work shall be ten hours a day, and these does not include the times the worker spends without work, on break, or eating.

B – The home owner may organize the times the worker conducts the duties he is assigned in a single day according to the requirements of the nature of work and the needs of the home.

C - The home owner must grant the worker a sufficient number of sleep hours in a single day, which are no less than eight hours daily.

Article 7 – A – The worker is entitled to one day of break a way to be agreed upon with the home owner. In case the home owner has to employ the worker on his vacation day, he must compensate him with another day to be agreed upon between them.

B - The worker has the right to an annual vacation of fourteen paid days, according to the agreement with the home owner. It may be agreed to postpone this vacation to the end of his contract.

C - The worker is entitled to a paid sick leave of fourteen days a year.

Article 8 – The home owner and worker, upon the conclusion of the contract or the work duration commit to conducting a clearance of worker rights between the two parties, signed before the Ministry. Each party shall keep a copy of it. This shall be before the worker leaves the country if he is a non-Jordanian.

Article 9 – A – A committee shall be formed at the Ministry pursuant to a decision by the Minister, called the “Non-Jordanian Home Workers Affairs Committee” that includes representatives of:

1. Ministry
2. Association of Non-Jordanian Worker Recruitment and Hiring Offices
3. Public Security Directorate / Residency, Borders and Foreign Affairs Department

B – The duties of the committee shall be outlines in the decision to form it, and it may invite any person to attend its meetings to seek his opinion on matters presented before it.

Article 10 – The Ministry shall offer counseling, guidance and awareness to guarantee a proper work environment between the home owner and worker, through the meetings

held by the Ministry with the home owners and workers inside the Ministry, in their homes, or at the Office.

Article 11 – The Ministry, in case of receiving any complaints or tips related to the violation of the worker’s rights or the commitments of the home owner or worker, shall take the following measures:

- a. Summon the home owner and worker to the Ministry to amicably resolve the complaint.
- b. IN case the complaint relates to the worker’s housing, the housing area shall be inspected by a labor inspector and a female labor inspector together to verify the implementation of the provisions of these regulations, after seeking the approval of the home owner.
- c. The Minister may take the measures he deems appropriate in case the home owner does not agree to the inspection referred to in paragraph (b) of this article.
- d. If any violation is found, the home owner is notified to settle it within one week from the date of his notification. Otherwise, a ticket is issued against him and the necessary measures stipulated in the valid Labor Law shall be taken.

Article 12 – The Minister shall issue the necessary instructions to implement the provisions of these Regulations, including the terms and conditions included in the labor contract model.

25/8/2009