Ministry of Labor

The Comprehensive Guide of Principles for Issuing Work Permits For Non-Jordanian Workers

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I. Definition List

The following words and expressions shall have the meanings assigned to them hereunder unless otherwise provided by context:

Ministry: Ministry of Labor

Minister: The Minister of Labor

Employer: Every natural or legal person who employs, in any capacity, one or more persons in return for remuneration.

Authorized person: A person acting on behalf of the employer and acting in his stead in respect of transactions relating to non-Jordanian workers under a validated signature authorization from the bank for a period not exceeding one year.

Agent: A person authorized by the employer to act on their behalf, with a valid power of attorney notarized by a notary public, to conduct transactions related to non-Jordanian workers, which has been reviewed and approved by the Ministry of Labor.

Establishment: The company, sole proprietorship, association or farm registered according to the legislation in force.

Children of Jordanian women: Non-Jordanian persons of Jordanian mothers who hold the identification card for children of Jordanian women issued by the Civil Status and Passports Department.

The people of the Gaza Strip: White card holders issued by the Civil Status and Passports Department for Gaza Strip residents.

Amended by Resolution No. (8/2025) on 2 Feb 2025

II. Employer's authorized Person and Representative of the Employer to carry out work permit procedures for non-Jordanian workers

It is permitted to process any transaction related to work permits for non-Jordanian workers by the following categories, in accordance with the conditions outlined below:

1. The employer.
2. The authorized person in the Commercial Register.
3. It is prohibited for the authorized person to represent more than one establishment, except in cases where the employer owns or is a partner in more than one establishment. However, the agent shall be enrolled in social security with one of these establishment, unless this authorized person reaches the age of 60.
4. Authorized lawyers of foreign companies operating in Turkey, non-operating foreign companies (regional offices), and branches of foreign associations registered in the association register are exempt from participating in the social security.
5. The agent may be an agent of more than one employer for the following categories:
   A. Lawyers who act as agents under special powers of attorney, provided that they pay a presentation fee, and provided that they do not act as an agent for more than five establishments.
   B. Agents by virtue of a general power of attorney.
   C. An agent appointed by special power of attorney if this agent is an ascendant or a descendant or a sibling of the employer.
6. The employer, his spouse, one of his children, or a Jordanian representative or the children of Jordanian women in the building sector.
7. An employee of the Jordan Post Company, according to the authorization of the employer to the Jordan Post Company.

Amended by Resolution No. (35/2024) on 17 Sep 2024 and Resolution No. (18/2025) on 7/4/2025

8. A person authorized by an official letter signed by the embassy, consulate, or international organization and approved by the Ministry of Foreign Affairs and Expatriates. The following is exempt from being provided by this person:
   A. They are not required to be Jordanian national.
   B. They are not required to contribute to social security
9. With the exception of lawyers and agents under a general power of attorney, the agent or the authorized person are required to present a security permit:
   A. Tourist facilities (hotels, tourist restaurants, nightclub, nightclub, disco, bar...etc.)
   B. Offices working in the recruitment of non-Jordanian domestic workers
   C. Establishments that have more than (30) thirty non-Jordanian workers.
10. The authorized person or agent may be non-Jordanian in the following cases:
   A. If they are a partner in the establishment.
   B. If they are the child of a Jordanian woman, as long as they are enrolled in social security with the same employer or an employer-owned establishment.
   C. If they are a work permit holder and an agent or authorized person under a special power of attorney that does not conflict with their agency or mandate.
   D. They are the child or spouse of non-Jordanian investors who hold investment cards and work on investment projects owned by their families.
   E. If they are listed in the Commercial Register, hold a work permit, and operate in a manner that does not conflict with their authorization.
11. The duration of the special power of attorney shall be one year, the duration of the general power of attorney shall be five years, depending on the the duration of the bank authorization however not to exceed one year.

Amended by Resolution No. (35/2024) on 17 Sep 2024

III. Professions that are not allowed for non-Jordanian workers

1. Office professions including printing, secretarial, data entry, and administrative services.
2. Professions related to the sale of goods and services in all categories, including wholesale, retail, and distribution.
3. Professions related to the design and implementation of interior and exterior decoration.
4. Occupations related to the installation, operation, extension and maintenance of dividers of all categories.
5. Professions related to electrical wiring and maintenance.
6. Professions related to the maintenance, repair and upholstery of cars of all kinds.
7. The cutting and hair care professions, which are:
   a. Barber or hairdresser for women in barbershops and beauty salons.
   b. Barber or hairdresser in children's barbershops.
8. The profession of parking service.
9. Security guards for private or public establishments and sites of any nature, excluding building guards, which are categorized as cleaners.
10. Correspondents in offices and private or public establishments.
11. Lottery papers salesmen.
12. All professions in establishments whose economic activity is about the rental of compressors or construction equipment.
13. Household maintenance work, maintenance of electrical tools or any other activity included therein.
14. "Education sector professions, including all specialties and levels, excluding teachers, faculty members, research staff, and full-time lecturers.

- Taking into consideration the provisions of Decision No. (8/2026) dated 11/2/2026, which allows the people of the Gaza Strip to obtain a work permit (first-time issuance, renewal of a work permit, or change of employer) to work in the occupations of (worker / cleaner) and (worker / loading and unloading worker) within all sectors and economic activities, including closed sectors and activities.

Amended by Resolution No. (8/2026) dated 11/2/2026

IV. Professions that are not allowed for non-Jordanian workers except with the approval of the competent authorities

Non-Jordanian workers are prohibited from practicing the following professions, except in the following cases and under the following conditions, and with the approval of the Minister of Labor or his authorized representative:

1. The professions of imam, servant, preacher, and muezzin of a mosque require the approval of the Minister of Awqaf and Islamic Affairs.
2. The professions of minister, preacher, priest, and deacon of a church require approval from the Council of Heads of Churches or the spiritual head of an official church, acting as the authorized representative of the church, to address government ministries and official departments in all matters and transactions.
3. teachers in school, nurseries and kindergartens require the approval of the Ministry of Education.
4. Writers, bloggers, or plastic artists in all their categories require the approval of the Ministry of Culture.
5. Media correspondents in the audiovisual and print media sector require the approval of the Media Authority.
6. Air hosts require the approval of the Civil Aviation Regulatory Authority.

Amended by Resolution No. (38/2024) on 20 Nov 2024 and Resolution No. (23/2026) on 9 June 2026

VI. Professions and numbers allowed for non-Jordanian workers according to the economic sector and the corresponding Jordanian workers

Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
	Agricultural sector (agriculture, animal raising)		"The number is determined by the classification of agricultural holdings (plant, animal) in accordance with the Ministry of Agriculture 's letter and approved agricultural holdings in the plant and animal wealth sectors.		62210	Agricultural worker/cultivation of field crops and grains
					62310	Agricultural worker/cultivation of fruit trees
					62416	Agricultural worker/horse breeding
					62421	Agricultural worker/cattle breeding
					62430	Agricultural worker/shepherd
					62432	Agricultural worker/Camel herder
					62613	Agricultural worker/poultry breeding

Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
1	Agricultural sector (agriculture, animal raising)		number is determined by the classification of agricultural holdings (plant, animal) in accordance with the Ministry of Agriculture's letter and approved agricultural holdings in the plant and animal wealth sectors.		62615	Agricultural worker/bird breeding
					62720	Agricultural worker/plant nursery worker
					62920	Agricultural worker/beekeeping
					62998	Agricultural worker/ ornamental plants
					62999	Agricultural worker/palm cultivation
					64920	Agricultural worker/fish breeding
					64950	Agricultural worker/vegetable grower
					62650	Agricultural worker/private farm worker
					62420	Agricultural worker/ livestock breeding

Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
1	Olive pressers	1	1	4	62997	Agricultural worker/olive press worker
1	Vegetable and fruit packaging and grading workshops	2	1	9	99930	Worker/Liftmen
3	Common professions of all industries in the industrial sector	Numbers according to the classification of the industrial sector as stated in each sector			94957	Industrial worker/production Worker
					701031	Industrial worker/industrial production worker
					84940	Industrial worker/maintenance worker
					849555	Industrial worker/maintenance worker
					552212	Industrial worker/cleaning Worker
					39148	Industrial worker/warehouse worker
					999442	Industrial worker/Liftmen

Amended by Resolution No. (55/2025) on 15 Oct. 2025

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Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
3	Common professions of all industries in the industrial sector	Numbers according to the classification of the industrial sector as stated in each sector			995246	Industrial worker/industrial technician
					97376	Industrial worker/quality controller
					94980	Industrial worker/packaging worker
					954717	Industrial worker/machine operator
					70196	Industrial worker/installation worker
					53271	Industrial worker/kitchen worker
					359488	Industrial worker/sampling worker
					70197	Industrial worker/mold worker

Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
3	Leather and knitting industries	2	1		56044	Industrial worker/laundry worker
					75435	Industrial worker/textile worker
					76255	Industrial worker/leather worker
					79510	Industrial worker/sewing worker
					79536	Industrial worker/ embroiderer
					80110	Industrial worker/shoe manufacturing worker
					80266	Industrial worker /finishing worker
					90141	Industrial worker/cutting supervisor
					90144	Industrial worker/cutting worker
					701020	Industrial worker /ironing worker
					973777	Industrial worker/seam worker

Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
3	Wood and furniture industries	2	1		79624	Industrial worker /furniture upholstery worker
					81271	Industrial worker/veneer dressing worker
					81933	Industrial worker/carpentry worker
					89454	Industrial worker /decoration drilling worker
					89455	Industrial worker/ decorative worker
					89555	Industrial worker/paint worker
3	Chemical and cosmetics industries	4	1		77888	Industrial worker /maassel production Worker
					77896	Industrial worker/ tobacco and cigarette production worker

Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
3	Engineering, electrical & IT industries	7	1		92255	Industrial worker /printing worker
					70194	Industrial/air conditioning & refrigeration worker
					70195	Industrial worker/ metal turning worker
					83240	Industrial worker /oxygen welding worker
					92431	Industrial worker /metal worker
					71220	Industrial worker/gold smith and jewelry worker

Amended by Resolution No. (35/2024) on 17 Sep 2024

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Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
3	Construction Industries	1	1		92256	Industrial worker/brick piston worker
					92257	Industrial worker/tile piston worker
					94388	Industrial worker/stone and marble cutting worker
					973778	Industrial worker/cement worker
					71220	Worker / stone saw worker
3	Plastic and rubber industries	1	1		90175	Industrial worker/plastic manufacturing worker
3	Catering, food, agricultural and livestock industries	4	1		77688	Industrial worker /confectionery worker
					77689	Industrial worker/roasting worker
					77869	Industrial worker/pastry worker
					77897	Industrial worker/butcher
					626133	Industrial worker/abattoir worker

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Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
3	Therapeutic industries and medical supplies	20	1		74979	Industrial worker/pharmaceutical worker
3	Mining industry	7	1		71120	Worker/quarry worker
					71233	Worker/crusher worker
3	Packaging, paper, cardboard and office supplies industries	4	1		92255	Industrial worker/printing worker
3	Bakery sector/automated bakery	1	2		77622	Bakery worker/Bashkar
	Bakery sector/semi-automatic and stone bakery (including tannour bakeries, shrak bakeries and soft cake bakeries)	0 1 0 1	Third Worker Fourth Worker Fifth Worker Sexth Worker	6	77617	Bakery worker/servant
					77610	Bakery worker/baker
					77614	Bakery worker /production worker
					77615	Bakery worker/kneader
					77865	Bakery worker/cleaner
					77866	Bakery worker/Liftman

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Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
3	Banana fermenter	1	1	5	99930	Worker /Liftmen
3	Tailor	2	1	2	79110	Worker/tailor
3	Curtain stitching	2	1	2	79980	Worker /curtain tailor
3	Beads /tent stitching	2	1	2	79920	Worker /beads and tents tailor
3	Poultry detritus	1	1	2	77340	Worker /poultry cleaner
4	Electricity, gas, steam and air conditioning supplies	1	1		34722	Worker /tower installer
					84940	Worker /maintenance worker
5	Waste recycling activities, well drilling activities	1	1		59981	Worker /waste recycler
					71370	Worker /well drilling worker
5	Hammer mill	1	1	1	71221	Worker /hammer mill worker
6	Construction/building completion & maintenance & general maintenance sector (unclassified contractor)	1	1	3	999441	Construction worker/ Liftman

Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
6	Construction sector /unclassified contractor and construction occupations	1	1	3	95110	Construction worker/ building worker
	Construction sector/first classification contracting	1	1		95125	Construction worker/ stone building worker
	Construction sector/second classification contracting	1	1		95142	Construction worker/steel reinforcement worker
	Construction sector/third classification contracting	1	1		81113	Construction worker/excavation worker
	Construction sector/fourth classification contracting	1	1	15	97455	Construction worker/road worker
	Construction sector/fifth classification contracting	1	1	10	95233	Construction worker/topar worker

Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
6	Construction sector/sixth classification contracting	1	1	5	849767	Construction worker/sandblasting worker
					95128	Construction worker/concrete worker
					71232	Construction worker/stone mason
					82035	Construction worker/tile dishwasher worker
					83249	Construction worker/welding worker
7	Car dealerships	1	1	1	55210	Worker/cleaning Worker
7	Drug warehouses	10	1	5	99930	Worker/Liftmen
7	Fuel stations	4	1		96922	Fuel pump operator

Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
7	Sale of tiles, ceramics and porcelain	2	1	4	99930	Worker /Liftman
7	Sale of carpets, furniture and/or electrical appliances	1	1	3	99930	Worker /liftman
7	Water desalination and purification	1	1	3	99930	Worker/ Liftman
7	Imports and exports	1	1	20	99930	Worker /liftman
7	Sale and distribution of iron and/or cement	2	1	5	99930	Worker /Liftman
7	wholesale	2	1	8	99930	Worker /Liftman
7	Retail with warehouse	3	1	3	99930	Worker /liftman
7	Wholesale trade of vegetables and fruits (intermediaries in central markets)	1	1	9	99930	Worker /Liftman
7	Butchery	1	1	2	996565	Worker /butcher
7	Mechanical sector/car wash sector	1	2		84975	Worker /car wash worker

Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
7	Mechanical sector/car wheel repair sector	1	1	2	996575	Worker /wheel repair worker
7	Mechanical sector/vehicle oil sector	1	1	2	884984	Worker /vehicle oil spare worker
7	fishery	1	1	1	77341	Worker /fish cleaner
7	Plant nurseries	1	1	1	62721	Worker /plant nursery exhibition worker
7	Fuel sector/domestic gas/gas agency	1	2	2	99930	Worker /Liftmen
8	Fuel sector/domestic gas/gas warehouse	1	1	6		
8	Fuel sector/domestic gas/ for each gas distribution vehicle registered in the name of the facility or the owner of the facili	1	2			

Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
8	Flour carriers/ for each transport vehicle registered in the name of the facility or the owner of the facility	1	2		99930	Worker /Liftmen
8	Transportation and/ or loading and unloading works	2	1	10	99930	Worker /Liftmen
8	Warehouses/ under license of separate professions belonging to any licensed establishment	2	1	7	99930	Worker /Liftmen
9	Hotel suites/hotel suites class (A) Including all facilities (Bar, night club, restaurant, etc..)	8	1		39453	Worker/ apartments and hotel suites worker
9	Hotel suites/hotel suites class (B) Including all facilities (Bar, night club, restaurant, etc..)	7	1			
9	Hotel apartments Including all facilities (Bar, night club, restaurant, etc..)	3	1	3		

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Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
9	Hotel sector/ 1-star tourist Hotel Including all facilities (Bar, night club, restaurant, etc..)	3	1	2	39422 39433	Hotel worker /housekeeping worker Hotel worker /dishwashing worker
9	Hotel sector/ 2-star tourist Hotel Including all facilities (Bar, night club, restaurant, etc..)	3	1	2	39424	Hotel worker /gardner
9	Hotel sector/ 3-star tourist hotel Including all facilities (Bar, night club, restaurant, etc..)	7	1		39425	Hotel worker /laundry and ironing worker
9	Hotel sector/ 4-star tourist hotel Including all facilities (Bar, night club, restaurant, etc..)	8	1		665411	Hotel worker/ bartender
9	Hotel sector/ 5-star tourist hotel Including all facilities (Bar, night club, restaurant, etc..)	8	1		665444	Hotel worker /massage worker
9	Tourist resort Including all facilities (Bar, night club, restaurant, etc..)	8	1		996577	Hotel worker / table attender

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Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
9	Buffet works	1	1	3	53221	Worker/ Buffet worker
9	Bars (with a separate work permit)	0	1	25	59132	Worker/ bartender
9	Disco (with a separate work permit)	0	1	5	59133	Worker/disco host
9	Night clubs (with a separate work permit)	0	1	25	59134	Worker/night club host
9	Tourist restaurants popular restaurants	3 2	1 1		996569	Restaurant/ table attender
					996567	Restaurant worker/chef
					996572	Restaurant /dishwasher
					996571	Restaurant worker/kitchen worker
					996582	Restaurant worker/pastry worker
					996573	Restaurant worker /cleaner
					996570	Restaurant worker/table attender assistant
					996568	Restaurant worker /assistant chef
					996576	Restaurant worker/food processor

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Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
9	Tourist coffee shop	3	1	5	53226	Worker /coffeeshop worker
9	Fast food/ cafeteria (tourist)	4	1	5	51033	Worker /Cafeteria worker
9	Cafés	3	1	5	53222	Worke /café worker
12	Management of commercial complexes of a complex owned by the establishment	1	1	2	55210	Worker/ cleaning Worker
12	Commercial complexes consisting of commercial stores and at least first floor offices	0	1	1	552130	Building Services Worker
12	Commercial complexes consisting of at least one ground floor and one first floor for offices	0	1	1	552130	Building Services Worker
12	Commercial complexes consisting of offices and/or commercial stores with the first floor at least consisting of offices Regardless of the land category	0	1	1	552130	Building Services Worker

Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
12	Residential buildings consisting of five apartments/ more, or three floors/ more (the basement is considered one of the the floors if stated residential apartments in the building occupancy permit) Conditioned by the consent of (60%) of the apartment owners agree	0	1	1	552130	Building Services Worker
12	Residential buildings consisting of two floors (ground floor and first floor as a minimum) provided that the apartments are owned by a father and his children (male or female) or brothers and sisters or ascendants and descendants provided that the land area is not less than 750 square meters	0	1	1	552130	Building Services Worker

Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
13	Housing sector	1	3	8	95144	Worker/ housing projects worker
14	Cleaning sector	1	1		55210	Worker/ cleaning Worker
14	Rental of event & wedding supplies	1	1	3	99930	Worker/ Liftmen
14	Car rental	2	1	2	55210	Worker/ cleaning Worker
18	Entertainment cities	3	1	2	552100	Entertainment and recreation cities worker/ cleaning worker
					849401	Entertainment and recreation/ maintenance worker
					532211	Entertainment and recreation cities worker/buffet worker
18	Wedding halls	2	1	4	55210	Worker/ cleaning Worker

Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
18	Zoos	1	1	2	61251	Worker /zoo worker
19	Hair care services for men (men's salons)	0	1	1	57040	Male worker/barber
19	Laundry, ironing and/ or dry cleaners	1	1	3	56010	Worker /wash and iron worker
19	Funeral services	1	1	2	996574	Worker /gravedigger
19	Women's beauty centers	1	2		57038	Worker/foot manicure worker
19	Shoe repair	1	1	1	90172	Worker /shoe repair worker
19	Watch repair	1	1	1	84230	Worker /watch repair worker
19	Upholstery	1	1	1	79630	Worker /upholstered worker (municipal)
5	Municipalities			Renewal of work permits will be suspended as of 1/1/2026	996566	Municipal worker/ cleaning worker

Amended by Resolution No. (2/2025) on 9 Jan 2025

Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
5	Greater Amman Municipality			Renewal for the same profession and the same employer is allowed	996560	Greater Amman Municipality worker/ cleaning worker
8	Transportation		Only companies that have a partnership with the Government of the Hashemite Kingdom of Jordan or non-Jordanian worker married to a Jordanian woman who previously obtained a work permit as a class 6 driver (trucks) are eligible to renew their work permit or change of employer.		98535	Class 6 driver (trucks)
8	Parking	1	1	Only one worker/permit renewal	55210	Worker /cleaning Worker
17	Hospitals		Renewal for the same profession and the same employer is allowed. And allowing the people of Ghaza strip for (first time recruitment, renew work permit, and transfer to another employer) to work at private Hospitals.		552120	Worker/ hospital cleaning worker

Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
14	Offices working in the recruitment of non-Jordanian domestic workers (holding a valid license from the Ministry of Labor)	4	1	1	19571	Interpreter (female)/ domestic workers recruitment offices
10	Offices licensed by the Media Authority	1	1		59962	Reporter/ journalist
	Branches of foreign companies operating and registered to implement special projects	3	7			
16	Cultural centers/ their objectives according to the license of professions are teaching foreign languages	3	1		13975	Language teachers
19	Massage services	3	1		57061	Hotel worker/ massage worker

Activity code	Economic activity according to the classification of the Ministry of Labor	Number of Jordanians	Number of non-Jordanians	The maximum number of non-Jordanians	Profession code	Profession name
14	Loading and unloading establishmemts			Loading and unloading facilities awarded duly documented tenders by the Ministry of Industry, Trade and Supply shall be granted non-Jordanian workers, in accordance with the conditions set by the Minister of Labour and based on the recommendation contained in the official letter issued by the Ministry of Industry, Trade and Supply	99930	Worker /Liftman

** The Number of non-Jordanian workers and its corresponding number of Jordaninan workers is calculated according to the numbers and professions specified in the table above for this sector (Hotels, tourist resorts, suites, hotel apartments and theiraffiliated facilities).

Approved agricultural holdings for plant wealth sectors

1. Vegetables

No.	Agriculture holding	Total number of employees
1.1	Irrigated vegetable crops registered according to the protected agriculture system (single and multiple greenhouses and fiberglass)	• One worker for every (6) six greenhouses actually exploited up to (36) thirty-six houses. • Then one worker is added for every (10) additional greenhouses that are actually exploited.
1.2	Irrigated vegetables registered according to the open farming system and tunnels	• One worker for every (15) fifteen dunums actually exploited up to (200) two hundred dunums. • Then one worker is added for every (25) additional twenty-five dunums that are actually exploited.

2. Fruit Trees

No.	Agriculture holding	Total number of employees
2.1	Registered irrigated fruit tree orchards	• One worker for every (15) fifteen dunums actually exploited up to (200) two hundred dunums. • Then one worker is added for every (25) additional twenty-five dunums that are actually exploited.

2.2	Rain-fed fruit tree orchards (in areas more than 200 mm) and complementary irrigated fruit tree orchards.	• One worker for the first thirty (30) dunums that are actually exploited. • Then a worker is added for every (40) forty dunums actually exploited.
2.3	Registered Irrigated fruit trees covered with gauze	• One worker for the first (7) seven acres actually exploited. • Then one worker is added for every additional (15) fifteen dunums that are actually exploited.

2.4	Fruit trees protected under greenhouses where the area of the house is (450) four hundred and fifty square meters	• One worker for every (6) six greenhouses actually exploited up to (36) thirty-six houses. • Then one worker is added for every (10) greenhouses.

❖	Al-Zour lands	• (100%) shall be added to the number of workers entitled to the cultivated holdings and according to the entitlement of the workers in Clause (1) Vegetables and Clause(2) Fruit trees.

Amended by Resolution No. (32/2025) on 22/05/2025

Approved agricultural holdings for plant wealth sectors

3. Field Crops

No.	Agriculture holding	Total number of employees
3.1	Registered irrigated fodder crops	• One worker for the first (25) twenty-five dunums that are actually exploited.
3.2	Treated wastewater irrigated fodder crops	• One worker for every (15) fifteen dunums actually exploited up to (30) thirty dunums. • Then one worker is added for every (25) additional twenty-five dunums that are actually exploited.
3.3	Registered green areas	• One worker for the first (10) dunums that are actually exploited only.

4. Various Farms

No.	Agriculture holding	Total number of employees
4.1	Licensed Mushroom Farms	• Two workers for each licensed and exploited mushroom farm.
	Licensed Mushroom Farms Producing Compost	• Two workers for each licensed and exploited mushroom farm. • Then one worker is added for every (200) compost tons produced annually.

Approved agricultural holdings for plant wealth sectors

No.	Agriculture holding	Total number of employees
4.2	**A-** Registered Harvest Flower Farms (Protected Agriculture)	• One worker for the first (5) five protected houses equivalent to (2.5) two and a half dunums of protected agriculture that are actually exploited. • Then one additional worker is added for every (6) six protected houses equivalent to (3) three additional dunums of protected agriculture that are actually exploited.
	B- Registered Harvest Flower Farms (Open cultivation)	• One worker for the first (5) five dunums of open cultivation that are actually exploited. • Then one additional worker is added for every (10) additional acres of open cultivation that is actually exploited.
4.3	Private Farms with an area of no less than 3,400 square meters to less than the minimum area granted to (open irrigated vegetable farms, fruit trees, and irrigated and non-irrigated farms).	• One full-time worker with a valid work permit

Amended by Circular No. (222/2025) on 23/11/2025, and Circular No. (20/2026) on 21/1/2026

Approved agricultural holdings for plant wealth sectors

5. Agricultural nurseries

No.	Agriculture holding	Total number of employees
5.1	Licensed nurseries for fruit tree breeding, ornamental, medicinal and aromatic plants (breeding nurseries)	• One worker per licensed nursery. • One worker is added for every (3) three additional dunums up to (6) six dunums that are actually exploited. • One worker is added for every (5) additional dunums.
5.2	Licensed nurseries for the production of fruit seedlings, ornamental, medicinal and aromatic plants (production nurseries) and licensed vegetable nurseries	• One worker per licensed nursery. • One worker is added for every (6) six greenhouses or (3) three dunums that are actually exploited.

Approved agricultural holdings for livestock sectors

1- Poultry and birding sector

No.	Agriculture holding	Total number of employees
1.1	Operating licensed broiler poultry farms	• One worker for the first (5000) five thousand birds. • One worker is added for every (5000) additional birds up to (25000) twenty-five thousand birds. • Then one worker is added for every (10,000) ten thousand additional birds.
1.2	Licensed working maternal poultry farms (egg layers and broilers)	• One worker for the first (2500) two thousand five hundred birds. • One worker is added for every (4000) four thousand birds up to (20,000) twenty thousand additional birds . • Then one worker is added for every (10,000) ten thousand additional birds.
1.3	Licensed working poultry farms and municipal chickens	• One worker for the first (2500) two thousand five hundred birds and up to (12500) twelve thousand five hundred thousand additional birds. • Then one worker is added for every (7500) seven thousand and five hundred thousand additional birds.

1.4	Licensed working poultry hatcheries	• One worker for every (50,000) fifty thousand eggs /incubator capacity (maternal hatcheries are the ones that produce maternal chicks from grandmothers' eggs).
1.5	Licensed working poultry hatcheries (egg layers and broilers)	• One worker for the first (60,000) sixty thousand eggs /incubator capacity up to (120000) one hundred and twenty thousand eggs. • One worker is added for every (120000) additional one hundred and twenty thousand eggs.
1.6	Licensed working ostrich farms	• One worker for the first (100) hundred ostrich birds. • Then one worker is added for every (200) additional ostrich birds.
1.7	Licensed working poultry grandmothers' farms	• One worker for the first (2500) two thousand five hundred birds. • One worker is added for every (2500) birds up to (25000) twenty-five thousand birds. • Then one worker is added for every (10,000) ten thousand additional birds.

1.8	Laying poultry farms raised in cages within licensed working farms	• One worker for every (20,000) twenty thousand birds.
1.9	Any other birds raised for the production of meat or eggs on working licensed farms	• One worker for the first (5000) five thousand birds. • Then one worker is added for every (10,000) ten thousand additional birds.
1.10	Licensed working ornamental bird farms	• One worker per farm.

Approved agricultural holdings for livestock sectors

2. Cow breeding sector

No.	Agriculture holding	Total number of employees
2.1	Licensed and numbered working dairy cattle farms	● One worker for the first (20) twenty dairy heads. ● Then one worker is added for every (25) dairy heads and up to (170) dairy heads. ● Then one worker is added for every (40) dairy heads and up to (330) dairy heads. ● Then one worker is added for every (50) dairy heads and up to (530) dairy heads. ● Then one worker is added for every (60) additional dairy heads. ● One worker is added for every (100) hundred heads of calves (growing herd) on the farm.
2.2	Licensed working calf fattening farms	● One worker for the first (50) fifty heads of calves actually present on the farm. ● Then one worker is added for every (100) additional heads and up to (350) three hundred and fifty heads. ● Then one worker is added for every (200) additional heads.

Approved agricultural holdings for livestock sectors

2.3	Unlicensed cattle holdings in the Jordan Valley	• One worker for the first (20) twenty numbered cow heads whose employer holds an animal wealth service authorization. • Then one worker is added for every (40) additional heads and up to (180) heads. • Then one worker is added for every (50) additional heads
2.4	Calves fattening quarantine facility	• One worker for the first (50) fifty heads of calves actually present on the farm. • Then one worker is added for every (100) additional heads.

3. Sheep breeding sector

No.	Agriculture holding	Total number of employees
3.1	Owners of sheep and goats	• One worker for the first (100) numbered and vaccinated sheep or goats breeding (on their back) • Then one worker is added for every (300) additional heads up to (1000) heads • Then one worker is added for every (500) additional heads.

Approved agricultural holdings for livestock sectors

No.	Agriculture holding	Total number of employees
3.2	Licensed working sheep and goat farms.	● One worker for the first (100) numbered and vaccinated sheep or goats breeding (on their back) ● Then one worker is added for every (200) additional heads and up to (1100) heads. ● Then one worker is added for every (500) additional heads.
3.3	Licensed working sheep fattening farms for importers	● One worker for every (500) heads and up to (1000) heads that are actually on the farm. ● Then one worker is added for every (2000) additional heads that are actually on the farm and up to (5000) five thousand heads. ● Then one worker is added for every (5000) additional heads that are actually on the farm.
3.4	Licensed working sheep and bucks fattening farms for importers	● One worker for the first (200) heads. ● Then one worker is added for every (400) additional heads that are actually on the farm.
3.5	Sheep and goats quarantine facilities	● One worker for every (350) three hundred and fifty heads.

Approved agricultural holdings for livestock sectors

4. Beekeeping sector

No.	Agriculture holding	Total number of employees
4.1	Licensed working apiaries	● One worker for the first (100) hundred beehives. ● Then one worker is added for every (200) additional cells up to (500) beehives. ● Then one worker is added for every (300) additional beehives.

5. Fish breeding sector

No.	Agriculture holding	Total number of employees
5.1	Licensed working breeding farms in dirt ponds	● One worker for the farm for the first (5) dunums of water bodies. ● Then one worker is added for every (10) additional acres and up to (55) dunums. ● Then one worker is added for every (20) additional twenty dunums.
5.2	Licensed working intensive breeding farms in ready-made fiberglass or cement ponds.	● One worker for every (0.5-1.0) half a dunum to one dunum is actually exploited. ● Then one worker is added for every (3) additional dunums.
5.3	Intensive breeding in recirculating aquaculture system (RAS)	● One worker for the first (100) square meters actually exploited ● Then one worker is added for every (0.5) additional half a dunum RAS is based on water circulation and high intensity of cultivation, which requires continuous care and monitoring throughout the day.

Approved agricultural holdings for livestock sectors

6. Camel breeding sector

No.	Agriculture holding	Total number of employees
6.1	Owners of camel	● One worker for the first (20) numbered and registered camels. ● Then one worker is added for every (40) additional heads.
6.2	Licensed working camel farms	● One worker for the first (15) fifteen numbered and registered camels. ● Then one worker is added for every (30) additional thirty heads.

7. Horse breeding sector

No.	Agriculture holding	Total number of employees
7.1	Licensed working horse farms and horses registered in the Ministry of Agriculture and within stables	● One worker for every (5) five heads of horses up to thirty-five heads of horses. ● One worker is added for every (10) additional heads of horses.
7.2	Horse quarantine facilities	● One worker for the first (20) twenty heads. ● Then one worker is added for every (20) additional twenty heads.

Approved agricultural holdings for livestock sectors

8. Reptile and snail sector

No.	Agriculture holding	Total number of employees
8.1	Licensed working reptile farms	• One worker per farm.
8.2	Licensed working snail farms	• One worker per farm.

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VII: Professions for non-Jordanian workers with specialized skills

The professions mentioned in **Appendix No. (VI/1, 2)** are among the professions that may not be practiced until after the non-Jordanian worker obtains a work permit for specialized skills.

1- A non-Jordanian worker shall be deemed to have specialized skills in the following cases:

A. A person with a rare skill in the Jordanian labor market, who also plays a key role in training and upskilling Jordanian workers to enhance their efficiency.

B. A person with rare experience related to research, development, quality, operation and maintenance of specialized devices, equipment and machines with modern technology and experts of all categories and specialties.

C. A seasoned expert who shares their expertise by transferring technology, knowledge, and skills to the Jordanian workforce.

D. A person with expertise and competencies that contribute to promoting and increasing investments that generate job opportunities for Jordanians.

E. Experienced professions that employers need to complete their work in all sectors and economic activities.

2- **General provisions for work permits for workers with specialized skills**

A. The Ministry shall issue work permits for those with specialized skills in the following categories:

1- Work permit for two year period.

2- Work permit for one year period.

3- Work permit for six months

4- A three-month work permit.

Amended by Resolution No. (32/2024) on 12 Aug 2024, and Resolution No. (54/2025) on 5 Oct. 2025

B. Upgrading a worker from a lower-skilled work permit category to a higher-skilled category is permitted, but downgrading from a higher-skilled category to a lower-skilled category is not allowed.

C. If a worker with a specialized skills work permit seeks to renew their permit or change professions with their current or a new employer, and they have previously paid the specialized skills permit fee, they will be eligible for renewal at the same fee rate.

D. Workers from the Gaza Strip who hold a previous work permit for a specialized skills profession are permitted to transfer to a new employer, and they will be exempt from paying the usual fee.

3- Mechanism for Submitting Recruitment and Employment Applications:

Applications for recruitment and employment in specialized skilled professions within the various economic sectors listed below shall be submitted according to the following mechanism:

a. Recruitment applications shall be submitted to the Employment Committee formed within the Ministry and shall be processed at the relevant Labour Directorate/Office.

b. First-time employment applications and applications for the renewal of work permits (including change of employer and/or profession) for permits previously issued under the unified fee system, in addition to applications submitted by public and private universities and community colleges, shall be submitted through the relevant Labour Directorates and Offices. These applications are reviewed and decided upon by the Employment Committee formed within the Ministry and finalized at the relevant Labour Directorate/Office.

Amended by Resolution No. (28/2025) on 18 May 2025

C. Applications for the renewal of work permits (including change of employer and/or profession) issued under the specialized skills fee system shall be submitted and processed directly through the relevant Labour Directorate/Office.

4- Professionals with specialized skills in the following sectors shall obtain prior approval from the designated entities, as specified for each sector, and with the additional approval of the Minister of Labor or his authorised representative:

A. Auxiliary engineering and engineering professions across all branches and specialties of the engineering sector, subject to obtaining approval from the Engineers Association

B. Medical and allied medical professions in the medical sector as below:

- Work permits for workers who hold a valid professional license are renewed without the need for a no-objection letter from the Ministry of Health.
- Providing a no objection letter from the Ministry of Health in cases where the non-Jordanian worker does not have a professional license from the Ministry of Health or if his professional license has expired.
- Work permits for the profession of (radiology technician) are granted subject to the approval of the Energy and Minerals Regulatory Authority.

C- Profession of a faculty member, research staff member, or full-time lecturer at public and private universities and intermediate university colleges in the education sector, provided that the approval of the Ministry of Higher Education and Scientific Research, the Higher Education Accreditation and Quality Assurance Commission is obtained for the academic year.

D- Specialized professions in the banking sector, subject to the approval of the Central Bank of Jordan in accordance with the provisions of Article (28) of the Banking Law No. 28 of 2000, and the bank's issued approval shall be permanently approved without the need to renew it annually.

*Amended by Resolution No. (35/2024) on 17 Sep 2024, Resolution No. (38/2024) on 20 Nov 2024

E- Specialized professions in the insurance sector, subject to the approval of the Central Bank of Jordan in accordance with the provisions of Article (101) of the Insurance Regulation Law No. (12) of 2021, and the bank's issued approval shall be permanently approved without the need to renew it annually.

F- Specialized professions in the finance sector, subject to the approval of the Central Bank of Jordan in accordance with the provisions of Article (14/D/2) of the Finance Companies Regulation No. (107) of 2021 and its amendments, the approval issued by the Central Bank shall be considered permanent and shall not require annual renewal. However, the Central Bank's approval shall not be required for non-Jordanian workers employed by microfinance companies prior to the effective date of the aforementioned regulation on May 30, 2022, in accordance with the letter of His Excellency the Governor of the Central Bank of Jordan No. (28/2/14485), dated August 31, 2025, provided that the actual date of commencement of employment for such worker prior to May 30, 2022, is duly evidenced through: An official letter issued by the employer, and Copies of the worker's Social Security contributions with the relevant finance company, proving employment before the specified date.

G- Specialized professions in the money Exchange sector, subject to the approval of the Central Bank of Jordan in accordance with the provisions of Article (4) of the Exchange Business Law No. (44) of 2015, and the bank's issued approval shall be permanently approved without the need to renew it annually.

Amended by Resolution No. (51/2025) on 14 Sep 2025

H- The profession of translator or coordinator of tourism programs in the offices of tourism and travel agents licensed by the Ministry of Tourism and Antiquities, subject to the approval of the Tourism Promotion Authority.

I- The profession of sports coaches, sports players and specialized professions in clubs, centers, sports academies and equestrian clubs, subject to the approval of the Jordan Olympic Committee.

J- Pilots or professionals in specialized professions within the aviation sector or flight instructors in companies, colleges or aviation academies mentioned in **Annex (VI/3)** , provided that the approval of the Civil Aviation Regulatory Authority is obtained.

K- Singers, musicians, or artists require the approval of the Jordanian Artists Syndicate.

5- Licensed establishments are given the professions they need to perform their work, such as administrative, accounting, and financial roles, as well as expert, consultancy, training, and professional positions, chief chefs and specialized food chefs, or any other occupation requiring specialized skills within any economic sector, subject to the approval of the Minister of Labor or his authorized representative.

Amended by Resolution No. (23/2026) on 9 June 2026

Annex No. (VI/1)

List of specialized skills professions for non-Jordanian workers in economic sectors and activities except the medical sector		
S/N	**Profession code**	**Profession name**
Expert		
1	112	Operations and control expert
2	4410	Shipping expert
3	6330	Labs expert
4	11038	Machining expert
5	11042	Maintenance expert
6	11044	Quality expert
7	11051	Logistics expert
8	11061	Financial analyst
9	11098	Material mixing expert
10	11100	Development expert
11	11101	Audit Expert
12	11338	International public relations expert
13	11550	Accreditation and quality control expert
14	21224	Software design expert
15	22011	Computer networks expert
16	22022	Drilling expert
17	44330	Valuation expert
18	50171	Production expert
19	62212	Agricultural expert
20	77414	IT expert
21	77601	Oversea marketing expert
22	77644	Jewelry expert
23	85242	Mechanics expert
24	85430	Metal fabrication expert
25	11035	Expert

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Annex No. (VI/1)

List of specialized skills professions for non-Jordanian workers in economic sectors and activities except the medical sector		
26	95000	Perfume expert
27	96011	Strategic planning expert
28	210000	Concrete expert
29	220111	Environmental expert
30	441010	Solar energy expert
31	501744	Hairstyling expert
32	220221	Telecom networks expert
33	570330	Hand and foot manicure expert
34	501755	Beauty Expert
Manager		
35	2417	Credit manager
36	4190	Site manager
37	13940	Principal
38	13955	Manager of a cultural institute
39	21158	Information system manager
40	21222	Program manager
41	21354	Business and logistics manager
42	21364	Business development manager
43	21365	Public safety manager
44	21366	Operations manager
45	21449	Hazards management manager
46	21925	Executive manager
47	21926	Technician manager
48	21928	Training manager
49	21960	Relationship manager
50	21961	Regional manager
51	21963	Deputy regional manager
52	21966	External relationship manager
53	21971	Hospital manager

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Annex No. (VI/1)

List of specialized skills professions for non-Jordanian workers in economic sectors and activities except the medical sector		
54	21980	Communication manager
55	21985	Warehouse manager
56	21992	Oversea marketing manager
57	50120	Restaurant manager
58	50130	Hotel manager
59	50150	Food & beverage manager
60	50157	Nutrition manager
61	51029	Treasury manager
62	94956	Quality manager
63	211531	Investment manager
64	219700	Customer service manager
65	21219	Deputy general manager
66	21924	Assistant executive manager
67	21950	Project manager
68	21169	Manager
69	21973	Managing director
70	213555	Financial manager
71	21152	HR manager
72	21150	General manager
Trainer		
73	4150	Flight trainer
74	13977	Karate trainer
75	17220	Dance trainer and creator
76	18010	Horse trainer
77	18030	Athletics trainer
78	18031	Swimming trainer
79	18090	Trainer
80	58921	Player

Annex No. (VI/1)

List of specialized skills professions for non-Jordanian workers in economic sectors and activities except the medical sector		
Specialist		
81	84604	Electromechanical specialist
82	9965862	Quantity computer specialist
83	57032	Foot care specialist
84	57031	Skin care specialist
Chef		
85	51178	Lebanese food chef
86	51167	Japanese food chef
87	51168	Italian food chef
88	51169	Indian food chef
89	51171	Chinese food chef
90	51172	French food chef
91	51173	Specialty food chef
92	51174	Confectionery Chef
93	51179	Specialized grill chef
94	51176	Specialized Arabian appetizer chef
95	53120	Head chef
Consultant		
96	11040	Consultant
97	21335	Media consultant
98	110401	Regional consultant for training and development
99	11043	Legal consultant
100	21332	Financial consultant
Pilot		
101	4123	Pilot
Other		
102	15227	Executive officer
103	15952	Coordinator

Annex No. (VI/1)

List of specialized skills professions for non-Jordanian workers in economic sectors and activities except the medical sector		
104	21399	Administration coordinator
105	39995	Tourism program coordinator
106	19560	Translator
107	11050	Cost accountant
108	11010	Accountant
109	79425	Jewelry designer
110	959502	Research and liaison officer with financiers
111	95785	Member of research committee
112	95887	Teaching staff
113	13918	Full-time lecturer
114	8311	Business logistics support analyst
115	8310	Systems analyst
116	17330	Theater director
117	4146	Engineer
118	21163	Head of department
119	2470	Aircraft maintenance engineer
120	501528	Aircraft security officer
121	216303	Fashion designer
122	31056	Representative of an association
123	17362	Director
124	16340	T.V. photographer
125	15220	Editor-in-chief
126	21227	Program developer
127	17932	Announcer
128	21225	Program presenter
129	21947	Regional Office Representative
130	21964	Deputy Regional Office Representative
131	17170	Singer
132	17171	Musician
133	17172	Artist

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Annex No. (VI/2)

List of specialized medical and allied medical skills professions		
S/N	**Profession code**	**Profession name**
Medical and allied medical professions		
1	6910	Nutrition specialist
2	9036	Audiologist
3	9037	Laboratory specialist
4	6810	Pharmacy assistant
5	9038	Audio technician assistant
6	9039	Laboratory technician assistant
7	9040	Advanced specialist nurse
8	9041	Mental health professional
9	9042	Specialist dentist
10	9043	Speech therapist
11	7520	Optometrist
12	7719	Dental technician
13	7930	Prosthetics technician
14	9044	Eyeglass technician
15	7711	Anesthesia technician
16	9045	Nutrition technician
17	9046	Audio technician
18	9047	Skincare technician
19	9048	Laboratory technician
20	9049	Midwife
21	9050	Advanced specialist midwife
22	9051	Specialist midwife
23	9052	Dental health consultant
24	9053	Dental technician assistant

Annex No. (VI/2)

List of specialized medical and allied medical skills professions		
S/N	**Profession code**	**Profession name**
25	9054	Prosthetics technician assistant
26	9055	Occupational therapist assistant
27	9056	General paramedic
28	9057	Specialist paramedic
29	9058	Advanced paramedic
30	9059	Judgement therapist
31	7242	Chartered nurse
32	9060	Specialist nurse
33	9061	Psychological counseling professional
34	9062	Mental health professional
35	9063	Clinical psychology specialized professional
36	9064	Clinical psychology professional
37	9065	Human medicine specialist
38	9066	Speech therapist
39	61100	Psychological counselor
40	9067	Assistant judgement therapist
41	9068	Intermediate paramedic
42	9069	Occupational therapist
43	7230	Assistant nurse
44	9070	Participating nurse
45	22010	Pharmacy expert
46	3395000	Physiotherapy expert
47	7241	Head nurse
48	6710	Pharmacist
49	6155	Specialist physician

Annex No. (VI/2)

List of specialized medical and allied medical skills professions		
S/N	**Profession code**	**Profession name**
50	6156	Anesthetist specialist/physician
51	6157	Urologist specialist/physician
52	6310	Dentist
53	6110	General physician
54	7110	Nurse
55	7243	Operations nurse
56	66544	Massage technician
57	62217	Radiography technician

Annex No. (VI/3)

S/N	Companies working in the civil aviation sector
Jordanian airline companies	
1	Royal Jordanian
2	Jordan Aviation Company (JAV)
3	Solitaire (Fly Jordan)
4	Arabian Wings Company
Ground handling service companies	
5	Royal Jordanian
6	Royal Wings Company
7	Arabian Wings Company
8	Aviation Handling Services, Inc.
9	Menzies Ground Handling Services Co.
Jordanian airport operator companies	
10	Airport International Group (AIG)
11	Jordan Airports Company (JAC)
12	Aqaba Airports Company
Maintenance companies	
13	Jordan Aircraft Maintenance Company (JORMACO)
14	Jordan Aircraft Engine Maintenance Company (JALCO)
15	Jordan Aeronautical-systems Company (JAC)
16	Professional Aircraft Maintenance Company (JAV TECHNIC)
Companies of agents supervising aircraft service for casual and private flights	
17	Arabian Wings Company
18	Air Master Aircraft Support Company
19	Jordan Private Aircraft Services Company
20	Aljewa Air Services Company
21	Petra Aviation Services & Supplies Co.
22	Sky Wings Aviation Services Company
23	Continental Jet Aviation Services Company
24	Link Aviation Services Company

Annex No. (VI3)

S/N	Companies working in the civil aviation sector
Faculties, institutes and academies	
25	Queen Noor Technical College of Civil Aviation
26	Royal Jordanian Aviation Academy
27	Middle East Aviation Academy
28	Al-Araqa Aviation Academy
29	Integrated Aviation Training Academy
30	Joramco Academy
31	Jordan Aviation Training and Simulation System (JATS)

VII. Work Permits for non-Jordanian workers with specialized skills in foreign-owned establishments

1. Allowing foreign owned establishments to issue work permits in specialized skills professions with the same fees for specialized skills without requiring the achievement of a certain number of Jordanian workers in exchange for hiring non-Jordanian workers.

   a. Foreign-owned sole establishments

   b. Wholly foreign owned companies

   c. Foreign-owned companies with at least 50% of the capital

   d. Subsidiaries of foreign-owned companies

   e. Branches of foreign companies operating and registered to implement certain projects

   f. Associations registered as branches of foreign associations

2. Allowing non-operating foreign companies (regional offices) to obtain work permits in specialized skilled professions in the numbers they desire within the specialized skills fee, however each employed non-Jordanian worker should be matched by employing one Jordanian worker, based on the provisions of Article No. (249) of Companies Law No. (22) of 1997 and its amendments.

Amended by Resolution No. (35/2024) on 17 Sep 2024

VIII. Professions for non-Jordanian workers in establishments working in the garment and textile manufacturing sector and the production inputs industry that complement the sector, which are established or registered in the development zones of the Ministry of Investment or in the Qualified Industrial Zones (QIZ) or in the free zones.

1. It is permitted to employ or recruit non-Jordanian workers in all professions permitted for non-Jordanian workers mentioned in **Appendix No. (VIII/1)** , provided that the percentage of Jordanian workers is not less than (30%) of the total number of workers in the establishment who are registered with social security or who have work permits, whichever is more.

2. Number of non-Jordanian workers versus Jordanian workers in administrative professions

   Companies operating in the garment and sewing industry sector mentioned in Appendix No. (VIII/2) can employ or recruit non-Jordanian workers in their desired professions, except for those prohibited for non-Jordanian workers. The number of non-Jordanian workers shall not exceed 3% of the establishment's total non-Jordanian workforce registered with the General Corporation for Social Security. However, the number of Jordanian workers in these professions and registered with social security shall be at least 2% of the establishment's total workforce. Furthermore, the percentage of Jordanians working in administrative professions shall be 50%, with the remaining 50% allocated to non-Jordanians, as per the professions listed in Appendix No. (VIII/3).

3. The ratio of non-Jordanian workers to Jordanian workers in the new investment opportunities created in this sector is (2) two non-Jordanians versus (1) one Jordanian.

4. The Instructions for the Conditions and Procedures for the Recruitment of Non-Jordanian Workers in Qualifying Industrial Zones for the year 2007 contained in Clause (Twenty-ninth) of these Guidelines shall apply.

Bank guarantees for establishments working in the garment and textile manufacturing sector and the production inputs industry that complement the sector, which are established or registered in the development zones of the Ministry of Investment or in the Qualified Industrial Zones (QIZ) or in the free zones.

1. No bank guarantee shall be accepted whose wording does not include the bank's commitment to automatic renewal.

2. Bank guarantees can only be canceled after verifying that all non-Jordanian workers with limited status (valid, expired, or canceled) have departed the employer, supported by a proof of departure document issued by the Residence and Borders Directorate, upon submitting a cancellation request.

Annex No. (VIII/1)

List of professions allowed for non-Jordanian workers for garment and textile manufacturing sector and the production inputs industry that complement the sector, which are established or registered in the development zones of the Ministry of Investment or in the Qualified Industrial Zones (QIZ) or in the free zones.		
S/N	**Profession code**	**Profession name**
Supervisor		
1	35454	Industrial worker/packaging supervisor
2	35944	Industrial worker/sample supervisor
3	70008	Industrial worker/production supervisor
4	70131	Industrial worker/maintenance supervisor
5	90141	Industrial worker/cutting supervisor
6	879878	Industrial worker/quality supervisor
7	565555	Industrial worker/warehouse supervisor
Worker		
8	39148	Industrial worker/warehouse worker
9	53271	Industrial worker/kitchen worker
10	56044	Industrial worker/laundry worker
11	75435	Industrial worker/textile worker
12	79510	Industrial worker/sewing worker
13	79536	Industrial worker/embroiderer
14	80266	Industrial worker/finishing worker
15	90144	Industrial worker/cutting worker
16	92255	Industrial worker/printing worker
17	94977	Industrial worker/quality inspector
18	94980	Industrial worker/packaging worker
19	359488	Industrial worker/sampling worker
20	701020	Industrial worker/ironing worker
21	954717	Industrial worker/machine operator
22	999442	Industrial worker/Liftmen
23	84940	Industrial worker/maintenance worker

Annex No. (VIII/2)

S/N	Establishments working in the garment and textile manufacturing sector and the production inputs industry that complement the sector, which are established or registered in the development zones of the Ministry of Investment or in the Qualified Industrial Zones (QIZ) or in the free zones
1	Atlanta Garment Manufacturing Company W.L.L.
2	Classic Fashion Apparel Manufacturing Company W.L.L.
3	El Zay Ready Wear Manufacturing Co.
4	Al-Anaka International for Garment Industry
5	Hi Tech Textile Co. LLC.
6	Straight Line Garment Manufacturing Co.
7	Al Falak Garment Manufacturing Company
8	Al-Maqam Garment Manufacturing Co.
9	Soft Apparel Manufacturing Company W.L.L.
10	Indo-Jordanian Apparel Co.
11	Pine Tree Garment Manufacturing Company
12	Salam Gate Garment Manufacturing Co.
13	Jerash Garment and Fashion Manufacturing Company
14	Double U&D Apparel Manufacturing Company Jordan Corp. W.L.L.
15	Milky Way Garment Manufacturing Co.
16	Sana 'a Apparel Factory
17	Across the World Company for Garment Industry
18	Rainbow Manufacturing Company W.L.L.
19	Al Safi Garment Manufacturing Co. (CC)
20	Mustafa & Kamal Ashraf Trading Co.

Annex No. (VIII/2)

S/N	Establishments working in the garment and textile manufacturing sector and the production inputs industry that complement the sector, which are established or registered in the development zones of the Ministry of Investment or in the Qualified Industrial Zones (QIZ) or in the free zones
21	Ivory Apparel Factory
22	Majizat Al-Aaser Garment Company W.L.L
23	Nab Al-Feel Garment Manufacturing Co.
24	Al-Janubia Garment Manufacturing Company
25	Needle Craft Clothing Industry
26	Abu Ghazi & Khairuddin Garment Manufacturing Co.
27	Atateks Jordan
28	Al-Rakhaa International
29	Al-Zay Garment Manufacturing Co.
30	Al-Dhafir Garment Manufacturing Co.
31	New Century Garment Manufacturing Co.
32	Al-Masirah Textile Manufacturing Company
33	Rich Pine International Group L.L.C.IA
34	Sisban Garment Manufacturing Co.
35	Modern Jordanian Garment Manufacturing Co.
36	Al-Abqari Garment Manufacturing Co.
37	Fourth Generation Apparel Factory
38	Fashion Curve for Garment Industry
39	United Company for Creativity for Garment Industry
40	Premium Clothing Industry LLC

Annex No. (VIII/2)

S/N	Establishments working in the garment and textile manufacturing sector and the production inputs industry that complement the sector, which are established or registered in the development zones of the Ministry of Investment or in the Qualified Industrial Zones (QIZ) or in the free zones
41	Biya Textile Sewing Company
42	Epic Designers Limited Jordan LLC
43	Sarab Company for Garment Industry
44	Mas Al-Safi Garment Manufacturing Co.
45	Alam Al-Hiyak for Garment Industry
46	Universal Textile Trading Company Jordan
47	Noor Al-Islam Garment Manufacturing Co.
48	Innovative Principles for Clothing Trade and Industry
49	Al-Muhandis Company for the Manufacture of Ready-made Garments
50	Muhammad Rabhi Qafisha and Sons Co.
51	Masa Alhareer for the Textile and clothing Industry.
52	The Specialized Company in Knitting and tailoring
53	Yafa for ready Garment
54	Al-Bashaer for Garment Industry Company
55	Jordan Six Stars Co. LLC

Amended by Resolution No. (10/2025) on 6 Feb 2025

Annex No. (VIII/3)

List of administrative professions for garment and textile manufacturing sector and the production inputs industry that complement the sector, which are established or registered in the development zones of the Ministry of Investment or in the Qualified Industrial Zones (QIZ) or in the free zones		
S/N	**Profession code**	**Profession name**
Expert		
1	11038	Machining expert
Manager		
2	21973	Managing director
3	94961	Export manager
4	21210	Production manager
5	21937	Planning manager
6	21986	Marketing manager
7	77418	Information technology manager
8	35947	Cargo manager
9	21150	General manager
10	503333	Logistics operations manager
11	213555	Financial manager
12	21979	Laboratories manager
13	94937	Quality control manager
14	21940	Procurement manager
15	21154	Factory manager
16	21152	HR manager
17	51930	Sales manager
Assistant manager		
18	21977	Assistant managing director
19	949666	Export assistant manager
20	21987	Marketing assistant manager
21	94969	Quality assistant manager
22	359444	Assistant manager
23	21151	Assistant director general
24	21321	Finance assistant manager

Annex No. (VIII/3)

List of administrative professions for garment and textile manufacturing sector and the production inputs industry that complement the sector, which are established or registered in the development zones of the Ministry of Investment or in the Qualified Industrial Zones (QIZ) or in the free zones		
S/N	**Profession code**	**Profession name**
25	21931	Sales assistant manager
26	21941	Procurement assistant manager
27	21156	Factory assistant manager
28	211644	HR assistant manager
Other professions		
29	32190	Secretary
30	8440	Computer programmer
31	19560	Translator
32	11010	Accountant
33	34225	Data entry
34	11020	Auditor
35	90155	Fashion designer

IX. Professions for non-Jordanian workers in diplomatic, international and foreign entities and other entities associated with special procedures

1. Entities authorized by the Ministry of Foreign Affairs and Expatriates, with the approval of the Minister of Labor or their representative, may grant work permits to non-Jordanian workers in unlimited numbers, within the professions listed in Appendix No. (IX/1).
   A. Embassies and diplomatic missions mentioned in **Annex (IX/2)**.
   B. International and regional organizations mentioned in **Annex No . (IX/3)**
   C. Diplomats accredited in Jordan as an employer and for the professions of domestic workers.

2. Consulates accredited in Jordan, as listed in Appendix No. (IX/4), may grant a single work permit for a non-Jordanian worker in the profession of worker/cleaning worker, upon receiving a letter from the Ministry of Foreign Affairs and Expatriates and approval from the Minister of Labor or their representative.

3. International development cooperation agencies listed in Appendix No. (IX/5) are exempt from numerical limits on work permits for their non-Jordanian workers in professions listed in Appendix No. (IX/1), upon receiving a letter from the Ministry of Planning and International Cooperation and approval from the Minister of Labor or his representative.

4. Entities listed in Appendix No. (IX/6) are authorized to grant work permits to their non-Jordanian workers without numerical limits, within the specified professions for each entity, in accordance with their governing laws, regulations, decisions, and procedures, with the approval of the Minister of Labor or his representative.

5. Work permits for entities mentioned in this Clause, except those exempt from fees, will be subject to the unified fee.

6. If an employer replaces a worker with specialized skills, who was previously employed under a work permit with a specialized skills fee, with a new worker in a specialized skills profession for a new employer listed in Appendices No. (IX/2, 3, 5, 6), the new employer shall pay the work permit fee, regardless of any exemptions or unified fee arrangements.

Annex No. (IX/1)

List of professions in embassies, international and regional organizations, and international development cooperation agencies		
S/N	**Profession code**	**Profession name**
1	4222	Procurement specialist
2	4228	Agricultural specialist
3	8110	Statistics Specialist
4	4226	IT specialist
5	4224	Water resources management specialist
6	19360	Researcher
7	11035	Expert
8	11061	Financial analyst
9	11101	Audit Expert
10	11100	Development expert
11	77414	IT expert
12	62212	Agricultural expert
13	11338	International public relations expert
14	11040	Consultant
15	21335	Media consultant
16	11043	Legal consultant
17	21332	Financial consultant
18	3001000	Chief of mission
19	15227	Executive officer
20	212411	Organization representative
21	21169	Manager
22	21973	Managing director
23	21961	Regional manager
24	21222	Program manager
25	21925	Executive manager
26	94956	Quality manager
27	21966	External relationship manager
28	21960	Relationship manager

Annex No. (IX/1)

List of professions in embassies, international and regional organizations, and international development cooperation agencies		
S/N	Profession code	Profession name
29	21926	Technician manager
30	213555	Financial manager
31	21985	Warehouse manager
32	21950	Project manager
33	21152	HR manager
34	21158	Information system manager
35	21924	Assistant executive manager
36	21963	Deputy regional manager
37	21557	Administrative assistant
38	15952	Coordinator
39	21399	Administration coordinator
40	21600	Head of department
41	8440	Computer programmer
42	9035	Financial analyst
43	8310	Systems analyst
44	11022	Internal auditor
45	11010	Accountant
46	19560	Translator
47	39320	Administrative officer
48	85146	Maintenance technician
49	39990	Writer
50	38020	Station officer
51	32190	Secretary
52	6119	Physician
53	7110	Nurse
54	4146	Engineer
55	95887	Teaching staff
56	95785	Member of research committee

Annex No. (IX/1)

List of professions in embassies, international and regional organizations, and international development cooperation agencies		
S/N	Profession code	Profession name
57	62732	Gardner
58	58920	Guard
59	98590	Driver
60	53239	Waiter
61	55210	Worker/cleaning Worker
62	53128	Cook
63	21150	General manager
64	21354	Business and logistics manager
65	13910	Teacher
66	13975	Language teachers
67	21356	Bank officer
Professions of domestic workers		
68	54057	Domestic worker/housekeeper - renewal only
69	540588	Domestic worker/housekeeper
70	54054	Domestic worker/gardner
71	54055	Domestic worker /cook
72	54051	Domestic worker/babysitter

Annex No. (IX/2)

Embassies accredited and residing in the Kingdom of Saudi Arabia affiliated to the Ministry of Foreign Affairs and Expatriates	
SR	**Employer name**
1	Embassy of the Azerbaijan Republic
2	Embassy of the Kingdom of Spain
3	Embassy of the Commonwealth of Australia
4	Embassy of the State of Israel
5	Embassy of the Islamic Republic of Afghanistan
6	Embassy of the Federal Republic of Germany
7	Embassy of the United Arab Emirates
8	U.S. Embassy
9	Embassy of Antigua & Barbuda
10	Embassy of the Republic of Indonesia
11	Embassy of Ukraine
12	Embassy of the Islamic Republic of Iran
13	Embassy of Ireland
14	Embassy of the Italian Republic
15	Embassy of the Islamic Republic of Pakistan
16	Embassy of the Kingdom of Bahrain
17	Embassy of the Federative Republic of Brazil
18	Embassy of Brunei Darussalam
19	Embassy of the United Kingdom of Great Britain and Northern Ireland
20	Embassy of the Kingdom of Belgium
21	Embassy of the Republic of Bulgaria
22	Embassy of the People's Republic of Bangladesh
23	Embassy of the Republic of Panama
24	Embassy of Bosnia-Herzegovina
25	The Embassy of the Republic of Poland
26	Embassy of the Kingdom of Thailand
27	Embassy of the Republic of Turkey
28	Embassy of the Czech Republic
29	Embassy of the Republic of Chile

Annex No. (IX/2)

Embassies accredited and residing in the Kingdom of Saudi Arabia affiliated to the Ministry of Foreign Affairs and Expatriates	
SR	**Employer name**
30	Embassy of the Republic of Tunisia
31	Embassy of People's Democratic Republic of Algeria
32	Embassy of the Republic of South Africa
33	Embassy of Georgia
34	Embassy of the Republic of Rwanda
35	Embassy of the Russian Federation
36	Embassy of Romania
37	Democratic Socialist Republic of Sri Lanka
38	Embassy of Saudi Arabia
39	Embassy of the Republic of the Sudan
40	Embassy of the Syrian Arab Republic
41	Embassy of the Kingdom of Sweden
42	Embassy of the Swiss Confederation
43	Embassy of the People's Republic of China
44	Embassy of the Republic of Iraq
45	Embassy of the Sultanate of Oman
46	Nunciature of the Holy See (Vatican City)
47	Embassy of the French Republic
48	Embassy of the Republic of the Philippines
49	Embassy of Palestine
50	Embassy of Bolivarian Republic of Venezuela
51	Embassy of the Republic of Cyprus
52	Embassy of Qatar
53	Embassy of the Republic of Kazakhstan
54	Embassy of Canada
55	Embassy of the Republic of Korea
56	Embassy of the State of Kuwait
57	Embassy of the Lebanese Republic

Annex No. (IX/2)

Embassies accredited and residing in the Kingdom of Saudi Arabia affiliated to the Ministry of Foreign Affairs and Expatriates	
SR	**Employer name**
58	Embassy of the State of Libya
59	Embassy of Malaysia
60	Embassy of the Arab Republic of Egypt
61	The Embassy of the Kingdom of Morocco
62	Embassy of Mexico
63	Embassy of the Kingdom of Norway
64	Embassy of the Republic of Austria
65	Embassy of the Federal Republic of Nigeria
66	Embassy of India
67	Embassy of Hungary
68	Embassy of the Kingdom of Netherlands
69	Embassy of Japan
70	Embassy of the Republic of Yemen
71	Embassy of the Hellenic Republic (Greece)
72	Delegation of the European Union
73	Military Chancellery of the Knights of Malta

Annex No. (IX/3)

International and regional organizations of the Ministry of Foreign Affairs and Expatriates	
S/N	**Employer name**
1	UN Resident Coordinator Office
2	United Nations Development Program (UNDP)
3	United Nations World Food Program (WFP)
4	United Nations Population Fund (UNFPA)
5	United Nations Children's Fund (UNICEF) - Jordan Office
6	UNICEF - Middle East and North Africa Regional Office
7	United Nations Relief and Works Agency for Palestine Refugees/ General Presidency
8	United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA)/Regional Office
9	United Nations Refugee Agency (UNHCR).
10	United Nations Refugee Agency (UNHCR)/Middle East and North Africa Regional Office.
11	World Health Organization (WHO)
12	WHO/who Regional Centre for Health Emergencies and Polio Eradication
13	World Health Organization/Regional Centre for Environmental Health Activities
14	United Nations Educational, Scientific and Cultural Organization (UNESCO)
15	International Organization for Migration (IOM)
16	United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women)

Annex No. (IX/3)

International and regional organizations of the Ministry of Foreign Affairs and Expatriates	
S/N	**Employer name**
17	UN Food and Agriculture Organization (FAO)
18	International Labor Organization/International Labor Office:
19	UN Habitat
20	United Nations Office for Project Services (UNOPS)
21	United Nations Office for the Coordination of Humanitarian Affairs (OCHA).
22	OSESGY Yemen
23	Economic and Social Commission for Western Asia - ESCWA Technology Centre
24	ICRC
25	International Federation of Red Cross and Red Crescent Societies/MENA Region
26	Technical Support Team for Arab States
27	Arab Open University
28	Association of Arab Universities
29	Council of Arab Economic Unity (CAEU)
30	Arab Academy for Financial and Banking Sciences
31	Arab Organization for Agricultural Development - Regional Office
32	Arab Satellite Broadcasting Authority
33	Arab Music Society

Annex No. (IX/3)

International and regional organizations of the Ministry of Foreign Affairs and Expatriates	
S/N	**Employer name**
34	Arab Office for Drugs and Crime
35	Arab Union for Land Transport
36	Arab Federation of Producers of Medicines and Medical Supplies
37	Union of Arab Exporters and Importers
38	Arab Union of Leather Industries
39	Arab Federation for Food Industries
40	Mining Research and Development Company
41	Arab Union of Chemical and Petrochemical Industries
42	The Arab Academics and Scientists Union
43	Arab Federation for Protection of Intellectual Property Rights
44	Arab Union of Prosthetics and Orthotics
45	Arab Union of Free Zones
46	Union of Arab Statisticians
47	Union of Arab Jurists
48	The Federation of Arab Trainers.
49	Union of Arab Contractors
50	The Federation of Arab Businessmen

Annex No. (IX/3)

International and regional organizations of the Ministry of Foreign Affairs and Expatriates	
S/N	**Employer name**
51	Agadir Agreement Technical Unit
52	The Arab Company for Livestock Development (ACOLID)
53	Arab Mining Company
54	Arab Company for Pharmaceutical Industries and Medical Supplies (ACDEMA)
55	Arab Water Utilities Association (ACWA)
56	Arab Institute for Security Studies
57	Arab Institute for Training and Statistical Research
58	Arab Trade Unions Confederation
59	Arab Renewable Energy Authority
60	Arab Electricity Union
61	Islamic Network for Water Resources Development and Management
62	International Development Law Organization/Amman
63	International Monetary Fund
64	European Bank for Reconstruction and Development
65	Taipei Economic & Cultural Bureau
66	International Air Transport Association (IATA)
67	International Synchrotron Light Center for Experimental Science

Annex No. (IX/3)

International and regional organizations of the Ministry of Foreign Affairs and Expatriates	
S/N	**Employer name**
68	Middle East Regional Office - Miro/ Ardo
69	Regional Union for Rural Finance in the Near East and North Africa (NENARACA)
70	Regional Center for Agrarian Reform and Rural Development
71	Regional Center for Information Technology and Software Engineering
72	International Center for Agricultural Research in the Dry Areas (ICARDA)
73	The International Centre for Migration Policy Development (ICMPD)
74	International Union for Conservation of Nature /Regional Office
75	International Transport Workers' Federation
76	International Bank for Reconstruction and Development
77	World Bank Office
78	IDRC/ Canada
79	Gesellschaft für Internationale Zusammen
80	Office of KfW Development Bank
81	Doctors Without Borders
82	International Finance Corporation
83	International Leadership Institute
84	Jordanian-American Commission for Educational Exchange (Fulbright)

Annex No. (IX/3)

International and regional organizations of the Ministry of Foreign Affairs and Expatriates	
S/N	**Employer name**
85	World Forum on Mediocrity
86	Euro-Arab Judicial Training Network
87	Future Foundation
88	Penal Reform International
89	Islamic World Academy of Sciences
90	MENA Swedish Institute for Dialogue
91	National Democratic Institute for International Affairs
92	Arab Union for Cement and Building Materials - Regional Office

Annex No. (IX/4)

Honorary consulates in Jordan	
S/N	**Employer name**
1	Consulate of Jamaica
2	Consulate of Luxembourg
3	Consulate of Seychelles
4	Consulate of Croatia
5	Consulate of Kenya
6	Consulate of Latvia
7	Consulate of Mozambique
8	Consulate of Costa Rica
9	Consulate of Cuba
10	Consulate of Mauritius
11	Consulate of Ivory Coast
12	Consulate of Guatemala
13	Consulate of Senegal
14	Consulate of Haiti
15	Consulate of Slovakia
16	Consulate of Finland
17	Consulate of Ecuador
18	Consulate of Singapore
19	Consulate of Gambia
20	Consulate of the Republic of Lithuania
21	Consulate of Paraguay
22	Consulate of Belize
23	Consulate of Uzbekistan

Annex No. (IX/4)

Honorary consulates in Jordan	
S/N	**Employer name**
24	Consulate of New Zealand
25	Consulate of Estonia
26	Consulate of Portugal
27	Consulate of Dominican Republic
28	Consulate of Albania
29	Consulate of Montenegro
30	Consulate of Denmark
31	Consulate of North Macedonia
32	Consulate of San Marino
33	Consulate of Ethiopia
34	Consulate of Guyana
35	Consulate of Zambia
36	Consulate of Fiji
37	Consulate of Moldova
38	Consulate of Slovenia
39	Consulate of Malta
40	Consulate of Eastern Uruguay
41	Consulate of Mongolia
42	Consulate of Djibouti
43	Consulate of Uganda

Amended by Resolution No. (35/2024) on 17 Sep 2024

Annex No. (IX/5)

International Development Agencies and Donors of the Ministry of Planning and International Cooperation	
S/N	Employer name
1	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)
2	German Development Cooperation Office (KFW)
3	Federal Institute for Geosciences and Natural Resources (BGR)
4	German Cultural Institute (GOETHE)
5	Agence Française de Développement (AFD)
6	Swiss Agency for Development and Cooperation (SDC)
7	Italian Agency for Development Cooperation (AICS)
8	Belgian Development Agency (ENABLE)
9	Spanish Agency for International Development Cooperation (AECID)
10	Korea International Cooperation Agency (KOICA)
11	Japan International Cooperation Agency (JICA)
12	Turkish Cooperation and Coordination Agency (TIKA)
13	Regional Foreign Assistance (RFA)/ Ministry of Foreign Affairs
14	European Investment Bank (EIB)
15	European Bank for Reconstruction and Development (EBRD)
16	Delegation of the European Union (EU)
17	International Finance Cooperation (IFC)
18	International Bank for Reconstruction and Development (IBRD)(WB)
19	Friedrich Naumann Stiftung
20	Danish Programs Office

Amended by Resolution No. (60/2025) on 26 Nov. 2025

Annex No. (IX/6)

Other entities associated with special procedures and their respective professions		
SR	**Profession code**	**Profession name**
1	**The Royal Hashemite Court**	
	62210	Agricultural worker/cultivation of field crops and grains
	62310	Agricultural worker/cultivation of fruit trees
	62416	Agricultural worker/horse breeding
	95110	Construction worker/ building worker
	999441	Construction worker/Liftman
	95128	Construction worker/concrete worker
	55210	Worker/cleaning Worker
	53239	Waiter
2	**Crown Prince Foundation**	
	21169	Manager
	21557	Administrative assistant
3	**Al-Haq Foundation/General Intelligence Department**	
	62210	Agricultural worker/cultivation of field crops and grains
	62310	Agricultural worker/cultivation of fruit trees
	95110	Construction worker/ building worker
	95128	Construction worker/concrete worker
	55210	Worker/cleaning Worker
	99930	Worker/Liftmen
4	**Kings Academy**	
	13910	Teacher
	13700	Assistant teacher
	21169	Manager
	11035	Expert
	144,444	Social worker
	39320	Administrative officer
	39990	Writer

Annex No. (IX/6)

Other entities associated with special procedures and their respective professions		
SR	**Profession code**	**Profession name**
5	**King Hussein Cancer Foundation**	
	11035	Expert
	21169	Director
	55210	Worker/ Janitor
6	**King Hussein Cancer Center**	
	6110	General physician
	6155	Specialist physician
	9070	Participating nurse
	7242	Chartered nurse
	6710	Pharmacist
	9037	Laboratory specialist
	9048	Laboratory technician
	11035	Expert
	11040	Consultant
	21600	Head of department
	552120	Worker/ Hospital Janitor
7	**Jordan River Foundation**	
	79110	Worker/tailor
	79220	Worker/ Production Worker
8	**Licensed and approved channels registered with the Media Authority**	
	59962	Reporter /journalist
	17362	Director
	16340	T.V. photographer
	15220	Editor-in-chief
	21227	Program developer
	17932	Announcer
	21225	Program presenter

Amended by Resolution No. (35/2024) on 17 Sep 2024

Annex No. (IX/6)

Other entities associated with special procedures and their respective professions		
SR	**Profession code**	**Profession name**
	21335	Media consultant
	11035	Expert
	55210	Worker/cleaning Worker
9	**American Center for Oriental Research (ACOR)**	
	21169	Manager
	39320	Administrative officer
	55210	Worker/cleaning Worker
10	**King Hussein bin Talal Foundation and its affiliates**	
	1. King Hussein Bin Talal Foundation	
	11040	Consultant
	55210	Worker/cleaning Worker
	2. National Conservatory of Music	
	11035	Expert
	13335	Music teacher
	55210	Worker/cleaning Worker
11	**German Jordanian University**	
	95887	Teaching staff
	21557	Administrative assistant
12	**Royal Jordanian Film Commission**	
	21169	Manager
	55210	Worker/cleaning Worker
13	**Friedrich Ebert Foundation**	
	11035	Expert
	21169	Manager
	55210	Worker/cleaning Worker
14	**Royal Aal al-Bayt Institute for Islamic Thought**	
	11035	Expert
	21169	Manager
	19560	Translator
	55210	Worker/cleaning Worker
15	**Cultural centers that teach foreign languages and are affiliated with foreign embassies**	
	13975	Language teachers

X. Recruitment of a non-Jordanian worker from outside Jordan

It is permitted to recruit non-Jordanian workers in the economic sectors and for the following categories with the approval of the Minister of Labor or their authorized representative:

1. Establishments working in the garment and textile manufacturing sector and the production inputs industry that complement the sector, which are established or registered in the development zones of the Ministry of Investment or in the Qualified Industrial Zones (QIZ) or in the free zones.
2. The sector of domestic female workers, and with regard to the recruitment of males, their conditions are taken into account.
3. Professions with specialized skills
4. Jordanian companies and institutions contracting with the Jordanian-Palestinian Company for Marketing Agricultural Products, provided that the required numbers of non-Jordanian workers are determined by a letter of recommendation from the Minister of Agriculture.
5. Recruitment of a non-Jordanian worker in lieu of a departing worker in accordance with Clause XI of these Guidelines.

XI. Recruitment of a non-Jordanian worker from outside Jordan in lieu of a departing worker

1. As of January 1, 2022, employers across all economic sectors in Jordan are permitted to recruit a worker, either a new hire or the same worker who previously left, to replace a departing non-Jordanian worker. This replacement is allowed according to the designated quotas for Jordanian and non-Jordanian workers within the various economic sectors, as determined by the relevant Directorate or Labor Office. The employer shall submit a travel statement issued by the Residence and Border Department, confirming that the departing worker has permanently left Jordan. The statement shall not be older than 7 days.

2. Recruitment of a non-Jordanian worker from outside Jordan in lieu of a departing worker in the following cases:

   A. A worker of Egyptian nationality, or those from restricted nationalities whose work permits have expired or been canceled along with their residence permits, depart the territory of Jordan under a final, one-way exit from the country, provided that the worker who left the territory of Jordan has worked for the same last employer who will be recruiting for a period of no less than (6) months, from the date of issuance of the work permit to the date of expiry or cancellation of the permit

   B. A recruited worker has departed and is subsequently found unfit during the medical examination process without having obtained final departure status.

Amended by Resolution No. (35/2024) on 17 Sep 2024

C. A worker who has been deported by a decision of the Ministry due to their refusal to work for the employer, provided that their work permit is canceled before leaving the territory of Jordan.

D. A non-Jordanian worker who holds a valid work permit or an expired work permit for a period not exceeding three months dies, provided that the employer submits a death certificate certified by the competent authorities and a statement proving that the worker's work permit is canceled.

E. The worker departed Jordan as of 1/1/2022:

- For the worker of the nationalities restricted by the Residence Law, the replacement applies when the worker's work permit and residence permit expire or are cancelled.

F. A worker who left the Kingdom as of 1/1/2022 (who meets the above conditions) and was re-hired by another employer.

G. A worker who left the Kingdom as of 1/1/2022 (who meets the above conditions) and re-entered the country for a temporary period without the intention of working and then left the country.

3. It is prohibited to issue a work permit to the worker in whose place another worker has been recruited unless this worker re-recruited in accordance with the work procedures followed in the Ministry.

4. It is not allowed to recruit workers subject to deportation decisions issued by the Minister of Interior or deportation decisions issued by the Minister of Labor unless their status has been corrected by the competent authorities.

5. It is not permitted to recruit workers who left the Kingdom during the exemption period stipulated in Cabinet Decision No. (9367), which extended from 31/05/2020 to 31/05/2021.
6. Recruitment of a worker instead of a departing worker shall not apply to the following categories:
   A. The domestic workers sector.
   B. Schools, nurseries, kindergartens, universities, colleges, training centers and institutes or any educational or training institution.
   C. Municipalities and the Greater Amman Municipality.
   D. Free work permit for day laborers.
   E. The garment and textile manufacturing sector and the production inputs industry that complement the sector, which are established or registered in the development zones of the Ministry of Investment or in the Qualified Industrial Zones (QIZ) or in the free zones
   F. Workers within Specialized Skills professions.

7. Employers who meet the conditions and who do not wish to recruit a worker from outside Jordan are allowed to recruit a worker in lieu of a departing worker. The replacing worker shall have a prior work permit located inside the Jordan, and in accordance with the work procedures followed in the Ministry.

Amended by Resolution No. (35/2024) on 17 Sep 2024 and Resolution No. (26/2025) on 5 May 2025

XII. Replacement of a recruited non-Jordanian worker who did not enter Jordan's territory in the economic sectors

The application shall be submitted and the procedures for replacing a recruited non-Jordanian worker who did not enter Jordan's territory shall be completed through the concerned Labor Directorate/ Office, provided that the following conditions are met:

A. The employer shall obtain a recruitment approval
B. The recruited worker does not enter Jordan's territory
C. Replacement is allowed for one time.
D. Replacement shall be at the same prepaid recruitment fee
E. The replacement fees shall be paid.

1. The worker is of Egyptian nationality

A. Replacements cases:

1. In the event that the worker does not sign the employment contract at the Egyptian Ministry of Manpower after two months and for a period not exceeding four months from the date of payment of the work permit fee.
2. In the event that the worker signs the employment contract and stamps their passport with the recruitment information, and the worker does not enter Jordan's territory within (45) days from the date of signing the contract, provided that the replacement application is submitted after the lapse of two months and for a period not exceeding four months from the date of payment of the work permit fee.

B. Required documents:

1. Proof that the worker to be replaced did not enter Jordan's territory under a document issued by the Directorate of Residence and Borders, provided that the proof document has been issued within the last 24 hours.
2. A copy of the passport of the worker to be replaced, provided that the national number and its data are clear.
3. The employer's establishment documents according to the economic sector are valid for documents that have an expiry date (professions license, agriculture book, etc.) and recent for documents for documents that do not have an expiry date (commercial register, work permit, etc.).

2. Workers of the nationalities restricted by the Residence Law

A. Replacements cases:

In the event that the recruited worker does not enter the country, provided that the replacement is made within a period of four months from the date of approval of the recruitment.

B. Required documents:

1. Proof that the worker to be replaced did not enter Jordan's territory under a document issued by the Directorate of Residence and Borders, provided that the proof document has been issued within the last 24 hours.
2. Proof of cancellation of the visa of the worker to be replaced issued by the Directorate of Residence and Borders.
3. A copy of the passport of the worker to be replaced, provided that the data are clear.
4. The employer's establishment documents according to the economic sector are valid for documents that have an expiry date (professions license, agriculture book, etc.) and recent for documents for documents that do not have an expiry date (commercial register, work permit, etc.).

XIII. First-time recruitment of non-Jordanian workers from within Jordan

It is not allowed to make a first-time recruitment of non-Jordanian nationality for the following categories:

1. Persons of Egyptian nationality who came to Jordan without the intention of working, in implementation of the memorandum of understanding signed with the Egyptian side on 29/3/2007 regarding the regulation of the transfer of Egyptian workers to work in the Hashemite Kingdom of Jordan, with the exception of the following categories:

A. People with specialized skills.

B. Persons who entered the country as recruited workers despite being replaced by other workers, provided that a permit for the profession of a day laborer (free permit) is issued after attaching the original employment contract under which they entered the country and provided that the application is submitted at the ministry center.

C. Those born in the Hashemite Kingdom of Jordan, under the condition of providing a certified copy of the birth certificate issued by the Civil Status and Passports Department.

D. The husband of a Jordanian woman, the wife of a Jordanian man, under the condition of the approval of the Egyptian Embassy.

2. Non-Jordanian students on university study seats, as they already hold annual residencies in the profession of student.
3. Females who work in bars, clubs, nightclubs and discos.
4. A non-Jordanian whose passport has been stamped with the phrase "not authorized to work" except for those who have obtained prior approval from the Ministry of Interior before applying for a work permit.

Amended by Resolution No. (7/2025) on 28 Jan. 2025

XIV. Transition between economic sectors for non-Jordanian workers

1. The following economic sectors are considered restricted sectors, from which workers are not permitted to transfer to any other sector. However, workers within these restricted sectors are allowed to transfer from one employer to another within the same sector. Workers from sectors where transfer is allowed are permitted to transfer to these restricted sectors:

   A. Bakery sector

   B. Domestic gas distribution sector.

   C. Mechanical sector (licensed oil spare facilities, diffusers and car wash)

   D. Agricultural sector including olive presses. It is allowed to move outside this sector in the following cases:

   - It is allowed to work as a domestic worker/gardner in the domestic workers sector.
   - If the new employer owns a farm (agricultural holding) or has an establishment in one of the economic sectors that allows transfer, and the employer's name is listed as the owner or partner of the establishment.

2. The Flexible Work Permit Sector (of the types listed below) is a closed sector, with the exception of allowing transfers out of the sector to the Specialized Skills Permit for a period of one year.

   (Daily Worker / Agricultural Worker)
   (Daily Worker / Construction Worker)
   (Daily Worker / Loading and Unloading Worker)
   (Daily Worker / Housing Projects Worker)

   Non-Jordanian workers are permitted the following:

Amended by Resolution No. (19/2025) on 8 Apr. 2025

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a. Transfer to the flexible work permit (Daily Worker / Construction Worker), (Daily Worker / Loading and Unloading Worker), and (Daily Worker / Housing Projects Worker) from sectors eligible for such transfer.

b. Transfer to the flexible work permit, in all its types, shall be allowed for a worker who holds an expired work permit in any of the closed economic sectors specified in paragraph (1) above, provided that the worker was not recruited after 1/1/2025.

c. Transfer between types of flexible work permits for workers already holding a flexible work permit.

3. The garment and textile manufacturing sector and the production inputs industry that complement the sector, which are established or registered in the development zones of the Ministry of Investment or in the Qualified Industrial Zones (QIZ) or in the free zones is considered a closed sector, where workers are not permitted to transfer to any other sector, nor can workers from other sectors transfer to this sector. However, workers within the garments sector in QIZ are allowed to transfer from one employer to another within the same sector.

4. Notwithstanding the provisions mentioned above, the occupation of (Building Services Worker) at Residential buildings and Commercial complexes is considered a closed sector. Workers are not permitted to transfer from this occupation to any other sector, except for the flexible work permit categories of (Daily Worker / Construction Worker), (Daily Worker / Loading and Unloading Worker), and (Daily Worker / Housing Projects Worker). Allowing the worker to transfer to the occupation of building services worker from the following economic sectors:

A. Eligible economic sectors for transfer.

B. The closed economic sectors specified in paragraph (1) above for a worker holding an expired work permit, provided that the worker was not recruited after 1/1/2025.

The occupations of (Worker/ Building Cleaning Worker) and (Worker/cleaning Worker) at Residential buildings and Commercial complexes shall remain within the building sector and are permitted to transfer to other eligible economic sectors.

5. Workers are permitted to transfer from the Aqaba Special Economic Zone Authority to work for the same employer or a new employer, as long as the necessary fees are paid to the authority. Additionally, if the worker's previous profession requires specialized skills, they will be transferred to work in a profession that utilizes those specialized skills.

6. The rest of the economic sectors that are not mentioned above are considered sectors that are allowed to move to and from.

7. Workers from the below categories may transfer within the same economic sector or any other economic sector:

   A. Workers of Syrian nationality.

   B. Workers of Iraqi nationality.

   C. The spouse of a Jordanian.

   D. Holders of a valid Jordanian temporary passport.

   E. Employees with specialized skills and within the specialized skills professions

Amended by Resolution No. (27/2025) on 5 May 2025, and Resolution No. (30/2025) on 19 May 2025, and Resolution No. (36/2025) on 17 June 2025, and Resolution No. (50/2025) on 31 Aug. 2025

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XV. Renewal of work permits for non-Jordanian workers

- **In economic sectors and activities:**

Allowing the renewal of work permits for permitted professions in the same employer's establishment (except for the education sector) as follows:

1. The renewal does not require the ratio of Jordanian workers to non-Jordanian workers. It is permissible to renew work permits for workers with the same employer, provided that the employer has not transferred any worker from another employer or employed a worker or recruiting in a new worker after 1/20/2025, otherwise any expired work permit for workers who have work permits will not be renewed except after adhering to the number of Jordanian workers versus non-Jordanian workers and the maximum number of non-Jordanians.
   Taking into consideration what was stated in Resolution No. (43/2024) dated 12/29/2024, which includes completing the transactions that were entered into the electronic work permit system or the non-Jordanian labor system that obtained final approval on the committee screens before the end of the working day on 12/31/2024,and according to the approvals issued regarding them at the time.
2. The renewal does not require presenting the professions license, the commercial register, the work permit, the registration document, and the approvals of the residents of the building.
3. In the case of social security block on the employer's establishment, only work permits for non-Jordanian workers are allowed to be renewed.
4. Adherence to the numbers of Jordanian workers versus non-Jordanian workers, the maximum number of non-Jordanians, and the conditions specified for the professions mentioned in the Fifth Clause of this guide for the economic activities shown below when renewing work permits.

Amended by Resolution No. (35/2024) on 17 Sep 2024 and by Resolution No. (5/2025) on 22 Jan 2025

A. Bars with a separate work permit (not considered as a facility of the hotel establishment)
B. Disco with a separate work permit (not considered as a facility of the hotel establishment)
C. Night clubs with a separate work permit (not considered as a facility of the hotel establishment)
D. Parkings
E. Offices working in the recruitment of non-Jordanian domestic workers

5. Work permits for professions permitted in the hospital sector

- **The agricultural sector**

Work permits may be renewed for non-Jordanian workers with the same employer and on the same agricultural holding, regardless of the number of non-Jordanian workers specified as a requirement for the agricultural holding (plant or animal), on the condition that the employer has not transferred any worker from another employer or recruited a worker for the first time after 20 January 2025. Otherwise, no work permit will be renewed for workers holding permits on agricultural holdings, except in accordance with the requirements of the holding itself.

Taking into consideration what was stated in Resolution No. (43/2024) dated 12/29/2024, which includes completing the transactions that were entered into the electronic work permit system or the non-Jordanian labor system and that obtained final approval on the committee screens before the end of the working day on 12/31/2024 after this date and according to the approvals issued regarding them at the time.

XVI. Exit and return permit (leave) for workers of Egyptian nationality

The exit and re-entry permit (leave) requirement for workers of Egyptian nationality in all economic sectors has been cancelled. Egyptian workers may now leave the Kingdom and return during the validity period of their work permit without the need to obtain approval from the Ministry of Labour.

Amended by Resolution No. (29/2025) on 19 may 2025

XVII. Final departure (exit without return) for workers of Egyptian nationality

Egyptian nationals are required to obtain a final departure (non-return exit) before leaving the territory of Jordan permanently, in accordance with the following procedures:

1. For workers who wish to take a final leave within a period not exceeding 90 days from the date of expiry or cancellation of their last work permit, only the service fee shall be paid.

2. For workers who wish to leave permanently within a period exceeding 90 days from the date of expiry or cancellation of their last work permit, the full value of the work permit fee shall be collected for each year or part of the year from the date of expiry of the last work permit, according to the type of the last work permit. Additionally, the service fee and any resulting fines shall also be paid.

3. It is permissible to grant final departure (exit without return) to a worker who holds an expired passport.

Amended by Resolution No. (35/2024) on 17 Sep 2024

XVIII. Clearance for non-Jordanian workers in economic sectors

For the purpose of transferring a worker from one employer to another in the economic sectors:

1. The worker is required to obtain a clearance certificate within (60) days of the expiry of the work permit.
2. The worker is not required to obtain a clearance certificate in the following cases:
   a. After (60) days from the expiry of the work permit.Workers of Syrian nationality.
   b. Cancellation of the previous work permit.
   c. Death of the employer (Individual or owner of a sole establishment).
   d. Dissolution of the sole establishment or liquidation of the company (and its liquidation has been completed).
   e. If the worker was holding one of the below nationalities:
      - Workers of Syrian nationality
      - Workers of Iraqi nationality
      - The spouse of a Jordanian
      - Holders of a valid Jordanian temporary passport

Amended by Resolution No. (35/2024) on 17 Sep 2024 and Resolution No. (48/2025) on 25 Aug. 2025

XIX. Notification of desertion (leaving work) for non-Jordanian workers in economic sectors

1. Employers are not permitted to report a worker as absent without leave unless all the worker's social security contributions have been paid in full. A desertion notice shall be submitted to any police directorate or security center and properly stamped for nationalities restricted by the Residence Law. However, workers not covered by the Social Security Law are exempt from paying social security contributions when reporting desertion.
2. Desertion shall not be notified within the last two months of the duration of the work permit.
3. The percentage of desertion shall not exceed (10%) of the number of workers who have valid work permits with the employer. If their number is less than ten, it is permitted to report desertion for only one worker. The percentage of (10%) includes workers whose work permits have expired and who have previously been reported as deserters.
4. If the reported worker has left the territory of Jordan, they will not be counted towards the 10% ratio mentioned in Clause (3) above, provided that proof of the worker's departure from Jordan is obtained from the Directorate of Residence and Borders/Directorate of General Security.
5. Establishments working in the garment and textile manufacturing sector and the production inputs industry that complement the sector, which are established or registered in the development zones of the Ministry of Investment or in the Qualified Industrial Zones (QIZ) or in the free zones are excluded from Clauses (3) and (4) above.
6. In the event that the desertion notification submitted by the employer is found to be incorrect, a block shall be placed on the establishment and the employer shall be prevented from issuing any work permits. The status of the worker shall be corrected and they shall be granted a work permit with another employer.

XX. Cancellation of work permits for non-Jordanian workers in economic sectors

1. The work permit shall be canceled through the concerned labor directorate/ office in the presence of both the worker and the employer, delegate or agent for the following purposes:
   A. The worker will be transferred to another employer.
   B. The worker wishes to leave Jordan permanently.
   C. The employer wishes to cancel the work permit for the purpose of renewal.

2. If a deportation decision is issued against a worker due to their refusal to work, their work permit will be cancelled before they leave the territory of Jordan. Workers of Egyptian nationality are exempt from obtaining a final departure permit.

3. The employer shall be permitted to cancel the work permit of the worker without requiring the worker to be present and to bring the work permit card and passport in the following cases:
   A. The worker dies, provided that a death certificate duly certified by the competent official authorities is presented.
   B. If a worker from a nationality restricted by the Residence Law leaves Jordan and the allowed period for staying outside Jordan expires without returning, their file can be closed, provided that their fees are paid at the Residence and Borders Directorate, and a proof of departure document is presented, issued by the Residence and Borders Directorate.

Amended by Resolution No. (31/2025) on 20 May 2025, and Resolution No. (58/2025) on 11 Nov. 2025

4. Temporary and flexible work permits issued to workers of Syrian nationality shall be canceled in the presence of the employer or their authorized representative without the need for the worker's presence.

XXI. No objection to the payment of social security benefits to non-Jordanian workers

1. The worker will not be permitted to reimburse their social security dues until they have obtained a no-objection stamp from the Ministry of Labor, on the condition that the payment of social security dues is accompanied by the worker's final departure from Jordan.
2. Employers who contribute to social security are not required to obtain a no-objection certificate to reimburse their social security dues for the periods during which they were employers, unless their social security contribution is based on a specific job title within the establishment.

3. Workers of all nationalities are allowed to obtain work permits, provided that they obtain a no-objection letter regarding the disbursement of social security benefits, in accordance with the regulations and procedures adopted by the Ministry.

Amended by Resolution No. (35/2024) on 17 Sep 2024, and Resolution No. (40/2025) on 3 Jul. 2025

XXII. Bank or legal guarantee

1. Establishments with more than (30) non-Jordanian workers shall be obliged to provide a bank or legal guarantee as follows:
   A. A guarantee of 300 dinars will be required for workers of nationalities restricted by the Residence Law for each worker to be recruited.
   B. A guarantee for workers of nationalities not restricted by the Residence Law for the value of:

The value of the guarantee (dinar)	Number of non-Jordanian workers
500	3-10
1000	11-20
2500	21-50
5000	51-100
10000	101-200
15000	201-300
20000	300+

2. The following entities are excluded from providing guarantees:
   A. Ministries, government directorates, official universities, public institutions, the Greater Amman Municipality, municipalities, regional offices, embassies, diplomatic bodies, and international organizations.
   B. Employers in the agricultural sector.

3. For the purposes of exemption from providing the guarantee stipulated in this Clause, the Golden List Standards approved by a decision issued by the Minister shall apply.

4. The concerned labor directorates and offices shall issue letters to the concerned banks to cancel the guarantee at the request of the employer and deliver their guarantees after their purpose is no longer valid.

XXIII. Work permits for the people of the Gaza Strip

1. The people of the Gaza Strip are exempt from the following :
   A. Work permit fees, additional amount and import stamp duty.
   B. Retroactive effect of the payment of social security benefits.

- A standard audit service fee of ten dinars is payable for each worker, regardless of the number of work permits issued or not issued to the worker.

2. Exempting the people of the Gaza Strip from work permit fees includes the following professions:
   A. The professions mentioned in Article (V) of this manual.
   B. Restricted professions.
   C. The professions of workers with specialized skills in the following economic sectors, in accordance with the legislation and the approvals of the competent authorities mentioned in Article (VI) of these Guidelines:
      1. Auxiliary engineering and engineering professions across all branches and specialties of the engineering sector.
      2. Medical and allied medical professions in the medical sector.
      3. Specialized professions in the ICT sector.
      4. Profession of a faculty member, research staff member, or full-time lecturer at public and private universities and intermediate university colleges in the education sector.
      5. Specialized professions in the banking sector.
      6. Specialized professions in the insurance sector.

7. Specialized professions in the exchange and finance sector.
8. The profession of translator or coordinator of tourism programs in tourism offices and travel agents licensed by the Ministry of Tourism and Antiquities, subject to the approval of the Tourism Promotion Authority.
9. The professions of sports coaches, sports players and specialized professions in clubs, centers, sports academies and equestrian clubs.
10. Pilots or professionals in specialized professions within the aviation sector or flight instructors in companies, colleges or aviation academies mentioned in **Annex (VI/3), provided that the approval of the Civil Aviation Regulatory** Authority is obtained.

3) The people of the Gaza Strip shall be allowed to obtain a work permit (first-time issuance, renewal of a work permit, or change of employer) to work in the occupations of (worker / cleaner) and (worker / loading and unloading worker) across all economic sectors and activities, including closed sectors and activities.

XXIV. Work permits for non-Jordanian workers of Syrian nationality

1. Workers of Syrian nationality are exempt from the fees for renewing work permits, additional amounts, import stamp fees, retroactive fees and delay fines until 31/12/2025, as follows:
   A. In factories benefiting from the implementation of the decision to facilitate the rules of origin with the European Union
   B. Cash for Work Programme

2. For the purposes of issuing or renewing the work permit, it is required to obtain the service document of the Syrian community issued by the Ministry of Interior and a medical examination stating that the worker is fit.

3. The investor card in its two categories (A and B) issued in accordance with the instructions for granting the investor card No. (4) of 2023 to provide services to Syrian investors and their family members who have an investor's family card is approved as an alternative to the service card for the Syrian community.

4. Types of work permits for workers of Syrian nationality:
   A. Work permit: It is the same as the rest of the non-Jordanian workers and allows workers to work for a specific employer and within a specific profession.
   B. Temporary work permit: Work for any employer or any entity that implements a wage-for-work project, intensive labor projects, or other projects funded by international entities as a worker/project worker.

Amended by Circular No. (130/2024) on 22 Aug 2024

C. Flexible Work Permit: It allows its holders to work for any employer in permitted professions within a designated professional group, without geographical restrictions. It is Issued under the auspices of approved cooperative societies by the Ministry or the General Federation of Jordanian Trade Unions, within one of the professional groups listed in Annex (XXIV/1).

5. For Syrian workers, the requirement to maintain a certain ratio of Jordanian to non-Jordanian workers is waived, and the employer's representative is exempt from contributing to social security with the same employer.

6. The start of the work permit shall be approved for the first time as of any of the following dates:
   A. The date of the worker's entry into Jordan, which is confirmed on the service document of the Syrian community.
   B. The date of approval from the Directorate for issuing a work permit to the worker when the worker's entry date is not specified with a statement of Residence and Borders Department.

7. The Instructions for the Conditions and Procedures for the Employment of Non-Jordanian Workers of Syrian Nationality for the year 2020 and its amendments **contained in Article No. (30) of these Guidelines shall be applied**.

Annex No. (XXIV/1)

List of professions allowed for workers of Syrian nationality according to profession groups (flexible work permit)				
No.	**Profession groups**	**Profession code**	**Profession name**	**Profession name on work permit**
1	Key group 5: Sales and service workers	79630	Worker /upholstered worker (municipal)	Worker/sales and services professional group
		79920	Worker /beads and tents tailor	
		79980	Worker /curtain tailor	
		84975	Worker /car wash worker	
		884984	Worker /vehicle oil spare worker	
		996575	Worker/wheel repair worker	
		71221	Worker/hammer mill worker	
		84230	Worker /watch repair worker	
		90172	Worker /shoe repair worker	
		996569	Restaurant/table attender	
		996567	Restaurant worker/chef	
		996582	Restaurant worker/pastry worker	
		996570	Restaurant worker/table attender assistant	
		996568	Restaurant worker/assistant chef	
		57038	Worker/foot manicure worker	
		996574	Worker /gravedigger	
		79110	Worker/tailor	

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List of professions allowed for workers of Syrian nationality according to profession groups (flexible work permit)				
2	Key group 6: Agriculture, forestry and fishing workers	62210	Agricultural worker/cultivation of field crops and grains	Worker/agriculture and fishing professional group
		62310	Agricultural worker/cultivation of fruit trees	
		62416	Agricultural worker/horse breeding	
		62421	Agricultural worker/cattle breeding	
		62430	Agricultural worker/shepherd	
		62432	Agricultural worker/Camel herder	
		62613	Agricultural worker/poultry breeding	
		62615	Agricultural worker/bird breeding	
		62720	Agricultural worker/plant nursery worker	
		62920	Agricultural worker/beekeeping	
		62998	Agricultural worker/ ornamental plants	
		62999	Agricultural worker/palm cultivation	
		64920	Agricultural worker/fish breeding	
		64950	Agricultural worker/vegetable grower	
		62650	Agricultural worker/private farm worker	
		62420	Agricultural worker/ livestock breeding	

Annex No. (XXIV/1)

List of professions allowed for workers of Syrian nationality according to profession groups (flexible work permit)				
3	Key group 7: Craft workers	71233	Worker/crusher worker	Worker/profession group of craft worker
		77622	Bakery worker/Bashkar	
		77617	Bakery worker/servant	
		77610	Bakery worker/baker	
		77614	Bakery worker/production worker	
		77615	Bakery worker/kneader	
		77866	Bakery worker/Liftman	
		39148	Industrial worker/warehouse worker	
		53271	Industrial worker/kitchen worker	
		56044	Industrial worker/laundry worker	
		70193	Industrial worker/gold and jewellery craftsman	
		70194	Industrial/air conditioning & refrigeration worker	
		70195	Industrial worker/metal turning worker	
		70196	Industrial worker/installation worker	
		76255	Industrial worker/leather worker	
		77688	Industrial worker/confectionery worker	
		77689	Industrial worker/roasting worker	
		77869	Industrial worker/pastry worker	
		77897	Industrial worker/butcher	
		79510	Industrial worker/sewing worker	
		79536	Industrial worker/embroiderer	
		79624	Industrial worker/furniture upholstery worker	

Annex No. (XXIV/1)

List of professions allowed for workers of Syrian nationality according to profession groups (flexible work permit)				
3	Key group 7: Craft workers	80110	Industrial worker/shoe manufacturing worker	Worker/profession group of craft worker
		80266	Industrial worker/garment finishing worker	
		81271	Industrial worker/veneer dressing worker	
		81933	Industrial worker/carpentry worker	
		83240	Industrial worker/oxygen welding worker	
		84940	Industrial worker/maintenance worker	
		89454	Industrial worker/decoration drilling worker	
		89455	Industrial worker/decorative worker	
		89555	Industrial worker/paint worker	
		94957	Industrial worker/production Worker	
		94980	Industrial worker/packaging worker	
		97376	Industrial worker/quality controller	
		359488	Industrial worker/sampling worker	
		626133	Industrial worker/abattoir worker	
		701020	Industrial worker/ironing worker	
		701031	Industrial worker/industrial production worker	
		849555	Industrial worker/maintenance worker	
		973777	Industrial worker/seam worker	
		973778	Industrial worker/cement worker	
		995246	Industrial worker/industrial technician	
		34722	Worker /tower installer	
		84940	Worker /maintenance worker	

Annex No. (XXIV/1)

List of professions allowed for workers of Syrian nationality according to profession groups (flexible work permit)				
3	Key group 7: Craft workers	999441	Construction worker/Liftman	Worker/profession group of craft worker
		95110	Construction worker/ building worker	
		95125	Construction worker/ stone building worker	
		95142	Construction worker/steel reinforcement worker	
		81113	Construction worker/excavation worker	
		97455	Construction worker/road worker	
		95233	Construction worker/topar worker	
		849767	Construction worker/sandblasting worker	
		95128	Construction worker/concrete worker	
		71232	Construction worker/stone mason	
		82035	Construction worker/tile dishwasher worker	
4	Key group 8: Plant and machinery operators and assembly workers	71120	Worker/quarry worker	Worker/ plant & machinery worker
		71220	Worker / stone saw worker	
		70197	Factory worker/mold worker	
		70198	Factory worker/metal forming worker	
		74979	Factory worker/pharmaceutical production worker	
		75435	Factory worker/textile worker	
		77888	Factory worker/maassel production worker	
		77896	Factory worker/tobacco and cigarette production worker	
		90141	Factory worker/cutting supervisor	
		90144	Factory worker/cutting worker	
		90175	Factory worker/plastic industry worker	

Annex No. (XXIV/1)

List of professions allowed for workers of Syrian nationality according to profession groups (flexible work permit)				
4	Key group 8: Plant and machinery operators and assembly workers	92255	Factory worker/printing worker	Worker/ plant & machinery worker
		92256	Factory worker/brick piston worker	
		92257	Factory worker/tile piston worker	
		92431	Factory worker/metal industry worker	
		94388	Factory worker/stone and marble cutting worker	
		954717	Factory worker/machine operator	
		59981	Worker /waste recycler	
		71370	Worker /well drilling worker	
5	Key group 9: Basic professions workers	77865	Bakery worker/cleaner	Worker/profession group of basic professions
		552212	Industrial worker/cleaning Worker	
		999442	Industrial worker/Liftmen	
		62721	Worker /plant nursery exhibition worker	
		77340	Worker /poultry cleaner	
		77341	Worker /fish cleaner	
		996572	Restaurant/dishwasher	
		996571	Restaurant worker/kitchen worker	
		996573	Restaurant worker/cleaner	
		996576	Restaurant worker/worker	
		53222	Worker/café worker	
		51033	Cafeteria worker	
		53226	Worker /coffee shop worker	
		61251	Worker /zoo worker	

XXV. Children and spouses of non-Jordanian investors

children and spouses of non-Jordanian investors who hold investment cards issued by the Ministry of Investment and the Jordan Group Company for Free Zones and Development Zones may work as follows:

1. They may work in all professions on investment projects owned by their families and are exempt from the requirement of obtaining a work permit in accordance with the legislation in force.

2. They may work in all professions for any employer under a work permit and in accordance with the procedures in force at the Ministry of Labor.

XXVI. Private farms

1. A work permit can be issued or renewed for a worker if the beneficiary of the agricultural property is the same owner of the entire plot of land, or if the beneficiary is the owner of a portion of the plot of land and also a tenant of the remaining portion of the plot of land.

2. A work permit can be renewed for a worker with the same employer if the beneficiary of the agricultural property is a tenant of the entire plot of land, rather than its owner.

3. The procedures for registering agricultural holdings can be completed for lands registered in the name of banks that were purchased through a financial lease agreement, resulting in ownership, as documented by the beneficiary's registration document.

4. "The work permit can only be renewed for a worker with the same employer and the same agricultural holding in the Jordan Valley area, provided the worker has the profession of agricultural worker or private farm worker, and the holding has an area of more than 3,400 square meters but less than the minimum area specified for agricultural holdings as defined by the Ministry of Agriculture in a letter.

XXVII. Regulation of Work Permit Fees for Non-Jordanians

No. (142) of 2019 and its amendments

Article (1)

This regulation shall be called the "Amended Regulation of Work Permit Fees for Non-Jordanians for the year 2025" and shall come into force from the date of its publication in the Official Gazette.

Article (2)

The Ministry of Labor shall collect a fee for issuing or renewing a work permit for a year or part of a year in the amount of (350) three hundred and fifty dinars for each worker in all sectors and economic activities, except for the following:

A. (225) Two hundred and twenty-five dinars for each worker working with institutions and companies working in the garment and textile manufacturing sector and the production inputs industry that complement the sector, which are established or registered in the development zones of the Ministry of Investment or in the Qualified Industrial Zones (QIZ) or in the free zones.

B.(800) eight hundred dinars for each day laborer for the free permit in the agricultural sector, the construction sector, loading and unloading, or whoever the Minister of Labor decides to consider them to be of this category.

Article (2/A) was amended by virtue of the amended Regulation of Work Permit Fees for Non-Jordanians No. (90) of 2025

C.(700) seven hundred dinars for each Building Services Worker.

D. The Ministry of Labor shall collect a fee for issuing or renewing a work permit for each worker with specialized skills in addition to the permitted numbers or percentages of expatriate workers as follows:

1. An amount of one thousand five hundred (1500) Jordanian Dinars for issuing a one-year work permit.
2. An amount of eight hundred seventy-five (875) Jordanian Dinars for issuing a six-month work permit.
3. An amount of four hundred fifty (450) Jordanian Dinars for issuing a three-month work permit.

Article (3)

A. The Ministry of Labour shall collect from the employer or the worker, as applicable, an additional amount of fifty (50) Jordanian Dinars for each worker referred to in Article (2) of this regulation upon the issuance or renewal of a work permit.

B. The amount in Paragraph (A) of this Article shall be supplied to the Technical and Vocational Skills Development Commission (TVSDC).

Article (4)

The fees and the additional amount referred to in this Regulation shall be collected as of the date of:

A. The first entry of the worker into Jordan without issuing a work permit.

B. The expiry of the last work permit for the worker and for all years in which a work permit has not been issued.

C. The worker has reached the age of eighteen years provided that they enter Jordan before this age.

D. Submitting an application to the Ministry of Labor to obtain a work permit for the first time for the holder of a temporary passport.

E. The expiry of the residence permit for the holder of an annual residence permit without the intention of working after obtaining the approval of the Ministry of Interior of the application for the issuance of a work permit.

F. The approval of the Ministry of Interior on the work permit application for the holder of a valid annual residence permit without the intention of working.

Article (5)

The Ministry of Labour shall collect the following fees:

A. "A fee of 100 dinars shall be paid for the replacement transaction of recruiting a worker who did not enter Jordan with another worker before issuing the work permit. In the case of domestic workers, cooks, gardeners, or similar workers, the Office of recruitment and employment of domestic workers will incur this fee.

B. (10) ten dinars in lieu of any of the following services:

1. Issuance of the final departure document (exit with no return).
2. Issuance of a work permit card instead of a lost one.
3. Issuance of a non-objection document for the purpose of paying social security benefits to non-Jordanian workers.

Article (6)

A. The Ministry of Labour shall collect from the employer or the worker, as applicable, a late penalty amounting to fifty percent (50%) of the value of the work permit fee if the permit expires and is not renewed within ninety (90) days from the date of expiration.

B. Paragraph (A) of this Article excludes those who are exempted from paying work permit fees and additional amounts under the legislation in force or in support of the agreements to which Jordan is a party or in accordance with the decisions of the Council of Ministers.

Article (7)

The Minister of Labor shall issue the necessary instructions for the implementation of the provisions of this Regulation, including the basis for issuing work permits and their forms.

Article (8)

The Regulation of Work Permit Fees for Non-Jordanian Workers No. (67) of 2014 shall be repealed, provided that the instructions and decisions issued thereunder shall continue to apply until they are repealed, amended or replaced by others.

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XXVIII. Instructions for Conditions and Procedures for the Employment and Recruitment of Non-Jordanian Workers for 2012 and their amendments

Article (1)

These instructions are called Instructions for Conditions and Procedures for the Employment and Recruitment of Non-Jordanian Workers and shall be effective from the date of their publication in the Official Gazette.

Article (2)

The following words and phrases shall have the meaning ascribed to them in the Instructions hereunder unless otherwise indicated by context:

Ministry: Ministry of Labor

Minister: The Minister of Labor .

Directorate : The concerned Labor Directorate.

Director : The director of the concerned Labor Directorate.

Employed worker: A non-Jordanian worker who is inside Jordan.

A recruited worker: A non-Jordanian worker who entered Jordan under an employment contract with the intention of working.

Window: Senior Businessmen and Investors Service Window.

Head of the Window: Head of the Senior Businessmen and Investors Service Window.

Article (3)

The Minister may establish one or more committees within the Ministry, referred to as the "Employment Committees." These committees shall be authorized to review applications for the employment and recruitment of non-Jordanian workers from both within and outside Jordan. The specific tasks of each committee shall be determined by the Minister in the decision establishing the committee. The Minister may include representatives from relevant authorities as members of these committees to seek their expertise and insights.

Article (4)

Every business owner who wishes to employ or recruit a non-Jordanian worker shall undertake the following procedures:

A. Fill out the approved recruitment form which is duly signed including the following:
   1- The name of the business and the name of its responsible owner or manager, its address, the nature of its work, and its branches, if any.
   2- The name of the worker as stated in their passport, date of birth, nationality and the profession in which they will work.

B. The following documents shall be attached to the recruitment application:
   1- A work contract in two copies signed by both parties.

2- A valid professional license for the establishment and attach a copy, or an occupation permit, a land registration document, and a lease contract (if applicable) that are duly certified and accompanied by copies if the worker is employed in a building or villa, subject to a limit of one approved worker per building or villa. If the worker is an agricultural worker, a letter issued by the competent Directorate of Agriculture shall be submitted.

3- A copy of the worker's valid passport.

4- A statement issued by the General Corporation for Social Security showing the establishment's contribution to social security.

5- A copy of the projects and tenders referred to the owner of the shop, indicating the party to which these tenders were referred.

6- A valid medical examination certificate for the recruited or employed worker issued by one of the health centers approved by the Ministry of Health.

C. The following documents shall be attached to the employment application:

1- A valid professional license for the establishment and attach a copy, or an occupation permit, a land registration document, and a lease contract (if applicable) that are duly certified and accompanied by copies if the worker is employed in a building or villa, provided that only one worker is approved for the building or villa, or a letter issued by the competent Directorate of Agriculture if the worker is employed in the agricultural sector.

2- A copy of the projects and tenders referred to the owner of the shop, indicating the party to which these tenders were referred.

3- A copy of the worker's passport valid for a period of not less than one year.

4- A work contract in two copies to be submitted upon the issuance of the approval of the application.

5- The required documents shall be completed upon the entry of the worker into the territory of Jordan in accordance with Clause (B) above, accompanied by a non-conviction certificate issued by the relevant authorities in the worker's country of origin.

6- Work permit fees shall be paid in advance and after the application is approved.

Article (5)

A. The employer shall provide a legal or bank guarantee in the form determined by the Minister. The Minister shall have the right to dispose of it in the event that the employer breaches any of their obligations under the law and the regulations issued thereunder or under these Instructions in order to ensure the rights of workers and the costs of repatriation. The violating employer shall bear the value of these expenses in a total amount not less than (300) dinars for the treasury for each worker who is deported, which shall be deducted from the value of the guarantee. The Minister may recourse against the original employer regarding this amount if the violating

workers left the employer's employment without the employer notifying the Ministry during the validity period of their work permit, as follows:

1- A guarantee of 300 dinars shall be paid for workers of nationalities restricted by the Residence Law for each worker to be recruited.

2- A guarantee for workers of nationalities not restricted by the Residence Law for the value of:

- 500 dinars in the event of the recruitment or employment of between three and ten workers.

- 1,000 dinars in the event of the recruitment or employment of more than ten workers and up to twenty workers.

- 2500 dinars in the event of the recruitment or employment of more than twenty workers and up to fifty workers.

- 5,000 dinars in the event of the recruitment or employment of more than 50 workers and up to 100 workers.

- 10,000 dinars in the event of recruiting or employing more than 100 workers and up to 200 workers.

- 15,000 dinars in the event of employment or recruitment of more than 200 workers and up to 300 workers.

- 20,000 dinars in the event of employment or recruitment of more than 300 workers.

B. Ministries, government directorates and universities, public institutions, the Greater Amman Municipality, municipalities, regional offices, embassies,

diplomatic bodies, and international organizations are exempt from providing these guarantees.

C. For the purposes of exemption from providing the guarantee stipulated in this Article, the principles of the Golden List approved by a decision issued by the Minister shall apply.

Article (6)

A. The employer may nominate one or more representatives to follow up their transactions before the Ministry, according to an annual card issued by the Ministry, provided that the representative is not a representative of more than one employer.

B. For the purposes of issuing or renewing the representative's accreditation card, the following documents are required:

1- An application submitted by the employer.

2- The representative shall be one of the employees of the employer.

3- Non-conviction certificate for the representative.

C. The Ministry shall collect an annual fee of twenty dinars for the issuance or renewal of the card.

D. The Ministry may cancel the representative's card at any time if it finds that the representative does not comply with the laws, regulations, and these instructions.

E. The provisions of this article do not affect judicial or private powers of attorney in this regard.

Article (7)

A. The approval of the recruitment application shall be valid for a period of two months for workers of nationalities not restricted by the Residence Law from the date of obtaining it, and for a period of four months for workers of nationalities restricted under the Residence Law from the date of approval by the Employment Committee. The employer shall complete the procedure for the entry of the worker into the country during that period and complete the procedures related to obtaining the work permit. The validity period of the work permit shall start from the date of the worker's entry into the country.

B. In the event that workers of restricted nationalities approved for recruitment do not enter the country, the employer may apply for their replacement within the period of four months specified in Paragraph (A) of this Article, provided that their visas are canceled and they prove that they have not entered the country, provided that the application is not repeated more than once for the same workers to be replaced.

Article (8)

The employer or their authorized representative may consult the competent directorate at least one month prior to the expiration of the work permit of a non-Jordanian worker, in order to initiate the renewal process.

Article (9)

A. The permit of a non-Jordanian worker shall be issued after obtaining the approval of the Minister or whoever authorized by the Minister in accordance with a special form that includes the following:

1- The name of the worker according to their passport, date of birth, nationality and the profession they are authorized to work in, and whether they are recruited from outside Jordan or employed from inside it.

2- The name of the employer, establishment or farm for which the work is working.

3- The date of entry into force of the work permit and the date of its expiry.

4- Receipt number and its date.

5- Seal and signature of the director of the concerned labor directorate.

B. The Ministry shall collect from the employer, upon payment of the fees, an amount of ten dinars for each worker, as an audit fee for application of employment, recruitment, or renewal of the work permit necessary for the worker who has been approved.

Article (10)

A. The employment, recruitment, and renewal of work permits for non-Jordanian workers shall be conducted in accordance with the needs of the labor market's various sectors, while taking into account the list of closed professions. The Ministry may specify the percentage of non-Jordanian workers in each economic sector in a way that supports the government's policy of promoting the employment of Jordanian workers gradually.

B. A work permit shall be granted to any non-Jordanian person who enters Jordan without the intention of working by a decision of the Employment Committee.

C. A work permit for restricted nationalities shall be renewed with the annual residence after addressing the Ministry of Interior in accordance with the relevant regulations.

D. In the event that the employer fails to renew the work permit for any worker of the nationalities restricted or unrestricted by the annual residence, the Ministry shall collect a fee for the work permit with retroactive effect from the date of expiration of the previous permit.

E. In the event that a worker from a restricted or unrestricted nationality changes employers, the Ministry shall collect a fee for the new work permit, effective from the date of expiration of the previous permit.

F. Any period exceeding one month spent by the worker outside the country shall not be counted when applying retroactively for the payment of work permit fees, provided that this is verified through proof of departure and entry from the Residence and Borders Department.

G. A work permit shall not be granted or renewed to any non-Jordanian worker against whom a deportation decision has been issued unless this decision is canceled.

Article (11)

A. The non-Jordanian worker may seek non-objection to pay their social security dues, provided they intend to permanently leave the country. To avail this option, the worker shall submit an application within a three-month period following the expiration of their work permit. If the application is made outside of this timeframe, the full work permit fee will be collected, with a retroactive effect.

B. For a non-Jordanian worker seeking non-objection to pay social security dues due to their intention to permanently leave the country, they shall be required to pay work permit fees retroactively for the full duration of their social security contributions.

C. The employer shall immediately inform the Directorate that issued the work permit of the incident of the non-Jordanian worker leaving work or fleeing during the period of validity of the work permit, provided that the notification of desertion is not accepted within the last two months of the duration of the work permit.

D. The worker of restricted and unrestricted nationalities shall inform the Labor Directorate that issued their work permit immediately after leaving work due to the termination of their services by the employer and for any reason

during the validity of the permit. Otherwise, a work permit shall not be granted to this worker to work for any other employer.

E. The regional office of foreign companies shall be granted the required number of workers and within the professions allowed for non-Jordanians based on a letter issued by the Ministry of Industry and Trade, provided that the number of Jordanian employees in such offices is not less than half, with the exception of the company's representative and their deputy.

F. No worker of restricted or unrestricted nationality is allowed to move from the Aqaba Economic Zone to any other sector or any other employer outside that area, with the exception of workers in joint ventures of the same company in the construction sector, provided that the approval of the Employment Committee is obtained.

Article (12)

A. Conditions for the transfer of the recruited or employed worker of restricted and unrestricted nationalities from one employer to another after the expiry of the work permit period:

1- Workers are allowed to transfer from one employer to another in the same sector or any other sector except the agriculture sector

2- Agricultural workers are allowed to move from one employer to another in the same agriculture sector.

3- Non-Jordanian domestic workers and workers in the Qualified Industrial Zones are not allowed to move to any other sector.

B. The transfer of the recruited or employed worker of restricted and unrestricted nationalities from one employer to another during the validity of the work permit is subject to the following:

1- Agriculture & construction sector:

A. The worker may transfer to a new employer within the same sector, provided that the worker, original employer, and the new employer agree, and subject to the approval of the Ministry, the cancellation of the original work permit and the issuance of a new work permit with new fees for a period of one year.

B. A worker may be employed by another employer in the same sector, without revoking the work permit or incurring new fees, if the permit is obtained from the Ministry. This arrangement shall be done through an employment agreement that outlines all the obligations owed to the worker by both the original employer and the new employer, in compliance with the law, regulations, and Ministry guidelines, including worker injuries.

2- Other sectors:

A. The transfer of the recruited worker from one employer to another shall be permitted only after the lapse of six months of the work permit with the same employer, and subject to the approval of the Ministry and the original and new employers, the cancellation of the work permit, and the issuance of a new work permit for a period of one year with new fees.

B. An employed worker may be transferred from one employer to another within Jordan, subject to the following conditions: the original employer shall release the worker with any rights, the existing work permit shall be cancelled, and a new work permit shall be issued for a period of one year, accompanied by new fees. Once the new work permit expires, the transfer can take place without the need for a release from the original employer.

Article (13)

A. The Minister may create a window to serve senior businessmen in the labor directorates to consider the applications of senior businessmen and investors to meet their needs of expatriate workers, experts, and technicians.

B. In each directorate where this window is established, the Minister shall form a committee headed by the Director and with the participation of representatives of the relevant authorities to determine the category of senior businessmen and investors benefiting from the window services, consider objections to the decisions related to their applications, and submit proposals regarding the review of the grounds for employment and recruitment for this category.

C. The window shall be responsible for:

1- Considering applications for employment and recruitment submitted by senior businessmen and investors and proceeding with procedures in accordance with the principles in force in these Instructions.

2- Giving recommendation to the director for the decision to approve or not to approve the applications for employment and recruitment.

3- The Head of the Window shall take the decisions related to the renewal of work permits and the change of the employer in accordance with the principles contained in these Instructions.

D. Requests for the employment and recruitment of experts and technicians shall be subject to the following :

1- There is no Jordanian alternative.

2- The employer shall train a Jordanian substitute to replace the expert or technician.

3- The expert or technician shall be granted a work permit for a period of one year, renewable based on a training and operation agreement with the Ministry and the approval of the Employment Committee.

Article (14)

Notwithstanding the provisions contained herein regarding workers of unrestricted nationalities, the following principles shall apply to workers of Egyptian nationality within the scope of this Article.

1- Every employer who wishes to recruit a non-Jordanian worker of Egyptian nationality shall submit the following documents:

A. An application for recruitment and filling out the form approved by the Ministry.

B. The employer shall provide a valid professional license for the establishment and attach a copy of it. Alternatively, the employer can provide a letter issued by the competent directorate of agriculture if the worker they wish to recruit will be working in the agriculture sector. If the worker will be employed in a building or villa, the employer shall submit a work permit, a land registration document, and a lease contract (if the employer is a tenant). These documents shall be duly certified, and the employer shall attach copies of them. However, the approval shall be only valid for one worker per building or villa.

C. The Employment Committee may request a recommendation from the relevant union, association, or governing body that represents the economic sector that the employer operates in. This recommendation should indicate the actual extent of the employer's need for the workers they are applying to hire.

D. A copy of the projects and tenders referred to the owner of the shop, indicating the party to which these tenders were referred.

E. The employer shall provide a statement issued by the Social Security Corporation showing the establishment's contribution to social security.

F. The rest of the required documents are completed when the worker enters the Jordan's territory, namely:

1- A copy of the employment contract certified by the Egyptian Ministry of Manpower.

2- The worker's passport and a copy thereof.

3- A valid medical examination certificate issued by one of the health centers accredited by the Ministry of Health, in addition to providing a medical examination from the worker's country, and a non-conviction certificate.

2- The approval of the recruitment application shall be valid for a period of two months from the date of the approval of the Employment Committee. The employer shall select the worker through the publicly available workers' data on the website of the Ministry or through their own personal choice, shall pay the fee for issuing the work permit and sign the computerized work contract in the concerned labor directorate.

3- The employer is permitted to replace one worker with another in the case of recruitment, but this can only be done once and the same fees paid previously shall apply. This replacement is allowed in the following cases:

A. In the event that the worker does not sign the work contract within two weeks from the date of payment of the work permit fees by the employer.

B. In the event that the worker signs the employment contract and stamps their passport with information about the employer and the sector in which they will work, and they do not enter Jordan within (45) days from the date of signing the contract, provided that a replacement application is submitted to the Ministry within a period not exceeding four months from the date of payment of the work permit fee.

4- The worker shall be prohibited from entering Jordan after the lapse of (45) days from signing the employment contract.

5- The validity period of the work permit of the Egyptian worker shall start from the date of their entry into Jordan.

6- The recruited worker shall pay an amount of (250) US dollars or its equivalent in Jordanian dinars when entering Jordan through the Aqaba border crossing as insurance for the purposes of commitment to join the employer that recruited this worker. The worker is eligible to recover the insurance value upon commencing work with the employer and obtaining a work permit within 45 days of their entry into Jordan. Failure to do so will result in the insurance amount being considered a revenue for the treasury, and the worker will not be entitled to its recovery.

Article (15)

The Minister may cancel a deportation decision that was issued under the provisions of Article (12/g) of the Labor Law, if the Minister is convinced that there are valid reasons requiring the cancellation of the deportation order. However, in such cases, the employer or the director of the establishment shall bear the expenses, costs, and service fees incurred by the Ministry and other official bodies related to the monitoring of violations and the apprehension of workers who have violated the law for the purposes of deportation. Additionally, the employer/establishment shall pay a total amount of 3,000 Jordanian dinars to the public treasury as a penalty for the worker's employment in a manner contrary to the provisions of the law.

Article (16)

Subject to the provisions of Clause 3 Paragraph A of Article No. 12 and Article No. 15, the provisions of these Instructions shall apply to all sectors except the sector of domestic workers and workers in Qualified Industrial Zones.

Article (17)

The Minister may issue the necessary grounds for implementing the provisions of these Instructions, and/or issue any exceptions he deems appropriate to any of their provisions.

Article (18)

The Instructions of the Conditions and Procedures for the Employment and Recruitment of Non-Jordanian Workers published in the Official Gazette No. (4976) dated 19/8/2009 are hereby repealed.

XXIX. Instructions for Conditions and Procedures for the Recruitment of Non-Jordanian Workers in Qualified Industrial Zones for the year 2007 and their amendments

Article (1)

These instructions shall be called "Instructions for the Conditions and Procedures for the Employment and Recruitment of Non-Jordanian Workers in Qualified Industrial Zones" (hereinafter referred to as "Instructions") and shall come into force one month after the date of their publication in the Official Gazette.

Article (2)

Definitions

The following words and phrases shall have the meaning ascribed in the Instructions hereunder unless the otherwise indicated by context.

Ministry of labor	Ministry
Minister of Labor or whoever he authorizes.	Minister
Non-Jordanian worker.	Worker
Any economic activity in the textile and garment sector located within any qualified and productive industrial zone to which the provisions of the Investment Promotion Law apply.	Qualified Industrial Zones

Article (3)

The provisions of these Instructions apply to the following factories:

1. Factories that operate in the textile and garment industry, including those producing inputs related to the sector.

2. Factories operating within qualified industrial zones that perform some or all manufacturing processes under an agreement with another factory, where the final product is exclusively for export.

Article (4)

Employment application

Every employer who wishes to employ or recruit a non-Jordanian worker shall:

A. Submit a written request to the Ministry Commissioner at the Investment Window at the Investment Promotion Corporation, including the following:

1. The name of the establishment and the name of its responsible owner or manager, its address, the nature of its work, and its branches, if any.
2. The name of the worker as stated in their passport, date of birth, nationality and the profession in which they will work.
3. A certificate issued by the Ministry of Labor in the worker's home country, confirming that the worker will be recruited through a licensed employment agency in that country and has not paid any fees beyond those prescribed by their laws.
4. A certified copy of the announcement issued by the recruitment company and published in a newspaper of the worker's home country, outlining the

terms and conditions of employment, including salary, working hours, job type, and any benefits such as housing, food, or health insurance. The announcement shall also confirm that the worker is not required to pay any fees beyond those prescribed by the laws of their home country.

5. A certificate issued by the Ministry of Industry, Trade and Supply confirming that the business either exports abroad under the international agreement concluded with the Hashemite Kingdom of Jordan or produces goods that qualify for the QPR program.

B. The following documents shall be attached to the application:

1. The registration certificate of the establishment.
2. A valid professional license for the establishment.
3. A certificate of the names of the authorized signatories issued by the Ministry of Industry and Trade.
4. The lease contract duly authenticated or proof of ownership of the establishment.

C. In the event of a request to renew a work permit or submit a recruitment request for the second time, the employer shall submit the documents mentioned in Clause B of this Article, as well as a report from the Directorate of Employment in the Ministry, which demonstrates the practical measures taken by that establishment to gradually replace Jordanian workers with expatriate workers. The report shall adhere to the following percentages:

1. A minimum of 10% Jordanian employment rate for the first year for establishments that are under construction.
2. A minimum of 20% Jordanian employment rate for operating establishments, starting from the date of publication of these Instructions in the Official Gazette on 1/4/2008.
3. A minimum of 25% Jordanian employment rate for the second year, starting from the date of publication of these Instructions in the Official Gazette on 1/4/2008.
4. A minimum of 25% Jordanian employment rate for the second year, starting from the date of publication of these Instructions in the Official Gazette on 1/4/2008.
5. For production branches established in governorates or areas designated as poverty pockets, the Ministry of Labor may grant a reduction in the required percentage of Jordanian workers, as deemed appropriate by the Ministry of Labor.

Article (5)

Consideration of the application

The Ministry Commissioner at the Investment Window Shall consider the application within a period not exceeding one week from the date of receiving the application and take the necessary decision in this regard.

Article (6)

Basis of approval for granting work permits

Work permits shall be approved on the following basis:

A. The disclosure report issued by the Investment Promotion Corporation and the Directorate of Workers and Inspection in the Ministry about the reality of the situation in the establishment that wishes to recruit workers.

B. The report issued by the Directorate of Employment and Training in the Ministry on the practical measures taken by the establishment to gradually replace expatriate workers with Jordanian workers.

C. The production capacity of the establishment according to the number of machines it owns and the lines and volume of production.

Article (7)

Payment of work permit fees

A. Work permit fees are paid in advance after obtaining approval for recruitment from the Ministry and other relevant bodies.

B. The approval of the Ministry shall remain valid for a period of four months starting from the date of approval.

C. The validity of the work permit shall be calculated from the date of the worker's entry into Jordan.

D. In the event that the workers approved for recruitment do not enter the country, the employer may apply for their replacement within the period specified in Paragraph (B) of this Article, provided that their visas are canceled and they prove that they have not entered the country, provided

that the application is not repeated more than once for the same workers to be replaced.

Article (8)

Checking the application and completing the work permit procedures

After obtaining the necessary approval, the employer or establishment's representative shall consult the relevant labor directorate to process the request and complete the work permit procedures.

A. The following documents shall be submitted

: 1. A copy of the valid professional license of the establishment.

2. A copy of the employment contract in two copies.

3. Two personal photos of the worker.

4. A copy of the worker's passport valid for a period of not less than one year.

5. A medical examination from any of the health centers approved by the Ministry of Health.

6. The approval of the Ministry of Interior to grant the worker an annual residence permit for workers whose residence in Jordan requires this.

7. Any documents requested by the Ministry or forms required to be filled in, as the case may be.

8. A certificate issued by the Social Security Corporation showing that all of the employer's employees contribute in social security.

B. For the purposes of reviewing the request, the Ministry shall collect the following fees:

1. 10 dinars for the request form and services for its consideration and audit.

2. 10 dinars for the accreditation card of the establishment's representative and its renewal annually, provided that the representative does not represent more than one establishment.

The Ministry shall issue an accreditation card for the representative of the establishment based on an application submitted by the employer accompanied by a certificate of non-conviction for the representative.

Article (9)

Non-Jordanian work permit

A permit of a non-Jordanian worker shall be issued after obtaining the approval of the Minister or whoever authorized by the Minister in accordance with a special form that includes the following:

A. The name of the worker as stated in their passport, nationality and the profession they are authorized to work in .

B. The name of the employer and the establishment where the worker works.

C. The date of entry into force of the work permit and the date of its expiry.

D. Receipt number and its date.

E. Seal and signature of the director of the concerned labor directorate.

Article (10)

Transferring the worker from Qualified Industrial Zones

A. The worker employed to work in the Qualifying Industrial Zones shall not be allowed to be transferred to any other production sector.

B. The employer shall be responsible for returning the workers who have been recruited to their country of origin upon the expiry or termination of their contracts legally and duly proving their departure.

Article (11)

Annual bank guarantee

1- To ensure the rights of non-Jordanian workers in Qualified Industrial Zones, employers shall provide an annual bank guarantee that will be automatically renewed. The Minister may utilize this guarantee in the event of an employer's breach of any obligations under the law, regulations, or these Instructions. This guarantee shall cover all worker rights under the Jordanian Labor Law and the signed labor contract, travel tickets for worker return to their home country, and fines for overstaying resulting from the employer's failure to issue or renew residence permits on time. The value of the guarantee shall be as shown in Appendix No. (1) of the Golden List Appendices.

2- Employers operating establishments for the last four months and achieving 80% or more of the total points for the Golden List Standards levels, as outlined in the attached Instructions, are exempt from the guarantee requirement mentioned in Clause (1) of this Article.

3- A committee appointed by the Minister will apply the Golden List Standards outlined in the attached Instructions and assign the corresponding points. It tasks shall include:

1- Ensure that the establishment wishing to benefit from the Golden List Program takes all necessary measures to do so.

2- Ensure the extent to which establishments wishing to benefit from the Golden List Program comply with the requirements and items contained in the Golden List Standards.

Article (12)

Power to suspend work permits

The Minister may suspend the granting of work permits of any establishment as long as he deems appropriate in the following cases:

A. For the purposes of controlling and regulating the labor market.

B. Non-compliance with the gradual replacement of expatriate workers by Jordanian workers .

C. The establishment's violation of the provisions of the Labor Law and the regulations, instructions and decisions issued thereunder

Table of Appendix No. (1) of the Golden List Appendices

The value of the guarantee (dinar)	Number of non-Jordanian workers
30,000	1-100
50,000	101-200
75000	201-500
100,000	501-1000
125000	1001-2000
150000	2001 and more

XXX. Instructions for the Conditions and Procedures for the Employment Non-Jordanian Workers of Syrian Nationality For the year 2020 and their amendments

Article (1)

These instructions shall be called "Instructions for the Conditions and Procedures for the Employment of Non-Jordanian Workers of Syrian Nationality for the year 2020" (hereinafter referred to as "Instructions") and shall be effective from the date of their publication in the Official Gazette.

Article (2)

The following words and phrases shall have the meaning ascribed to them in the Instructions hereunder unless otherwise indicated by context:

Ministry:	Ministry of Labor
Minister:	Minister of Labor.
Directorate	Directorate of Labor or the Labor Office in the various governorates of Jordan
Worker:	Every non-Jordanian male or female of Syrian nationality who holds the service document of the Syrian community issued by the Ministry of Interior.
Group of professions:	A specific major category of occupations, comprising multiple occupational families, within which specific occupations are classified according to the International Standard Classification of Occupations - 2008 (ISCO-08).

Professions permitted for Non-Jordanians: Professions that belong to the list of permitted jobs for non-Jordanian workers, including professions permitted subject to conditions and those which non-Jordanian workers are allowed to work in within the sector, economic activity, or occupational group specified by the Ministry.

Work permit: An official document issued by the Ministry to the worker, in accordance with these Instructions, which allows the worker to work for a specific employer within a profession permitted for non-Jordanians. The permit is valid for a period of one year, and is subject to renewal. The permit term is calculated from the date of expiry of the last work permit obtained by the worker.

Temporary work permit: An official document issued by the Ministry to the worker that allows the worker to work for any employer or any entity that implements a wage-for-work project, intensive labor projects, or other projects within a profession that is permitted for non-Jordanians.

Flexible work permit: An official document issued by the Ministry to the worker, allowing them to work for any employer in the permitted professions for non-Jordanians, without territorial restrictions. This permit is issued under the umbrella of a cooperative

society approved by the Ministry, the General Federation of Jordanian Trade Unions, or any other entity designated by the Minister.

Camp: The place designated to accommodate Syrian refugees on the territory of the Hashemite Kingdom of Jordan.

Article (3)

A. These Instructions shall apply to the worker provided that:

1. The worker has the service document of the Syrian community issued by the Ministry of Interior.
2. The profession for which a work permit is required is among the professions permitted for non-Jordanian workers.

The Ministry shall issue work permits of the following types:

1. Work permit.
2. Temporary work permit.
3. Flexible work permit.

Article (4)

The start date of the work permit for a worker who obtains a work permit for the first time within the types stipulated in Paragraph (B) of Article (3) of these Instructions shall be approved as of any of the following dates:

A. The date of the worker's entry into Jordan, which is confirmed on the service document of the Syrian community.

B. The date of the Directorate's approval to grant the work permit to the worker in the event that the date of the worker's entry into Jordan is not specified according to a proof from the Residence and Borders Department.

Article (5)

The Ministry shall issue the work permit in accordance with the following provisions:

A. A worker who holds a valid work permit may transfer from one employer to another within the same sector, economic activity, or profession permitted for non-Jordanians, without the need for a clearance application, provided that the current permit has expired or been cancelled by the previous employer or their authorized representative.

B. The work permit shall be for a period of one year, subject to renewal for a similar period. Its term shall be calculated from the date of expiry of the last work permit obtained by the worker in accordance with the instructions, principles, and decisions in force in the Ministry.

Article (6)

The Ministry shall issue the temporary work permit in accordance with the following provisions:

A. A worker who holds a temporary work permit may transfer to another employer within any other sector or economic activity without a clearance

application, provided that the temporary permit expires and the profession to be transferred to is within the permitted professions for non-Jordanians.

B. The temporary work permit shall be for a period not exceeding six months, subject to renewal. Its term shall be calculated from the date of expiry of the last work permit obtained by the worker in accordance with the instructions, principles, and decisions in force in the Ministry.

C. Considering the prescribed percentages for non-Jordanian workers in various sectors or economic activities, the employer or entity shall be exempt from these percentages for the purpose of obtaining a temporary work permit for implementing projects such as the wage-for-work project, intensive labor project, or other projects designated by the Minister. In such cases, the employer or entity shall provide the Ministry with a social security statement to demonstrate their commitment to employing Jordanians at rates consistent with the project's objectives.

D. The temporary work permit card shall include the following phrases:

1. At the phrase "employer", insert the name of the employer/ name of the entity.

2. At the phrase "profession", list the profession that the worker is authorized to work in.

3. At the phrase "notes", insert the phrase "temporary work permit".

4. At the phrase "governorate", insert the phrase "All governorates except Aqaba Special Economic Zone".

Article (7)

The Ministry shall issue the work permit in accordance with the following provisions:

A. A worker who holds a flexible work permit may work for any employer in the professions permitted for non-Jordanians within the professional group and without being restricted to a specific geographical area.

B. The flexible work permit shall be issued under the auspices of any of the approved cooperative societies, the General Federation of Jordanian Trade Unions, or any other entity designated by the Minister.

C. The flexible work permit shall be for a period of one year, subject to renewal for a similar period. Its term shall be calculated from the date of expiry of the last work permit obtained by the worker in accordance with the instructions, principles, and decisions in force in the Ministry.

D. The flexible work permit card shall include the following phrases:

1. At the phrase "employer", insert the name of the entity under whose umbrella the work permit is issued.
2. At the phrase "profession", insert the phrase "worker/group of professions".
3. At the phrase "notes", insert the phrase "flexible work permit/Worker is allowed to work in the professions permitted for non-Jordanians".
4. At the phrase "governorate", insert the phrase "All governorates except Aqaba Special Economic Zone".

Article (8)

Upon the expiry or cancellation of the previous work permit, the worker may obtain any of the work permits stipulated in Paragraph (B) of Article (3) of these Instructions. Its term shall be calculated from the date of expiry of the last work permit obtained by the worker or from the date of its cancellation.

Article (9)

The employer or the entity may visit the Directorate for the purposes of renewing the worker's work permit at least one month before the expiry date.

Article (10)

The employer or entity shall benefit from exemptions relating to workers issued by a decision of the Council of Ministers.

Article (11)

The Minister may determine the percentages of workers and professions permitted to work in the various economic sectors and activities in accordance with the data of the labor market and its needs, by virtue of a decision issued for this purpose.

Article (12)

The application for a work permit shall be submitted within the types stipulated in these Instructions (paper or electronic) by the employer or the entity in whose name it is issued and on the form approved by the Ministry, provided that the worker's own documents are attached to it, including:

A. A copy of the service document of the Syrian community issued by the Ministry of Interior in lieu of the passport.

B. Personal photos.

Article (13)

Subject to what is stated in Paragraph (D) of Article (6) and Paragraph (D) of Article (7) of these Instructions, the Ministry shall issue a work permit within the types stipulated in these Instructions to the worker after the approval of the Minister or his delegate and in the form approved by the Ministry, including the following data:

A. Personal data of the worker: (Name of the worker as stated in the service document/permit number/ nationality/personal number).

B. Profession data.

C. Work permit expiry date.

D. The Directorate that issued the work permit and the signature of the Director of the Directorate.

E. Employer name

Article (14)

The provisions of the applicable Labor Law and the regulations, instructions, and decisions relating to the organization of non-Jordanian workers, including the Instructions on the Conditions and Procedures for the Employment and Recruitment of Non-Jordanian Workers issued thereunder, shall apply to all that is not provided for in these Instructions.

Article (15)

The Minister may issue the necessary decisions to implement the provisions of these Instructions, including specifying the forms and data of the work permit card for the types issued under these Instructions.

Article (16)

The Comprehensive Instructions for the Conditions and Procedures for the Employment of Non-Jordanian Workers of Syrian Nationality for the year 2018 and the decisions issued thereunder shall be repealed.

XXXI. The Principles for Issuing Work Permits for Non-Jordanian Workers with Specialized Skills for the Year 2024

Issued in accordance with the provisions of Article (2/C) and Article (7) of the Regulation of Work Permit Fees for Non-Jordanians No. (142) of 2019 and its amendments

i. The Ministry of Labor issues work permits for non-Jordanian workers with specialized skills with the aim of enhancing existing investments and bringing new investments to Jordan, in addition to creating new job opportunities for Jordanian youth, training them, and raising their competencies, experiences, and professional and technical skills.

ii. The provisions of these principles apply to all non-Jordanian workers with specialized skills working for employers licensed under the legislation in force, and who need workers with specialized skills in their work.

iii: A non-Jordanian worker shall be deemed to have specialized skills in the following cases:

1- A non-Jordanian worker with a scarce skill in the Jordanian labor market, who also plays a key role in training and upskilling Jordanian workers to enhance their efficiency.

2- A person with rare experience related to research, development, quality, operation and maintenance of specialized devices, equipment and machines with modern technology and experts of all categories and specialties.

3- A non-Jordanian worker who contributes their expertise and knowledge by transferring technology, knowledge, and expertise to the Jordanian labor market.

4- A non-Jordanian worker with expertise and competencies that contribute to promoting and increasing investments that generate job opportunities for Jordanians.

5- Experienced in the professions that employers need to complete their work in all economic sectors and activities.

iv. A. A non-Jordanian may practice the profession within the list of specialized skills professions attached to these principles, under a work permit as a worker with specialized skills.

B. The Minister shall issue a decision on the list of specialized skill professions.

Amended by Resolution No. (35/2024) on 17 Sep 2024

C. The Minister may amend the list of professions stipulated in Paragraph (A) of this Article in accordance with the needs of the labor market.

v. The Ministry of Labor shall issue a work permit for workers with specialized skills in the following categories:

A. Work permit for workers with specialized skills for two years.
B. Work permit for workers with specialized skills for one year.
C. A six-month work permit for the worker with specialized skills.
D. A three-month work permit for workers with specialized skills.

vi. A. The employer shall submit an application for a work permit for workers with specialized skills for the first time to the Ministry in accordance with the approved form in paper or electronically, provided that the following documents are attached to it:

1- A hard copy or electronic copy of the approvals and licenses issued by the competent regulatory authorities.

2- A paper or electronic copy of the valid passport of the non-Jordanian worker.

Amended by Resolution No. (35/2024) on 17 Sep 2024, and Resolution No. (54/2025) on 5 Oct. 2025

3- A copy of the worker 's CV, or a letter submitted by the employer stating that the worker has the required experience to complete his work.

4- An official paper or electronic recommendation from the competent authorities if necessary.

5- The worker shall pass the medical examination for non-Jordanian workers and the result shall be on the electronic system of expatriate workers (healthy and valid) before granting the work permit.

B. The employer shall submit an application for the renewal of a work permit for workers with specialized skills to the labor directorates/offices in accordance with the approved form in paper or electronically, provided that the following documents are attached to it:

1- A paper or electronic copy of the approvals and licenses issued by the competent regulatory bodies.

Amended by Resolution No. (35/2024) on 17 Sep 2024

2- A paper or electronic copy of the valid passport of the non-Jordanian worker.

3- An official paper or electronic recommendation from the competent authorities if necessary.

4- The worker shall pass the medical examination for non-Jordanian workers and the result shall be on the electronic system of expatriate workers (healthy and valid) before granting the work permit.

vii. A. The Ministry of Labor shall collect a fee for issuing or renewing a work permit for each worker with specialized skills as follows:

1. (2150) two thousand one hundred and fifty dinars for issuing a one-year work permit.
2. (1250) one thousand two hundred and fifty dinars for issuing a six-month work permit.
3. (645) six hundred and forty-five dinars for issuing a three-month work permit.

B. The amount of (50) fifty dinars allocated to the Vocational and Technical Skills Development Commission shall be added to the fees stipulated in Paragraph (A) of this Clause for each work permit issued or renewed.

C. Import stamp fees resulting from the issuance of the work permit stipulated in the Import Stamp Fees Law No. (20) of 2001.

viii. The Minister or whoever he authorizes shall issue a work permit for the worker with specialized skills in accordance with the form approved by the Ministry of Labor.

ix. The decision of the specific percentages of economic sectors and activities shall not apply to those to whom the provisions of these Principles apply.

x. It is prohibited for a worker who holds a work permit with specialized skills to work or move to any of the other professions that are not among the list of specialized skills professions decided by the Minister of Labor.

xi. The Conditions for the Employment and Recruitment of non-Jordanian Workers issued under Article (12) of the Labor Law shall apply to this category of employment to the extent that they do not conflict with these Principles.

xii. The provisions of these Principles shall apply as of the date hereof.

xiii: Cancel the basis for issuing a work permit for non-Jordanian workers with specialized skills for the year 2021, as stated in Decision No. (21/2022) issued pursuant to my letter No. (Decision/1/347) dated 1/3/2022.

xiv. The Minister of Labor shall issue the necessary decisions and/or circulars to implement the provisions of these Principles.

Amended by Resolution No. (35/2024) on 17 Sep 2024

XXXII. Principles for Issuing Free Work Permits for Day Laborers for the Year 2025

Issued in accordance with the provisions of Article (7) of the Regulation of Work Permit Fees for Non-Jordanians No. (142) of 2019

i. The Ministry of Labor shall issue a free work permit to non-Jordanian day laborers to work in any authorized sector or economic activity, allowing them to work for any employer, as long as the permit is issued through an entity designated by the Ministry for this purpose.

ii. A non-Jordanian worker in Jordan is allowed to obtain a free work permit as a day worker for the purposes of working in any of the economic sectors or activities within the following professions:

   A. The agricultural sector for the profession of agricultural worker/ day laborer.

   B. Construction sector: (day laborer/construction worker)

   C. Loading and unloading activity: The profession of (day laborer/loading and unloading worker)

   D. Housing Projects Sector: (Day Laborer/Housing Projects Worker)

iii: The Minister or whoever he authorizes shall issue a free work permit for day workers.

Amended by Resolution No. (19/2025) on 8 Apr. 2025

iv. The application for obtaining the permit shall be submitted to the entity appointed by Ministry to organize and receive applications in accordance with the form approved by the Ministry, provided that the following is attached to this application:

1- A copy of the valid passport of the non-Jordanian worker.

2- The worker shall pass the medical examination for expatriate workers and the result shall be on the electronic system of expatriate workers that is healthy and valid.

v. The Ministry shall collect a fee for issuing or renewing a free work permit for a year or part of a year as follows:

1- (800) Dinars per each day labourer for the free work permitin the gricultural sector, the construction sector, loading and unloading or housing projects sector, or those whom the Minister of Labor decides that they are part of this category.

2- (50) fifty dinars as an additional amount upon issuing or renewing each work permit for the benefit of the Technical and Vocational Skills Development Commission.

vi. In accordance with the provisions of Clause (2) of Paragraph (G) of Article (12) of the Labor Law, a non-Jordanian worker who holds a free work permit as a day worker is authorized to work for any employer and in the same profession.

vii. The free work permit card for day laborers shall contain the following data:

1- Personal data of the worker: (Name of the worker/permit number/ nationality/personal number).

2- Profession data.

3- The start and end date of the work permit.

4- The Directorate that issued the work permit.

5- The flexible work permit card shall include the following phrases:

A. At the phrase "employer", insert the name of the employer/ name of the entity.

B. At the phrase "notes", insert the phrase "worker is allowed to work for any employer in the same profession".

C. At the phrase "governorate", insert the phrase "All governorates in Jordan".

D. At the box "special code", insert "9100".

viii. It is prohibited for a worker who holds a free work permit as a day laborer to:

A. Work in a sector, activity, or profession in which they are not authorized to work.

B. Move to any of the economic sectors or activities to which these Principles do not apply.

ix. A non-Jordanian worker who holds a free work permit as a day worker is excluded from the instructions and/or decisions regarding final departure or exit and return leave.

x. These principles shall apply from the day following the date of publication of the Regulation of Work Permit Fees for Non-Jordanians No. (142) of 2019 in the Official Gazette.

Amended by Resolution No. (35/2024) on 17 Sep 2024 and Resolution No. (19/2025) on 8 Apr. 2025