

Regulation No. (19) of 2021

Regulation of Agricultural Workers.

Issued pursuant to Paragraph (B) of Article (3) of the Labor Law No. (8)

1996

Article (1): This regulation shall be called "the Regulation of Agricultural Workers for the year 2021" (hereinafter referred to as "Regulation") and shall come into force from the date of its publication in the Official Gazette.

Article (2): The following words and expressions shall have the meanings assigned to them hereunder unless otherwise provided by context:

The Law	The Labor Law
Ministry	Ministry of Labor
Minister	Minister of Labor
Agriculture worker	Every natural person who performs agricultural work for a wage and is employed by an agricultural employer, being under their supervision and control.
Agricultural work	Every effort made by the agricultural worker in the production of plants or animals within an agricultural holding or facility, as well as all work related to it, where the agricultural nature of the work predominates, whether

	performed permanently, temporarily, or seasonally.
Agriculture holding	An agricultural holding refers to an agricultural production unit that shall be subject to a single management, to be exploited in whole or in part, for the purposes of plant or animal production.
Agricultural facility	Every area licensed or registered with the Ministry of Agriculture or any other official body for the purposes of plant or animal production.
Agricultural employer	A natural or legal person who manages and supervises an agricultural holding or facility and employs one or more agricultural workers.
Wage	Wages refer to all compensation, whether in cash or in kind, that an agricultural worker is entitled to receive in exchange for their agricultural work, including all other benefits of any kind, as stipulated by law, employment contract, bylaws, or settlement of transaction, except for overtime work wages.

Article (3) (a): The agricultural work contract shall be deemed to be of limited duration if it is agreed between the worker and the agricultural employer to work for a specified period, including temporary or seasonal work of limited duration by its nature. In the absence of such an agreement, the agricultural work contract shall be considered to be of unlimited duration.

(b) If the agricultural work contract is made in writing, it shall be made in Arabic and in a language understood by the agricultural worker in two copies. Each party shall keep a copy of it.

(c) In the absence of a written contract, the agricultural worker may establish their rights through any legal means of proof and evidence available under the Law.

Article (4) (a) (1): The agricultural working hours shall be eight hours per day, provided that they do not exceed forty-eight hours per week, distributed to a maximum of six days.

(2) The agricultural worker shall be granted a minimum of one hour of rest and eating period per day, and this period shall not be considered a part of the agricultural working hours.

(b) It is not permitted to employ an agricultural worker more than the daily or weekly working hours without their consent, including the agricultural season and agricultural production periods.

(c) In exceptional circumstances, such as to prevent the loss or damage of plant or animal products, an agricultural worker may be permitted to work beyond the daily or weekly maximum working hours.

- (d) In the cases referred to in paragraphs (B) and (C) of this Article, the daily working hours of the agricultural worker shall not exceed 11 hours, provided that the agricultural worker is entitled to receive the overtime wage stipulated by Law.
- (e) The Minister may, in exceptional weather conditions, decide the hours in which it is prohibited to employ an agricultural worker.

Article (5) (a) (1): The agricultural worker shall be entitled to a weekly day off as required by the nature of the agricultural work.

(2) It is permissible to agree between the agricultural worker and the agricultural employer to collect their weekly days off and obtain it within a period not exceeding one month.

- (b) In accordance with the provisions of Clause (2) of Paragraph (A) of this Article, the agricultural worker shall receive an additional 150% of their regular wage for their work on weekly holidays, public holidays, and religious holidays.

Article (6) (a): In no case may a juvenile who has not completed sixteen years of age be employed in agricultural work.

- (b) It is not permitted to employ a juvenile who is under the age of eighteen years in agricultural work that is dangerous, burdensome, or harmful to health. These works shall be determined by a decision issued by the Minister.

(c) It is prohibited to employ a juvenile:

- 1- More than six hours per day, provided that a minimum of one hour of rest is given after four continuous working hours.
- 2- Between 8:00 PM and 6:00 AM.
- 3- On religious holidays, public holidays and weekly holidays.

Article (7) (a) (1): The agricultural worker shall be entitled to an annual leave with full pay for a period of 14 days per year, which shall be agreed upon with the agricultural employer.

(2) Public holidays, religious holidays and weekly holidays shall not be counted from the annual leave and shall be subject to the terms and conditions stipulated in the Law.

(b) The agricultural worker shall be entitled to a paid sick leave of 14 days during the year. If the worker is admitted to a hospital, they shall be entitled to an additional 14 days of paid sick leave.

(c) A female agricultural worker is entitled to maternity leave with full pay for a total of ten weeks, comprising a minimum of six weeks of leave after childbirth. During this period, it is prohibited to employ her.

Article (8) (a): The wage of an agricultural worker may not be less than the minimum wage specified in accordance with the Law.

(b) The agricultural worker shall be entitled to receive their wage within a period not exceeding seven days from the date of their entitlement. The agricultural employer shall not deduct any part of it, except as permitted by Law.

(c) The agricultural employer shall equalize the remuneration of agricultural workers for every work of equal value without any discrimination based on sex.

Article (9): The agricultural employer shall be obliged, at their own expense, to provide suitable accommodation for agricultural workers and necessary facilities when the nature of the agricultural work so demands or the agricultural work contract includes such a provision.

Article (10): Agricultural employers employing at least twenty agricultural workers shall be obliged to establish an internal system outlining working hours, daily rest periods, holidays, vacations, labour violations, penalties, and measures to be taken in such cases, including dismissal from work. The internal system shall be subject to the approval of the Minister or their authorized representative and shall come into effect from the date of ratification.

Article (11): The agricultural employer shall provide occupational safety and health conditions in accordance with instructions issued by the Minister for this purpose.

Article (12): Agricultural employers shall, in accordance with Article (15) of this Law, involve their agricultural workers in the insurance schemes covered by the provisions of the Social Security Law.

Article (13): In violation of the provisions of this Law, the following shall be considered:

- a) The forced or threatened, fraudulent or coercive use of the agricultural worker, including the seizure of their travel document.
- b) Sexual or physical abuse of the agricultural worker or violation of any of their basic rights.

Article (14) (a): The Ministry shall undertake inspection tasks to monitor the implementation of the provisions of this Law and take legal action in accordance with the provisions of the Law and instructions issued by the Minister for this purpose.

(b) If the Ministry receives any complaint or information regarding the violation of the rights of the agricultural worker, their exploitation, or the obligations of the agricultural employer and the agricultural worker as stipulated in this Regulation, it may take the following measures:

- 1- Summon both the agricultural employer and the agricultural worker to the Ministry to resolve the complaint amicably.
- 2- Warn the employer if the employer is found to be in violation of the provisions of the Law or this Regulation, provided that the employer removes the violation within a week.
- 3- Draw up a minute of complaint against the agricultural employer and initiate the legal procedures prescribed by Law.
- 4- Prohibit the agricultural employer from hiring or transferring a non-Jordanian agricultural worker for a period determined by the Minister.

Article (15): The provisions of Articles (4), (5), (7), and (12) of this Regulation shall not apply to an agricultural business owner who employs three or fewer agricultural workers, provided that working hours, holidays, and leaves are organized by agreement between the agricultural business owner and the agricultural

worker, and in accordance with the nature of the agricultural work.

Article (16): In cases other than those stipulated in this Regulation, the provisions of the Law shall apply.

Article (17): The Minister shall issue the necessary instructions for implementing the provisions of this Regulation.



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