

**We, Abdullah II Bin Al-Hussein, King of the Hashemite Kingdom of Jordan, by virtue of Article (31) of the Constitution and based on Cabinet's resolution of 14/5/2023, hereby order the promulgation of the following regulation:**

**Regulation No. 31 of 2023**

**Regulation of Occupational Safety and Health and the Prevention of Occupational Hazards in Institutions for the Year 2023**

**Issued pursuant to Clause (c) of Article (85) of Labor Law No. (8) of 1996**

**Article (1)**

This Regulation is titled (The Regulation of Occupational Safety and Health and the Prevention of Occupational Hazards in Institutions for the year 2023) and shall take effect sixty days after the date of its publication in the Official Gazette.

**Article (2)**

a- The following words and terms, wherever they appear in this Regulation, shall have the meanings assigned thereto hereunder unless the context indicates otherwise:

The Law:	Labor Law.
The Ministry:	Ministry of Labor
The Minister:	Minister of Labor.
Economic Activity:	Any industrial, commercial, agricultural, health, touristic, media, craft, or service activity, including information technology.
Work environment:	The place and work conditions that fall under the supervision of the institution and where the worker is required to be present for work purposes.
Occupational Safety and Health:	A set of procedures, regulations and precautions designed to safeguard workers and those potentially impacted by sources of occupational hazards and related work accidents that could result in injuries, occupational diseases, or property damage within the institution, in accordance with specific technical standards.
Emergency Plan:	The necessary measures devised to address sudden or unforeseen situations with the objective of minimizing both human and material damage to the greatest extent possible.
Sources of Occupational Hazards:	A source that is likely to cause harm to workers or the institution.
Occupational Hazards:	Potential harm emanating from sources of occupational hazards.
Work Accident:	An unintended accident that causes injuries or illnesses to workers or damage to property in the institution.

b- The definitions contained in the Law shall be adopted wherever they are stated in this Regulation unless the context indicates otherwise.

**Article (3)**

The provisions of this Regulation shall apply to the institution, its branches, and the work environment where the institution conducts its economic activity during working hours, to promote prevention and ensure safety from occupational hazards.

#### **Article (4)**

An employer who employs twenty or more workers shall assess occupational risks in the work environment in accordance with the following procedures:

- a- Monitoring sources of occupational hazards and determining the risk level through occupational safety and health supervisors in the institution.
- b- Identifying people exposed to occupational hazards.
- c- Analyzing occupational risks in terms of their severity and probability of occurrence in the work environment and their impact on workers and property.
- d- Establishing control measures to control the sources of occupational hazards by removing, replacing, minimizing, or finding appropriate solutions for them. If this is not possible, appropriate personal protective equipment shall be used.
- e- Applying and documenting the necessary preventive measures.
- f- Involving workers in the occupational risk assessment process.
- g- Reviewing and updating the occupational risk assessment process periodically.
- h- Taking into consideration the instructions for identifying the types of sources of occupational hazards issued pursuant to the provisions of this Regulation.

#### **Article (5)**

The employer shall implement the necessary measures to respond to any emergency, commensurate with the nature of the economic activity, in accordance with the relevant legislation or codes, by formulating an emergency plan that encompasses strategies for fire prevention and containment.

#### **Article (6)**

Taking into consideration the provisions of the Regulation for Forming Occupational Safety and Health Committees and Appointing Supervisors in Institutions, the employer shall track work accidents or near-misses that did not cause harm to individuals or the institution but could have resulted in harm or injury under different circumstances and that still represent a complete and imminent danger. Additionally, the employer shall notify the Ministry within (48) hours of the occurrence and shall implement recommendations related to accidents in order to prevent their recurrence.

#### **Article (7)**

An employer who employs twenty or more workers shall develop an occupational safety and health policy in accordance with the form approved by the Ministry.

#### **Article (8)**

The employer shall adhere to the following:

- a- Displaying instructional and warning signage pertaining to the raw materials, manufactured materials, machinery, and diverse processes, highlighting the associated risks. These signs shall incorporate technical instructions aimed at preventing work-related injuries. Additionally, they shall be displayed in conspicuous locations throughout the work site, in various operational zones, and in languages comprehensible to all workers.
- b- Performing the necessary periodic maintenance on the machinery and devices utilized within the institution for the prevention of occupational hazards.
- c- Ensuring a work environment that allows the workers at the institution freedom of movement to perform their tasks and facilitates swift evacuation during emergency situations.

- d- Providing health facilities commensurate with the number of workers and the nature of the economic activity.
- e- Ensuring accessibility, reasonable accommodations, and the availability of accessible formats for persons with disabilities to safeguard against sources of occupational hazards in accordance with relevant legislation.
- f- Briefing new workers of the sources of occupational hazards and the means of prevention they must implement, and training and monitoring workers to ensure the application of occupational safety and health procedures.

**Article (9)**

- a- The employer shall implement the necessary procedures and measures to preserve the safety and health of workers during adverse weather conditions should technical imperatives demand uninterrupted work.
- b- Under adverse weather conditions, the Minister may determine the specific hours during which it is prohibited to engage workers in the institution.

**Article (10)**

The Minister shall issue the necessary instructions to implement the provisions of this Regulation, including identifying the types of sources of occupational hazards.

**Article (11)**

The Regulation on Protection and Safety from Industrial Tools and Machines and Worksites No. (43) of 1998 shall be repealed, provided that the instructions and decisions issued pursuant thereto shall continue to be implemented until they are repealed, amended, or replaced by others in accordance with the provisions of this Regulation.

14/5/2023 Abdullah II Bin Al-Hussein

Regulation No. 31 of 2023 (Regulation of Occupational Safety and Health and the Prevention of Occupational Hazards in Institutions for the Year 2023), published in Issue No. 5868 on page 2796 on 15-06-2023 and effective on 14-08-2023.

Referred to here and hereafter by the abbreviated name Regulation No. 31 of 2023 (The Regulation of Occupational Safety and Health and the Prevention of Occupational Hazards in Institutions for the year 2023).

وزارة العمل