

Instructions for Procedures for Inspection of Agricultural Activity

Issued under Paragraph (A) of Article (14) and Article (17)

From the Agricultural Workers Regulation No. (19) of 2021

Article (1): These Instructions shall be called "Instructions for the Procedures of Inspection of Agricultural Activity for the year 2021"(hereinafter referred to as "Instructions") and shall be effective after thirty days from the date of their publication in the Official Gazette.

Article (2) (a): The following words and phrases shall have the meaning ascribed to them in the Instructions hereunder unless the otherwise indicated by context:

The Law:	The Labour Law
Regulation:	Regulation of Agricultural Workers.
Ministry:	Ministry of Labor
Minister:	Minister of Labor
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.
Labor inspector:	The person authorized by the Minister to carry out the inspection of agricultural facilities and holdings to verify the conditions and circumstances of work and the conditions of occupational safety and health in accordance with the provisions of the Law, the Regulation, and the legislation in force in the Ministry.

(b) The definitions contained in the Law shall be adopted where provided for in these Instructions unless the context indicates otherwise.

Article (3): The labour inspector shall visit the agricultural holding or facility to verify the application of the provisions of the Law, Regulation, and legislation related to the terms and conditions of work as follows:

a) Conditions of employment, including, for example:

- 1- Conditions of employment of workers in terms of age, gender and nationality.
 - 2- Organization of work in terms of working hours, rest times, weekly days-off and holidays.
 - 3- Wages of workers in terms of payment on time and deductions in violation of the Labor Law.
 - 4- Conditions and requirements for the employment of non-Jordanian agricultural workers.
- b) Conditions of employment, including, for example:
- 1- Providing the occupational safety and health requirements stipulated in the Law and the relevant regulations and instructions.
 - 2- Checking work injuries of workers who are not subject to the provisions of the Social Security Law.
 - 3- Providing health requirements in the housing of agricultural workers, if any, in accordance with the relevant legislation.

Article (4): The inspection of the agricultural facility shall be conducted through any of the following inspection visits:

- a) Periodic inspection, which is carried out regularly according to the plans and has preventive objectives.
- b) Follow-up inspection that is carried out to ensure that the agricultural employer corrects the violations revealed by the periodic inspection.
- c) Inspection based on a complaint which is done to verify a duly filed complaint.
- d) Special inspection that is carried out in cases of emergency and work accidents, or for the purposes of the recruitment or use of non-Jordanian agricultural workers.

Article (5): The measures taken by the labour inspector against the agricultural employer shall be as follows:

- a) Warn the agricultural employer in accordance with the provisions of the Law and confirm the national number of the natural person in the agricultural holding.
- b) Regulate the violation against the agricultural employer in accordance with the provisions of the law, with the certification of the national ID card of the natural person in possession of the agricultural holding.

Article (6): The agricultural employer is obligated to facilitate the task of the labour inspector through the following:

- a) Allow the inspector to enter the agricultural facility or holding.
- b) Enable the inspector to view the documents related to the inspection visit, take copies of them, and take pictures related to them.
- c) Enable the inspector to enter the place of residence of agricultural workers, if any.
- d) Enable the inspector to enter the agricultural holding in the event that there is a private residence for the owner of the agricultural holding within it.

Article (7): The labour inspector shall recommend to the Minister or whoever he authorizes to prevent the agricultural employer from recruiting or transferring non-Jordanian agricultural workers for the period the inspector determines in accordance with the procedures in force in the Ministry if it is found that:

- a) The agricultural employer forced or threatened, fraudulently or coercively, the worker, including the seizure of his travel document.
- b) The employer or their representative assaults the agricultural employer or by beating or practicing any form of sexual assault or harassment on the agricultural worker.
- c) The provisions of these Instructions are violated.

Article (8): The provisions of the Law and Regulations shall apply, in all that is not provided for in these Instructions.

Article (9): The Minister shall issue the necessary decisions to implement the provisions of these Instructions.

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