

Regulation of Labour Inspectors and its Amendments (No. 56) of 1996

Article (1)

This regulation shall be called "the Regulation of Labour Inspectors for the year 1996" (hereinafter referred to "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:

Ministry:	Ministry of Labor
Minister:	Minister of Labour
Secretary General:	The Secretary General of the Ministry.
Labor inspector:	The person authorized to inspect the work.
Director:	The Director of the Directorate of Inspection in the Ministry's headquarters and the Director of the Directorate of Labor and Employment in the field.

Article (3)

The inspection aims to:

- a) Verify the application of legal provisions related to working conditions and the protection of workers during the course of their work.
- b) Provide technical information and advice to employers and workers on the observance of legal provisions.
- c) Encourage cooperation between employers and their associations on the one hand and workers and their unions on the other hand in order to improve human relations and contribute to achieving economic development.
- d) Verify the occupational safety and health conditions at work.
- e) Collect information related to organizing the labour market, including the number of workers, their categories, their training needs and any other matters related to the terms of use.

Article (4)

- a) Whoever is authorized to inspect the work shall be required to:
 - 1- Have at least a first university degree.
 - 2- Have participated in at least one training course in accordance with the program set by the ministry.
 - 3- Have been trained in the field on the inspection work for a period of six months accompanied by a labour inspector.
- b) The labour inspector shall be provided with a special card according to the form approved by the Ministry.

Article (5)

The labour inspector shall verify the observance of the legal provisions in the workplaces and for this purpose he may do the following:

- a) Conduct comprehensive visits to workplaces at any time, either alone or accompanied by a competent government official and notify, upon arrival, the employer or their representative of the inspector's presence, unless it is believed that such notification would compromise the objective of the inspection.
- b) Conduct a thorough review of relevant records, statements, and documents related to work practices, and take copies, extracts, or samples of materials as necessary. Also, take samples of used and produced materials for analysis, to assess the extent of their impact on the health and safety of employees within the institution. After completing the inspection, notify the employer of the findings.
- c) Request the employer to take the necessary measures to address the deficiencies in the installations, layouts or work methods if they pose a threat to the health and safety of the workers and ask the employer to make any modifications to the devices, machines, installations or work methods within the period the inspector deems appropriate.
- d) Prepare a report on the results of the visits, including violations in the application of legal provisions and procedures, and any other reports related to the conditions of the establishment the inspector visits and the activities he carries out.

Article (6)

The inspector, in the course of fulfilling his duties stipulated in this Regulation, shall take into account the following:

- a) Inspectors shall maintain confidentiality regarding any complaint submitted to them related to alleged violations of legal provisions.
- b) Inspectors shall maintain the confidentiality of any information related to industrial or commercial operations, including equipment, that comes to their knowledge or is disclosed to them in the course of their work even after the end of his service in the government.
- c) Inspectors shall not conduct an inspection at a workplace where they have a personal or financial interest.

Article (7)

- a) Labour inspectors shall not be assigned tasks or duties that compromise their ability to perform their duties impartially, compromise their independence, or create a conflict of interest that could undermine their impartiality.
- b) By a decision of the Minister, the labour inspector shall be granted a remuneration determined on the basis of the volume and nature of the work performed and not exceeding (30%) of the basic salary.

Article (8)

The employer shall:

- a) Provide inspectors with the necessary resources and facilities to perform their duties effectively and not interfere with the inspector's ability to enter the workplace or any of its departments to conduct an inspection.
- b) Enable the inspector to view the documents related to the establishment, work, and workers that the inspector deems necessary to view, take a copy of them, copy them, or copy any part of them.

Article (9)

The employer shall notify the labour inspector and other official bodies of work accidents and injuries and occupational diseases in accordance with the procedures prescribed in this regard and the forms adopted by the Ministry.

Article (10)

- a) The Director shall submit to the Secretary General a monthly report on the inspection work in the Directorate.
- b) The Ministry shall prepare an annual report on the state of Labour inspection in Jordan, which shall cover the following topics:
 - 1- Workers in labour inspection directorates.
 - 2- Workplaces subject to inspection and the number of workers in them.
 - 3- The number of inspection visits
 - 4- Violations and Penalties Imposed.
 - 5- Work accidents and injuries.
 - 6- Occupational diseases.

Article (11)

The Minister may issue the necessary instructions for the implementation of this Regulation, provided that they do not contradict or conflict with its provisions.

Article (12)

The Regulation of Labour Inspectors No. (1) of 1963 is hereby repealed.