

Report

Occupational Health and Safety in Jordan

Safe Work = Decent Work

Labor Watch Reports

Prepared by:

Jordan Labor Watch

Phenix Center for Economic and informatics Studies

In Cooperation with Friedrich-Ebert-Stiftung

August, 2011



للدراسات الاقتصادية والمعلوماتية
ECONOMIC & INFORMATICS STUDIES

Phenix Center for Economics and Informatics Studies

Is an independent scientific institute founded as a house for study, research and public opinion measurement in Amman in 2003. the Center seeks to contribute to the realisation of comprehensive development in Jordan through developing and modernising of the Jordanian community at the economic, social, political and legislative levels, working to foster democracy in Jordan on the basis of freedom and equity, ensuring basic human rights at the social, political and civil levels for all Jordanians through developing projects and conducting studies and opinion polls and reports, in addition to creating a database that covers all fields of development to help realise the centre's objectives.



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Labor Watch

Is a joint program between Phenix Center for Economics & Informatics and Friedrich - Ebert - Stiftung (FES). Labor Watch Works to Monitor the status of labour and trade union movements in Jordan, lobbying for the development of labour legislations in cooperation with the concerned parties and in accordance to the international labour standards, contributing to the development of work conditions in Jordan, publishing reports on the status of laborers in Jordan, to raise awareness among workers themselves, facilitating the exchange of expertise in trade unions among other Arab and foreign countries to benefit from their experiences.

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Introduction

Occupational health and safety is among the most important criteria and conditions of decent work. The provision of a safe working environment is an essential aim of all parties of the production process; whether they are workers, employers or the Government; for this matter is of a great importance in achieving interests of all parties. The importance of the adherence to standards and requirements of the occupational health and safety mainly refers to the respect and appreciation of the worker as a human being; in addition to the importance of his role as a human being in achieving economic and social development.

Benefits of the adherence by business enterprises (employers) and the workers to occupational health and safety standards and regulations are reflected at several levels, including the workers themselves, their families, business enterprises and the local community; among such benefits is to maintain the integrity of the human physical, psychological safety and to sustain income; as well as the continuity of participation in work, continuity of life, production increase, preservation of skilled labor and reduction of wasted production time as well as reduction of direct and indirect cost of accidents, in addition to the reduction of the burden on medical services and the preservation of the national economy.

In this report, the issue of occupational health and safety within the Jordanian business environment will be discussed. The extent of harmonization of the Jordanian labor legislations with relevant international conventions will be explored, in addition to presenting a portrait reading on the reality of compliance by the standards and regulations of occupational health and safety in Jordan.

We would like to extend our sincere thanks to all those parties who helped in the preparation of this report, be it the parties who supplied the statistical information like the Social Security Corporation and the Ministry of Labor or the parties who supplied explanations on the extent of application of the occupational health and safety standards and regulations in their sectors and in particular the trade unions of: workers in the electricity, health services, petroleum and chemicals, textiles, ports and construction.

Ahmed Awad

Director

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Occupational Health and Safety, The Concept and Importance:

Despite the many definitions which dealt with the concept of occupational health and safety, it's overall focused on the protection of workers of different categories of accidents by providing means of protection at the plant, which makes them more able to do their work. The definition presented by the Joint Committee of the ILO and WHO in 1995 for the concept of "occupational health and safety" may be considered as the most comprehensive, and is expressed in the "actions" which aim to promote the preservation of the highest state of physical, mental and social health for the workers in all production sectors, as well as to prevent the destruction of the health of workers caused by the working conditions, and to protect the workers against any dangers arising because of the work due to unhealthy elements; and to keep the workers in suitable work environments which commensurate with their physical, psychological abilities and to create work for the workers each according to his work category.

The provision of safe work is considered one of the basic standards for decent work; accordingly, the application of standards of occupational health and safety is one of the basic conditions for decent work, which is the main objective of the overall work policies all over the world. The concept of decent work refers to

"promote opportunities for everyone to get productive jobs in conditions of freedom, equality, security and dignity as well as non-discrimination between males and females".

Objectives:

This report aims to present an assessment of the reality of occupational health and safety in Jordan, including a reading in the Jordanian legislations on occupational health and safety as well as a review of the most relevant international standards. An assessment of how far the Jordanian legislations are in line with international standards in this regard will be presented, in addition to an overview of the current reality of application and practices of occupational health and safety in the Jordanian enterprises. The report will present a number of recommendations aiming at improving the conditions of occupational health and safety for the workers in Jordan.

Methodology:

In preparing this report, the team followed more than one way; on the one side, the statistical information available on the occupational health and safety and work-related injuries were analyzed; sources of this statistical information were: the General Statistics Department, Ministry of Labor and the Social Security Corporation. Several interviews were conducted with heads of trade unions. A review was made

of the relevant information and news releases in electronic and printed Jordanian magazines and newspapers.

Occupational health and safety in the Jordanian legislations:

Many Jordanian laws, regulations, instructions and decisions have dealt with the subject of occupational health and safety starting from the Constitution through the Labor Law, Social Security Law, Public Health Law and many relevant regulations, instructions and decisions such as: medical, preventive and treatment care regulation for workers in the institutions, the regulation for protection and safety of industrial machinery and engines at work sites, and the regulation for the formation of committees and moderators of occupational health and safety as well as many other instructions and decisions.

The Jordanian Constitution stressed in article "23" on the need to subject business enterprises to health rules; while the Labor Law no. "8" for 1996 as amended presented a set of criteria which obliged employers to protect workers from dangers and diseases that may result from the work. The law included these standards in chapters 9 and 10 whereby the duties of an employer towards a worker were specified, cases that are considered a work injury and the compensations due to workers for injuries during work and resulting from the employer not fulfilling his commitment set by the law were also specified.

The law has obliged employers in Article 78 to provide the necessary precautions and measures to protect workers from dangers and diseases that may result from the work and equipment used therein, and to provide means of personal protection as well as means of prevention of work hazards and occupational diseases such as clothes, glasses, gloves, shoes, etc. and guide them how to use, maintain and clean them. Employers, according to the law, must keep the workers informed of dangers of his profession and means of prevention; employers are to show in a remarkable place instructions and guidance specifying the risks of the profession and means of prevention according to the regulations and decisions issued in this regard; employers are also obliged to provide means and devices of medical aid to workers in the plant to the extent determined by a decision of the Minister after upon consultation with the competent official authorities.

Article 80 obliges the employer to take necessary precautions to protect the plant and its staff from the dangers of fire, as well as the dangers of explosion, and dangers of storage, transport or circulation of flammable hazardous materials and to provide adequate means and technical equipment in accordance with the instructions of the competent official authorities.

The law has obliged the workers to abide by the provisions, instructions and decisions related to precautions of prevention,

occupational health and safety as well as the use and preservation of the special equipment and to refrain from any action which hinders the implementation of these provisions, decisions and instructions as well as to refrain from tampering with, damaging or destroying the equipment of prevention and occupational health and safety equipment; subject to exposure to sanctions set forth in the disciplinary rules of the by-laws of the institution.

Article 83, however, allows the Minister to issue instructions specifying the kind of jobs which demand a medical examination before any person may be employed in such jobs to ascertain fitness of health to undertake such work. Article 85 allows the Council of Minister upon the recommendation of the Minister to issue the necessary regulations regarding matters of occupational safety and health, such as the formation of safety and occupational health committees as well as the appointment of supervisors in public and private institutions, and defining the competence of such committees, supervisors and their duties of medical curative and preventive treatment of the workers and the obligations of employers to provide the same, and how to create the joint medical units between more than one institution and the method of financing thereof, as well as the technical equipment which must be made available in these units, and the periodical medical examinations for workers; in addition to the preventive and safety measures of the industrial machinery

in the working sites. Provisions of the law dealt with work injuries and occupational diseases where the law demanded procedures to be taken by the employers in the event of a work injury.

The temporary Social Security Act No. 7 for the year 2010 in Chapter 4 addressed the subject of work injury Security, and the obligations of each of the employers and the Social Security Corporation in cases of work injuries, including requiring employers to engage their employees in the Social Security Corporation and obliging the employers to transport the injured worker to the place of treatment in case of injury, and to inform the relevant official bodies like the police and the Social Security Corporation of the incident. The law included many details related to clarification of responsibilities and the rights of the injured worker.

The Public Health Law No. 47 for the year 2008 entrusted the Ministry of Health with the task of monitoring the occupational health environment of workers in factories, laboratories and similar industrial establishments to ensure health safety for them.

International standards in the field of occupational health and safety:

International Labor Organization (ILO) devoted about 70 international convention and recommendation to the issue of occupational health and safety which reflects the importance and centrality of this

issue in the work of this organization. ILO coordinates in this regard mainly with the World Health Organization (WHO) who considered occupational health and safety an integral component of decent work which should be secured to all workers.

The most prominent of these conventions, the Occupational Safety and Health Convention No. 155, the Occupational Health Services Convention No. 161, the Convention on Safety and Health in Construction No. 167, the Convention on Safety in the use of Chemicals No. 170, and the Convention on the Prevention of Major Industrial Accidents No. 174; whereby the Occupational Safety and Health Convention No. 155 concentrated on the need to develop and implement a national policy in the field of safety and health of workers and work environment, communication and cooperation at all levels in this regard; the goal of this policy is the prevention of work accidents and health injuries by reducing to the least possible extent the risks associated with the work environment and to apply these policies to all branches of the economic activities and to all workers including the civil servants, while allowing exceptions in some branches, such as navigation and fishing whereby each state is obliged, in the light of its local conditions, and in consultation with organizations who represent workers and employers most, to adopt and develop a national compatible policy in the field of workers health safety

and work environment and to review this policy periodically.

The Occupational Health Services Convention No. 161 dealt with the promotion of physical and mental health for all workers to maintain a safe working environment and adequate health through preventive services; within a framework of a coherent national policy in consultation with the most representative organizations of employers. Sections of occupational health may be regulated either in the form of one department serving a single institution or in the form of a joint department serving several organizations together. These sections may be organized by institutions, groups of institutions, Governments, the Social Security institutions or any other authorized body to undertake this action. Both employers and workers, and their representatives to cooperate and participate in the operation thereof, these departments are to provide advices in this regard and encourage the work adaptation by the workers and the education and training of those workers; and also, to provide first aid and participate in the analysis of the causes of work accidents and occupational diseases, and contribute to the activities of vocational rehabilitation. These sections are to cooperate with other departments in the organization and with other departments to provide health services. Workers in these departments must be adequately qualified, perform their work independently and professionally, may not be charged with

verifying the validity of the reasons of absence; overseeing the health of workers in relation to work must be free of charge and as far as possible during the working hours. The Convention on Safety and Health in Construction No. 167 focused on the development and implementation of laws or regulations that ensure the safety and health of construction workers; the convention refers to measures to ensure cooperation between the employers and the workers and obligates the employers and the self-employed to commit themselves to safety and health measures as determined in the workplace. The convention also confers the responsibility of coordinating safety and health measures to the main contractor where two or more employers exist at the same site. The national laws or regulations, workers have the right and the duty to participate in ensuring safe working conditions, including the appropriate care for their safety, health and the health of others, as well as their use of individual protective equipment and to inform the supervisor immediately of any situation which they believe could contain a danger which they can not address by their own. The Convention on Safety in the use of Chemicals No. 170, stressed the need to develop and implement a policy in the field of safety in the use of chemicals at work to protect workers and the surrounding environment from the harmful effects of hazardous chemicals. This convention applies to all branches of economic activity

involving the use of chemicals with some exceptions allowing some institutions or products of special and substantial nature and cases where the public protection is not less than those resulting from the application of the provisions of the Convention. The Convention requires each state to adopt in consultation with the most representative organizations of employers and workers the development and implementation of a policy in the field of safety in the use of chemicals in the work, such policy to be reviewed periodically. The Convention gives governments the right to prohibit or restrict the use of these materials; it also stipulates the need for applying specific and appropriate regulations and standards for the classification of chemicals according to its type and its hazardous degree, and the importance of labeling explaining the identity of these materials, and the provision of chemical safety data for employers regarding hazardous chemicals. The Convention on the Prevention of Major Industrial Accidents No. 174 focused on the development and implementation of a national policy regarding the protection of workers from the risks of major accidents, taking into account the effects on the public and the environment. This Convention aimed at preventing major industrial accidents, as well as the reduction of accidents resulting from the use of hazardous chemicals and the reduction of their effects in the event they occur. The Convention applies to all firms with the

exception of major nuclear installations and plants processing radioactive substances who have their own criteria. The Convention specifies the responsibilities of employers, which include identification of any major facility subject to them in accordance with the system approved by the competent authority for determining the facility based on the list of hazardous substances or categories of these materials, or both. Upon identifying the installations of major risks, employers notify the competent authority of the installations they determine within a specified time limit in the case of existing installations or before operation in the event of the new installations. After the notification, employers develop and maintain a documented system to combat major risks at each major risk installation. There are, however, other conventions of less importance than the above mentioned conventions such as Convention No. 119 regarding the prevention of machinery dangers, and Convention No. 120 regarding the healthy rules in trade and offices and Convention No. 124 regarding the medical examination of juveniles (underground work).

Conformity of Jordanian legislations with international standards in the field of occupational health and safety:

At first, it should be pointed out that Jordan, at the time of preparation of this report, has not ratified the basic conventions related to occupational health and safety which are:

the Convention on Occupational Safety and Health No. 155, the Occupational Health Services Convention No. 161 and the Convention on Safety in the use of Chemicals No. 170. Jordan, however, has ratified the other three conventions, namely: Convention No. 119 regarding the prevention of machinery dangers, and Convention No. 120 regarding the healthy rules in trade and offices and Convention No. 124 regarding the medical examination of juveniles (underground work).

It may be argued, as well, that the occupational health and safety criteria in the Jordanian Labor Law and the other Jordanian relevant regulations, instructions and decisions do relatively and partially meet the contents of the international standards contained in ILO conventions. In terms of application, the reality is completely different, as there is major absence of application of the criteria and conditions of occupational health and safety in the majority of business in Jordan, especially small and medium sized enterprise. In the following section, the major features of the application of conditions of occupational health and safety in Jordan will be reviewed.

Actual status of occupational health and safety:

Upon the rounds and interviews conducted by the report team, and the available data at Phenix Center for Studies and Jordan Labor Watch, variation is noticed in the levels of

application of standards of occupational health and safety stipulated in the relevant Jordanian legislations (laws, regulations, instructions and decisions) in the business institutions in Jordan, whether the work sites belong to the public or the private sectors. The weak application of these standards increases in the private sector in comparison with the public sector, and weakens in the small and medium sized business enterprises in comparison with the big business enterprises.

During the preparation of this report, the team observed the low levels of application of conditions of occupational health and safety in the industrial sector (transformative industries). On the one side, it was found that irregularities increased in the chemical industries sector whereby many of the business enterprises do not adhere to providing general safety tools for workers, and on the other side, the report team noted the weak education and awareness by the workers of the importance of the commitment to occupational health and safety conditions provided by the institution where they are employed.

It is known, however, that the work environment in the chemical industries is hazardous, with frequent toxic fumes and gases which pose a threat to the health of workers and cause diseases in respiratory organs and skin. It was also noted that workers in the fuel sector (petrol supply stations) were significantly exposed to volatile fumes and gases and their

institutions do not provide them with general safety tools which is considered a clear violation to the Labor Law and its regulations, in particular article 78 thereof. It was also noted that some institutions provide supplies for general safety, but these supplies do not conform with the international specifications and standards. Some institutions even do not provide full protection for the workers, whereas the chemical sector is one of the most sensitive sectors and the occupational safety tools must conform with international specifications and standards.

It was also noted that in the clothing, spinning and weaving industries sector, especially in large enterprises operating in the Qualified Industrial Zones (QIZ) that the commitment in occupational health and safety was relative in the work places. Many of the workers in this sector reported that they did not receive any instructions and training on dangers of the jobs they work in and how to deal with it, which exposes them to many risks and is a violation of the provisions of the Labor Law which requires the employer to inform the worker before starting his work of the dangers of his profession and the precautions of prevention which he should take; the employer is even required to hang in an visible place the instructions and guidance clarifying the risks of the profession and means of prevention and in accordance with regulations and decisions issued in this regard, as well as to provide the means

and equipment for medical emergency for the workers in the institution.

In the electricity sector, which is the most dangerous, the level of availability of health and safety conditions varies from one company to the other, but even in large companies there is a decline in the level of the application of conditions of occupational health and safety over the past years, especially in the departments and divisions that deal directly with electricity; in small and medium size institutions, however, which operate in the field of electric wiring, there are no figures in this regard; according to the team views the level of application of occupational health and safety is very modest.

The same variation in the level of application of occupational health and safety conditions applies on the mining sector; while these conditions are effectively applied in the Industrial Complex in Aqaba, the level of application is weak in the phosphate mines, this may be referred to many reasons: availability of the occupational health and safety conditions on the one side, the extent of use thereof by the staff and the administration not insisting on its use by the staff on the other side.

In the agricultural sector, the majority of workers do not use methods of occupational health and safety, including those workers spraying pesticides. Cases of dyspnea and sun stroke were recorded in hundreds of workers in this sector.

In the services sector, which is considered

the largest economic sector in Jordan, a very divers sector in terms of professions, therefore, it will be discussed in sub- sectors and professions which we believe is most subject to dangers during the work.

In the health services sector in general, there is also variation in the level of use of methods of occupational health and safety to protect the workers in the sector; whereas in hospitals, regardless of its ownership (government, armed forces or private sector), a good level of applying the occupational health and safety conditions was noted by those providing direct health services, while a remarkable decline was noted in applying standards of protection for workers in health centers, clinics and private doctors specially in the private sector.

In the health services support sector, many of the workers in this sector are exposed to multiple dangers; the most important danger is infection and transmission of communicable and transmitted diseases. It was noted that workers in this sector are not vaccinated and immunized against some serious diseases; it was also noted that the majority of workers in the health services support sector suffer from the lack of occupational health and safety conditions in their work place, despite the fact that they work in hazardous occupations, as they deal with patients, medical remnants, medical analysis laboratories, human tissues and collection of waste of various kinds, which exposes this category of workers to occupational and health risks.

This is considered a violation of the provisions of Article (78) of the Jordanian Labor Law which requires to employer to provide the necessary precautions and measures to protect the workers from dangers and diseases that may result from the work and equipment used therein, and requires the employer as well to provide personal protection and prevention for the workers of job hazards and occupational diseases such as clothing, glasses, gloves, shoes etc., and to guide them on the way how to use, maintain and clean them.

The day laborers working in the public sector face many occupational dangers because of the significant weakness in the application of standards and conditions of occupational health and safety as stipulated in the labor law and relevant regulations. For example, many cases were recorded that workers were loaded and transported from a work place to another using unsafe and inappropriate transportation means like the dumper trucks which is to be used in rubble transportation, some of it is used to transport asphalt which poses a danger to the lives of workers, this happens in most of the projects of the Ministry of Public Works and Housing. One case of death was recorded due to the use of this transportation means.

Some work places do not have a first aid tools necessary to provide first aid when needed, especially in the work places where incidence of injuries is high, such as nurseries and places of public works.

The workers in the construction sector are not in a better position than those working in other economic sectors; the degree of commitment by their institutions to standards and conditions of occupational health and safety varies; this variation is referred to the nature of the institution where they work. Whereas major institutions apply a reasonable level of standards and conditions of occupational health and safety, in terms of the provision of clothing, work tools and necessary equipment for their protection of any possible injuries during the work. The medium and small size institutions, projects and workshops apply a very modest level of standards and conditions of occupational health and safety which is causing a lot of work injuries in this sector.

It was noted during the preparation of this report that in most of the work sites, no means of prevention and occupational safety for workers were available, which increases the rates of work injuries in this sector due to its difficulty in comparison with other economic sectors. Many engineers and workers in the building and construction projects pointed out that accidents and work related injuries occur on daily basis in these projects. A quick review of many of press reports, we note that the number of work related injuries in this sector is relatively high in comparison with other sectors.

In the sector of workers in the ports, it was also noted that there is a clear variation

in the levels of application of standards and conditions of occupational health and safety in companies operation in the ports of Aqaba; while we note a good commitment by the Container Port Company and the Aqaba Marine Services in applying the criteria and conditions of occupational safety in accordance with the provisions of the Jordanian legislations and the standards stipulated in the charters of the ILO related to work in ports, we found that the level of commitment to the application of these standards is very weak in the Ports Corporation, despite the fact that they deal with hazardous materials such as oil and phosphate. It is noted that work-related injuries and cases of death increased during the last five years in the Ports Corporation, whereby an average of one case of death occurs every year. All deaths were the result of lack of access to occupational health and safety means or the inability to use them by the workers themselves.

Workers in the artisan sector are most vulnerable to accidents and work-related injuries. Artisan occupations refer to shops of blacksmithing, carpentry, maintenance and mechanics of different types. During the rounds of the report team, the significant absence of the conditions of occupational health and safety was noted in the majority of workers in these sectors.

Work Injures and Accidents:

There are two levels to talk about work-related injuries in Jordan; the first is the

statistical figures produced by the Social Security Corporation, and the second is the statistical figures produced by the Ministry of Labor. These types of figures probably do not reflect the real volume of work injuries which take place in the labor market; both statistical figures are usually different from each other, as the numbers of the Social Security Corporation is limited to personnel participated in the Corporation who make up 55-60% of the workers in Jordan; while the figures of the ministry of labor is assumed to cover all workers in Jordan regardless of whether they were participated in the Social Security Corporation or not.

Figures of the Social Security Corporation for the past five years indicate that the index of work-related injuries per thousand workers is in steady decline. While this index recorded 2.5 per thousand in 2005, it dropped to 2.0 per thousand in 2010, which is a positive trend. The table below shows these injuries.

This positive trend for the index of work-related injuries according to the Social Security Corporation, however, conflicts with statements of the Inspection Directorate of the Ministry of Labor, as their statistics point to the increase in the total accidents and work-related injuries in 2010 to 20,000 work injuries, 100 deaths, and 1,500 cases of total disability causing the national economy a loss of up to 80 million Jordanian dinars.

Table: Index of work-related injuries by the Social Security Corporation

Year	2006	2007	2008	2009	2010
No. of social security participation	662000	724000	788000	825000	880000
Number of injuries	16640	17385	18383	16606	17261
Injuries index for each 1000 workers	2.5	2.4	2.3	2.0	2.0

The report team feels that the number of injuries and work accidents exceeds the above figures, whether those of the Social Security Corporation or the Ministry of Labor. This is referred to many reasons: mainly employers who avoid declaring injuries that occur in their institutions to avoid bearing the cost of penalties for non-compliance by the conditions of public health and safety. Also there are tens of thousands of workers employed in small enterprises and handicrafts in the informal sector, and they usually do not report the work-related injuries.

According to the detailed statistics of the Social Security Corporation for 2010 which is the only available statistic, 41% of the work-related injuries occur in the transformative industries sector, followed by the retail sector at 11.9%, the construction sector at 11.7%, the tourism sector at 9.4%, electricity, gas and water supplies sector at 3.6%, transport, storage and communications at 3.2%; the rest of injuries are distributed to the remaining economic sectors.

With regard to the type of work-related

injuries and accidents, trauma were the highest proportion at 32.96%, followed by cuts at 26.5%, fractures by 11.1%, Onyx, dislocations and sprains at 7.8% and the rest: strange bodies in the eye, effects of the electrical current, shocks and strikes of internal organs, amputation, eradication and poisoning.

As for the causes of work-related injuries and accidents for 2010, the highest percentage was related to "falling objects" at 44.1%, followed by chemicals at 27.6%, machinery at 12.1%, means of transport and lifting equipment at 7.5% and the rest were distributed among other reasons: tools of handcraft, "walk on objects and collide with them", and fall-off of people.

Work related injuries represent a waste of local human and financial resources for consequences of responsibilities and obligations borne by the state institutions for the treatment and the social and psychological rehabilitation of the injured and the creation of new job opportunities for them to suite their health and psychological situation.

Conclusions and Recommendations:

In conclusion, it may be noted that Jordan at the legislative level is relatively committed to a the majority of the standards contained in the international conventions related to occupational health and safety, although it has not ratified the basic ILO conventions related to occupational health and safety. The level of application of the contents of these standards, conventions and legislations on the ground is modest due to many reasons, most notably: lack of awareness and interest of the majority of employers to apply the conditions of occupational health and safety as well as lack of theoretical and practicable training of workers on the importance of using methods and tools of occupational health and safety, in addition to the weak monitoring by the relevant government agencies on the implementation of conditions of occupational health and safety in all large, medium and small enterprises. According to above details, this report proposes a set of recommendations that, if adopted, would improve the business environment in Jordan to become a safe working environment:

1. Increase public awareness among workers and in particular in areas of intense work-related injuries, particularly the sectors of transformative industries, chemicals, construction and electricity.
2. Impose tougher sanctions in the Jordanian legislations on businesses who are not committed by the conditions of the occupational health and safety.
3. Upgrade of management within the businesses towards increasing its interest in applying modern methods of occupational health and safety.
4. Increase the number of inspectors of the Ministry of Labor and the Social Security Corporation and upgrade their skills in the field of inspection of standards of occupational health and safety in enterprises operating in Jordan.
5. Intensify the control, follow up and inspection efforts to demand gas stations to use the tools of occupational health and safety, such as the use of special masks to reduce the effects of fumes.
6. Allocate a portion of corporate profits to be spent on programs of occupational health and safety.
7. Ratification of ILO conventions related to occupational health and safety: The Occupational Safety and Health Convention No. 155, the Occupational Health Services Convention No. 161 and the Convention on Safety in the use of Chemicals No. 170