

The Social Security Law

Law No.(19) for the year 2001

(Draft)

Secure.. your future



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Secure.. your future



His Majesty King Abdullah II Bin Al Hussein

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We, Abdullah II Bin Al-Hussein, King of the Hashemite Kingdom of Jordan, under Article (31) of the Constitution, and based on what have been decided by the Upper and Lower Houses of Parliament, hereby endorse the following Law and order that it be issued and added to the laws of the State:

Law No. (19), for the year 2001
Social Security Law



CHAPTER ONE

Definitions And Scope Of Application

Article 1

This Law shall be cited “The Social Security Law for the year 2001” and shall come into force as from the date of its publication in the Official Gazette.

Article 2

The following words and expressions, wherever they are mentioned in this Law shall have the meanings hereafter assigned thereto, unless the context requires otherwise:

The Minister: The Minister of Labour.

SSC: The Social Security Corporation.

The Board: SSC Board of Directors.

The Director General: SSC Director General

Insurance or Insurances: The insurances covered by the provisions of this Law.

Employer: Any individual or juristic entity employing one labourer or more, governed by the provisions of this Law.

The Insured: The labourer to whom the provisions of this Law apply.

Work injury: The infliction of one of the occupational diseases indicated in Table No.(1) attached hereto, or any other diseases which the Board decides to be added to that table upon a recommendation by the medical reference, or the injury caused by an accident to the insured during the performance of his/her job, or because of it, including every accident that may happen to him/her during his/her way to and from work, provided that he/she is going to the work site and coming back from it.



Total work injury disability: Every disability caused by a work injury which prevents the insured totally and permanently from practicing any profession or paid employment.

Natural Permanent Total Disability: The disability which is not caused by a work injury, and which permanently and totally prevents the insured from practicing any profession or paid employment.

Natural Permanent Partial Disability: The disability which is not caused by a work injury and which is irrecoverable, that makes the insured lose the ability to practice his/her original profession, but does not prevent him/her from practicing any other paid employment.

The Medical Reference: The medical committee or committees assigned by the Board.

Disability Pension: The pension allocated to the insured due to a permanent disability, whether natural or caused by a work injury, as prescribed in this Law.

The Wage: The in-cash or in-kind remunerations received by the insured in return for his/her work according to the provisions of the Labour Law in force.

The Beneficiaries: The dependants of the family of the insured as specified in this Law.

Statutory Age: Reaching the age of 60 for males and 55 for females.



Article 3

- A. This Law includes the following insurances:
1. Insurance against work injuries and occupational diseases.
 2. Insurance against old age, disability and death.
 3. Insurance against temporary disability due to sickness or maternity.
 4. Health insurance for the worker and the beneficiaries.
 5. Family allowances.
 6. Insurance against unemployment.
- B. The insurances set forth in items (1) & (2) of sub-paragraph (a) of this article are applicable to labourers governed by the valid Labour Law, and the Civil Servants who are not subject to the provisions of the Civil Pension Law and Military Pension Law, provided that the Council of Ministers, upon recommendation of the Board, shall determine the categories covered by such insurances, their areas of application, phases, and the commencement date for applying this Law in each one of such phases.

Article 4

- A. The provisions of this Law are applicable to all labourers who are not under sixteen years of age without any discrimination as to nationality, and regardless of the duration or form of contract, the nature and amount of wage, and whether the work is to be performed mainly inside or outside the Kingdom, without prejudice to the rules of international agreements regulating the rules of dual coverage.
- B. The provisions of this Law shall not apply to the following categories:
1. Public employees subject to the provisions of the pension laws in force.
 2. The foreign employees employed by the international, political or military foreign missions.
 3. The labourers whose relationship with the employer is irregular. The Board shall decide terms and conditions that govern considering the work relationship to be regular.
- C. Considering the provisions of article (6) hereof, application of insurance on the following categories of labourers shall be suspended, until the Council of Ministers upon a recommendation from the Board shall decide their application:



1. The labourers employed in agricultural, forest or pasturage works, except for those working on mechanical machines used in such works, permanent irrigation works, or those employed by the government or the public institutions belonging thereto.
2. Sailors and fishermen.
3. Housemaids and the like.

Article 5

- A. The provisions of this Law related to the insurance against work injuries and occupational diseases are applicable to the apprentice labourers less than 16 years of age in accordance with the instructions issued by the Board in this respect.
- B. If an apprentice labourer becomes totally disabled due to a work injury, or if he/she passes away due to a work injury, he/she shall be entitled to a monthly pension equivalent to the minimum stipulated disability or old age pension.
- C. If the apprentice labourer becomes partially disabled due to a work injury, he/she shall be entitled to a compensation equivalent to the proportion of such disability to the pension aforementioned in sub-paragraph (b) of this article for thirty six months.
- D. The definition of (The insured) indicated in article (2) hereof applies to the apprentice labourer who has completed 16 years of age.

Article 6

Subject to the provisions of sub-paragraph (b) of article (3) of this Law:

The application of any of the insurances mentioned in sub-paragraph (a) of article (3) of this Law shall be implemented on phases, by a resolution adopted by the Council of Ministers, upon a recommendation of the Board, provided that the following are specified in such resolution:

- A. Enforcing the implementation of the first phase and any other subsequent phases.
- B. Areas and locations of insurance application in the first phase and any other subsequent phase.
- C. The categories of employers and employees who are committed to the insurance in the first phase and any subsequent phase.



Article 7

Insurance with the SSC shall be compulsory for the employers and the employees, and the insured shall not bear any share of insurance expenses unless it is specifically stated herein.

Article 8

The Jordanian labourer who works for an employer or is being self-employed, whether residing inside the Kingdom or abroad, or the Jordanian insured person who becomes uncovered by the provisions of this law shall have the right to continue voluntarily to be covered under the insurance against old age, disability and death, provided that he/she shall pay in full the contributions due from the employer and the insured, in accordance with the regulations decided by the Board.



CHAPTER TWO

Administrative Structure of SSC

Article 9

- A. In accordance with the provisions of this Law, an institution called “The Social Security Corporation” shall be established and shall have a juristic personality and financial and administrative independence. It may carry out all legal dispositions and conclude contracts, including the right of litigation and the right of acquisition of movable and immovable properties and the investment thereof; and also, the right to accept grants, subsidies, donations, wills and loans, and undertaking the legal proceedings and assigning for this purpose the Civil Attorney General or any other attorney to act on its behalf.
- B. The headquarters of SSC shall be located in Amman, and it may establish branches and offices both within and outside the Kingdom.

Article 10

- A. SSC shall have a Board of Directors to be formed as follows:
- | | |
|--|-----------------------------|
| 1. The Minister | Chairman |
| 2. The Director General | Member and
Vice Chairman |
| 3. The Secretary-General of the Ministry of Labour | Member |
| 4. The Secretary-General of the Ministry of Health | Member |
| 5. Deputy Governor of the Central Bank | Member |
| 6. The Secretary-General of the Ministry of Finance | Member |
| 7. The Secretary-General of the Ministry of Industry
and Trade | Member |
| 8. Four members representing labourers to be selected by the General Federation of Labour
Unions. | |
| 9. Four members representing employers, two of them to be selected by the Chamber of
Industry or by the Union of Chambers of Industry (When/if the latter is established) while
the other two to be selected by the Union of Chambers of Commerce. | |
- B. The membership period of the members provided for in items (8) and (9) of sub-paragraph (A) of this Article shall be for two years, and the membership of any of them may not be renewed for more than two consecutive times. The membership of any of them shall be deemed lost upon a decision from the Board, in any of the following cases:



1. If he fails to attend three consecutive ordinary meetings without a legitimate excuse.
2. If he loses his capacity, as an employee or an employer, for which he was appointed in the Board.
3. If convicted of any crime or offence against honour or rules of good conduct.
4. If he becomes unable to carry out his duties as a member for a period of six consecutive months.
5. If he is declared bankrupt.

Article 11

- A. The Board shall hold its meetings at least once a month at the request of the chairman. Extraordinary meetings may be held as the chairman of the Board deems necessary, or upon a request presented by at least four members, stating the reasons for the meeting and the matters to be discussed.
- B. The Board meeting shall be legal if attended by no less than two-thirds of its members, including the chairman or his deputy. Resolutions shall be adopted unanimously or by at least the majority votes of those present. If votes are equal, the side on which the chairman has cast his vote shall prevail.
- C. The Board may invite one or more specialized experts to participate in the meeting without having the right to vote.
- D. A gratuity for the chairman and members of the Board shall be determined by a decision of the Council of Ministers upon a recommendation of the Minister.

Article 12

The Board shall be responsible for the management of SSC affairs, and the supervision of its activities, and shall for this purpose, be vested with all necessary powers and duties including:

- A. Laying down SSC's general policy.
- B. Approving the annual budget of SSC and specifying ways of expenditure and allocating the required sums for each.
- C. Approving the final annual sheet, balance sheet, and the annual general account for revenues and expenses.



- D. Setting up the general plan for the investment of SSC funds.
- E. Drafting the necessary regulations and proposing the legislations relating to social security.
- F. Issuing executive and regulatory internal, financial, administrative, and technical instructions for SSC to ensure the fulfillment of its objectives.
- G. Suggesting the necessary recommendations that shall be submitted to the Minister who, in return, shall present them to the Council of Ministers for approval.
- H. Appointing experts (actuaries) for examining and determining SSC's financial position.
- I. Appointing auditors or insurance experts to audit SSC's accounts, and to examine its financial position.
- J. Determining the organizational chart, job descriptions, duties and responsibilities at SSC.
- K. Appointing a delegate to sign in the financial, legal and administrative matters on its behalf.
- L. Appointing permanent and temporary committees and defining their missions, authorities and remunerations.

Article 13

The Director General shall be appointed, and his salary determined by a resolution of the Council of Ministers upon a recommendation of the Minister, and he shall assume the following duties and powers:

- A. The execution of the policy set by the Board and the implementation of its resolutions.
- B. The preparation of SSC's budget and its final accounts and presenting them to the Board within a maximum period of three months from the end of the financial year.
- C. Preparation of reports on SSC's activities relating to its financial position and presenting them to the Board, and following up SSC's activities.
- D. Supervision of SSC's employees and officials and managing all its sections.
- E. Any other authority delegated to him by the Board or entrusted to him in accordance with the regulations issued by virtue of this Law.



Article 14

The Board shall form a committee consisting of three of its members to be called "The Control Committee", one of whom shall be a representative of the labourers. Membership of the committee shall be for two years, and shall not be subject to renewal for more than two consecutive times. The committee shall be entrusted with the following powers and duties:

- A. Supervising the SSC's financial and investment activities, and auditing its financial reports including its final accounts, prior to presenting them to the Board.
- B. Examining the SSC's ledgers and accounts books, and advising on its financial systems, its general accounting plan, budget estimates, financial reports and the final annual balance sheet.
- C. Exercising any authority entrusted to it in accordance with the provisions of this Law, and the regulations and resolutions issued by virtue thereof.

Article 15

- A. SSC's financial position shall be examined at least once every five years under the supervision of one or more actuary experts.
- B. The examination of SSC's financial position shall include an estimation of the value of the outstanding liabilities. If a financial deficit is discovered, the government shall be responsible for settling it. Any amount paid by the government in this way shall be regarded as a debt owing from SSC to be settled from any surplus available in the succeeding years.
- C. The Council of Ministers may, upon a recommendation of the Board, decide to increase the contribution rates due from both the employer and the insured, or from either one, provided that the contribution rate of the employee to that of the employer shall not exceed what is provided for in this Law.



CHAPTER THREE

Financial Resources of SSC

Article 16

The financial resources of SSC shall comprise the following:

- A. The monthly contributions paid by the employers and the insured.
- B. Additional sums of money, fines and interests due as a result of delay in paying the contributions.
- C. Proceeds accruing from the investment of SSC funds.
- D. The loans advanced by the government to cover SSC's financial deficit.
- E. Grants, subsidies, donations, wills, loans and any other revenues accepted by the Board.

Article 17

- A. The contributions payable by the employer or deducted from the wages of the insured during one Gregorian year shall be calculated on the basis of the wages received for the month of January of every year.
- B. The first contribution of labourers who commence their work for the employer for the first time after the month of January shall be calculated on the basis of the full wage for the month in which they joined their work.
- C. The employer shall pay all the contributions due from him and the insured, and he shall be responsible for paying it monthly from the date the insured joins his service to the date he leaves it. A fraction of a month is to be considered a full month for the purpose of applying the provisions of this article. The employer is not obliged to pay the contributions for the period for which the insured is not entitled to wages, nor such a period should be deemed pensionable.
- D. The Board shall determine the rules governing the contributions of the insured in case of his being injured, seconded, delegated, or forwarded for a scientific scholarship or a study leave inside or outside the Kingdom, including the wage on which the contributions are paid, and whom, on his behalf, will be committed to pay the above said contributions.



Article 18

- A. The employer shall submit to SSC, on forms approved by the Board, detailed information concerning the names and wages of his labourers and apprentices, according to which the contributions shall be calculated. These lists must correspond with the account books and records kept by the employer in accordance with the Labour Law.
- B. If the account books and records specified in sub-paragraph (a) of this Article are not available with the employer, or if he submits inaccurate information, then the contributions shall be calculated as SSC considers suitable, which, thereupon the employer shall be under obligation to pay in accordance with the provisions of this Law.

Article 19

The employer shall pay to SSC the contributions deducted from the wages of his labourers and those due from him, within the first 15 days of the succeeding month after they fall due. In case of default, the employer shall pay (2%) interest per month on the delinquent contributions provided that the amount of such interest shall not exceed (12%) of the annual contributions.

Article 20

The employer who fails to deduct the contributions from all or some of his labourers, or fails to pay the contributions on the basis of the actual wages, shall pay an additional sum of (30%) of the contributions which he failed to pay, without prior warning or notice.

Article 21

- A. The employer shall provide SSC with a list of the names of his labourers whose services had been terminated, within thirty days from the date of termination of service for each one of them.
- B. Subject to the provisions of sub-paragraph (a) of this Article, the employer shall pay a delay fine equivalent to (10%) of the monthly contributions of each terminated employee for each month of delay in notifying SSC of the insured employees whose services were terminated. The fine amount shall be calculated for the period between the date of service termination and the date of notifying SSC.



Article 22

If it transpires to the Board that a force majeure or unforeseen circumstances precluded the employer from paying the contributions due, or from notifying SSC of the termination of services of the insured within the fixed periods, it may decide to exempt the employer from paying the additional sums and fines prescribed in articles (20 & 21) of this Law.

Article 23

If the employer assigns a contractor to execute the work, he shall notify SSC of the name and address of that contractor at least one week prior to commencing the work. The employer, the main contractor, and any other subcontractor are jointly responsible for the fulfillment of the obligations provided for in this Law.



CHAPTER FOUR

Insurance Against Work Injuries & Occupational Diseases

Article 24

- A. The financial resources for insurance against work injuries and occupational diseases include the following:
1. The monthly contributions paid by the employer at the rate of (2%) of the wages of the insured.
 2. The interests, fines and any additional sums entailed as a result of non-compliance with the provisions of this insurance.
 3. The proceeds of investment of the above mentioned resources.
- B. The Board may decide to reduce the contributions specified in item (1) of sub-paragraph (a) of this Article by a percentage of (50%) of its value. If the employer assumes responsibility of the medical treatment and payment of the daily allowance to the temporarily disabled labourer, according to the provisions of Article (29) of this Law, provided that the employer submits to SSC the documents required for this purpose.

Article 25

The benefits of this insurance shall include the following:

- A. Medical care necessitated by the condition of the injured.
- B. Daily allowances for temporary disability, if the injured is rendered disabled to work as a result of the accident, taking into account the provisions of Article (33) of this Law.
- C. Monthly pensions and the lump sum compensations.
- D. Survivors' pensions.
- E. Funeral expenses.



Article 26

Medical care shall include the following:

- A. The expenses of medical treatment and hospitalization, according to the instructions issued by the Board.
- B. The expenses of transferring the injured from his place of work or residence to the place appointed by SSC for his treatment according to the principles determined by the Board.
- C. The provision of rehabilitation services, including artificial limbs, whose type and quality shall be determined by the Board, based on the report of the medical reference.

Article 27

- A. The employer must transport the injured upon the occurrence of the accident to the place designated by SSC for treatment. The employer must also report to the police the injuries, which the Board determines that they should be reported within 24 hours according to the instructions issued in this respect.
- B. The employer shall be committed to notify SSC of the occurrence of the injury, in writing, within seven working days of the date of its occurrence.
- C. In case of delay by the employer in notifying the injury according to the provisions of sub-paragraph (b) of this Article, the employer shall pay to SSC (15%) of the treatment expenses of the injured, in addition to the full daily allowance paid by SSC according to sub-paragraph (a) of Article (29) hereof.
- D. The Board shall determine, upon the recommendation of the Director-General, the medical centers assigned to provide medical treatment to the insured.



Article 28

- A. SSC shall assume responsibility for the treatment of the injured until his recovery, or disability is confirmed by a decision of the medical reference according to the instructions issued by the Board in this respect.
- B. The medical reference may determine the need of the injured for treatment anew, if he suffers a retrogradation within six months of the date of stability of his case.

Article 29

- A. If the work injury prevents the insured from performing his work, SSC shall pay him, during the period of illness resulting from the injury, a daily allowance equivalent to (75%) of his daily wage, which was considered as a basis for the payment of the contributions, for the days during which the injured is under treatment at one of the SSC authorized treatment centers or which he spends at home according to the report of the medical reference.
- B. The payment of the daily allowance specified in sub-paragraph (a) of this Article shall continue throughout the period during which the injured is unable to resume his work, or until permanent disability is confirmed or death occurs. The conditions and date of payment of that allowance will be determined by a decision of the Director-General.
- C. The employer shall pay the wage for the day on which the accident occurred.

Article 30

- A. If the work injury results in total disability, the insured shall be entitled to a monthly pension equivalent to (75%) of the wage taken as the basis for calculating his contributions on the date of injury occurrence. Such pension will be increased by (25%) if the injured, upon presence before the medical reference for the first time, is in constant need for other's assistance to meet his daily requirements based on a report from the medical reference.
- B. If the work injury results in death of the insured, a survivors' pension will be decided to the beneficiaries at the rate of (60%) of his wage which was taken as a basis of payment of his contributions on the date of the injury occurrence.

Article 31

If the injury results in a permanent partial disability of no less than (30%), the injured shall be entitled to a monthly disability pension which shall be calculated on the basis of the proportion



of such disability to the total disability pensions due to work injury indicated in sub-paragraph (a) of Article (30) of this Law. This pension shall be due from the date of stability of the injured's case as determined by the medical reference.

Article 32

If the work injury results in a permanent partial disability of less than (30%), the injured shall be entitled to a lump sum compensation equivalent to the proportion of such disability to the amount payable for total disability for 36 months.

Article 33

- A. The injured's right in daily allowance and compensation provided for in Articles (29) & (32) of this Law shall be forfeited in any of the following cases:
1. If the injury was the result of a deliberate act of the injured.
 2. If the injury was due to being under the influence of alcohol, drugs, narcotics or any influences affecting the mental state.
 3. If the injured violates the abiding announced instructions relating to treatment or occupational health and safety instructions, and if this violation was a basic reason for the injury or was significant in its occurrence.
- B. The cases mentioned in sub-paragraph (a) of this article will be proved by the investigation carried out by SSC.
- C. The provisions of sub-paragraph (a) of this article shall not apply if the injury results in death of the injured, a permanent partial disability of no less than (30%), or total disability of the injured.

Article 34

The percentage of the permanent disability resulted from the injury shall be adopted according to table No. (2) Annexed to this Law, based on a report from the medical reference. If the cause or the percentage of the disability is not listed in the above mentioned table, then the cause shall be determined and the percentage shall be estimated by the medical reference.



Article 35

If the injury recurs; the following rules shall be complied with in respect of the compensation or the disability pension that the insured will become entitled to:

- A. If the percentage of the total disability resulting from the present injury and from the previous injuries is less than (30%), the injured shall be paid a compensation based on the percentage of the disability resulting from the latter injury alone; and the compensation in this case will be calculated on the basis of the average wage for the last year, according to the provisions of article (32) of this Law.
- B. If the percentage of the total disability arising from the present injury and from the previous injuries amounts to (30%) or more, then a disability pension shall be calculated as follows:
 1. If the injured has already obtained a compensation for his previous injury, his disability pension will be calculated on the basis of the percentage of his disability resulting from all of his injuries to his average wage for the last year, at the time the last injury occurred.
 2. If the injured is being accorded a disability pension, then, the new disability pension shall be calculated on the basis of the percentage of the disability arising from all of his injuries to his average wage for the last year, provided that the new disability pension shall not be less than the disability pension he was accorded prior to the occurrence of the last injury.
- C.
 1. Both SSC and the injured, who has been accorded a permanent partial disability pension, may request a medical re-examination once every six months during the two years following the date the disability was confirmed.
 2. If upon medical re-examination and upon the report of the medical reference during the two years mentioned in item (1), the percentage of the disability has become less than (30%), then the payment of disability pension shall be completely suspended, and the injured shall be granted a compensation as specified in Article (32) of this Law for the difference between the percentage of the disability arising after re-examination and the percentage of the total disability arising from his last injury or all of his injuries.
 3. If upon medical re-examination according to the report of the medical reference, the percentage of the disability has become more than it was before, then the disability pension shall be increased according to the provisions of article (31) of this Law, effective as from the first day of the succeeding month of the date of re-examination.



- D. 1. The payment of disability pension shall be suspended if the injured fails to appear for the medical re-examination.
2. If the injured undergoes a re-examination during the six months following the date fixed for it, with a legitimate excuse, his rights will be settled according to the result of the examination effective from the date which was previously fixed for performing the medical examination.
3. If the injured undergoes a medical re-examination within the six months following the date fixed for performing it, without a legitimate excuse, his rights will be settled according to the result of the examination effective from the date of performing the re-examination.
4. The right of the injured to disability pension shall be completely forfeited, if he fails to appear for re-examination within a six-month period from the date fixed thereof.

Article 36

With due observance to what is prescribed in any other law or legislation, neither the injured, nor his survivors or the beneficiaries shall be entitled to claim any compensations related to work injuries other than what is specified in this Law, unless the injury was the result of a serious error on the part of the employer.

Article 37

- A. SSC and the insured may both object to the decisions issued by the medical reference before an appeal committee or more formed by the Board.
- B. The following decisions issued by the medical reference may be objected before the Appeal Committee:
 1. A decision determining the percentage of work injury disability.
 2. A decision of stability of the condition of the injured at the end of medical treatment.
 3. A decision concerning the period of sick-leave.
 4. A decision that the insured is not being affected by an occupational disease.
- C. The objection shall be submitted within fourteen days from the date of being notified of the decision of the medical reference, provided that the objection shall be attached with the necessary documents. No documents submitted after this date will be accepted.
- D. The Board will issue the executive instructions for organizing the work of this committee, including its presidency and determining the remunerations of its members.



Article 38

SSC will be committed to the insurance rights provided for in this Law if symptoms of an occupational disease appear on the insured during the two Gregorian years following the date of termination of his service, notwithstanding the fact that he was working in an industry which may not cause such a disease.

Article 39

The wage and the work injury disability pension specified in accordance with the provisions of this Law, may be combined.



CHAPTER FIVE

Insurance Against Old-Age, Disability & Death

Article 40

- A. The financial resources for the insurance against old-age, disability and death shall consist of the following:
1. The monthly contributions paid by the employer at the rate of (9%) of the wages of his labourers.
 2. The monthly contributions deducted by the employer at the rate of (5.5%) from the wages of his labourers.
 3. The sums paid by the insured for the inclusion of the previous periods of service during which he wasn't subject to the Social Security Law.
 4. Interests, fines and additional sums resulting from not complying with the provisions of this insurance.
 5. The proceeds of investing the funds generated from these resources.
- B. SSC may apply complementary pension schemes under certain regulations issued by the Council of Ministers in this respect, based on a recommendation by the Board.

Article 41

Old-age pension may become due when the insured male reaches (60) years of age, and the insured female reaches the age of (55). Age shall be verified by an official birth certificate or any other official document issued by the competent authority when the insured subscribes to the insurance. Any change that may occur to the date of birth thereafter shall be disregarded.

Article 42

The insured shall become entitled to an old-age pension if he reaches the statutory age and has (180) months of contribution out of which (60) in minimum are actual contributions.



Article 43

- A. The insured may continue his work or take a new other job after reaching the statutory age, and until the age of (65) for the insured male, and the age of (60) for the insured female. In this case, the insured shall be included in both insurance against work injury and occupational diseases, and insurance against old-age, disability and death.
- B.
 - 1. The old-age pension shall be calculated at the rate of (1/40) of the average monthly wage, which was taken as the basis for the payment of the contributions during the last twenty four months of contributions for each year of the contribution period, up to a maximum of (75%) of that average.
 - 2. The provisions of item (1) of this sub-paragraph shall apply to the pension allocated before the enforcement of the provisions of this Law.
- C. Old-age pension shall be increased by (10%) for the first dependant, and (5%) for each of the second and third dependents supported by the insured, provided that the conditions related to the support and its circumstances shall be determined by instructions issued by the Board for this purpose.
- D. At calculating the pension, it shall be taken into consideration that the wage of the insured at the end of the last sixty months of contribution of his service shall not increase by more than (60%) or decrease than 20% of his wage at the beginning of his service, provided that such increase or decrease shall be excluded from the average wage on which the pension was calculated.
- E. Excluded from the provisions of sub-paragraph (d) of this Article are the insured persons working at the public sector or the public shareholding companies, or whose salaries are fixed in accordance with collective agreements issued under the Labour Law in force.

Article 44

- A. Upon request of the insured, SSC shall allocate for him a pension (an early retirement pension) if his service is terminated for any reason, provided that his contribution period in the insurance amounts to (216) actual contributions and he has reached the age of (45).



- B. The pension allocated according to the provisions of sub-paragraph (a) of this article shall be reduced as follows:
1. If the age of the insured is between (45) and (46) years, the pension shall be reduced by (18%).
 2. If the age of the insured is between (46) and (47) years, the pension shall be reduced by (16%).
 3. If the age of the insured is between (47) and (48) years, the pension shall be reduced by (14%).
 4. If the age of the insured is between (48) and (49) years, the pension shall be reduced by (12%).
 5. If the age of the insured is between (49) and (50) years, the pension shall be reduced by (10%).
 6. If the age of the insured is between (50) and (51) years, the pension shall be reduced by (9%).
 7. If the age of the insured is between (51) and (52) years, the pension shall be reduced by (8%).
 8. If the age of the insured is between (52) and (53) years, the pension shall be reduced by (7%).
 9. If the age of the insured is between (53) and (54) years, the pension shall be reduced by (6%).
 10. If the age of the insured is between (54) and (55) years, the pension shall be reduced by (5%).
 11. If the age of the insured is between (55) and (56) years, the pension shall be reduced by (4%).
 12. If the age of the insured is between (56) and (57) years, the pension shall be reduced by (3%).
 13. If the age of the insured is between (57) and (58) years, the pension shall be reduced by (2%).
 14. If the age of the insured is between (58) and (59) years, the pension shall be reduced by (1%).
- C. Upon request of the insured female, SSC shall allocate for her a pension (an early retirement pension) if her service was terminated for any reason, provided that her contribution period amounts to (180) actual contributions on condition that such pension shall be reduced according to the age of the insured female as follows:



1. If the age of the insured female is between (45) and (50) years, the pension shall be reduced by (10%).
 2. If the age of the insured female is between (50) and (54) years, the pension shall be reduced by (5%).
 3. If the age of the insured female is between (54) and (55) years, the pension shall not be reduced.
- D. The early retirement pension allocated for the insured according to the provisions of this article shall be due from the beginning of the month in which the insured requests the allocation of such pension, provided that he\she must submit his/her request after the end of the month in which his\her service was terminated.
- E. If the pensioner who has received an early retirement pension joins a job covered by the provisions of this Law, the period of his subsequent contributions shall be added to his previous contributions, and his rights shall be settled according to the provisions of this Law.

Article 45

If service of the insured comes to an end before reaching the age of (60) years for males, and (55) for females, for any of the following reasons, a lump sum compensation shall be paid to him in accordance with the rules and rates appearing in this Article for each year of contribution to the insurance:

- A. If the insured ceases to be subject to the provisions of this Law before reaching the statutory age for retirement, he shall be paid a lump sum compensation for each year of his contribution period, according to the following rates, provided that the contribution period is not less than twelve months:
1. (10%) of the average annual wage, if his contribution period in SSC is less than (60) months.
 2. (12%) of the average annual wage, if his contribution period in SSC is (60) months and less than (180) months.
 3. (15%) of the average annual wage, if his contribution period in SSC is not less than (180) months.
- B. The Board shall specify the principles, rules and the cases under which the insured shall cease to be subject to the provisions of this Law.



- C. The insured who has received his compensation under the provisions of this article and who returns to benefit from the provisions of this Law, may include the previous period of service by paying back to SSC the entire amount of lump sum compensation paid to him by SSC with the annual interest rate determined by the Board, upon a written request submitted by the insured, while he\she is being subject to the provisions of this Law.
- D. The married female employee who resigns from her work, or the insured who ceases permanently to be subject to the provisions of this Law, and the contribution period for either of them is at least (180) months, may choose between receiving the lump sum compensation stipulated in this article or receiving the old-age pension to be allocated when due.

Article 46

- A. The insured may apply in writing either directly to SSC or through his employer for the inclusion of previous periods of service prior to his contribution to the insurance, provided that he has not received a pension for such period under the provisions of the Civil Pension Law and the Military Pension Law, for the purpose of its inclusion in the retirement pension period, on condition that an additional sum shall be paid by him to SSC in accordance with table No. (3) annexed hereto, and calculated on the basis of his monthly wage at the date of submitting his request and it shall be paid to SSC according to the instructions issued by the Board.
- B. The Council of Ministers, upon a recommendation by the Board, may reconsider table No. (3) annexed hereto.

Article 47

- A. Survivor's pension shall be due if death related to natural causes occurs during the actual employment service of the insured, for which contributions are paid, provided that the insured has paid no less than (24) contributions, (12) of which are consecutive.
- B. Such survivor's pension shall be calculated as follows:
 - 1. (50%) of the average monthly wage which was taken as a basis for paying the contribution during the last (12) months.
 - 2. The pension mentioned in item (1) of this sub-paragraph shall be increased by (0.5%) for every year of contribution of the insured, if the period of his contribution amounts to at least (60) months, provided that this percentage shall be increased by (1%) if the period of his contribution amounts to at least (120) months.



3. The provisions of item (2) of this sub-paragraph shall apply to the pension allocated before the enforcement of the provisions of this Law.

Article 48

- A. The insured shall be entitled to a permanent total natural disability pension according to the following conditions:
 1. The confirmation of the disability by a decision of the medical reference.
 2. If his service is terminated for medical reasons, and he applies for allocating a permanent total natural disability pension before reaching the statutory age.
 3. His actual contributions shall be no less than (60), (36) of which are consecutive.
 4. The insured shall not be entitled to a total natural disability pension according to the provisions of this Law for the previous disability cases when he was not covered by the provisions of this Law.
- B.
 1. Total permanent natural disability pension shall be calculated at the rate of (50%) of the average monthly wage on the basis of which the last (36) contributions were paid.
 2. The pension indicated in item (1) of this sub-paragraph shall be increased by (0.5%) for each year of contribution of the insured if it amounts to at least (60) months of contribution, provided that this percentage shall be increased by (1%) if the period of his contribution amounts to at least (120) months. The provisions of this item shall apply to the disability pension allocated before the enforcement of the provisions of this Law.
 3. The disability pension shall be increased by (25%) if the insured is in need of someone to help him in his daily affairs, based on a report from the medical reference at first examination.
- C.
 1. A partial permanent natural disability pension shall be due according to the conditions mentioned in sub-paragraph (a) of this article.
 2. The partial permanent natural disability pension shall be calculated at the rate of (75%) of the total permanent natural disability pension.
 3. The partial disability pension indicated in item (2) of this sub-paragraph shall be increased by (0.5%) for each year of contribution of the insured if the period of his contribution amounts to at least (60) months, provided that this percentage shall be increased to become (1%) if the period of his contribution amounts to at least (120) months. The provisions of this item shall apply to the disability pension allocated before the enforcement of the provisions of this Law.



- D. SSC may request a medical re-examination at any time from the date of confirming the total permanent natural disability or the partial permanent natural disability during the two years following the date of establishing the disability. If the disability is not established based on a report from the medical reference, SSC may take the following actions:
1. Suspending the specified pension effective the beginning of the month following the date of issuing the decision of the medical reference, if the total permanent natural disability or the partial permanent natural disability is no more existing.
 2. Settling the rights to the total permanent natural disability pensioner according to the provisions of item (2) of sub-paragraph (c) of this article, effective the beginning of the month following the date of issuing the decision of the medical reference declaring nonexistence of the status of total disability and establishing the status of partial disability.
 3. Suspending the payment of the determined increase in the pension according to the provisions of item (3) of sub-paragraph (b) of this article effective the beginning of the month following the date of issuing the decision of the medical reference, if the total permanent natural disability pensioner is no more in need for someone to help him in his daily affairs.
- E. In case the total permanent natural disability pensioner rejoins a job covered by the provisions of this law, the period of his subsequent contribution shall be added to his previous contribution period, and his rights shall be settled in accordance with the provisions of this Law.

Article 49

Old age, disability and survivors' pensions shall be claimed for the entire month in which the employment has come to an end due to reaching retirement age, or the establishment of disability or the occurrence of death.

Article 50

Both SSC and the insured to whom a total permanent natural disability or partial permanent disability pension has been allocated, may have the right to object the decision of the total permanent natural disability or the permanent partial natural disability or the decision issued after the medical re-examination of the disability pensioner, in accordance with the provisions of article (37) hereof.



Article 51

If the employment of the insured comes to an end due to death or natural disability, or because of reaching old-age, without the completion of the conditions required for being entitled to an old age or survivors or disability pension, the insured or his beneficiaries, as the case may be, shall be granted a lump sum compensation at the rate of (15%) of the average monthly wage for the last (24) contributions or the average monthly wage multiplied by the months of contribution if the period of contribution is less than that.

Article 52

For the fulfillment of the objectives of this Law, beneficiaries shall mean the members of the family of the insured or the pensioner, as specified below, who satisfy the stipulations and conditions set forth herein:

- A. His widow.
- B. His children, brothers and sisters whom he supports.
- C. His daughters who are widowed or divorced.
- D. His parents.
- E. The husband of the deceased insured female (her widower).
- F. The embryo.

Article 53

- A. If the insured or pensioner dies, every beneficiary shall be paid his share from the pension in accordance with table (4) annexed hereto, starting the beginning of the month in which the death of the insured occurred or from the beginning of the month following the month in which the death of old age or disability pensioner occurred as the case may be.
- B. With due observance to article (54) of this Law, the provisions of sub-paragraph (a) of this article shall apply to the male children of the insured, and to any of his brothers who were supported by him, and whose ages do not exceed (18) Gregorian years at the time of his death, except in the following two cases:



1. If he is a student and until he reaches the age of (26) or completes his first university educational degree whichever comes first.
 2. If he is totally disabled, the pension shall continue to be paid to him until the disappearance of that disability, based on a report from the medical reference provided that he is re-examined every two years from the date of his entitlement for the pension.
- C. In all cases, the availability of entitlement conditions shall be considered upon death of the insured, the old age or disability pensioner.

Article 54

- A. The pension shall be paid to the widow of the insured, or the widow of the old age or disability pensioner, and to his unmarried, widowed or divorced daughters and sisters at the time of death.
- B. The pension for the widow, the daughter or the sister shall be suspended upon her marriage and resumed upon her divorce or widowhood.

Article 55

For the mother of the insured or old age or disability deceased pensioner to be entitled to receive her share of that pension, it is conditional that she is not married or get married to someone other than his father after the death of the insured or the old age or disability pensioner.

Article 56

- A. The husband shall be entitled to his share from his insured deceased wife if he is totally disabled and has no other private income equivalent to the share he is entitled to from the survivors' pension. If such income is less than what he is entitled to from that survivors' pension, the difference shall be made up for him, and the remainder shall be distributed among the other beneficiaries, excluding the husband, according to the shares listed in Table (4) annexed hereto.
- B. The survivors' pension shall be distributed to the beneficiaries except for the embryo, and the pension shall be re-distributed among them after his birth.



Article 57

- A. Payment to any of the beneficiaries mentioned in article (52) of this Law shall be suspended if he is being employed and his income is equivalent to or exceeds his share from the pension. If, however, his income from that work is less than his share of that pension, the difference shall be paid to him, provided that his allocated share shall be resumed in full, effective from the beginning of the month succeeding the month in which he left his work.
- B. The parents of the insured shall be excluded from the provisions of sub-paragraph (a) of this article.

Article 58

- A. It is permitted to combine pensions specified under the provisions of this Law, and any other retirement, disability, and old age pension under any other legislation.
- B. The pensioner entitled to two pensions or two disability pensions or an old age and disability pension has the right to combine both pensions, provided that their total does not exceed twice the minimum limit of the pension in accordance with the provisions of this Law. But, if any of the two pensions exceeds twice the minimum limit of the pension, he shall be paid the pension, which is greater.
- C. The partial permanent natural disability pensioner may combine between no more than half the stipulated minimum limit of pension and his income from the job covered by the provisions of this Law.
- D. The wife may combine between her old age or disability pension and her share in the survivors' pension due to her from her husband.
- E. The wife entitled to a share from the survivors' pension due to her from her husband, may combine between no more than the minimum limit specified for survivors' pension and her income from work.
- F. The beneficiary sons and daughters of the diseased old age or disability, or old age and disability pensioners, may combine between the share of any of them in the two pensions, provided that either share shall not exceed the minimum limit specified for the pension. If any of the pensions exceeds twice this limit, they shall be paid the share which is greater.
- G. The Council of Ministers may increase the amounts provided for in this article upon a recommendation by the Board.



Article 59

- A. It is not permitted to combine between a pension due under the provisions of this Law and the lump sum compensation specified in the insurance against old-age, disability and death.
- B. It is not permitted for the pensioner under the provisions of article (44) of this Law, to combine between this pension and his wage from a job covered by the provisions of this Law.
- C. It is not permitted for the total permanent natural disability pensioner to combine between this pension and his wage from any job covered by the provisions of this Law.

Article 60

The pensioner or any of his\her beneficiaries shall notify SSC of any alteration affecting the cause of their entitlement, within a month from the date of its occurrence, if such alteration will result in the suspension, discontinuance, or reduction of the pension. In all such cases, all the sums obtained by any of them from SSC, in an illegitimate way, in addition, to an additional sum to be specified by the Board in light of the prevailing market interest rates, shall be calculated from the date of receiving such sums to the date of their repayment to SSC.

Article 61

- A. In case the insured or the pensioner is considered missing, his beneficiaries prescribed in article (52) of this Law shall be paid an amount equivalent to the survivors' pension resulting from the death of the insured for natural causes, to be distributed in accordance with table No. (4) annexed to this Law effective from the date of his missing and until his appearance or the establishment of his death whether physically or legally.
- B. If the death of the missing person indicated in sub-paragraph (a) of this article was established physically or legally, the payments to the beneficiaries under this article shall be considered valid.
- C. If the missing person indicated in sub-paragraph (a) of this article reappears, and if the investigations performed by the competent authorities proved the following:
 - 1. That the missing was beyond the missed person's control, and he was unable to notify the employer, SSC, or his family of his place, then the payments made to the beneficiaries during the period of his missing under this article would be considered valid.



2. If the missing was due to reasons other than those mentioned in item (1) of this subparagraph, the payments made to the beneficiaries during the period of his missing under this article would be deemed a debt on the beneficiaries.

Article 62

The amount of the pension or the lump sum compensation shall be deemed definite and may not be objected before any administrative or judicial body after the lapse of two years from the date of allocating the pension or the lump sum compensation.

Article 63

- A. The minimum pension shall be determined by a decision from the Council of Ministers based on a recommendation by the Board. The Council of Ministers may raise the maximum or the minimum limit of the pension upon the recommendation of the Board.
- B. The Council of Ministers may raise the amount of pensions upon a recommendation by the Board.

Article 64

- A. SSC shall be responsible for the settlement of all the rights specified to the insured or the beneficiaries in accordance with the provisions of this Law even if the employer does not cover the employee with the insurance, in which case such rights shall be calculated on the basis of the period of service of the insured and the average wage, provided that the employee should notify SSC that the employer has not covered him\her with the insurance within a six-month period from the date he joined the work.
- B. If any dispute arises over the period of service of the insured or his wage, his rights shall be settled according to the provisions of this Law on the basis of the period of service or the wage not in dispute.
- C. In all cases, the rights of the insured or the beneficiaries shall be reconsidered by the issuance of a final court decision concerning the dispute referred to in sub-paragraph (b) of this article.
- D. SSC shall have the right to oblige the employer to bear all the amounts due from contributions, the additional sums, together with the interests and fines provided for in this Law.



Article 65

The amounts of money due to the insured or the beneficiaries under the provisions of this Law shall not be subject to attachment except for an alimony debt or a debt due to SSC and provided that such attachment shall not exceed one-fourth of those amounts, with priority given to the alimony debt.

Article 66

The pensions and lump sum compensations paid in accordance with the provisions of this Law shall be exempted from all taxes and fees.

Article 67

- A. The amounts of money due to SSC, in accordance with the provisions of this Law, shall be privileged over all funds of the debtors and shall have precedence over all such debts after the deduction of judicial expenses and the wages of the labourers. SSC has the right to collect these sums in accordance with the Law of Collecting State Funds in force. The Director-General shall practice the powers of the Minister of Finance and the Administrative Ruler according to that Law. The whole or a portion of these amounts may be paid in installments, according to the terms stipulated by the Board.
- B. SSC shall enjoy the exemptions and facilities granted to the ministries and the governmental departments.

Article 68

- A. The right of the insured or his beneficiaries to claim the amounts due in accordance with the provisions of this Law shall be barred after the lapse of five years from the date of maturity. Any measure taken by any official authority against SSC concerning the rights of the insured, or the beneficiaries, may interrupt the running of the period of prescription.
- B. The right of the employer to claim for reimbursement of money paid by him in excess of what is legally stipulated shall be barred after the lapse of five years from the date of payment of such money. However, the money due to SSC under this Law shall not be denied until the lapse of (15) years from the date of its maturity.



Article 69

If the assets of the employer are transferred in any way to others, the person to whom such assets are transferred shall be jointly and severally responsible with the previous employer for the settlement of all the liabilities of the previous employer to SSC, provided that the joint liability among the heirs, to whom the assets of the employer are transferred shall be within the limits of the share inherited by each one of them.

Article 70

- A. The Director-General or any SSC employee who is duly authorized by him in writing shall have the right to enter the work premises and to review all the documents, including the files and records showing the number of labourers in these premises, their wages, their sickness and work resumes and investigating any subject related to the implementation of the provisions of this Law, or violating any of its provisions.
- B. To achieve the purposes of the provisions of sub-paragraph (a) of this article, the Director-General and SSC employees shall have the capacity of the judicial police, and as such they may seek assistance of public security men and obtain copies of any documents and issue minute of the event, which may not be objected except in terms of forgery.

Article 71

- A. Anyone who delivers with ill-intent, false statements to procure for himself or for others, pensions or compensations by virtue of the provisions of this Law, without a legitimate cause, or to evade settlement of any of the rights due to SSC, shall be punished with imprisonment for a period not exceeding one month or with a fine not less than (JD 50) and not more than (JD 200) or with both such penalties.
- B. Any employer subject to the provisions of this Law shall be penalized with a fine of (JD 50) for each of his labourers for whom he failed to contribute to the insurance with SSC.
- C. Anyone who violates any of the provisions of this Law not mentioned in sub-paragraphs (a) & (b) of this article, shall be penalized with a fine of (JD 100).
- D. The court may not consider any of the assessed mitigating grounds upon issuing any of the punishments stipulated in this article.



Article 72

All the sums of money and fines imposed in accordance with the provisions of this Law shall revert to SSC.

Article 73

Except for what has been explicitly stipulated in this Law:

- A. The obligations of the employer in the insurance against old-age, disability and death, in accordance with this Law, shall replace the legal end of service remuneration, determined in accordance with the provisions of the Labour Law in force.
- B. It is the obligation of the employer to pay the end of service remuneration and any other rights due in accordance with any law, regulation or agreement, to his labourers or beneficiaries for the periods preceding the implementation of the provisions of this Law, at any time the service of the labourer, comes to an end.

Article 74

- A. The labourers may reserve the rights they acquire by virtue of any regulations, arrangements, or collective agreements, relating to the end of service remunerations, if such regulations, arrangements or agreements qualify them for financial rights better than the end of service remuneration specified in the Labour Law. The employers shall be bound to pay to their labourers the difference between such financial rights and the contributions due for payment to SSC in accordance with the provisions of this Law at the time their services come to an end.
- B. Any regulations, arrangements, or agreements regarding provident funds, savings and health insurance for labourers which were effective before the enforcement of this Law, shall remain in force.
- C. The provisions of sub-paragraph (a) of this article shall not apply to the insured not subject to the provisions of the Labour Law, and he shall be paid in full the end of service remuneration.



Article 75

This Law shall supercede any other law or regulation to the extent it conflicts with the provisions of this Law.

Article 76

The Council of Ministers may enact the necessary regulations for the implementation of the provisions of this Law, including the regulations concerning the personnel affairs, financial affairs, supplies, tenders and the investment of SSC funds.

Article 77

The Prime Minister and the Ministers shall be responsible for the implementation of the provisions of this Law.

Abdullah II Bin Al-Hussein

Deputy P. M. & Minister of State for Economic Affairs	Deputy P. M. & Minister of Transport	Prime Minister & Minister of Defense	
Dr. Mohammed Al-Halayqa	Dr. Saleh Ershidat	Eng. Ali Abu-Arragheb	
Minister of State for Administrative Development Affairs	Minister of Health	Deputy Prime Minister & Minister of Justice	
Dr. Mohammed Thnibat	Dr. Tareq Suhimat	Fares Al-Nabils	
Minister of Finance	Minister of Tourism & Antiquities	Minister of Foreign Affairs	Minister of State for the Parliamentary Affairs
Dr. Michael Marto	Aqel Biltaji	AbdelElah Al-Khatib	Yusef Al-Dalabih
Minister of Energy & Mineral Resources	Minister of Youth & Sport	Minister of Public Works & Housing	Minister of Labour & the Acting Minister of Interior
Eng. Wa'el Sabri	Sae'e'd Shuqum	Eng. Husni Abu Gheida	Eid Al-Fayez
Minister of Culture & The Acting Minister of Information	Minister of Municipal, Rural & Environmental Affairs & the Acting Minister of Awqaf & Islamic Affairs	Minister of Education	
Mahmoud Al-Kayed Al-Hyasat	Abdul Rahim Akour	Khalid Touqan	
Minister of Planning	Minister of Industry & Trade	Minister of State	Minister of Agriculture
Jawad Hadid	Wasif Azar	Dr. Adel Shreideh	Zuhair Zannounh
Minister of Telecommunications	Minister of Social Development	Minister of State and Judicial Affair	Minister of Water & Irrigation
Fawwaz Hatem Al-Zu'bi	Tamam Al Ghoul	Dhaifallah Al-Masadeh	Eng. Hatim Halawani



Table No. (1)

LIST OF OCCUPATIONAL DISEASES

No.	Disease Description	Work involving exposure to risk
1	Anthrax	Handling wool, hair, raw leather and all works which come in contact with diseased animals
2	Poisoning by Arsenic or its toxic compounds	Treating Arsenic, its preparations or compounds
3	Poisoning by Asbestos	Treating or manufacturing Asbestos or the materials also containing it.
4	a. Poisoning by Benzol and its derivatives. b. Poisoning by Nitro Benzene, Para amino Benzene or derivatives, (Tri-nitroline-ethylene & others or homologues).	Treating benzol, any of its derivatives, carrying out any of its manufacturing operations or which involves using it. Treating Nitro Benzene or Amino Benzene or their derivatives or carrying out any of its manufacturing operations or involves using them with their compounds.
5	Poisoning by Carbon-bisulfide or its compounds	Any operation involving the use of carbon-bisulfide, its preparations or compounds.
6	Cataract caused by glass work	Any of glass operations which involves being exposed to melted glass glaze.
7	Cataract caused by exposure to fused or inflamed metal rays until redness degree.	Any operation caused by exposure to the ray emitted from fused or inflamed metal until redness degree during iron or steel manufacturing, including re-heating iron or steel and twisting it.
8	Chromium ulcers or its compounds.	Any operation involving the use of chromic acid, bichromite, ammonium, potassium, sodium or their preparations.
9	Caisson Disease.	Any operation carried out by work in compressed air.
10	Dermatosis caused by dusts, or fluids used in industry.	Any operation involving dust or liquids which causes dermatitis & eczema.



11	a. Epitheliomatous cancer or skin ulceration caused by tar, pitch, Bitumen, Mineral oil, Anthracene or the compounds, products, or residues of these substances. b. External cornea ulceration of the eye caused by Tar, pitch, Bitumen, Mineral oil Anthracene or the compounds, products or residue of these substances.	Treating or using tar, pitch, bitumen, mineral oil, Anthracene or the compounds, or residues of these substances.
12	Poisoning by Fluorine.	Any operation involving the use of Fluorine, its preparations or compounds.
13	Glanders	Handling any animal belonging to the horses family and their carcasses or any parts thereof.
14	Poisoning by Lead or its compounds.	Treating Lead its preparations or compounds.
15	Poisoning by Mercury.	Any operation involving the use of Mercury, its preparations or compounds.
16	Poisoning by Manganese	Treating Manganese or materials containing of Manganese.
17	Poisoning by Phosphorus or its compounds.	Any operation involving the use of Phosphorus, its preparations or compounds.
18	Telegraph workers convulsion.	Using telegram machines.
19	Poisoning by Trichlorethene, Dichloride, Ethylene or its compounds (Trichloroethylene).	Any operation carried out in manufacturing Trichlorethene, Dichloride, Ethylene and involves using any of them.
20	Poisoning by Antimony or its complications.	Using Antimony or its compounds.
21	Poisoning by Sulphur.	Using Sulphur.
22	Being affected by Nickel or its complications & cankers.	Preparing or using Nickel or its compounds.
23	Poisoning by Carbon Monoxide.	Every work involving exposure to Carbon Monoxide.
24	Poisoning by Cyanide Acid.	Preparing or using Cyanide Acid or its compounds.
25	Poisoning by Chlorine, Bromine or their derivatives.	Preparing & using Chlorine, Bromine or their compounds.



26	Diseases & symptoms caused by Radium, Radioactive substances or X-rays.	Every work involving exposure to the action of ionizing radiation or X-rays.
27	Infectious and epidemic diseases.	Working in hospitals specialized in dealing with those diseases, working in medical laboratories and working in veterinary field concerning animal diseases which transfer to humans (Zoonosis).
28	Diseases & symptoms caused by exposure to variations in atmospheric pressure.	Every work involving sudden exposure, working under high air pressure, sudden rarefaction in the air pressure or working under low air pressure for long time.
29	Poisoning by Petroleum, its gases or its derivatives and complications.	Every work involving the use of Petroleum, its gases or derivatives, and also any work involving exposure to these materials whether solid, gas or liquid.
30	Pneumoconiosis	Any operation in which Silica Dioxide is inhaled.
	a. Silicosis	Any work involving exposure to dust of Silica or materials containing Silica in a percentage above (5%) such as working in mines or quarries, carving or grinding stones, or manufacturing grind stones or metals variegation with sand, or any other operation involving such exposure.
	b. Asbestosis.	Any work involving exposure to Asbestos dust.
	c. Byssinosis.	Any work involves exposure to Cotton dust.



Table No. (2)

LIST OF WORK INJURIES

THE BODILY LOCATION OF THE INJURY	PERCENTAGE	
	RIGHT	LEFT
THE UPPER LIMBS (HANDS, FOREARM AND THE BRACHIUM):		
Loss of the thumb phalange	15	10
Loss of a phalange and half	18	12
Loss of all phalanges	25	20
Loss of all phalanges and the metacarpus	30	24
Loss of forefinger	18	15
Loss of middle finger	15	12
Loss of ring-finger	10	8
Loss of little finger	8	6
Loss of thumb and forefinger	45	33
Loss of forefinger and middle-finger	35	25
Loss of middle-finger and ring-finger	22	18
Loss of little-finger and ring-finger	18	15
Loss of middle-finger and little finger	22	18
Loss of thumb, ring-finger and middle-finger	45	30
Loss of ring-finger, middle-finger and forefinger	45	33
Loss of middle-finger, ring-finger and little-finger	35	25
Loss of forefinger, little-finger and ring-finger	33	27
Loss of thumb, forefinger and little-finger	45	36
Loss of thumb, forefinger and ring-finger	45	36
Loss of forefinger, middle-finger and little-finger	45	33
Loss of thumb, middle-finger, and little-finger	45	33
Loss of thumb, forefinger, middle-finger and ring-finger	55	45
Loss of all fingers except the thumb	50	40
Loss of all fingers except the forefinger	55	45



THE BODILY LOCATION OF THE INJURY	PERCENTAGE	
	RIGHT	LEFT
Loss of all hand fingers	60	55
Loss of all the hand	65	60
Partial ankylosis in the wrist	(5-15)	(5-15)
Total ankylosis in the wrist	25	18
Forearm amputation below the elbow	70	60
Forearm amputation from the elbow	75	66 2/3
The half brachium amputation	75	66 2/3
Arm amputation from the shoulder	80	75
Amputation of both arms	100	100
Total ankylosis in the shoulder	(40-50)	(30-40)
Partial ankylosis in the shoulder	(25-35)	(20-25)
Recurrent shoulder dislocation	30	35
Decrease in arm movement to shoulder level	25	15
Decrease in arm movement to 30 degree	15	5
Paralysis of deltoid	30	20
Paralysis of biceps	30	25
Unhealed fracture in brachium	50	40
Stiffening of elbow with extension up to 180 degree	50	40
Elbow stiffening up to 150 degree	40	35
Elbow ankylosis up to 90 degree	30	25
Dislocated elbow joint	50	40
Elbow unable to move except between 90 and 100 degree	25	15
Unhealed fracture in the elbow protuberance	15	5
Fracture in the upper arm with complete detaining in flexion and extension	50	40
Fracture with defective healing in the wrist bones hindering wrist joint up to the quarter	12	10
Fracture and great defect in the healing of wrist bones up to one third	15	12
Wrist ankylosis with complete extension	25	20



THE BODILY LOCATION OF THE INJURY	PERCENTAGE	
	RIGHT	LEFT
THE LOWER LIMBS (FOOT, LEG & THIGHS):		
Loss of foot great toe	8	8
Loss of the great toe and the following two toes	12	12
Loss of all toes except the great toe	12	12
Loss of all toes	20	20
Loss of one phalange of the great toe	4	4
Loss of the second, third, fourth, or fifth toe	4	4
Loss of the foot, toes and metatarsus	30	30
Lefrank operation	25	25
Loss of foot Shobar operation	35	35
Loss of foot from the last one-third of the leg treated by amputation	50	50
Loss of leg from the knee joint	65	65
Loss of the lower limb until the last one-third of the thigh	66 2/3	66 2/3
Loss of the lower limb until the bottom of the iliac joint	75	75
Loss of the lower limb from the iliac joint	80	80
Stiffening of the iliac joint in a proper status	50	50
Fracture of thigh bones with 6cm. shortness and the joints are in a good state	30	30
Fracture of thigh or leg bones with 4cm. shortness	18	18
Fracture of thigh bone with 3cm. shortness	12	12
Knee ankylosis until 100 degree	50	50
Knee ankylosis moving until 120-170 degree	25	25
Knee ankylosis moving until 90-180 degree	15	15
Uncohesioned fracture in the patella with severe weakness in thigh	30	30
Uncohesioned fracture in the patella with weakness in thigh	20	20
Articulator knee malformation infection	25	25



THE BODILY LOCATION OF THE INJURY	PERCENTAGE	
	RIGHT	LEFT
Uncohesioned fracture in the thigh or the leg	50	50
Double fracture in the thigh or the leg in the shape (X)	20	20
Ankle joint ankylosis in a right angled position (The best position)	20	20
Ankle joint ankylosis in a 100 angle	33 1/3	33 1/3
Heel ankylosis with raising of the foot	50	50
Flat foot as a result of bone fracture	15	15
Great toe ankylosis of the foot disabling foot movement	15	15
Foot toes ankylosis in a good position	15	15
(Genuvalgum) trepidation	50	50
Varicose veins with ulcerations	25	25

MUSCLES:

- a. Partial muscle loss, one or more, accompanied by cutaneous or sub-cutaneous tissue adhesions.
- b. Complete or partial muscle tear.
- c. Complete or partial tendon tear accompanied by muscle atrophy:

1. Atrophy of all of the thigh muscles	30	30
2. Atrophy of the anterior thigh muscles	20	20
3. Atrophy of the whole leg muscles	30	30
4. Atrophy of the anterior part of the leg	10	10
5. Atrophy of the lower limb muscles	45	45
6. Atrophy of forearm or brachium muscles	15	10

NERVES:

Paralysis as a result of limbs nerves injury: Paralysis of ulnar nerve (at the level of the elbow)	30	25
Paralysis of ulnar nerve (near the hand)	20	15
Paralysis of radial nerve (the upper part of the deltoid muscle)	50	40



THE BODILY LOCATION OF THE INJURY	PERCENTAGE	
	RIGHT	LEFT
Paralysis of middle, ulnar and radial nerves	70	55
Paralysis of a nerve below scapula	10	8
Paralysis of the circumflex nerve	20	15
Total paralysis in the upper limbs	75	65
Total paralysis in the lower limb	75	65
Paralysis of the popliteal external sciatic nerve	30	30
Paralysis of the popliteal medial sciatic nerve	30	30
Paralysis of the popliteal external sciatic nerve accompanied by pain	40	40
Paralysis of the popliteal external and medial Sciatic nerve	60	60
Paralysis of the femoral nerve	50	50
Inflammation of the complete sciatic nerve	50	50
Paralysis of the fibular nerve	20	20

BLOOD VESSELS:

Blood vessels and varicose:

a. Blood vessels occlusion

1. Artery occlusion as a result of the following:

A. Limb atrophy with joints ankylosis	10-40
B. Injury of a nerve	Look at the nerves
C. Limbs gangrene	Look at the amputation cases

2. Veins occlusion if any of the following is caused thereby:

A. Chronic oedema	10-30
B. Occlusion in the two lower limbs and chronic oedema affecting walking and standing	20-50

b. The existence of varicose if any of the following is caused thereby:

1. Chronic ulcer	20-30
2. Severe oedema	Look at veins occlusion



THE BODILY LOCATION OF THE INJURY	PERCENTAGE
BRAIN & MENTAL FUNCTION CHANGES:	
Loss of the hair of scalp	5-15
Bone loss of external & internal plate, its vastness less than 5 cm ²	5-20
Loss of skull bone more than 5cm ² including the external & internal plates bones with the existence of brain pulses	20-40
Brain injury accompanied or unaccompanied by fracture in the skull bones with headache and some difficulty in speech with brain symptoms	5-30
Injury of the brain (like the previous one)- but with some loss in mental power which could lead to total madness	30-100
Several epileptic fits	30-60
Little or rare epileptic fits	20-30
Total paralysis in the right arm	70
Total paralysis in left arm	60
Partial paralysis in the right arm	20-40
Partial paralysis in the left arm	15-30
Paralysis in the lower limb with ability to walk	20-40
Hemiplegia accompanied by muscle spasm	70-100
Incomplete hemiplegia or unaccompanied by muscle spasm	10-60
Incomplete right hemiplegia	20-50
Incomplete left hemiplegia	20-50
Clear aphasia	60-80
Aphasia with incomplete hemiplegia	100
Little aphasia	10-30
Haemorrhagia accompanied by incurable hemipligea	100
Brain concussion with dizziness	10-50
Brain abscess with severe headache and epilepsy	30-60
Brain bruise accompanied or unaccompanied by skull fracture with dizziness, buzz and headache	10-60



THE BODILY LOCATION OF THE INJURY	PERCENTAGE
EYES:	
a. Weakness in Eye Vision in one eye according to the vision degree as follows:	
6/9	3
6/12	6
6/18	10
6/24	15
6/36	24
6/60	28
Total loss of vision	30
b. Eyeball enucleation or atrophy with visible disfigurement which doesn't forbid the installation of an artificial eye	35
c. Eyeball enucleation with the effect of healing which forbids the installation of an artificial eye	40
d. Central vision- decrease or loss of vision field in the eyes:	
1. Narrowness of vision field to 30 degrees:	
A. In one eye	Zero
B. In both eyes	20
2. Narrowness of vision field to less than 10 degrees:	
A. In one eye	10
B. In both eyes	70-80
e. Central Scotoma according to its wideness:	
A. In one eye	15-20
B. In both eyes	70-100
f. Hemianopsia in vision field with no harm to the central vision	
1. The loss of vertical field:	
A. Identical right and left vision of the eyes	25
B. Loss of nasal vision field	10
C. Loss of the temporal vision field	40



THE BODILY LOCATION OF THE INJURY	PERCENTAGE
2. Loss of horizontal vision field:	
Upper	40
Lower	50
To the quarter	10
3. Diplopia	25
g. paralysis to adapting and Iris muscle:	
1. Internal adapting paralysis to one eye	5-10
2. Internal adapting paralysis to both eye	10-20
h. 1. Lens loss in one eye	10-20
2. loss of both lenses	20-40
ORBIT BONES:	
a. Damage of orbit bones and some of its contents (eyeball, sinuses, around the eyeball and the nasal cavity) accompanied by disfigurement which is irreparable or installment of an artificial eye.	50-70
b. The movement nerves: Paralysis of one or more muscles which lead to diplopia	25
c. Sensory nerves: Inflammation in the nerves edges with shrink in the face muscles accompanied by pain	15-20
d. Paralysis in the trigeminal nerve (in the fifth nerve)	10-30
e. Changes of the blood vessels- Aneurysm and Angioma	20-60
LID- ORBITS:	
a. Eutropian or ectropian or bad healing or partial or total adhesions with the eyeball according to its wideness	Zero-10
b. Ptosis due to facial nerve paralysis:	
1. One eye according to complications	10-20
2. Both eyes according to complications	30-50



THE BODILY LOCATION OF THE INJURY	PERCENTAGE
LACHRYMAL DUCT/ EXCESSIVE LACRIMATION:	
Lachrymalis Fistula with wide injuries in the bones:	
From one side	20
From both sides	40
NOSE:	
Fracture of nose bones with nostrils narrowness	10-20
Loss of nose without nostrils narrowness	20-40
Loss of nose terbinat	10
Partial loss of the nose without nostrils narrowness	10-20
Loss in the nose accompanied by nostrils narrowness	20-50
Narrowness in the nose without loss:	
a. If not recoverable	5-25
b. Total paralysis in the olfactory nerve without apparent damage in the upper of the nasal hole	10
c. Total paralysis in the olfactory nerve with apparent damage in the upper of the nasal hole	15
EARS:	
a. External Ear:	
1. Loss or disfigurement in the ear auricle without harming the auditory ducts:	
One ear	1-5
Both ears	5-10
2. Loss of the ear auricle accompanied by narrowness in the auditory ducts: The disability degree due to hearing weakness or deafness is added to the disability referred to in "A" above.	
b. Middle Ear:	
Incomplete deafness (5 – 85 Decibel):	
In one side	5-10
In both sides	15-40
Complete deafness (more than 85 Decibels):	



THE BODILY LOCATION OF THE INJURY	PERCENTAGE
In one side	30
In both sides	60
Complete deafness from one side and incomplete from the other	30-50
c. Mastoiditis:	
Purulent mastoiditis in the temple accompanied by fistula. If it's not cured by a surgical operation, the infirmity degree depends on the degree of the mastoiditis.	30-50
Tuberculous mastoiditis causing continuous severe giddiness	10-30
TEETH & TONGUE:	
Loss up to half of teeth	Zero-15
Loss of half the teeth with the possibility of denture installation	15
Loss of half the teeth with the impossibility of denture installation	25
Loss of all the teeth with the possibility of denture installation	20
Loss of all the teeth with the impossibility of denture installation	40-50
Partial amputation in the tongue with little disorder in speaking, chewing and swallowing	5-20
Vast amputation in tongue and functional disorder	10-50
Complete amputation in tongue	60
a. Face disfigurements:	
Injury in the upper jaw and nose disfigurement (According to the soft tissue)	50-90
Injury in the upper jaw and face disfigurement	50-90
Injury in the whole lower jaw or when nothing is left except the ascending branch with face disfigurement	60-80



THE BODILY LOCATION OF THE INJURY	PERCENTAGE
b. Upper jaw:	
Impossible chewing	40-50
Possible limited chewing	10-20
Loss in the hard palate	10-30
Loss in the hard palate which becomes better by surgical treatment	zero-10
Loss in the hard palate related to the nasal hole with facial disfigurement	30-50
Loss in the hard palate related to the nasal hole which becomes better by treatment	10-20
Loss in the hard palate related to the nasal hole and the maxillary air sinus	30-40
c. Lower jaw:	
Insufficient or impossible chewing	40-50
Possible chewing	10-20
Irreparable extraction in the temporal mandibular joint	20-30
Curable extraction in the temporal mandibular joint	Zero-10
Narrowness of the mouth due to jaws ankylosis	20
Narrowness of the mouth due to jaws ankylosis so that the injured could only have liquids	30
NECK:	
Forward inclination of the neck due to muscles spasm	10-30
Inclination of the neck in away that the chin reaches the higher part of the sternum bones	40-60
LARYNX:	
Larynx Narrowness:	
Voice hoarseness	5-10
Difficulty in breathing after effort	5-10
Difficulty in breathing without effort	10-30
Difficulty in breathing which needs installation of laryngeal tube	40
Hoarseness accompanied by difficulty in breathing	10-20



THE BODILY LOCATION OF THE INJURY	PERCENTAGE
T.B in larynx	16-60
Loss of voice with limited damage in the vocal cords	50
Difficulty in swallowing with or without loss of voice	50-90
Difficulty in breathing and narrowness in the larynx with a tracheostomy	40-100
THROAT:	
Narrowness in the lower throat and the pharynx:	
Throat narrowness that hinders swallowing	10-30
Pharynx narrowness	20-50
Pharynx fistula accompanied by narrowness which is incurable by surgery	10-30
Narrowness or block up in the upper throat:	
Pharyngeal throat Isthmus due to adhesion of the palate with posterior wall	15-40
Throat Isthmus accompanied by deafness	60
VERTEBRAL COLUMN:	
Head and trunk scoliosis	20-50
Scoliosis, lordosis or kyphosis with movements restriction	30-50
Protrusion or potential depression accompanied by pains and movement restriction	10-30
Paralysis of lower limb	100
Incomplete paralysis of lower limbs with impossibility of walking	70
Incomplete paralysis of lower limbs with possible walking with a crutch or stick	30-70
Disfigural articular bony inflammation	30-40
Disfigural articular bony inflammation with ankylosis of vertebrae joints and difficulty of breathing	40-80
Bony narrow in the inflammation in the vertebrae with intact spinal cord	20-60
Pott's disease unaccompanied by tubercular abscess	30-50
Pott's disease accompanied by tubercular abscess	50-70



THE BODILY LOCATION OF THE INJURY	PERCENTAGE
Spinal cord cavitation	50-70
Increasing muscles atrophy	10-80
Fibrosis of the central nervous system	60-70
Vertebra fracture	5-20
PELVIS:	
Pain with difficulty in movement and walking	5-20
Shortness in the lower limb and inclination in its axis	20-40
THORACIC CAGE:	
Fracture of the cage bones unaccompanied by stiffness	5-20
Ribs fracture	0-20
LUNGS:	
a. Pulmonary T.B:	
1. Simple cases	10-20
2. Medium cases	20-70
3. Advanced cases	70-90
b. Chronic Bronchitis:	
1. Chronic Bronchitis with emphysema, heart failure, and asthma	90
2. Simple bronchitis	Zero-20
3. Simple Pleural effusion	5-30
4. Bloody pleural effusion	5-20
5. purulent pleural effusion	
C. The following shall be taken into consideration when assessing the percentage according to the degree of loss of breathing functions of the lung:	
1. Breathing energy loss up to 30%	Zero-20
2. Breathing energy loss from 30% - 60%	20-60
3. Breathing energy loss from 60% - 80%	60-100



THE BODILY LOCATION OF THE INJURY	PERCENTAGE
HEART & AORTA:	
Pericardial adhesion or heat valve disease or pericarditis:	
Compensated heart	10-15
With apparent symptoms	20-60
With no compensation	80
Heart and kidneys effect due to infection ot toxich	30-90
Arotic Aneurysm	40-80
ABDOMEN:	
a. Stomach:	
Chronic ulcer	20-50
Chronic ulcer with pylorus sterosis and stomach distention	50-80
Chronic ulcer with painful adhesions	20-50
Chronic ulcer with gastric fistula incurable by surgical treatment	50-90
Chronic ulcer with fistula in the small intestines incurable by treatment - narrow fistula	20-30
Chronic ulcer with fistula in the intestines/wide low fistula in the abdomen	40-70
Chronic ulcer with fistula in the intestines fistula in a high position	70-90
b. Fistula in the large intestines incurable by surgical treatment:	
Narrow fistula which permits the passage of gas and some liquids	20-30
Fistula which permits the passage of stool and natural stooling	30-40
Colostomy / from which all intestines contents pass and there is no stool	80-90
Fistula according to its position inside or outside the sphincter muscle:	



THE BODILY LOCATION OF THE INJURY	PERCENTAGE
Inability to stop the stool or the stool materials due to injury of the sphincter muscle	10-40
With injury of the sphincter muscle or the anus accompanied or unaccompanied by the anus prolapse	20-70
With gastric inflammation	20-70
With temporary Dysentery	20-50
T.B.Peritonitis	30-70
c. Hernia resulting from work injury:	
1. Inguinal hernia	Zero-20
2. Femoral hernia	10-20
3. Femoral + Inguinal hernia	20-30
4. Umbilical Hernia	10-20
d. Abdominal wall:	
Scar accompanied by hernia	10-25
Scar accompanied by hernia limited	10-20
Scar accompanied by hernia (incisional hernia)	20-50
Hernia or eventation without scar	10-25
Incisional hernia	10-20
Partial paralysis for the stomach muscles as a result of abdominal wall nerve effect	5-10
Incisional abdominal hernia accompanied or unaccompanied by partial paralysis of the abdominal muscles	10-20
e. Liver & Spleen:	
Purulent gall bladder fistula due to injury or following a surgery	20-60
Splenectomy	20-50
THE UPPER URINARY TRACT:	
Nephritis in one kidney	10-30
Nephritis with inflammation in pelvis of the kidneys (Calyces)	40-50



THE BODILY LOCATION OF THE INJURY	PERCENTAGE
Nephritis due to infection of toxins	50-80
Inflammation in the two kidney calyces	50-80
Nephrectomy	50
Nephrectomy accompanied by incisional hernia	60-70
Urinary fistula (abdominal)	40-60
Ureter fistula	50
Floating kidney	5-10
T. B. in one kidney	50
T. B. in both kidneys	60-80
T. B. in the urinary bladder with intact kidneys	20-30
THE URINARY BLADDER:	
Urinary bladder adhesion with pubis due to fracture	40-50
Fistula beneath pubis	50
Vesical fistula	50
Intestinal vesical fistula	70
Recto- vesical fistula	50-90
Chronic vesical inflammation due to injury or surgical interference or wound in the bladder proved by urinary gram	30-40
Vesical inflammation with inflammation in the pelvis of one kidneys	50
Vesical inflammation with inflammation in the pelvis of both kidneys	70-90
Total urinary retention due to injury in the spinal cord	40
Partial urinary retention	20
Partial urinary retention accompanied by nephritis of one or both kidneys	50-90
Urine incontinence	30-40
URETHRA CANAL:	
a. Posterior Urethra Canal:	
Total narrowing due to rapture of posterior urethra canal	95



THE BODILY LOCATION OF THE INJURY	PERCENTAGE
Narrowing due to partial rupture	30-60
Narrowing that can be widened by surgical operation	20-40
Narrowing accompanied by recto- vesical fistula	60-80
Narrowing accompanied by loss of the sphincter muscle and inability to retent stool	80-90
b. Anterior Urethra Canal:	
Narrowing due to injury that could be widened	20-30
Narrowing that is difficult to widen	30-40
Vesical Fistula	30
Loss of anterior urethra canal with an opening in the perineum	70
Loss of anterior urethra canal with an opening between the umbilicus and the pubis	40
GENITALS:	
Loss of penis	60
Loss of penis with narrowing in the urethra opening	70
Partial loss of the Corpus Spongiosum	10-30
Healing in the penis that does not prevent erection	Zero-4
Loss of the Glans	25
Loss of the penis with the anterior & lower urethra canal with both testicles	90
Loss of a testicle with decrease in the hormones	10-25
Loss of a testicle before puberty	33 1/3
Loss of a testicle up to the age of forty	10-25
Loss of a testicle in an age between 40 and 60	10-20
Loss of adolescents testicles	70
Loss of adults testicles	60
Loss of the testicles after the age of sixty	15
Hydrocele according to its size and complications	10
Haematocele due to injury	10-15
Tubercles in the epididymis and one testicle	10-15



THE BODILY LOCATION OF THE INJURY	PERCENTAGE
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Tubercles in the epididymis and both testicle	20-40
Tubercles in the epididymis from one or both sides with injury in the prostate and the seminal vesicle	40-50
Hysterectomy until the age of 30	50
Hysterectomy until the age of 30-50	40
Hysterectomy after the age of 50	20
Uterine deviation	10-20
Simple uterine or vaginal prolapse	Zero-5

THE EFFECT OF HEALING:

	RIGHT	LEFT
a. The effect of healing restricting the upper limb movement:		
Upper arm attached to the body	(30-40)	(25-30)
Flexion (10-45) degrees	(20-30)	(15-25)
Flexion (45-90) degrees	15	20
Flexion up to 90 degrees but with inability to lift the arm	10	8
b. The effect of the elbow healing which restricts the extension movement:		
Angle 135	10	8
Angle 90	20	15
Angle 45	40	30
For less than 45 the forearm is in a state of inclination to a sharp angle	50	40
c. The effect of healing in the back of the knee which restricts the extension movement:		
From 135-170 degrees	10	30
From 90-135 degrees	30	35
90 degrees or less	35	45
d. The effect of healing in the sole of the feet which causes the inclination of it's edge according to its wideness		
	10	30



THE BODILY LOCATION OF THE INJURY	PERCENTAGE	
e. The effect of painful and purulent healing according to its position and wideness	5	25
CHRONIC BONE-MARROW INFLAMMATION:		
Fistula or multi- recurrent fistula	20-30	
Bone inflammation with fistula according to the position (Osteitis)	20-40	
a. T. B. Nodes		
1. Purulent nodes which cause little pain	Zero-20	
2. Purulent T.B. nodes accompanied by fistulas The infirmity is estimated according to the disability caused by the surgical interference due to amputation of the fingers or a limb or according to the state of relapse after the operation or the inability to perform the operation.	20-40	40-90
b. Syphilis as an occupational disease	50	



GENERAL RULES

1. There are some factors that should be taken into consideration before deciding the percentage of the disability caused by injuries, namely:
 - a. Age of the injured.
 - b. Occupation or profession.
2. At time of deciding the disability degrees for the limb injuries of the (left-handed) person, it shall be taken into consideration that the percentages provided for in this law of the right side shall be given to the left side, and those of the left side shall be given to his right side.
3. In the event of an injury of an organ having a previous established permanent disability, the percentage of disability of the recent injury shall be decided in proportion to the remaining ability after the old injury.
4. In the event of multi-disability in two organs or limbs or in various injuries of the same limb, the assessment of the percentage of permanent disability shall be in the second injury as a percentage of the remaining ability after deducting the disability percentage assessed in the first injury to the total ability.
5. It is not possible to determine the disability percentage upon request of the injured due to refusal of treatment. It is conditional upon determining the disability percentage that all treatment methods have been utilized without any improvement in his health condition.



Table No. (3)

THE SUMS DUE FOR THE INCLUSION OF PREVIOUS PERIODS OF SERVICE TO BE CALCULATED IN THE CONTRIBUTION PERIOD FOR OLD AGE PENSION

AGE	The amount opposite to each year of service calculated in the old age pension period and for each 10 JD's of the monthly wage	AGE	The amount opposite to each year of service calculated in the old age pension period and for each 10 JD's of the monthly wage
20	28.570	43	39.520
21	28.970	44	40.090
22	29.380	45	40.660
23	29.800	46	41.230
24	30.220	47	41.820
25	30.650	48	42.410
26	31.090	49	43.020
27	31.530	50	43.630
28	31.980	51	44.250
29	32.440	52	44.880
30	32.900	53	45.520
31	33.360	54	46.160
32	33.840	55	46.820
33	34.320	56	47.490
34	34.810	57	48.160
35	35.300	58	48.850
36	35.800	59	49.540
37	36.310	60	50.250
38	36.380	61	50.250
39	37.350	62	50.250
40	37.880	63	50.250
41	38.420	64	50.250
42	38.970	65	50.250

Notes:

1. Fractions of the year shall be considered full year in calculating the age.
2. The amount due from the insured shall be calculated on the basis of his age and wage from the date of submitting his application.
3. In all cases, the total amount calculated as per this table shall be approximated to the nearest



Jordanian Dinar

Table No. (4)

ENTITLED SHARES IN THE PENSION OR THE COMPENSATION

Case No.	Beneficiaries	Widow(s)	Children	Parents	Brothers
1	Widow(s) or widower and more than one child	1/2 (half)	1/2 (half)		
2	Widow(s) or widower and one child and parents	1/2 (half)	1/3 one third	1/6 each or both	
3	Widow(s) or widower and one child	1/2 (half)	1/3		
4	Widow(s) or widower and more than one child and parents	1/3	1/2 (half)	1/6 each or both	
5	Widow(s) or widower and parents with no children	1/2 (half)		1/6 for each	
6	More than one child and parents, no widow or widower		3/4	1/6 each or both	
7	One child and parents, no widow or widower		1/2 (half)	1/6 each	
8	Parents, no widow or widower			1/3 each or both	
9	Brother or sister, no widow or widower, or children, or parents				1/6 (one-sixth)
10	More than one brother or sister, no widow or widower, or children, or parents				1/3 equally
11	One child		1/2 (half)		
12	More than one child		The whole pension or the compensation equally		
13	Widow or widower	3/4			

Notes:

1. In case of marriage or death of the entitled widow, her share shall be reverted to the dependent benefiting children of the insured who were receiving their share from the pension at the time, and shall be distributed equally, providing that total share for children does not exceed the proportion specified for them under case No. (6). This rule also applies to widower in case of his death.
2. If the share of parents in case No. (4) is less than 1/6 of pension due to another income, then the remaining amount shall be reverted to the insured's widow.
3. In the event of death of one parent in case No. (4), his/her share shall revert to the children provided that their total share does not exceed the proportion specified in case No. (6).



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