BLACKBIRD FOR TRAINING

Jordanian Labor Law and Employment Practices

8 – 12 August 2027
Istanbul (Turkey)



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Introduction

The course Jordanian Labor Law and Employment Practices delivers a structured and practical understanding of labor regulations in the Hashemite Kingdom of Jordan and their application in real workplace settings.

It is designed for executives, middle and senior managers, team leaders, and professionals working in human resources, legal, administrative, and operational functions.

The course serves organizations across both the public and private sectors in the Middle East and North Africa region.

It also addresses the needs of early- and mid-career professionals who are responsible for applying labor regulations in daily operations.

The primary focus is on translating legal provisions into clear, consistent employment practices.

By doing so, the course helps organizations manage employment relationships lawfully while reducing legal and operational risks.

Course Objectives

The course aims to achieve clear and practical learning outcomes that support both individual professionals and organizations.

- Understand the legal framework governing labor relations in Jordan.
- Identify the rights and obligations of employees under applicable labor laws.
- Apply employer responsibilities in accordance with legal and regulatory requirements.
- Manage recruitment, employment, and workforce administration lawfully.
- Draft, review, and assess employment contracts in line with legal standards.
- Handle wages, working hours, and leave entitlements correctly.
- Manage employment termination processes in compliance with the law.
- Reduce labor disputes through preventive legal compliance.



Course Outlines

Day One: Legal Foundations of Jordanian Labor Law

This day establishes the legal context governing employment relationships in Jordan.

- Overview of Jordanian labor legislation and its objectives.
- Scope of application and categories of covered employees.
- Relationship between labor law and other national regulations.
- Roles of regulatory and oversight authorities.
- Core legal principles governing employer and employee relations.
- Practical examples of applying labor law provisions in the workplace.

Day Two: Employment Contracts and Workforce Relations

This day focuses on the contractual relationship between employers and employees.

- Types of employment contracts recognized under Jordanian law.
- Legal requirements for valid employment contracts.
- Fundamental employee rights established by law.
- Employer obligations and legal responsibilities.
- Contract modification and its legal implications.
- Practical case studies involving employment contracts.

Day Three: Wages, Working Hours, and Leave Management

This day addresses operational employment issues with direct legal impact.

- Legal regulation of normal working hours.
- Overtime work and compensation requirements.
- Minimum wage regulations and wage calculation methods.
- Annual, sick, and official leave entitlements.
- Special leave provisions and employee protections.
- Practical exercises on calculating employee entitlements.

Day Four: Employment Termination and Labor Disputes

This day covers sensitive employment situations that carry legal risk.

- Lawful grounds for termination of employment.
- Unfair dismissal and its legal consequences.
- End-of-service benefits and compensation obligations.
- Procedures for amicable settlement of labor disputes.
- Role of the judiciary in labor-related cases.
- Realistic examples of common labor disputes.



Day Five: Organizational Compliance and Practical Application

The final day focuses on sustainable compliance within organizations.

- Developing internal policies aligned with labor law requirements.
- Assessing organizational compliance levels.
- Management responsibility in controlling legal employment risks.
- Proper documentation of employment records and procedures.
- Review of comprehensive employment case scenarios.
- Identification of common compliance errors and corrective actions.

Why Attend This Course: Wins & Losses!

- Practical understanding of Jordanian labor law requirements.
- Reduced exposure to legal and employment-related risks.
- Improved decision-making based on legal clarity.
- Stronger workforce management practices.
- Enhanced organizational compliance with labor regulations.
- Better alignment of internal policies with legal standards.
- Improved capability of human resources and management teams.
- Immediate applicability of course content in the workplace.

Conclusion

The Jordanian Labor Law and Employment Practices course offers a structured and practical approach to understanding and applying labor regulations within organizations. It addresses all stages of the employment relationship, from recruitment and contract management to wage administration, termination, and dispute resolution. The course supports mid-level professionals in making informed decisions, reducing compliance errors, and strengthening institutional governance.

It also enables organizations to establish consistent employment practices aligned with national legal requirements. The content is designed to be practical, clear, and directly applicable without unnecessary legal complexity. As a result, this course serves as a reliable professional reference for managing employment relationships in accordance with Jordanian labor law.

