

Procedures for the Regularization and Rectification of the Status of Non-Jordanian Workers in Violation

Legal Questions and Answers Guide



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Disclaimer

This guide has been prepared by the Arab Renaissance for Democracy and Development (ARDD) and the Renaissance Strategic Center (RSC) for legal awareness and educational purposes, with the aim of facilitating understanding of the Council of Ministers' decision concerning the regularization of the status of non-Jordanian workers in the Hashemite Kingdom of Jordan.

The content of this guide reflects the understanding and interpretation of ARDD and RSC of the provisions of the decision and the official information available at the time of its preparation. This guide does not constitute legal advice, nor does it replace the official laws, regulations, decisions, instructions, or interpretations issued by the competent governmental authorities.

In all cases, the applicable official decisions, instructions, and interpretations issued by the relevant authorities shall remain the primary and final point of reference.

Legal Notice

This guide is based on the Council of Ministers' decision concerning the regularization of the status of non-Jordanian workers, as published through the Jordanian Ministry of Labour, as well as the official information and clarifications available at the time of its preparation.

ARDD organization recommend consulting the competent authorities and/or seeking legal advice where necessary, particularly in cases involving special circumstances or complex legal considerations.

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Legal Questions and Answers Guide

Introduction

In an exceptional legislative step and one of the key initiatives aimed at regulating the Jordanian labour market and strengthening compliance with the legal framework governing employment, the Council of Ministers issued a decision to regularize the status of non-Jordanian workers in violation. The decision provides a defined opportunity for workers and employers to rectify their legal status and benefit from a set of exemptions and facilitation measures established under the decision, during the period from 15 June 2026 to 30 September 2026.

This decision comes within the framework of national efforts to enhance labour market regulation and strike a balance between economic development requirements and legal and social protection considerations. It responds to the situation of many non-Jordanian workers and employers who have accumulated fees, fines, and financial obligations as a result of irregular employment arrangements over previous years. The decision also seeks to encourage compliance with applicable laws, expand legal protection for workers, and enable employers to settle outstanding issues through clear and accessible procedures.

This guide aims to provide a simplified and practical explanation of the decision by presenting key legal and procedural issues related to the regularization of non-Jordanian workers in a question-and-answer format. It is intended to help workers, employers, and relevant stakeholders better understand the procedures, requirements, and opportunities made available under the decision. The guide also highlights the main conditions, exceptions, and legal implications associated with benefiting from the exemptions and facilitation measures, based on official information and decisions issued by the competent authorities.

The Arab Renaissance for Democracy and Development (ARDD) has prepared this guide for legal awareness and knowledge-sharing purposes among non-Jordanian workers and employers. It aims to support compliance with applicable legislation and strengthen the ability of beneficiaries to make informed decisions regarding their legal status during the announced rectification period.

Questions and Answers

Section I: Exemptions Related to Work Permit Fees

Question (1): What is the percentage of exemption from work permit fees for previous periods?

Answer: A 50% exemption is granted on outstanding work permit fees for all previous periods, applicable to both employers and non-Jordanian workers across all sectors and economic activities, including the domestic work sector.

Question (2): Does the exemption include late renewal penalties?

Answer: Yes. Employers and non-Jordanian workers are granted a full exemption (100%) from late renewal penalties in the following cases:

- Renewal of an expired work permit.
- Transfer of a worker to another employer across all sectors and economic activities.

Question (3): What applies if the work permit is still valid at the time of submitting the application?

Answer: If the work permit is still valid, only the work permit fee for one year, or part thereof, shall be payable, regardless of the actual validity period remaining on the most recent valid permit.

Legal Note: This decision is exceptional in nature and applies only during the designated regularization period.

Question (4): Do the exemptions apply to workers who have previously benefited from earlier exemption schemes?

Answer: Yes. Employers may employ non-Jordanian workers who have previously benefited from earlier exemption schemes, as well as individuals who have been issued a final departure decision but remain present in the Kingdom. New work permits may be issued for such workers while benefiting from the exemptions provided under this decision.

Section II: Final Departure Provisions / Exit Without Return

Question (5): What exemptions are available to a worker who wishes to leave the Kingdom permanently?

Answer: A non-Jordanian worker wishing to depart the Kingdom permanently is exempt from:

- All work permit fees for all previous periods;
- All fines and penalties incurred up to the date of departure; and
- A full exemption (100%) from overstay fines imposed under the Residence and Foreigners' Affairs Law No. (24) of 1973 and its amendments, including for domestic workers, provided that all required procedures are completed and the worker's file is settled prior to departure.

Question (6): Is a departing worker entitled to receive his or her social security benefits?

Answer: Yes. A non-Jordanian worker intending to leave the Kingdom permanently is entitled to claim and receive any accumulated entitlements from the Social Security Corporation prior to departure.

Legal Note: Workers are advised to ensure that their file has been fully settled, including the clearance of any outstanding financial obligations before departure. Failure to complete the necessary settlement procedures may affect eligibility to benefit from the full exemptions provided under the decision.

Question (7): Is the exemption conditional upon departure taking place by a specific date?

Answer: The decision does not specify a particular departure date. However, the exemptions and facilitation measures are linked to the official regularization period, which extends until the end of September 2026.

In addition, two key conditions must be met:

- The departure must be permanent (exit without return); and
- The worker's file must be fully settled prior to the actual date of departure.

Section III: Transfer Between Employers and Economic Sectors

Question (8): Is a clearance certificate (No Objection/Clearance) from the previous employer required when transferring to a new employer?

Answer: No. A clearance certificate from the previous employer is not required where the work permit has expired or where the work permit has been cancelled. However, in cases where the transfer takes place while the work permit remains valid, the general legal provisions continue to apply unless otherwise provided for under the exceptions set out in this decision.

Question (9): In which cases is transfer not permitted?

Answer: The decision excludes the following categories from the transfer provisions:

- Workers holding work permits in occupations classified as specialized skilled professions;
- Workers recruited from abroad who entered the Kingdom after 25 February 2025; and
- Non-Jordanian workers holding a work permit for the occupation of *Building Services Worker (Caretaker)*, who are not permitted to transfer to other occupations, except under a freelance work permit arrangement.

Note: Occupations classified as specialized skilled professions remain subject to restricted transfer regulations.

Question (10): What is the status of a worker who has been reported as absconding by the employer?

Answer: A non-Jordanian worker who has been reported as absconding and who remains present within the Kingdom may benefit from the provisions of this decision without the approval of the previous employer, provided that the worker's work permit has been expired for more than one full year.

Legal Note: In such cases, the absconding report recorded with the Public Security Directorate does not affect the worker's right to transfer under this decision, provided that the above-mentioned time requirement is met.

Question (11): What are the special provisions applicable to workers in the garment and textile sector located in industrial zones?

Answer: Workers employed in the garment and textile manufacturing sector, as well as in industries producing inputs and complementary products for the sector, and who are located in the following areas:

- Development Zones;
- Qualified Industrial Zones (QIZs); and
- Free Zones;

may transfer to any employer and any occupation (whether open, restricted, or specialized), without the need to obtain a clearance certificate from the previous employer, provided that their work permit has expired or been cancelled for a period of two years or more.

Question (12): What are the transfer provisions applicable to freelance work permits?

Answer: The freelance work permit scheme is considered a closed sector. Accordingly:

- Any non-Jordanian worker, regardless of sector, may transfer to a freelance work permit of any approved category;
- Transfer from a freelance work permit to any other sector is not permitted; and
- A worker holding a freelance work permit may transfer to the status of *Building Services Worker (Caretaker)*.

Section IV: Special Provisions for Domestic Workers

Question (13): What is the status of a domestic worker who has been reported as missing and subsequently replaced by another worker?

Answer: Such a worker may obtain a work permit with a new household employer without requiring the approval of the former employer, subject to the following conditions:

- The worker must have been officially reported as a missing person with the Public Security Directorate;
- The former household employer must have replaced the worker with another domestic worker under the same financial receipt/reference; and
- The absenteeism notice must be lifted before submitting the transfer application.

The transfer application may be processed at any Directorate of Labour, without the requirement to obtain a trade union stamp on the waiver document in this case.

Question (14): What is the status of a domestic worker who has been reported as missing but has not been replaced by another worker?

Answer: Such a worker may obtain a work permit with a new household employer without the approval of the former employer and without requiring the former employer's signature on the transfer/waiver document prescribed by the Ministry, subject to the following conditions:

- Two full years must have elapsed since the date the absenteeism report was filed;
- The absenteeism notice must be lifted before submitting the transfer application; and
- The application must be processed exclusively through the Directorate of Labour having jurisdiction over the place of residence of the new household employer.

In this case, the applicant must present a clearance certificate and waiver document bearing the stamp of the relevant trade union at the competent Directorate of Labour.

Legal Note: This situation differs from the previous case in three key respects: the requirement that two years have elapsed since the absenteeism report was filed, the designation of a specific competent Directorate of Labour, and the procedural requirements applicable to the transfer documentation.

Question (15): What is the status of a domestic worker who married a Jordanian national and later wishes to return to domestic work?

Answer: A domestic worker whose residency status was changed from *domestic worker* to *housewife* as a result of marriage to a Jordanian national may obtain a new work permit to work for another household employer in the following circumstances:

- The death of the Jordanian spouse;
- Divorce; or
- A desire to return to employment, even in the absence of either of the above circumstances.

The application shall be processed by the competent Directorate of Labour based on the place of residence of the new household employer.

Question (16): Can a domestic worker transfer to employment outside the domestic work sector?

Answer: Yes. A domestic worker may transfer to employment in any other economic sector without requiring the approval of the former household employer, provided that:

- The work permit has expired or has been cancelled; and
- More than two years have elapsed since the expiry date of the last work permit.

Question (17): Can a person who entered Jordan for employment purposes obtain a domestic worker permit?

Answer: Yes. A person who entered the Kingdom for employment purposes may obtain a domestic worker permit, subject to the following conditions:

- The application must be submitted by the household employer rather than by the worker directly; and
- Prior approval from the Ministry of Interior must be obtained.

The application shall be processed through the Directorate of Labour having jurisdiction over the place of residence of the household employer.

Section V: Provisions Applicable to Individuals Who Entered the Kingdom for Purposes Other Than Employment

Question (18): Can a person who entered the Kingdom for purposes other than employment obtain a work permit?

Answer: Yes. For the first time under this decision, individuals of all nationalities who entered the Kingdom in previous periods for purposes other than employment may regularize their status and obtain an official work permit. This includes refugees, visitors holding visit visas, and persons residing in Jordan for other non-employment purposes.

Legal Note: The phrase “entered the Kingdom for purposes other than employment in previous periods” requires verification of the date of entry. This provision applies to persons who entered Jordan before the issuance of this decision and does not apply to individuals entering the Kingdom after the decision came into effect.

Question (19): What is the status of a worker whose recruitment contract has expired and who did not complete the work permit procedures?

Answer: Such a worker may complete the procedures for obtaining a work permit. This applies to individuals who entered the Kingdom under recruitment contracts, whose contracts subsequently expired (one year from the worker's date of entry into Jordan), and who did not complete the procedures for obtaining a work permit. In such cases, a new work permit may be issued.

Question (20): What is the status of a worker for whom a replacement worker was recruited while the original worker remains in the Kingdom?

Answer: An employer may continue to employ the original worker who remains present in the Kingdom and may obtain a work permit for that worker, even if the employer had previously recruited a replacement worker.

Section VI: Key Legal Considerations and Warnings

Question (21): What are the main legal considerations and warnings that workers and employers should be aware of?

Answer: The most important legal considerations to take into account include the following:

- All exemptions and facilitation measures are limited to the official regularization period and cannot be claimed after its expiry.
- Transfer from a freelance work permit to any other sector is strictly prohibited.
- Workers who entered the Kingdom after 25 February 2025 are excluded from the transfer provisions under this decision.
- Occupations classified as specialized skilled professions remain subject to a closed transfer system and may not transfer to other occupations.
- An absconding report filed against a worker does not prevent the worker from transferring to another employer where the relevant condition is met, namely that the work permit has been expired for more than one year.
- Withdrawal of Social Security benefits is conditional upon final departure from the Kingdom and not merely an intention to depart.

- A non-Jordanian worker who fails to regularize his or her status during the prescribed period will be subject to a deportation flag on the Ministry of Labour's electronic system if the worker's permit has been expired for three months or more by the end of September 2026. Should the worker subsequently seek to regularize his or her status, and if the Ministry approves such a request, the worker may be required to pay a fine of JOD 5,000 in addition to all applicable fees and previous fines.
- During the regularization period, the Ministry of Labour, in cooperation with the Ministry of Interior and the Public Security Directorate, will implement a comprehensive inspection campaign targeting irregular non-Jordanian workers across all sectors. Following the end of the regularization period, deportation measures may be taken against any non-Jordanian worker who has not regularized his or her status, whose work permit has been expired for three months or more, and who has failed to renew the work permit.

Legal Note: Given the significant consequences associated with non-compliance, workers and employers are strongly encouraged to take advantage of the regularization period and complete the necessary procedures before the deadline established by the competent authorities.

**Contact Information for the Arab Renaissance for Democracy and
Development (ARDD) – Legal Assistance Services**

**For Inquiries and Legal Assistance, Please Contact the Arab Renaissance for
Democracy and Development (ARDD):**

Telephone: +962 6 461 7477

**(Available during working days: Sunday to Thursday, from 9:00 a.m. to 5:00
p.m.)**

24/7 Emergency Hotline: +962 77 738 7221

(Available 24 hours a day, 7 days a week.)

**ARDD provides free legal information, legal counselling, referral services, and
legal assistance to refugees, migrants, and vulnerable individuals in Jordan
through a network of specialized lawyers engaged by the organization,
subject to its mandate, eligibility criteria, and available resources.**

