

Jordan

Fixed Term Contracts

Fixed-term contracts are permitted in Jordan but must not exceed five years. Fixed-term contracts may be terminated before the end of the term for specific reasons (e.g. the work is different than the nature agreed upon, medical reasons, etc.) but the Worker remains entitled to the contract benefits through the end of the term. If work is performed after the end of the term, the contract will be deemed indefinite.

Probationary Periods

Probationary periods may not exceed three months. Employment contracts may be terminated during the probationary period without notice or indemnity.

Holidays

Workers recognize 8 paid public holidays, some of which span multiple days. Work performed on a public holiday should be compensated at 150%.

Vacation

Workers are entitled to 14 days of paid vacation for every year of employment. The allocation increases after five years of service. Accrued but unused vacation must be paid at the time of termination.

Sick Leave

Workers are entitled to at least 14 days of paid sick leave, which may be extended by a subsequent 14-day period of half pay if the Worker provides a report from an approved medical commission. In the event of a hospitalization, the subsequent 14-day period is compensated at full pay.

Working Hours

The standard workweek in Jordan is 48 hours over six days. Most businesses observe Friday as the day of rest.

Overtime

Workers must consent to work above the standard workweek. Such overtime is paid at 125%. Work performed on a weekly rest day must be compensated at 150%.

Termination

Except in cases of serious misconduct, Workers are entitled to one month's written notice of termination or pay in lieu.

Resignation

Generally, Workers must submit one month's notice of resignation. However, some exceptions allow Workers to resign without notice.