

Assessment Report

The Implementation of The Comprehensive National Plan for Human Rights 2016 - 2025

Issued by

Al Hayat Center - RASED

January 2020



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Introduction

This report was prepared by the Research Unit at Al-Hayat Center-RASED in partnership with the Friedrich Ebert Stiftung in Amman and the National Human Rights Coordinator Office. It aims to assess the Comprehensive National Plan for Human Rights (2016 - 2025) in terms of structure, foundation, latent gaps, and the extent to which the government has the plan. It also seeks to evaluate the effectiveness of media outreach from the National Human Rights Coordinator Office and the Human Rights Unit of the Prime Ministry in terms of the level of disclosure of Plan activities as well as communication with stakeholders in order to obtain feedback and recommendations on how to improve performance and implementation.

Based on the evaluation's findings, this report presents a set of recommendations that will address the imbalances and gaps in the Plan, draw up a roadmap to support implementation and oversight of the Plan, and improve communication with various stakeholders.

This report represents an academic reference for the government, international organizations, active civil society institutions, and all parties interested in human rights in Jordan. It is meant to facilitate monitoring of the human rights state in Jordan by focusing on weaknesses, creating programs and projects to address them, and promoting human rights in light of academic research and in areas of critical need.

Methodology

In preparing this report, Al-Hayat Center-RASED followed an academic methodology in collecting information based on desk research, semi-regular interviews with a group of stakeholders, in addition to holding three focused sessions with key parties involved in the Plan to verify the preliminary results. During the period of desk research from August 15 till November 15 2019, various sources were consulted on topics related to the activities of the Comprehensive National Plan for Human Rights, most notably: the Official Gazette, the website of the Legislation and Opinion Bureau, the website of the Prime Ministry, the official news agency "Petra", websites of ministries and official institutions, pages of the social networking sites of the Prime Ministry and ministries, news sites (provided the information was verified by another official source), reports issued by government bodies (provided that all information contained therein was supported with evidence), human rights reports from local and international institutions, concluding observations on Jordan's periodic reports to UN treaty bodies, reports by civil society and other stakeholders for the interactive dialogue at the Human Rights Council on Jordan's third cycle UPR, and reports of thematic special mechanisms of the Human Rights Council following their missions to Jordan.

The semi-regular interviews were carried out by the research team with experts in fields relevant to the Plan, with the goal of obtaining important information and analysis on the structure and content of the Plan as well as the issues it failed to address. Another aim was to evaluate the success and effectiveness of the Plan, the media outreach tools of the Prime Ministry's Human Rights Unit, and the most important recommendations for improving implementation.

The focused sessions with key parties involved in the Plan were carried out with three different groups of activists and relevant experts in civil society institutions. In each session, discussions focused on one of the three pillars of the Plan with the aim of presenting and reviewing the preliminary findings of the research team and soliciting recommendations and feedback from said parties to further verify the information it obtained.

Four sessions were also held with representatives from the Legislation and Opinion Bureau to review the preliminary results specific to legislation and, if needed, provide additional information on these results. Regarding analysis of the results, the research team focused firstly on the extent and success of their implementation. It reviewed all the activities contained in the Comprehensive National Plan for Human Rights, which included legislative activities pertaining to the amendment or introduction of legislation,

regulations, or directives. These consisted of a total of 123 activities⁽¹⁾ involving amendments or revisions to 61 laws in force and 3 laws to be introduced. Twenty-four laws were repeated in the Plan across 84 activities that included amendments or revisions, among them, the Code of Criminal Procedure, the Labor Code and the Penal Code, each of which was repeated in 10 activities. In addition, the Public Health Law was repeated in 6 activities and the Election Law in 5 activities. The activities also included actions involving 15 regulations across 18 activities, which were divided across the introduction of 4 regulations and the revision and amendment of 11 regulations.⁽²⁾ The Civil Service Regulation, which was amended and revised more than once, was repeated in 4 activities. The Plan also included only one activity pertaining to the revision of directives, namely, “directives for the transfer and regularization of the status of employees in independent departments.” Executive activities included appointing administrative staff, expanding human resources, rehabilitating infrastructure, developing institutions, signing agreements, increasing allocations, and the like,⁽³⁾ in addition to awareness and training workshops. Altogether, the Plan comprised 75 activities, including 44 administrative activities and 31 activities involving awareness workshops and sessions⁽⁴⁾.

The team also adopted three scores to assess the level of achievement of the Plan’s implementation: (1) Fully achieved: Legislative activities were given a score of “complete” if they had been approved by the government and/or National Assembly and endorsed by royal decree or enforcement, with this depending on the type of legislation under consideration (law, regulation, or directive). Executive activities were given a score of “complete” if all elements of the activity had been fulfilled. None of the training and awareness activities received a score of “complete” due to their unclear performance indicators and extension of their time frames to 2025, as reflected in the Evaluation Results section of this report. (2) In progress: This score was given to legislative activities on which action had been taken by either the government or National Assembly, but which had not yet been endorsed by His Majesty the King or, in the case of directives, had not been issued or circulated. This score was given to all executive activities related to training and awareness considering that they were being implemented continuously by civil society institutions and were characterized by a continuous time frame as well as a lack of clear and specific performance indicators. (3) Not Yet started : This score was given to legislative and executive activities for which no action had been taken by the parties responsible for their implementation..

(1) Appendix 1: Details of Legislative Activities – Laws.

(2) Appendix 2: Details of Legislative Activities – Regulations.

(3) Appendix 3: Details of Legislative Activities – Administrative Activities.

(4) Appendix 4: Details of Legislative Activities – Awareness Workshops and Sessions.

Secondly, the analysis included an assessment of the structure of the Plan in terms of the consistency of its time frames for the amendment of legislation as well as the coherence of its performance indicators in so far as they were specific, applicable, measurable, and had a clear time frame and authority responsible for their implementation.

Finally, the analysis also included a review of the communication and dissemination mechanisms of the Office of the Government Coordinator for Human Rights and the Human Rights Unit of the Prime Ministry in terms of the level of disclosure of Plan activities and communication with stakeholders.

The research team faced a set of determinants during its investigations, which made it difficult to track achievement of the Plan's implementation. In general, the imbalances inherent in the structure of the Plan, which are detailed in the results of this report, constituted the principal determinant for the team. These included weak measurement indicators for activities, ambiguous and inconsistent language used to describe these activities, and a lack of clear delineation of responsibility for the implementation of certain activities. The Plan defined the implementing party to be the "government" or "relevant ministries" without clarifying which government institution or ministry would be responsible for its implementation, or "civil society institutions" without providing any specific information about them.

Within the first pillar objectives with the exception of its fourth objective, relating to it and its implementation are consistent with international standards and best practices. Similar references are included in the Preamble, the references and literature and the core values. In the SWOT analysis that conducted by human rights experts, the high number of international conventions ratified by Jordan is identified as a strength while there is a weakness point in form of a gap between the obligations and their implementation and the weak application of international commitments by the courts. The SWOT analysis shows that the review of legislation against international standards as a challenge is also an opportunity to benefit from the cooperation with the national institutions, civil society and international organizations for improving compliance with international standards. Increased compliance with international standards is also listed as the first strategic objective of the Plan. On this basis, it is required to include elements of a qualitative evaluation of this compliance in the present report. The evaluation by international treaty bodies, special mechanisms and other UN Member States can be deducted from the analysis and recommendations, in particular those submitted after the respective completion of key activities by the government. This evaluation is reflected in the following by way of reference for further discussion in the context of the implementation of recommendations from UN human rights mechanisms.

Evaluation Results

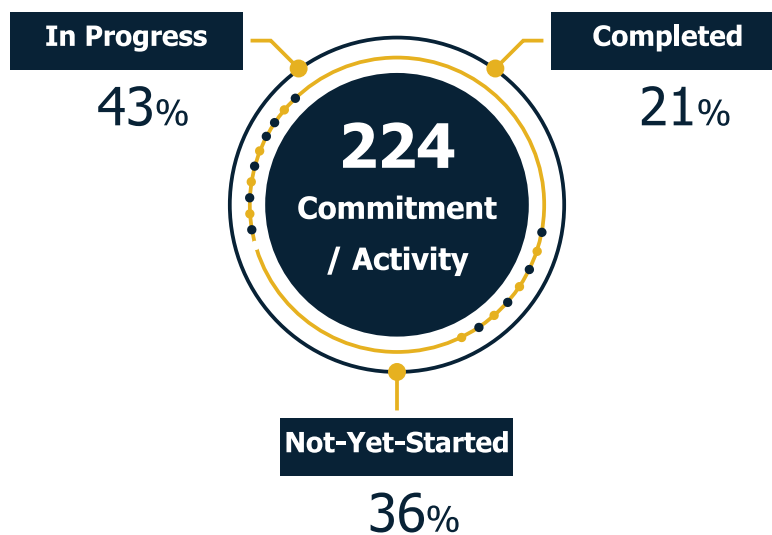
1. Results of the assessment of implementation in Plan activities

Of the 224 sub-activities surveyed as of the date of this report, it was found there were 18 activities whose time frames had expired with 179 activities whose time frames were ongoing and 27 activities whose time frames had not yet started.

Results measuring the level of implementation of all Plan activities regardless of time frame showed that 20% had been fully implemented, 42% were in the process of being implemented, and 38% had not yet been initiated. Graph 1 - 4 show the degree of achievement of Plan activities according to their time frames:

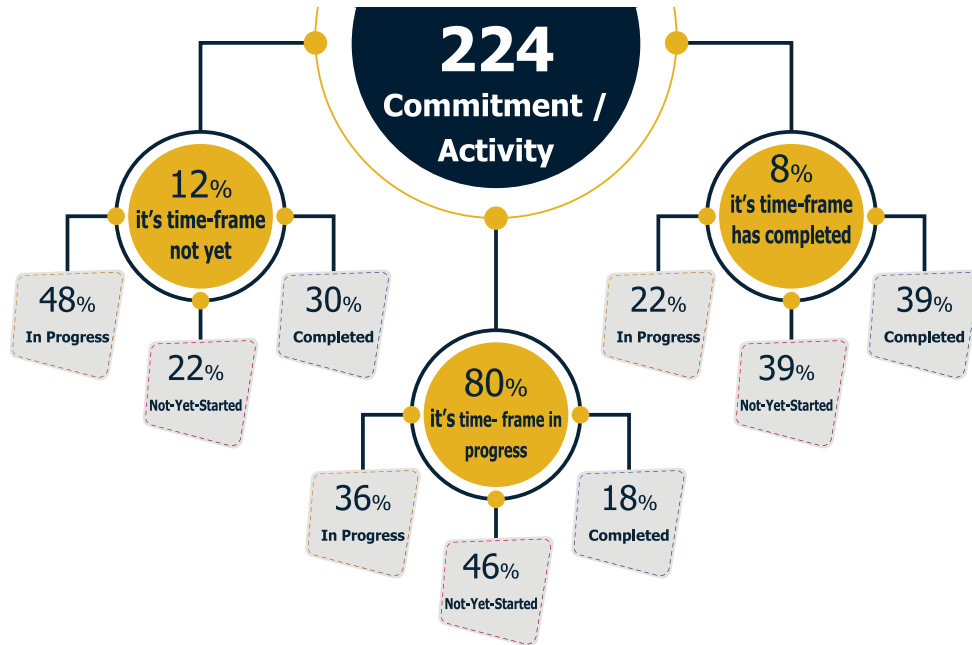
Graph 1. Level of General Achievement of Plan Activities

Level of General Achievement of Plan Activities



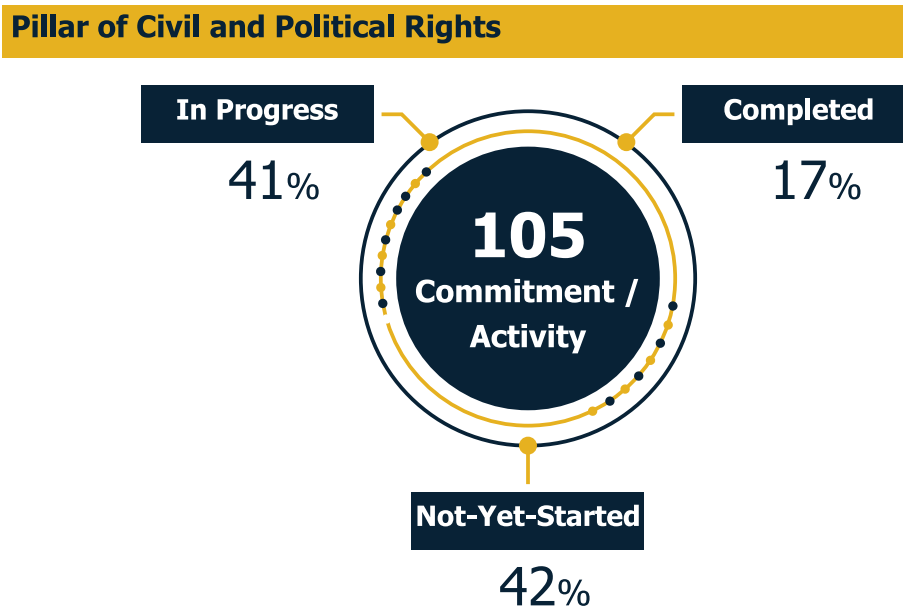
Graph 2. Level of Achievement of Plan Activities Based on it's Time-frame

Level of Achievement of Plan Activities Based on it's Time-frame



Graph 3. Level of Achievement of Plan Activities - First Pillar

Level of Achievement of Plan Activities - First Pillar



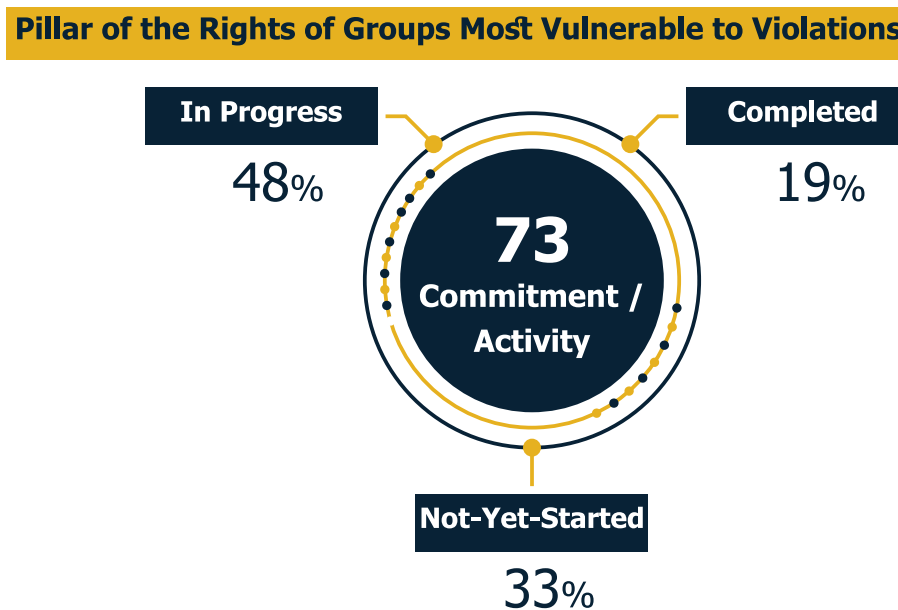
Graph 4. Level of Achievement of Plan Activities - Second Pillar

Level of Achievement of Plan Activities - Second Pillar



Graph 5. Level of Achievement of Plan Activities - Third Pillar

Level of Achievement of Plan Activities - Third Pillar



The following are details on the extent of achievement, organized by type of activity.

1. Legislative activities

The number of legislative activities not yet initiated was 72, representing 48.3% of a total of 149 legislative activities and 30.2% of a total of 224 activities in the Plan. These comprised 123 activities involving the introduction or revision of laws, 18 regulations, seven unspecified pieces of legislation, and one activity specific to directives.. There were also six pieces of legislation that were implemented before the start of their time frames, including five laws and one unspecified legislation as shown in the table below. The Achievement Matrix Details of Plan Pillars provides detailed information about each activity mentioned in the Plan.⁽⁵⁾

Table (1) Legislations that has been completed, although its time-frame has not yet started

Pillar	Time frame	Legislation
2	2022 - 2025	Legislation concerning Higher Health Council
2	2022 - 2025	Medical Accountability Act
2	2021 - 2023	Protection against Domestic Violence Law
1	2021 - 2023	Penal Code
3	2023 - 2025	Code of Criminal Procedure
1	2020 - 2023	Magistrates' Court Act

2. Executive/Procedural activities

The research team monitored non-legislative executive procedures throughout the Plan, which were divided into two types of activities. The first type concerned administrative affairs, which included appointing staff, expanding human resources, rehabilitating infrastructure, developing institutions, signing agreements, increasing allocations, and the like. The second type consisted of awareness and training workshops. Executive activities numbered 75, with 32 in the first pillar, 12 in the second pillar, and 31 in the third pillar. These included 44 administrative activities and 31 activities involving awareness workshops and sessions. The Achievement Matrix contains details about these activities based on the information provided by relevant government bodies. Levels of achievement for activities relating to administrative affairs were successfully measured. Details regarding awareness workshops and sessions were also based on knowledge of the work of civil society institutions in activities of this type. Due to difficulties in measuring achievement along with the determinants mentioned by the research team in the Methodology section of this report, all awareness workshops and sessions were considered to be in progress.

(5) Appendix 5: Matrix of Achievement Details of Plan Pillars.

Based on the results of desk research, interviews of experts from governmental and non-governmental bodies, and meetings with stakeholders, the research team delineated a set of gaps that were contained in the content of the Plan or revealed in the implementation of its activities. The following is a list of these gaps, broken down by pillar:

First Pillar: Civil and Political Rights

- Responsibility for investigating torture cases remains with the Police Justice, which compromises the impartiality and independence of investigations.
- Despite updates to the Judicial Code of Conduct, implemented and developed by administrative inspection, there has been no disclosure of its content nor did it include mechanisms for monitoring and assessment.
- There is no law covering all guarantees of a fair trial and all rights of prisoners.
- Jordan has still not ratified the Protocol to the Covenant on Civil and Political Rights, which prohibits carrying out the death penalty.
- Jordan has still not ratified the Protocol to the Convention against Torture.
- There is no legal text in Jordanian law that stipulates the right of arrested persons to hire a lawyer during the investigation and pretrial detention stages.
- The Plan defines the Law for the Protection of Culture as one of the laws related to the right to freedom of expression and peaceful assembly, while stakeholders believe that this law has no connection to the right to freedom of expression.
- There are many practices that violate the law with regard to, for example, the right to peaceful assembly. The banning of such activities by the government is a practice that violates the Public Assemblies Act and is afforded by legislation that gives leeway to the Executive Branch to interpret rights and legislation as it sees fit.
- The Legislation and Opinion Bureau believes that there is no reason to introduce special anti-torture legislation in order to prosecute the perpetrators of torture crimes before a civil court, as the Penal Code already achieves this purpose.
- The Legislation and Opinion Bureau believes that there is no need to revise the Crime Prevention Act to provide procedural and substantive protection for those subject to arrest, as it is the Code of Criminal Procedure that deals with prisoners during arrest regardless of the source of the arrest order.
- The Legislation and Opinion Bureau believes that the Code of Criminal Procedure is able to “provide the best substantive procedural protection for those subject to arrest in addition to reducing their sentences and finding alternatives to imprisonment,” and that there is no need to amend the Penal Code to fulfill these functions.

- The Legislation and Opinion Bureau believes that there is no need “to revise the Anti-Corruption Commission law to provide the necessary legal guarantees at the initial investigation stage, including the right of access to a lawyer,” since the Code of Criminal Procedure stipulates these guarantees regardless of the source of the arrest order.
- There is no need to amend the Public Security Act to provide the necessary legal guarantees at the initial investigation stage, including the right of access to a lawyer, since Article 85 of the Public Security Act stipulates that any issue not mentioned therein shall be referred to the Code of Criminal Procedure, which regulates such guarantees.
- The Legislation and Opinion Bureau believes that there is no need to introduce special legislation aimed at “establishing State guarantees for the rights of victims in the criminal justice system to compensation and reparation” as civil law already stipulates these rights in their entirety.
- The Legislation and Opinion Bureau recommended that the activity of “training staff in the application of community sanctions to expand the establishment of Family Reform and Reconciliation Offices” be separated into two different activities as follows: “Community sanctions will be the purview of the Ministry of Justice, while the Sharia Judiciary will oversee Family Reform and Reconciliation Offices.”

Second Pillar: Economic, Social, and Cultural Rights

- Amendments to the Labor Code in terms of its overall context ran contrary to the Plan, as the main elements of the Code contravened the Plan’s guidelines.
- Amendments to the Labor Code related to the status of women are ineffectual, as they provide only minimal rights.
- Weak monitoring methods represent a flaw in the oversight of the labor market. Inspection campaigns fail to fulfill their purpose, as achievement is measured by the efficiency of oversight, rather than the actual number of inspection campaigns carried out.
- The majority of amendments to the Social Security Law in 2019 are not in line with international standards or the Plan. For example, early retirement was meant to be abolished and replaced by at-will retirement complete with social protection and unemployment insurance to protect the retiree. Yet the government moved to raise the retirement age from 50 to 55 years for men and from 45 to 52 years for women. Amendments to the Social Security Law also allow institutions not to offer old-age insurance to those under 28 years of age, which in turn will negatively affect protections for the elderly.
- The Ministry of Environment lacks sufficient authority to regulate the activities of major economic enterprises whose practices harm the environment, such as an oil refinery receiving an exemption from technical regulations. This enables such institutions to bypass the Standards and Metrology Law, Public Health Law and Environmental Protection Act.

- It is clear that the government prioritizes partnerships with the private sector over civil society organizations (for example, when the Environmental Protection Fund was formed, its members were drawn from the private sector and did not include representation from civil society).
- New amendments to the Labor Code placed restrictions on collective bargaining processes.
- There is no oversight policy from the Ministry of Labor to ensure proper implementation of the flexible work system.
- Part of the legislative system still perpetuates discrimination against persons with disabilities. For example, the System of Medical Committees assumes that persons with disabilities are not legally or medically eligible to work.
- The Plan did not indicate which entity would regulate the rights of rural women working in the agricultural sector.
- Application of the Environmental Protection Act is considerably restricted due to a failure to vest the Environmental Inspectorate with law enforcement powers.
- The Plan did not address the right to property within the Intellectual Property Act.
- With regard to “reviewing minimum wages, pensions, and insurance in relation to inflation,” the Legislation and Opinion Bureau believes that the Civil Retirement Law and Military Retirement Law are due to expire within a short period and that the Social Security Law achieves the desired outcome of this activity. It is thus critical to modify its performance indicator so as to abolish the activity of “revising the Civil Retirement Law, Military Retirement Law, and Social Security Law and proposing necessary amendments to them” and keep the Social Security Law.
- The Legislation and Opinion Bureau recommended removing the activity concerning amendment of the Public Health Law aimed at “enacting legislation and procedures related to medical accountability,” since the objective of this activity was achieved with the introduction of the Medical Accountability Act.
- The Legislation and Opinion Bureau believes that there is no need to amend the Education Act to achieve the activity aimed at “upgrading educational services provided to students in schools and institutions of higher education in a manner that ensures the right to obtain an adequate education insofar as the State’s resources permit and protects the rights of employees in this field.” It may suffice to simply amend the regulations issued by the Act, including the 2017 Regulation on the Quality of Education and Accountability of the Ministry of Education No. 7.
- The Legislation and Opinion Bureau believes that the Higher Education Accreditation Authority Act does not ensure the achievement of transparency standards in the selection of academic leadership or job security for employees in the educational field in such a way as to have a positive impact on the quality of educational outcomes. This is because the Act is only concerned with educational institutions and does not address employment, leadership positions, or transparency in hiring for such positions.

Third Pillar: Rights of Groups Most Vulnerable to Violations

- The focus of some civil society institutions on raising funds to assist those with disabilities runs contrary to the Persons with Disabilities Law and international standards that Jordan has ratified, which are concerned with empowerment, rather than charitable assistance.
- New amendments to the Social Security Law have denied women higher pensions with an article that allows them to draw their social security benefits at any time. They may return at any time, but this returns the account to zero, thereby reducing their pension benefit.
- There remains no comprehensive database for persons with disabilities, despite the fact that the Persons with Disabilities Act requires the Department of Statistics to develop such a database.
- The efforts of civil society institutions in the field of training and capacity building for persons with disabilities are lacking.
- There is an absence of regulations to empower women disconnected from the labor market. Legislative guarantees must therefore be put in place to facilitate the return of women to the labor market.
- Institutions specialized in the affairs of persons with disabilities are not entirely competent and only a few of them are qualified.
- There are difficulties in selecting the target group to attend trainings on the affairs of persons with disabilities.
- There are obstacles to integrating persons with disabilities in the labor market, due to prevailing stereotypes among employers about the competence and suitability of persons with disabilities for certain jobs.
- The term “third degree” – which includes persons with disabilities, humanitarian cases, and the disadvantaged as a whole – was not removed from directives concerning the selection and appointment of employees for government and Civil Service Bureau jobs.
- The Civil Service Bureau does not provide a proficiency examination in Braille for persons with disabilities.
- Part of the legislative system still perpetuates discrimination against persons with disabilities. For example, the Medical Committees Regulation assumes that persons with disabilities are not legally or medically eligible to work.
- The number of security centers equipped with facilities accessible to persons with disabilities in Jordan is very few. The same applies to many courts as well, which is compounded by a lack of competence on the part of judges in dealing with persons with disabilities. This is despite an explicit legal provision within the Persons with Disabilities Act, which requires all stages of litigation to be made accessible to persons with disabilities. Examples of accessibility include providing information in Braille and sign language as well as having trained professionals available to communicate with people who have mental and intellectual disabilities.
- The Legal Assistance Fund for Persons with Disabilities is limited in its effectiveness.

- Due to the Plan's lack of monitoring and assessment tools, it is difficult to know the extent of achievement in the field of women's rights.
- The general budget of the Jordanian government does not address gender-related needs.
- There is a contradiction between some of the responsibilities and objectives stated in the Plan regarding persons with disabilities and the responsibilities of the Supreme Council for the Rights of Persons with Disabilities, which are stipulated in the Persons with Disabilities Act.
- The Plan's third pillar does not address the issue of refugees with disabilities.
- The Legislation and Opinion Bureau recommended not to amend the Ministry of Education Act aimed at "adopting the necessary legislative and executive measures to provide easier access to justice," since the Law on the Rights of Persons with Disabilities guarantees the right to education for persons with disabilities.
- The Legislation and Opinion Bureau believes that there is no need to amend the Labor Code or Penal Code, as both address child labor.
- Many activities in the Plan require passing Cabinet resolutions, rather than amending laws or issuing regulations. For example, the Legislation and Opinion Bureau believes that there is no need for a legislative amendment to exempt child care supplies from duties and taxes, as the matter requires only an administrative decision.

2. Results of the assessment of Plan structure and foundation

The research team identified a number of imbalances within the Plan's structure and foundation, which hinder implementation and monitoring of the achievement of goals and activities contained therein. The following are the most important results obtained by the research team::

- The repetition of legislation across different time frames, with amendments also being mentioned in more than one place for the same law, creates legislative confusion and impedes the accomplishment of the activities set out in the Plan. An example of this is the repetition of the Code of Criminal Procedure ten times in different time frames, including eight times in the first pillar, as the Plan proposed that it be amended within the following time frames: 2016 - 2018, 2018 - 2021, and 2023 - 2025. Another example is the Penal Code, which was repeated ten times, including six times in the first pillar, within four different time frames: 2016 - 2017, 2018 - 2020, 2019 - 2021 and 2021 - 2023. This was also observed in the case of regulations, for example, the repetition of the activity to amend and revise the Civil Service Regulation in four activities in the second and third pillars within different time frames: 2016 - 2021 and 2020 - 2025. The research team has worked on consolidating legislation in this report to unify their time frames and facilitate their implementation with the goal of more effectively accomplishing the activities of the Plan⁽⁶⁾.

(6) Appendix 6: Legislative Activities Repeated across Different Time Frames.

- The inclusion of more than one law within the same activity makes it difficult to apply indicators to measure and evaluate the extent of achievement in line with its objectives, as was the case in four of the Plan's activities.⁽⁷⁾
- The inclusion of more than one name for the same law or an incorrect name that differs from what is listed in the Official Gazette creates confusion for anyone reading the Plan.⁽⁸⁾
- The ambiguous referencing of certain pieces of legislation in a number of areas in the Plan makes it difficult to implement and monitor them later. The Plan tasked the Judicial Council by introducing four laws and revising two laws, without specifying which ones they were.⁽⁹⁾
- The failure to entrust a specific entity with the implementation of certain activities,⁽¹⁰⁾ instead of leaving them under the general purview of "the government," "all ministries," "the government and parliament," or "civil society," impedes accountability and monitoring. This vagueness prompted questions among stakeholders about who would implement the Plan and whether it was a national or government plan. Some civil society institutions commented that their voices were not involved in the process of formulating the Plan in 2016 and questioned whether civil society should therefore be responsible for implementing it. Others also indicated that international standards stipulate that responsibility for the state of human rights in any country lies with the government, rather than civil society organizations, and for this reason, it should have been a government plan, not a national plan.
- The failure to include sufficient information about the Plan's executive activities⁽¹¹⁾ in terms of target groups, number of activities, topics, geographical areas of implementation, the importance of these activities to their participants, and their role in accomplishing the activities of the Plan, etc. hinders their subsequent assessment and monitoring.
- The inclusion of ambiguous topics for certain executive activities in a number of areas in the Plan⁽¹²⁾ - for example, "holding workshops on active citizenship and integrity" - makes it difficult to implement and monitor these activities later.
- The performance indicators for most of the activities of the Plan were not sufficiently accurate to enable tracking of the extent of their achievement. While for some activities indicators were unclear or ambiguous, for other activities, indicators overlapped with those of the respective sub-activity⁽¹³⁾.
- Some activities were included in the Plan that had already been carried out prior to its start, for example, the activity related to the establishment of the Supreme Council of the Sharia Judiciary, despite the fact that the Council was established in 2015, that is, before the launch of the Plan.

(7) Appendix 7: Laws Repeated within the Same Activity.

(8) Appendix 8: Laws Listed under Incorrect Names.

(9) Appendix 9: Legislation Lacking a Clear Purpose for Introduction.

(10) Appendix 10: Examples of Activities Carried Out by Non-Governmental Institutions as well as Unspecified or Ambiguous Activities.

(11) Appendix 10: Examples of Activities Carried Out by Non-Governmental Institutions as well as Unspecified or Ambiguous Activities.

(12) Appendix 10: Examples of Activities Carried Out by Non-Governmental Institutions as well as Unspecified or Ambiguous Activities.

(13) Appendix 10: Examples of Activities Carried Out by Non-Governmental Institutions as well as Unspecified or Ambiguous Activities.

- Some legislative activities in the Plan called for the amendment of a law, despite the fact that this was not necessary in order to implement the objective of the activity. The Legislation and Opinion Bureau cited a number of examples of activities that did not require an amendment or the introduction of a law, but rather merely an amendment, the introduction of a regulation, or the issuing of directives or resolutions.
- The second and third pillars do not include references to the international obligations of Jordan and the alignment of the implementation of the Plan with international law and best practices.
-
- The Plan does not contain any of the topics that stakeholders considered important to include as priority issues in order to strengthen human rights in Jordan. The following are the most prominent of these issues from the stakeholders' point of view:
 - Human trafficking.
 - Sustainable development, which intersects with all pillars of the Plan.
 - Local governance in (decentralized) elections, municipal elections, unions, and the status of universities and student organizations.
 - The right of workers to collective bargaining.
 - Labor rights, social security, and health insurance for rural women farmers.
 - Decent work standards, as recognized by the International Labour Organization.
 - Major global issues such as environmental pollution, climate change, renewable energy, global warming, energy efficiency, and the protection of animals.
 - Sexual and reproductive health, as well as reproductive rights.

3. Results of the assessment of communication tools with stakeholders

Stakeholders highlighted a number of weaknesses in the government's communication with civil society institutions in the area of human rights. They pointed to the poor quality of periodic reports issued by the government, which usually include quantitative rather than qualitative achievements in addition to providing irrelevant or redundant information that is not presented in an informative or visually appealing format. Stakeholders also indicated that the absence of an official spokesperson or public relations official in the Office of the Government Coordinator for Human Rights hinders communication and coordination with civil society institutions. Furthermore, the lack of a complaints system or clear mechanism for following up on complaints within the National Human Rights Coordinator Office reduces the effectiveness of its operations..

Recommendations

Recommendations for the Plan's structure and foundation and strengthening communication tools with stakeholders

Based on analysis of the evaluation results and consultations with stakeholders, the research team recommends restructuring the Plan and developing a new version that is more in line with national priorities and global standards. This will facilitate monitoring of the Plan's implementation as well as the involvement of various stakeholders in its implementation and oversight. As the Plan enters its fifth year, now is an opportune time for the government to address the imbalances and problems related to its structure and content as mentioned in this report. The government must also identify those activities that have not been accomplished thus far and should be revised to include other issues not mentioned in the Plan. It is hoped this will usher in a new phase of the Plan for the next six years, one that is more participatory and based on academic research. To that end, the assessments of achievement contained in this report serve as a resource on which the government can base its revisions.

The research team also recommends taking into consideration other plans that intersect with the Comprehensive National Plan for Human Rights, such as the National Strategy for Women's Affairs. Stakeholders have suggested, for example, including these plans within the Comprehensive National Plan for Human Rights as attachments to be read in their original form. Another possibility is to attempt to identify and include only the content of these plans that intersects with that of the Comprehensive National Plan for Human Rights. The team believes this may be the best option, based on broader consultations with stakeholders, in the event that the government decides to restructure the Plan.

The research team stresses that the government must decide whether the Plan is to be a governmental or national one. In both cases, it should not lose sight of the importance of assigning responsibility for activities specifically and transparently to ensure accountability in implementation as well as authority in decision-making. For example, the government must not engage in amending legislation on behalf of Parliament or orienting the topic of a particular campaign on behalf of civil society institutions. This, in the view of the team, does not negate the role of the government in implementing and improving human rights so long as there is transparency and joint participation of all parties with their full knowledge and consent.

The research team believes it is necessary to reconsider the duration of the Plan, as many stakeholders have commented that its 10-year length makes monitoring implementation and ensuring accountability a challenge. The Plan must also be revised to align it more closely with local and global developments, as well as with the communication and information policy of the National Human Rights Coordinator Office. In turn, the Office must issue periodic reports on the achievements and failures in implementing

Plan goals in addition to discussing these with civil society organizations with complete transparency via various direct and indirect tools. An electronic platform needs to be designed that allows citizens and civil society institutions to share their comments and opinions regarding the pillars and content of the Plan. In this connection, members of the working group of the Office of the Government Coordinator for Human Rights as well as human rights liaison officers in ministries should undergo competency training in monitoring, evaluation, reporting, and communication. The Office should also designate a media officer or official spokesperson to ensure effective outreach. Also, Jordan can prioritize some activities to work on during a short term timeline, per say 20 commitments per year.

Finally, the research team offers a series of formal recommendations that should be adhered to in the development of the Plan's new structure:

- Limit activities that relate to the amendment/legislation of the same law and make amendments to the relevant law only once. This necessitates modifying the time frames of some sub-activities.
- Reconsider the need to enact legislation for some legislative activities in terms of amending laws, regulations, or directives to achieve the objective of the activity. This will facilitate the implementation of these activities and avoid relying on Parliament to implement them.
- Whenever possible, the Plan should be more specific in identifying the items that need to be amended in legislation so as to achieve the desired amendments.
- Parties involved in preparing the national and strategic plans should be familiar with the work of committees preparing other plans so as to avoid the repetition of activities across multiple plans. If the intent is to repeat these activities, however, then it is important for these parties to explain the reason behind doing this to public opinion to avoid confusion for anyone reading the Plan.
- Specifically define those parties to be tasked with the implementation of the Plan so as to identify each of their responsibilities and boost oversight and accountability. This will help improve the effective monitoring of these parties' performance and holding them accountable if they fail to implement activities.
- Standardize the language used to formulate all components of the Plan so that there is no ambiguity regarding the content or names of laws. Include these names in their official form, which has been constitutionally and legally approved.
- Develop KPIs for all sub-activities in the Plan that help strengthen oversight and facilitate the monitoring of implementation.
- Ensure that all pillars of the Plan address gender-related needs.
- The competent parties should prepare "need-based studies" before setting goals related to trainings and campaigns to raise awareness on human rights.
- Work on matching the recommendations of the Universal Periodic Review (UPR) of human rights with Jordan's contractual human rights obligations.

- Creating a database showing the extent to which the Government has fulfilled its contractual obligations in the field of human rights, which could be the basis upon which the database could be established. CSOs can also contribute to the information and practical recommendation by a tool that allow them to comment on government reporting providing that the comments\contributions are supported by evidence

Recommendations for implementing Plan activities and maximizing their impact

Stakeholders provided a set of recommendations to enhance the Plan's achievements as well as address issues and imbalances related to its topics, as mentioned in the Evaluation Results. The research team lists these recommendations below as they pertain to each pillar:

1. Pillar of Civil and Political Rights

- Amend legislative texts that mention the topic of torture to redefine its conception, strengthen and expand punishment in line with international standards, and institutionalize tighter oversight mechanisms through the designation of a specific body to monitor prisons and correction centers.
- Have all law enforcement personnel who deal directly with the public undergo intensive training on how to interact with civilians and avoid abusing their rights.
- Amend the civilian judicial system to define the criteria for promotion, transfer, advancement, assignment, and secondment along with all other employment situations that judges may encounter in order to ensure equality, justice, and transparency.
- Provide statistics on the number of voters with disabilities in Jordan with the aim of establishing polling centers throughout the Kingdom that take into account their circumstances.
- Amend the Election Law to achieve the required standards of fairness, transparency, and justice.
- Reconsider the Law on the Right to Information and amend all legislation associated with freedom of opinion and expression and the right of assembly within a single matrix, because such legislation is interrelated. A database of all rights related to freedom of opinion and expression and the right of assembly should also be developed in order to monitor the safeguarding of these freedoms as well as any violations of them.
- Limit the spread of hate speech and mitigate its effects without increasing restrictions on freedom of expression.
- Amend the articles of the Public Assemblies Act that grant the government discretionary power to ban public assemblies so as to ensure that the government's role is limited to reporting on public assemblies, not authorizing them..

2. Pillar of Economic and Social Rights:

- Review the minimum wage periodically, taking into account its link to inflation and the poverty line for an average family.
- Separate the category of persons with disabilities from that of humanitarian cases and disadvantaged individuals in the Civil Service Law.
- Increase oversight of the private sector with regard to dealing with persons with disabilities.
- Introduce a new mechanism in place of the Civil Service Law to employ persons with disabilities.
- Improve the monitoring and efficiency of the flexible work system.
- Take into account the condition of rural women in the current legislation that guarantees their rights, such as the Labor Code and civil health insurance system.
- Devote more government attention to the environmental sector when designing policies and enacting and implementing legislation.
- Include objectives within the pillar of economic and social rights that address the structural imbalances that have been adversely affecting the Jordanian labor market for years.
- Work to reduce the percentages of employee and employer contributions to social security in order to stimulate job creation and growth in the labor market.
- Work to increase the efficiency of enforcement of regulations related to waste management in Jordan.
- The government should direct its attention to the Waste Management Law that has been stuck in the House of Representatives since 2016 and issue regulations and directives on waste management.
- Strengthen coordination at the strategic and ministerial levels regarding environmental issues in light of the urgent need to take into account the risks that climate change poses to Jordan.
- Harmonize environmental legislation with other legislation, such as the Law on the Right to Information. For example, Article 18 of the Environmental Impact Assessment System prohibits the right to information.

3. Pillar of the Rights of Groups Most Vulnerable to Violations:

- Ensure that there is at least one standard polling center in every electoral district that accommodates the needs of persons with disabilities. This center must have a bathroom and handicap accessible ramp as well as provide sign language translation services, ballot papers in Braille, raised ballot boxes and voting booths that are accessible to individuals of short stature and those seated in wheelchairs, and a pictorial voting aid for the deaf.
- Develop clear mechanisms to increase employment rates among persons with disabilities, which are at 4%, by enforcing the provisions of the Labor Code, as mentioned in the directives for the selection and appointment of employees for government jobs.

- Separate the category of persons with disabilities from that of humanitarian cases and disadvantaged individuals in the Civil Service Law.
- Involve persons with disabilities as well as the organizations that support them to share their expertise in preparing reports and strategies and implementing the activities of the Plan.
- Consider increasing the number of staff in the Supreme Council for the Rights of Persons with Disabilities and strengthening coordination with civil society to exchange resources and benefit from the support of the Council in the area of capacity development.
- Develop recommendations and instructions to be followed when creating ministry strategies such that for every five goals there is one goal oriented toward gender-related needs.
- The Plan should reflect ministry strategies and align them with gender-related needs.
- Increase oversight of the private sector with regard to including persons with disabilities in the labor market.
- Provide statistics on the number of voters with disabilities in Jordan with the aim of establishing polling centers throughout the Kingdom that take into account their circumstances.
- Rename the third pillar (Rights of Groups Most Vulnerable to Violations) to reflect a spirit not of victimization, but of empowerment of these groups as full Jordanian citizens.
- Develop a comprehensive database of persons with disabilities that includes information such as life circumstances, needs, skills, and employment opportunities and that can be used to promote their empowerment.
- Give effect to international treaties and agreements that Jordan has ratified as well as implement the general comments of international treaty bodies relating to sexual and reproductive health rights and gender-based violence.
- Revise national policies and laws relating to gender-based violence/domestic violence to remove the phrase "mandatory reporting on gender-based violence" in order to ensure that survivors of gender-based violence and women seeking assistance do not encounter any legal obstacles.
- Amend the Personal Status Law and the articles that allow child marriage. Additional efforts are still required to remove all exceptional circumstances that allow the practice of child marriage.
- Develop a comprehensive and age-appropriate sexual education program to be implemented in government schools affiliated with the Ministry of Education. The program will be provided to students in the early stages of adolescence and taught by teachers and social workers who are specially and academically trained in its curriculum.

Attached Appendices

Appendix 1: Details of Legislative Activities – Laws

Law	No. of Activities	Law	No. of Activities
Legal Code	10	Jordanian Universities Law	1
Code of Criminal Procedure	10	Jordanian Nationality Act	1
Labor Code	9	Defense Law	1
Election Law	6	Agriculture Law	1
Public Health Law	5	Companies Law	1
Political Parties Law	4	Social Affairs Law	1
Education Law	4	Nuclear Energy Law	1
Social Security Law	4	Military Penal Code	1
Law for the Care of Persons with Disabilities	4	Narcotics and Psychotropic Substances Act	1
Independence of the Judiciary Act	3	Electronic Transactions Law	1
Municipalities Act	3	Explosives Act	1
Civil Retirement Law	3	Trade Unions Act	1
Domestic Violence Protection Act	3	Radiation Protection and Nuclear Safety and Security Law	1
Press and Publications Law	3	Code of Sharia Proceedings Law	1
Law on the Composition of Sharia Courts	3	Code of Civil Procedure	1
Magistrates' Court Act	3	Law on the Composition of Municipal Courts	1
Military Retirement Law	2	Law on the Composition of Ecclesiastical Courts	1
Associations Law	2	Law of Information Systems Crimes	1
Food and Drug Act	2	Environmental Protection Act	1
Standards and Metrology Law	2	Arabic Language Protection Act	1
Independent Election Commission Law	2	Law on the Right to Information	1
Law for the Protection of Culture	2	Medical Accountability Act	1
Commission for Audiovisual Media Law	2	Law of the State Security Court	1
Formation of Regular Courts Law	2	Anti-Corruption Act	1
Public Assemblies Act	1	Prevention of Terrorism Act	1

Law	No. of Activities	Law	No. of Activities
Alien Residency and Affairs Act	1	Crime Prevention Act	1
Public Security Act	1	Higher Education Accreditation Authority Act	1
Civil Code	1	Commission to Combat Corruption Act	1
National Building Law	1	Ministry of Social Development Law	1
Environmental Act	1	Public Security Act	1
Higher Education Law	1	Alien Residence and Affairs Act	1
Sharia Enforcement Act	1	Public Assemblies Act	1

Appendix 2: Details of Legislative Activities – Regulations

Regulations	No. of Regulations Contained Therein
Adoption of the Assistant Sharia Judges Regulation, Assistant Judges Regulation, Training of Trainee Judges and Legal Assistants Regulation; Revision of the Judicial Institute Regulation; Introduction of the Higher Institute for the Sharia Judiciary	1
Administrative Management of the Ministry of the Justice	1
Health Insurance Regulation	1
Regulations and Directives of the Juvenile Law	1
Hiring Domestic Workers Regulation and Directives Contained Therein	1
Judicial Inspection of Regular Courts Regulation	1
Jordanian Cultural and Creative Dedication Regulation	1
Administrative Management of the Ministry of Justice Regulation	1
Judicial Service for Regular/Sharia/Military Judges Regulation	1
Civil Service Regulation	4
Classification of Private Schools Regulation	1
Shelters for Victims of Human Trafficking Regulation	1
Maintenance Credit Fund Regulation	1
Activation of Provisions of the Labor Code Regulation	1
Protection of Media Professionals Regulation	1

Appendix 3: Details of Legislative Activities – Administrative Activities

Time Frame	Legislation
2016-2025	Publish Code of Judicial Conduct
2016-2025	Appoint a number of judges in proportion to the legal workload
2016-2025	Appoint a number of assistant judges in proportion to the legal workload
2016-2025	Expand human resources
2016-2025	Create more specialized judicial chambers
2016-2019	Develop a coordinated mechanism for implementing alternative sentences and resolving disputes
2016-2017	Establish legal aid programs in courts
2016-2025	Provide the necessary funding for the National Center for Security and Crisis Management to foster institutional development
2016-2025	Coordinate and identify communication channels between various relevant parties via the National Center for Security and Crisis Management
2016-2019	Create a mechanism for developing electoral procedures
2016-2025	Official institutions are to survey their constituents to identify what information should be disclosed for publication
2016-2024 (every two years)	Prepare a national report that monitors violations related to the media
2016-2025	Create an electronic database for complaints related to human rights violations
2016-2025	Publish Code of Conduct for Political Parties
2016-2025	Activate monitoring and inspection mechanisms to verify employers' compliance with the provisions of the law
2022-2025	Create an effective mechanism for health and treatment services
2016-2025	The Ministry of Health is to provide children with free access to all vaccines for all diseases
2016-2025	Provide additional allocations for health services in the General Budget Law
2016-2025	Develop educational curricula
2016-2021	Include items to support cultural institutions and activities within the general budget

Time Frame	Legislation
2016-2021	Include items to support activities concerned with promoting cultural awareness among children and youth within the general budget
2016-2025	Build facilities for cultural activities
2016-2025	Cooperation agreements are to be signed between the Ministry of Culture, official institutions, civil society institutions, and private institutions for the development and promotion of culture
2016-2025	Increase allocations for the development of governorates in the general budget
2016-2022	Create a mechanism for activating national legislations
2016-2022	Develop a database for persons with disabilities
2016-2021	Build up the capacities of oversight institutions and activate the standards mentioned in legislation related to women's rights
2016-2025	Review all national plans and strategies relating to women
2016-2025	Revise general budget items to better support the goal of women's empowerment
2016-2018	Prepare an implementation action plan to build up the capacities of governmental and non-governmental institutions around mechanisms that take into account women's rights in the development of policies and plans
2016-2025	Activate implementation of the national framework for combating child labor and create mechanisms to apply community sanctions if children drop out of school
2016-2025	The General Budget Law is to allocate a budget for children
2016-2021	Develop accreditation and quality-control standards for children's shelters
2016-2021	Establish mechanisms to enhance early detection services for developmental delays
2017-2025 (second half)	Schools are to accommodate the needs of children with disabilities
2017-2025 (second half)	Establish more stringent oversight of public and private schools
2017-2027 (second half)	Promote human rights concepts and vocabulary within educational curricula
2017-2025 (second half)	Expand the creation of libraries
2016-2020	Evaluate and update the Jordanian national strategy for the elderly
2016-2019	Develop accreditation and quality-control standards for shelters
2016-2019	Implement accreditation and quality-control standards for shelters
2016-2025	Include the elderly in decision-making processes
2016-2025	Design policies that contribute to empowering the elderly economically and socially

Appendix 4: Details of Legislative Activities – Awareness Workshops and Sessions

Time Frame	Legislation
2016-2025	Prepare educational and awareness materials on the rights of victims to justice
2016-2025	Develop a training program for monitoring and inspection
2016-2025	Hold trainings for judges on international standards for judicial independence
2018-2021	Develop training manuals
2016-2025	Hold trainings for judges on alternative dispute resolution
2016-2025	Hold trainings for staff on applying community sanctions and expand the establishment of Family Reform and Reconciliation Offices
2016-2025	Implement awareness programs on the rights and obligations of citizens
2016-2025	Incorporate citizenship concepts into school curricula
2016-2025	Implement awareness programs on the rights and obligations of refugees
2016-2025	Implement training and qualification programs
2016-2025	Hold trainings for the staff of the National Center for Security and Crisis Management on crisis response
2016-2024	Hold training sessions on freedom of opinion and expression
2016-2025	Hold trainings for law enforcement personnel on international standards for safeguarding the right to peaceful assembly
2016-2025	Hold training workshops for staff on receiving and following up on complaints
2016-2025	Hold workshops on active citizenship, integrity, and the rule of law
2016-2025	Hold workshops on active citizenship, integrity, and the rule of law
2016-2025	Hold training sessions on the principles of good governance
2016-2025	Hold training sessions on the principles of good governance
2016-2025	Launch awareness campaigns
2016-2025	Build up the capacities of teachers in the field of technical education
2016-2025	Hold trainings for persons with disabilities
2016-2025	Hold awareness workshops on the rights of persons with disabilities
2016-2025	Hold training and awareness sessions on women's rights
2016-2025	Ensure the training and qualification of staff who work with children

Time Frame	Legislation
2017-2021	Hold workshops and sessions to raise awareness about children's rights
2017-2021	Hold awareness workshops on good parenting and develop educational curricula on the best practices in child-rearing
2016-2021	Hold awareness workshops on bullying and violence in schools
2017-2021	Prepare an awareness guide on the importance of children's physical, mental, and social health
2016-2025	Hold awareness workshops and sessions on children's physical, mental, and social health
2016-2025	Increase the percentage of individuals covered by health insurance
2016-2025	Hold training and awareness sessions on mechanisms that facilitate positive interactions with students
2016-2025	Hold training and awareness sessions on how to interact with persons with disabilities

Appendix 5: Legislative Activities Repeated across Different Time Frames

Pillar	Time Frame	Legislation
1	2018 - 2021	Code of Criminal Procedure
1	2018 - 2021	Code of Criminal Procedure
1	2018 - 2025	Code of Criminal Procedure
1	2016 - 2018	Code of Criminal Procedure
1	2018 - 2021	Code of Criminal Procedure
1	2018 - 2021	Code of Criminal Procedure
1	2018 - 2021	Code of Criminal Procedure
1	2016 - 2019	Code of Criminal Procedure
3	2023 - 2025	Code of Criminal Procedure
3	2016 - 2022	Code of Criminal Procedure
3	2016 - 2022	Penal Code
3	2018 - 2025	Penal Code
3	2021 - 2023	Penal Code

Pillar	Time Frame	Legislation
3	2019 - 2021	Penal Code
1	2018 - 2020	Penal Code
1	2016 - 2017	Penal Code
1	2016 - 2017	Penal Code
1	2018 - 2025	Penal Code
1	2016 - 2019	Penal Code
1	2016 - 2019 (first half)	Penal Code
2	2016 - 2019	Labor Code
2	2016 - 2019	Labor Code
2	2016 - 2019	Labor Code
2	2016 - 2018	Labor Code
3	2018 - 2025	Labor Code
3	2016 - 2021	Labor Code
3	2019 - 2021	Labor Code
3	2016 - 2021	Labor Code
2	2022 - 2025	Public Health Law
2	2016 - 2025	Public Health Law
2	2016 - 2025	Public Health Law
3	2016 - 2025	Public Health Law
3	2016 - 2021	Public Health Law
1	2016 - 2019	Election Law
1	2016 - 2019	Election Law
1	2016 - 2019	Election Law
1	2016 - 2018	Election Law
3	2016 - 2019	Election Law
3	2018 - 2025	Election Law
3	2016 - 2022	Law for the Care of Persons with Disabilities

Pillar	Time Frame	Legislation
3	2016 - 2022	Law on the Rights of Persons with Disabilities
3	2016 - 2022	Law on the Rights of Persons with Disabilities
	2016 - 2022	Act for the Welfare of the Disabled
2	2020 - 2025	Social Security Law
2	2016 - 2025	Social Security Law
3	2016 - 2021	Social Security Law
3	2016 - 2021	Social Security Law
2	2018 - 2025	Education Law
3	2016 - 2022	Ministry of Education Act
3	2019 - 2021	Education Law
3	2016 - 2025	Education Law
1	2016 - 2019	Political Parties Law
1	2016 - 2019	Political Parties Law
1	2016 - 2022	Political Parties Law
3	2018 - 2025	Political Parties Law
1	2016 - 2020	Press and Publications Law
1	2016 - 2019	Press and Publications Law
1	2016 - 2019 (first half)	Press and Publications Law
3	2016 - 2022	Domestic Violence Protection Act
3	2016 - 2021	Domestic Violence Protection Act
3	2021 - 2023	Domestic Violence Protection Act
2	2020 - 2025	Civil Retirement Law
3	2018 - 2025	Civil Retirement Law
3	2016 - 2021	Civil Retirement Law
1	2016 - 2019	Municipalities Act
1	2016 - 2018	Municipalities Act
3	2018 - 2025	Municipalities Act
1	2018 - 2021	Independence of the Judiciary Act

Pillar	Time Frame	Legislation
1	2018 - 2021	Independence of the Judiciary Act
1	2018 - 2021	Independence of the Judiciary Act
1	2016 - 2019	Commission for Audiovisual Media Law
1	2016 - 2019 (first half)	Commission for Audiovisual Media Law
1	2020 - 2021	Magistrates' Court Act
1	2016 - 2021	Magistrates' Court Act
1	2020 - 2023	Magistrates' Court Act
2	2016 - 2021	Law for the Protection of Culture
1	2022 - 2025	Law for the Protection of Culture
1	2016	Law on the Composition of Sharia Courts
1	2016 - 2017	Law on the Composition of Sharia Courts
1	2016 - 2021	Law on the Composition of Sharia Courts
1	2016 - 2019	Independent Election Commission Law
1	2016 - 2019	Independent Election Commission Law
2	2016 - 2025	Standards and Metrology Law
2	2016 - 2025	Standards and Metrology Law
1	2016 - 2021	Regular Courts Law
1	2018 - 2021	Formation of Regular Courts Law
2	2020 - 2025	Military Retirement Law
3	2016 - 2021	Military Retirement Law
2	2016 - 2025	Food and Drug Act
2	2016 - 2025	Food and Drug Act
1	2016 - 2019	Law on Associations
1	2016 - 2020	Law on Associations
3	2016 - 2022	Civil Service Regulation
3	2016 - 2021	Civil Service Regulation
2	2020 - 2025	Civil Service Regulation
3	2016 - 2021	Civil Service Regulation

Appendix 6: Laws Repeated within the Same Activity

Time Frame	Activity
2020-2025	Civil Retirement Law/Military Retirement Law/Social Security Law
2016-2025	Social Security Law/Companies Law
2016-2019	Penal Code/Code of Criminal Procedure/Election Law
2016-2021	Law on the Composition of Sharia Courts/Magistrates' Court Act/Regular Courts Law

Appendix 7: Laws Listed under Incorrect Names

Law as it Appears in the Official Gazette	Law as it Appeared throughout the Plan
Law for the Care of Persons with Disabilities	"Act for the Welfare of the Disabled" appeared once and "Act for the Welfare of Disabled People" appeared twice
Ministry of Social Affairs Law	"Ministry of Social Development Law" appeared once
Education Law	"Ministry of Education Law" appeared once
Formation of Regular Courts Law	"Regular Courts Law" appeared once
Introduction of the Higher Institute for the Sharia Judiciary	"Institute for the Sharia Judiciary"

Appendix 8: Legislation Lacking a Clear Purpose for Introduction

Pillar	Time Frame	Legislation
1	2018 - 2021	Introduction of legislation on public prosecution
1	2021 - 2024 (first half)	Introduction of legislation to combat terrorism
1	2022 - 2025	Introduction of legislation to ensure the consolidation of references related to granting rights to limit the barring or removal of members of the judiciary by force
1	2021 - 2024 (first half)	Issuing of legislation to compensate victims of torture
1	2018 - 2025	Issuing of legislation to compensate victims of torture
2	2022 - 2025	Legislation concerning the Higher Health Council
3	2016 - 2025	Amendment of legislation in order to grant an exemption for child care supplies


Appendix 9: Examples of Activities Carried Out by Non-Governmental Institutions

Implementing Party 1	Implementing Party 2	Time Frame	Activity
Ministries	Relevant government institutions	2016 - 2025	Implement awareness programs on the rights and obligations of refugees
Ministries	Relevant government institutions	2016 - 2025	Implement training and qualification programs
All ministries, government institutions, civil society institutions, and independent institutions		2016 - 2025	Hold training workshops for staff on receiving and following up on complaints
All ministries and government institutions + media outlets	Civil society institutions + independent institutions	2016 - 2025	Hold workshops on active citizenship, integrity, and the rule of law
All ministries and government institutions + media outlets	Civil society institutions + independent institutions	2016 - 2025	Hold workshops on active citizenship, integrity, and the rule of law
Civil society institutions		2016 - 2025	Hold training and awareness sessions on women's rights



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Assessment Report

The Implementation of The Comprehensive National Plan for Human Rights 2016 - 2025

Issued by

Al Hayat Center - RASED

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First Pillar

First Pillar:	Civil and political rights
Main Objective 1:	Protect the right to life and physical safety
Sub-objective 1:	Develop the legal framework governing the right to life and physical safety to bring it in line with the Constitution and international treaties ratified by Jordan, and look into joining the remaining international treaties
Key Activity:	Conduct a review of the relevant legislation and propose the necessary amendments

Sub-activity: Review the Penal Code and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	Completed

Completion Details:

The government submitted a draft amendment to the Penal Code, which was published in the Official Gazette on August 30, 2017, after a number of revisions by the Parliament. The amendment of the Penal Code No. 27 of 2017, contained a number of amendments concerning the Sub-objective of this Pillar, in which every instance of the word “harsh” was eliminated. Likewise, the provisions of the first paragraph of Article 208 were amended, in particular to change the minimum penalty for the act of torture to six months instead of three months if the act constitutes a misdemeanor within the intended meaning of the law and did not lead to a serious illness or injury. The text now reads as follows:

1. Anyone who commits any form of torture for the purpose of obtaining a confession or information about a crime shall be punished by imprisonment from six months to three years.
2. For the purposes of this article, torture means any act inflicted on someone that intentionally results in severe physical or mental pain or suffering, with intent to obtain a confession or information from him, or another person; or to punish him for an act he, or others, committed or is suspected of committing; or to intimidate or compel such person, or others; or when such pain or suffering is inflicted for any reason based on discrimination of any kind; or is instigated, approved, or acquiesced to by a public official or any person acting in an official capacity.
3. If this torture leads to severe illness or injury, the penalty shall be a term of penal servitude.
4. Notwithstanding the provisions of Articles 54 bis and 10) of this Law, the Court shall not suspend the execution of the sentence imposed for the crimes mentioned in this Article; likewise, the Court shall not consider mitigating factors.

However, these amendments do not include the recommendations of the National Center for Human Rights regarding Article 208, which criminalizes torture in a fragmentary way by limiting it to the extraction of confessions. This results in a shortcoming in Jordan’s legislative climate in prosecuting the perpetrators of torture crimes and trying them properly. Despite the recommendation of the National Center for Human Rights to amend this deficiency in the article to better align with the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or

Punishment, as part of the amendments provided in the draft law to amend the Penal Code in 2016, the government, after withdrawing the draft and reintroducing and passing it in 2017, did not address those recommendations.

Opinion on achievement, impact, and gaps:

The judicial police continue to investigate and monitor cases of torture. This compromises neutrality, independence and impartiality.

Recommendations:

1. Legislative texts that contain the topic of torture must be amended to change the concept and intensify and extend the punishment, especially the Crime Prevention Law, the Penal Code, and the Code of Criminal Procedure.

A specific mechanism must be institutionalized and a monitoring and follow-up body designated to prisons and correction centers.

Recommendations by UN human rights mechanismsA/HRC/40/10 (UPR, 2019):

137.2 Ratify the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (Denmark) (Estonia) (Chile) (Ukraine) (Honduras) (Spain);

137.3 Ratify the International Convention for the Protection of All Persons from Enforced Disappearance (Montenegro); Consider ratifying the International Convention for the Protection of All Persons from Enforced Disappearance (Sri Lanka);

137.4 Ratify the Second Optional Protocol to the International Covenant on Civil and Political Rights (Honduras); Ratify the Second Optional Protocol to the International Covenant on Civil and Political Rights, aiming at the abolition of the death penalty (Croatia); Ratify the Second Optional Protocol to the International Covenant on Civil and Political Rights, aiming at the abolition of the death penalty (Montenegro);

137.5 Pursue efforts to refrain from using the death penalty and further reduce the number of capital crimes, with a view to abolishing the death penalty (Slovakia);

137.6 Establish a moratorium on the death penalty as a step towards its complete abolition and accede to the Second Optional Protocol to the International Covenant on Civil and Political Rights (Australia);

137.7 Re-establish the moratorium on the death penalty (Chile); Consider the adoption of a moratorium on the death penalty (Italy);

137.8 Establish an official moratorium on the death penalty and revise the laws that call for its mandatory imposition or its application for crimes other than the “most serious crimes” (Brazil);

CCPR/C/JOR/CO/5 (CCPR, 2017):

19. The Committee reiterates its recommendation (see CCPR/C/JOR/CO/4, para. 11) that the State party amend the Act on crime prevention in order to put an end to the practice of administrative detention. In the meantime, the State party should take concrete steps to significantly reduce the number of people held in administrative detention. Moreover, the State party should ensure that those held in administrative detention have access to an independent and impartial court with the power to rule on the legality of their detention. It should allow increased access for independent visits to all places of detention, including the facilities of the General Intelligence Directorate.

CRC/C/JOR/CO/4-5 (CRC, 2014):

The Committee strongly urges the State party to repeal without further delay all legal provisions condoning gender - based crimes, in particular articles 97 to 99 , 340 and 345 bis of the Criminal Code , and ensure that all perpetrators of gender-based crimes , including those committed in the name of so-called honour , receive penalties commensurate with the gravity of their crimes. The Committee also urges the State party to immediately release women and girls arbitrarily placed in custody, to establish appropriate shelters and mechanisms for their protection throughout the country and to ensure that they participate and consent to any protection measure provided to them.

CEDAW/C/JOR/CO/5 (CEDAW, 2012):

42. The Committee calls on the State party:

- (a) To pay special attention to the needs of rural women; ensure that they have access to health, education; and intensify income-generating projects;
- (b) To address negative traditional practices which affect the full enjoyment of rural women's right to property, and launch awareness-raising campaigns on their legal right to inheritance; and
- (c) To collect data on suicide among girls and women in rural areas and launch effective police investigations in such occurrences.

A/HRC/11/29 (UPR, 2009):

70(a). Consider amending articles 98 and 340 of its Criminal Code in order to abolish all kinds of legal protection for perpetrators of honour killings

15. Continue to move towards the promotion of women's rights and further strengthen equality between women and men as well as efforts undertaken aimed at putting an end to certain customary social practices which sometimes stand in the way of the effective implementation of human rights, such as honor crime and crimes of revenge (Algeria); continue to promote the status of woman and to empower them (Lebanon);

3. Amend the Penal Code with the provisions to ensure that perpetrators of honour crimes do not benefit from reduction of penalty and that these crimes are treated as other violent crimes in regard to investigation and prosecution

7. Strengthen legislation protecting women from violence, and amend its Penal Code to ensure that honour crimes are treated on par with other serious violent crimes and are investigated and prosecuted

6. Follow-up on the recommendations made by CEDAW to address all forms of violence against women and girls, adopt and enact legislation in this area (Slovenia, Mexico); redouble its efforts to fight against crimes of honor, through public awareness and punishment of perpetrators and ensure that measures of protection for potential victims be determined with their full participation (Mexico)

4. Abolish all protection and impunity for perpetrators of honour killings

8. Continue its efforts to strengthen the position of women and in particular ensure that perpetrators of honour crimes do not benefit from a reduction of penalty, and take into consideration the recommendations of CEDAW and furthermore also strives to provide victims of honour crimes with the necessary protective shelters

Sub-activity: Review the Code of Criminal Procedure and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	Completed

Completion Details:

Amendment of Article 63 bis of the original law by adding Paragraph 6, with the following text: “The provisions of this Article shall not apply to any of the following: terrorist acts that violate the provisions of the Prevention of Terrorism Act and the Penal Code; terrorism financing, which is contrary to the provisions of the money laundering and terrorism financing regulations; and engaging in, interfering in, or inciting any of the aforementioned activities.”

Article 63 bis of the original law states:

1. The defendant or his lawyer shall have the right to request, in writing, before the beginning of questioning, access to all investigations, except the statements of witnesses; if refused this right, the questioning shall be null and void.
2. For crimes with a minimum penalty of 10 years or more, a lawyer must be present with the defendant at each interrogation session. If the defendant is unable to appoint a lawyer, the public prosecutor shall take the necessary measures to appoint a lawyer in accordance with the provisions of the legislation in force.
3. Subject to the provisions of Paragraph 2 of this Article, if a lawyer does not attend his client's interrogation session, the public prosecutor shall record in the report the means of enabling the defendant to contact his lawyer at least one day prior to the interrogation, unless his lawyer has been notified of the date at a pre-investigation hearing.
4. The public prosecutor shall, before each interrogation following the first interrogation, ask the complainant whether he continues to consent to completing his interrogation without the assistance of a lawyer, and he shall record this in the record, on pain of voiding and nullifying the subsequent interrogation.
5. The public prosecutor may not conclude an investigation unless the defendant is interrogated and it is not possible for him to flee, or if he believes that the evidence he has gathered is sufficient to prevent his trial regardless of the questioning.¹ The amendments, however, did not address the first key activity, relating to the right to life and physical safety.

¹ *Official Gazette*, No. 5479, Law No. 32 of 2017, Law Amending the Code of Criminal Procedure, available at this link <https://bit.ly/2z8m0Rk>, visited on 19/8/2019.

First Pillar:	Civil and political rights
Main Objective 1:	Protect the right to life and physical safety
Sub-objective 1:	Developing the legal framework governing the right to life and physical integrity to adapt it to the constitution and international conventions within the limits of what Jordan has ratified and to seek to join the remaining international charters
Key Activity:	Amend legislation to ensure that the concept of the crime of torture is broadened to bring it in line with the Convention against Torture and to strengthen the punishment of perpetrators

Sub-activity: Review the Penal Code and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	In progress
Completion Details:		
<p>Article 208 was amended in 2008 as follows:</p> <ol style="list-style-type: none"> 1. Anyone who commits any form of torture for the purpose of obtaining a confession or information about a crime shall be punished by imprisonment from six months to three years. 2. For the purposes of this article, torture means any act inflicted on someone that intentionally results in severe physical or mental pain or suffering, with intent to obtain a confession or information from him, or another person; or to punish him for an act he, or others, committed or is suspected of committing; or to intimidate or compel such person, or others; or when such pain or suffering is inflicted for any reason based on discrimination of any kind; or is instigated, approved, or acquiesced to by a public official or any person acting in an official capacity. 3. If this torture leads to severe illness or injury, the penalty shall be a term of penal servitude. 4. Notwithstanding the provisions of Articles 54 bis and 10) of this Law, the Court shall not suspend the execution of the sentence imposed for the crimes mentioned in this Article; likewise, the Court shall not consider mitigating factors.² 		

Sub-activity: Review the Code of Criminal Procedure and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	In progress
Completion Details:		

² Law Amending Penal Code No. 7 of 2018, available at this link <https://bit.ly/2pCM4mn>, visited on 11/9/2019.

Article (63) *bis* was added to the Code of Criminal Procedure, which strengthened the safeguards, including an important guarantee before making a decision to arrest, and provided that for crimes with a minimum penalty of 10 years or more, a lawyer must be present with the defendant at each interrogation session. If the defendant is unable to appoint a lawyer, the public prosecutor shall take the necessary measures to appoint a lawyer in accordance with the provisions of the legislation in force.³

A total of 45 cases were registered against Public Security Directorate personnel in 2017 (compared to 269 cases in 2016), of which four were referred for trial before the Unit Commander, 12 were dismissed by the police public prosecutor, two were referred to the police court, and 27 complaints were pending.

In 2017, the public prosecutor continued to investigate allegations of torture and received 34 complaints of torture and ill-treatment, compared with 23 in 2016 and 7 in 2015.

In 2017, the National Center for Human Rights received 85 complaints from citizens regarding allegations of torture and ill-treatment at the hands of law enforcement officials and various security departments, compared to 63 complaints it received in 2015, and 92 complaints in 2016.

Recommendations by UN human rights mechanisms

Recommendations related to the legal basis for the prevention of torture

A/HRC/40/10 (UPR, 2019):

135.52 Ensure that the prohibition of torture is absolute and non-derogable, in accordance with article 2 (2) of the Convention against Torture (Hungary);

136.1 Define in law the crime of torture in accordance with article 1 of the Convention against Torture, with appropriate punishment attached to it (Chile);

136.4 Modify article 208 of the Criminal Code so that torture is categorized as a serious crime instead of a minor crime (Spain);

136.8 Pursue efforts to prevent torture, including by reviewing the Criminal Code (Republic of Korea);

136.12 Recognize the need to adopt a definition of torture in keeping with article 1 of the Convention against Torture (Mexico);

CCPR/C/JOR/CO/5 (CCPR, 2017):

17. The State party should:

(a) Review its criminal legislation in order to ensure that the definition of torture is fully in line with the Covenant and international standards, that the principle of absolute prohibition is incorporated in domestic legislation and that no statute of limitation applies to cases of torture;

(b) Provide for sanctions for acts of torture that are commensurate with the gravity of such crimes;

(c) Establish an effective and independent mechanism to receive complaints and investigate alleged cases of torture and ensure that victims of torture or ill-treatment have access to full reparation.

CAT/C/JOR/CO/3 (CAT, 2016):

10. The Committee urges the State party to adopt a definition of torture that covers all the elements contained in article 1 of the Convention and to ensure that torture is considered a crime and the penalties for torture are commensurate with the gravity of the crime, in accordance with article 4

³ *Official Gazette*, No. 5479, Law No. 32 of 2017, Law Amending the Code of Criminal Procedure, available at this link <https://bit.ly/2z8mORk>, visited on 19/8/2019.

(2) of the Convention, and not subject to amnesty or pardon. The State party should also ensure that the scope of the definition of torture is extended to anyone who commits acts of torture, who attempts to commit torture, or who instigates, consents to or acquiesces to the commission of such acts. In that regard, the Committee draws attention to its general comment No. 2 (2007) on the implementation of article 2 by States parties, in which it states that serious discrepancies between the Convention's definition and that incorporated into domestic law create actual or potential loopholes for impunity (para. 9). The Committee recommends that the State party take steps to include in its Penal Code a provision on the non-applicability of statutes of limitations to the crime of torture.

12. The State party should ensure that the principle of absolute prohibition of torture is incorporated in its legislation and that it is strictly applied, in accordance with article 2 (2) of the Convention. The State party should also ensure that an order from a superior-ranking officer may not be invoked as justification of torture and, to that end, establish a mechanism for the protection of subordinates who refuse to obey such an order, and ensure that all law enforcement officers are informed of the prohibition against obeying unlawful orders and made aware of the protective mechanisms put in place.

26. The State party should expedite the investigations into all cases of death in custody, in accordance with international standards of investigation, bring the perpetrators to justice and punish them accordingly, if convicted.

28. The State party should:

(a) Carry out prompt, impartial, thorough and effective investigations into all allegations of excessive use of force, including torture and ill-treatment, by law enforcement officials and ensure that those suspected of committing such acts are immediately suspended from their duties for the duration of the investigation, while ensuring that the principle of presumption of innocence is observed;

(b) Prosecute persons suspected of committing torture or ill-treatment against journalists in the above-mentioned events;

(c) Take immediate measures to eradicate all forms of harassment and ill-treatment by law enforcement officials during demonstrations and ensure that law enforcement officials are trained in professional techniques, in particular not to use force unless it is strictly necessary and to the extent required for the performance of their duty.

48. The State party should review its legislation to include explicit provisions on the right of victims of torture and ill-treatment to redress, including fair and adequate compensation and rehabilitation and to ensure that victims may, inter alia, seek and obtain prompt, fair and adequate compensation, including in cases where the civil liability of the State party is involved, in accordance with article 14 of the Convention. The State party should, in practice, provide all victims of torture or ill-treatment with redress, including fair and adequate compensation, and as full rehabilitation as possible. Furthermore, the Committee recommends that the State establish a rehabilitation programme, including appropriate medical and psychological assistance, for victims and allocate the necessary resources for its effective implementation. The State party should provide the Committee with statistical data on cases in which it has provided compensation to victims of torture or ill-treatment, as well as the amount of the compensation. The Committee draws the attention of the State party to its general comment No. 3 (2012) on the implementation of article 14 by States parties, which clarifies the content and scope of the obligations of States parties to provide full redress to victims of torture.

50. The State party should adopt effective measures to guarantee that coerced confessions or statements are inadmissible in practice, except when invoked against a person accused of torture as evidence that the statement was made. The State party should also ensure that law enforcement officials, judges and lawyers receive training on how to detect and investigate cases in which confessions are obtained under torture. Furthermore, it should ensure that officials who extract such confessions are brought to justice, prosecuted and punished accordingly.

CRC/C/JOR/CO/4-5 (CRC, 2014):

The Committee draws the attention of the State party to its general comment No. 8 (2006) on the right of the child to protection from corporal punishment and other cruel or degrading forms of punishment , in which the Committee underline d that all forms of violence against children, however light, are unacceptable and that the prerogatives of the parents should in no way undermine the right of children to be protected from corporal punishment. The Committee urges the State party to:

(a) Repeal without delay article 62 of the Criminal Code and unequivocally prohibit corporal punishment in all settings;

(b) Ensure that laws prohibiting corporal punishment are implemented effectively and that legal proceedings are systematically initiated against those who inflict corporal punishment ;

(c) Introduce sustained public education, awareness-raising and social mobilization programmes, involving children, families, communities and religious leaders, on the harmful physical and psychological effects of corporal punishment with a view to changing the general attitude towards th at practice , and promote positive, non-violent and participatory forms of child-rearing and discipline as an alternative to corporal punishment;

(d) Ensure the involvement and participation of the whole society, including children, in the design and implementation of preventive strategies with regard to corporal punishment of children .

First Pillar:	Civil and political rights
Main Objective 1:	Protect the right to life and physical safety
Sub-objective 1:	Develop the legal framework governing the right to life and physical safety to bring it in line with the Constitution and international treaties ratified by Jordan, and look into joining the remaining international treaties
Key Activity:	Prosecute perpetrators of torture crimes before a civilian court without delay, in accordance with applicable international standards

Sub-activity: <ul style="list-style-type: none"> - Introduce special legislation to combat torture - Issue legislation compensating victims of torture 	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	Not yet begun
Completion Details: <p>The research team did not find any actual action taken by the Jordanian government regarding the introduction of special anti-torture legislation and the enactment of legislation to compensate victims of torture. This is despite the fact that government statements on human rights reported that the government was working on introducing special legislation to combat torture and enacting legislation to compensate victims of torture. Note that this commitment has not yet started its time frame.</p>		

Recommendations by UN human rights mechanisms

Recommendations related to the criminal accountability for torture

A/HRC/40/10 (UPR, 2019):

135.8 Continue providing human rights educational programmes for law enforcement officers on the issue of combating torture and on respect for human rights, and ensure that all allegations of torture are promptly, thoroughly and independently investigated (Greece);

135.53 Adopt measures to prevent and fight episodes of torture (Italy);

135.62 Organize specialized training courses for public prosecutors and sensitize them to other practices in other countries, to implement human rights standards and make use of them in referring cases involving torture, juveniles and human trafficking to the specialized courts (Qatar);

135.63 Allocate sufficient resources to public prosecutors for the effective investigation of allegations of torture (Republic of Korea);

CRPD/C/JOR/CO/1 (CRPD, 2017):

32. The Committee recommends that the State party ensure that:

(a) Investigations are launched into reported cases of cruel and degrading treatment of persons with disabilities in “shelters”, with a view to establishing administrative and criminal responsibility;

(b) Persons exposed to torture and ill-treatment have access to independent complaint mechanisms and that victims are legally entitled to and provided with redress and adequate compensation and rehabilitation;

(c) Replace “protective custody” with effective measures for protecting women with disabilities from violence while respecting their liberty of movement.

CAT/C/JOR/CO/3 (CAT, 2016):

18. The State party should ensure that all detainees are afforded, by law and in practice, all fundamental legal safeguards from the very outset of their deprivation of liberty, including the right to be assisted by a lawyer without delay; the right to have immediate access to an independent medical doctor, regardless of any medical examination that may be conducted at the request of the authorities; to be informed of the reasons for the arrest and the nature of any charges against them, in a language that they understand; to be registered at the place of detention; to promptly inform a close relative or a third party of their arrest; to be brought before a judge without delay; and the right to confidential consultations with lawyers.

24. The Committee reiterates its previous recommendations (CAT/C/JOR/CO/2, para. 16) to place all State security departments, in particular the General Intelligence Directorate, under civilian authority and oversight and to limit the powers of the Directorate. It further urges the State party to:

(a) Ensure that all instances and allegations of torture and ill-treatment are investigated promptly, effectively and impartially, and that perpetrators are prosecuted and convicted in accordance with the gravity of their acts, as required by article 4 of the Convention;

(b) Continue to install and maintain video recordings of all interrogations and to install video surveillance in all areas of custody facilities where detainees may be present, except where detainees’ right to privacy or to confidential communication with their lawyer or doctor may be violated. Such recordings should be kept in secure facilities and be made available to investigators, detainees and lawyers on request;

(c) Unambiguously reaffirm the absolute prohibition of torture and issue a public warning that anyone committing acts of torture or otherwise complicit or acquiescent in torture will be held personally responsible before the law and will be subject to criminal prosecution and appropriate penalties.

32. The State party should ensure that the National Centre for Human Rights is granted access to all detention facilities and is able to carry out unannounced and regular visits to all such facilities. Alternatively, the State party should establish an independent monitoring mechanism with the mandate to carry out regular and unannounced visits to all places of detention. The Committee calls on the State party to closely study the recommendations put forward by the Centre following its visits to detention facilities and to take appropriate steps to implement the recommendations, including and in particular where allegations of torture or ill-treatment are raised in the reports. To that end, the State party should increase the resources allocated to the Centre so as to enable it to discharge its role effectively. The Committee encourages the State party to grant NGOs access to places of detention. It also invites the State party to ratify the Optional Protocol to the Convention.

4. The Committee urges the State party to:

- (a) Establish an independent complaint and investigation mechanism that complies with the requirement of institutional independence in order to avoid conflict of interest in the investigation of complaints by peers;
- (b) Ensure that all complaints of torture or ill-treatment are promptly investigated in an impartial manner and that suspected perpetrators are duly tried and, if found guilty, punished in a manner that is commensurate with the gravity of their acts;
- (c) Ensure that the authorities conduct investigations on their own initiative, whenever there are reasonable grounds to believe that an act of torture or ill-treatment has been committed;
- (d) Ensure that alleged perpetrators of torture and ill-treatment are immediately suspended from duty for the duration of the investigation;
- (e) Ensure that complainants are protected against any ill-treatment, intimidation or reprisals as a consequence of their complaint and that appropriate disciplinary or, where relevant, criminal measures are taken against law enforcement officials for such actions.

38. The Committee recommends that the State party rectify this long-standing issue by transferring the jurisdiction for trying personnel of the Public Security Directorate to the regular courts and thus prosecute officials suspected of torture and ill-treatment through the regular civil courts. The Committee also urges the State party to abolish the State Security Court, in line with the recommendation of the Human Rights Committee in 2010 (see CCPR/C/JOR/CO/4, para. 12).

First Pillar:	Civil and political rights
Main Objective 1:	Protect the right to life and physical safety
Sub-objective 2:	Provide substantive and optimal procedural protection to those subject to arrest, tally their cases, and find alternatives
Key Activity:	Conduct a review of the relevant legislation and propose the necessary amendments

Sub-activity: Review the Crime Prevention Law and its proper application and propose the necessary amendments	Executing agency:	Government (Ministry of Interior) + Parliament
	Completion level:	Not yet begun
Completion Details:		
<p>The research did not uncover any amendment to the Crime Prevention Act.</p> <p>It was noted that the security departments continued to refer to the Crime Prevention Law No. 7 of 1954, by charging administrators with taking disciplinary measures against persons who have a criminal record or repeat offenders for security considerations and to preserve the security of the community. Under the security restriction, an individual is held accountable based on restrictions recorded against him years ago, even if he was a juvenile at the time, which is a clear violation of the provisions of the Juvenile Law.</p> <p>In 2017, the number of administrative detainees increased to 34,952, compared to 30,138 in 2016, 19,860 in 2015, and 20,216 in 2014. Also in 2017, the National Center for Human Rights received 124 complaints and pieces of information related to administrative detention, compared to 102 complaints in 2016. Note that most of those detained were administratively detained after the implementation of the sentence.⁴</p> <p>Opinion on achievement, impact, and gaps:</p> <ol style="list-style-type: none"> 1. The Bar Association signed a memorandum of understanding with the Judicial Execution Department to facilitate the access of lawyers to courts and detention centers. 2. There is no law regulating or providing mechanisms to contact the relatives of the detainee, inform him of the charges, and provide an interpreter if needed. <p>Recommendations:</p> <ol style="list-style-type: none"> 1. All law enforcement personnel and those who deal directly with citizens should be intensively trained on how to deal with citizens and how to avoid abuse. 		

Sub-activity: Review the Penal Code and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	In progress
Completion Details:		

⁴ National Center for Human Rights, 13th Annual Report on the Human Rights Situation in the Hashemite Kingdom of Jordan, 2017. Available at this link <https://goo.gl/2VB4gb>, visited on 11/9/2019.

The research did not find any achievement of the objective contained in this commitment related to procedural protection for those subject to detention, in the amendments to the Penal Code of 2017. However, amendments were included to meet the goal of finding alternatives to detention by creating community penalties in place of detention. To this end, the law was amended by adding Article 25 *bis*, replacing the discretionary penalties stipulated in the previous law with social reform alternatives.⁵

It is noted that detention centers still need to be reviewed for suitability from a structural and service standpoint, as most of these places continue to suffer from structural inadequacy: limited space, old buildings, deterioration of infrastructure, lack of proper lighting and ventilation in some of them, spread of moisture in winter, in addition to a low level of cleanliness, and the need for maintenance to comply with relevant international and national standards.

In addition, some judicial police officers violate the law and exceed the powers granted them under Article 100 of the Code of Criminal Procedure by exercising the power of the public prosecutor, particularly by interrogating defendants instead of abiding by their legally-defined authority, namely hearing their statements and referring them to the competent public prosecutor within 24 hours. This violation is one of the most prominent violations against the detainee and constitutes a violation of the fair trial guarantees that must be available to the detainee during the preliminary investigation stage.

The Center also noted that detainees lose contact with the outside world, have difficulty receiving visits from family members and friends, and sometimes are denied telephone contact with family to inform them about their whereabouts, under the pretext of confidentiality of the investigation. The phenomenon of overstepping authority and circumventing the provision regarding the 24-hour period of legal retention is persistent. Defendants are detained for long periods exceeding a week, based on the Crime Prevention Act, and sometimes without basis in this law.⁶

Sub-activity: Review the Code of Criminal Procedure and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	Completed
Completion Details:		
The amended Code of Criminal Procedure No. 32 of 2017, contains a number of amendments that narrow the scope of detention. Article 114 of the original law was amended to provide the first item in its new text: “Detention is an extraordinary measure that may only be used if it is the only means of preserving proof or physical evidence of the crime, or if the purpose of the detention is to protect the defendant himself.”		

⁵ *Official Gazette*, Law Amending the Jordanian Penal Code No. 27 of 2017, available at this link <https://goo.gl/QpBCFs>, visited on 10/10/2017.

⁶ *Ibid.*

The Article also decreases the period of detention that the public prosecutor may use for crimes whose punishment does not exceed two years from 15 days to seven days, and it decreases the public prosecutor’s extension of custody from six months to three months for felonies and from two months to one month for misdemeanors.

Likewise, Article 144 *bis* of the amended Code of Criminal Procedure granted the public prosecutor and the court the power to replace detention with one or more of the following measures:

- a. Electronic monitoring
- b. Preventing travel
- c. House arrest or restriction to a geographic area for a period determined by the public prosecutor or the court.
- d. Posting bail or a judicial guarantee in an amount to be determined by both the public prosecutor and the court.

The Department of Correction and Rehabilitation Centers also showed a favorable response to addressing the recommendations of the committee and has worked to separate persons detained in custody from convicted persons within correction and rehabilitation centers.⁷

First Pillar:	Civil and political rights
Main Objective 1:	Protect the right to life and physical safety
Sub-objective 2:	Provide substantive and optimal procedural protection to those subject to arrest, limit their cases, and find alternatives
Key Activity:	Provide legal assistance to those subject to arrest

Sub-activity: Review the Code of Criminal Procedure and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	Completed
Completion Details:		
With regard to the required amendment to the administrative system of the Ministry of Justice, this has been amended and published in the <i>Gazette</i> , No. 5501, on 15/2/2018, with the establishment of the Directorate of Legal Aid, in which the legal aid system was launched and the base of mandatory legal aid and the determination of voluntary legal aid were expanded. ⁸		

⁷ *As-Sabeel*, September 11, 2017, “Correction and Rehabilitation,” implementation of the recommendations of the Royal Committee on Punishments, available at this link <https://goo.gl/EXE342>, visited on 9/10/2017.

⁸ *Official Gazette*, No. 5501, Regulation No. 24 of 2018, Regulation Amending the Administrative Organization of the Ministry of Justice, available at this link <https://bit.ly/2NIDVw8>, visited on 19/8/2019.

The Legal Aid Law No. 119 of 2018, published on page 6675 of the *Official Gazette*, No. 5541, dated January 11, 2018, and issued under Article 208 of the Code of Criminal Procedure and its amendments No. 9 of 1961, includes:

Article 3:

- a. Adopts the following criteria for the purposes of eligibility for legal aid:
 1. The total monthly income of the applicant's family shall not exceed JD 400.
 2. The applicant for legal aid must not own any immovable property, excluding a residence, or movable property, excluding the monthly income provided for in Item 1 of this paragraph.
 3. The crime shall be a felony.
 4. The applicant shall have no prior record with a final judicial ruling of a felony or misdemeanor.
- b. Despite Item 2 of Paragraph (a) of this Article, the minister shall, in special and justifiable cases, approve legal aid for someone who owns immovable property.

Article 6:

- a. Applications for legal aid shall be submitted in accordance with the form approved by the minister and shall be forwarded to the Directorate within two business days from the date of submission for the following actions:
 1. Ensure that the application meets all data requirements and conditions and register it in the relevant record at the Directorate.
 2. Review the application and verify the applicability of the criteria, bases, and conditions required of the applicant by law.
 3. Recommend to the minister whether to accept or reject the application within 5 business days of the date of its receipt.
- b. The minister shall issue his decision to either accept or reject the application within three business days from the date he receives the Directorate's recommendation.
- c. If the application for legal aid is approved, the minister shall:
 1. Pay expenses from the fund and assign a lawyer from the list prepared for this purpose in coordination with the Bar Association.
 2. Request from the Bar Association the complete provision of legal aid for its application in accordance with the provisions of law in force.
 3. Assign a lawyer to provide legal assistance from the list of volunteer lawyers prepared by the Directorate.
- d. The Directorate shall prepare a file specific to the applicant for legal aid in order to monitor his case, evaluate the legal advice provided him, review complaints received, and recommend that the Minister address the Bar Association to take the necessary legal action.
- e. The applicant for legal aid may appeal the Minister's rejection of his application within two business days of being notified of the decision.
- f. The Directorate shall notify the public prosecutor or the court, as appropriate, of the minister's decision if the application was referred to the Minister from either of them.

Article 7:

- a. Three percent of the fees collected on cases, petitions, and judicial and executive procedures under the court fees system or any other legislation shall be given to the fund.
- b. The provisions of the financial regulations in force shall apply to the fund's disbursement procedures.

Article 8:

- a. The appointed lawyer shall be paid for the provision of legal aid under the provisions of Paragraphs 1 and 2 of Article 208 of the law a fee of JD 30 from the Fund for each hearing he attends, provided that the fee in all cases does not exceed JD 1,300.
- b. The appointed lawyer shall be paid for the provision of legal aid under the provisions of Paragraphs 3 and 4 of Article 208 of the law a fee of JD 25 from the Fund for each hearing he attends, provided that the fee in all cases does not exceed JD 1,000.
- c. Payment of fees due in accordance with the provisions of paragraphs (a) and (b) of this Article shall be conditional on a final judicial ruling in the case.
- d. The lawyer shall forfeit the fees due in accordance with the provisions of this Article if he is absent from two or more hearings without a court-approved excuse.⁹

⁹ *Official Gazette*, Legal Aid Regulation, No. 5541, available at this link <https://bit.ly/2zijWpN>, visited on 25/8/2019.

Sub-activity: Review the administrative organizational system of the Ministry of Justice and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	Completed
Completion Details:		
The administrative law of the Ministry of Justice was amended with the creation of the Directorate of Legal Aid and the launch of the legal aid system. ¹⁰		

¹⁰ Ministry of Justice, No. 5501, Regulation of Administrative Organization of the Ministry of Justice, available at this link <http://www.moj.gov.jo/DetailsPage/MOJ/NewsDetails.aspx?ID=477>, visited on 19/8/2019.

First Pillar:	Civil and political rights
Main Objective 1:	Protect the right to life and physical safety
Sub-objective 3:	Narrow the scope of the death penalty to the most serious crimes
Key Activity:	Review the legislation prescribed for the death penalty and propose the necessary amendments

Sub-activity: Review the Penal Code and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	Not yet begun
Completion Details:		
Legislative amendments to the penal code in 2017 did not show the legislator's inclination to narrow the scope of the death penalty		
Opinion on achievement, impact, and gaps:		
<ol style="list-style-type: none"> 1. We have no established national position on the death penalty. 2. Jordan has not ratified the Protocol of the International Covenant on Civil Rights, which prohibits states from carrying out the death penalty. 		

Sub-activity: Review the Military Penal Code and propose the necessary amendments	Executing agency:	Government (Joint Chiefs of Staff) + Parliament
	Completion level:	Not yet begun
Completion Details:		

As for the Military Penal Code, which was last amended on May 17, 2015, the latest amendment to this law did not comply with the content of this objective.¹¹

Opinion on achievement, impact, and gaps:

1. We have no established national position on the death penalty.
2. Jordan has not ratified the Protocol of the International Covenant on Civil Rights, which prohibits states from carrying out the death penalty.

Sub-activity: Review the Narcotics and Psychotropic Substances Law and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Parliament
	Completion level:	Not yet begun
Completion Details:		
The draft amendment of the Prevention of Terrorism Act, published on January 11, 2017, did not contain any provision to achieve the goal of narrowing the scope of the death penalty, before it was withdrawn by the government prior to its submission to the House of Representatives.		

Sub-activity: Review the Prevention of Terrorism Act and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Parliament
	Completion level:	Not yet begun
Completion Details:		
The research team found no amendments to the Prevention of Terrorism Act.		

Sub-activity: Review the explosives law and propose the necessary amendments	Executing agency:	Government (Ministry of Justice)
	Completion level:	Not yet begun
Completion Details:		
The research team found no amendments to the explosives law.		

¹¹ *Official Gazette*, Military Penal Code, available at this link <https://goo.gl/ANfw9V>, visited on October 11, 2017. Qistas, Military Penal Code of 1952, available at <http://bit.ly/2DPso0b>, visited on January 2, 2017.

However, in term of practices, the year 2017 saw the issuance of 17 death sentences; due to the possibility that the death penalty may be replaced or that a special pardon may be granted, only two of those who were sentenced to death in 2017 benefited, compared to two people who benefited from it in 2016, and 10 in 2015. In 2017, 128 inmates were on death row in correctional and rehabilitation, including 16 women, and there were no executions that year.¹²

During 2018, more than 16 death sentences were issued after the defendants were convicted of various crimes, and 160 people, including 18 women, remain in correction and rehabilitation centers with final death sentences. Note that Jordan, from 1975 to 2016, carried out more than 1,226 death sentences, including 26 since 2014.¹³

Amnesty International said in its 2017-2018 human rights report for Jordan, “Courts continued to hand down death sentences; no executions were carried out.”¹⁴

First Pillar:	Civil and political rights
Main Objective 1:	Protect the right to life and physical safety
Sub-objective 4:	Provide necessary legal guarantees during the initial interrogation phase, including access to a lawyer.
Key Activity:	Review related legislation and propose the necessary amendments.

Sub-activity: The Code of Criminal Procedure and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Parliament
	Completion level:	In progress

Completion Details:

The amendments to the Code of Criminal Procedure in 2017 did not affect the amendment of the article whose first paragraph stipulates the right of the public prosecutor to prevent contact with the accused for a period not to exceed ten days (renewable), but it affirms in the second paragraph that this prohibition does not include the accused’s lawyer, explicitly stating that he may be contacted at all times and without monitoring.¹⁵

Article 63/2 of the amended Code of Criminal Procedure Law No. 32 of 2017, gave the public prosecutor the right, in the event of urgency and on condition of a reasonable fear of losing evidence, to question the accused about the charges attributed to him and to examine all the investigative

¹² National Center for Human Rights, 13th Annual Report on the Human Rights Situation in the Hashemite Kingdom of Jordan, 2017. Available at this link <https://goo.gl/2VB4gb>, visited on 11/9/2019.

¹³ *As-Sabeel*, 11% of those sentenced to death are women, available at this link <https://bit.ly/2kbE7St>, visited on 11/9/2019.

¹⁴ Amnesty International, *Jordan 2018*, available at this link <https://bit.ly/2OGjYho>, visited on 11/9/2019.

¹⁵ *Official Gazette*, Code of Criminal Procedure, available at this link <https://goo.gl/J8DRvA>, visited on 11/10/2017.

work before calling for the presence of his lawyer. This is an extraordinary right that is restricted to specific justifications and justified by explanation in a reasoned decision.¹⁶

Regarding the maximum period of time for the accused to be brought before the competent judicial authority, Article (100/5 *bis* of the Code of Criminal Procedure stipulates that the accused must be brought within 24 hours from the time of his arrest. Likewise, the introduction to the same article stipulates the invalidity of the proceedings if they violate any of the provisions, including the period for bringing [the accused] before the competent judicial authorities.

It is clear that there are deficiencies in the national legislation, where the right to a lawyer from the moment of arrest is not explicitly stated, in spite of amending Article 32 of the Bar Association Law No. 11 of 1972, and granting the lawyer this right. Likewise, the Code of Criminal Procedure does not expressly stipulate that relatives shall be informed of the place of detention and the charges against the defendant, or that [the defendant] shall appear before the court within a short period of time, etc.¹⁷

The Royal Committee for Developing the Judicial System and Enhancing the Rule of Law included in its recommendations the modernization and development of criminal justice and the enforcement of judgments. Item 5, entitled “Enhancing fair trial guarantees at all stages of the criminal case,” recommended providing the necessary guarantees to the defendant in the initial investigation phase by granting him access to a lawyer and stressed the need to activate the relevant provisions.

Article 51 of the Law amending the Code of Criminal Procedure No. 32 of 2017, has been repealed.¹⁸ Mandatory investigation of misdemeanors, and the authority to assess the importance of the misdemeanor investigation has been left to the public prosecutor.

Opinion on achievement, impact, and gaps:

1. We found no provision addressing the right of detainees to hire a lawyer.

Sub-activity: Review the Anti-Corruption Commission Law and propose the necessary amendments	Executing agency:	Government (Anti-Corruption Commission) + Parliament
	Completion level:	Not yet begun
Completion Details:		
Regarding amendment of the Integrity and Anti-Corruption Commission Law, Integrity and Anti-Corruption Law No. 13 of 2016, was issued in May 2016, which merged the Anti-Corruption Commission and the Board of Grievances into one body called the Integrity and Anti-Corruption		

¹⁶ *Official Gazette*, Code of Criminal Procedure, available at this link <https://goo.gl/J8DRvA>, visited on 11/10/2017.

¹⁷ National Center for Human Rights, 13th Annual Report on the Human Rights Situation in the Hashemite Kingdom of Jordan, 2017. Available at this link <https://goo.gl/2VB4gb>, visited on 11/9/2019.

¹⁸ *Official Gazette* (August 30, 2017), available at <http://bit.ly/2qfsVGB>, visited on October 12, 2017. Also see *Al Ra'i* (July 11, 2017), “Representatives ratify the law amending the Code of Criminal Procedure,” available at <https://goo.gl/T5dwYM>, visited on October 12, 2017.

Commission, which is the legal successor of the two former bodies. Article 24 of the law took into account the Commission's guarantee to protect complainants, which enhances the investigative process under a law ensuring safety for all.

Sub-activity: Review the Public Security Law and propose the necessary amendments	Executing agency:	Public Security Directorate (Government) + Parliament
	Completion level:	Not yet begun
Completion Details:		
There has been no amendment to the Public Security Law regarding providing legal guarantees in the investigation phase.		

First Pillar:	Civil and political rights
Main Objective 1:	Protect the right to life and physical safety
Sub-objective 5:	State guarantee of the right of victims of the criminal justice system to compensation and reparation for harm
Key Activity:	Review related legislation and propose amendments

Sub-activity: Introduce legislation to compensate victims of the justice system	Executing agency:	Government + Parliament
	Completion level:	Not yet begun
Completion Details:		
No amendment was made to introduce legislation to compensate victims of the justice system		

First Pillar:	Civil and political rights
Main Objective 1:	Protect the right to life and physical safety
Sub-objective 5:	State guarantee of the right of victims of the criminal justice system to compensation and reparation for harm
Key Activity:	Societal awareness of the rights of victims of the criminal justice system

Sub-activity: Prepare awareness and educational materials for the community on the rights of victims of justice	Executing agency:	Radio and Television Corporation, Jordan News Agency, satellite channels, and civil society
	Completion level:	In progress
Completion Details:		
This level of completion has been given to all operational activities related to training and awareness, which are carried out continuously by civil society institutions and characterized by an ongoing time frame, with no clear and specific performance indicators		

First Pillar:	Civil and political rights
Main Objective 2:	Promote and consolidate the institutional independence of the judiciary
Sub-objective 1:	Provide a supportive environment for the independence of the judiciary
Key Activity:	Comprehensive review of legislation governing judicial independence and the State Security Court Law and propose the necessary amendments to be more in line with global standards and best practices

Sub-activity: Review the Judicial Independence Law and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	Completed
Completion Details:		
<p>The Parliament ratified the amended Judicial Independence Law No. 23 or 2019, on August 31, 2019.</p> <p>The amended law allows presidents of the Courts of First Instance to participate in the composition of the Judicial Council, while it is enough for only the most senior judge in the Court of Cassation to serve on the Council instead of the two most senior judges as was previously the case, as well as the departure of the Chief Inspector from membership in the Council to ensure impartiality and to not affect decisions made by the Council regarding promotion and referral for discipline.</p> <p>The Judicial Council is composed of the President, the President of the Supreme Administrative Court (Vice-President), the President of the Public Prosecution at the Court of Cassation, the Senior Judge of the Court of Cassation, the Presidents of the Courts of Appeal, the Secretary-General of the Ministry of Justice, the President of the Amman Court of First Instance, as well as the two Presidents of the Court of First Instance outside the capital, rotating by seniority of the date of establishment of these courts. They shall be replaced at the end of their term of office by their successors on the basis of said seniority. The term of membership in the Council is limited to three years non-renewable for the Presidents of the Courts of Appeal and the President of the Court of First Instance of Amman, and two years for the Presidents of the Court of First Instance outside the capital.</p>		

The Judicial Council, in accordance with the law, shall monitor the needs and estimate the financial costs and allocate an annual budget for the affairs of the Council independent of the Ministry of Justice, appearing as a separate section of the state budget. The bill also establishes a General Secretariat of the Judicial Council, headed by a Secretary-General appointed by the Council upon the recommendation of the President of the Council, under whose supervision the Secretary-General works. The General Secretariat is responsible for the affairs of the Council and judges and the Secretary-General disburses the budget of the Council and is its rapporteur.

The service of the High Judge shall end at the age of seventy, except for the President of the Judicial Council and his deputy. The remaining judges shall terminate at the age of 65.

The law limits the term of the inspector to four years non-renewable, while ensuring that he is not transferred or seconded during that period to another job in order to ensure his independence. The law also gives the Judicial Council the power to form a disciplinary council without requiring that its members be one of the senior judges of the Court of Cassation.

The law allows judges retired before 12/31/2010 to benefit from the social solidarity fund allocations for judges.¹⁹

The Council of Ministers also decided to approve the compelling reasons for the draft law of the regular judges' club for the year 2019, which came in response to the legislative requirement of the Judicial Law stipulating that "a social and cultural club will be established for working and retired judges, the provisions of which shall be governed according to a system issued for this purpose."

The draft law comes in light of the need to provide a designated space for judges to meet outside the workplace and engage in cultural, social, and sporting activities.²⁰

Royal directives were issued to form the Commission for the Development of the Judicial System and the Strengthening of the Rule of Law in October 2016. This committee worked to draft a number of recommendations to develop the judiciary and enhance its independence.²¹

This amendment to the Judicial Independence Law is the second during the life of the plan, following the amendments made in 2017, in Law No. 26 of 2017.²² The amendment aims to enhance the independence of the judiciary by ensuring the financial independence of the affairs of the Judicial Council and allocating an annual budget for the Council, independent of the Ministry of Justice, and by establishing a General Secretariat for the Judicial Council to handle its affairs and budget. Article 3/C of the law stipulates that the affairs of the Council shall have an independent budget, appearing as an independent section entitled "Judicial Council," within the state's general budget. Likewise, Article 48/A stipulates that the Council shall have a General Secretariat in charge of Council affairs, the judiciary, and the Council's budget. To this end, it shall exercise the necessary functions and powers determined by a special law issued for this purpose. Paragraph (c) of the same article stipulates that the General Secretariat shall prepare the Council's draft budget and submit it to the President for submission to the Council.

¹⁹ *Jordan News Agency*, "Senate approves the 'independence of the judiciary' as described by MPs," available at the link <https://bit.ly/2kf4dEg>, visited on 11/9/2019.

²⁰ *Jordan News Agency*, "Cabinet approves Judicial Independence bill of 2019," link available at <https://bit.ly/2ze1ONM>, visited on 22/8/2019.

²¹ *Al-Ra'i*, (February 26, 2017), "The King receives the report of the Royal Committee for Developing the Judicial System and Enhancing the Rule of Law," available at <https://goo.gl/mMQqMt>, visited on October 9, 2017.

²² [blank in the original]

The amended law also stipulates that the president of the Supreme Administrative Court and the public prosecution shall submit annual reports on their activities, and the main findings and recommendations of the reports shall be included in the annual report submitted by the President of the Council to His Majesty the King.

In May 2017, the Judicial Council adopted the 2017 Judicial Code of Conduct,²³ Article 3 of which says, “This code aims to enhance the independence, integrity, impartiality, and efficiency of the judiciary, and the effectiveness of its procedures and its existing mission to achieve justice and establish the principle of the rule of law in order to enhance citizens' confidence in the judiciary and increase respect for its role in establishing justice that is fair, impartial, and neutral.”

Article 5 of the Code of Conduct states the following:

- a. The judge shall exercise his functions effectively and independently of his fellow judges when making judicial decisions.
- b. The judge shall refrain from influencing his colleagues in any way in their jurisdiction. Each judge shall refuse any such influence or interference.

Article 10 states the following:

The judge or any member of his family shall refrain from accepting or requesting a gift or reward that he would not have received without his judicial position.

The Code also stipulates that it is prohibited for judges to exploit their position to achieve personal gain or to allude to the power of their job in such a way as to put them in a the position that undermines the sanctity of their mission.

Article 25 of the Code stipulates that the judge shall restrict his relationship with lawyers and others who have business in his court and shall not visit litigants or their counsel, or receive them at his home, to shield him from suspicion of bias or lack of neutrality.

The Code also prohibits judges from belonging to political parties, blocs, and associations and from participating in any of their activities.

Recommendations by UN human rights mechanisms

A/HRC/40/10 (UPR, 2019):

135.61 Strengthen the independence of the judiciary by improving the work of the general secretariat of the Judicial Council (Qatar);

Sub-activity: Review the State Security Court Law and propose the necessary amendments	Executing agency:	Government (Joint Chiefs of Staff) + Parliament
	Completion level:	Not yet begun

²³ [blank in the original]

Completion Details:
The research did not find any amendment of the law and its regulations or any amended bill.

First Pillar:	Civil and political rights
Main Objective 2:	Promote and consolidate the institutional independence of the judiciary
Sub-objective 2:	Strengthen the capabilities and independence of the public prosecution within the judiciary
Key Activity:	Undertake the necessary legal and administrative actions to separate the indicting authority from the investigative authority

Sub-activity: Review the Code of Criminal Procedure and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	Not yet begun

Completion Details:

Implementation of this goal has not yet begun, according to the first Sub-activity focused on reviewing the Code of Criminal Procedure and proposing the necessary amendments. The amended law of the Code of Criminal Procedure No. 32 was ratified and published in the *Official Gazette* on August 6, 2017, but, while the amended law included several amendments, none of them was an amendment specific to separating the investigative authority from the indicting authority. There was also no amendment to the article that grants the public prosecution the right to initiate and pursue a public right claim.²⁴

Opinion on achievement, impact, and gaps :

1. The ratification of the Judicial Independence Law in 2017 and 2019, has contributed to enhancing judicial independence, including adoption of international standards and best practices.
2. Some matters are still pending regarding the issue of advancement and promotion as a manifestation of the independence of the judiciary.

Recommendations:

The civilian judges regulation should be amended so that the criteria for promotion, transfer, advancement, assignment, secondment, and all professional statuses through which a judge passes are defined so as to achieve equality and justice.

²⁴ *Official Gazette* (August 6, 2017), “Amended Law of the Code of Criminal Procedure No. 32,” available at this link <https://goo.gl/4r3RCc>, visited on October 12, 2017.

Sub-activity: Introduce legislation concerning the public prosecution	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	Not yet begun
Completion Details:		
The research shows no evidence of its implementation		

First Pillar:	Civil and political rights
Main Objective 2:	Promote and consolidate the institutional independence of the judiciary
Sub-objective 3:	Strengthen, activate, and develop monitoring, accountability, and inspection on objective and effective grounds
Key Activity:	Review related legislation and propose the necessary amendments

Sub-activity: Review the judicial inspection system for the regular courts and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	Completed
Completion Details:		
<p>In accordance with Article 15 of the Judicial Inspection Law, the Judicial Council issued inspection directives for the regular courts for 2018, taking effect on 2/1/2018.</p> <p>The directives stipulate a set of procedures intended to activate and develop monitoring, accountability, and inspection on an objective and effective basis. Article 3 provides for inspection of judges' activities at the offices of the Judicial Inspection Authority or at the judge's place of work, and annual inspection reports on judges' activities shall be submitted before the beginning of the month of May each year.</p> <p>The following procedures shall be observed when preparing annual reports:</p> <ol style="list-style-type: none"> a. Audit at least 10 different types of cases adjudicated by the inspected judge during the year, if any, or the prior year. The cases shall be selected by the Chief Inspector as he sees fit, and the inspected judge may select for auditing any two cases he sees as distinctive to be among the cases inspected (grade: 60 out of 100). b. Appearance and overall compliance (grade: 40 out of 100), includes: <ol style="list-style-type: none"> 1. Overall appearance of the judge (5 out of 40). 2. Compliance with the Judicial Code of Conduct (10 out of 40). 3. Compliance with courses he has been instructed to attend (5 out of 40). 4. Written opinion of the President of the Court or the direct superior. For this purpose, the President of the Court of Cassation shall be the President of the Presidents of the Courts of First Instance (20 out of 40). 		

Article 6:

a. With regard to penal, human rights, and administrative cases, the audit shall consider:

1. Proceedings in the case, including verification of proper payment of fees, due representation, and due notification (10 out of 60).
2. Completion of the litigation procedures, including the time of the trial, recitation, hearing evidence, the duration of the proceedings, arrest and release orders, follow-up in criminal cases, responding to petitions and defenses in human rights cases (20 out of 60).
3. Proper application of the law and decisions and judgments that lay out their reasons and grounds, including preamble of the verdict, the alleged facts, the established facts, proper argumentation and reasoning, applying the provisions of the law to the established facts, statement of the verdict, signing the draft and the verdict (24 of 60).
4. Determination of the judge's annual case disposition rate with consideration for the type of cases and workload (6 out of 60).

b. Public Prosecutor (pleadings):

Audit of cases he attended pending before the court or disposed of, with consideration for attending hearings, presenting the evidence for the prosecution, examining witnesses, submitting briefs and written pleadings, and appealing verdicts (60 out of 60).

c. The Prosecutor-General and the assistant chief prosecutors:

This includes the efforts of the Prosecutor-General and his assistants to monitor the work of the Public Prosecutor, its shortcomings, seriousness, speed of completion, preamble and summary of facts in indictments, dismissal of charges, legal materials, signing decisions, witnessing judgments, appeals and seriousness, as well as the work of the Prosecutor-General in placing the Economic Crimes Committee and providing legal assistance (60 of 60).

d. Assistant to the Chief Administrative Prosecutor:

This includes providing rejoinders and objections, submitting arguments and petitions on time, examining evidence, submitting written pleadings, signing indictments, submitting appeals, and the seriousness of their reasoning (60 of 60).

Article 8:

The judicial and administrative work of the Public Prosecution shall be audited by a competent inspector. The inspector shall select random samples of the cases adjudicated by members of the Public Prosecution, and the inspector shall have the freedom to select any two cases he sees as distinctive.

Article 9:

To implement the provisions of these directives, the Inspection Authority shall prepare forms for evaluating judges and members of the Public Prosecutor's office.²⁵

Opinion on achievement, impact, and gaps:

1. The Judicial Inspection Directorate was given a type of independence.

²⁵ Jordanian Judicial Council, Inspection directives for regular courts in 2018, available at this link <https://bit.ly/33DWKAX>, visited on 27/9/2019.

2. The Code of Conduct has been updated, implemented, and developed by administrative inspection, but there is no disclosure of the information contained in the Code, and the Code contains no mechanism for follow-up and evaluation.

First Pillar:	Civil and political rights
Main Objective 2:	Promote and consolidate the institutional independence of the judiciary
Sub-objective 3:	Strengthen, activate, and develop monitoring, accountability, and inspection on objective and effective grounds
Key Activity:	Organize and implement capacity-building activities and acquire training, monitoring, and inspection skills

Sub-activity: Prepare and implement training programs for judicial oversight and inspection in accordance with international standards	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	In progress
Completion Details:		
<p>The research showed that the Jordanian Judicial Council, in cooperation with the Jordanian Judicial Institute, holds training courses within a specific training plan and timetable. Part of these training courses was devoted to judicial conduct and standards of judicial inspection, and judges are trained in all regions of the Kingdom – north, central, and south – as reported on the website of the Jordanian Judicial Council.²⁶ According to the website of the Jordanian Judicial Institute, the Institute organized two seminars on international standards for judicial independence and presented practices and experiences relating to judicial independence in Germany.²⁷</p> <p>On 19/9/2019, in cooperation with the Jordanian Judicial Institute and the General Command of the Armed Forces, the Directorate of Cybersecurity and Information Technology concluded a training course on building a curriculum for Jordanian judges in the field of cybersecurity, crime, and electronic criminal evidence. A number of regular judges and military judges participated in the week-long course that dealt with various topics related to cybersecurity and electronic criminal evidence.²⁸</p>		

First Pillar:	Civil and political rights
Main Objective 2:	Promote and consolidate the institutional independence of the judiciary

²⁶ The Jordanian Judicial Council (April 5, 2016) held training course for judges in the northern, central and southern regions within the timetable of the 2016 training plan, available at <https://goo.gl/rVSzM>, visited on October 12, 2017.

²⁷ Ministry of Justice, Jordanian Judicial Institute, Curriculum-building course for training course for Jordanian judges in the fields of cybersecurity, crime, and electronic criminal evidence, available via the link <https://bit.ly/2m9nOGG>, visited on 27/9/2019.

²⁸ Ministry of Justice, Jordanian Judicial Institute, Curriculum-building course for training course for Jordanian judges in the fields of cybersecurity, crime, and electronic criminal evidence, available via the link <https://bit.ly/2m9nOGG>, visited on 27/9/2019.

Sub-objective 3:	Strengthen, activate, and develop monitoring, accountability, and inspection on objective and effective grounds
Key Activity:	Establish procedures to ensure the enforcement of the Code of Conduct for Judges

Sub-activity: Publish the Code of Conduct	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	Completed

Completion Details:

Regarding the activity of publishing the Judicial Code of Conduct to strengthen, activate, and develop monitoring, accountability, and inspection on objective and effective grounds, the Jordanian Judicial Council published the Judicial Code of Conduct for 2017 on its website, by virtue of the provisions of Article 43 of the Judicial Independence Law No. 29 of 2014. Article 3 of the Code stipulates that “This code aims to enhance the independence, integrity, impartiality, and efficiency of the judiciary, and the effectiveness of its procedures and its existing mission to administer justice and establish the principle of the rule of law in order to enhance citizens' confidence in the judiciary and increase respect for its role in establishing justice that is fair, impartial, and neutral.”²⁹

First Pillar:	Civil and political rights
Main Objective 2:	Promote and consolidate the institutional independence of the judiciary
Sub-objective 3:	Strengthen, activate, and develop monitoring, accountability, and inspection on objective and effective grounds
Key Activity:	Undertake the necessary administrative procedures, including providing qualified human resources

Sub-activity: Appoint number of judges appropriate for the workload	Executing agency:	Government (Ministry of Justice) + Judicial Council
	Completion level:	In progress
Completion Details:		

²⁹ Jordanian Judicial Council (April 23, 2017), Judicial Code of Conduct for 2017, available at this link <https://goo.gl/f5fnqi>, visited on October 12, 2017.

A Royal Decree was issued recently approving the Council's decision to appoint lawyers to the judiciary as of June 1, 2017. A Royal Decree was also issued to approve the Judicial Council's decision to appoint 71 judges from graduates of the 19th class of the Jordanian Judicial Institute.³⁰

Sub-activity: Appoint number of assistant judges appropriate for the workload	Executing agency:	Government (Ministry of Justice) + Judicial Council
	Completion level:	In progress
Completion Details:		
The research team found decisions related to appointment, including the issuance of a Royal Decree approving Judicial Council Resolution No. 256 of 9/1/2019, which approved the appointment of graduates of the 19 th class of the Jordanian Judicial Institute as trainee judges at grade (7) and they were named to work at the offices designated for each of them as of 15/9/2019. ³¹		

First Pillar:	Civil and political rights
Main Objective 2:	Promote and consolidate the institutional independence of the judiciary
Sub-objective 4:	Organize the work of the judiciary
Key Activity:	Review related legislation and propose the necessary amendments

Sub-activity: Review the Judicial Independence Law and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	Completed
Completion Details:		
The House of Representatives ratified the amended Judicial Independence Law, which introduced a General Secretariat for the Judicial Council to handle the Council's affairs, judges, and budget. Article 48/A of the amended law stipulates that "a General Secretariat shall be created for the Council to handle the Judicial Council's affairs, judges, and budget. To accomplish this, the General Secretariat shall exercise the necessary functions and powers determined by a special law issued for this purpose." Paragraph (c) of the same article states that "the General Secretariat		

³⁰*Ad-Dustour*, "Royal Decree appoints 71 judges," (September 10, 2019), available at this link <https://bit.ly/37o1hc0>, visited on 20/11/2019.

³¹ *Roya*, "Royal Decree appoints trainee judges," available at this link <https://bit.ly/2nF1hUh>, visited on 27/9/2019.

shall prepare the Council’s draft budget and submit it to the President for submission to the Council.” This law (No. 26) was published in the *Official Gazette* on August 6, 2017.³²

Sub-activity: Review the judicial service law for regular judges, Sharia judges, and military judges, and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Judicial Council Government (Circuit of Chief Justice) Government (Ministry of Defense) + Joint Chiefs of Staff
	Completion level:	In progress

Completion Details:

The research team encountered no amendments in this regard, nor drafts of new regulations, other than those related to the revision of the judicial service law for regular judges after its draft was published on the website of the Legislation and Opinion Bureau, to be effective from the date of its publication in the *Official Gazette*.³³

Article 3:

The base salary for judges and their annual increases, bonuses, and representation allowance, shall be set as follows:

a. Highest grade positions:

1. The President of the Court of Cassation and the President of the Supreme Administrative Court shall receive the salary of the Minister of Labor, and their bonuses and representation allowance shall represent 75% of their base salary and other benefits.
2. Highest-grade judges shall receive a base salary of JD 1,400, a judicial bonus of 120% of their base salary with an annual increase of JD 100, provided their base salary does not exceed JD 2,500.

b. The base salaries of judges from the special grade through the grade 6 shall have their annual increases determined as follows:

Annual increase of base monthly salary level (JD)

In JD

Special grade: 1,110-1,210

Grade 1: 1,010-1,090 20

Grade 2: 910-990 20

Grade 3: 810-890 20

Grade 4: 710-790 20

³² *Official Gazette* (August 6, 2017), Amended Law of Judicial Independence, available at this link <https://goo.gl/AGVgjE>, visited on October 11, 2017.

³³ *Al Madina*, “New judicial service law,” available via the link <https://bit.ly/2ltyVtX>, visited on 27/9/2019.

Grade 5: 610-690 20

Grade 6: 510-590 20

- c. Judges from special grade to grade 6 shall receive a judicial bonus of 120% of their base salary.
- d. A trainee judge appointed to grade 7 shall receive a base monthly salary of JD 450, a judicial bonus of 80% of the base salary, and an annual increase of JD 20.
- e. A judge working as a public prosecutor shall receive JD 200 monthly as a stipend and shall have the free use of a car and cell phone.

Article 4:

- a. The judge is entitled to a personal allowance of JD 135 monthly and a cost of living bonus of JD 90 monthly.
- b. A married judge is entitled to a family allowance of JD 20 monthly.
- c. The provisions of this article shall apply to the trainee judge.

Article 5:

If the judge in his position receives a new higher educational qualification than the one he holds, the Council may grant him a financial bonus as follows:

- a. Two annual increases if he obtains a graduate degree (Master's).
- b. Three annual increases if he obtains a Ph.D.

If he obtained this qualification before or after the provisions of this law take effect, this bonus shall not affect the seniority of the judge.

Article 6:

At the recommendation of the President of the Court or the Circuit concerned, the President may, based on the needs and nature of the work, assign any judge to work outside the official working days in accordance with the directives issued in this regard.

Article 7:

- a. If the judge's service ends for any reason except for dismissal, he shall be paid the equivalent of his base monthly salary for each year of his actual judicial service. Partial years are considered one year for this purpose.
- b. The right set out in Paragraph (a) of this Article shall be transferred to the heirs and shall be distributed equally to the family of the deceased judge in accordance with the Civil Retirement Law, or to whomever the judge names in writing during his life before the President of the Judicial Council, which shall be kept in his job file.
- c. If the deceased judge has no family, as defined by the Civil Retirement Law, this right shall be transferred to his heirs under the Sharia.
- d. If the judge commits any violation of conduct or if his work was stopped by decision of the competent authority, he shall be paid at a rate of his total salary to be determined by the Council.
- e. The judge shall be paid his financial rights, in accordance with the provisions of this regulation and related laws and regulations, if his service ends or is terminated for any of the following reasons:

1. Lack of physical fitness.
 2. Reaching the legal age for conclusion or termination of service.
 3. Relinquishing service.
 4. Referral for retirement.
- f. Paragraph (b) of this Article does not affect any other rights to which the deceased judge's rightful heirs or family dependents are entitled, including their pension rights or their rights to any social security fund.

Article 8:

- a. If the judge dies while in civil service, his legal heirs shall receive compensation equivalent to the sum of the following amounts:
1. His gross salary for the month in which he died.
 2. His gross salary for another six months.
 3. Gross salary for the period of unused annual leave that was due to him upon his death, provided the total does not exceed his leave allowance for the last two years.
- b. Paragraph (a) of this Article does not affect any financial rights to which the deceased judge's rightful heirs or family dependents are entitled, including their pension dues, their financial rights in any law or other system, and any social security funds or civil retirement funds.

Article 9:

- a. If the judge is referred to provisional retirement without his request, he will be paid half of his base salary along with the cost of living and family allowance during the period of provisional retirement. He is not entitled to the other allowances, and the pension contributions shall be deducted from the judge's base salary before he was referred to provisional retirement.
- b. If the judge is referred to provisional retirement upon his request, he shall not receive any salary or bonus during the period of provisional retirement, and he shall be required to pay the pension contributions that fall due during the period of provisional retirement.
- c. The judge who is referred to provisional retirement in accordance to the provisions of Item 1 of this paragraph shall be considered the same as one referred to full retirement, and there is no need to issue a decision to that effect upon completion of the period of provisional retirement. The judicial service system for military judges was also reviewed, and the system of judicial service for military judges and their allowances in the General Intelligence Department was approved on 5/12/2018.

Article 10:

For the purposes of granting them the competency bonus provided for in Article 11 of this Law, military judges shall be divided into the following categories:

- a. Grade 1, including:
1. Judge who holds the position of Director of Military Justice.
 2. Judge who holds a doctorate degree in law and whose judicial service is not less than twenty years.
 3. Judge whose judicial service is not less than twenty-five years.
- b. Grade 2, including:

1. Judge who holds a doctorate degree in law and whose judicial service is not less than fifteen years.
 2. Judge who holds a master's degree in law and whose judicial service is not less than eighteen years.
 3. Judge whose judicial service is not less than twenty-one years.
- c. Grade 3, including:
1. Judge who holds a doctorate degree in law and whose judicial service is not less than twelve years.
 2. Judge who holds a master's degree in law and whose judicial service is not less than fifteen years.
 3. Judge whose judicial service is not less than eighteen years.
- d. Grade 4, including:
1. Judge who holds a doctorate degree in law and whose judicial service is not less than ten years.
 2. Judge who holds a master's degree in law and whose judicial service is not less than twelve years.
 3. Judge whose judicial service is not less than fifteen years.
- e. Grade 5, including:
1. Judge who holds a doctorate degree in law and whose judicial service is not less than six years.
 2. Judge who holds a master's degree in law and whose judicial service is not less than nine years.
 3. Judge whose judicial service is not less than twelve years.
- f. Grade 6, including:
1. Judge who holds a doctorate degree in law and whose judicial service is not less than three years.
 2. Judge who holds a master's degree in law and whose judicial service is not less than six years.
 3. Judge whose judicial service is not less than nine years.
- g. Grade 7, including:
1. Judge who holds a doctorate degree in law.
 2. Judge who holds a master's degree in law and whose judicial service is not less than three years.
 3. Judge whose judicial service is not less than six years.
- h. Grade 8, including:
1. Judge who holds a master's degree in law and whose judicial service is not less than one year.
 2. Judge whose judicial service is not less than three years.

Article 11:

The military judge shall be granted a monthly competency bonus in addition to the bonuses provided for in Article 9 of this Law, as follows:

- a. Grade 1 bonus: JD 240
- b. Grade 2 bonus: JD 210
- c. Grade 3 bonus: JD 180
- d. Grade 4 bonus: JD 150
- e. Grade 5 bonus: JD 120
- f. Grade 6 bonus: JD 90

- g. Grade 7 bonus: JD 60
- h. Grade 8 bonus: JD 30

Article 12:

Regardless of the contents of any other regulation, the base salary for the Director of Military Justice, whose rank is no less than brigadier general, shall be JD 1,400, with an annual increase of JD 100, provided that the annual increases do not exceed five, in such a way that it is transferred to the same year from his current salary, and he shall receive a monthly representation allowance amount of JD 1,400.³⁴

Sub-activity: Review the Law on the formation of the regular courts and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	Completed
Completion Details:		
<p>The House of Representatives ratified the amended Law on the formation of regular courts No. 30, published in the <i>Official Gazette</i> on August 2, 2017.³⁵ The amendments were to achieve the principle of judicial specialization and activation and expansion of its scope by increasing the creation of specialized judicial and economic circuits within the Courts of First Instance and Cassation in Amman, to consider appeals of rulings issued by the Economic Circuit of the Court of First Instance in Amman and to achieve speedy completion of litigation with a direct impact on investment and the economy.³⁶</p> <p>Likewise, the latest amendment to the Law on the formation of regular courts in Law No. 12 of 2019, was published in the <i>Official Gazette</i>, No. 5572. The amendment provides for a set of amendments, including the appointment of a judge by both the Appellate Court of Taxes and the Appellate Court of Customs who, in the name of the Prosecutor-General, exercises all the powers assigned to him in the Code of Criminal Procedure and the power of Solicitor-General set forth in the State Lawsuits Authority Law and other laws, and who is responsible for distinguishing decisions and judgments issued by the courts.</p> <p>The amended Law also stipulates the appointment of one or more judges by both the First Instance Court of Taxes and the First Instance Court of Customs who, in the name of the public prosecutor, exercises all the powers assigned to him in the Code of Criminal Procedure and the power of Solicitor-General stipulated in the State Lawsuits Authority Law and other laws.</p>		

³⁴ *Official Gazette*, No. 5552, Regulation of Judicial Service and Bonuses for Military Judges in the General Intelligence Department, available at this link <https://bit.ly/31T0VGS>, visited on 22/8/2019.

³⁵ *Official Gazette* (August 2, 2017), Amended Law on the formation of regular courts No. 30, available at this link <https://goo.gl/o54633>, visited on October 12, 2017.

³⁶ *Al Ghad* (April 17, 2017), Council of Ministers ratifies 14 bills and law to develop the judiciary,” available at this link <https://goo.gl/yLD3ppK>, visited on October 12, 2017.

Also, investigative cases that were pending before the Public Prosecution for customs and taxes before the provisions of this law came into effect shall be referred to the Public Prosecution established under the provisions of this amended law, and they shall proceed from the point reached.³⁷

Sub-activity :Review the Sharia Courts Law and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	Not yet begun
Completion Details:		
The research did not uncover any action regarding these laws.		

Sub-activity: Review the law of Shari'a enforcement and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	Not yet begun
Completion Details:		
The research did not uncover any action regarding these laws.		

Sub-activity: Review the law on the formation of municipal courts and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Ministry of Municipal Affairs and Parliament
	Completion level:	In progress
Completion Details:		
<p>The law on the formation of municipal courts was amended and published in the <i>Official Gazette</i>, No. 5549, without any action on compliance.³⁸ However, the research team also determined that the Law Interpretation Bureau held a meeting, with quorum, at the request of the Prime Minister, by virtue of his Letter No. MH 34/31446, dated 11/7/2017,³⁹ to issue an interpretation decision in light of the following:</p> <p>1. Article 3, Paragraph (a), Item 1 of the Law on the formation of municipal courts No. 35 of 2006, stipulates the following:</p>		

³⁷ *Official Gazette*, No. 5572, Law No. 12 of 2019, Amended Law on the formation of regular courts, available at this link <https://bit.ly/2Z7ZZ4E>, visited on 22/8/2019.

³⁸ *Official Gazette*, No. 5549, Law No. 39 of 2018, Amended Law on the Formation of Municipal Courts, available at this link <https://bit.ly/2ltImtn>, visited on 27/9/2019.

³⁹ Jordanian Judicial Council (August 3, 2017), Resolution No. 4 issued by the Law Interpretation Bureau on 3/8/2017, available at this link <https://goo.gl/HEtPXy>, visited on October 12, 2017.

- a. The Municipal Court shall be formed under a special law issued according to the following procedures:
 - i. Based on the Prime Minister's submission based on the recommendation of the Greater Amman Municipality regarding the Greater Amman Municipality
2. Article 6 of the same Law stipulates the following:
 - a. A special fund in the court, the Municipal Court Fund, shall be established, to deposit the fees collected by the Municipal Court and the sum of fines it levies.
 - b. The treasurer of the Municipal Court Fund shall deposit the amounts collected on a daily basis in the account determined by the municipality.
 - c. Each municipality shall be allocated 75% of the amounts collected by the Municipal Court, and the rest shall be distributed to the Kingdom's municipalities as determined by the Council of Ministers.
3. Article 10 of the same Law stipulates the following:
 - a. Municipal courts established prior to when this Law takes effect shall be deemed to have been established under this Law.
 - b. The law for each court referred to in Paragraph (a) of this Article shall be repealed from the date that the regulation issued for each of them under the provisions of this law enters into effect.⁴⁰

Sub-activity: Introduce Law on the Formation of Ecclesiastical Courts	Executing agency:	Government (Ministry of Justice) + Council of Christian Sects and Parliament
	Completion level:	Not yet begun
Completion Details:		
The research did not uncover any action regarding these laws.		

Sub-activity: Adopt the Regulation of Assistant Sharia Judges, review the Regulation of Assistant Judges, and propose the necessary amendments; review the Regulation on training apprentice judges and judicial assistants and propose the necessary amendments; review the Judicial Institute Regulation and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Judicial Council + Chamber of Chief Justice (Chamber of Chief Justice)
	Completion level:	In progress

⁴⁰ Jordanian Judicial Council (August 3, 2017), Resolution No. 4 issued by the Law Interpretation Bureau on 3/8/2017, available at this link <https://goo.gl/HEtPXy>, visited on October 12, 2017.

Completion Details:
Regarding adopting the Regulation of Assistant Sharia Judges, reviewing the Regulation of Assistant Judges, reviewing the Regulation on training apprentice judges and judicial assistants and propose the necessary amendments, no action or amendment has been taken regarding these regulations. Regarding amending and reviewing the Judicial Institute Law, actual action has been taken to modify the law: two amendments were published in the <i>Official Gazette</i> , the first on January 14, 2017, and the second on April 17, 2017. The amendments increased the number of seats allocated for employees of the Ministry of Justice to study for a Judicial Institute diploma: for those who pass the admission competition the number of seats goes to ten instead of five, as stated in Article 11/B of the amended law. As regards creating the Higher Institute of Sharia Judiciary, the institute now exists and operates according to the Sharia Judicial Institute Regulation No. 29 of 2015, issued under Article 120 of the Constitution.

First Pillar:	Civil and political rights
Main Objective 2:	Promote and consolidate the institutional independence of the judiciary
Sub-objective 4:	Organize the work of the judiciary
Key Activity:	Organize and implement activities for training and qualifying judicial cadres

Sub-activity: Train judges on international standards for judicial independence	Executing agency:	Judicial Institute + Judicial Council
	Completion level:	In progress
Completion Details:		
This level of completion has been given to all executive activities related to training and awareness, which are carried out continuously by civil society institutions and characterized by an ongoing time frame, with no clear and specific performance indicators.		

First Pillar:	Civil and political rights
Main Objective 2:	Promote and consolidate the institutional independence of the judiciary
Sub-objective 4:	Organize the work of the judiciary
Key Activity:	Supply the judiciary with qualified human resources

Sub-activity: Increase supply of qualified human resources	Executing agency:	Ministry of Justice + Chamber of Chief Justice + Judicial Institute
	Completion level:	In progress
Completion Details:		
<p>Regarding the activity of supplying the judiciary with qualified human resources, the Royal Committee for Developing the Judicial System and Enhancing the Rule of Law recommended providing sufficient and qualified administrative cadres to support the judiciary, including assistant judges, raising their qualification and training levels, and improving their status.</p> <p>The Committee also recommended adopting optimal measures for the appointment, promotion, transfer, and assignment of judges, ensuring their independence in their professional careers, guaranteeing them the requirements for job stability, improving their status, updating the methods and subject matters for basic qualification and ongoing training of judges, and strengthening the role of judicial inspection to ensure values of integrity, transparency, and adherence to judicial codes of conduct.⁴¹.</p>		

Sub-activity: Develop training manuals	Executing agency:	Ministry of Justice + Chamber of Chief Justice + Judicial Institute
	Completion level:	Not yet begun
Completion Details:		
<p>The research team did not find any judicial training manuals or materials developed by the Ministry of Justice, the Supreme Judge Department, or the Judicial Institute to supply the judiciary with qualified human resources.</p>		

First Pillar:	Civil and political rights
Main Objective 3:	Promote the independence of the judge and improve judicial work
Sub-objective 1:	Promote immunity of judges and job security

⁴¹ Website of His Majesty King Abdullah II (February 26, 2017), “The King receives the report of the Royal Committee for Developing the Judicial System and Enhancing the Rule of Law,” available at this link <https://goo.gl/ks4rLG>, visited on October 12, 2017.

Key Activity:	Review the bases for recruitment, transfer, assignment, dismissal, and retirement to ensure there are clear standards and oversight mechanisms in accordance with the highest standards of integrity, transparency, and international best practices
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Sub-activity: Review the Judicial Independence Law and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Judicial Council
	Completion level:	In progress

Completion Details:

The research found a number of recommendations adopted by the Royal Committee for Developing the Judicial System that conform with the principle of promoting judicial independence and improving judicial work. The recommendations focused on a Pillar that it made its top priority: namely, to enhance the independence and impartiality of judges with the goal of promoting judicial independence and granting the judiciary a type of financial and administrative autonomy, as well as to strengthen and develop the individual independence of judges and the rules of work for judges' affairs. The goal is also to create a mechanism to strengthen and review the Judicial Code of Conduct and provide financial resources and adequate cadres for the judiciary.

In response to these recommendations, the Ministry of Justice submitted a draft regulation on a social solidarity fund for judges and a draft regulation on a social solidarity fund for employees of the Ministry of Justice, to proceed with the legislative procedures therefor on September 13, 2017. This was in light of the entry into effect of the amended Judicial Independence Law No. 26 of 2017, before it was amended in 2019. These drafts aimed to develop judicial cadres and boost their level of work by giving them privileges; to achieve a real benefit for Ministry employees of various classes and degrees; and to boost their efficiency by giving them material privileges that aim to improve their economic level and living.⁴²

The recommendations also contribute to the creation of optimal practices for appointing, transferring, promoting, and assigning judges, for guaranteeing them the required job safety and security, and for strengthening the role of judicial inspection in monitoring, evaluating, and guiding the judiciary.

The recommendations of the Committee enhance the independence of the judicial institution, build the institutional capabilities of the Judicial Council, appoint the necessary cadres to Council units, computerize work procedures, and assign the task of representing the government in lawsuits to other bodies than the judiciary.

The law amending the Judicial Independence Law of 2019 was issued, whereby the Judicial Council shall monitor the needs, estimate the financial costs, and allocate an annual budget for the Council's affairs independent of the Ministry of Justice, which shall appear as a separate section within the State's general budget. The bill also creates a General Secretariat for the Judicial Council, headed by a Secretary-General, appointed by the Council, based on the recommendation of the President of the Council, and working under his supervision. The General Secretariat shall be responsible for the affairs of the Council and the judges, and the Secretary-General shall handle disbursements from the Council's budget and shall be the Rapporteur of the Council.

⁴² Ministry of Justice (September 13, 2017), "Minister of Justice submits three draft regulations, "to the Council of Ministers," available at this link <http://bit.ly/2CgC970>, visited on October 11, 2017.

The Law specifies that an inspector shall remain in his position for four years, non-renewable, and guarantees he will not be transferred or assigned to another position during that time period, to ensure his independence. The bill also grants the Judicial Council the power to form the Disciplinary Board without requiring that its members include the most senior judge of the Court of Cassation. It also allows judges who retired before 12/31/2010 to benefit from allowances from the Social Solidarity Fund for Judges.⁴³

UPR Recommendation related to this Activity :
135.60 Reinforce the role of judicial inspection (Oman);

First Pillar:	Civil and political rights
Main Objective 4:	Strengthen fair trial guarantees
Sub-objective 1:	Promote access to justice
Key Activity:	Review legislation to ensure that the duration of litigation is shortened

Sub-activity: Review the Code of Criminal Procedure and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	Completed
Completion Details:		
With regard to the first activity, which involves reviewing legislation that guarantees shortening the duration of litigation, the research showed that the recommendations made by the Royal Committee for Developing the Judicial System contained elements to advance the goal of shortening the duration of litigation, with recommendations related to standardizing procedures before the Courts of First Instance, in addition to developing the judicial notification system and developing court services and infrastructure. The goal of the recommendations is to enhance the effectiveness of court services and shorten their delivery time by expanding the scope of court computerization, linking up with entities related to judicial work and court services, developing legal and penal enforcement, developing the operating procedures of the notary public and support services, and improving court infrastructure.		

⁴³ Jordan News Agency, "Council of Ministers passes draft Law of Judicial Independence for 2019, available at <https://bit.ly/2ze1ONM>, visited on 11/9/2019.

Sub-activity: Review the Code of Civil Procedure and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	In progress
Completion Details:		
<p>The Law amending the Code of Civil Procedure No. 31 of 2017 was issued, and in Article 71 of the draft the phrase “even in hearings outside official working hours and days” became “the court and the judge may, for urgent matters, hold its hearings outside the courtroom and at any time determined by him, even in sessions outside the official working hours and days.”⁴⁴ After the final amendment to the law was published in the <i>Official Gazette</i>, it became clear that the proposed amendment to this article was not agreed upon and was repealed. Nevertheless, some of the items of the law emphasized adherence to legal time periods and setting forth proper time periods for regular and urgent cases, in addition to making amendments in the notification system for the purposes of minimizing the duration of litigation.</p>		

Sub-activity: Review the Sharia Rules of Procedure Law and propose the necessary amendments	Executing agency:	Government (Chamber of Chief Justice) + Judicial Council and Parliament
	Completion level:	Not yet begun
Completion Details:		
The Sharia Rules of Procedure Law has not been amended		

Sub-activity: Review the Magistrate Courts Law and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	Completed
Completion Details:		
<p>The Law amending the Magistrate Courts Law No. 23 of 2017⁴⁵ was ratified, and included:</p> <ol style="list-style-type: none"> Increasing the value of cases adjudicated by the Magistrate Courts, so that the Magistrate Court may by law consider cases with a maximum ceiling of JD 10,000 instead of JD 7,000, to alleviate the burden placed on the Courts of First Instance, which will have a positive impact on the speed of adjudication. 		

⁴⁴ Legislation and Opinion Bureau, Law amending the Code of Civil Procedure of 2016, available at this link <https://goo.gl/Ay58zi>, visited on October 11, 2017.

⁴⁵ *Official Gazette*, Law No. 23 of 2017, Magistrate Courts Law, available at this link <https://bit.ly/2mc19cF>, visited on 11/9/2019.

2. The Courts of First Instance, in their appellate capacity, must directly adjudicate appeals of magistrate verdicts on the merits of the case without returning them to the Magistrate Courts, due to the wide distribution of the Courts of First Instance and to facilitate the litigants, ease the burden on the Courts of Appeal, and enable them to adjudicate the remaining appeals within their jurisdiction more quickly.

The law amending the Judicial Independence Law No. 26 of 2017 was ratified, and included most notably:

1. Strengthening judicial independence by providing for the financial independence of the Judicial Council's affairs, to ensure its needs are met and its annual budget allocation is independent of the Ministry of Justice; establishing a General Secretariat for the Judicial Council that handles the Council's affairs, budget, and judicial matters, to ensure the Council's financial independence.
2. Strengthening the independence of members of the Judicial Council, with Article 4 of the Judicial Independence Law stipulating the following:

The Council membership shall be composed of 1. President of the Supreme Administrative Court, Vice-President; 2. President of the Public Prosecution at the Court of Cassation; 3. the most senior judge of the Court of Cassation; 4. Presidents of the Courts of Appeal; 5. Secretary-General of the Ministry of Justice; 6. President of the Court of First Instance in Amman; and 7. Two Presidents of the Courts of First Instance outside the capital, according to the seniority of the date of the establishment of these courts, and at the completion of their term, they shall be replaced by the next in line on the basis of such seniority.

3. Appointing the President of the Public Prosecution and the Chief Inspector by Royal Decree, which enhances their independence and impartiality in their duties; removing the Chief Inspector from membership on the Judicial Council to ensure his independence and so that he does not exercise the role of judge and interested party at the same time.

Several steps were also taken to shorten the duration of litigation, such as establishing a Court of First Instance in Ramtha, applying electronic case inquiry systems, automating certain procedures and files, and working with mediation outside the halls of the courts.

A report published in the newspaper, *Al Ghad*, entitled "25 judicial decisions with alternative penalties, including three for women," shows the extent to which judicial decisions are carried out as alternative penalties to detention and imprisonment. The report stated that the amendments to the Penal Code entered into force in March 2018, but the amendments related to alternative penalties were enacted in the courts beginning in mid-September of the same year.

Among the decisions with wide impact, was a ruling issued by Judge Reham Ismail against a woman in the Court of First Instance in Jerash, sentencing her to 40 hours of unpaid community service in the Directorate of Agriculture in Jerash, planting trees and confiscating any forest materials and cutting tools found.

The court relied on compelling the defendant to serve a non-custodial penalty, according to her circumstances, given that she was not convicted of any felony or misdemeanor that violates honor and public morals in light of the certificate of non-conviction.

For its part, it became clear through the report published in the aforementioned newspaper that there is an increase in judicial decisions issued as alternative penalties to detention and imprisonment, indicating that about 25 such judicial decisions have been issued so far since the enactment of the amendments to the Penal Code, including three women who hold diplomas, and a number of other decisions that have had an unprecedented positive impact, such as the case of Qais, who served 40 hours in the Juvenile Home dining hall.⁴⁶

⁴⁶ *Al Ghad*, "25 judicial decisions with alternative penalties, including three for women," available at this link <https://bit.ly/2PfeQ3V>, visited on 27/8/2019.

Sub-activity: Create more specialized judicial circuits	Executing agency:	Government (Ministry of Justice) + Judicial Council and Parliament
	Completion level:	In progress
Completion Details:		
This level of completion has been given to all executive activities related to training and awareness, which are carried out continuously by civil society institutions and characterized by an ongoing time frame, with no clear and specific performance indicators.		

First Pillar:	Civil and political rights
Main Objective 4:	Strengthen fair trial guarantees
Sub-objective 1:	Promote access to justice
Key Activity:	Promote and activate alternative dispute resolution

Sub-activity: Develop coordination mechanism for implementing alternative punishments and dispute resolution with civil society and independent institutions	Executing agency:	Judicial Council + Independent Institutions + Civil Society Institutions
	Completion level:	In progress
Completion Details:		
The Law amending the Code of Criminal Procedure stipulates the possibility of replacing some criminal sentences with alternative punishments and community service; however, the research team did not find an explanation of the mechanism for implementing alternative punishments in cooperation with civil society and independent institutions		

Sub-activity: Train judges in alternative dispute resolution	Executing agency:	Judicial Institute
	Completion level:	In progress
Completion Details:		
<p>When the research team monitored the implementation of the provision for training workers in the application of community sanctions and the expanded establishment of correction and family reconciliation offices, it noted that the correction, mediation, and family reconciliation offices worked to restore 4,238 families to their normal lives, representing about 22% of the cases referred to them.</p> <p>Last year, correction offices received 22,259 cases, ranging from family counseling and case referrals from the court, personal consultations, divorce applications referred by court documentation, and consideration of under-18 marriage applications. These offices arranged 9,893 agreements in accordance with the Family Reform Law.⁴⁷</p> <p>Regarding training judges in alternative dispute resolution, the Judicial Council announced on its official site, in April 2017, based on the recommendation of the Royal Committee for Developing the Judicial System and Enhancing the Rule of Law, the formation of committees and a work team to follow up the implementation of the outputs of the recommendations and to work on their implementation within a specified time frame. A committee was formed to enact this activity, as the Council launched a project expanding the use of alternative dispute resolutions and adopting alternatives to incarceration.⁴⁸</p>		

Sub-activity: Train employees in the expanded application of community punishments with the creation of correction and family reconciliation offices	Executing agency:	Ministry of Justice + Chamber of Chief Justice
	Completion level:	In progress
Completion Details:		
<p>The research team found no action at this level.</p> <p>On 7/16/2017, the House of Representatives created a fund, the Legal Aid Fund Before the Courts, supervised by the Ministry of Justice. In its session, the House of Representatives debated the draft law amending the Law of the Code of Criminal Procedure, and it approved the payment of deserving legal aid fees from this fund under the applicable law, regulations, and directives.</p> <p>The financial resources of the Legal Aid Fund consist of allocations budgeted for legal aid within the annual budget of the Ministry of Justice, and a percentage of the fees collected on cases, petitions, and court and enforcement proceedings under the court fee regulation or any other legislation.</p>		

⁴⁷ Jordan News Agency, "Directorate of Family Reform and Reconciliation succeeds in returning 4,238 families to their normal life," link available via <https://bit.ly/2MH4EUA>, visited on 27/8/2019.

⁴⁸ Jordanian Judicial Council, Formation of committees to implement recommendations of the Royal Committee for Developing the Judicial System and Enhancing the Rule of Law (April 9, 2017), available at this link <https://goo.gl/KGq8zM>, visited on October 11, 2017.

Resources shall likewise consist of any contribution made by the Bar Association, from grants, subsidies, and donations, subject to the approval of the Council of Ministers if the source is foreign.

First Pillar:	Civil and political rights
Main Objective 4:	Strengthen fair trial guarantees
Sub-objective 1:	Promote access to justice
Key Activity:	Introduce programs and units specializing in legal aid

Sub-activity: Create programs for legal aid in the courts	Executing agency:	Ministry of Justice + Bar Association
	Completion level:	Completed
Completion Details:		
<p>The research team followed up a Council of Ministers decree dated 26/9/2018, establishing a legal aid law. The decree was published in the <i>Official Gazette</i>, No. 5541, 1/11/2018.</p> <p>Regulation No. 119 of 2019 Legal Aid Regulation Issued under Article 208 of the Code of Criminal Procedure No. 9 of 1961</p> <p><u>Article 1:</u> This regulation is named the Legal Aid Regulation of 2018, and it shall take effect 60 days after its publication in the <i>Official Gazette</i>.</p> <p><u>Article 3:</u> a. Adopts the following criteria for the purposes of eligibility for legal aid: 1. The total monthly income of the applicant's family shall not exceed JD 400. 2. The applicant for legal aid must not own any immovable property, excluding a residence, or movable property, excluding the monthly income provided for in Item 1 of this paragraph.</p>		

3. The crime shall be a felony.
 4. The applicant shall have no prior criminal convictions with a final judicial ruling of a felony or misdemeanor.
- b. Despite Item 2 of Paragraph (a) of this Article, the minister may, in special and justifiable cases, approve legal aid for someone who owns immovable property.

Article 6:

- a. Applications for legal aid shall be submitted in accordance with the form approved by the minister and shall be forwarded to the Directorate within two business days from the date of submission for the following actions:
 1. Ensure that the application meets all information requirements and conditions and register it in the relevant record at the Directorate.
 2. Review the application and verify the applicability of the criteria, bases, and conditions required of the applicant by law.
 3. Recommend to the minister whether to accept or reject the application within 5 business days of the date of its receipt.
- b. The minister shall issue his decision to either accept or reject the application within three business days from the date he receives the Directorate's recommendation.
- c. If the application for legal aid is approved, the minister shall:
 1. Pay expenses from the fund and assign a lawyer from the list prepared for this purpose in coordination with the Bar Association.
 2. Request from the Bar Association the complete provision of legal aid for its application in accordance with the provisions of law in force.
 3. Assign a lawyer to provide legal assistance from the list of volunteer lawyers prepared by the Directorate.
- d. The Directorate shall prepare a file for the applicant for legal aid in order to monitor his case, evaluate the legal advice provided him, review complaints received, and recommend that the Minister address the Bar Association to take the necessary legal action.
- e. The applicant for legal aid may appeal the Minister's rejection of his application within two business days of being notified of the decision.
- f. The Directorate shall notify the public prosecutor or the court, as appropriate, of the minister's decision if the application was referred to the Minister from either of them.

Article 7:

- a. Three percent of the fees collected on cases, petitions, and court and enforcement procedures under the court fees system or any other legislation shall be given to the fund.
- b. The provisions of the financial regulations in force shall apply to the fund's disbursement procedures.

Article 8:

- a. The appointed lawyer shall be paid for the provision of legal aid under the provisions of Paragraphs 1 and 2 of Article 208 of the law a fee of JD 30 from the Fund for each hearing he attends, provided that the fee in all cases does not exceed JD 1,300.

- b. The appointed lawyer shall be paid for the provision of legal aid under the provisions of Paragraphs 3 and 4 of Article 208 of the law a fee of JD 25 from the Fund for each hearing he attends, provided that the fee in all cases does not exceed JD 1,000.
- c. Payment of fees due in accordance with the provisions of paragraphs (a) and (b) of this Article shall be conditional on a final judicial ruling in the case.
- d. The lawyer shall forfeit the fees due in accordance with the provisions of this Article if he is absent from two or more hearings without a court-approved excuse.

Article 9:

- a. A record shall be created in the Directorate with the names of the lawyers appointed under the provisions of Article 208 of the law and this regulation, as well as the names of the courts and the numbers of the cases brought before them.
- b. The director shall prepare a report every three months, to be submitted to the Minister, which includes the progress of work in the Directorate, the legal aid granted, and the service provided by lawyers.
- c. The Minister shall inform the Bar Association of the names of lawyers who failed to provide the legal aid entrusted to them, in order to take the necessary disciplinary measures against them in accordance with the provisions of the Law of the Bar Association.
- d. It is not permissible to reappoint a lawyer who has been proven negligent in providing legal aid, in accordance with Paragraph (c) of this Article, to requests for legal aid granted later in accordance with the provisions of the law and this regulation.

Article 10:

The Minister may delegate any of his powers provided for him in this law to the Secretary-General of the Ministry, provided that such delegation is in writing and specific.⁴⁹

The gazette also published laws ratifying a Mutual Legal Assistance Treaty in Criminal Matters between the Hashemite Kingdom of Jordan, the Federal Republic of Brazil,⁵⁰ the Government of Australia,⁵¹ and the Republic of Kazakhstan,⁵² with sections including the scope of cooperation and central authorities, refusal of assistance, temporary and confidential measures, scope of use limits, service of judicial documents, hearing testimonies and presentation of evidence in the territory of the requested party, presenting testimony to the requesting party, the temporary transfer of detained persons, safe conduct, hearing session by televised link, inspection and seizure, official records, return of documents and materials, assistance with confiscation procedures, and the sharing of confiscated assets and financial revenues.

⁴⁹ *Official Gazette*, No. 5541, Legal Aid Regulation, available at this link <https://bit.ly/2Zkjkj1>, visited on 27/8/2019.

⁵⁰ *Official Gazette*, No. 5499, Law ratifying Mutual Legal Assistance Treaty in Criminal Matters between the Hashemite Kingdom of Jordan and the government of the Federal Republic of Brazil, available at this link <https://bit.ly/2Zq6ivv>, visited on 27/8/2019.

⁵¹ *Official Gazette*, No. 5499, Law ratifying Mutual Legal Assistance Treaty in Criminal Matters between the Hashemite Kingdom of Jordan and the government of Australia, available at this link <https://bit.ly/2zkcgUf>, visited on 27/8/2019.

⁵² *Official Gazette*, No. 5499, Law ratifying Mutual Legal Assistance Treaty in Criminal Matters between the Hashemite Kingdom of Jordan and the Republic of Kazakhstan, available at this link <https://bit.ly/2Zq5SVX>, visited on 27/8/2019.

The agreements also mentioned items relating to return of embezzled public funds, requests for sharing assets, payment of the value of shared assets, imposing conditions, form and content of requests, implementation of requests, voluntary information, document certification, costs, harmony and conformity with other arrangements, consultation, certification, entry into force, termination, and dispute settlement.

First Pillar:	Civil and political rights
Main Objective 4:	Strengthen fair trial guarantees
Sub-objective 2:	Make available two levels of litigation in instances where the law neglects to provide this
Key Activity:	Amend the Law of Sharia Courts Formation - Sharia High Court

Sub-activity: Amend the Law of Sharia Courts Formation (Sharia High Court) and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Parliament
	Completion level:	Not yet begun
Completion Details:		
Implementation of this objective has not yet begun, and the research team has found no amendment of the Law of Sharia Courts Formation. The most recent amendment of this law was in May 2015, and the Law amending the Magistrate Courts Law No. 23 of 2017, does not address the availability of litigation at two levels.		

First Pillar:	Civil and political rights
Main Objective 4:	Strengthen fair trial guarantees
Sub-objective 2:	Make available two levels of litigation in instances where the law neglects to provide this
Key Activity:	Amend the Magistrate Law and related legislation

Sub-activity: Review the Magistrate Law and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Parliament
	Completion level:	Not yet begun
Completion Details:		
The laws amending Magistrate and Regular Court Laws have not expanded the appellate circuit in their recent amendments.		

First Pillar:	Civil and political rights
Main Objective 4:	Strengthen fair trial guarantees
Sub-objective 2:	Make available two levels of litigation in instances where the law neglects to provide this
Key Activity:	Extend the circuit for appeal of judicial rulings

Sub-activity: Review legislation in force (Law of Formation of Sharia Courts, Magistrate Courts, and Regular Courts)	Executing agency:	Government (Department of Chief Justice and Ministry of Justice) + Parliament
	Completion level:	Not yet begun
Completion Details:		
The laws amending Magistrate and Regular Court Laws have not expanded the appellate circuit in their recent amendments.		

First Pillar:	Civil and political rights
Main Objective 5:	Strengthen protection of the right to freedom of opinion and expression
Sub-objective 1:	Align national legislation and policies with the Constitution and international instruments ratified by Jordan
Key Activity:	Review relevant legislation and propose the necessary amendments

Sub-activity: Review the Jordanian Nationality Law and propose the necessary amendments	Executing agency:	Government + Parliament
	Completion level:	Not yet begun
Completion Details:		
<p>The research found no amendments to this law.</p> <p>Recommendations by UN human rights mechanisms</p> <p>A/HRC/40/10 (UPR, 2019):</p> <p>135.9 Recognize the important work of human rights defenders facing discrimination or marginalization and ensure effective protection against the threats and violence they face (Iceland);</p> <p>135.26 Review the Press and Publications Act in order to fully guarantee the right to freedom of expression (Spain);</p>		

135.69 Promote dialogue with civil society organizations, human rights defenders and other relevant stakeholders in order to reform current legislation on freedom of expression (Italy);

135.71 Ensure that all domestic legislation is in compliance with the International Covenant on Civil and Political Rights, particularly in relation to the right to freedom of expression (Norway);

135.72 Ensure a safe and enabling environment for journalists and media workers, and ensure freedom of the media and a space for civil society free from interference, threats and intimidation (Slovakia);

136.14 Guarantee freedom of expression and halt the detention of all writers, journalists and website editors based on charges related to freedom of expression, and abolish the Criminal Code articles which place impermissible restrictions on freedom of expression both offline and online (Czechia);

136.17 Review its legislation and practices with the aim of ensuring that all persons and civil society actors, including human rights defenders and journalists, can freely exercise their rights to freedom of expression, association and peaceful assembly, both online and offline, as provided for by international human rights law (Lithuania);

136.18 Re-evaluate the recent amendments to the Press and Publications Act, the law on cybercrime and the Criminal Code to ensure that legislation and practice are in conformity with international human rights law and standards, in particular the right to freedom of expression under article 19 of the International Covenant on Civil and Political Rights (Austria);

CCPR/C/JOR/CO/5 (CCPR, 2017):

31. The State party should take the steps necessary to protect journalists so as to enable them to carry out their activities with complete freedom and without any restrictions. It should investigate attacks on such persons and bring the perpetrators to justice. It should also review its legislation with a view to ensuring that criminal sanctions are not applied to persons expressing critical views and that any restriction on the press and media activities is in compliance with the Covenant.

CAT/C/JOR/CO/3 (CAT, 2016):

28. The State party should:

(a) Carry out prompt, impartial, thorough and effective investigations into all allegations of excessive use of force, including torture and ill-treatment, by law enforcement officials and ensure that those suspected of committing such acts are immediately suspended from their duties for the duration of the investigation, while ensuring that the principle of presumption of innocence is observed;

(b) Prosecute persons suspected of committing torture or ill-treatment against journalists in the above-mentioned events;

(c) Take immediate measures to eradicate all forms of harassment and ill-treatment by law enforcement officials during demonstrations and ensure that law enforcement officials are trained in professional techniques, in particular not to use force unless it is strictly necessary and to the extent required for the performance of their duty.

A/HRC/25/58/Add.2 (SR Freedom of Religion, 2014):

61. When fighting manifestations of religious hatred, the Government should take into account the Rabat Plan of Action on advocacy of national, racial or religious hatred that constitutes incitement to discrimination, hostility or violence. Measures taken to prevent or combat hatred should fully respect freedom of religion or belief, freedom of expression and other rights to freedom which are mutually reinforcing.

62. The Government should invite relevant stakeholders, including religious communities, civil society organizations and media representatives, to explore the potential of the Rabat Plan of Action and its application to the situation in Jordan.

A/HRC/25/9 (UPR, 2014):

118.66. Abolish or amend all Penal Code articles that place impermissible restrictions on the freedom of expression (Norway);

118.67. Amend the law to ensure greater guarantees for freedom of opinion and expression in line with article 15(1) of the amended Jordanian Constitution and articles 19 of the International Covenant on Civil and Political Rights (United Kingdom of Great Britain and Northern Ireland);

118.68. Take appropriate legislative steps to ensure the full protection of the right to freedom of opinion and expression, in particular with regard to electronic publications and online journalism (Germany);

118.69. Ensure that the legislation and the State respect articles 19 and 21 of International Covenant on Civil and Political Rights , which guarantee freedom of expression and freedom of association and assembly (Spain);

118.77. Conduct impartial investigations into all cases of attacks, harassment and intimidation of journalists and bring perpetrators to justice (Austria);

118.80. Continue efforts to execute the national media strategy in cooperation with all relevant partners (Kuwait);

CCPR/C/JOR/CO/4 (CCPR, 2010):

r) review its legislation and practice to ensure that journalists and media outlets are not penalized as a consequence of expressing critical views, and that any restriction on the press and media activities is strictly compatible with the provisions of article 19, paragraph 3, of the Covenant

Sub-activity: Review the Law on Residence and Foreigners’ Affairs and propose the necessary amendments	Executing agency:	Government + Parliament
	Completion level:	Not yet begun
Completion Details:		
The research team found a Parliamentary resolution approving granting the Minister of Interior the power to grant residence permits to the children of Jordanian women, based on the addition of a paragraph to Article 13 of the draft law amending the Law on Residence and Foreigners’ Affairs of 2014. This paragraph granted residence to the children of Jordanian women. The Assembly also approved amendments related to waiving the fees for obtaining residence for foreign students studying in Jordan, various types of visa fees for accredited members of the diplomatic corps in Jordan, including the fees for anyone the Minister deems worthy of consideration for international or humanitarian courtesy or the right to political asylum. ⁵³		

⁵³ *Al Ghad* (January 19, 2016), “MPs approve amendment to Residence and Foreigners’ Affairs Law,” available at this link <https://goo.gl/X7xYrK>, visited on October 23, 2017.

Sub-activity: Review the Civil Status Law and propose the necessary amendments	Executing agency:	Government Parliament	+
	Completion level:	Not yet begun	
Completion Details:			
The research did not show any amendments to these laws.			

First Pillar:	Civil and political rights
Main Objective 5:	Strengthen protection of the right to freedom of opinion and expression
Sub-objective 1:	Align legislation and national policies with the Constitution and international treaties ratified by Jordan
Key Activity:	Unify authorities related to granting these rights and restricting prevention and removal by the judiciary

Sub-activity: Introduce legislation to ensure the unification of authorities for granting the above-mentioned referenced rights	Executing agency:	Government Parliament	+
	Completion level:	Not yet begun	
Completion Details:			
<p>There were no legislative developments mentioned at the level of the right to nationality in 2017, nor were there any regarding the directives to implement Council of Ministers Decree No. 6415 of 2014 on granting facilitations to the children of Jordanian women married to non-Jordanians, despite objections by the beneficiaries of such facilitations. There are some reservations about the conditions for benefiting from such assistance,⁵⁴ most notably: Jordanian women demanding citizenship for their children rather than being satisfied with the concessions discussed by the government, as the children of Jordanian women married to foreigners still face many problems in obtaining the service benefits approved for them by the government, such as work permits, deeds of ownership, and driver's licenses. It should be noted that a total of 7,491 identification cards have been issued to the children of Jordanian women through 12/31/2017.</p> <p>On the other hand, the issue remains of residents of population centers in the municipality of Ruwaished and other villages in the eastern and western Badia regions, which continue to stagnate with the ongoing stoppage of the work of the committee formed to study their conditions. They continue to complain that they do not possess any documents that determine their legal status and enable them to move about and travel. No legislation has been introduced to ensure the unification of authorities for granting the above-mentioned rights.</p>			

⁵⁴ National Center for Human Rights, 13th Annual Report on the Human Rights Situation in the Hashemite Kingdom of Jordan, 2017. Available at this link <https://goo.gl/2VB4gb>, visited on 11/9/2019.

First Pillar:	Civil and political rights
Main Objective 5:	Strengthen protection of the right to freedom of opinion and expression
Sub-objective 1:	Align national legislation and policies with the Constitution and international instruments ratified by Jordan
Key Activity:	Educate the public on the rights of citizens and refugees

Sub-activity: Implement awareness programs on the rights and duties of citizens	Executing agency:	Government + Parliament
	Completion level:	In progress
Completion Details:		
This level of completion has been given to all executive activities related to training and awareness, which are carried out continuously by civil society institutions and characterized by an ongoing time frame, with no clear and specific performance indicators.		

Sub-activity: Incorporate citizenship concepts into the curricula	Executing agency:	Ministry of Education + Public and private universities
	Completion level:	In progress
Completion Details:		
The National Curriculum Council was formed to form a team of educators to develop a conceptual matrix for the curriculum, spread the concepts of citizenship in all academic subjects, and focus on incorporating the concepts of human rights, women's rights, and children's rights, among others, into the curriculum. ⁵⁵		

Sub-activity: Implement awareness programs on the rights of refugees and foreigners	Executing agency:	Relevant government ministries and institutions in cooperation with partners
	Completion level:	In progress
Completion Details:		

⁵⁵ *Al Ghad* (September 5, 2017), "National Curriculum Council's executive plan," available at this link <https://goo.gl/M37HhT>, visited on October 12, 2017.

The Department of Palestinian Affairs, within the Pillar of civil and political rights, held awareness workshops to educate camp residents of their rights vis-à-vis the international relief agency and its mission to Palestinian refugees in all camp services committees.⁵⁶ Several educational meetings were held for Syrian refugees in various areas in cooperation with the UNHCR.⁵⁷

First Pillar:	Civil and political rights
Main Objective 5:	Strengthen protection of the right to freedom of opinion and expression
Sub-objective 1:	Align national legislation and policies with the Constitution and international instruments ratified by Jordan
Key Activity:	Educate the community about the rights of citizens and refugees and the training and qualification of law enforcement agencies and society

Sub-activity: Implement training and qualification programs	Executing agency:	Relevant government ministries and institutions in cooperation with partners
	Completion level:	In progress
Completion Details:		
This level of completion has been given to all executive activities related to training and awareness, which are carried out continuously by civil society institutions and characterized by an ongoing time frame, with no clear and specific performance indicators.		

First Pillar:	Civil and political rights
Main Objective 5:	Strengthen protection of the right to freedom of opinion and expression
Sub-objective 1:	Align national legislation and policies with the Constitution and international instruments ratified by Jordan
Key Activity:	Create a national mechanism for addressing major refugee flows

Sub-activity: Develop and provide the necessary funding for the National Center for Security and Crisis Management	Executing agency:	National Center for Security and Crisis Management
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⁵⁶ *As-Sabeel* (June 14, 2017), “Release of semi-annual report on government actions on human rights (last updated 7),” available at this link <http://bit.ly/2xk2H52>, visited on October 24, 2017.

⁵⁷ *As-Sabeel*, “Regular semi-annual report on human rights organization for 2017,” available at this link <http://bit.ly/2zzbRLR>, visited on October 24, 2017.

	Completion level:	In progress
Completion Details:		
<p>As regards creating a national mechanism for handling major refugee flows, policies have been issued to incorporate Syrians into the Jordanian labor market at the rates set for expatriate workers and within specified sectors.⁵⁸ At an international donor conference held in London in February 2015, Jordanian authorities announced a change in their policy toward Syrian refugee employment, which included the Jordan Compact and its response plan for Syrian refugees for 2016-2018. The Jordan Compact affirmed that the number of jobs would depend on the size of international aid, specifically adding that the new employment approach is based on three interrelated pillars that support Jordan's growth agenda, while maintaining its resilience and economic stability. The first pillar is transforming the Syrian refugee crisis into a growth opportunity that attracts new investment and opens up the EU market by simplifying the rules of origin, which will lead to the creation of work opportunities for Jordanians and Syrian refugees. According to the Jordan Compact, access to European markets is a key part of the incentives offered to companies, through easier conditions for entry to these markets than exist currently. The government plans to implement a pilot project that identifies five development zones that will be provided more incentives, under the auspices of the new Investment Law. These zones shall have the potential to provide new employment opportunities to Jordanians and Syrian refugees. The value of the pledges made in London totaled USD 700 million to support Jordan's response plan for 2016, most of which will be allocated to the priorities listed under the section on supporting the resilience and stability of host communities. Additional pledges committed will contribute to ensuring about USD 700 million in grants for the years 2017-2018 as well. Donors will support job creation programs such as the Pay-for-Performance (P4P) program for Syrian refugees and host communities. Multi-national development banks have identified the possibility of increasing their financing from USD 800 million to USD \$ 1.9 billion.⁵⁹</p> <p>The periods for rectifying the status of Syrians were approved and have been extended several times to encourage them to join the labor market and achieve the international requirements for a holistic approach to respond to the Syrian crisis. The number of permits issued to Syrian workers from 6/1/2016 until now has reached 43,690 permits.⁶⁰</p>		

Sub-activity: Coordinate and identify communication channels among the various stakeholders via the National Center for Security and Crisis Management	Executing agency:	National Center for Security and Crisis Management + Government institutions
	Completion level:	In progress
Completion Details:		

⁵⁸ *Al Ra'i* (April 5, 2017), "Syrian workers given three conditions for rectifying their status," available at this link <https://goo.gl/XdMRe4>, visited on October 15, 2017.

⁵⁹ *Al Ghad* (February 16, 2015), "Jordan Compact on Syrian refugees at London conference," available at this link <https://goo.gl/gwLV51>, visited on October 15, 2017.

⁶⁰ Ministry of Labor (April 15, 2017), available at this link <https://goo.gl/zpZrz2>, visited on October 15, 2017.

As regards finding a national mechanism for handling major refugee flows, policies have been issued to incorporate Syrians into the Jordanian labor market at the rates set for expatriate workers and within specified sectors.⁶¹ At an international donor conference held in London in February 2015, Jordanian authorities announced a change in their policy toward Syrian refugee employment, which included the Jordan Compact and its response plan for Syrian refugees for 2016-2018. The Jordan Compact affirmed that the number of jobs would depend on the size of international aid, specifically adding that the new employment approach is based on three interrelated pillars that support Jordan's growth agenda, while maintaining its resilience and economic stability. The first pillar is transforming the Syrian refugee crisis into a growth opportunity that attracts new investment and opens up the EU market by simplifying the rules of origin, which will lead to the creation of work opportunities for Jordanians and Syrian refugees. According to the Jordan Compact, access to European markets is a key part of the incentives offered to companies, through easier conditions for entry to these markets than exist currently. The government plans to implement a pilot project that identifies five development zones that will be provided more incentives, under the auspices of the new Investment Law. These zones shall have the potential to provide new employment opportunities to Jordanians and Syrian refugees. The value of the pledges made in London totaled USD 700 million to support Jordan's response plan for 2016, most of which will be allocated to the priorities listed under the section on supporting the resilience and stability of host communities. Additional pledges committed will contribute to ensuring about USD 700 million in grants for the years 2017-2018 as well. Donors will support job creation programs such as the Pay-for-Performance (P4P) program for Syrian refugees and host communities. Multi-national development banks have identified the possibility of increasing their financing from USD 800 million to USD \$ 1.9 billion.⁶²

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Sub-activity: Train workers at the National Center for Security and Crisis Management on crisis management skills	Executing agency:	National Center for Security and Crisis Management
	Completion level:	In progress
Completion Details:		
This level of completion has been given to all executive activities related to training and awareness, which are carried out continuously by civil society institutions and characterized by an ongoing time frame, with no clear and specific performance indicators.		

First Pillar:	Civil and political rights
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⁶¹ *Al Ra'i* (April 5, 2017), "Syrian workers given three conditions for rectifying their status," available at this link <https://goo.gl/XdMRe4>, visited on October 15, 2017.

⁶² *Al Ghad* (February 16, 2015), "Jordan Compact on Syrian refugees at London conference," available at this link <https://goo.gl/gwLV51>, visited on October 15, 2017.

⁶³ Ministry of Labor (April 15, 2017), available at this link <https://goo.gl/zpZrz2>, visited on October 15, 2017.

Main Objective 6:	Strengthen protection of the right to freedom of opinion and expression
Sub-objective 1:	Align national legislation and policies with the Constitution and international instruments ratified by Jordan
Key Activity:	Review relevant legislation to ensure the drafting of a comprehensive and balanced election law that constitutes a qualitative shift in parliamentary life and ensures true and fair representation of all major segments of society

Sub-activity: Review election law and propose the necessary amendments	Executing agency:	Government Parliament	+
	Completion level:	Completed	

<p>Completion Details:</p> <p>Although the Independent Election Commission has theoretically developed a number of executive directives for campaign rules to ensure fairness and equal opportunities among candidates, gaps remain in the implementation of these directives. Likewise, the Commission did not create a clear and effective mechanism to be applied to track candidates' campaign spending.</p> <p>The Independent Election Commission and relevant government agencies were not able to address the use of illegal political funds, which impact voters' beliefs, whether directly or indirectly. Information was reiterated during the previous election regarding the phenomenon of vote buying in various electoral districts, which constitutes significant harm to the overall election process. The serious discontent was further aggravated by the fact that neither the donors nor the recipients of the "money" were held accountable by the judiciary, nor was the Commission able to refute or disprove such repeated and extensive information.</p> <p>A set of election campaign violations committed by some candidates and their supporters during the permitted period for campaigning were observed, including the following:⁶⁴ posting campaign material on traffic lights, traffic signs, road signs, bridges, and telephone poles; using campaign material (banners, pictures) on government buildings and school entrances and fences; using the official national emblem in pictures; using the Commission's emblem on candidates' Facebook pages; inviting to election celebrations; tampering with another candidate's advertising and shredding banners; and continuing to campaign during the non-campaign period and on voting day.</p> <ol style="list-style-type: none"> 1. Weak coordination between agencies and new entities (governorate Council, municipal Council, local councils). 2. Low level of voter participation in the three main cities. 3. Absence of clear programs from candidates' campaigns. 4. Weak role of political parties and society in supporting or connecting candidates, whether in municipal or governorate councils. 5. Violations of secret ballot, as many cases have been documented of public voting, claims of illiteracy, and group voting in many electoral districts, especially in gymnasiums.
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⁶⁴ National Center for Human Rights, 13th Annual Report on the Human Rights Situation in the Hashemite Kingdom of Jordan, 2017. Available at this link <https://goo.gl/2VB4gb>, visited on 11/9/2019.

6. Continued campaigning in most polling places, as well as some attempts to impede the voting process, chaos in some polling places due to friction between the supporters of certain candidates, but this was limited except for the unfortunate events that occurred in the al-Muwaqqar district, where the polls were attacked. In the upcoming elections, such situations must be addressed, so that the period of non-campaigning is enforced and is not violated under any justification or pretext.
7. Inconsistencies and errors in what was announced in the *Official Gazette* and on the Commission's website regarding the number of winners.

Via the Ministry of Political and Parliamentary Affairs, the government submitted a new bill for parliamentary elections. After a national debate to improve the content of the law, the House of Representatives Election Law of 2016, was ratified on 3/15/2016 by the Parliament. The most important points to come out of the new law are the completion of the one-vote phase and the promotion of party activity by imposing candidacy through lists.⁶⁵ Several executive directives were issued from this law, such as directives pertaining to certifying local and international election monitor. Executive directives issued in 2016 included directives pertaining to election campaigning, announcement of results, and organizing objections to the results.⁶⁶

Opinion on achievement, impact, and gaps:

1. The plan did not address decentralized elections in municipalities, unions, universities, and student clubs.
2. Polling places must be configured to have at least one model polling station in each electoral district.

Recommendations:

1. It is necessary to consider adopting the Tunisian model with alternation of names and for the lists to be closed rather than open. Statistics must be provided on the number of disabled voters in Jordan, with the goal of configuring polling places that accommodate their situations in all parts of the Kingdom.

Recommendations by UN human rights mechanisms

: CERD/C/JOR/CO/18-20 (CERD, 2017):

15. Reiterating its previous concluding observations (CERD/C/JOR/CO/13–17, paras. 12–13), the Committee urges the State party to:
(d) Enhance the participation of Jordanians of Palestinian origin in political life and decision-making processes, including through the use of special measures, bearing in mind general recommendation No. 32 (2009) on the meaning and scope of special measures in the Convention.

CRPD/C/JOR/CO/1 (CRPD, 2017):

56. The Committee recommends that the State party:

⁶⁵ Independent Election Commission, 2016, Law on the Election of the House of Representatives of 2016, available at this link <https://goo.gl/RguZME>, visited on October 15, 2017.

⁶⁶ Independent Election Commission, 2016, Executive directives pertaining to parliamentary elections, available at this link <https://goo.gl/XnJCbK>, visited on October 15, 2017.

(a) Ensure through legislative and other measures that persons with disabilities are able to access ballots, election materials and polling stations and that, when voting, they are allowed to have assistance from a person of their own choice.

A/HRC/25/9 (UPR, 2014):

118.82. Continue to promote women's political participation and representation at national and local levels, including in the cabinet, political parties and the judicial system (Thailand);

118.89. Continue efforts to increase women's participation in political life, both in elected positions and in discretionary appointments (Costa Rica);

CERD/C/JOR/CO/13-17 (CERD, 2012):

The Committee recommends that the State party consider further amendments to its election law and apportionment of parliamentary seats to facilitate proportionate representation of Jordanians of all ethnic origin as well as non-national residents in its politics and decision making. Furthermore, the Committee recommends that the State party consider measures, including minimum quotas, to increase the proportion of persons of Palestinian origin in the leadership of its security forces.

CEDAW/C/JOR/CO/5 (CEDAW, 2012):

32. The Committee recommends that the State party increase the quota for women's representation at municipal and national level s to a minimum of 30 per cent, so as to ensure that women are effectively involved in the development of the State party at all levels. The Committee calls upon the State party to create effective incentives for women in order to encourage them to take part in public life, such as the provision of free day - care facilities to women candidates , and to ensure that political parties have women in high decision-making positions . The Committee, while recalling its general recommendation No. 23 on w omen in political and public life (1997) , recommends that the State party implement s awareness-raising activities for society as a whole on the importance of women's participation in decision-making, and to develop targeted training and mentoring programmes on leadership and negotiation skills for current and potential women candidates and women holding public office.

CCPR/C/JOR/CO/4 (CCPR, 2010):

r) take adequate steps to further guarantee free and transparent elections, including the establishment of an independent electoral commission responsible for systematic election monitoring

r) take all necessary measures to increase women's participation in the various areas of public life, raise awareness and increase the minimum quotas for women in the House of Representatives (currently 10 per cent) and in municipal councils (20 per cent).

Main Objective 6:	Strengthen protection of the right to freedom of opinion and expression
Sub-objective 1:	Align national legislation and policies with the Constitution and international instruments ratified by Jordan
Key Activity:	Include provisions in the law that establish the best international practices adopted by the Independent Election Commission in a manner that respects the highest standards of integrity and transparency

Sub-activity: Review the Law of the Independent Election Commission and propose the necessary amendments	Executing agency:	Government Parliament	+
	Completion level:	In progress	

Completion Details:

The law was amended on May 16, 2016, by removing the condition that the Secretary-General of the Commission not have another nationality, but this amendment is not related to affirming the standards of integrity and transparency in the electoral process.

Recommendations by UN human rights mechanisms:

9. Paragraph (b) of article 25 sets out specific provisions dealing with the right of citizens to take part in the conduct of public affairs as voters or as candidates for election. Genuine periodic elections in accordance with paragraph (b) are essential to ensure the accountability of representatives for the exercise of the legislative or executive powers vested in them. Such elections must be held at intervals which are not unduly long and which ensure that the authority of government continues to be based on the free expression of the will of electors. The rights and obligations provided for in paragraph (b) should be guaranteed by law.

10. The right to vote at elections and referenda must be established by law and may be subject only to reasonable restrictions, such as setting a minimum age limit for the right to vote. It is unreasonable to restrict the right to CCPR/C/21/Rev.1/Add.7 page 5 vote on the ground of physical disability or to impose literacy, educational or property requirements. Party membership should not be a condition of eligibility to vote, nor a ground of disqualification.

11. States must take effective measures to ensure that all persons entitled to vote are able to exercise that right. Where registration of voters is required, it should be facilitated and obstacles to such registration should not be imposed. If residence requirements apply to registration, they must be reasonable, and should not be imposed in such a way as to exclude the homeless from the right to vote. Any abusive interference with registration or voting as well as intimidation or coercion of voters should be prohibited by penal laws and those laws should be strictly enforced. Voter education and registration campaigns are necessary to ensure the effective exercise of article 25 rights by an informed community.

12. Freedom of expression, assembly and association are essential conditions for the effective exercise of the right to vote and must be fully protected. Positive measures should be taken to overcome specific difficulties, such as illiteracy, language barriers, poverty or impediments to freedom of movements which prevent persons entitled to vote from exercising their rights effectively. Information and materials about voting should be available in minority languages. Specific methods, such as photographs and symbols, should be adopted to ensure that illiterate voters have adequate information on which to base their choice. States parties should indicate in their reports the manner in which the difficulties highlighted in this paragraph are dealt with.

First Pillar:	Civil and political rights
Main Objective 6:	Strengthen protection of the right to freedom of opinion and expression
Sub-objective 2:	Combat electoral crimes
Key Activity:	Review relevant legislation, set campaign finance limits, and provide appropriate mechanisms to combat the phenomenon of vote buying

Sub-activity :Review the Law of the Independent Election Commission and propose the necessary amendments	Executing agency:	Government Parliament	+
	Completion level:	Completed	
Completion Details:			
<p>Articles 20, 21, 22, 23, and 24 of the House of Representatives Election Law No. 6 of 2016,⁶⁷ regulates campaign advertising. Article 20 states that campaign advertising shall be free, in accordance with the provisions of the law, and is permitted from the beginning of the candidacy, according to Article 14 of this law, until 24 hours prior to the specified voting day.</p> <p>Article 21 outlines the principles that candidates must observe in their election campaigns:</p> <ol style="list-style-type: none"> a. Official media outlets shall treat all candidates during the election campaign period with impartiality and equality. b. The candidate shall adhere to the following in his campaign: <ol style="list-style-type: none"> 1. Respect for the Constitution and the rule of law. 2. Respect for others' freedom of opinion and thought. 3. Preservation of national unity, security, and stability, and lack of discrimination among citizens. 4. Refraining from posting campaign advertising in ministries, government departments, official and public institutions, educational institutions, and places of worship. 5. Refraining from interfering with any other candidate's campaign advertising, whether personally or via his campaign supporters or agents. <p>Article 23 warns government employees, employees of official and public institutions, the Mayor of Amman, members of the Municipality and its employees, and heads, members, and employees of governorate, municipal, and local councils against tolerating campaign advertising for the benefit of any candidates in their workplaces. The use of any of the means and assets of these institutions to campaign for any candidate is prohibited.⁶⁸</p>			

⁶⁷ Independent Election Commission, Law on Election to the House of Representatives No. 6 of 2016, available at this link <https://goo.gl/qKhAQ>, visited on October 15, 2017.

⁶⁸ Independent Election Commission, Law on Election to the House of Representatives No. 6 of 2016, available at this link <https://goo.gl/qKhAQ>, visited on October 15, 2017.

Article 24 stipulates the following:

While campaigning, candidates shall be prohibited from offering or promising gifts, donations, cash or in-kind assistance, or other benefits to any natural or legal person, whether directly or through intermediaries. No person shall request for himself or others any gifts, donations, or cash, or the promise of such, from any candidate. This in turn reduces the vote-buying process. It is important that candidates not accept donations or financial/material contributions from foreign countries and governments, international organizations, or foreign companies, whether in cash or in kind. The Article obliges the candidate not to accept any donations that are clearly illegal and not to offer or promise any material sum or gift to anyone, whether a natural person or a legal person, either directly or indirectly, and it also prohibits offering any donations or parcels during the specified campaign period.

Provisions, principles, and regulations pertaining to electoral advertising, including financial spending regulations, shall be determined in accordance with the executive directives. The executive directives organized campaign advertising in the parliamentary elections of 2016. Article 14 of the directives, pertaining to campaign advertising rules, set a ceiling for election campaigning, with Paragraph (b) of the same article specifying spending ceilings in two categories of directive: the first category, applying to Amman, Zarqa, and Irbid, set a ceiling of JD 5 per voter, multiplied by the number of voters in each district; the second category, applying to the other governorates, set a value of JD 3 per voter, multiplied by the number of voters in each district.⁶⁹

Paragraph (a) of Article 15 of the directives obliges candidates to open a bank account for the purpose of campaign spending statements. Paragraph (b) requires the appointment of a legal auditor to audit campaign accounts, and Paragraph (c) of the same article monitors the payment of expenses by requiring campaigns to pay their expenses by check and bank transfer.

Article 12 of the directives obliges candidates to disclose the financial resources allocated to funding their campaigns and campaign spending. If any amount of money received has not been disclosed, the candidate must rectify the situation and disclose it to the Commission. Article 12 also sets ceilings and amounts allocated for campaigning, dividing them into four categories:

First-category municipalities: JD 20,000 for candidates for president of the municipality and JD 10,000 for candidates for the municipal or local council

Second-category municipalities: JD 15,000 for candidates for president of the municipality and JD 8,000 for candidates for the municipal or local council

Third-category municipalities: JD 8,000 candidates for president of the municipality and JD 5,000 for candidates for the municipal or local council

JD 20,000 for the local council of the Municipality of Amman⁷⁰

⁶⁹ Independent Election Commission, Executive directives pertaining to campaign advertising for 2016, available at this link <https://goo.gl/3SQ2ZH>, visited on October 15, 2017.

⁷⁰ Independent Election Commission, Executive directives pertaining to campaign advertising rules, available at this link <https://goo.gl/JPUWEf>, visited on October 15, 2017.

The Election Law of 2016 also contains a set of election crimes related to buying votes and other suspected violations by campaigns.⁷¹ Allegations of vote-buying constitute a major challenge to voter confidence in local elections. Although the Election Law of 2012 increased the penalties for electoral crimes, especially political funds and attempts to influence the will of the electorate, in 2016 the Independent Election Commission noted that nearly 200 cases of improper contributions and financial expenditures were investigated, and these activities approximate buying votes for the nominees.⁷² In addition, the Commission highlighted the reduced level of accountability in the 2016 elections: the Commission announced that it had referred four cases of dark money to the public prosecutor, but the court has not yet issued a ruling.⁷³

The plan did not address decentralized elections in municipalities, unions, universities, and student clubs. Polling places must be configured to have at least one model polling station in each electoral district.

Recommendations:

It is necessary to consider adopting the Tunisian model with alternation of names and for the lists to be closed rather than open. Statistics must be provided on the number of disabled voters in Jordan, with the goal of configuring polling places that accommodate their situations in all parts of the Kingdom.

Sub-activity: Review the Municipalities Law and propose the necessary amendments	Executing agency:	Government Parliament	+
	Completion level:	Completed	
Completion Details:			

First Pillar:	Civil and political rights
Main Objective 6:	Strengthen protection of the right to freedom of opinion and expression
Sub-objective 2:	Combat electoral crimes
Key Activity:	Prosecute election crimes and give them the appropriate urgency

⁷¹ Parliamentary Election Law, 2016.

⁷² International organizations and the National Democratic Institute's International Election Observation of Jordan's September 20, 2016 Legislative Elections - Preliminary Statement in English, available at <https://www.ndi.org/node/18533>, visited on June 13, 2017.

⁷³ RASED: Key findings regarding the monitoring of the 2016 parliamentary elections. Al Hayat Center - RASED, 2017, p. 8, available at <http://www.hayatcenter.org/uploads/2017/03/20170319132610en.pdf>, visited on June 14, 2017.

Sub-activity: <ul style="list-style-type: none"> - Review the Penal Code and propose the necessary amendments - Review the Code of Criminal Procedure and propose the necessary amendments - Review the Election Law and propose the necessary amendments 	Executing agency:	Government Parliament +
	Completion level:	In progress
Completion Details:		
<p>Regarding the prosecution of election crimes and giving them urgency, the plan called for legislative amendments to three laws related to this commitment, namely the Penal Code, the Code of Criminal Procedure and the Election Law. However, neither the Penal Code nor the Code of Criminal Procedure, in their latest amendments, address an amendment related to pursuing election crimes and giving them urgency. Even the amendments to the Election Law of 2016 did not mention the inclusion of the concept of urgency in prosecuting the perpetrators of electoral crimes. It is worth mentioning the text of Article 57, which discusses penalties for the perpetrators of electoral crimes: "Imprisonment for a period of at least six months and no more than two years, or a fine of at least JD 500 and no more than JD 1,000, or both, shall be imposed on whoever commits any of the following acts:</p> <ol style="list-style-type: none"> a. Unlawfully holding, seizing, concealing, or destroying another's ID card or election card. b. Using the name or identity of another with the intention of voting in elections. c. Voting more than once. d. Affecting the freedom of elections or hindering the electoral process in any way. e. Tampering with any ballot boxes, electoral schedules, or documents prepared for polling, stealing or destroying any of these schedules or documents, not placing them in the ballot box, or undertaking any action with the intention of affecting the integrity and confidentiality of the election process. f. Entering a polling or counting place with the intention of buying votes, affecting or delaying the electoral process, or meddling with any election officials. <p>Article 59 emphasizes vote-buying, stating that the following shall be punished by harsh labor for at least three years and no more than seven years:</p> <ol style="list-style-type: none"> a. Giving, loaning, offering, or pledging to a voter, directly or indirectly, a sum of money, a benefit, or any other consideration in order to get him to vote a certain way or to abstain from voting, or to influence others to vote or abstain from voting. b. Accepting or requesting, directly or indirectly, a sum of money, a loan, a benefit, or any other consideration for oneself or another with the intention of voting a certain way or abstaining from voting, or to influence others to vote or abstain from voting.⁷⁴ 		

⁷⁴ Independent Election Commission, Election Law No. 6 of 2016, available at this link <https://goo.gl/w8tMWC>, visited on October 12, 2017.

First Pillar:	Civil and political rights
Main Objective 6:	Strengthen protection of the right to freedom of opinion and expression
Sub-objective 3:	Promote the role of the Independent Election Commission in carrying out free and fair elections
Key Activity:	Review the Law of the Independent Election Commission and propose the necessary amendments to align with recent constitutional amendments and contribute to strengthening the institutional capabilities of the Commission

Sub-activity: Review the Law of the Independent Election Commission and propose the necessary amendments	Executing agency:	Government Parliament	+
	Completion level:	In progress	

Completion Details:

Laws related to decentralized, municipal, and even parliamentary, elections strengthened the role of the Independent Election Commission in managing the electoral process. The Commission was charged with overseeing these elections. The Commission had a law that framed its work in dealing with these elections, which included amendments to some articles of the Constitution to expand the powers of the Independent Election Commission to include the administration of all general elections (parliamentary, municipal, and governorate councils), in addition to any other elections as mandated by the Council of Ministers. Such powers be at the request of the entity legally authorized to conduct such elections. This is based on the Commission’s desire to benefit from its previous experience in managing parliamentary elections in 2013 and sub-elections in specific departments and in supervising the municipal elections of August 2013. The Commission also wants to maintain and build upon its achievements in the area of enhancing the credibility and rights of the electoral process that are guaranteed by the Constitution, international agreements, and national legislation. For the purposes of enhancing the administrative and financial independence of the Commission, giving it credibility with various partners in the electoral process, aligning it with international donor and monitoring bodies, applying and activating good governance by facilitating the decision-making process of the Board of Commissioners, and preserving institutional memory, the Commission submitted a bill amending the Independent Election Commission Law No. 46 of 2015, which was published in the *Official Gazette*, No. 5364, on 11/1/2015.

It is worth noting here that that there was a slight amendment to the Commission’s law for the year 2016, as the legislature decided to delete Item 2 of Article 9/A stating that the Commission’s Secretary-General should not have a nationality other than Jordanian.⁷⁵

The National Center for Human Rights had made a number of observations on this law and sent a copy of them to the 17th Parliament, the most prominent of which was reference to Article 8/A of the Election Law, which divides the electoral districts into a special system issued for this purpose. This contradicts Article 67 of the Jordanian Constitution, which guarantees integrity and impartiality in the management of the electoral process and requires that the voter tables and all related matters be within the competence and administrative powers of the Independent Election Commission and not within the jurisdiction of the Civil Status and Passports Department. Article 67 also guarantees a limited number of seats for women by quota. The legislative drafting of the Election Law was characterized by inaccuracy and lack of clarity, which meant resorting

⁷⁵ *Official Gazette*, Law amending the Independent Election Commission Law of 2015, available at <https://goo.gl/3MaaXA>, visited on October 16, 2017.

more than once to the Law Interpretation Bureau to clarify issues related to the voting age and quota seats allocated for women, Circassians, Chechens, and Christians. Finally, the Election Law adopted an open-list proportional system. When applying the law in practice, it has been proven that this system has created competition between members of the single list, leading to conflict and discord. Also, those lists did not achieve the desired goal, nor were they based on the adoption of joint electoral programs by their members; thus, the competition was individual, and this was evident in campaign advertising.⁷⁶

First Pillar:	Civil and political rights
Main Objective 6:	Strengthen protection of the right to freedom of opinion and expression
Sub-objective 3:	Promote the role of the Independent Election Commission in carrying out free and fair elections
Key Activity:	Review the Law of the Independent Election Commission and propose the necessary amendments to align with recent constitutional amendments and contribute to strengthening the institutional capabilities of the Commission

Sub-activity: Create a mechanism to develop electoral processes	Executing agency:	Independent Election Commission + Government (Ministry of Interior)
	Completion level:	In progress
Completion Details:		

First Pillar:	Civil and political rights
Main Objective 7:	Strengthen protection of the right to freedom of opinion and expression
Sub-objective 1:	Align national legislation and policies regarding the right to freedom of opinion and expression with the Constitution and international instruments ratified by Jordan
Key Activity:	Review related legislation and propose the necessary amendments

⁷⁶ National Center for Human Rights, 13th Annual Report on the Human Rights Situation in the Hashemite Kingdom of Jordan, 2017. Available at this link <https://goo.gl/2VB4gb>, visited on 10/25/2019.

Sub-activity: Review the Law on the Protection of Culture and propose the necessary amendments	Executing agency:	Government Parliament	+
	Completion level:	Not yet begun	
Completion Details:			
<p>A set of regulations were passed for the work of the audio-visual media, printing, and publishing. In 2017, the accreditation system for the offices of radio and television stations and their correspondents was approved for the purposes of organizing the work of foreign media organizations and their correspondents and providing them the necessary facilities.⁷⁷ This also included a modified system of fees and licensing fees for printing presses, publishing houses, distribution houses, bookstores, studies and research, translation houses, public opinion companies, advertising agencies, and publication of periodicals, for the purposes of organizing the work mechanism of legally-licensed institutions and ensuring speed in applying procedures. The government also approved the regulation for correspondents for periodicals and foreign media to organize the work of foreign media institutions and their correspondents and provide them with the necessary facilities, as well as the licensing law for publishing and advertising institutions for 2017,⁷⁸ which specified the information and procedures for requesting a license for organizing the work of publishing and advertising institutions, dealing with waiver procedures, or any change or amendment to the original license. In order to enhance the policy of openness to the media in its various forms, new licenses were granted and many media institutions and publishing houses were registered.⁷⁹ An independent public television station was also launched (Al Mamlaka).⁸⁰</p> <p>Opinion on achievements and gaps in the plan:</p> <ol style="list-style-type: none"> 1. The Law on the Protection of Culture is not related to the right to freedom of expression and peaceful assembly and should not be included in the national human rights plan. 			

Sub-activity: - Review the Electronic Transactions Law and propose the necessary amendments - Review the Press and Publications Law and propose the necessary amendments - Review the Defense Law and propose the necessary amendments	Executing agency:	Government Parliament	+
	Completion level:	Not yet begun	
Completion Details:			

⁷⁷ *As-Sabeel* (June 3, 2017), “New law for accrediting offices of radio and satellite stations and their correspondents,” available at this link <https://goo.gl/3vHniN>, visited on October 10, 2017.

⁷⁸ *Official Gazette* (May 30, 2017), Law for licensing publishing and advertising institutions of 2017, available at this link <http://bit.ly/2y1Kglh>, visited on October 24, 2017.

⁷⁹ *Al Ra’i* (June 19, 2017), “The king receives a summary of the most important actions of the government for the year,” available at this link <http://bit.ly/2ivz2TR>, visited on October 24, 2017.

⁸⁰ *Hala News* (February 13, 2017), “Al-Momani: Television will soon see diversity with the launch of *Al Mamlaka* channel,” available at this link <http://bit.ly/2mku7oh>, visited on October 24, 2017.

As contained in the sub-activity to strengthen and protect the right to freedom of opinion and expression, the research team found no amendments to the following laws: Law on the Protection of Culture, Electronic Transactions Law, Press and Publications Law, and Defense Law. Likewise, legislation was passed in 2017, pertaining to the right to freedom of opinion and expression, including the amendment of Article 68/E of the Civil Service Regulation to add a new restriction for employees in the context of expressing their opinions, using broad and vague terms such as insulting the state or its workers by writing or commenting on social media sites.⁸¹

In addition, Directive for School Discipline in Public and Private Schools No. 5 of 2017 affirmed the same situation by stipulating that dismissal would be imposed on students who insult the holders of high positions or the Jordanian flag or symbols, either verbally or physically.⁸²

First Pillar:	Civil and political rights
Main Objective 7:	Strengthen protection of the right to freedom of opinion and expression
Sub-objective 1:	Align national legislation and policies regarding the right to freedom of opinion and expression with the Constitution and international instruments ratified by Jordan
Key Activity:	Amend and activate the law guaranteeing freedom of information

Sub-activity: Conduct a public opinion survey by official institutions to find out what information is to be disclosed for publication	Executing agency:	All social institutions
	Completion level:	Not yet begun
Completion Details:		
No activities were observed regarding official institutions conducting a public poll		
Recommendations by UN human rights mechanisms:		
expression. and opinion of freedom the to related recommendations for S.a		

⁸¹ Civil Service Bureau, Civil Service Regulation No. 82 of 2013 and its amendments up to 12/31/2018, available at <https://bit.ly/2IL1in>, visited on 11/9/2019.

⁸² Ministry of Education, Directives for school discipline in public and private schools No. 5 of 2017, available at this link <https://bit.ly/2m6msfy>, visited on 11/9/2019.

Sub-activity: Review the law guaranteeing freedom of information and propose the necessary amendments	Executing agency:	Government Parliament	+
	Completion level:	In progress	
Completion Details:			
<p>The National Center for Human Rights observed a positive development in the inclusion of the criterion of the right to access information in the 2016 King Abdullah Award for Professional Excellence. In 2016, the Center also monitored the ongoing detention of individuals for expressing their opinions, and the vast majority of those arrested had expressed their opinions mainly through their Facebook accounts. Arrests of activists in popular movements, artists, writers, and others were issued by the judiciary, administrative entities, and at times even by the security services. The Civil Service Bureau also provides service recipients with regard to inquiries and access to information an approved written form with the mechanism for requesting access to information and obtaining it within a plan of action to enforce the right to obtain information from ministries and public institutions under Article 9/A of Freedom of Information Law No. 47 of 2007. The information can also be requested electronically, and the answer is answered or rejected within thirty days from the day following the date of its submission. If the request is rejected, the decision shall be reasoned and justified. Failure to respond within the prescribed period is considered a rejection, and the requestor may submit a complaint against the official with the Information Council via the Commissioner of Information/Director-General of the National Library Department.⁸³</p> <p>Opinion on achievement, impact, and gaps: The Freedom of Information Law was withdrawn, and it is now in the Legislation and Opinion Bureau, however, it must be reconsidered.</p>			

First Pillar:	Civil and political rights
Main Objective 7:	Strengthen protection of the right to freedom of opinion and expression
Sub-objective 1:	Align national legislation and policies regarding the right to freedom of opinion and expression with the Constitution and international instruments ratified by Jordan
Key Activity:	Provide adequate protection for media professionals and journalists in the course of their work

Sub-activity: Introduce a law for the protection of media professionals and journalists in the course of their work	Executing agency:	Government (media) + Security apparatus	+
	Completion level:	Not yet begun	
Completion Details:			

⁸³ According to Government report/Civil Service Bureau report.

The National Media and Guidance Committee in the Senate met with official media head and the Editor-in-Chief of *Al Ra'i* newspaper to discuss ways to protect the press and journalists, and the Committee proposed a bill to protect the press.⁸⁴

First Pillar:	Civil and political rights
Main Objective 7:	Strengthen protection of the right to freedom of opinion and expression
Sub-objective 1:	Align national legislation and policies regarding the right to freedom of opinion and expression with the Constitution and international instruments ratified by Jordan
Key Activity:	Restrict the withdrawal of licenses granted to various media outlets to the judiciary

Sub-activity: - Review the Press and Publication Law and propose the necessary amendments - Review the Audio-visual Media Law and propose the necessary amendments	Executing agency:	Government (media) + Parliament
	Completion level:	Not yet begun

Completion Details:
According to Article 16/4 of the Constitution, newspapers and media outlets may not have their licenses suspended or canceled except by a judicial order in accordance with the provisions of the law, but according to the Audiovisual Media Authority Act of 2015, the Audiovisual Media Authority was granted the power to stop broadcasting programs that offend public modesty or affect security and the national economy. It was also granted the right to cancel the license of any radio or television station in the event of late payment of fees or fines. In order to limit the withdrawal of licenses granted to various media outlets by the judiciary, the amendment of both the Press and Publications Law and the Audiovisual Media Authority Act was included in the activities, but the research did not show any amendment of any of these laws.

First Pillar:	Civil and political rights
Main Objective 7:	Strengthen protection of the right to freedom of opinion and expression
Sub-objective 2:	Find a balance between the right to freedom of expression and resistance to acts of character assassination
Key Activity:	Provide rules and criteria to guarantee the exercise of the right to freedom of opinion and expression while not infringing on or harming the reputation of others

Sub-activity:	Executing agency:	Government (media) + Parliament
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⁸⁴ *Jordan News Agency - Petra* (25 September 2017), "Senate Media Committee discusses press protection and organizing community media," available via the link <https://goo.gl/QYSDUL>, visited on October 15, 2017.

<ul style="list-style-type: none"> - Review the Press and Publication Law and propose the necessary amendments - Review the Audio-visual Media Law and propose the necessary amendments 	Completion level:	Not yet begun
Completion Details:		
The research team found no amendment to either the Press and Publication Law or the Audio-visual Media Law		

Sub-activity: Review the Information Systems Crime Law and propose the necessary amendments	Executing agency:	Government (media) + Parliament
	Completion level:	In progress
Completion Details:		
<p>The research team found some actions taken regarding finding a balance between the right to freedom of expression and resistance to acts of character assassination.⁸⁵ The government, through the Ministry of Communications and Information Technology, has proposed a draft law on the protection of personal data that aims to define regulatory frameworks for the use of citizens' personal data and protect this data, so that it is used only for the purposes for which it should be used.⁸⁶</p> <p>Also, the number of cases related to the crime of sending, forwarding, or posting data or information through the internet, websites, or any information system that involves criticism, defamation, or contempt of any person, based on the provisions of Article 11 of the Cyber Crime Law No. 27 of 2016, reached 456 cases, while the total number of such cases for 2015 was 48. In this regard, the National Center for Human Rights notes the noticeable increase in the number of cases related to Article 11 of the Cyber Crime Law of 2016, compared to 2015. This confirms that this article constitutes a new restriction on freedom of expression.⁸⁷</p> <p>Regarding the amendment of the Information Systems Crime Law, the law was temporary for the year 2010, and no amendment has been made, but in order to combat acts of character assassination, amendments were made to the Cyber Crime Law, published by the Legislation and Opinion Bureau on September 27, 2017. These amendments set regulations and standards to ensure the exercise of the right to freedom of opinion and expression and to not encroach upon or harm the reputation of others. The amended bill also added hate speech, which is any words or actions that promote discord or religious, sectarian, ethnic, or regional strife or discrimination between individuals and groups. Hate speech is punishable by imprisonment for a period of at least one year and no more than three years, or by a fine of at least JD 5,000 and no more than JD 10,000, for anyone who publishes or forwards what is considered hate speech through the internet, websites, or information systems. The penalties prescribed in Article 3/C and Article 4 of the law for anyone who enters a website with intent to alter, cancel, destroy, or modify its contents or</p>		

⁸⁵ *Al Ghad* Jordan, "Government proposes bill for law to protect personal information for the second time," available at this link <https://goo.gl/JNQ9WK>, visited on October 6, 2017.

⁸⁶ *Al Ghad* (October 6, 2017), "Bill to protect personal data brought up for consultation within a week," available at this link <https://goo.gl/Nb1L3z>, October 16, 2017.

⁸⁷ Report of the Center.

product, plagiarize it, or impersonating its owner have been raised to imprisonment for a period not exceeding two years and a fine of at least JD 500 and no more than JD 1,000. Anyone who enters, publishes, or intentionally uses a program on the internet or an information system to cancel, delete, add, destroy, disclose, damage, block, modify, alter, copy, transmit, capture, enable others to view data or information, obstruct, disturb, suspend, or disrupt the work of an information system, access it, change, cancel, or destroy a website or modify its contents and product, plagiarize it, or impersonate its owner, without a permit or in excess of and against such a permit, shall be punishable by imprisonment for a period of at least six months and no more than three years, and a fine of at least JD 500 and no more than JD 1,000.⁸⁸

Sub-activity: Review the Penal Code and propose the necessary amendments	Executing agency:	Government (media) + Parliament
	Completion level:	Not yet begun
Completion Details:		
There have been no amendments to the Penal Code		

Sub-activity: Review the Anti-Corruption Law and propose the necessary amendments	Executing agency:	Government + Parliament
	Completion level:	In progress
Completion Details:		
The Integrity and Anti-Corruption Law No. 13 of 2016, legally abolished the Anti-Corruption Commission and the Board of Grievances and created a new successor agency, the Integrity and Anti-Corruption Commission, The law was published in the <i>Official Gazette</i> on April 11, 2016, and included the objectives the Commission seeks to achieve regarding opposing character assassination. Article 4/K of the law itself states that resisting character assassination is an objective of the Commission to endure adherence to the principles of national integrity and counter corruption. ⁸⁹		

First Pillar:	Civil and political rights
Main Objective 7:	Strengthen protection of the right to freedom of opinion and expression
Sub-objective 3:	Strengthen the capabilities of media institutions
Key Activity:	Implement training programs for those working in media and law enforcement bodies

⁸⁸ *Al Ra'i* (September 27, 2017), "Amendments to cybercrime include definition of hate speech," available at this link <https://goo.gl/3kKz7p>, visited on October 16, 2017.

⁸⁹ *Official Gazette* (April 11, 2016), available at this link <https://goo.gl/L2UYcr>, visited on October 16, 2017.

Sub-activity: Hold training courses on freedom of opinion and expression	Executing agency:	Various media institutions + Jordanian Press Association + Civil society institutions
	Completion level:	In progress
Completion Details:		
The research team found no results, however, the activity was given the status of “In progress” because of the difficulty of setting up multiple training courses in any field.		

First Pillar:	Civil and political rights
Main Objective 7:	Strengthen protection of the right to freedom of opinion and expression
Sub-objective 3:	Strengthen the capabilities of media institutions
Key Activity:	Implement training programs for those working in media and law enforcement bodies

Sub-activity: Prepare a national report monitoring violations related to the media	Executing agency:	Various media institutions
	Completion level:	Not yet begun
Completion Details:		
Implementation of this objective has not begun. The research team is tracking the implementation of the activities included in the plan to strengthen the capabilities of media institutions, but it has not seen any results.		

First Pillar:	Civil and political rights
Main Objective 8:	Strengthen and protect the right to peaceful assembly and and to form and join parties, associations, and syndicates
Sub-objective 1:	Align national legislation and policies with the Constitution and international instruments ratified by Jordan
Key Activity:	Review related legislation and propose amendments

Sub-activity: Review the Law of Political Parties and propose the necessary amendments	Executing agency:	Government (Ministry of Interior) + Parliament
	Completion level:	Not yet begun
Completion Details:		

The team learned that the latest amendment to the law was on June 29, 2015. However, the research showed that the Council of Ministers approved the bill amending the Law on Supporting and Contributing to Political Parties of 2016, which aims to increase political parties' participation in parliamentary elections. According to Article 5 of the law, a yearly financial contribution of JD 50,000 is offered to parties, with the possibility of the party receiving an additional sum of no more than JD 50,000, provided that the party can show that its declared candidates have covered no less than 35% of the electoral districts and that it has candidates who became affiliated with the party at least one year before the date of the parliamentary elections (with the exception of parties that have not been licensed for one year). The additional amount will be allocated in the amount of JD 20,000 for campaigns spending during the year of the election in the areas of advertising, media, printing, posters, signs, and election headquarters.⁹⁰

Recommendations by UN human rights mechanisms:

A/HRC/40/10 (UPR, 2019):

136.17 Review its legislation and practices with the aim of ensuring that all persons and civil society actors, including human rights defenders and journalists, can freely exercise their rights to freedom of expression, association and peaceful assembly, both online and offline, as provided for by international human rights law (Lithuania);

CCPR/C/JOR/CO/5 (CCPR, 2017):

33. The State party should guarantee the right to peaceful assembly, in conformity with article 21 of the Covenant and international standards. The State party should not use security laws and measures to intimidate members of civil society who exercise this right and should ensure that they are able to operate freely, with access to funding.

A/HRC/25/9 (UPR, 2014):

118.69. Ensure that the legislation and the State respect articles 19 and 21 of International Covenant on Civil and Political Rights , which guarantee freedom of expression and freedom of association and assembly (Spain);

118.81. Take measures to allow peaceful public meetings to be held freely and avoid using politicized charges and vague terminology which prevent citizens from exercising their freedom of assembly and association (Mexico);

CCPR/C/JOR/CO/4 (CCPR, 2010):

r) amend the Public Assemblies Act and take the necessary steps to ensure that any restriction on freedom of peaceful assembly is strictly compatible with the provisions of article 21 of the Covenant and not subordinate to political considerations.

Sub-activity: Review the Associations Law and propose the necessary amendments	Executing agency:	Government (Ministry of Social Development)
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⁹⁰ *Official Gazette* (July 27, 2016), available at this link <https://goo.gl/Ty5PLi>, visited on October 25, 2017.

		and the Parliament
	Completion level:	Not yet begun
Completion Details:		
<p>In the first half of 2016, the Legislation and Opinion Bureau completed a study of the bill amending the Associations Law that included the Bureau’s drafts for presentation to the Council of Ministers. The draft was published on the website of the Ministry of Social Development and the associations registration website to involve all members of civil society in the Associations Law and solicit any observations or suggestions on the law.⁹¹ A consultative meeting was also held to present the draft Associations Law and foreign financing from a human rights perspective.⁹² However, due to the lack of agreement on these proposed amendments by civil society institutions, the government, represented by the Ministry of Social Development, resolved to review these amendments, and the draft law was withdrawn.⁹³</p> <p>Regarding the right to form and join associations, dialogue on the law is ongoing between the partners (the government and civil society institutions). The government did not make progress in 2017 on the necessary steps to ratify the draft bill amending the Associations Law. The Center affirmed the ongoing lack of a specific single authority to supervise the work of associations, a situation that has led to the absence of a unified official approach by the ministries supervising these societies under the Associations Law, which poses several challenges and obstacles to associations.</p>		

Sub-activity: Review the Public Gatherings Law and propose the necessary amendments	Executing agency:	Government (Ministry of Interior, Ministry of Political and Parliamentary Affairs) and Parliament
	Completion level:	Not yet begun
Completion Details:		
<p>Regarding the Law of Public Gatherings, the research found no amendments or proposed amendments to the law, no new regulations issued under it, and no interpretative decisions.</p>		

⁹¹ Associations registration website (March 22, 2017), “Draft Associations Law of 2016,” available at this link <https://goo.gl/kcg5f4>, visited on October 16, 2017.

⁹² Ministry of Social Development (August 8, 2017), Consultative meeting to present draft Associations Law and foreign funding from a human rights perspective,” available at this link <https://goo.gl/oWZCsb>, visited on October 16, 2017.

⁹³ *Official Gazette* (October 19, 2017), “Burayzat: 30,138 administrative detainees during the past year,” available at <https://goo.gl/WUZseZ>, visited on October 13, 2017.

With regard to the right to assembly, a number of administrators have prevented some public meetings from taking place, yet this directive did not prevent party and popular activities from organizing peaceful rallies and demonstrations protesting government policies and practices, with one goal: to demand improved financial and living conditions for citizens, especially the poor and middle-class.⁹⁴

First Pillar:	Civil and political rights
Main Objective 8:	Strengthen and protect the right to peaceful assembly and and to form and join parties, associations, and syndicates
Sub-objective 2:	Strengthen law enforcement capabilities to protect the right to peaceful assembly
Key Activity:	Create training programs for those working in law enforcement according to international standards

Sub-activity: Hold training programs for those working in law enforcement to protect the right to peaceful assembly, according to international standards	Executing agency:	Ministry of Interior
	Completion level:	Not yet begun
Completion Details:		
Implementation of this obligation has not begun		

First Pillar:	Civil and political rights
Main Objective 8:	Strengthen and protect the right to peaceful assembly and and to form and join parties, associations, and syndicates
Sub-objective 3:	Strengthen national mechanisms for monitoring violations related to these rights
Key Activity:	Activate and promote mechanisms for receiving, following up, and addressing complaints, including referring them to the judiciary

Sub-activity: Hold training workshops for those receiving and following up complaints	Executing agency:	All ministries, government institutions, civil society institutions, independent institutions, and the National Center for Human Rights
	Completion level:	In progress

⁹⁴ National Center for Human Rights, 13th Annual Report on the Human Rights Situation in the Hashemite Kingdom of Jordan, 2017. Available at this link <https://goo.gl/2VB4gb>, visited on 11/9/2019.

Completion Details:
The Ministry of Finance held a number of training programs for its employees and for employees of the Income and Sales Tax Department on communication skills and dealing with the public and recipients of services. About 118 people were trained between 1/1/2018 and 4/15/2019.

First Pillar:	Civil and political rights
Main Objective 8:	Strengthen and protect the right to peaceful assembly and and to form and join parties, associations, and syndicates
Sub-objective 3:	Strengthen national mechanisms for monitoring violations related to these rights
Key Activity:	Consolidated electronic database of complaints regarding human rights violations

Sub-activity: Create an electronic database that includes all registered complaints	Executing agency:	Government Coordinator for Human Rights
	Completion level:	In progress

Completion Details:
The Fourth National Action Plan of 2018-2020 under the Open Government Partnership Initiative stipulates, in the fourth commitment of the plan, to “standardize and develop the mechanisms for receiving complaints about human rights violations. This commitment seeks to promote the citizen’s right to submit complaints about human rights violations against them in the public sector at no cost, so that it is possible to submit complaints about human rights violations through the traditional methods and on an electronic platform. The commitment also seeks to institutionalize the legislative and regulatory framework for the Office of the Government Coordinator for Human Rights and its power to receive human rights violations complaints and refer them to the competent authorities. In addition, the commitment seeks to raise public awareness of the use of this mechanism, regularly inform the public of its results, and share feedback.”

First Pillar:	Civil and political rights
Main Objective 8:	Strengthen and protect the right to peaceful assembly and and to form and join parties, associations, and syndicates
Sub-objective 4:	Promote political participation and contribution to the decision-making process
Key Activity:	Take all necessary measures to enhance citizen participation in the decision-making process at the local and national levels

Sub-activity: Review the Municipalities Law and propose the necessary amendments	Executing agency:	Government (Ministry of Municipalities) + Parliament
	Completion level:	In progress
Completion Details:		
<p>With regard to enhancing political participation and contribution to the decision-making process, the Municipalities Law of 2015 was published in the <i>Official Gazette</i> on September 28, 2015. The law focused on local councils, the new component in this law, and the powers and responsibilities entrusted to them, with Article 3/B-2 stipulating the following:</p> <p>The municipal region may be divided into local councils by decision of the Minister, which shall be published in the <i>Official Gazette</i>. The decision shall also determine the limits of the local council, and the number of members elected to it shall be no fewer than five; the member who obtained the most votes shall be the President of the local council.</p> <p>Article 1/C of the same law stipulates the following:</p> <p>The Council of Ministers shall divide the municipality of Amman into local councils, and the number of members of each council shall be determined by decision of the Council, with at least five members, including the President of the local council, who is the member who receives the most votes.⁹⁵ Article 4/A/6 of the Municipalities Law No. 41 boosts popular participation by stipulating that “the sessions of the council are public, and every citizen with a direct interest in any topic on the agenda is entitled to participate in the discussion of that topic, provided that decisions are made in a secret meeting, and secret sessions may be held in cases that the Council deems necessary.”⁹⁶</p>		
Sub-activity: Review the Election Law and propose the necessary amendments	Executing agency:	Government + Independent Election Commission + Parliament
	Completion level:	In progress
Completion Details:		
<p>A Royal Decree was issued to ratify the House of Representatives Election Law No. 6 of 2016 on 3/13/2016, and it was published in the <i>Official Gazette</i>.⁹⁷ This is a new law that repeals the system of voting for one candidate and replaces it with the list system. The main disadvantage of the repealed law, which caused the Islamic Action Front to boycott elections for more than one round, was that it brought in apolitical parliaments. The government submitted the new law to the Parliament’s Legal Committee at the end of February 2016, and its recent referral to the Senate passed without amendment, disregarding the demands agreed upon by the parties, foremost among them being the adoption of a</p>		

⁹⁵ *Official Gazette* (September 28, 2017), available at this link <https://goo.gl/9ednsY>, visited on October 16, 2017.

⁹⁶ Independent Election Commission, Municipalities Law No. 41 of 2015, available at this link <https://goo.gl/FSkDho>, visited on October 16, 2017.

⁹⁷ Independent Election Commission, Law on the Election of the House of Representatives, available at this link <https://goo.gl/q9UxEE>, visited on April 10, 2018.

mixed electoral system instead of a system of individual districts. The government also ignored the parties' call to adopt a discount or "representation threshold" of at least one percent to exclude lists that do not achieve the minimum level of votes.⁹⁸

According to this law, the number of seats in the House of Representatives shall be 130, i.e. 20 fewer than in the previous law. In retaining the quota allocated to women, Christians, Circassians, and Chechens, the number of seats allocated to women within the quota is 15, one seat for each governorate and three seats for Bedouin districts, provided that this does not eliminate their right to obtain a seat if they win a competitive election.⁹⁹

Likewise, a limited amendment to the election law was made in 2017, and was published in the *Official Gazette* on 5/16/2017. Some of the nomenclature was eliminated and renamed in the new law. The new law also indicated that a council shall be in charge of administering the Greater Amman Municipality, whose number of members shall be determined by the Council of Ministers, provided that 75% of its members are to be directly elected, while the rest of them are to be appointed by the Council of Ministers upon the recommendation of the Minister. In any case, none of this was directly linked to the objective of enhancing political participation and contribution to the decision-making process.¹⁰⁰

First Pillar:	Civil and political rights
Main Objective 8:	Strengthen and protect the right to peaceful assembly and and to form and join parties, associations, and syndicates
Sub-objective 4:	Promote political participation and contribution to the decision-making process
Key Activity:	Implement various confidence- and awareness-building campaigns on participation and awareness regarding human rights in public life and political development in the Kingdom, including all segments of society, with a focus on the concepts of active citizenship, culture, and the principles of impartiality and the rule of law

Sub-activity: Awareness courses and workshops on active citizenship and the principles of impartiality and the rule of law	Executing agency:	All ministries, government institutions, civil society institutions, independent institutions, and various media outlets
	Completion level:	In progress
Completion Details:		

⁹⁸ *Al Jazeera Net Jordan*, Elections to use the list system, available at <https://goo.gl/NK54T6>, visited on April 10, 2018.

⁹⁹ *Khaberni*, "Simplified explanation of the election law," available at this link <https://goo.gl/NbnxPF>, visited on April 10, 2018.

¹⁰⁰ *Official Gazette*, No. 5460, "Amended Municipalities Law," available at this link <https://bit.ly/2Hn0tJd>, visited on 27/8/2019.

Regarding training courses and workshops on active citizenship, educational workshops have been held¹⁰¹ on good governance and increasing integrity among employees of the Integrity and Anti-Corruption Commission, with the participation of employees of the Ministry of Private Sector Development, the Audit Bureau,¹⁰² and several local civil society institutions.

Workshops on the rule of law (uaisd) have also been held, in coordination with the Office of the Government Coordinator for Human Rights, at the Grand Hyatt Hotel in Amman, on 8/29/2016.

The Ministry of Finance also holds ongoing training courses for employees in the government sector (new and experienced employees), on the Pillar of legislation within the government accountability program and the approved internal accountability program, especially the articles of the Jordanian Constitution.¹⁰³

First Pillar:	Civil and political rights
Main Objective 8:	Strengthen and protect the right to peaceful assembly and and to form and join parties, associations, and syndicates
Sub-objective 4:	Promote political participation and contribution to the decision-making process
Key Activity:	Empower governmental and private institutions in the field and strengthen the institutional and professional capabilities of executive and municipal councils and service directorates in governorates

Sub-activity: Awareness courses and workshops on active citizenship and the principles of impartiality and the rule of law	Executing agency:	All ministries, government institutions, civil society institutions, independent institutions, and various media outlets
	Completion level:	In progress
Completion Details:		
This level of completion has been given to all executive activities related to training and awareness, which are carried out continuously by civil society institutions and characterized by an ongoing time frame, with no clear and specific performance indicators.		

¹⁰¹ Methaq Center for Development and Human Rights (August 21, 2017), available via the link <https://goo.gl/KHFzF9>, visited on October 18, 2017.

¹⁰² *Al Hurra* (October 18, 2017), available at this link <https://goo.gl/AYBa8a>, visited on October 18, 2017.

¹⁰³ According to government/Ministry of Finance reports.

First Pillar:	Civil and political rights
Main Objective 8:	Strengthen and protect the right to peaceful assembly and and to form and join parties, associations, and syndicates
Sub-objective 5:	Promote the participation of civil society institutions and domestic institutions in the management of public affairs
Key Activity:	Review related legislation to ensure freedom to form parties, create an appropriate climate for their political and democratic activities, and activate their decision-making role.

Sub-activity: Review Law of Political Parties and propose the necessary amendments	Executing agency:	Government (Ministry of Interior) + Parliament
	Completion level:	Not yet begun
Completion Details:		
No change was made to the Law of Political Parties, but the system of contributing to and supporting political parties was amended in order to increase the participation of parties in elections		

Sub-activity :Review Associations Law and propose the necessary amendments	Executing agency:	Government (Ministry of Social Development) + Parliament
	Completion level:	Not yet begun
Completion Details:		
In the first half of 2016, the Legislation and Opinion Bureau completed a study of the draft amendment of the Associations Law No. 51 of 2008, which was published on the website of the Ministry of Social Development. ¹⁰⁴ In light of the lack of agreement on these proposed amendments by civil society institutions, the government, represented by the Ministry of Social Development, resolved to review these amendments. ¹⁰⁵		

Sub-activity: Review Syndicates Law and propose the necessary amendments	Executing agency:	Government (Ministry of Labor) + Parliament
	Completion level:	Not yet begun
Completion Details:		

¹⁰⁴ Ministry of Social Development (March 22, 2016), available at <https://goo.gl/bREcN3>, visited on October 18, 2017.

¹⁰⁵ *Official Gazette* (October 19, 2017), “Burayzat: 30,138 administrative detainees during the past year,” available at <https://goo.gl/WUZseZ>, visited on October 13, 2017.

There have been no amendments to this law

First Pillar:	Civil and political rights
Main Objective 8:	Strengthen and protect the right to peaceful assembly and and to form and join parties, associations, and syndicates
Sub-objective 5:	Promote the participation of civil society institutions and domestic institutions in the management of public affairs
Key Activity:	Review the procedures for founding parties and the conditions for forming them in order to simplify these procedures and organize the work of parties so as to ensure that the constitutional right to establish them is not obstructed or violated

Sub-activity: Review Law of Political Parties and propose the necessary amendments	Executing agency:	Government (Ministry of Interior) + Parliament
	Completion level:	Not yet begun
Completion Details:		
No amendments have been made to this law		

First Pillar:	Civil and political rights
Main Objective 8:	Strengthen and protect the right to peaceful assembly and and to form and join parties, associations, and syndicates
Sub-objective 5:	Promote the participation of civil society institutions and domestic institutions in the management of public affairs
Key Activity:	Strengthen the institutional and individual capabilities of municipal and local councils to establish principles of good governance in local government

Sub-activity :Hold training courses on the principles of good governance	Executing agency:	Ministry of Municipal Affairs + Civil society institutions + Independent institutions
	Completion level:	In progress
Completion Details:		
On October 17, 2017, a training workshop was held on good governance and boosting the impartiality of employees of the Integrity and Anti-Corruption Commission, with the participation of employees of the Ministry of Private Sector Development and the Audit Bureau. The		

workshop focused on the foundations of good governance, the standards for applying integrity, and identifying, analyzing, and handling errors that can result in corruption.¹⁰⁶

First Pillar:	Civil and political rights
Main Objective 8:	Strengthen and protect the right to peaceful assembly and and to form and join parties, associations, and syndicates
Sub-objective 6:	Develop framework to strengthen the principles and practice of good governance in the domestic work of civil society
Key Activity:	Review and activate codes of conduct for parties, associations, and syndicates prepared by the National Center for Human Rights

Sub-activity: Hold training courses on the principles of good governance and conduct review	Executing agency:	Ministry of Municipal Affairs + Anti-Corruption Commission
	Completion level:	In progress
Completion Details:		
The level of implementation of this objective has been limited. Workshops were held on good governance and strengthening the impartiality of employees of the Integrity and Anti-Corruption Commission, with the participation of employees of the Ministry of Private Sector Development, the Audit Bureau, and several civil society institutions. ¹⁰⁷		

Sub-activity: Publish the political party codes of conduct and raise awareness of them	Executing agency:	Ministry of Private Sector Development + Anti-Corruption Commission
	Completion level:	Not yet begun
Completion Details:		
The research team found no publication of any codes of conduct for political parties		

¹⁰⁶ *Al Hurra News* (October 18, 2017), available at <https://goo.gl/AYBa8a>, visited on October 18, 2017.

¹⁰⁷ *Al Hurra News* (October 18, 2017), available at <https://goo.gl/AYBa8a>, visited on October 18, 2017.

Second Pillar

Second Pillar:	Economic, social, and cultural rights
Main Objective:1	Strengthen protection of the right to work
Sub-objective:1	Draft legislation and adopt the necessary policies to regulate the labor market in the public and private sectors in a manner that establishes the principle of equal opportunity and promotes equal wages and other workers' rights
Key Activity:	Issue a unified system for medical and social insurance for workers in all fields

Sub-activity: Review the Labor Law and regulations issued under it and propose the necessary amendments	Executing agency:	Government (Ministry of Labor) + Parliament + Labor Unions
	Completion level:	Completed

Completion Details:
<p>The research team is tracking the actions taken to issue a unified regulation for health and social insurance for workers in all fields, but the research has found no action taken to unify the regulations for medical and social insurance, even though an amendment was made to the insurance regulations issued under the Social Security Law and published on September 1, 2016. Under this law, the insured worker who works in more than one establishment at the same time is covered by those establishments with all the insurance applied to him on the basis of his earnings subject to withholding in each establishment independently. In this way, the worker benefits from workplace injury insurance in the event of a work injury in any establishment where he works, and also realize his benefit from the remaining insurance benefits by using the higher salary included if he had the necessary coverage period to use this salary. The new amendments have allowed the insured party who was injured in the workplace to continue his treatment outside the Kingdom on his own initiative without approval from the Corporation's medical authority, and the Corporation is obliged in this case to bear the expenses in accordance with the schedule of medical fees and medical care expenses adopted within the Kingdom or the treatment costs paid by the insured party by virtue of duly certified original medical bills, whichever is less. These amendments also allow the Corporation to issue medical care expense regulations for work injuries not contained in the approved medical fee schedule. The new amendments also included those who took an early retirement pension and returned to a work covered by the guarantee of obtaining the higher salary when recalculating his salary in the event of a natural death or injury, or proving a state of total or partial natural disability, so that the death pension is calculated for him, whether natural or by injury, as well as the total or partial natural disability pension.</p>

Likewise, the early pension is recalculated and allocated to him or his heirs at the highest salary.¹⁰⁸ On May 16, 2019, the amended Labor Law No. 14 of 2019 was published in the *Official Gazette*, but none of the amendments were related to a unified regulation for health insurance.¹⁰⁹

Second Pillar:	Economic, social, and cultural rights
Main Objective 1:	Strengthen protection of the right to work
Sub-objective 1:	Draft legislation and adopt the necessary policies to regulate the labor market in the public and private sectors in a manner that establishes the principle of equal opportunity and promotes equal wages and other workers' rights
Key Activity:	Reconsider legislation governing domestic workers and enact relevant directives to ensure effective protection of this class

Sub-activity: Review the Law on the Recruitment of Domestic Workers and the directives issued thereunder and propose the necessary amendments	Executing agency :	Government (Ministry of Labor)
	Completion level:	Not yet begun
Completion Details:		
<p>The research team did not find any results in this regard other than that the government closed some markets and opened others for the recruitment of domestic workers. However, the Ministry of Health issued a decision obligating Bangladeshi authorities to attach a document confirming the absence of security restrictions or mental illnesses, as infectious and communicable diseases were observed to be widespread among this nationality: 210 cases of such diseases were identified, and 5 recruitment offices for domestic workers were closed due to excesses and violations, and 36 warnings were given to offices due to their failure to comply with rules and regulations. Because the labor market suffers from major gaps in the application of standards, a circular was issued to prevent migrant workers from renewing their work permits if they do not wish to continue with the employer before the work permit expires, and to prevent them from renewing their permits with another employer and dispatching it in coordination with the employer and the Directorate of Residence and Borders. This contrasts with international agreements ratified by Jordan, such as the International Covenant on Civil and Political Rights, Article 8/3/A, and the International Labor Organization Convention No. 105 on the abolition of forced labor.¹¹⁰</p>		

¹⁰⁸ Social Security Corporation, "Rawabdeh: Amendments to the insurance system are in the interest of the insured and give more insurance benefits and rights to subscribers," available via the link <https://goo.gl/25Q4eV>, visited on 17/10/2017.

¹⁰⁹ *Official Gazette*, No. 5573, Law No. 14 of 2019 – Amended Labor Law, available at this link <https://bit.ly/2kpRFtQ>, visited on 20/8/2019.

¹¹⁰ National Center for Human Rights, 14th Annual Report on the Human Rights Situation in the Hashemite Kingdom of Jordan for the year 1439 AH - 2017 AD, available through the link <https://bit.ly/2xkilhP>, visited on 17/9/2019.

Tamkeen Fields for Aid held a training workshop entitled, "Protection of the rights of migrant workers in the context of mixed migration" and "Protection of the rights of migrant workers and refugees," for a number of Ministry of Labor employees.¹¹¹

Sub-activity: Review the Labor Law and propose the necessary amendments	Executing agency:	Government (Ministry of Labor)
	Completion level:	Not yet begun
Completion Details:		
<p>There has been no change in the law for domestic workers, cooks, gardeners, and the like since the latest amendments in 2009, while Article 10/B of the amended Labor Law of 2019, stated: “The Minister may authorize the establishment of special offices to regulate the employment and recruitment of non-Jordanian workers in the following sectors: domestic workers, cooks, gardeners, and the like.”¹¹²</p> <p>In 2017, some regulations, legislation, and resolutions were approved regarding the right to work, most notably the directives regulating labor and migrants in the Aqaba Special Economic Zone No. 169 of 2017. The directives regulate the process of certifying and documenting employment contracts between employers and employees and the amended Work Permit Fee Regulation No. 14 of 2017, which set the fees for issuing work permits to non-Jordanian workers, to be paid by the employers for domestic workers, gardeners, cooks, and the like, as well as private farm workers. This law was criticized, as it is considered an outlet for increasing the number of violations against workers and imposes financial burdens on them, while the Ministry of Labor affirmed that these measures are to control and regulate the recruitment of domestic workers and the employment of migrant workers.¹¹³</p>		

Second Pillar:	Economic, social, and cultural rights
Main Objective 1:	Strengthen protection of the right to work
Sub-objective 1:	Draft legislation and adopt the necessary policies to regulate the labor market in the public and private sectors in a manner that establishes the principle of equal opportunity and promotes equal wages and other workers’ rights
Key Activity:	Enable private sector workers to form unions

Sub-activity: Review the Labor Law and propose the necessary amendments	Executing agency:	Government (Ministry of Labor)
	Completion level:	Completed

¹¹¹ According to Ministry of Labor reports.

¹¹² *Official Gazette*, No. 5573, Law No. 14 of 2019 – Amended Labor Law, available at this link <https://bit.ly/2kpRFtQ>, visited on 20/8/2019.

¹¹³ National Center for Human Rights, 14th Annual Report on the Human Rights Situation in the Hashemite Kingdom of Jordan for the year 1439 AH - 2017 AD, available through the link <https://bit.ly/2xkilhP>, visited on 17/9/2019.

Completion Details:

As regards allowing private sector workers to form unions, the amended Labor Law No. 14 of 2019, provides the rights to form new unions by giving powers to the Minister of Labor to classify new professions and form unions for them. Likewise, Article 98 is repealed and replaced with the following text:

1. The union shall be established by no fewer than 50 workers in a single industry or economic activity, or similar industries or economic activities related to each other in production.
2. No fewer than 25 employers in any industry or economic activity shall have the right to establish a union to protect their interests related to the provisions of this law.
3. No employee or employer union may be established whose goals or objectives are to carry out any activities on ethnic, religious, or sectarian grounds, and any such activities shall be prohibited after its establishment.
4. The Minister, via the Registrar of Trade Unions, may classify the industries and economic activities for which it is permissible to establish unions according to the provisions of Paragraphs (a) and (b) of this Article, such that no industry or economic activity has more than one union representing them, taking into account Arab and international classifications.¹¹⁴

The Flexible Work Regulation of 2017 was issued to enshrine the principle of equal opportunity and was published in the *Official Gazette* on February 22, 2017. This regulation aims to define flexible forms of work, including flexible work hours in a manner consistent with the needs of the worker. This regulation serves the following categories, according to Article 3 of the law: workers who have spent three consecutive years in service with the employer, workers with family responsibilities (pregnant women or those who care for a child or an elderly, disabled, or ill family member), in addition to workers attending university, and workers with disabilities. This regulation provides these groups with the opportunity to work flexible hours that suit their needs and protect their rights, as stipulated in Article 9 of the regulation: “in proportion to the amount and hours of their work, workers under a flexible work contract shall enjoy all the rights of workers under a non-flexible contract, in accordance with what is stipulated in the Labor Law, if no contract or regulation provides better rights.”

Article 2 of the amended Labor Law No. 14 of 2019, defines flexible work, wage discrimination, and part-time work:

Flexible work: All intellectual or physical efforts that the worker exerts for a fee within one of the forms of flexible work contract specified in accordance with a regulation issued for this purpose.

Wage discrimination: Inequal pay between workers for work of equal value without any gender discrimination.

Part-time work: Work whose nature requires working hours that do not reach the number of working hours stipulated in Article 56 of this law.

¹¹⁴ *Official Gazette*, No. 5573, Law No. 14 of 2019 – Amended Labor Law, available at this link <https://bit.ly/2kpRFtQ>, visited on 20/8/2019.

Second Pillar:	Economic, social, and cultural rights
Main Objective 1:	Strengthen protection of the right to work
Sub-objective 1:	Draft legislation and adopt the necessary policies to regulate the labor market in the public and private sectors in a manner that establishes the principle of equal opportunity and promotes equal wages and other workers' rights
Key Activity:	Issue the necessary legislation to create standard forms for employment contracts in various fields by occupation and sector to ensure that workers are not exploited by employers

Sub-activity :Review the Labor Law and propose the necessary amendments	Executing agency:	Government (Ministry of Labor) + Parliament
	Completion level:	In progress
Completion Details:		
<p>Regarding actions taken to standardize employment contracts, no amendment has been made to the Labor Law in this respect. In March 2017, a standard contract for private education teachers was adopted, and the Ministry of Labor, the General Trade Union of Private Education Employees and the Private Schools Owners' Association signed a Memorandum of Understanding. A teaching allowance was introduced in the standard contract, teachers were given the right to an annual increase, and private schools were obligated to transfer salaries to the bank, establish nurseries, and adopt by-laws organizing their work and that of their employees, to be approved by the Ministry of Labor and clarifying the rights and duties of the two parties.¹¹⁵ Likewise, Article 61/A of the Civil Service Regulation stipulates that the Civil Service Bureau shall prepare a standard contract form for appointing contract employees in all departments approved by the Council, based on the recommendation of the Central Committee, and no employee shall be hired without these forms.¹¹⁶</p> <p>Statistics indicate that there were 288 labor protests in Jordan in 2016, most of them (174, or 60%) carried out by labor categories that do not have an organizing union framework. This is due to the weak and mostly absent channels of communication and negotiation between workers of different groups on one hand, and management and employers on the other hand, because the right to form unions has not been activated, which is a factor in the increasing numbers of protests.¹¹⁷ The first half of 2017 also saw a rise in the number of labor protests,¹¹⁸ but 2017 overall saw a 20.4% decrease to 229 protests, 46 of them strikes.¹¹⁹ Labor protests also declined in 2018 by 11%, to 203 protests, most of them by labor</p>		

¹¹⁵ *Ad-Dustour*, "Private schools and kindergartens bound by the terms of standard employment contract," available via the link <https://bit.ly/2lUKOZP>, visited on 18/10/2017.

¹¹⁶ Civil Service Bureau, Civil Service Regulation of 2013 and its amendments through 6/6/2017, available at <https://bit.ly/2kkJVST>, visited on 18/10/2017.

¹¹⁷ *Hala News*, "288 labor protests in 2016," available at <https://bit.ly/2mfQf5v>, visited on 15/10/2017.

¹¹⁸ Phenix Center for Economic and Informatics Studies, "Rise in the number of workers' protests during the first half of 2017," available through the link <https://goo.gl/tQoaZa>, visited on 15/10/2017.

¹¹⁹ Jordan Labor Watch, Annual Report on Protests 2017, available at <https://bit.ly/2kqxdJm>, visited on 2/9/2019.

categories that do not have an organizing union framework.¹²⁰ The percentage of protests carried out by workers outside the framework of their labor organizations was 42.4%, compared to 72.5% in 2017.

Second Pillar:	Economic, social, and cultural rights
Main Objective 1:	Strengthen protection of the right to work
Sub-objective 1:	Draft legislation and adopt the necessary policies to regulate the labor market in the public and private sectors in a manner that establishes the principle of equal opportunity and promotes equal wages and other workers' rights
Key Activity:	Re-examine the minimum wage, pensions, and insurance, and tie them to inflation

Sub-activity: Review the Labor Law and propose the necessary amendments	Executing agency:	Government (Ministry of Labor) + Parliament
	Completion level:	In progress
Completion Details:		
At the beginning of 2017, a decree was issued based on the provisions of Article 52 of Labor Law No. 8 of 1996, under which the minimum wage was increased from JD 190 to JD 220 monthly, but without an amendment to the law. ¹²¹ This modest increase came five years after the last adjustment, despite the rising cost of living and prices observed throughout this period.		

Sub-activity: Review the Civil Service Regulation	Executing agency:	Civil Service Bureau
	Completion level:	In progress
Completion Details:		
Civil Service Regulation No. 82 of 2013 and its amendments of 2017, were modified to include amendment of the period of optional promotion. Article 81 stipulated that for the purpose of optional promotion, jobs and grades shall be designated in the schedule of job formations every year, provided that their percentage does not exceed 6% of grades 1 and 2 in the department (5% in the old regulation). Based on Article 132/B of the regulation, an official dispatched on an educational mission shall be deprived of the allowances and expenditures to which he is entitled if he did		

¹²⁰ Jordan Labor Watch, Annual Report on Protests 2018, available at <https://bit.ly/2IVGByk>, visited on 2/9/2019.

¹²¹ Ibid.

not submit, in the previous year or another year, the documents prescribed in Paragraph (a) of the same Article. In Article (c), an official dispatched on a training course shall not be dispatched to any training course, for a period of three years, if he does not provide his department a report on the course to which he was sent, supported by the documentation he obtained from the educational institution.¹²² Likewise, Article 108/B of the same regulation, allows contract employees unpaid leave, without allowances, for a period of three months (one month under the previous regulation). The amendments include organizing the process of adjusting the status of employees who obtain educational qualifications on the job, according to principles determined by the Civil Service Council and Article 32 of the regulation.¹²³

Sub-activity: Review the Civil and Military retirement Law and social security and propose the necessary amendments	Executing agency:	Government + Parliament
	Completion level:	In progress

Completion Details:

The Law Interpretation Bureau issued an interpretative decision on August 30, 2017, which permits civil and military retired employees of the Social Security Corporation to combine their pension and social security salary. The Bureau based its decision, published in the *Official Gazette*, on classifying the Social Security Corporation as an official public institution and not a governmental institution. The decision noted that the Social Security Corporation is not a government institution, and thus does not fall under the legal prohibition against combining the pension and the salary received by the person rehired therein, according to the Civil Retirement Law.¹²⁴ However, no amendments have been made to the Civil Retirement Act and the Military Retirement Act. On August 26, 2019, the draft law amending the Social Security Law of 2019 was issued, but it did not contain any amendments regarding the minimum wage and military and civil pensions.

Sub-activity: Activate monitoring and inspection mechanisms to verify employers' compliance with the provisions of the law	Executing agency:	Government + Parliament
	Completion level:	Completed

Completion Details:

To activate monitoring and inspection mechanisms to verify employers' compliance with the provisions of the law, the House of Representatives adopted the Economic Activity Oversight and Inspection Law, published in the *Official Gazette* on August 16, 2017. Article 6/A stipulates that the Ministry of Labor shall be the regulatory authority for oversight and inspection related to workers' rights, labor market regulation, occupational safety and health conditions, initial and periodic medical examinations of workers, work injuries, and occupational diseases. According to Article

¹²² Civil Service Bureau, Civil Service Regulation of 2018, available at this link <https://bit.ly/2JBCRTt>, visited on 2/9/2019.

¹²³ Civil Service Bureau, Civil Service Regulation of 2013 and its amendments through 6/6/2017, available at this link <https://bit.ly/2kkJVST>, visited on 18/10/2018.

¹²⁴ Jordanian Judicial Council, Decision No. 6, issued by the Law Interpretation Bureau on 30/8/2017, available at this link <https://goo.gl/xWu5H3>, visited on 17/10/2017.

7/B of the law, the regulatory authority shall determine the monitoring and inspection procedures appropriate for the provisions of this law and the regulations issued under it. This shall apply to all activities it undertakes related to inspection, establishing and preparing requirements, supplies, and any institutional procedures necessary for monitoring and inspection of economic activity, and evaluating all procedures that are implemented. Paragraph (e) of the same article requires the regulatory authority to draft annual inspection plans and monthly work programs for inspection of the economic activities that it is responsible for oversight and inspection of in under the provisions of this law and the regulations issued pursuant thereto. Article 11 of the law sets forth the qualifications that must be held by the inspector who inspects the economic activity.¹²⁵

The Ministry of Labor also intensified its inspection campaigns in 2017 to control and regulate the labor market, and the campaigns resulted in the seizure of 12,948 migrant workers in violation of either the Labor Law or the Residence Law and the deportation of 9,448 migrant workers. The number of migrant workers without work permits has reached 800,000.¹²⁶

The research team also noted that the Ministry of Labor, via the Directorate of Inspections, controls and regulates the labor market by following up on the extent to which the provisions of the Jordan Labor Law are applied in the private sector by restricting child labor. The Ministry increases inspection visits to establishments that employ child workers in contravention of the provisions of the Jordanian Labor Law and its amendments¹²⁷ and combats human trafficking through joint work between the Criminal Investigation Department and the Ministry of Labor, in the form of a number of inspectors working in this unit. A report issued by the Directorate of Communications and Social Media at the Ministry of Labor indicated that the Ministry's Directorate of Inspections carried out 94,451 inspection visits to various facilities and institutions in the Kingdom during 2018, including 7,883 inspection visits related to combating child labor, 1,929 visits related to occupational safety and health, and 43,442 visits related to working conditions. It also handled 737 cases of child labor in a number of establishments and issued 625 warnings and 671 violations to employers. The Department of Human Trafficking handled 307 cases, including 272 labor cases and 20 cases that were referred to the public prosecutor on suspicion of human trafficking; there were 40 victims and 37 perpetrators.¹²⁸

Second Pillar:	Economic, social, and cultural rights
Main Objective 1:	Strengthen protection of the right to work
Sub-objective 1:	Draft legislation and adopt the necessary policies to regulate the labor market in the public and private sectors in a manner that establishes the principle of equal opportunity and promotes equal wages and other workers' rights

¹²⁵ *Official Gazette*, No. 5481, Law on Monitoring and Inspection of Economic Activities, available at this link <https://goo.gl/RLiSQz>, visited on 17/10/2017.

¹²⁶ National Center for Human Rights, 14th Annual Report on the Human Rights Situation in the Hashemite Kingdom of Jordan for the year 1439 AH - 2017 AD, available through the link <https://bit.ly/2xkilhP>, visited on 17/9/2019.

¹²⁷ Ministry of Labor, Child Labor in Jordan/Division of Child Labor in Jordan, available at this link <https://bit.ly/2CISEOJ>, visited on 20/8/2017.

¹²⁸ Ministry of Labor, Inspection Visits to Establishments During 2018, available at this link <https://bit.ly/2NjCDlj>, visited on 20/8/2017.

Key Activity:	Review the legislative framework for work in the agricultural sector, so that workers in this sector can enjoy the rights provided in the Labor Law
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Sub-activity: Introduce a system to enact the provisions of the Labor Law	Executing agency:	Government
	Completion level:	In progress

Completion Details:
<p>The research uncovered no actions to review the legal framework for agricultural sector labor; however, a report from the National Center for Human Rights on agricultural sector workers noted that they remain subject to abuse because of the failure to issue a law protecting their rights and those of employers.</p> <p>The Legislation and Opinion Bureau also published a draft “Regulation for Work Permits for Non-Jordanian Workers 2019” No. () issued under Paragraph (c) of Article (12) of Labor Law No. 8 of 1996 and its amendments. The regulation aimed to standardize work permit fees for many sectors and economic activities at JD 500, and to set new work permit fees as a reform measure in the labor sector. It also issued two new types of work permit, the first of which is the “free permit,” a daily work permit in the agricultural and construction sectors and loading and unloading, and the second is a permit for workers with specialized skills.</p> <p>The draft will not grant work permits to migrant workers in professions closed to non-Jordanians. The prescribed percentages for migrant workers shall be adhered to for all sectors and economic activities, and the social security statement shall be electronically-verified without requesting it from the employer.</p> <p>The draft also indicated that, to facilitate the migrant worker who is moving to another employer, there is no need to obtain a clearance from the previous employer if the work permit expired with the same employer for whom he was working. The regulations also gave workers in the agricultural sector the right to move to move between regions of the Kingdom for work.</p>

Second Pillar:	Economic, social, and cultural rights
Main Objective 1:	Strengthen protection of the right to work
Sub-objective 1:	Draft legislation and adopt the necessary policies to regulate the labor market in the public and private sectors in a manner that establishes the principle of equal opportunity and promotes equal wages and other workers’ rights
Key Activity:	Review the legislation governing the structure of the public sector to ensure achievement of the principles of equality and justice, while preserving the financial rights of workers in the structured departments

Sub-activity: Amend the directives for transferring and adjusting the status of employees of independent departments	Executing agency:	Government (Ministry of Private Sector Development) + Civil Service Bureau
	Completion level:	Not yet begun
Completion Details:		
The research team found no actions taken in this regard.		

Second Pillar:	Economic, social, and cultural rights
Main Objective 2:	Strengthen protection of the right to work
Sub-objective 1:	Upgrade health and treatment services provided to citizens, strengthen guarantees and tighten oversight of food and drug safety
Key Activity:	Amend the Health Insurance Regulation to cover all segments of society and illnesses not currently covered by this regulation

Sub-activity: Amend the Health Insurance Law	Executing agency:	Government (Ministry of Health)
	Completion level:	In progress
Completion Details:		
<p>Actions were taken at the beginning of February 2017 to expand health insurance coverage. The Council of Ministers approved the inclusion of those above the age of 70 and their complete exemption from paying contributions to the health insurance fund.¹²⁹ On December 30, 2017, the Council of Ministers issued a new decree expanding insurance coverage to include those over the age of 60 and to fully cover their annual individual contribution within this category of public expenditures.¹³⁰</p> <p>The Council of Ministers also approved the commissioning of an economic, social, and actuarial feasibility study on applying full health insurance coverage, to a company with expertise in providing health insurance to all citizens.¹³¹ On 9/2/2018, the <i>Official Gazette</i> published the amended Civil Health Insurance Regulation No. 94 of 2018. Article 2/D of the law states, “The participating husband and wife, and the beneficiaries of either of them, are entitled to benefit from the higher level of insurance as follows: if both spouses have the same level of insurance, then they shall be granted a higher level of insurance than their level; if one of the spouses holds a lower level of insurance than the other, then he or she shall be granted a higher level; a health insurance card shall be issued at the higher level in accordance with the period of validity of the insurance</p>		

¹²⁹ *Hala News*, “Full health insurance coverage for 70-year-olds,” available at this link <https://goo.gl/82vaaS>, visited on 17/10/2017.

¹³⁰ *Al Anbat*, “Full health insurance coverage for Jordanian citizens over the age of 60,” is available via the link <https://bit.ly/2lMms4c>, visited on 17/9/2019.

¹³¹ *Jordan News Agency*, “Council of Ministers approves amendment to Civil Service Regulation,” available at this link <https://goo.gl/5Jr7ji>, visited on 17/10/2017.

card under the provisions of this regulation. The participating couple shall continue to pay their contributions according to the provisions of this regulation. A fee of JD five shall be collected when the card is issued and may be renewed for each contributor and beneficiary.”¹³² The regulation did not expand health insurance coverage to any new illnesses.

Second Pillar:	Economic, social, and cultural rights
Main Objective 2:	Strengthen protection of the right to work
Sub-objective 1:	Upgrade health and treatment services provided to citizens, strengthen guarantees and tighten oversight of food and drug safety
Key Activity:	Standardize the mechanism for accreditation of health services by issuing legislation governing this and activating its provisions

Sub-activity: Find an effective mechanism for health and treatment services	Executing agency:	Government (Ministry of Health)
	Completion level:	Completed
Completion Details:		
<p>The Health Institutions Accreditation Regulation No. 105 of 2016 was issued, Article 3 of which stipulated that a committee called the Technical Committee be established in the High Health Council to undertake the following tasks:</p> <ol style="list-style-type: none"> 1. Review applications to obtain accreditation permits and make the necessary recommendations to the Council. 2. Monitor implementation of the Council’s recommendations. 3. Advise the Council regarding complaints made against health institutions. 4. Prepare the necessary directives for implementing the provisions of these tasks and submit them to the Council for issuance, including determining the consideration for obtaining an accreditation permit from the Council and specifying procedures and considerations for obtaining an accreditation certificate from the accreditation body. <p>Article 4 of the law stipulated the creation of a unit within the Council, called the Accreditation Unit, with the following tasks:</p> <ol style="list-style-type: none"> a. Receive applications to obtain an accreditation permit and submit them to the Committee. b. Monitor health institutions’ compliance with the provisions of this law. c. Investigate complaints submitted about health institutions and submit the appropriate recommendations to the Committee. d. Verify official compliance of accrediting bodies with internationally-recognized requirements. 		

¹³² *Official Gazette*, No. 5529, Law No. 94 of 2018 – Amended Civil Health Insurance Law, available at this link <https://bit.ly/2lTiDdE>, visited on 17/9/2019.

Article 8 stipulates compliance of accrediting bodies with the following:

- a. Grant, refuse, withdraw, suspend, repeal, extend, or decrease accreditation to health institutions based on certified international principles and standards in this field.
- b. Create, update, and regularly review the necessary requirements, standards, and procedures to accredit health institutions, as the need arises.
- c. Review the extent of health institutions' compliance with accreditation requirements, standards, and procedures.
- d. Submit annual activity reports to the Technical Committee.
- e. Perform its mission and accomplish its goals according to the principles of independence, impartiality, integrity, transparency, partnership, cooperation, development, and continuing education.
- f. Obtain from the International Society for Quality in Health Care (ISQua) accreditation of standards, training, and institutions.
- g. Take into account the location, size, work scope, and specializations of health institutions when granting accreditation.¹³³

Second Pillar:	Economic, social, and cultural rights
Main Objective 2:	Strengthen protection of the right to work
Sub-objective 1:	Upgrade health and treatment services provided to citizens, strengthen guarantees and tighten oversight of food and drug safety
Key Activity:	Take action to protect the health of children from infectious and communicable diseases

Sub-activity: Free coverage of all vaccines for all childhood diseases provided by the Ministry of Health	Executing agency:	Government (Ministry of Health)
	Completion level:	In progress
Completion Details:		
Regarding action to protect the health of children from infectious and communicable diseases, 30,548,819 doses of measles, polio, hepatitis C, tetanus, and flu for expectant mothers were given in 2016; ¹³⁴ in 2017, 1,408,578 doses of tuberculosis, measles, rubella, polio, hepatitis, and rotavirus vaccines were given; in 2018, 1,291,652 doses of the aforementioned vaccinations were given through the end of August; and in 2019, 842,936 doses of the aforementioned vaccinations were given.		

Second Pillar:	Economic, social, and cultural rights
Main Objective 2:	Strengthen protection of the right to work

¹³³ *Official Gazette*, No. 5415, Health Institution Accreditation Law, available at this link <https://bit.ly/2klzg17>, visited on 17/9/2019.

¹³⁴ Ministry of Health, "Ministry of Health issues its annual statistical report," available at <https://goo.gl/is383K>, visited on 17/10/2017.

Sub-objective 1:	Upgrade health and treatment services provided to citizens, strengthen guarantees and tighten oversight of food and drug safety
Key Activity:	Enact legislation and procedures related to medical accountability

Sub-activity: Introduce a law for medical accountability	Executing agency:	Government (Ministry of Health) + Parliament
	Completion level:	Completed
Completion Details:		
<p>The Medical and Health Liability Law No. 25 of 2018 was introduced and published in the <i>Official Gazette</i> on May 8, 2018. It contained a definition of technical terms related to medical liability, medical errors, health services and suppliers, and the like. The law also sets out the limits considered to determine medical liability, obligations of the service provider and prohibitions, and it likewise imposed various penalties on those who violate its provisions.¹³⁵</p> <p>The law includes the formation of two committees as follows:</p> <ol style="list-style-type: none"> 1. High Technical Committee receives complaints that are referred to sub-committees for study and the issuance of a medical and technical report and then are returned to the High Technical Committee; if they are approved, the relevant body is notified of the decision. 2. Committee on Medical and Health Standards is formed, based on the law, with the task of forming sub-committees and is responsible for establishing the minimum standard of care for service providers and determining how the sub-committees operate, their membership requirements, and their meeting quorum. 		

Sub-activity: Review the Public Health Law and make the necessary amendments	Executing agency:	Government (Ministry of Health) + Parliament
	Completion level:	Completed
Completion Details:		
<p>Amendments were made to the Public Health Law under amended Law No. 11 of 2017, including increasing the penalties against those who smoke in public places and the owners of locations that permit smoking, but they do not address medical accountability.¹³⁶</p>		

Second Pillar:	Economic, social, and cultural rights
Main Objective 2:	Strengthen protection of the right to work

¹³⁵ *Official Gazette*, No. 5517, Law No. 25 of 2018, Medical Health and Liability Law, available at this link <https://bit.ly/2mqS3sp>, visited on 20/8/2019.

¹³⁶ *Official Gazette*, No. 5458, Amended Public Health Law, available at this link <https://bit.ly/2ks4kfQ>, visited on 18/9/2019.

Sub-objective 1:	Upgrade health and treatment services provided to citizens, strengthen guarantees and tighten oversight of food and drug safety
Key Activity:	Review the legislation governing the High Health Council to ensure that it is activated and performs its assigned duties

Sub-activity: Review legislation relating to the High Health Council and propose the necessary amendments	Executing agency:	Ministry of Health + Jordan Medical Association
	Completion level:	Completed
Completion Details:		
<p>A Royal Decree was issued approving amended Law No. 13 of 2017, to amend the High Health Council Law No. 9 of 1999, regulating the work of the Council. The amended law stipulates the restructuring of the Council and adding the Minister of Higher Education and Scientific Research to the Council, according to Article 5/A, in response to Article 2/C that stipulated that the Council shall contribute to drawing up the educational policy for studying health and medical sciences inside and outside the Kingdom and organizing the enrollment of students in these studies. Article 6/A of the law stipulated the formation of a general secretariat for the Council consisting of a secretary-general and an executive body in charge of its executive, administrative, and technical tasks.¹³⁷</p>		

Second Pillar:	Economic, social, and cultural rights
Main Objective 2:	Strengthen protection of the right to work
Sub-objective 1:	Upgrade health and treatment services provided to citizens, strengthen guarantees and tighten oversight of food and drug safety
Key Activity:	Increase the level of government health care spending

Sub-activity: Provide additional allocations for health services in the General Budget Law	Executing agency:	Ministry of Finance + Parliament
	Completion level:	Not yet begun
Completion Details:		

¹³⁷ *Official Gazette*, Amended Higher Education Act Law, available at this link <https://bit.ly/2kG9MMI>, visited on 18/9/2019.

Regarding the commitment to provide additional allocations for health services in the General Budget Law, the Ministry of Finance (General Budget Department) allocated the necessary financial allocations to this sector to enable it to efficiently provide health services for citizens. This is in light of the financial resources available when preparing the draft general budget law and the government unit budgets law and in accordance with national priorities.

While Ministry of Health expense allocations were increased in 2016 compared to 2015, they declined again in 2017, and then increased again in 2018 and in the estimated budget for 2019. The level of royal medical services allocations increased in 2016 compared to 2016, but declined in 2017 and 2018.^{138, 139}

Second Pillar:	Economic, social, and cultural rights
Main Objective 2:	Strengthen protection of the right to work
Sub-objective 1:	Upgrade health and treatment services provided to citizens, strengthen guarantees and tighten oversight of food and drug safety
Key Activity:	Strengthen monitoring of medical institutions to ensure compliance with quality standards

Sub-activity: Review the Public Health Law and propose the necessary amendments	Executing agency:	Ministry of Health + Parliament
	Completion level:	Not yet begun
Completion Details:		
Amendments were made to the Public Health Law under amended Law No. 11 of 2017, including increasing the penalties against those who smoke in public places and the owners of locations that permit smoking, but they do not address medical accountability. ¹⁴⁰		

Sub-activity: – Review the Food and Drug Law and propose the necessary amendments – Review the Standards and Metrology Law and propose the necessary amendments	Executing agency:	Government + Parliament
	Completion level:	Not yet begun
Completion Details:		
There has been no amendment of either the Food and Drug Law or the Standards and Metrology Law; however, the House of Representatives approved the Economic Activity Monitoring and Inspection Law published in the <i>Official Gazette</i> on August 16, 2017. Article 6/C stipulated		

¹³⁸ Ministry of Health, General Budget Law of 2019, available at this link <https://bit.ly/2KXxlZP>, visited on 21/8/2019.

¹³⁹ Royal Health Services, General Budget Law of 2019, available at this link <https://bit.ly/2ZeEmea>, visited on 20/8/2019.

¹⁴⁰ *Official Gazette*, No. 5458, Amended Public Health Law, available at this link <https://bit.ly/2ks4kfQ>, visited on 18/9/2019.

that the Ministry of Health shall be the regulatory authority for monitoring and inspection related to medical and health professions, facilities, and services, health certificates for workers, the method of managing and disposing of medical waste inside medical and health facilities, drinking water and pools for medical and recreational tourism. The Ministry shall also issue the health requirements necessary for the economic activities in its field as defined in the Public Health Law and the relevant legislation and shall provide them to the regulatory authorities. Likewise, Paragraph (g) of the same Article stipulates that the Food and Drug Administration shall be the regulatory authority for monitoring and inspection of food and drugs, and this includes all food manufacturing, production, and handling activities, and anything related to ensuring food safety, including work conditions and raw and processed food, and facilities for the manufacture, production, or distribution of medicine, cosmetics, and medical supplies, and those related to ensuring their safety and suitability for use, and other matters mentioned in the Drug and Pharmaceutical Law, Food Law, and related legislation.

Paragraph (j) of the same Article of the law stipulates that the Jordan Institution for Standards and Metrology shall be the regulatory authority for monitoring and inspection for conformity of products to the technical and standard specifications adopted by the institution, taking into account the exceptions specified in the relevant legislation and oversight of legal standards and the quality of jewelry and precious metals as defined in the Standards and Metrology Law. According to Article 7/B of the law, the regulatory authority shall define the monitoring and inspection procedures in a manner that aligns with the provisions of this law and the regulations issued thereunder for all activities undertaken related to the field of inspection. The regulatory authority shall also establish and prepare requirements, supplies, and any institutional procedures necessary for monitoring and inspecting economic activity and evaluating all procedures that are implemented. Paragraph (e) of the same Article required the regulatory authority to create annual inspection plans and monthly work programs for the purpose of inspecting economic activities that are to be inspected and monitored in accordance with the provisions of this law and the regulations issued pursuant thereto. Article 11 of the law stipulates the qualifications that inspectors of economic activities must hold.¹⁴¹ As stated in the Health Institution Accreditation Law, an accreditation body has been established that can grant, refuse, withdraw, suspend, repeal, extend, or reduce accreditation to health institutions within the international principles and standards adopted in this field. In the same law, a technical committee was formed to monitor the compliance of health institutions with the provisions of this law, investigate complaints submitted regarding health institutions, and submit appropriate recommendations to the committee.¹⁴²

Second Pillar:	Economic, social, and cultural rights
Main Objective 3:	Strengthen protection of the right to education
Sub-objective 1:	Increase educational services offered to school children and higher education students to ensure they obtain an appropriate education within the limits possible in the nation and protect the rights of educational workers
Key Activity:	Review related legislation and make amendments

¹⁴¹ *Official Gazette*, No. 5595, Law No. 21 of 2019 – Amended Law of Standards and Metrology, available at this link <https://bit.ly/2mRjkzX>, visited on 24/9/2019.

¹⁴² *Official Gazette*, No. 5415, Health Institutions Accreditation Regulation, available at this link <https://bit.ly/2ln7cen>, visited on 24/9/2019.

Sub-activity: Review the Education Act and propose the necessary amendments	Executing agency:	Government (Ministry of Education) + Parliament
	Completion level:	In progress
Completion Details:		
The research team is tracking actions related to the Education Act and has found that a draft bill amending the Education Act of 2016 was prepared and published by the Legislation and Opinion Bureau. The new amendments focused on licensing private educational institutions and administering public examinations, and they did not address the right to obtain an appropriate education. ¹⁴³		

Second Pillar:	Economic, social, and cultural rights
Main Objective 3:	Strengthen protection of the right to education
Sub-objective 1:	Increase educational services offered to school children and higher education students to ensure they obtain an appropriate education within the limits possible in the nation and protect the rights of educational workers.
Key Activity:	Classify private schools and increase monitoring of them

Sub-activity: Review and develop the private school classification system and propose the necessary amendments	Executing agency:	Government (Ministry of Education)
	Completion level:	Completed
Completion Details:		
A regulation was approved amending the Establishment and Licensing of Private and Foreign Educational Institutions Law of 2017, which requires teachers in private educational institutions to devote themselves full-time to their work, and teachers in secondary schools and foreign programs may teach partially in more than one school, provided that the teacher load does not exceed 24 class periods per week, according to Article 15/H, as well as the remaining amendments to strengthen supervision of private schools. ¹⁴⁴ It is noteworthy that the private education sector suffers from many problems, including termination of teachers' services by some private schools during the summer vacation, like in 2017,		

¹⁴³ Legislation and Opinion Bureau, Draft bill amending the Education Act Law No. 3 of 1994 and its amendments, available at this link <http://bit.ly/2y5MhBR>, visited on 6/10/2017.

¹⁴⁴ *Official Gazette*, No. 5474, Amended Establishment and Licensing of Private and Foreign Educational Institutions Regulation, available at this link <https://bit.ly/2mKoZML>, visited on 24/9/2019.

when 11,000 teachers (90% of them women) were dismissed and their social security contributions were stopped, only for them to be rehired at the beginning of the new year, which is considered a deprivation of their insurance rights.¹⁴⁵

Second Pillar:	Economic, social, and cultural rights
Main Objective 3:	Strengthen protection of the right to education
Sub-objective 1:	Increase educational services offered to school children and higher education students to ensure they obtain an appropriate education within the limits possible in the nation and protect the rights of educational workers.
Key Activity:	Amend legislation governing the higher education sector in several stages to ensure that transparency standards are met in selecting academic leaders and achieving job security for workers in this field in a way that has a positive impact on the quality of education outcomes

Sub-activity: Review the Higher Education Act and propose the necessary amendments	Executing agency:	Government (Ministry of Higher Education and Scientific Research) + Parliament
	Completion level:	Completed
Completion Details:		
<p>The research team found the following:</p> <ul style="list-style-type: none"> – The Higher Education and Scientific Research Law No. 17 of 2018 was issued and published in the <i>Official Gazette</i>.¹⁴⁶ The law strengthened the independence of universities by granting university trustees additional powers to prepare executive plans, establish general principles for admitting students within the general framework issued by the Higher Education Council and according to the accreditation standards, monitor the quality of education and its outcomes, and monitor its implementation. In order to ensure verification of transparency standards in the selection of academic leadership, the powers of the Higher Education Council include, according to the new amendments, appointing the presidents of official Jordanian universities from a list of candidates recommended by the Council and university trustees according to the system issued for this purpose, provided that three names are proposed from the list of names. The new version of the laws did not show any amendment that would achieve job security for workers in this field and protect their rights. However, a center was established in the Ministry called the National Center for the Use of Learning Technology and Open Education Platforms whose duties, management, and all other related matters are defined under a regulation issued for this purpose, and a directorate, the Technical Education Directorate, was also 		

¹⁴⁵ National Center for Human Rights, 14th Annual Report on the Human Rights Situation in the Hashemite Kingdom of Jordan for the year 1439 AH - 2017 AD, available through the link <https://bit.ly/2xkihP>, visited on 17/9/2019.

¹⁴⁶ *Official Gazette*, No. 5513, Higher Education and Scientific Research Law of 2018, available at the following link <https://bit.ly/2kQYXXK>, visited on 24/9/2019.

established whose mission is to monitor the implementation of technical education policies in institutions of higher education under the new laws. These amendments should have a positive impact on new education outcomes.¹⁴⁷

- The Regulation of Academic Work in Universities and Colleges No. 130 of 2018 was issued and published in the *Official Gazette* on October 24, 2018), and clarified the conditions and criteria for granting permits to practice academic work in universities and colleges.¹⁴⁸
- The Regulation of Higher Education Student Services Offices No. 72 of 2017 was issued and published in the *Official Gazette* on August 27, 2018, and clarifies the work of student services offices, the conditions and mechanisms for licensing such offices, and their obligations.¹⁴⁹
- International Student Affairs Regulation No. 108 of 2018 was issued and published in the *Official Gazette* on August 27, 2018.¹⁵⁰
- Leave Without Pay for University Faculty Members Regulation No. 43 of 2017 was issued and sets forth the cases in which a faculty member is permitted to take leave without pay.¹⁵¹
- Directives for the Recognition of Non-Jordanian Higher Education Institutions No. 2 of 2018 was issued, in which Article 3 states that “with the aim of ensuring the quality of higher education outputs and guiding students to study in internationally-recognized educational institutions, the committee shall adopt certain societal principles and standards to recognize educational institutions and their branches, which grant academic degrees no lower than the first university degree.”¹⁵²
- A general policy for the admission of students in Jordanian public and private universities at the undergraduate level for the 2018-2019 school year was issued, on the basis of which the Board of Trustees calculates the numbers of students who can be admitted in each of the university's specializations, according to the criteria of accreditation and quality control.¹⁵³

¹⁴⁷ *Ad-Dustour*, “Higher Education Council completes discussion on laws for higher education and Jordanian universities,” available at this link <http://bit.ly/2yMXBQb>, visited on 26/10/2017.

¹⁴⁸ *Official Gazette*, No. 5544, Law of Academic Work in Universities and Colleges, available at this link <https://bit.ly/2MuTiTg>, visited on 24/9/2019.

¹⁴⁹ *Official Gazette*, No. 5474, Regulation of Higher Education Student Services Offices of 2017, available via link <https://bit.ly/2mkn1mj>, visited on 24/9/2019.

¹⁵⁰ Ministry of Higher Education and Scientific Research, No. 5535, Law No. 108 of 2018 – International Student Affairs Law, *Official Gazette*, available at this link <https://bit.ly/33MVTNS>, visited on 24/9/2019.

¹⁵¹ *Official Gazette*, No. 5459, Law No. 43 of 2017 – Leave Without Pay for University Faculty Members Law, available at this link <https://bit.ly/2lmQCLy>, visited on 24/9/2019.

¹⁵² Ministry of Higher Education and Scientific Research, Directives for recognizing non-Jordanian higher education institutions and their degrees, available at this link <https://bit.ly/30sTjKU>, visited on 22/8/2019.

¹⁵³ Ministry of Higher Education and Scientific Research, General policy for the admission of students in Jordanian public and private universities, available at this link <https://bit.ly/2Z3DsWq>, visited on 22/8/2019.

Sub-activity: Review the Accreditation Commission for Higher Education Law and propose the necessary amendments	Executing agency:	Government (Ministry of Higher Education and Scientific Research) + Parliament
	Completion level:	Not yet begun
Completion Details:		
There has been no amendment or review of the Accreditation Commission for Higher Education Law		

Sub-activity: Review the Jordanian Universities Law and propose the necessary amendments	Executing agency:	Government (Ministry of Higher Education and Scientific Research) + Parliament + Government (Ministry of Health) + Parliament
	Completion level:	Completed
Completion Details:		
<p>Among the most important articles of the Jordanian Universities Law No. 18 of 2018, published in the <i>Official Gazette</i>, are:</p> <p>Article 8/A: Neither the president, his deputy, nor the president of a branch of any university may be a member of the board of trustees of another university. Article 8/A/E states that the president or former president of the university may not be appointed the president of its board of trustees until at least five years after he left his position, and a faculty member or employee working at the university may also not be a member of its Board of Trustees.</p> <p>Article 11/C states that the president of a private university shall be appointed by decision of the Council on the recommendation of the board of trustees, provided that he is not a partner, shareholder, or member of the organization. His salary and other rights and privileges shall be determined by the board of trustees based on the recommendation of the organization and under a special contract with the university, signed by the president of the board of trustees on behalf of the university.</p> <p>Article 16/B/8: One of the duties of the Deans' Council is to recommend to the Board of Trustees the admission criteria and the number of students to be accepted annually in the fields of specialization within the public and private absorptive capacities accredited to them by the Accreditation Commission for Higher Education and to ensure their quality and compliance. Article 16/B/3: One of the duties of the Deans' Council is to appoint, promote, delegate, and transfer members of the university faculty from one category to another; grant them leave, including</p>		

scientific sabbaticals and unpaid leave; accept their resignations; terminate their service; and transfer them from one organizational unit to another within the university.

Article 12/C: No one committed to serving any other university may be appointed to the faculty, unless approved by the original university.

Article 18: Deans other than the deans of colleges may be appointed to assume responsibility for institutes or any university activity, and for this purpose they shall perform the duties assigned to them according to the regulations and directives in force in the university, and they shall be appointed according to the provisions of Article 17 of this law.

Article 20/D: A department professor shall be appointed head of the department for a one-year renewable term by decision of the president based on the recommendation of the dean. In special cases determined by the president and based on the dean of the college's recommendation, a faculty member in the department may be appointed acting head of the department. In the absence of the head of the department or if the post is vacant, the dean shall assign a member of the department to carry out his duties until the head of the department returns or a head is appointed in accordance with the provisions of this paragraph. Notwithstanding the provisions of any other legislation, faculty members are allowed.¹⁵⁴

Second Pillar:	Economic, social, and cultural rights
Main Objective 3:	Strengthen protection of the right to education
Sub-objective 1:	Increase educational services offered to school children and higher education students to ensure they obtain an appropriate education within the limits possible in the nation and protect the rights of educational workers.
Key Activity:	Spread a culture of awareness to ensure the treatment of negative societal phenomena in various educational institutions

Sub-activity: Awareness campaigns	Executing agency:	Government + Civil society + Independent institutions
	Completion level:	In progress
Completion Details:		
The research found that several campaigns have been conducted to spread a culture of awareness in various school and university fields, including: First: A student activity that calls for peace and rejects violence, entitled "No to violence and yes to social responsibility," was implemented at the University of Jordan with the aim of raising awareness against the phenomenon of societal violence. ¹⁵⁵		

¹⁵⁴ *Official Gazette*, No. 5513, Jordanian Universities Law of 2018, available at this link <https://bit.ly/2mSZDwr>, visited on 22/8/2019.

¹⁵⁵ *Jordan News Agency*, "No to violence and yes to social responsibility," student activity calling for peace," available at this link <http://bit.ly/2i65qZk>, visited on 26/10/2017.

Second: Symposium on drugs at Al-Hussein Bin Talal University, with the aim of raising awareness about the diffusion of drugs at universities.¹⁵⁶

Third: Lecture on cybercrime awareness at Anjarah Secondary School for Girls, conducted by the Criminal Research Department of the Ajloun Police Directorate.¹⁵⁷

Fourth: Comprehensive environmental awareness campaign by the Ministry of Environment under the slogan, "No to random littering," that includes educational institutions and school students.¹⁵⁸

Fifth: Traffic awareness campaign for students organized by the Traffic Department and Amman Educational District.¹⁵⁹

Sixth: Awareness campaign by the Ministry of Water and Irrigation/Water Authority, with awareness lectures at many schools in Russeifa on water conservation.¹⁶⁰

Seventh: Ministry of Education initiatives to protect students from violence.¹⁶¹

Eighth: Broad and comprehensive campaign to address drug-related issues, fight this scourge, and raise awareness of the major social and health risks involved.¹⁶²

Second Pillar:	Economic, social, and cultural rights
Main Objective 3:	Strengthen protection of the right to education
Sub-objective 1:	Increase educational services offered to school children and higher education students to ensure they obtain an appropriate education within the limits possible in the nation and protect the rights of educational workers.
Key Activity:	Adopt educational policies oriented towards technical and vocational education that preserves the diversity and quality of education outcomes in general, in a manner that achieves creativity and innovation

Sub-activity: Develop educational curricula	Executing agency:	Ministry of Education + Ministry of Higher Education
	Completion level:	In progress

¹⁵⁶ *Hala News*, "Drug symposium at Al-Hussein University," available at this link <http://bit.ly/2z8cXSo>, visited on 26/10/2017.

¹⁵⁷ *Hala News*, "Cybercrime seminar in Ajloun, available at this link <http://bit.ly/2y50E9z>, visited on 26/10/2017.

¹⁵⁸ Ministry of Environment, Comprehensive environmental awareness campaign launched under the slogan, "No to random littering," available at this link <http://bit.ly/2yNWNnk>, visited on 26/10/2017.

¹⁵⁹ *Official Gazette*, Traffic awareness campaign for students organized by the Traffic Department and Amman Educational District, available at this link <http://bit.ly/2hafBg0>, visited on 26/10/2017.

¹⁶⁰ *Hala News*, "Ministry of Water organizes awareness campaign for students in Russeifa," available at this link <http://bit.ly/2ySwa9J>, visited on 26/10/2017.

¹⁶¹ *Al Ghad*, "Ministry of Education launches initiatives to protect students from violence," available at this link <http://bit.ly/2y53Fq1>, visited on 26/10/2017.

¹⁶² *Al Ghad*, "Awareness campaigns on the dangers of drugs among students is a necessity," available via link <https://bit.ly/2H9EMxC>, visited on 22/8/2017.

Completion Details:

The curricula were modified in 2016 with the aim of developing students' thinking and analysis skills and avoiding memorization and repetition as much as possible; however, this amendment led to wide disagreement in Jordanian society between supporters and detractors.¹⁶³ In addition, on April 15, 2017, the *Official Gazette* published the National Center for Curriculum Development Law of 2017, which was established to develop curricula, textbooks, and exams in order to achieve creativity and innovation.¹⁶⁴ The Ministry of Education also launched the Strategic Plan for 2018-2022, which included the development of educational information systems such as OPEN EMIS and WEBGIS, and the Ministry has pledged to enable users of this system to employ these systems and educational data and indicators in the decision-making process.¹⁶⁵

The Higher Education Council also focused on the establishment of private technical and community colleges through the "issuance of licensing directives for the establishment of private intermediate and technical community colleges and its procedures in 2017."¹⁶⁶ The Civil Service Bureau revealed that the percentage of those admitted on the basis of the two royal honors, for children of members of the armed forces and those working in education, increased by 15% after five years, just in technical education.¹⁶⁷ The Ministry of Higher Education and Scientific Research has also prepared informational and promotional materials and portals to help students choose their majors such as "Choose Your Major."¹⁶⁸ The Higher Education Council agreed to grant an initial license to private technical colleges, and in 2017 it was agreed in principle to establish the Mafrq College of Technology in Mafrq Governorate, which will specialize in health sciences, nutrition, agricultural applications, and other disciplines related to the sector; the Red Sea College of Technology, specializing in energy and energy products; the Canadian Intermediate College of Technology for tourism, hospitality, crafts, and ceramics; and the British Community College of Jordan with specializations in information technology and e-business management.¹⁶⁹

The amended Civil Service Regulation No. 42 of 2017, was issued in the *Official Gazette* and grants privileges to technical diploma students who finished high school but were unable to pass the high school exam, so that they can complete their studies in technical colleges, and some private sector colleges, by studying two years in a technical major. In addition to providing job opportunities for citizens through the creation of a technical diploma for people who did not pass the secondary school exam, it allows registration for an appointment through the Bureau in the public sector. The law places anyone who passes the technical diploma within class-2 jobs and pays a higher salary than that of the holder of a comprehensive diploma in liberal arts (for the purpose of encouraging students to turn towards technical disciplines).¹⁷⁰

¹⁶³ The National Center for Human Rights, (2016), "Report on the human rights situation in the Kingdom," available via the link <https://goo.gl/aucaHT>, visited on 15/5/2017.

¹⁶⁴ Ministry of Education, National Center for Curriculum Development Law No. 33 of 2017, available through the link <https://goo.gl/cbu46h>, visited on 31/10/2017.

¹⁶⁵ Ministry of Education, Ministry of Education Strategic Plan for 2018-2022, available via link <https://bit.ly/2HgBQxx>, visited on 22/8/2019.

¹⁶⁶ Ministry of Higher Education and Scientific Research, 2017, available via link <https://bit.ly/2KOz4SH>, visited on 22/8/2019.

¹⁶⁷ *Jordan News Agency*, Petra, "Al-Tuwaisi: Higher Education Policy: Ensuring high-quality education with appropriate costs by 2025," link available via <https://bit.ly/2KN8A3E>, visited on 22/8/2019.

¹⁶⁸ Ministry of Higher Education, "Choose Your Major" portal, available via the link <http://www.admhec.gov.jo/mjr2017/>, visited on 22/8/2019.

¹⁶⁹ *Jordan News Agency*, "Ministry of Higher Education approves the establishment of four university colleges," available at the link <https://bit.ly/2kRrNY>, visited on 22/8/2019.

¹⁷⁰ Ministry of Higher Education and Scientific Research, Approval for intermediate community colleges to offer a technical diploma program for students who did not pass the high school exam, available via the link <https://bit.ly/2MwbPyO>, visited on 22/8/2019.

The directives also mention the Student Support Fund in official Jordanian universities for 2016, which confirms the increase in the number of grants and loans for the coming year for students enrolled in technical and vocational majors through the Student Support Fund, as stated in Article 12:

- a. 600 full scholarships are allocated annually for students enrolled in bachelor's programs at either Tafila Technical University or Al-Hussein Bin Talal University, and who have a high school diploma from the schools of the northern and central regions, for the duration of their studies.
- b. 40 partial scholarships are allocated annually for each cohort of students enrolled in baccalaureate programs in applied and vocational majors, distributed among students holding the highest points according to the approved standards.
- c. 40 partial scholarships are allocated annually for each cohort of students enrolled in intermediate diploma programs in applied and vocational majors.¹⁷¹ The Vocational and Technical Skills Development Law No. 9 of 2019 was also issued, Article 3 of which provides for the establishment of the Vocational and Technical Skills Development Authority for the educational and training sector in this field.¹⁷²

Sub-activity: Build the capacity of teachers around the concept of technical education	Executing agency:	Ministry of Education + Vocational Training Corporation
	Completion level:	In progress
Completion Details:		
During its desk research, the research team was unable to access any information about training, seminars, or conferences held to increase teacher capabilities around the concept of technology. However, an executive plan was prepared regarding the training and operations sector, which is contained in the human resources strategy for the purpose of aligning the outputs of the academic education system and the vocational education and training system with the requirements and needs of the labor market for qualified and trained Jordanian labor, by the Ministry of Labor. ¹⁷³		

Second Pillar:	Economic, social, and cultural rights
Main Objective 4:	Promote and protect the cultural rights of social groups such as minorities

¹⁷¹ Ministry of Higher Education and Scientific Research, Directives for the Student Support Fund in Public Jordanian Universities for the year 2016, available via the link <https://bit.ly/2KZHCon>, visited on 24/9/2019.

¹⁷² Law No. 9 of 2019 - Vocational and Technical Skills Development Law, *Official Gazette*, No. (5572), available via the link <http://pm.gov.jo/newspaperSubjects/5572/5572.html>, visited on 13/11/2019.

¹⁷³ [left blank in original]

Sub-objective 1:	Preserve the national identity and highlight its components
Key Activity:	Re-examine legislation regulating cultural work and propose amendments that enhance cultural rights

Sub-activity: Review the Law on the Protection of Culture and propose the necessary amendments	Executing agency:	Government (Ministry of Culture) + Parliament
	Completion level:	Not yet begun
Completion Details:		
The research team found no amendment of the Law on the Protection of Culture, as the Ministry is still working on the Law on the Protection of Culture and its amendments No. 36 of 2006. The amendments were made in 2008, as stated in the law, ¹⁷⁴ and the research team accessed a draft amendment to the law that has remained with the Legislation and Opinion Bureau since August 15, 2009. ¹⁷⁵		

Sub-activity: Review the Jordanian Creative Sabbatical Regulation and propose the necessary amendments	Executing agency:	Government (Ministry of Culture)
	Completion level:	Completed
Completion Details:		
The Ministry of Culture has worked on amendments to this law in effect since 12/15/2016. The amendments included reviewing and developing all the articles of the law to serve its goals of providing a suitable creative environment and good financial conditions. They included amending the project's duration, as the sabbatical period is no longer one full year, but will be apportioned for time periods commensurate with the nature of such project, and the time needed will serve as the basis for a proportionate financial need. The sabbatical period was divided into three categories, three months, six months, and a year, which increases the number of those taking sabbaticals in each session. A preliminary organizing committee has also been formed to refer the applications it receives to specialized technical committees for each creative field, whereas previously the task was entrusted to a single evaluation committee for all competing literary and artistic fields. ¹⁷⁶ On October 2, 2018, executive directives for the Jordanian cultural creative sabbatical system were issued, which are considered an integral part of the Creative Sabbatical Regulation No. 172 of 2016. Directives, principles, and criteria are taken into consideration in selecting a sabbatical project, conditions for applying for a creative sabbatical, details of signing the agreement between the Ministry and the one taking the sabbatical, which defines the duties and rights of each party and the terms of the sabbatical. The article also states that "the regulatory committee shall extend the duration of a sabbatical on the		

¹⁷⁴ Ministry of Culture, Law on the Protection of Culture and its amendments No. 36 of 2006, available at this link <https://bit.ly/2kMiybq>, visited on 24/9/2019.

¹⁷⁵ Legislation and Opinion Bureau, Amended Law on the Protection of Culture, available at this link <https://bit.ly/2rS29A7>, visited on 24/9/2019.

¹⁷⁶ Ministry of Culture, "Al-Tuwaisi announces the return of the creative sabbatical system," available via link <https://bit.ly/2kOgUWN>, visited on 24/9/2019.

recommendation of the Technical Committee if the one taking the sabbatical submits well-supported and convincing justifications to the committee regarding the reasons for the request.^{177, 178}

Second Pillar:	Economic, social, and cultural rights
Main Objective 4:	Promote and protect the cultural rights of social groups such as minorities
Sub-objective 1:	Preserve the national identity and highlight its components
Key Activity:	Support cultural institutions in the Kingdom, especially cinema and drama, for their role in highlighting national identity and economic development, showing concern for the culture of children and youth, directing the media towards taking an interest in various areas of social life, circulating ideas and knowledge that elevate individual behavior, and fighting all deviant tendencies, extremism, and behaviors that stray from societal values

Sub-activity: Include items to support cultural institutions and activities in the General Budget	Executing agency:	Government (Ministry of Finance) + Parliament
	Completion level:	In progress
Completion Details:		
The Ministry of Finance (General Budget Department) allocated the necessary funds to support cultural activities, in light of the financial resources available when preparing the draft General Budget Law and the government units budgets law and according to national priorities; this comes within the program to support cultural, religious, media, and sports affairs. ¹⁷⁹		

Sub-activity: Incorporate items that support activities to strengthen the culture of children and youth in the General Budget	Executing agency:	Government (Ministry of Finance) + Parliament
	Completion level:	In progress
Completion Details:		
As regards incorporating items that support activities to strengthen the culture of children and youth in the General Budget, the research team examined the General Budget Law of 2019, noting that a number of cultural entities concerned with children and women has increased from 90		

¹⁷⁷ Ministry of Culture, Jordan Cultural Creative Sabbatical Regulation No. 172 of 2016, available at this link <https://bit.ly/2mO7oUc>, visited on 24/9/2019.

¹⁷⁸ Ministry of Culture, Executive Directives for Creative Sabbatical Regulation, available at this link <https://bit.ly/2zk2stl>, visited on 24/9/2019.

¹⁷⁹ General Budget Department, 2019, Ministry of Culture, available via link <https://bit.ly/2ZeEmea>, visited on 25/8/2019.

in 2017, to 100 in 2019.¹⁸⁰ The team also examined estimated allocations for children distributed under programs from 2017-2019 in the Ministry of Finance budget.¹⁸¹ In addition, the research team found a fixed budget for project allocations related to supporting the Children's Museum.

Among the developments related to the application of modern concepts and methodologies in budget management, especially related to a child-friendly budget, that is, a budget that highlights the needs of the child and works to monitor the allocations necessary to meet these needs, the General Budget Department assisted the National Council for Family Affairs to prepare an analytical study in 2015, on the budgets of the Ministry of Public Works and Housing and the Higher Council for Youth. In light of the results of the study, it is expected that the Ministry of Public Works and Housing and the Higher Council for Youth will implement the recommendations of the study aimed at enabling the implementation of a child-friendly budget methodology in their 2017 budgets.¹⁸² The work team confirmed that child-friendly provisions have been included in the budgets of the Ministry of Finance, Ministry of Public Works and Housing, and Ministry of Youth in the Budget Law of 2019.

Second Pillar:	Economic, social, and cultural rights
Main Objective 4:	Strengthen the protection of cultural rights of societal groups such as minorities
Sub-objective 2:	Equitably distribute cultural development gains in the Kingdom
Key Activity:	Complete the establishment of infrastructure for cultural events in the various governorates of the Kingdom to accommodate activities and activate cultural movement

Sub-activity: Build facilities for cultural events	Executing agency:	Ministry of Culture + Ministry of Municipal Affairs
	Completion level:	Not yet begun
Completion Details:		
The research team found no results related to this activity, and it is one of the questions addressed to the government.		

¹⁸⁰ General Budget, Ministry of Culture, 2019, available via link <https://bit.ly/2ZeEmea>, visited on 25/8/2019.

¹⁸¹ General Budget, 2019, Ministry of Finance, available via link <https://bit.ly/2ZeEmea>, visited on 25/8/2019.

¹⁸² General Budget Department Report, available via link <https://goo.gl/3PVmiF>, visited on 17/10/2017.

Second Pillar:	Economic, social, and cultural rights
Main Objective 4:	Strengthen the protection of cultural rights of societal groups such as minorities
Sub-objective 2:	Equitably distribute cultural development gains in the Kingdom
Key Activity:	Promote coordination between the Ministry of Culture and civil society institutions to develop and advance culture because of the importance of the cultural act in formulating identity

Sub-activity: Sign cooperation agreements between the Ministry of Culture and public, civil society, and private institutions to develop and promote culture	Executing agency:	Ministry of Culture + Civil society institutions + Private sector
	Completion level:	In progress
Completion Details:		
<p>With regard to strengthening coordination between the Ministry of Culture and civil society institutions to develop and promote culture, due to the importance of cultural activity in formulating identity, the research team found several agreements made between the Ministry of Culture and official and civil society institutions, including: a cooperation agreement between the Ministry of Culture and the Shoman Foundation; a cooperation agreement to develop and activate a set of programs and cultural projects with specific goals in Karak Governorate;¹⁸³ a cooperation agreement between the Ministry of Culture and correction centers to establish a training program and artistic and cultural workshops, support <i>Inmate</i> magazine, and organize exhibits, bazaars, and plays to develop the creative energies of inmates, in the context of increasing the Ministry of Culture's contribution to supporting national efforts;¹⁸⁴ a cooperation agreement between the Ministry of Culture and the Amman Municipality to implement the Jordanian Family Library Project;¹⁸⁵ and a cooperation agreement between the Ministry of Culture and the Italian organization Vento di Terra to implement the Himayati project in Amman and Mafraq, which includes a training program in the fields of theater, fine arts, and music, to foster children's talents.¹⁸⁶ The Ministry of Culture also signed an agreement with the Abdul Hameed Shoman Foundation and the Haya Cultural Center for Child Welfare to operate the Mobile Children's Library in the Ministry's center.¹⁸⁷ In addition, the Children's Creativity Festival took place at the Royal Cultural Center, an event that was coordinated by the Ministry of Culture in cooperation with the Jordanian Artists Union, the Greater Amman Municipality, the Ministry of Education, the Abdul Hameed Shoman Foundation and a number of private institutions. The festival aims to develop the culture of the child and his artistic and aesthetic taste by presenting literary, artistic, lyrical, and</p>		

¹⁸³ *Jordan News Agency*, "Cooperation Agreement between the Ministry of Culture and the Shoman Foundation," available via link <https://bit.ly/2ZqNcW9>, visited on 24/9/2019.

¹⁸⁴ Ministry of Culture, Renewed cooperation between the Ministry of Culture and the Directorate of Public Security, available through the link <http://culture.gov.jo/node/63715>, visited on 22/8/2019.

¹⁸⁵ Ministry of Culture, Cooperation Agreement between the Ministry of Culture and the Amman Municipality, available via link <http://www.culture.gov.jo/node/30253>, visited on 22/8/2019.

¹⁸⁶ Ministry of Culture, Agreement to implement the Himayati program, available via the link <http://culture.gov.jo/node/65020>, visited on 22/8/2019.

¹⁸⁷ Ministry of Culture, Agreement signed to operate the Children's Mobile Library, available through the link <http://culture.gov.jo/node/64601>, visited on 22/8/2019.

theatrical works that contribute to promoting and enriching the culture of the child and shine the spotlight on creative children by honoring them and granting the winners material and in-kind rewards.¹⁸⁸ As for building facilities for cultural activities, the research team examined the Government Units Budget Law of 2019, and found that allocations had been made for the cultural development program according to activities and projects, and every cultural activity facility and its allocations had been clarified in the law.¹⁸⁹

Second Pillar:	Economic, social, and cultural rights
Main Objective 4:	Strengthen the protection of cultural rights of societal groups such as minorities
Sub-objective 3:	Promote and protect the Arabic language and increase its status and that of sub-languages
Key Activity:	Issue law protecting the Arabic language, with its important role in preserving the Arabic language

Sub-activity: Issue Law for the Protection of the Arabic Language	Executing agency:	Government (Ministry of Culture) + Parliament
	Completion level:	Completed
Completion Details:		
<p>The level of implementation of this objective was “completed.” The Law for the Protection of the Arabic Language was approved and published in the <i>Official Gazette</i> on 7/1/2015.¹⁹⁰ Article 3 of the law obliges government ministries and departments, official public and private institutions, municipalities, associations, clubs, political parties, civil society organizations, and companies to use the Arabic language in their official activities. This includes their names, documents, contracts, treaties, agreements, tenders to which they are a party, books published by them, their publications, lists, price lists, data, and information related to Jordanian manufactures and products.</p> <p>In addition, this includes products manufactured in the Kingdom with a license from foreign companies and the internal work regulations of any company, institution, or official, civil, or private entity, or employment contracts and directives issued the laws and regulations, and procedures manuals and processes, and any video, audio, or print advertisements directed to the public, or any advertising and non-advertising publications and media campaigns. If the aforementioned entities use a foreign language, they shall attach a translation into Arabic.</p>		

Second Pillar:	Economic, social, and cultural rights
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¹⁸⁸ *Al Ra'i*, “Launch of the Children’s Creativity Festival at the Royal Cultural Center, available via the link <https://bit.ly/2mnOYJX>, visited on 17/10/2017.

¹⁸⁹ General Budget, Ministry of Culture, 2019, available via link <https://bit.ly/2ZtLJIY>, visited on 25/8/2019.

¹⁹⁰ *Official Gazette*, No. 5347, Law No. 35 of 2015 - Law for the Protection of the Arabic Language, available at the link <https://bit.ly/2mmrFA4>, visited on 24/9/2019.

Main Objective 5:	Promote the right to a safe environment and the right to development
Sub-objective 1:	Raise awareness of the importance of these rights and the mechanisms for protecting and enjoying them
Key Activity:	Organize and conduct awareness programs for different segments of society, with a focus on public and private sector institutions, on the concepts of the right to a safe environment, the right to development, and ways to protect the environment

Sub-activity: Review the Environmental Protection Law and propose the necessary amendments	Executing agency:	Government (Ministry of Environment) + Parliament
	Completion level:	In progress

Completion Details :
<p>An amended Environmental Protection Law was published in the <i>Official Gazette</i> on April 16, 2017, but did not include the government’s directive to implement awareness programs as stated in the objective. However, the legislature may consider that Paragraphs (n) and (o) of Article 6 of the amended law support the objective. These paragraphs state the following: “The Ministry, in cooperation and coordination with the competent authorities, shall undertake the following tasks and competencies: Article 6/N – collecting, classifying, and maintaining environmental information; and creating and managing a national environmental informational database, and determining the basis for its authentication, circulation, use, and availability for concerned persons; Article 6/O – conducting environmental research studies and issuing related publications, and preparing environmental impact assessment reports and the results of any related studies and decisions on its website.” A set of environmental directives was also issued that promote the right to a safe environment: directives for controlling the import and re-export of controlled substances under the Montreal Protocol, and devices and equipment contained therein; and directives and their amendments for selecting sites for development activities and the draft law for the manufacture, importation, and circulation of biodegradable plastic bags for the year 2016. The Ministry of Environment has also held a series of awareness programs for various segments of society to promote the right to a safe environment, between signing agreements of understanding and conducting environmental campaigns and awareness workshops.¹⁹¹ In addition, the Environmental Protection Fund Law No. 18 of 2018, was issued under the Environmental Protection Law, in which Article 3/C gave the fund a grant for spreading environmental awareness and building and developing capabilities in the field of environmental protection and sustainable development.</p>

Second Pillar:	Economic, social, and cultural rights
Main Objective 5:	Promote the right to a safe environment and the right to development
Sub-objective 1:	Raise awareness of the importance of these rights and the mechanisms for protecting and enjoying them

¹⁹¹ According to a Ministry of Environment report.

Key Activity:	Direct companies operating in the governorates to focus on their role in local development and improving the economic, social, and environmental reality
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Sub-activity: - Review the Social Security Law and propose the necessary amendments - Review the Companies Law and propose the necessary amendments	Executing agency:	Government (Ministry of Environment) + Parliament
	Completion level:	In progress

Completion Details:
<p>The draft Environmental Protection Fund Law of 2017, was published by the Legislation and Opinion Bureau, in accordance with Environmental Law No. 6 of 2017, which aims to support any activity that contributes to protecting the environment, preserving its elements, and contributing to the spread of environmental awareness, including the use of environmental-y friendly manufacturing techniques and enhancing cooperation and exchange of experiences with similar local, regional, and international bodies and organizations to coordinate environmental protection.¹⁹² The research team also found several ongoing environmental awareness campaigns with the participation of the public and private sectors, local community institutions, and environmental associations, including:</p> <ol style="list-style-type: none"> 1. National campaign for public cleanliness, “Cry of a Homeland: Our Environment is Our Life,” 2018.¹⁹³ 2. Establishment of an environmental library in cooperation with the Jordanian Society for the Environment with the goal of developing an environmental culture and a sense of awareness of the importance of environmental preservation, as its services are open to its members, members of the local community, and those interested in environmental issues.¹⁹⁴ 3. Environmental awareness program for students through the play “Za’al wa Khadra and a Green Environment.”¹⁹⁵ 4. Environmental initiatives to evaluate schools (green flag).¹⁹⁶ 5. Launch of the Jordan Nakhwa Campaign (“Your Country is Your Home”), the National Campaign for Environmental Cleanliness and Awareness 2019.¹⁹⁷

¹⁹² Legislation and Opinion Bureau, Draft Environmental Protection Fund Law of 2017, available at <https://bit.ly/2mtuH5t>, visited on 5/9/2019.

¹⁹³ *Ad-Dustour*, “Launch of the ‘Cry of a Homeland: Our Environment is Our Life’ 2018 campaign, available via the link <https://bit.ly/2MCRRCv>, visited on 25/8/2019.

¹⁹⁴ *Jordan News Agency*, “Jordan Society for the Environment establishes an environmental library,” available at <https://bit.ly/2Zvcne6>, visited on 25/8/2019.

¹⁹⁵ *Jordan News Agency*, “Show of theatrical events *Zaal, Green and Green Environment* in the Southern Mizar,” available at <https://bit.ly/2ZowIOf>, visited on 25/8/2019.

¹⁹⁶ *Al Ra’i*, “Thirteen schools in Aqaba get the green flag,” available at this link <https://bit.ly/2O2ot9L>, visited on 25/8/2019.

¹⁹⁷ *Al-Ra’i*, “Launch of the Environmental Campaign Jordan-Nakhwa - Your Country is Your Home,” available at <https://bit.ly/2L6yEpF>, visited on 25/8/2019.

6. Project for sorting and recycling solid waste in cooperation with the private sector, aiming to develop a solid-waste management program. The project also includes a comprehensive awareness campaign accompanied by the collection of recyclable materials and the production of environmentally-friendly products from recycled materials.¹⁹⁸
7. The Ministry of Tourism, in cooperation with the private sector, established a green unit to increase the nature preserve areas and the preservation of archaeological sites during development operations related to tourist sites.¹⁹⁹

As regards directing companies operating in the governorates to focus on their role in local development and improving the economic, social, and environmental reality, some developments emerged regarding this commitment in September 2016, when the Council of Ministers decided to approve a draft regulation making it mandatory to employ Jordanian workers from the governorates in construction projects carried out in the governorates in 2016. It was published in the *Official Gazette* on September 4, 2016, and this project will contribute to developing the governorates and reducing unemployment, by requiring the contractor, the supervising engineering office, and the employer to hire a number of newly-graduated Jordanian engineers, technicians, and workers in construction projects from the governorates in which these projects take place. The provisions of this system apply to all construction project tenders carried out in the Kingdom, including ministries, government departments and institutions, public universities, municipalities, any authority or entity formed according to the legislation in force, and companies that receive government contributions. Contracting companies implementing construction projects in the governorates are obliged to employ and train employees from among the people of the same governorate, on the work required for the purposes of sustaining and maintaining these projects according to their nature, value, and size.

In November 2016, the law took effect after it was published in the *Official Gazette*. Since the commitment was too broad, it did not limit the nature and quality of companies targeted, and the law targets construction and building companies only. The research team believes that the government must work more broadly to promote the developmental role of companies operating in the governorates. As for the revision of Companies Law No. 22 of 1997 and its amendments, a law amending Companies Law No. 34 of 2017 was issued. In reviewing the law, the research team found no amendments directing companies operating in the governorates to focus on their role in local development and improving the economic, social, and environmental reality. Likewise, Administrative Organization of the Social Security Corporation Regulation No. 127 of 2019, was issued in the *Official Gazette*, which required the transfer of the Corporation's offices in the governorates to branches with integrated insurance services in all governorates, thus supporting the government's orientation toward decentralization, which contributes to faster local development in those governorates. The Social Security Corporation has also signed an agreement with the Greater Madaba Municipality in the framework of establishing partner relationships and understanding between national institutions and governorate entities, under which a public park will be created in the governorate called the "Social Security Environmental Park."²⁰⁰

¹⁹⁸ Jordan Society for the Environment, Recycling Project, available at <https://bit.ly/2zliBi5>, visited on 25/8/2019.

¹⁹⁹ The Prime Minister, actions taken by ministries, institutions, and government departments on the enforcement of the provisions of the Comprehensive National Plan for Human Rights, available at <https://bit.ly/2U1JHVO>, visited on 25/8/2019.

²⁰⁰ *Official Gazette*, Administrative Organization of the Social Security Corporation Law No. 127 of 2019, No. 5591, available at <https://bit.ly/2mO0EWG>, visited on September 29, 2019.

The Social Security Corporation also signed a memorandum of understanding with the Amman Chamber of Industry ("Made in Jordan" campaign), which works to affirm the partnership and integration between the public and private sectors, which contributes to focusing on their role in local development and improving the economic reality of manufacturers within the terms of that agreement.

Second Pillar:	Economic, social, and cultural rights
Main Objective 5:	Promote the right to a safe environment and the right to development
Sub-objective 2:	Provide the necessary legal and procedural mechanisms to guarantee these rights
Key Activity:	Take measures to ensure a fair and balanced distribution of development gains and services provided to citizens

Sub-activity: Increase allocations for governorate developments in the General Budget	Executing agency:	Government + Parliament
	Completion level:	In progress
Completion Details:		
<p>The approval of the Decentralization Law and the Governorates Councils Elections represents an important step towards political and service reform in Jordan and aligns with the objective of ensuring a fair and balanced distribution of development gains and services provided to citizens. The General Budget Department, in turn, has strengthened this by issuing a manual for preparing governorates budgets for 2018.²⁰¹ This guide was prepared after numerous consultations with the Governorates Councils in order to facilitate the task of approving the governorate draft budgets for the year 2018. The General Budget Department, in cooperation with the Ministry of Interior and the Financial Management Reform Project (funded by USAID), held meetings with the twelve Governorates Councils during the period September 11-20, 2017, to clarify the mechanism and procedures for preparing and approving the governorates' budgets for the year 2018. They also met with governorate liaison officers from the General Budget Department, the directors and employees of the local development units in the governorates, and representatives of the Ministry of Interior and the Ministry of Finance's Financial Decentralization Unit.²⁰² The allocations of capital budgets to governorates have also been increased in the General Budget Law of 2019, to reach JD 300 million, or 24% of total capital expenditures for 2019, and allocations to municipalities rose to JD 195 million, or 16%.²⁰³</p> <p>The Ministry of Finance/General Budget Department has made the necessary financial allocations for the Governorate Development Fund when preparing the draft General Budget Law and in accordance with national priorities, with the aim of helping stimulate the local economy of the</p>		

²⁰¹ General Budget Department, Manual for Preparing Governorates Budgets for the Year 2018, available at <https://goo.gl/1gHn42>, visited on 26/10/2017.

²⁰² General Budget Department, Manual for Preparing Governorates Budgets for the Year 2018, available at <https://goo.gl/1gHn42>, visited on 26/10/2017.

²⁰³ General Budget Department, Citizen's Guide to the General Budget for the Fiscal Year 2019, available at <https://bit.ly/2ks9rN4>, visited on 18/9/2019.

governorates, rebalance the less-developed regions, and find work opportunities to improve the standard of living of citizens within the Governorate Development Fund program.²⁰⁴

Sub-activity: Review the Nuclear Energy Law and propose the necessary amendments	Executing agency:	Government + Parliament
	Completion level:	Not yet begun
Completion Details:		
There has been no change or review of the Nuclear Energy Law		

Sub-activity: Review the Radiation Protection and Nuclear Safety and Security Law and propose the necessary amendments	Executing agency:	Government + Parliament
	Completion level:	In progress
Completion Details:		
With regard to amending the Radiation Protection and Nuclear Safety and Security Law, the Jordanian House of Representatives is reviewing a draft law after approving a government bill, Article 4 of which stipulates the role of the Energy & Minerals Regulatory Commission, in cooperation with the competent authorities, in protecting the environment, human health, and property from the risk of contamination, and ensuring the provision of high-quality security and stability services. ²⁰⁵		

Sub-activity: Review the Food and Drug Law and propose the necessary amendments	Executing agency:	Government + Parliament
	Completion level:	Not yet begun
Completion Details:		
As regards reviewing the Food and Drug Law to ensure the right of public and private institutions to a safe environment, the research found that the most recent amendment to the law was in 2015. ²⁰⁶		

²⁰⁴ Ministry of Finance, General Budget Department 2019, available at <https://bit.ly/2ZeEmea>, visited on 26/8/2019.

²⁰⁵ The House of Representatives, Radiation Protection and Nuclear Safety and Security Law, available at <https://goo.gl/pbYYwW>, visited on October 26, 2017.

²⁰⁶ *Official Gazette*, No. 5345, Law No. 30 of 2015 - Food Law, available at the link <http://www.ammanchamber.org.jo/Uploded/PRNews/3304.pdf>, visited on 18/9/2019.

Sub-activity: Review the Health Law and propose the necessary amendments	Executing agency:	Government + Parliament
	Completion level:	Completed
Completion Details:		
<p>The amended Public Health Law No. 11 of 2017, was approved and published in the <i>Official Gazette</i> on March 1, 2017. It included warnings to enact legal oversight to ensure the right to a safe environment in the public and private sectors. The amended law stipulated that anyone who smokes a tobacco product in public non-smoking places shall be punished by imprisonment for at least one month and no more than three months, or by a fine of at least JD 100 and no more than JD 200. Likewise, if anyone in charge of a non-smoking public location allows anyone to smoke a tobacco product in said place, or does not advertise that smoking is prohibited in the public place, or sells individual cigarettes or cigarettes to individuals under 18 years of age, or distributes or sells imitation tobacco products, he shall be punished with imprisonment for at least three months and no more than six months, or a fine of at least JD 1,000 and no more than JD 3,000.²⁰⁷</p> <p>The law increased the penalties sharply and gradually upward when the violation was more harmful to public health. Anyone who smokes a tobacco product at a kindergarten, nursery, or school in the public or private sectors, or who allows this, shall be punished with imprisonment for a period of at least three months and no more than six months, and a fine of no less than JD 1,000 and no more than JD 3,000.²⁰⁸</p>		

Sub-activity: Review the Environment Law and propose the necessary amendments	Executing agency:	Government + Parliament
	Completion level:	Completed
Completion Details:		
<p>The Environmental Protection Law was amended on April 16, 2017, with the new law stressing the importance of protecting the environment and specifying strict legal penalties for violators. According to this law, establishments shall be obligated to submit an environmental impact assessment, prepared by one of the investment entities approved by the Ministry of Environment. Before obtaining environmental licensing, establishments must also inform the ministry, as prohibited by law, of the collection of any waste, debris, solid or liquid waste, transport, dumping, sorting, treating, disposing, burning, digging, tampering with, disposing of or disposing of it by any means contrary to the conditions and procedures of the sites approved by the Ministry of Environment. According to this law, establishments engaging in an activity that produces emissions that exceed the permissible limits in accordance with the approved technical specifications, rules, and conditions of environmental licenses, shall take the necessary measures to reduce any resulting pollution resulting, including installing devices to control emissions and prevent their spread. Any amendment or expansion to obtain the prior approval of the Ministry in accordance with the regulations issued for this purpose. The legislature has worked on other amendments that can be monitored through the law.²⁰⁹</p>		

²⁰⁷ *Official Gazette*, No. 5458, Law Amending Public Health Law No. 11 of 2017, available at <http://www.pm.gov.jo/newspaperSubjects/5458/5458.html>, visited on 18/9/2019.

²⁰⁸ *Ibid.*

²⁰⁹ *Official Gazette*, No. 5455, Amended Environmental Protection Law, available at <https://bit.ly/2kGfPk1>, visited on 18/9/2019.

Sub-activity: Review the Standards and Metrology Law and propose the necessary amendments	Executing agency:	Government + Parliament
	Completion level:	Completed
Completion Details:		
<p>With regards to review, a draft amendment of the Standards and Metrology Law of 2016, was issued. The most important result was removing the condition that violating goods must be re-exported to the country of origin and allowing for the correction of the product card, as the law currently in force prohibits the merchant from correcting the product card and limits that action to the owner of the factory. In addition, re-export will be allowed for materials that do not meet Jordanian specifications to other neighboring countries whose specifications differ from Jordan's specifications and standards, instead of returning them to the country of origin. This will reduce the costs borne by the importer and merchant, which will have an impact on commercial activity in the local market.^{210,211}</p>		

Sub-activity: Review the Agriculture Law and propose the necessary amendments	Executing agency:	Government (Ministry of Agriculture) + National Assembly
	Completion level:	Not yet begun
Completion Details:		
<p>Neither the government nor the Parliament have made a move toward the objective of amending the Agriculture Law, and the most recent amendment to the law was on April 16, 2015, and was published in the <i>Official Gazette</i>, No. 5337.²¹²</p>		

²¹⁰Jordan Standards and Metrology Organization, Al-Shamali: Amendments to the Standards Law guarantee the safety of imports with no change to mandatory confirmation of country of origin, available at <https://bit.ly/2knOKBT>, visited on 18/9/2019.

²¹¹ House of Representatives, Draft bill amending the Standards and Metrology Law, available at <https://bit.ly/2kxU4CJ>, visited on September 8, 2019.

²¹² Ministry of Agriculture, Agriculture Law of 2015, available via link <https://bit.ly/2ZnQGZr>, visited on 26/8/2019.

Third Pillar

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 1:	Promote and protect the rights of disabled persons
Sub-objective 1:	Work to ensure full equality and equal opportunities to exercise all rights
Key Activity 1:	Hold workshops and vocational rehabilitation training courses for people with disabilities

Sub-activity 1: Hold workshops and vocational rehabilitation training courses for people with disabilities	Higher Council for the Rights of Persons with Disabilities + Civil society institutions	
	Completion level:	In progress
Completion Details:		
<p>A progress report prepared by the Higher Council for the Rights of Persons with Disabilities states that the Council defines itself as not an executive body but rather a policy-making body and does not have the responsibility to implement commitments, despite the plan saying that the Council shall work in coordination with the relevant authorities to ensure the provision of training for people with disabilities. With regard to the role of civil society institutions in implementing this activity, many institutions concerned with disabled persons have long been and are still working to implement training and awareness workshops for disabled persons and to include them in development programs.</p> <p>In this area, the Arab Network for Civic Education- ANHRE (Human Rights Education), in partnership with the Higher Council for the Rights of Persons with Disabilities, held a series of training workshops entitled “Inclusive Workplaces for Disabled persons,” with the aim of improving access for disabled persons to employment opportunities in the regions of East Amman and Central Badia and providing reasonable accommodations and access to a work environment free from physical and behavioral barriers. The target group was disabled persons.</p> <p>The Ministry of Social Development also held a number of specialized courses in the area of awareness of disabled persons, which served 1,250 people in 2016, 1,630 people in 2017, and more than 2,019 people in 2019 to date.²¹³</p>		

²¹³ According to a Ministry of Social Development report.

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 1:	Promote and protect the rights of disabled persons
Sub-objective 1:	Work to ensure full equality and equal opportunities to exercise all rights
Key Activity 2:	Strengthen and activate national legislation to ensure equal work opportunities for people with disabilities

Sub-activity: Find mechanism to enact national legislation	Executing agency:	
	Completion level:	In progress
Completion Details:		
<p>The research uncovered the issuance of the Flexible Employment Regulation of 2017,²¹⁴ published in the <i>Official Gazette</i> on February 22, 2017, which is a step towards protecting the rights of this group and giving them the opportunity to integrate into the labor market. This regulation also aims to define flexible forms of work, including working flexible hours in a manner consistent with the needs of the worker, and serves the following categories according to the stipulations of Article 3 of the regulation: workers with three continuous years of service with the employer, workers with family responsibilities (i.e., pregnant women or caregivers for a child or family member due to age, disability, or illness), in addition to university students, and workers with disabilities. This regulation provides these groups with the opportunity to work within flexible hours that suit their needs and protect their rights. The Higher Council for the Rights of Persons with Disabilities also formed a committee for equal opportunities under a translation of the contents of the Law on the Rights of Persons with Disabilities Law No. 20 of 2017. This committee is a reference for job seekers with disabilities and for various entities working to provide information and experiences related to facilitation and access to various stages of employment and to consider, verify, and settle complaints of workplace discrimination on the basis of disability with the competent authorities. The committee has developed an electronic mechanism to receive complaints via the trial activation of a special icon on the Council website.²¹⁵</p> <p>Also, the Civil Service Bureau issued directives for selecting and appointing employees to government jobs for the years 2017-2019, stating that humanitarian cases are assigned to class-3 jobs, so that applicants within certified humanitarian cases compete for jobs assigned to these cases by a decision of the President of the Civil Service Bureau, based on the recommendation of a committee formed for this purpose. This committee will put in place the necessary mechanisms and tools, and the vacancies necessary for recruitment from humanitarian cases (poor families and people with disabilities) are allocated to the announced class-3 jobs.²¹⁶</p>		

²¹⁴ *Official Gazette*, No. 5450, Flexible Employment Regulation, available at <https://bit.ly/2mmr9SB>, visited on October 17, 2017.

²¹⁵ The Equal Opportunities Commission begins receiving complaints of discrimination against disabled persons in the workplace, available at <https://bit.ly/2MKkQI5>, visited on August 22, 2019.

²¹⁶ Civil Service Bureau, Directives for Selecting and Appointing Employees for Governmental Positions 2017-2019, available at <https://bit.ly/342821L>, visited on August 28, 2019.

The employment rate of disabled persons was 1% in the public sector and 0.5% in the private sector, which deprives those able to work of their right to decent work.²¹⁷

The Prime Minister agreed to exclude 176 disabled persons from the directives for selection and appointment, over a period of three years, 2019-2021.²¹⁸

The Civil Service Bureau also launched a visual electronic information service for the hearing impaired (deaf) through screens and technologies, in cooperation and coordination with the private sector, enabling those with hearing disabilities to inquire about the services provided by the Bureau in sign language and obtain answers in the same language.²¹⁹

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 1:	Promote and protect the rights of disabled persons
Sub-objective 1:	Work to ensure full equality and equal opportunities to exercise all rights
Key Activity: 3	Facilitate the movement and activities of disabled persons

Sub-activity: Review the Law for the Welfare of Disabled Persons and propose the necessary amendments	Executing agency:	Higher Council for the Rights of Persons with Disabilities + Parliament
	Completion level:	Completed

Completion Details:

The Law on the Rights of Persons with Disabilities No. 20 of 2017 was approved on May 9, 2017 and published in the *Official Gazette*.^{220, 221} The Prime Minister's state circular was also issued to other government agencies to include items in their budgets for the fiscal year 2018 that ensure implementation of their obligations contained in the aforementioned law, each according to their competency. In confirmation of the partnership arranged by the Law on the Rights of Persons with Disabilities between the Higher Council and various related parties (which is based on coordination and cooperation for the purposes of implementing the provisions of this law), the president of the Council held a series of bilateral meetings with Ministers concerned with implementing the law. The result was the formation of joint working groups with the ministries of

²¹⁷ National Center for Human Rights 2017 Report, available at <https://bit.ly/2xkilhP>, visited on September 19, 2019.

²¹⁸ *Petra News Agency*, "Council of Ministers approves appointment of 176 disabled persons," 22/1/2019, available at <https://bit.ly/2NMB6Tk>, visited on 11/5/2019.

²¹⁹ *Jordan News Agency*, Petra, March 21, 2017, available at <https://bit.ly/2NxTb9r>, visited on August 28, 2019.

²²⁰ *Official Gazette*, No. 5464, Law on the Rights of Disabled Persons No. 20 of 2017, available at <https://bit.ly/2kn4GnO>, visited on October 31, 2017.

²²¹ *As-Sabeel*, "Al-Azza: The first Arab Law on the Rights of Disabled Persons in combating discrimination," available at <https://bit.ly/2kRkNKw>, visited on October 31, 2017.

education, health, social development, and communications and information technology to prepare the required plans under the provisions of the law.²²² Likewise, Article 23/B/C of the law mandate that the Ministry of Health shall provide reasonable accommodations in hospitals and public medical centers, in addition to correcting the conditions of existing health institutions within 5 years.²²³

The Ministry of Private Sector Development submitted a set of proposals to the Prime Minister that contribute to improving the situation of providing government services to disabled persons and facilitating their movements and activities. The proposals include allocating a public service employee to follow up on all transactions involving people with disabilities and the elderly, providing all the required forms to obtain government services on the ground floor of buildings, giving them priority in the role, and qualifying the personnel involved in dealing with them. The Prime Minister has circulated these proposals to all ministries, official departments, institutions, and public bodies to compel government departments to provide these requirements in service centers.²²⁴ The Ministry of Public Works and Housing and the Higher Council for the Rights of Persons with Disabilities also launched the “Ten-year National Plan to Correct the Conditions of Existing Buildings and Public Facilities 2019-2029” in the Hashemite Kingdom of Jordan, to implement the provisions of the Rights of Disabled persons Law No. 20 of 2017, and specific building requirements codes that enable disabled persons to access different facilities and services independently and privately, on an equal basis with others.²²⁵

Sub-activity: Review the National Building Law and propose the necessary amendments	Executing agency:	Government + Parliament
	Completion level:	In progress
Completion Details:		
<p>With regard to reviewing and amending the National Building Law, the research showed that the National Building Law was amended and published in the <i>Official Gazette</i> on May 5, 2018. It stipulates the formation of the High Technical Building Committee to activate the role of technical committees in regulating building violations in residential construction and obligate owners of housing companies to correct their conditions according to the recommendations of this committee. The research team found no link between these amendments and facilitating the movement and activities of disabled persons.²²⁶</p> <p>The Municipality of Amman recently launched a project, Amman Bus, which is a qualitative shift in terms of equipment for people with disabilities. The buses have electronic payment, ramps, a place for disabled seating, and seat belts. Likewise, sidewalks have been refurbished and public transportation facilities established (55 stops + 33 loading and unloading stations), designed to accommodate people with disabilities and equipped with seats, waste bins, and lighting.²²⁷ The mayor of Amman also announced that disabled persons and those over the age of 65 will be exempted</p>		

²²² Al-Ra'i, June 23, 2017, “Working groups to implement the new Law on the Rights of Disabled persons,” available at <https://goo.gl/Vi6Vx7>, visited on October 31, 2017.

²²³ *Official Gazette*, No. 5464, Law on the Rights of Disabled persons No. 20 of 2017, available at <https://bit.ly/2kRnrjq>, visited on October 31, 2017.

²²⁴ Prime Minister’s bi-annual periodic report on the human rights system for the year 2017,” available at <https://goo.gl/ZGBXH3>, visited on October 27, 2017.

²²⁵ Al-Ra'i, National Plan to Correct Existing Building Conditions and Public Facilities, March 13, 2019, available at <https://bit.ly/2KMvjNw>, visited on August 22, 2019.

²²⁶ *Official Gazette*, No. 5517, Law No. 24 of 218, National Building Law, published on May 31, 2018, available at <https://bit.ly/2lYCzvP>, visited on August 22, 2019.

²²⁷ *Jordan News Agency*, Petra, (June 30, 2019), “Launch of Amman Bus,” available at <https://bit.ly/2lPBpc7>, visited on September 11, 2019.

from the fares on Amman Bus. It is noteworthy that government, private, and institutional nurseries do not provide environmental amenities in terms of ramps or elevators in buildings where they are required, and health facilities for children with disabilities are not appropriate for their needs.²²⁸

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 1:	Promote and protect the rights of disabled persons
Sub-objective 1:	Work to ensure full equality and equal opportunities to exercise all rights
Key Activity 4:	Provide the simplest ways to access information of interest to disabled persons by using the latest technology

Sub-activity: Develop a database pertaining to disabled persons	Executing agency:	Higher Council for the Rights of Persons with Disabilities
	Completion level:	In progress
Completion Details:		
With respect to developing a database pertaining to disabled persons, Article 45/C of the Law on the Rights of Persons with Disabilities required the Department of Statistics to establish a comprehensive database for disabled persons that is accessible to entities concerned with their rights and the services offered to them. ²²⁹ However, the research found that this database has not been created or developed.		

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 1:	Promote and protect the rights of disabled persons
Sub-objective 1:	Work to ensure full equality and equal opportunities to exercise all rights
Key Activity 5:	Take steps to ensure the rights of disabled persons to run for office and vote

Sub-activity: Amend the Election Law	Executing agency:	Independent Election Commission
	Completion level:	In progress
Completion Details:		
In order to take steps to ensure the rights of disabled persons to run for office or vote, Article 44 of the Law on the Rights of Persons with Disabilities stipulates the following: according to the legislation in force, it is not permissible to deny or restrict a person's right to stand for election or to vote in parliamentary, municipal, trade union, or any general elections, on the basis of or due to his or her disability.		

²²⁸ National Center for Human Rights Report, 2017, available at <https://bit.ly/2xkillhP>, visited on September 10, 2019.

²²⁹ *Official Gazette*, Law on the Rights of Disabled Persons No. 2 of 2017, available at <https://bit.ly/2kRnrjq>, visited on October 28, 2017.

The Independent Election Commission, in accordance with the executive directives issued in coordination with relevant entities, commits to enabling disabled persons to exercise their right to a secret and independent vote, by offering reasonable accommodations and access, including adapted polling places, sign language interpreters, and voting with the help of a companion. In addition, the Election Law was amended and the Election Law of 2016 was adopted,²³⁰ as included in this sub-activity, however, the new amendments did not include any material related to people with disabilities in particular and their right to stand for election and vote.

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 1:	Promote and protect the rights of disabled persons
Sub-objective 2:	Strengthen the legal protection of disabled persons
Key Activity 1:	Amend legislation to make disability an aggravating circumstance in crimes committed against disabled persons

Sub-activity :Review the Penal Code and propose the necessary amendments	Executing agency:	Ministry of Justice + Parliament
	Completion level:	Completed

Completion Details:

The Parliament approved the amended Penal Code No. 27 of 2017, which includes a number of new provisions that make the commission of certain crimes against disabled persons an aggravating circumstance, and the maximum penalty shall be imposed on the perpetrator. These amendments represent a strengthening and expansion of the scope of legal protection for disabled persons. Among the most prominent of these amendments is Article 308 and the abolition of mitigating factors for the perpetrator of sexual crimes in the event the victim is a disabled person. Likewise, Article 289, which states, “Punishing a minor who is fifteen years of age or under without a legitimate or reasonable cause, or in a manner that is likely to endanger his life or cause permanent harm to his health, is punishable by imprisonment from one to three years,” was amended by adding the text “or a disabled person regardless of his age.” Article 290 was also amended to become “punishable by imprisonment from six months to two years, whoever leaves a person with a disability without food and clothing, or purposely abandons him without reason.” According to the amendments to Article 330, the penalty for beating leading to death was increased to 12 years if the victim is disabled, while the amendments to Article 346 criminalized “anyone who bars the freedom of a person with a disability, and double the punishment if the perpetrator has an official capacity.”²³¹

Sub-activity 2: Review the Law on the Rights of Persons with Disabilities and propose the necessary amendments	Executing agency: Higher Council for the Rights of Persons with Disabilities + Parliament
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²³⁰ Official Gazette, No. 5386, Election Law No. 6 of 2016, available at <http://bit.ly/2h22XfZ>, visited on October 28, 2017.

²³¹ Official Gazette, No. 5479, Amended Penal Code, available at <https://bit.ly/2lX0gVc>, visited on October 28, 2017.

Completion Details:	Completion level:	Completed
The Law on the Rights of Persons with Disabilities No. 20 of 2017, was ratified on 5/9/2017, and published in the <i>Official Gazette</i> . ²³² It included articles related to the legal protection of disabled persons. According to Article 30/A of the law, any act or failure to act that would deprive a person with a disability of a right or freedom, restrict his or her exercise of any of them, or cause physical, mental or psychological harm on the basis of or due to disability, is considered violence.		
Sub-activity 3: Review the Protection from Domestic Violence Act and propose the necessary amendments	Executing agency: Ministry of Justice + Parliament	
Completion Details :	Completion level:	Not yet begun
The research team monitored steps taken As regards reviewing the Protection from Domestic Violence Act and the Civil Service Regulation, and the necessary proposed amendments, but no amendments were made to the Domestic Violence Act. ²³³		
Sub-activity 4: Review the Civil Service Regulation and propose the necessary amendments	Executing Agency: Civil Service Bureau	
Completion Details:	Completion level :	Not yet begun
Amended Civil Service Regulation No. 126 of 2018 was issued; however, it did not contain any amendments on strengthening the legal protection of disabled persons. ²³⁴		

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 1:	Promote and protect the rights of disabled persons
Sub-objective 3:	Take the necessary legislative and executive measures to provide easier access to justice
Key Activity 1:	Issue legislation concerned with establishing special programs for legal aid in ministries, institutions, and courts, and take the necessary executive measures for these programs

Sub-activity 1: Review the Code of Criminal Procedure and propose the necessary amendments	Executing agency:	Executing agency :Government (Ministry of Justice) + Parliament
	Completion level:	Completed
Completion Details:		
The research team monitors the steps taken to review the Code of Criminal Procedure to propose the necessary amendments for establishing special programs for legal aid in ministries, institutions, and courts, and taking the necessary executive measures for these programs. Law No. 32 of 2017		

²³² *Official Gazette*, No. 5464, Law on the Rights of Disabled persons Disabled persons No. 20 of 2017, available via the link <https://bit.ly/2kRnrjq>, visited on September 10, 2019.

²³³ *Official Gazette*, No. 5460, Protection from Domestic Violence Act of 2017, available at <https://bit.ly/2mkSQew>, visited on September 18, 2019.

²³⁴ *Official Gazette*, No. 5541, Amended Civil Service Regulation No. 126 of 2018, available at <https://bit.ly/2kRsala>, visited on September 18, 2019.

was amended²³⁵ and adopted the principle of free legal aid under Article 208 of the law. Legal Aid Law No. 119 of 2018, was issued, which defines the bases and criteria for entitlement to legal aid, in order to pay the legal aid fees due in accordance with the criteria and basis for their eligibility, terms, and mechanism of disbursement. However, no special provision was included for disabled persons in this law, nor was there a provision excluding them.

Sub-activity 2: Review the Regulation on the Administrative Organization of the Ministry of Justice and propose the necessary amendments	Executing agency:	Ministry of Justice
	Completion level:	Not yet begun
Completion Details:		
As regards reviewing the Regulation on the Administrative Organization of the Ministry of Justice, the law has been reviewed and amended Regulation No. 24 of 2018 was approved; however, the amendments do not concern legal aid. ²³⁶		

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 1:	Promote and protect the rights of disabled persons
Sub-objective 3:	Take the necessary legislative and executive measures to provide easier access to justice
Key Activity 2:	Organize training programs to raise awareness of the rights of disabled persons

Sub-activity 1: Hold awareness-raising workshops on the rights of disabled persons	Executing agency: Ministry of Social Development + Ministry of Education + Ministry of Health + Higher Council for the Rights of Persons with Disabilities + Relevant private institutions and civil society institutions	
Completion Details:	Completion level:	In progress
The Higher Council for the Rights of Persons with Disabilities is implementing a series of educational awareness courses on the rights of disabled persons, as well as trainings courses on disability issues. This is in coordination with all official and non-official institutions to train and educate		

²³⁵ *Official Gazette*, Code of Criminal Procedure and its amendments, available at <https://bit.ly/32gDhEx>, visited on July 12, 2017.

²³⁶ Amended Regulation on the Administrative Organization of the Ministry of Justice No. 24 of 2018, No. 5501, available at the link <https://bit.ly/2mmz15j>, visited on August 29, 2019.

university students, public and private sector employees, and families on the rights of disabled persons.²³⁷ The Council also organized a series of training sessions, including “Requirements for Access of Disabled persons to Banking Services Course”²³⁸ and a workshop on the Mobilization and Advocacy Program for the Rights of Disabled persons to enable activists in this field to acquaint female and male candidates for parliamentary elections with the rights of this class.²³⁹ The company Zain also organized a special career day for disabled persons.²⁴⁰

An initiative, “With You – Stronger,” was launched that aims to activate social responsibility to adopt many different activities and processes that would accelerate and facilitate the access of disabled persons to the means and services of communications and information technology.²⁴¹

The Higher Council for the Rights of Persons with Disabilities has organized a series of training courses, including “Requirements for Access of Disabled persons to Banking Services Course”²⁴² and a workshop on the Mobilization and Advocacy Program for the Rights of Disabled persons to enable activists in this field to acquaint female and male candidates for parliamentary elections with the rights of this class.²⁴³ The company Zain also organized a special career day for disabled persons.²⁴⁴

Likewise, the Central Bank of Jordan issued Banking Services Directives for Disabled persons No. 66 on October 25, 2016, which banks must follow and take the necessary measures to implement as quickly as possible and within a maximum of one year from the date of their issuance. The directives come from concern for achieving the social responsibility that falls on the Central Bank of Jordan and the banking sector in the Kingdom, in line with the Code of Employee Conduct and Public Employment Ethics to give priority care and concern to people with disabilities and provide them aid and assistance.²⁴⁵

The Human Rights Administration Unit, in cooperation with the Arab Network for Civic Education- ANHRE, and in partnership with the Higher Council for the Rights of Persons with Disabilities, held a series of discussion sessions entitled “Inclusive Workplaces for Disabled persons,” with the aim of improving access for disabled persons to employment opportunities in the regions of East Amman and Central Badia and providing reasonable accommodations and access to a work environment free from physical and behavioral barriers. The sessions were for employees of ministries, government institutions, and the Service Bureau, Ministry of Labor inspectors, private sector workers, and associations working with disabled persons.²⁴⁶

²³⁷ Higher Council for the Rights of Persons with Disabilities, available at <http://hcd.gov.jo/ar/news/36>, visited on October 29, 2017.

²³⁸ Higher Council for the Rights of Persons with Disabilities, Requirements for Access of Disabled persons Disabled persons to Banking Services, 18/4/2017, available via <https://bit.ly/2MHQWkd>, visited on August 29, 2019.

²³⁹ Higher Council for the Rights of Persons with Disabilities, Karak, Workshop on the Rights of Disabled persons, September 5, 2016, available via <https://bit.ly/2MHgKNq>, visited on August 29, 2019.

²⁴⁰ *Jordan News Agency*, Petra, “Zain organizes a career day for people with disabilities,” September 9, 2018, available via <https://bit.ly/2mkKKTb>, visited on August 29, 2019.

²⁴¹ *Ad-Dustour*, “Telecommunications Regulatory Commission Launches ‘With You – Stronger’ Initiative,” December 3, 2018, available via <https://bit.ly/2L0xz3G>, visited on August 29, 2019.

²⁴² Higher Council for the Rights of Persons with Disabilities, Requirements for Access of Disabled persons Disabled persons to Banking Services, 18/4/2017, available via <https://bit.ly/2MHQWkd>, visited on August 29, 2019.

²⁴³ Higher Council for the Rights of Persons with Disabilities, Karak, Workshop on the Rights of Disabled persons Disabled persons, September 5, 2016, available via <https://bit.ly/2MHgKNq>, visited on August 29, 2019.

²⁴⁴ *Jordan News Agency*, Petra, “Zain organizes a career day for people with disabilities,” September 9, 2018, available via <https://bit.ly/2mkKKTb>, visited on August 29, 2019.

²⁴⁵ Central Bank of Jordan, Banking Services Directives for People with Disabilities No. 66 for 2016, available via at <https://bit.ly/2mhAzyG>, visited on October 20, 2017.

²⁴⁶ According to government reports.

The Higher Council for the Rights of Persons with Disabilities also organized a series of workshops and training programs on the rights of disabled persons based on the law, for example “Raising awareness of the law, the rights of disabled persons, and requirements for access for disabled persons” and “Communication etiquette for dealing with disabled persons.” The target groups are all official and unofficial bodies, and this is in line with the duties and functions of the Council mentioned in the Law on the Rights of Persons with Disabilities No. 20 of 2017, which are as follows:

- 2016: Eighteen awareness-raising and educational workshops were held, in which 583 male and female participants participated in regions of the Kingdom
- 2017: Fifteen awareness-raising and educational workshops were held, in which 242 male and female participants participated in regions of the Kingdom
- 2018: Sixty-three training programs and workshops were implemented in the form of 10 training programs and 53 awareness workshops, with 1,314 participants representing all official and unofficial bodies in regions of the Kingdom.
- 2019: In order to provide you with the required, three training programs were implemented with 57 male and female participants, in addition to 42 awareness workshops with 855 male and female participants in regions of the Kingdom.²⁴⁷

In 2018, the Department of Health also held awareness-raising sessions in cooperation with the Higher Council for the Rights of Persons with Disabilities:

1. Cultivating awareness of the Law on the Rights of Persons with Disabilities No. 20 of 2017, in the Central Region, for Ministry of Health cadres, 18 participants
2. Cultivating awareness of the Law on the Rights of Persons with Disabilities No. 20 of 2017, for psychiatrists, nurses, and behavioral therapists, 17 participants
3. Cultivating awareness of the Law on the Rights of Persons with Disabilities No. 20 of 2017, [blank in original] participants

Cadres in Ministry of Health hospitals were trained in sign language for use with deaf persons, with two training courses to increase their competence in sign language, 18 participants.

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 1:	Promote and protect the rights of disabled persons
Sub-objective 3:	Take the necessary legislative and executive measures to provide easier access to justice

²⁴⁷ Higher Council for the Rights of Persons with Disabilities.

Key Activity 3:	Provide the necessary support for people with disabilities to enable them to make suitable decisions, care for them, and enhance the role of institutions concerned with their care and service
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Sub-activity 1: Review the Law on the Rights of Persons with Disabilities and propose the necessary amendments	Executing agency:	Higher Council for the Rights of Persons with Disabilities
	Completion level:	In progress

Completion Details:

The Law of the Rights of Disabled persons No. 20 of 2017, was approved on 5/9/017 and published in the *Official Gazette*.²⁴⁸

The amended law gave more rights and freedoms to disabled persons, as Article 5 stipulates:

- a. Disabled persons may not be deprived of their rights or freedoms, or have their rights or the exercise of any rights restricted. They may not have their freedoms restricted by making determinations based on, or because of, their disability.
- b. The disability itself may not preclude the person from being considered fit to work, learn, qualify, and exercise all stipulated rights and freedoms, according to the provisions of this law or any other legislation when it meets the necessary conditions.
- c. It is not permissible to conduct medical, scientific, or pharmacological experiments, research, or studies on disabled persons, nor, except in emergency and urgent cases, to carry out any medical or preventive intervention without their free and informed consent.
- d. The scale of the financial, technical, and human resources of NGO's that have an obligation to provide reasonable accommodations shall be taken into consideration, as determined by the Equal Opportunity Committee formed under the provisions of this law.
- e. Regardless of the contents of any other legislation, a non-working person with a disability who joins any rehabilitation or sponsorship program, or obtains any pension or share of a salary less than the aid, or benefits from any exemption stipulated in this law, may not be deprived of his from his recurrent cash aid benefit and other forms of cash support provided by the National Aid Fund.

The law gave disabled persons the right to be appointed, as stated in Article 25/A that “it is not permissible to exclude a person from work or training on the basis of or due to a disability, and disability itself is not considered a barrier to continuing such.” The hiring percentage of disabled persons in governmental and non-governmental institutions has also been set, as indicated in Article 25/E: “Without prejudice to the scientific or professional qualifications required for work or employment, governmental and non-governmental entities with between 25 and 50 workers and employees shall employ at least one disabled person; if the number of workers and employees exceeds 50, up to 4% of vacancies shall be allocated to disabled persons, as decided by the Ministry of Labor.” Article 25/F states that “non-governmental entities shall send periodic data to the Ministry of Labor related to their number of workers and employees who are disabled persons, the nature of their jobs, the wages they receive, and the reasonable accommodations provided them.” The law also guarantees the provision of accommodations that allow disabled persons to carry out their work, as stated in Article 25/D: “Governmental and non-governmental entities shall provide reasonable accommodations that allow disabled persons to carry out the duties of their position or job and to continue and be promoted therein.”²⁴⁹

²⁴⁸ *Official Gazette*, No. 5464, Law on the Rights of Disabled Persons No. 20 of 2017, available at <https://bit.ly/2kRnrjq>, visited on September 18, 2019.

²⁴⁹ *Official Gazette*, No. 5464, Law on the Rights of Disabled Persons No. 20 of 2017, available at <https://bit.ly/2kRnrjq>, visited on September 18, 2019.

The law also give more legal protections, as stated in Article 30: “Any act or omission that would deprive a person with a disability of a right or freedom, restrict his or her exercise of any of them, or cause physical, mental or psychological harm on the basis of or due to disability, shall be considered violence. The competent judicial bodies shall provide the required protections for whistle-blowers, witnesses, and the like, who reveal or report cases of violence against disabled persons, or who prepare reports or investigations on such cases.”²⁵⁰

Sub-activity 2: Review the Ministry of Education Law and propose the necessary amendments	Executing agency:	Department of Education + Parliament
	Completion level:	Not yet begun
Completion Details:		
<p>The research team accessed a draft law amending the Education Law in the Legislation and Opinion Bureau; however, the draft did not address providing the needed support to disabled persons to enable them to make suitable decisions and working for their welfare.²⁵¹ The Ministry of Education also launched a strategic plan for 2018-2022, whereby the Ministry seeks to achieve equality for all students and a vision of education for all, gender equality, and equality for disabled persons. The plan also seeks to achieve the provisions of the Law on the Rights of Disabled Persons No. 20 of 2017, which calls on the Ministry of Education to ensure the right to education for disabled persons on the basis of equality and equal opportunity and to provide an inclusive learning environment for disabled persons to access educational services programs and the maximum academic attainment possible (according to Article 17). In the 2016-2017 school year, the total number of people with educational needs (audio, visual, learning difficulties) was estimated at 20,600 new children. There were 338 male and 420 female deaf students enrolled in government schools in the 2016-2017 academic year, 105 male and 33 female students with mental disabilities, and 185 male students and 126 female blind students. There were 23 classes for deaf female students and 25 for males.²⁵² The number indicate that only a small percentage of students with disabilities receive government education.</p>		
Sub-activity 3: Review the Code of Criminal Procedure and propose the necessary amendments	Executing agency:	Ministry of Justice
	Completion level:	Not yet begun
Completion Details:		
The research team found no amendments regarding this activity		
Sub-activity 4: Review the Law for the Welfare of Disabled Persons and propose the necessary amendments	Executing agency:	Higher Council on the Rights of Disabled Persons
	Completion level:	Not yet begun

²⁵⁰ *Official Gazette*, No. 5464, Law on the Rights of Disabled Persons No. 20 of 2017, available at <https://bit.ly/2kRnrjq>, visited on August 29, 2019.

²⁵¹ Legislation and Opinion Bureau, Draft Education Law, available at <http://lob.jo/>, visited on October 20, 2017.

²⁵² Ministry of Education Strategic Plan 2018-2020, available at <https://bit.ly/2Z3D3TW>, visited on 19/8/2019.

Completion Details:
The research team found no amendment to the Law for the Welfare of Disabled Persons

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 2:	Strengthen and protect women's rights
Sub-objective 1:	Grant women their rights in order to achieve justice and provide equal opportunity
Key Activity 1:	Review the legislative system regarding women's rights and propose amendments in a participatory framework

Sub-activity 1: Approve the Alimony Credit Fund Regulation	Executing agency:	Council of Ministers
	Completion level:	Completed
Completion Details:		
<p>In 2015, that is, prior to the publication of the National Human Rights Plan, the Alimony Credit Fund Law No. 48 of 2015 was published in the <i>Official Gazette</i>,²⁵³ and on August 7, 2017, the Chief Justice inaugurated the office of the Child Support Credit Fund in Amman, to facilitate and simplify access to alimony from the one legally required to provide it in the event of failure to implement, or because of the defendant's insolvency or absence, lack of knowledge of his address, or shirking his responsibility. In addition, the fund will spare the effort, burden, and suffering of the individual who is owed support, in a manner that preserves their dignity and protects them by providing the alimony amounts directly.²⁵⁴</p>		
Sub-activity 2: Review the Labor Law and propose the necessary amendments	Executing agency:	Government (Ministry of Labor)
	Completion level:	In progress
Completion Details:		
<p>The amended Labor Law of 2019 was published in the <i>Official Gazette</i> on May 16, 2019. The amendments established the rights of children of Jordanian women by exempting them from work permits, and the amendments also included adding a definition of flexible work and its forms, including working remotely or from home and part-time of or flexible working hours, to ensure that workers with family responsibilities, especially women, have access to employment opportunities commensurate with their circumstances and obligations.²⁵⁵ The definition of gender pay discrimination has also been added, as well as the imposition of a penalty for wage discrimination on the basis of sex and granting the "Wage Authority" the power to hear cases related to wage discrimination, regardless of the type of discrimination, whether on the basis of sex or otherwise.</p>		

²⁵³ *Official Gazette*, No. 5345, Law No. 48 of 2015, available at <https://bit.ly/2knasWx>, visited on October 28, 2017.

²⁵⁴ *Al Ra'i*, August 7, 2017, "Chief Justice inaugurates the alimony credit fund in Amman, available via <https://goo.gl/h221Rd>, visited on October 28, 2017.

²⁵⁵ *Official Gazette* Law, No. 5573, Amended Labor Law No. 14 of 2019, available at through the link (<https://bit.ly/2muSbYh>), visited on September 1, 2019.

Meanwhile, many civil society institutions working in the field of women’s rights have expressed that the addition of a definition of wage discrimination is important and welcome if the mechanisms and procedures to be taken in the event of a violation are clear. The amendment is considered an important step to fill the gap in wages between the sexes and to end, once and for all, discrimination against women in the work place, and putting to an end one of the most important reasons for women leaving or not entering the labor market, as the gender wage gap causes women millions in financial losses annually, which prevents them from enhancing their economic opportunities and limits their ability to face economic burdens and challenges in the future.²⁵⁶ In addition the average monthly wage for workers in the public and private sectors is JD 514 for men and JD 467 for women, thus, the wage gap benefits men to the tune of JD 47, or 10%.²⁵⁷

The obligation to create childcare centers in workplaces for “male and female employees” was also included, after that had been restricted to the children of working women only. The amendment obligates every employer employing workers with 15 or more children under five years of age to provide a place for their care. This would increase the number of working women, especially married women, as the labor market showed a severe weakness in job opportunities for married women, and the data also showed that Jordanian women withdraw from the market at the age of 30, which is the age of childbearing and childcare.²⁵⁸

The Flexible Employment Regulation of 2017 was passed and published in the *Official Gazette* on February 22, 2017. This regulation aimed to determine the forms of flexible work, including flexible working hours that align with the needs of the employee. This regulation serves the following categories, according to Article 3 of the regulation: workers with three continuous years of service with the employer, workers with family responsibilities (i.e., pregnant women or caregivers for a child or family member due to age, disability, or illness), in addition to university students, and workers with disabilities. This regulation provides these groups with the opportunity to work within flexible hours that suit their needs and protect their rights, as stated in Article 9 of the regulation: “workers under a flexible work contract proportional to the amount and hours of their work shall enjoy all the rights of workers under a non-flexible contract, in accordance with what is stipulated in the Labor Law if no contract or regulation provides better rights.”²⁵⁹

Sub-activity 2: Review the Penal Code and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Parliament
	Completion level:	In progress

Completion Details:

Amendments were made in 2017 to ensure that women enjoy their rights. Article 98 of the law was amended so that the perpetrator of a crime of passion, resulting from an unjustified act and with an element of risk toward the victim, shall not benefit from mitigating factors if the act occurred against a female outside the scope of Article 340 of the law (the latter refers to the wife, sister, parent, or child caught in adultery or illicit sexual

²⁵⁶ *Al Ra’i*, July 9, 2019, “Solidarity: Female workers in the public sector receive higher monthly wages than workers in the private sector,” available via the link <https://bit.ly/2mvMGbP>, visited on September 1, 2019.

²⁵⁷ Department of Statistics, Annual Statistical Almanac of 2018, available at <https://bit.ly/2kZGDvp>, visited on September 23, 2019.

²⁵⁸ *Al Mamlaka*, January 14, 2019, “Amendments to the Labor Law Increase Female Entry Rates,” available at <https://bit.ly/2VOnwIT>, visited on September 23, 2019.

²⁵⁹ *Official Gazette*, No. 5450, Flexible Employment Regulation No. 22 of 2017, available at <https://bit.ly/2ksr7Ir>, visited on October 17, 2017.

behavior.) Article 308, which permits the perpetrator of rape, sexual intercourse, indecent assault, or kidnapping, to escape punishment by marrying the victim, has also been repealed. ²⁶⁰		
Sub-activity 4: Review the Civil Retirement Law and propose the necessary amendments	Executing agency:	Government (Ministry of Justice) + Parliament
	Completion level:	In progress
Completion Details:		
The amended Civil Retirement Law No. 34 of 2018, was issued in the <i>Official Gazette</i> . The article defined the family members of the employee or the deceased retiree who are eligible for the pension, bonuses, or compensation: the husband/wife or wives, children under the age of 18, unmarried daughters, widows or divorcees, and parents. Likewise, Article 33 was amended to take into account the special circumstances of women by repealing a previous provision that cut off the pension permanently from divorced and widowed women upon their remarriage after they were married at the time of the death of their father or their son and did not benefit at that time from the pension of their legator and then became widows or divorcees, thus under the new amendment they acquire their share from the date of widowhood or divorce. ²⁶¹		
Sub-activity 5: Review the Municipalities Law and propose the necessary amendments	Executing agency:	Government (Ministry of Municipalities) + Parliament
	Completion level:	Not yet begun
Completion Details:		
The research team uncovered no amendments to Municipalities Law No. 41 of 2015, ²⁶² nor to Parties Law No. 39 of 2015. ²⁶³		
Sub-activity 6: Review Law of Political Parties and propose the necessary amendments	Executing agency:	Ministry of Political Development +Ministry of Interior
	Completion level:	Not yet begun
Completion Details:		
The research team uncovered no amendments to Municipalities Law No. 41 of 2015, ²⁶⁴ nor to Parties Law No. 39 of 2015. ²⁶⁵		
Sub-activity 7: Review the Election Law and propose the necessary amendments	Executing agency:	Independent Election Commission
	Completion level:	Completed
Completion Details:		
In 2016, the House of Representatives Election Law of 2016 was issued, which granted women additional seats (15 seats for women, one seat for each governorate), in addition to three seats for Bedouin districts, according to Article 8 of the law. The law also allowed women to compete for seats		

²⁶⁰ *Official Gazette*, No. 5479, Amended Penal Code Law No. 27 of 2017, available at <https://bit.ly/2kUnZff>, visited on October 28, 2017.

²⁶¹ *Official Gazette*, No. 5535, Amended Civil Retirement Law No. 34 of 2018, available at <https://bit.ly/2kYFWCz>, visited on September 22, 2019.

²⁶² *Official Gazette*, No. 5363, Municipalities Law No. 41 of 2015, available at <https://bit.ly/2kNAbrB>, visited on September 22, 2019.

²⁶³ *Official Gazette*, Political Parties Law No. 39 of 2015, available at <https://bit.ly/1UN7Ete>, visited on September 22, 2019.

²⁶⁴ *Official Gazette*, No. 5363, Municipalities Law No. 41 of 2015, available at <https://bit.ly/2kNAbrB>, visited on September 22, 2019.

²⁶⁵ *Official Gazette*, Political Parties Law No. 39 of 2015, available at <https://bit.ly/1UN7Ete>, visited on September 22, 2019.

outside the framework of the women's quota, in the context of Article 46.²⁶⁶ In this regard, an interpretative decision was also issued by the Law Interpretation Bureau, based on the request of the Prime Minister, pursuant to his Letter No. 1N1/21198, dated April 28, 2016, and its appendix No. 1N1/27606, dated 6/13/2016, to issue the interpretative decision in the light of the following:

“A clarification as to whether the highest vote-getter of the women in an electoral district, in which seats are allocated to Circassians, Chechens, or Christians, is considered the winner of the additional seat reserved for women (regardless of whether they are Circassian, Chechen, or Christian) or whether she is considered the winner of the seat reserved for Circassians, Chechens, or Christians in such a case. Third: As for the interpretation of Article 9, Paragraph (d), and Article 46, Paragraph (a), Items 3 and 4 of the Election Law, it became clear to us that House of Representatives Election Law has no text that precludes a woman's right to compete outside the additional seats allocated to her at the level of electoral districts. Accordingly, and in answer to the third question, Circassian, Chechen, or Christian women shall compete for seats allocated to them in their electoral districts according to religious or ethnic classification if they are the highest vote-getter in the electoral district. Likewise, any woman, regardless of religion or ethnicity, may compete for the additional seat for women on the basis of gender classification, which means that it is possible that the number of seats previously prescribed for women may be more than what is allocated to them.”²⁶⁷ Meanwhile, many civil society institutions working in the field of women’s rights have expressed that the law does not fulfill the requirements that call for allocating a quota for women in each electoral district, with a total of 23 seats.

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 2:	Strengthen and protect women’s rights
Sub-objective 1:	Grant women their rights in order to achieve justice and provide equal opportunity
Key Activity 2:	Activate oversight mechanisms for public and private sector institutions to verify the extent of application of legislation related to women's rights

Sub-activity: Build capacities of oversight institutions and activate the standards contained in legislation related to women's rights	Executing agency:	Relevant ministries and institutions + Civil society institutions
	Completion level:	Not yet begun
Completion Details:		
The research showed no action taken in this regard.		

²⁶⁶ *Official Gazette*, Law on the Election of the House of Representatives No. 6 of 2016, available at <https://goo.gl/CXKeS8>, visited on October 28, 2017.

²⁶⁷ Jordanian Judicial Council, June 20, 2016, Decision No. 6 of the Law Interpretation Bureau, available at <https://goo.gl/dedP1u>, visited on October 28, 2017.

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 2:	Strengthen and protect women's rights
Sub-objective 1:	Grant women their rights in order to achieve justice and provide equal opportunity
Key Activity 3:	Provide a secure environment for women to have a stable family, work, and social life

Sub-activity 2: Review Social Security Law	Executing agency:	Government + Parliament
	Completion level:	In progress
Completion Details:		
<p>The House of Representatives passed the amended Social Security Law of 2019. Of greatest importance was exempting employers from paying contributions for old age, disability, and death insurance of the insured for women entitled to the maternity leave allowance during such leave, with the aim of lightening the burden on employers. The law also includes an amendment requiring that contributions for maternity insurance be partially allocated toward implementing social responsibility programs associated with strengthening and supporting the employment of women and stabilizing their presence in the labor market, such as nursery projects, without employers bearing any financial burden.²⁶⁸</p> <p>The National Council for Family Affairs is working to establish institutional nurseries to support working women. These nurseries are considered according to the technical conditions contained in the national legislation, with a plan to open 80 nurseries by 1/9/2020. So far, 709 girls have been trained, and there are plans to hire 500 girls by the end of the project, noting that 356 girls were hired by the end of the third quarter of 2019.²⁶⁹</p>		
Sub-activity 2: Amend Labor Law	Executing agency:	Government + Parliament
	Completion level:	In progress
Completion Details:		
<p>The amended Labor Law of 2019 was issued, and a definition of flexible employment and its forms was added, including remote work, working from home, part-time work, and flexible working hours to ensure that workers with disabilities – especially women with disabilities – can access employment opportunities suitable to their circumstances and obligations.²⁷⁰</p>		
Sub-activity 3: Amend the Civil Service Regulation	Executing agency:	Government + Parliament
	Completion level:	Not yet begun

²⁶⁸ *Al Ra'i*, "House of Representatives passes the Social Security Law on August 25, 2019," available at <https://bit.ly/2ZswV79>, visited on September 22, 2019.

²⁶⁹ According to a report of the National Council for Family Affairs.

²⁷⁰ *Official Gazette*, No. 5573, Amended Labor Law No. 14 of 2019, available at <https://bit.ly/2kpYyv6>, visited on September 4, 2019.

Completion Details :		
Since 2016, no amendments have been made to the Civil Service Regulation with regard to providing a safe environment for women		
Sub-activity 4: Amend the Protection from Domestic Violence Act	Executing agency:	Government + Parliament
	Completion level:	Completed
Completion Details:		
The research team is tracking the measures taken to review the Protection from Domestic Violence Act and propose the necessary amendments. The National Council for Family Affairs worked to amend the Protection from Domestic Violence Act ²⁷¹ and held a number of workshops to mobilize support and gain support from members of the Parliament. ²⁷² The law was amended to issue the Protection from Domestic Violence Act of 2017.		

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 2:	Strengthen and protect women's rights
Sub-objective 2:	Develop and adopt policies that aim to enable women to enjoy all their rights
Key Activity 1:	Conduct a comprehensive review to develop and activate all national plans, strategies to ensure that women enjoy their rights

Sub-activity 1: Review all national plans and strategies for women, such as the National Strategic Agenda for Women, etc. to determine progress and gaps	Executing agency:	Competent government ministries and institutions + Civil society institutions + the Jordanian National Commission for Women
	Completion level:	In progress
Completion Details:		
The research team found a Council of Ministers decree issued on 7/31/2016, that included the formation of a ministerial committee to oversee the women's empowerment pillar included in the executive plan of government work. In addition, Prime Minister's Decree No. 2703 stipulated the re-constitution of the Higher National Committee for Sustainable Development with the Jordanian National Commission for Women as a member, as		

²⁷¹ *Al Ra'i*, February 17, 2016, "National Council for Family Affairs prepares amendments to the Protection from Domestic Violence Act," available at <http://alrai.com/article/769015.htm>, visited on October 31, 2017.

²⁷² *Roya News*, December 16, 2016, "Workshop for parliamentarians to gain support for the Protection from Domestic Violence Act," available at <http://royanews.tv/news/109839/20161216>, visited on October 31, 2017.

well as the formation of an additional sector team for the governmental executive plan to integrate gender and gender equality in the governmental executive program chaired by the committee, and with a group of governmental and national institutions and civil society institutions as members, and to coordinate national plan to integrate the 2030 Sustainable Development Goals, and all of Jordan's international obligations related to women, into national plans, especially the Executive Development Program for 2016-2019.^{273, 274}

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 2:	Strengthen and protect women's rights
Sub-objective 2:	Develop and adopt policies that aim to enable women to enjoy all their rights
Key Activity 2:	Draw up national policies that empower women and take into account financial aspects within the General Budget Law

Sub-activity 1: Review general budget items and make them more responsive to the needs and requirements of women's empowerment	Executing agency:	Government + Civil society institutions
	Completion level:	In progress
Completion Details:		
<p>With regard to reviewing general budget items and making them more responsive to the needs and requirements of women, the research team studied the General Budget Law of 2019/Ministry of Justice budget and found that it incorporated a project to empower women, including providing equal opportunity and justice.²⁷⁵ Forms for gender/women were introduced,²⁷⁶ and allocations were made within the General Budget Law to support agencies and institutions concerned with women's affairs.²⁷⁷</p> <p>Likewise, the Ministry of Finance (General Budget Department) prepared a budget responsive to gender, i.e. highlighting women's needs.²⁷⁸</p>		

²⁷³ Jordanian National Commission for Women, Statement of the National Commission on International Women's Day, available at <https://bit.ly/2kNCjzC>, visited on October 31, 2017.

²⁷⁴ *Al Ghad*, June 17, 2017, "Jordanian National Commission for Women: Ongoing campaign to stop murdering women and girls," available at <https://bit.ly/2m4ipk5>, visited on October 31, 2017.

²⁷⁵ General Budget Law of 2019/Ministry of Justice Budget, available at <https://bit.ly/2ZeEmea>, visited on September 12, 2019.

²⁷⁶ General Budget Law of 2019, Budget Preparation Forms, available at <https://bit.ly/2NyWLA8>, visited on September 12, 2019.

²⁷⁷ Guide to implementing the gender-responsive budget within the framework of public spending for the government budget in Jordan, available via the link: [http://hayatserver01/home/hayat.intern01/Downloads/applyment-budget-guid%20\(1\).pdf](http://hayatserver01/home/hayat.intern01/Downloads/applyment-budget-guid%20(1).pdf), visited on August 26, 2019.

²⁷⁸ According to government/Ministry of Finance reports.

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 2:	Strengthen and protect women's rights
Sub-objective 2:	Develop and adopt policies that aim to enable women to enjoy all their rights
Key Activity 3:	Organize capability-building programs for governmental and non-governmental institutions on mechanisms for respecting women's rights; create and develop plans

Sub-activity 1: Prepare an executive work plan to build the capacities of governmental and non-governmental institutions on mechanisms for respecting women's rights; create and develop plans	Executing agency:	Ministry of Private Sector Development
	Completion level:	Not yet begun
Completion Details:		
The research team found no actions regarding this activity		
Sub-activity 1: Hold training and awareness courses on women's rights	Executing agency:	Civil society institutions
	Completion level:	In progress
Completion Details:		
<p>The Comprehensive National Plan for Human Rights states that the responsibility for implementing this activity falls on civil society institutions. With reference to the achievements of civil society institutions in this field, we found that there are major long-standing and ongoing efforts to build capabilities and train and educate women about their rights in all governorates of the Kingdom, for example, a group of discussion sessions was held by civil society institutions in cooperation with the Office of the Government Coordinator for Human Rights, the Arab Women Organization held a discussion on gender-based violence, Mizan held a session to administratively support female detainees and women at risk, and ANHRE and Hivos Foundation (Netherlands) held an educational conference on empowering women to move toward gender equality, and the Danish Institute for Human Rights held a workshop on "The Rights of Women and Youth in Jordan," which was attended by the Recommendations Committee, unions, parliament, media, the National Center for Human Rights and the local community in the region.²⁷⁹</p>		

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 3:	Strengthen and protect children's rights
Sub-objective 1:	Societal protection
Key Activity 1:	Activate and apply a legal framework to combat child labor and to prevent school drop-outs

²⁷⁹ According to government reports.

Sub-activity: Activate and apply a legal framework to combat child labor and find mechanisms to apply societal penalties for children who drop out of school	Executing agency:	Ministry of Labor + Ministry of Education + Ministry of Social Development
	Completion level:	In progress
Completion Details:		
<p>The research team is monitoring the Ministry of Labor’s degree of interaction with the application of a national framework to combat child labor and find mechanisms to apply societal penalties for children who drop out of school. During the research, a statement was found, issued by the media spokesman for the Ministry of Labor on June 11, 2016, in which he stressed that the issue of child labor constitutes a violation of their rights, and he called for concerted national and international efforts to confront this problem, especially after its growth due to the Syrian refugee crisis and the additional burdens it imposed. He also called on employers to commit to not employing children under the legal age and called on the families of working children to assume their responsibilities and be alert to the dangers and harms to which children are exposed.</p> <p>The Ministry of Labor has intensified inspection visits by committees and regular field inspection teams and has implemented specialized inspection campaigns in sectors in which there is child labor – such as restaurants, bakeries, vehicle repair, coffeehouses and coffee shops, roadside coffee and hot drink shops, and handicrafts – to verify the degree to which private sector establishments are complying with the provisions of the Jordanian Labor Law. The inspection teams shall take the necessary legal steps, which are to file violations and warnings of closure.</p> <p>The Ministry of Labor organized 7,187 inspection visits, during which it found 661 cases of child labor and issued 556 warnings and 595 violations against employers during the first ten months of 2018. The Ministry also established a national monitoring system for child labor, as well as a national electronic website.^{280, 281} Likewise, the results of the National Child Labor Survey of 2016 in Jordan, showed that the number of child workers ages 5-17 years is 75,982, or 1.89% of all children in the Kingdom.²⁸²</p> <p>Also, work is under way on the final stages of the draft Child Protection from Illegal Work Regulation.²⁸³</p>		

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 3:	Strengthen and protect children’s rights
Sub-objective 1:	Societal protection
Key Activity 2:	Take deterrent measures for family and employers

²⁸⁰ Ammon, June 11, 2016, “Ministry of Labor statement on child labor, available at <http://www.Ammonnews.net/article/271910>, visited on October 29, 2017.

²⁸¹ Ministry of Labor, Results of the National Child Labor Survey of 2016, November 19, 2018, available at <https://bit.ly/2Pg9QAK>, visited on August 25, 2019.

²⁸² National Child Labor Survey in Jordan 2016, available at <https://bit.ly/2klmUpK>, visited on September 18, 2019.

²⁸³ According to Ministry of Social Development reports.

Sub-activity 1: Review the Education Law and propose the necessary amendments	Executing agency: Government + Parliament	
Completion Details:	Completion level:	Not yet begun
<p>With regard to taking deterrent measures for families and employers and the activity related to reviewing the Education Act, the research team accessed a draft law amending the Education Law in the Legislation and Opinion Bureau, published on May 10, 2016. However, the draft did not address the objective stated in this pillar.²⁸⁴</p> <p>The Ministry of Education followed up its work in this regard by issuing regular reports on applying a national framework for combatting child labor and training school drop-outs in vocational training centers. The Ministry has also launched a program to promote education for school drop-outs, which is one of the programs of the Ministry of Education’s informal education division to achieve the reintegration of students who drop out of schools into other societal groups and qualify them scientifically, ethically, and professionally to positively integrate into their community and find available educational, compensatory, and employment opportunities.²⁸⁵</p>		
Sub-activity 2: Review the Labor Law and propose the necessary amendments	Executing agency: Government + Parliament	
Completion Details:	Completion level:	Not yet begun
Regarding this activity, the research team found no real step towards this amendment, and the revised regulations related to the Labor Law were not related to the objective of this pillar.		

Sub-activity 2: Review the Penal Code and propose the necessary amendments	Executing agency: Government + Parliament	
Completion Details:	Completion level:	Not yet begun
The amendments made by the government and the Parliament to the Penal Code of 2017, did not include deterrent actions for families and employers.		

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 3:	Strengthen and protect children’s rights
Sub-objective 1:	Societal protection
Key Activity 3:	Align procedures related to juvenile justice with the provisions of the Juvenile Law

²⁸⁴ Legislation and Opinion Bureau, Draft Education Law, available at <https://bit.ly/2y5MhBR>, visited on September 18, 2019.

²⁸⁵ Ministry of Education, Culture Promotion Project for Dropouts, available at <https://bit.ly/2ZrgHeJ>, visited on 21 August, 2019.

Sub-activity: Prepare regulations and directives needed to activate the provisions of the Juvenile Law	Executing agency:	Ministry of Labor+ Ministry of Social Development
	Completion level:	Completed
Completion Details:		
<p>With regard to aligning procedures related to juvenile justice with the provisions of the Juvenile Law, and specifically what was stated in the Sub-Activity regarding the drafting of regulations and directives to be issued to activate the provisions of the Juvenile Law, the government issued a regulation for settling disputes in juvenile cases, on September 1, 2016. Article 3 of the regulation stipulated creating directives concerning the best interests of the juvenile, his protection, qualification, and welfare, and reform procedures. Article 4 stipulates that the juvenile police shall settle disputes, violations, and misdemeanors whose penalty does not exceed two years and which are only heard based on a complaint by the aggrieved party.²⁸⁶</p> <p>The Juvenile After-Care Regulation No. 67 of 2016 was issued in the <i>Official Gazette</i>, and Article 3 states: “Juvenile after-care aims to: (a) complete the implementation of welfare and rehabilitation programs offered to juveniles in the center; (b) confirm the humanity of the juvenile and develop feelings of responsibility; (c) help the released juvenile face the difficulties that hinder his adaptation and integration into society and monitor his educational and vocational status; and (d) immunize the juvenile from returning to delinquency by strengthening his positive behavior towards his family and social environment.”²⁸⁷</p>		

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 3:	Strengthen and protect children’s rights
Sub-objective 1:	Societal protection
Key Activity 4:	Exempt children's supplies from fees and taxes

Sub-activity: Amend related legislation	Executing agency:	Government
	Completion level:	Not yet begun
Completion Details:		
The research team did not find any action taken in this regard		

²⁸⁶ *Official Gazette*, No. 5418, Dispute Resolution for Juvenile Cases Law No. 112 of 2016, available at <https://bit.ly/2kI6vMx>, visited on October 20, 2017.

²⁸⁷ *Official Gazette*, No. 5397, After-Care Law No. 67 of 2016, available at <https://bit.ly/2PopY3c>, visited on August 29, 2019.

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 3:	Strengthen and protect children's rights
Sub-objective 2:	Protect from violence
Key Activity 1:	Activate the legal framework and national mechanisms related to protecting children from all forms of violence

Sub-activity 1: Review the Protection from Domestic Violence Act and propose the necessary amendments	Executing agency: Government (Ministry of Social Development) + Parliament	
Completion Details :	Completion level:	Completed
<p>The National Council for Family Affairs drafted a children's rights law, paving the way for debating and approving the law through constitutional channels. Its most important output regarding protection from violence is requiring educational institutions to maintain respect for children and to prevent all forms of violence in schools, including corporal or degrading punishment. It also requires the Ministry of Education to determine a notification mechanism for cases of corporal or degrading punishment in educational institutions for use by the child and his parents, as well as to take positive and legal steps regarding such cases.²⁸⁸</p> <p>The Protection from Domestic Violence Act No. 15 of 2017, was published in the <i>Official Gazette</i> on May 16, 2017. The law requires anyone who commits domestic violence to stay away from, not agitate the victim or any family members, not approach the place where the victim or any of the family members reside, and not harm personal property or any family members. The law enables the victim or any of the family members, or their representative, to enter the family home in the presence of a member of the Family Protection Department to remove personal property and hand it over to the owner under a handover order.²⁸⁹</p> <p>The law stipulates punishment for the perpetrator of domestic violence by imprisonment for no more than one month, or a fine of no more than JD 100, or both. If the violation of a protective order is accompanied by the use of violence against anyone involved, the perpetrator shall be imprisoned for no more than three months, or a fine of nor more than JD 200, or both. If the offense occurs more than twice, the perpetrator shall be imprisoned for at least three months and fined at least JD 100.</p> <p>The law notes that medical, educational, and social service providers in the public and private sectors, under penalty of imprisonment or fine, shall report cases of domestic violence that occur due to incompetence or neglect, and it also provides the necessary protection to whistle-blowers and witnesses by not disclosing their identity unless judicial procedures require otherwise.</p>		

²⁸⁸ *Al Ra'i*, Draft Children's Rights Law, March 31, 2019, available at <https://bit.ly/2uz21cc>, visited on September 4, 2019.

²⁸⁹ *Official Gazette*, No. 5460, Protection from Domestic Violence Act No. 15 of 2017, available at <https://bit.ly/2kpAqsB>, visited on October 30, 2017.

Sub-activity 2: Review the Penal Code and propose the necessary amendments	Executing agency: Government + Parliament	
Completion Details:	Completion level:	Completed
As regards reviewing the Penal Code and making amendments that ensure protection from violence, an amendment was made in 2017, which contained the following changes: the amended text in Article 296 stipulated an aggravated penalty for indecent assault, in which the minimum penalty was imprisonment for five years if the victim had reached fifteen years of age, and imprisonment for seven years if the victim was not fifteen years old. The text of Article 298 was also amended, as follows: “(1) Anyone who solicits a child without violence, or threatens a child – whether male or female – who has not reached fifteen years of age, or forces him or her commit such an act, shall be punished with temporary hard labor; and (2) the penalty shall be no less than five years if the child – whether male or female – has not reached eighteen years of age.” Article 299 stipulates: “Each of the persons described in Article 295, who indecently assault a person – whether male or female – who has reached fifteen years of age but has not reached eighteen years of age, or forces him or her to commit an act of indecent assault, shall be punished by temporary hard labor.” ²⁹⁰		
Sub-activity 3: Review the Ministry of Social Development and Ministry of Labor Law and the regulations issued under it and propose the necessary amendments	Executing agency:	Government + Parliament
Completion Details :	Completion level for both activities:	Not yet begun
The research team found no amendments to the Social Development Law or any real action regarding training and certifying cadres working with children within international standards		

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 3:	Strengthen and protect children’s rights
Sub-objective 2:	Protect from violence
Key Activity 2:	Build the capacity of institutions concerned with children and their development to ensure the improvement of counseling, psychological, and educational legal services for battered children

Sub-activity 1: Train and qualify cadres working with children within international standards	Executing agency: Ministry of Labor + Ministry of Social Development + Civil society institutions
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²⁹⁰ Official Gazette, No. 5479, Amended Penal Code No. 27 of 2017, available at <https://bit.ly/2kUnZFf>, visited on September 18, 2019.

Completion Details:	Completion level:	In progress
<p>As regards building capabilities of institutions concerned with children and their growth, the National Council for Family Affairs announced that it was launching an accreditation criteria document for kindergartens,²⁹¹ which includes an integrated quality system for raising the level of services in state-run and private kindergartens. The Ministry of Labor has also intensified inspection visits to verify application of the provisions of Article 72 of the law, which requires private sector companies to create an appropriate space for the children of their employees. The law requires business owners to create an appropriate space if their employees have 15 children under the age of five, and the Labor Law gave the Minister the power to approve or adopt certain alternatives if the business owner is unable to establish nurseries at the place of business. An agreement was also signed between the Ministry of Labor and the National Council for Family Affairs to support the creation of nurseries in the public and private sectors with the goal of boosting the economic participation of women, with 43 nurseries established in the two sectors.²⁹² In cooperation with the Ministry of Education, the Council has begun training on this accreditation document to ensure the improvement of legal, counseling, psychological, and educational services for children, and it also held a workshop on 7/17/2017, on alternatives to corporal punishment of children.²⁹³</p>		
Sub-activity 2: Allocate a special budget for children	Executing agency: Government + Council [<i>unspecified in original</i>]	
Completion Details:	Completion level:	In progress
<p>Upon analyzing the General Budget Law of 2019, the research showed that the government made estimated allocations for children, distributed according to the sections of Table No. 24. It is noteworthy that the allocations increased from 2017 to 2019.²⁹⁴ Likewise, the estimated allocations for children increased in the General Budget Law of 2019/Ministry of Finance to support the education of children, in light of available resources and according to national priorities. Budget preparation forms were also developed to include forms related to gender and children.²⁹⁵ From 2016 to the present, the Social Security Corporation has held a series of more than 60 training courses for those working with children within international standards.²⁹⁶</p>		
Sub-activity 3: Review the Education Act and propose the necessary amendments	Executing agency: Government + Parliament	
Completion Details:	Completion level:	Not yet begun
<p>The drafts of the Legislation and Opinion Bureau were included in the amended draft of the Education Law, published on the Bureau's website on 5/10/2016. However, the proposed amendments did not incorporate anything that corresponded with the objective of this commitment, which is to</p>		

²⁹¹ The Jordanian National Council for Women and the National Council for Family Affairs launches standards for accrediting kindergartens, available at <http://ncfa.org.jo:85/NCFA/ar/node/939>, visited on October 22, 2017.

²⁹² According to Ministry of Labor reports.

²⁹³ *Al Ghad*, July 17, 2017, "Calls to review legislation and laws that allow violence against children," available at <https://goo.gl/LqA1GZ>, visited on October 30, 2017.

²⁹⁴ General Budget Law of 2019, Budget Law File, available at <https://bit.ly/2ZeEmea>, visited on September 18, 2017.

²⁹⁵ General Budget Law, General Budget Law Forms, available at <https://bit.ly/2NyWLA8>, visited on September 1, 2019.

²⁹⁶ According to the report of the Social Security Corporation.

build the capacity of institutions concerned with children and their development to ensure the improvement of counseling, psychological, educational and legal services for battered children.

Sub-activity 4: Review the Public Health Law and propose the necessary amendments	Executing agency:	Government + Parliament
	Completion level:	In progress
Completion Details:		
The amended Public Health Law of 201,7 did not address achievement of the objective of this pillar, although the team linked the first item of paragraph (c) of Article 63 (which sanctions any smoker who uses tobacco materials inside kindergartens, nurseries and schools ²⁹⁷) with the pillar's objective to promote and protect children's rights.		

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 3:	Strengthen and protect children's rights
Sub-objective 2:	Protect from violence
Key Activity 3:	Organize awareness-raising programs for children on their rights and protecting them from all forms of violence

Sub-activity 1: Hold workshops and educational courses to raise awareness of children's rights	Executing agency:	Ministry of Education + Ministry of Social Development + National Council for Family Affairs + Civil society institutions
	Completion level:	In progress
Completion Details:		
<p>Regarding workshops and training courses to raise awareness of children's rights, the Ministry of Education launched a series of initiatives to protect students from violence. For example, the Ministry launched an initiative to protect vulnerable students, which is one of a series of community police initiatives through which the Public Security Directorate seeks to develop its means to prevent and reduce crime before it occurs.²⁹⁸ Likewise, the National Council for Family Affairs has worked on several training courses and awareness campaigns, including:</p> <ul style="list-style-type: none"> – A training workshop for 30 adolescents on following up the recommendations issued in the report of the Convention on the Rights of the Child on 3/20/2018 		

²⁹⁷ Legislation and Opinion Bureau, Public Health Bill, available at http://www.lob.jo/List_LawsLegislations_Public.aspx, visited on October 19, 2017.

²⁹⁸ *Al Ghad*, March 30, 2017, "Initiatives launched by Ministry of Education to protect students from violence," available at <https://bit.ly/2kUq7wJ>, visited on October 19, 2017.

- A workshop to examine the compatibility of the guide to the Concluding Observations of the Convention on the Rights of the Child issued for the fourth and fifth report on Jordan on 4/30/2018
- Training of 30 adolescents from three regions on “Shadow-Reporting Skills for the Convention on the Rights of the Child,” held May 2-5, 2019, with 20 hours of training and attendance
- “’Allam la t’allum” campaign, implemented by the Council and UNICEF during 2017, with a series of educational activities to end violence against children in Jordanian society; the campaign published media messages on social media about positive education methods and gained about 10 million interactions on social media²⁹⁹
- Adventures of Looney Balloony Family Festival in 2018, to promote positive values of dialogue through personalities signifying these values, implemented at the regional level and targeted approximately 40,000 families³⁰⁰

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 3:	Strengthen and protect children’s rights
Sub-objective 2:	Protect from violence
Key Activity 4:	Organize programs to raise awareness of the concept of a sound education

Sub-activity 1: Hold educational workshops on the concept of a sound education and develop educational curricula on the concept of a sound upbringing	Executing agency:	Ministry of Education + Ministry of Higher Education + Civil society institutions
	Completion level:	In progress
Completion Details:		
As regards holding educational workshops on the concept of a sound education and developing educational curricula on the concept of a sound upbringing, the research team found no action in this regard		

²⁹⁹ National Council for Family Affairs "’Allam la t’allum’ campaign,” available at <https://bit.ly/2JsP3EU>, visited on 29/10/2019.

³⁰⁰ National Council for Family Affairs, "’Adventures of Looney Balloony’ campaign,” available at <https://bit.ly/2BPQ9WP>, visited on 29/10/2019.

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 3:	Strengthen and protect children’s rights
Sub-objective 2:	Protect from violence
Key Activity 5:	Be aware of the concept of bullying and violence among children in school and mechanisms to combat this

Sub-activity 1: Hold awareness-raising workshops on the concept of bullying and violence among school children	Executing agency:	Ministry of Education + National Council for Family Affairs + Civil society institutions
	Completion level:	In progress
Completion Details:		
<p>Regarding awareness of the concept of bullying and violence among school children, the research team discovered that the Ministry of Education incorporated the concept of bullying among school children, and mechanisms to combat it, in its 2018-2022 Strategic Plan. As mentioned in the plan, an experimental anti-bullying program was implemented in 10 schools in Jordan in 2017, and this program will be expanded. The ministry is also following up on the activities and events of the “Together Toward a Safe School Environment” initiative, which developed a monthly electronic survey questionnaire to measure the rate of teacher-on-student violence, and the ministry has developed a plan for 2019-2020, that includes reviewing, updating, and developing campaign-related training materials, training on national action procedures to respond to and prevent gender-based and domestic violence, and protect children.³⁰¹</p>		

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 3:	Strengthen and protect children’s rights
Sub-objective 2:	Protect from violence
Key Activity 6:	Strengthen and activate oversight of care and children’s rights and verify respect for children's rights

³⁰¹ Ministry of Education Strategic Plan for 2018-2022, available at <https://bit.ly/2Vp1QPH>, visited on August 21, 2019.

Sub-activity 1: Prepare accreditation and quality control standards for children's shelters	Executing agency:	National Council for Family Affairs
	Completion level:	Completed
Completion Details:		
<p>As regards preparing accreditation and quality control standards for children's shelters, the Ministry of Social Development and the National Council for Family Affairs signed a coordination agreement, on 27/7/2017, to adopt standards and quality controls for services in social welfare shelters. The agreement aimed at joint coordination between the Ministry and the Council in applying the evaluation system, granting accreditation certificates, and building institutional capacity to implement the quality control system. It also sought coordination with concerned entities at the national level to ensure their support of the accreditation system and its sustainability, and cooperation to save costs in order to implement various joint projects to institutionalize the work. The agreement also sets forth the actions by the Ministry and the Council to provide the necessary support for social welfare shelters, in a manner consistent with the regulations and directives in force, in order to adopt the outputs expected from application of the standards implemented and included in the directives governing the work of shelters.³⁰²</p>		
Sub-activity 2: Review the system for sheltering victims and those affected by human trafficking and propose the necessary amendments	Executing agency:	National Council for Family Affairs
	Completion level:	Not yet begun
Completion Details:		
<p>With regard to the system for sheltering victims and those affected by human trafficking, the research team found no evidence of this, nor did the government reports received by the research team elaborate on any actions regarding this amendment.</p>		

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 3:	Strengthen and protect children's rights
Sub-objective 3:	Right to health
Key Activity 1:	Increase awareness of the importance of children's physical, mental, and social health

Sub-activity 1: Prepare awareness manual on the importance of children's physical, mental, and social health	Executing agency: National Council for Family Affairs + Ministry of Education + Ministry of Social Development +
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³⁰² National Council for Family Affairs, Adoption of Quality Control Standards for Welfare Shelters, available at <https://bit.ly/2lXbYz8>, visited on October 25, 2017.

	Higher Council for the Rights of Disabled Persons
Completion Details:	Completion level: Not yet begun
The research team found no action on preparing an awareness manual on the importance of children’s physical, mental, and social health	
Sub-activity 2: Hold awareness courses on children’s physical, mental, and social health	Executing agency: Ministry of Education + Ministry of Social Development
Completion Details:	Completion level: Not yet begun
With regard to holding awareness courses on children’s physical, mental, and social health, the Ministry of Social Development made an agreement with Questscope to implement youth programs through the Al-Siddiq program, which aims to integrate juveniles into society, modify their behavior positively, and train them to acquire skills that meet personal and social needs. ³⁰³ Doctors from the Directorate for Disabilities and Mental Health joined a training program on a group of modern standardized diagnostic tests – Stanford Fifth Edition – held at the headquarters of the Higher Council for the Rights of Disabled Persons on Saturdays, 18/2/2017 through 27/5/2017. The Directorate was to be provided with several sets of modernized diagnostic tests, which will contribute to accurate assessment of the mental capabilities of disabled persons.	
Sub-activity 3: Increase the percentage of those covered by health insurance at a regular rate	Executing agency: Ministry of Health
Completion Details:	Completion level: In progress
The Council of Ministers agreed to commission a specialized company to conduct an economic, social, and actuarial feasibility study on the application of comprehensive health insurance so that it covers all citizens. ³⁰⁴ The government has prepared a plan in which it pledged to raise the percentage of Jordanians covered by free health insurance from the current 73% to 80% in 2019 and 2020. The plan seeks to grant health insurance independently as an independent body from the Ministry of Health and to give its fund the financial investment capacity to be able to cover beneficiaries’ expenses. ³⁰⁵	

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 3:	Strengthen and protect children’s rights
Sub-objective 3:	Right to health

³⁰³The launch of Al-Siddiq program 2.0, available at <https://bit.ly/2zdZzdo>, visited on August 21, 2019.

³⁰⁴ Jordan News Agency, Petra, April 13, 2017, “Cabinet approves amended Civil Service Regulation,” available at <https://bit.ly/2kT0tZo>, visited on October 17, 2017.

³⁰⁵ Al Ghad, November 21, 2018, “Independent health insurance is a governmental step to increase rate of coverage to 80%,” available at <https://bit.ly/21UQd32>, visited on September 18, 2019.

Key Activity 2:	Implement and promote early detection services and referral mechanisms for children with developmental delays
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Sub-activity 1: Establish mechanisms to strengthen early detection services and referral mechanisms for children with developmental delays	Executing agency:	Ministry of Health Ministry of Education Ministry of Social Development Royal Medical Services Higher Council for the Rights of Disabled person National Council for Family Affairs
	Completion level:	In progress

Completion Details:
As regarding creating mechanisms to strengthen early detection services and referral mechanisms for children with developmental delays, the Ministry of Social Development signed in agreement with UNICEF to protect children for 2017-2018, with the goal of providing various comprehensive and multisector services to more than 200,000 children and caregivers, via Ministry of Social Development centers. Among the goals of the agreement are improving the level of knowledge and skills of parents and caregivers on early childhood development, supporting early detection and intervention programs for young children with disabilities and developmental delays, and approving the Early Intervention Centers for Children with Disabilities Regulation No. 10 of 2017.³⁰⁶

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 3:	Strengthen and protect children's rights
Sub-objective 4:	Right to education
Key Activity 1:	Implement awareness activities for citizens on mechanisms for positive interaction with school children

Sub-activity 1: Hold training and awareness courses on mechanisms for positive interaction with students	Executing agency:	Ministry of Education Teachers' union Private school owners' union
	Completion level:	In progress

³⁰⁶ *Ad-Dustour*, May 22, 2017, "Ministry of Social Development: \$4.7 million agreement serving 200,000 children," available at <https://bit.ly/2mil9u3>, visited on October 25, 2017.

Completion Details:
The research team found no training courses held in this regard

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 3:	Strengthen and protect children's rights
Sub-objective 4:	Right to education
Key Activity 2:	Adopt policies that contribute to increasing the school enrollment rate of students with disabilities

Sub-activity 1: Align the school environment with the needs of children with disabilities	Executing agency:	Ministry of Education Ministry of Municipal Affairs Greater Amman Municipality
	Completion level:	In progress
Completion Details:		

The amended Law on the Rights of Disabled Persons of 2017, promotes alignment of the school environment with the needs of children with disabilities, with Article 18 of the law stipulating the following items:

Inclusion of education requirements for disabled persons in all education policies, strategies, plans, and programs, in order for them to enjoy their right to education and access to all educational programs, services, facilities, and institutions.

Admission and integration of children with disabilities into educational institutions.

Provision of reasonable accommodations and forms of access in governmental education institutions, and verification that these are provided in private education institutions, including provision of exam questions for students with mental disabilities, enabling them to answer them in simplified language and granting them additional time for exams and any necessary facilities.

Revision of academic curricula and inclusion of subject matter that recognizes the rights of disabled persons and promotes their acceptance as part of the nature of human diversity.

Establishment of a comprehensive national plan for integrating disabled persons in educational institutions in coordination with the Council and the competent authorities, provided that work shall begin to be implemented within a period not exceeding one year from the date of entry into force of the provisions of this law and shall be completed in not more than 10 years.

Application of the standards stipulated in Article 19 of this law in government educational institutions and supervision of their application in non-governmental educational institutions.

Provision of access to government educational institutions and verification that such access provided in non-governmental educational institutions, refusal to grant a license to any private educational institution unless it provides access.

Article 19 of the law conforms with this objective, as it stipulates the following:

The Council, in coordination with the Ministry of Education, shall establish standards for educational diagnosis and curriculum development and methods for teaching them to students with disabilities in educational institutions, and shall train and qualify cadres, in accordance with the following guidelines:

Students with disabilities shall attain the maximum academic level, so as to ensure that they reach higher levels of education.

The highest level of an inclusive educational environment shall be provided for students with disabilities.

Modern educational methods shall be applied in educational institutions, including special education programs for students with mental disabilities or multiple disabilities, provided that the purpose of these programs is to achieve inclusion, develop their academic and social capabilities, and enhance their individual independence to the extent possible.

The optimum use of reasonable accommodation and forms of access shall be achieved, including prepared teaching aids, effective communication methods, and occupational therapy.

Mechanisms shall be established for evaluating standards, methods for monitoring their application, and methods for updating them to ensure their continued effectiveness and development.

Meanwhile, the research team was unable to obtain any information on any government agency issuing oversight reports on the inclusion of children with disabilities.

Sub-activity 2: Hold awareness courses on interacting with disabled persons	Executing agency:	Ministry of Education Ministry of Social Development Teachers' union
	Completion level:	In progress
Completion Details:		
<p>The Higher Council for the Rights of Disabled Persons implemented a series of training courses on awareness of the rights of disabled persons, in addition to training courses on disability issues, in coordination with all official and non-official entities. University students, public and private sector employees, and families were trained and made aware of the rights of disabled persons,³⁰⁷ through awareness workshops held in cooperation with the Higher Council for the Rights of Disabled Persons, in 2018, as follows:</p> <p>Raising awareness of the Law on the Rights of Disabled Persons No. 20 of 2017, for Ministry of Health cadres in the central region, 18 employees participated.</p>		

³⁰⁷ Higher Council for the Rights of Persons with Disabilities, <http://hcd.gov.jo/ar/news/36>, visited on October 29, 2017.

Raising awareness of the Law on the Rights of Disabled Persons No. 20 of 2017, for psychologists, nurses, and behavioral therapists, 17 employees participated.

Raising awareness of the Law on the Rights of Disabled Persons No. 20 of 2017, for psychologists, nurses, and behavioral therapists, 18 employees participated.

Likewise, cadres from Ministry of Health hospitals took two training courses in sign language to interact with hearing-impaired persons, to increase their effectiveness. Ministry of Health cadres participated in a training program on accreditation standards for diagnosis centers for disabled persons in Jordan.³⁰⁸

In addition, the Ministry of Social Development implemented a series of training courses for awareness in interacting with disabled persons. In 2016, 1,250 people benefited from these courses, 1,630 people in 2017, and more than 1,220 people in 2019 to date.³⁰⁹

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 3:	Strengthen and protect children's rights
Sub-objective 4:	Right to education
Key Activity 3:	Strengthen and activate oversight mechanisms for private and government schools

Sub-activity 1: Establish strict controls over public and private schools	Executing agency:	Ministry of Education Audit Bureau Anti-Corruption Commission
	Completion level:	In progress
Completion Details:		
Regarding establishing strict controls over public and private schools, the research team found no information in this regard.		
The Ministry of Education introduced the Education Quality and Accountability Unit, giving it complete independence in its work and procedures and the right to access all information, studies, and documents related to its duties and activities, according to the laws in force. According to the draft Regulation for the Education Quality and Accountability Unit of the Ministry of Education, the unit aims to improve and develop the educational process according to specific standards and metrics, at the educational, directorate, and Ministry center levels.		

³⁰⁸ According to reports from the Higher Council for the Rights of Persons with Disabilities.

³⁰⁹ According to a Ministry of Social Development report.

The unit shall be responsible for public sector evaluation at the administrative levels, support and develop the accountability process in the educational system, build employee capabilities, and hold training courses and workshops for unit employees. It shall also establish and periodically review accountability standards and metrics, prepare and develop measurement and evaluation tools, provide recommendations for using the results of evaluations and strategic planning, and draw up policies for development and improvement.³¹⁰

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 3:	Strengthen and protect children's rights
Sub-objective 4:	Right to education
Key Activity 4:	Develop school curricula and integrate human rights concepts at all levels of study

Sub-activity 1: Promote human rights concepts and vocabulary within educational curricula	Executing agency:	Ministry of Education
	Completion level:	In progress
Completion Details:		
With regard to promoting human rights concepts and vocabulary within educational curricula, the National Curriculum Council was created in order to form a team of educators to develop a conceptual matrix for curricula, as well as to spread the concept of citizenship in all academic materials, with a focus on incorporating the concepts of human, women's, children's, and other rights in the curriculum. ^{311, 312}		

Sub-activity 2: Expand the establishment of libraries	Executing agency:	Ministry of Education
	Completion level:	Not yet begun
Completion Details:		
As regards expanding the establishment of libraries, the research team found no information in this regard.		

Third Pillar:	Rights of groups most vulnerable to violations
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³¹⁰ *Al Ra'i*, 02/09/2018, "Ministry of Education introduces the Education Quality and Accountability Unit," available at <https://bit.ly/2NNJ3I1>, visited on 7/11/2019.

³¹¹ *As-Sabeel*, September 5, 2017, "National Curriculum Council implementation plan," available at <http://www.jfranews.com/jo/post.php?id=183002>, visited on October 12, 2017.

³¹² *Ammon*, November 14, 2016, "Textbook Committee observations on curriculum amendments," available at <https://bit.ly/2kJ9KDP>, visited on October 31, 2017.

Main Objective 4:	Promote, protect, and guarantee the rights of senior citizens
Sub-objective 1:	Ensure a dignified life for senior citizens
Key Activity 1:	Develop legislation to protect the financial and social rights of senior citizens

Sub-activity: Review the Social Security Law	Executing agency:	Government + Parliament
	Completion level:	Not yet begun
Completion Details:		
<p>The research team is tracking amendments related to the Social Security Law to ensure a dignified life for senior citizens. The research found that the most recent amendment to the law was in 2014; however, the Corporation was working to amend and publish insurance regulations emanating from the Social Security Law on September 1, 2016. The amendments allowed the beneficiaries of early retirement pensions, who return to work covered by insurance, to obtain a higher pension when recalculating his pension in the event of injury or total or partial natural disability, and also when calculating the pension of his heirs in the event of his death by natural causes.³¹³</p> <p>In August 2019, the House of Representatives passed an amended Social Security Law, although the new amendments to the law do not address providing social and economic protections for senior citizens. The amended law raised the age of early retirement for new subscribers to 55 for men and 52 for women.</p>		
Sub-activity 1: Review the Civil Retirement Law and propose the necessary amendments	Executing agency:	Government + Parliament
	Completion level:	Not yet begun
Completion Details:		
<p>As regards reviewing the Civil Retirement Law and Military Retirement Law, the amended Civil Retirement Law for 2018 was issued in the <i>Official Gazette</i>; however, it did not contain amendments regarding ensuring a dignified life for senior citizens.³¹⁴</p> <p>The Law Interpretation Bureau issued an interpretative decision on August 30, 2017, allowing Social Security Corporation employees who are civil and military retirees to combine retirement pension and social security benefits. The Bureau based its decision, issued in the <i>Official Gazette</i>, on considering the Social Security Corporation an official public institution, not a government institution. The decision indicated that the Social Security Corporation is not a government institution, and, therefore, it does not fall under the prohibition against combining a pension with the salary received by the person who is rehired, according to the Civil Retirement Law.³¹⁵ The <i>Official Gazette</i> also published the amended Labor Law of 2019, in which Article 85 <i>bis</i> confirms the Civil Retirement Law, by authorizing the employee of the Civil Retirement Law to recalculate his services under the Social Security Law.^{316, 317}</p>		

³¹³ Social Security Corporation, September 28, 2016, “Rawabdeh: Amendments to the insurance regulations are in the interest of the insured and give more insurance benefits and rights to subscribers,” available at <https://goo.gl/25Q4eV>, visited on October 17, 2017.

³¹⁴ *Official Gazette*, No. 5535, Law Amending the Civil Retirement Law No. 34 of 2018, October 1, 2018, available at <https://bit.ly/2lWhgLm>, visited on September 19, 2019.

³¹⁵ Jordanian Judicial Council, Interpretation of Laws, August 30, 2017, available at <https://goo.gl/xWu5H3>, visited on October 17, 2017.

³¹⁶ *Ad-Dustour*, 9/1/2019, “Amended Social Security Law of 2019, available at <https://bit.ly/2PUzRUL>, visited on 11/6/2019.

³¹⁷ *Official Gazette*, No. 5573, Amended Labor Law No. 14 of 2019, available at <https://bit.ly/2ku7G1W>, visited on September 19, 2019.

Sub-activity 2: Review the Military Retirement Law and propose the necessary amendments	Executing agency:	Government + Parliament
	Completion level:	Not yet begun
Completion Details:		
<p>There have been no amendments to the Military Retirement Law regarding this activity; however, the government is studying the possibility of moving from civil retirement to security (optionally) through a draft law that allows the transfer of public sector employees included in the civil retirement law to the umbrella of social security.³¹⁸</p> <p>The Law Interpretation Bureau issued an interpretative decision on August 30, 2017, which permits civil and military retired employees of the Social Security Corporation to combine their pension and social security salary. The Bureau based its decision, published in the <i>Official Gazette</i>, on classifying the Social Security Corporation as an official public institution and not a governmental institution. The decision indicated that the Social Security Corporation is not a government institution, and thus does not fall under the legal prohibition against combining pension and the salary received by the rehired person, according to the Civil Retirement Law.³¹⁹ The <i>Official Gazette</i> also published the amended Labor Law of 2019, in which Article 85 <i>bis</i> confirms the Civil Retirement Law, by authorizing the employee of the Civil Retirement Law to recalculate his services under the Social Security Law.</p>		
Sub-activity 3: Review the Labor Law and propose the necessary amendments	Executing agency:	Government
	Completion level:	In progress
Completion Details:		
<p>The Flexible Work Regulation of 2017, published in the <i>Official Gazette</i> on February 22, 2017, aims to define flexible forms of work, including flexible work hours in a manner consistent with the needs of the worker. This regulation serves the following categories, according to Article 3 of the law: workers who have spent three consecutive years in service with the employer, workers with family responsibilities (pregnant women or those who care for a child or an elderly, disabled, or ill family member), in addition to workers attending university, and workers with disabilities. This regulation provides these groups with the opportunity to work flexible hours that suit their needs and protect their rights, as stipulated in Article 9 of the regulation: “workers under a flexible work contract proportional to the amount and hours of their work shall enjoy all the rights of workers under a non-flexible contract, in accordance with what is stipulated in the Labor Law if no contract or regulation provides better rights.”³²⁰</p>		
Sub-activity 4: Review the Civil Service Regulation and propose the necessary amendments	Executing agency:	Government + Parliament
	Completion level:	In progress
Completion Details:		
<p>When tracking amendments made to the Civil Service Regulation of 2017,^{321, 322} the research did not show that these amendments have achieved the desired objective in this pillar, and they did not address senior citizens. However, there is a draft amendment of the Civil Service Regulation of</p>		

³¹⁸ *Al Ra'i*, February 4, 2017, “Possibility of moving from civil retirement to social security (optionally),” available at <http://alrai.com/article/10375435>, visited on October 17, 2017.

³¹⁹ Jordanian Judicial Council, Interpretation of Laws, August 30, 2017, available at <https://goo.gl/xWu5H3>, visited on October 17, 2017.

³²⁰ *Official Gazette*, No. 5450, Flexible Employment Law No. 22 of 2017, available at <https://bit.ly/2ksr7Ir>, visited on October 17, 2017.

³²¹ Civil Service Bureau, May 1, 2017, available at <http://www.csb.gov.jo/csb/Legislations/Systems/CivilService>, visited on October 18, 2017.

³²² *Official Gazette*, No. 5572, 5/1/2019, Amended Civil Service Regulation No. 42 of 2019, available at <https://bit.ly/2r7yec8>, visited on 20/11/2019.

2019, that will be announced in the coming period. The most prominent contents of the amendments focused on the pillars related to promoting concepts of justice, equal opportunity, and discrimination in competition for public service jobs and developing processes and approaches for managing and planning human resources in the public sector. Great importance is given to the professionalism of work through accredited professional certificates and the development of the performance review process, linking it to career paths. The amendments also addressed the oversight role of the Civil Service Bureau, the social responsibility of the Civil Service apparatus, and the partnership between the public and private sectors, as well as the development of mechanisms for the recruitment and selection of the public employee. The review process of the law in force was completed with the inclusion of independent institutions under the umbrella of the Civil Service.³²³

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 4:	Promote, protect, and guarantee the rights of senior citizens
Sub-objective 1:	Ensure a dignified life for senior citizens
Key Activity 2:	Make the necessary legal amendments to expand insurance coverage for senior citizens

Sub-activity 1: Review the Health Law and the regulations issued under it and propose the necessary amendments	Executing agency:	Government + Parliament
	Completion level:	Completed
Completion Details:		
Regarding health insurance for seniors, the Council of Ministers issued a decree on February 1, 2017, stipulating steps to expand health insurance coverage to include those over the age of 70 and to exempt them completely from making contributions to the Health Insurance Fund. ³²⁴ The Council of Ministers also approved the commissioning a company with expertise in providing health insurance to all citizens to conduct a special economic, social, and actuarial feasibility study on applying full health insurance coverage,. The National Council for Family Affairs also launched the National Strategy for Senior Citizens for 2018-2022, which aims to raise the standard of living for the elderly, enabling them to live independently and enjoy a decent life, ³²⁵ to provide feasible health care, and to face the challenges of aging in Jordan. ³²⁶ Also, eight senior citizen-friendly health centers were launched throughout all regions of the Kingdom, and through the National Strategy for Senior Citizens, the Ministry of Health seeks to increase the number of these centers to 30 health centers. ³²⁷		

³²³ [blank in the original]

³²⁴ *Hala News*, February 1, 2017, "Inclusion of 70-year-olds in comprehensive health insurance," available at <https://goo.gl/82vaaS>, visited on October 17, 2017.

³²⁵ *Jordan News Agency*, Petra, April 13, 2017, "Council of Ministers approves amended Civil Service Regulation," available at <https://bit.ly/2lZpUZp>, visited on October 17, 2017.

³²⁶ National Strategy for Senior Citizens, National Council for Family Affairs, available at <https://bit.ly/31Z4GKU>.

³²⁷ *Jordan News Agency*, Petra, July 5, 2018, "Launch of senior citizen-friendly health centers," available at <https://bit.ly/2Ushelk>, visited on September 1, 2019.

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 4:	Promote, protect, and guarantee the rights of senior citizens
Sub-objective 1:	Ensure a dignified life for senior citizens
Key Activity 3:	Consider senior issues when formulating national policies, strategies, plans, standards, and frameworks

Sub-activity 1: Evaluate and update the National Strategy for Senior Citizens	Executing agency:	National Council for Family Affairs + Ministry of Social Development
	Completion level:	In progress
Completion Details:		
With regard to evaluating and updating the National Strategy for Senior Citizens, the National Council for Family Affairs worked to update the strategy and publish it on its website, under the name, “National Strategy for Senior Citizens 2018-2022.” ³²⁸ However, the process of evaluating the strategy is still in progress, according to the National Council for Family Affairs report sent to the research team.		

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 4:	Promote, protect, and guarantee the rights of senior citizens
Sub-objective 1:	Ensure a dignified life for senior citizens
Key Activity 4:	Strengthen oversight of nursing homes and shelters for senior citizens

Sub-activity 1: Review the Social Affairs Law and the regulations issued under it and propose the necessary amendments	Executing agency:	Government + Parliament
	Completion level:	Not yet begun

³²⁸ National Council for Family Affairs, National Strategy for Senior Citizens 2018-2022, available at <https://bit.ly/2Bbvk9b>, visited on September 17, 2019.

Completion Details:		
No amendment to the Social Affairs Law and the regulations issued under it has been made to strengthen the role of nursing homes and shelters for senior citizens.		

Sub-activity 2: Prepare accreditation and quality control standards for shelters	Executing agency:	National Council for Family Affairs National Follow-up Committee on the National Strategy for Senior Citizens
	Completion level:	Completed
Completion Details:		
With regard to preparing accreditation and quality control standards for shelters, the research team found a cooperative agreement between the Ministry of Social Development and the Secretary-General of the National Council for Family Affairs to accredit standards and quality controls for social welfare homes and shelters. The agreement aims at joint coordination between the Ministry and the Council in applying the evaluation system, granting accreditation certificates and building institutional capacity to implement the quality system. These standards aim to institutionalize the work of residential care homes services (juveniles, elderly, social protection, indigents, and orphans) in a manner that defines the regulations, procedures, and controls that govern and determine the type and quality of programs and their alignment with national and international standards and authorities in a manner that guarantees the provision of services that meet the needs and preserves the rights of their beneficiaries. ³²⁹		

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 4:	Promote, protect, and guarantee the rights of senior citizens
Sub-objective 1:	Ensure a dignified life for senior citizens
Key Activity 5:	Improve the level of services offered to senior citizens, including a dignified life in society

Sub-activity 1: Apply accreditation and quality control standards for shelters	Executing agency:	National Council for Family Affairs
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³²⁹ National Council for Family Affairs, Adoption of Quality Control Standards for Welfare Shelters, available at <https://bit.ly/2lXbYz8>, visited on October 30, 2017.

		National Follow-up Committee on the National Strategy for Senior Citizens
	Completion level:	In progress
Completion Details:		
The research team found no evidence of the application of accreditation and quality control standards for shelters; however, since work has been done on preparing accreditation and quality control standards, it is certain that the application process has begun.		

Third Pillar:	Rights of groups most vulnerable to violations
Main Objective 4:	Promote, protect, and guarantee the rights of senior citizens
Sub-objective 1:	Ensure a dignified life for senior citizens
Key Activity 6:	Enhance the capabilities of senior citizens to continue and increase their contributions to and participation in public life

Sub-activity 1: Include senior citizens in the decision-making process	Executing agency:	National Council for Family Affairs National Follow-up Committee on the National Strategy for Senior Citizens
	Completion level:	In progress
Completion Details:		
As regards including senior citizens in the decision-making process, the National Council for Family Affairs gave the government the National Strategy for Senior Citizens for 2018-2022, which focused on prioritizing their participation in decision-making at all levels and enhancing their participation in society. The National Follow-up Committee was also formed to implement the strategy. ³³⁰ The National Council for Family Affairs is seeking to promote, protect, and guarantee the rights of senior citizens by updating the Jordanian National Strategy for Senior Citizens. ³³¹		
Sub-activity 1: Formulate policies that aid the economic and social empowerment of social citizens	Executing agency:	National Council for Family Affairs

³³⁰ The National Council for Family Affairs, National Strategy targeting senior citizen services, available at <http://ncfa.org.jo:85/NCFA/ar/node/992>, visited on October 30, 2017.

³³¹ The National Council for Family Affairs, July 26, 2016, The National Council for Family Affairs starts updating the National Strategy for Senior Citizens, available at <http://ncfa.org.jo:85/NCFA/ar/node/838>, visited on October 30, 2017.

		National Follow-up Committee on the National Strategy for Senior Citizens
	Completion level:	Not yet begun
Completion Details:		
As regards including senior citizens in the decision-making process, the National Council for Family Affairs gave the government the National Strategy for Senior Citizens for 2018-2022, which focused on prioritizing their participation in decision-making at all levels and enhancing their participation in society. The National Follow-up Committee was also formed to implement the strategy. ³³² The National Council for Family Affairs is seeking to promote, protect, and guarantee the rights of senior citizens by updating the Jordanian National Strategy for Senior Citizens. ³³³		

³³² The National Council for Family Affairs, National Strategy targeting senior citizen services, available at <http://ncfa.org.jo:85/NCFA/ar/node/992>, visited on October 30, 2017.

³³³ The National Council for Family Affairs, July 26, 2016, The National Council for Family Affairs starts updating the National Strategy for Senior Citizens, available at <http://ncfa.org.jo:85/NCFA/ar/node/838>, visited on October 30, 2017.