

Article (105):

Notwithstanding the provisions of any other law, if the Corporation is a party of a lawsuit, it may use all types of evidence, including electronic data and transactions, data and records issued by computers and modern communication mediums, approved by the Corporation.

Article (106):

- A.** The Council of Ministers shall issue the required Bylaws to implement the provisions of this Law, including the following:
 1. Financial regulations.
 2. Procurement, tenders and works regulations.
 3. The Corporation's funds investment regulations.
 4. Regulations of the affairs of insured military servicepersons.
 5. Affairs of the Corporation's personnel and employees shall be regulated in accordance with the Civil Service Regulations.
- B.** The Board shall issue the Implementing Regulations required for implementing the provisions of this Law and the Bylaws issued pursuant thereto.

Article (107):

The Social Security Law No. (19) for the year 2001, its annexed tables, and all amendments thereto shall be deemed null and void, while the Bylaws and instructions shall remain valid and in force, without contravening the provisions of this Law, until replaced in accordance with the provisions thereof within a period not exceeding one year as of the date this Law enters into force.

Article (108):

Pensions apportioned in accordance with the provisions of the Provisional Social Security Law No. (7) for 2010, including death due to work-related injuries to which the provisions of Paragraph (E) of Article (27) of said Law have been applied; with

the exception of pensions apportioned under Article (106) thereof, shall be recalculated.

Article (109):

Any provision in any other law shall be repealed to the extent it conflicts with the provisions of this Law

Article (110):

The Prime Minister and ministers shall be responsible for implementing the provisions of this Law.

January 13, 2014

Abdullah II Bin AL-Hussein

Prime Minister and Minister of Defense **Dr. Abdullah Ensour**

Minister of Higher Education and Scientific Research **Dr. Ameen Mahmood**

Minister of Education **Dr. Mohammad Thnaibat**

Minister of Foreign and Expatriate Affairs **Nasser Joudeh**

Minister of Interior **Hussein Hazzaa' AL-Majali**

Minister of Industry and Trade and Supplies **Dr. Hattem Hafeth AL-Helwani**

Minister of Water and Irrigation **Dr. Hazzem Al-Nasser**

Minister of Agriculture **Dr. Akif AL-Zo'bi**

Minister of Environment **Dr. Taher AL-Shakhshir**

Minister of Finance **Dr. Omayah Touqan**

Minister of Public Sector Development **Dr. Khlaif AL-Khawaldeh**

Minister of Labor and Minister of Tourism and Antiquities **Dr. Nedal Mardi AL-Qatameen**

Minister of State for Prime Ministry's Affairs **Dr. Ahmad Ziyadat**

Minister of Municipal Affairs **Eng. Waleed AL-Masri**

Minister of Planning and International Cooperation **Dr. Ibrahim Saif**

Minister of State for Media Affairs **Dr. Mohammad Hussein AL-Momani**

Minister of Social Development **Reem Mamdooh Abu Hassan**

Minister of Energy And Mineral Resources **Dr. Mohammad Hammed**

Minister of Public Works and Housing **Eng. Sami Halaseh**

Minister of Justice **Dr. Bassma Sameer AL-Talhoni**

Minister of Health **Dr. Ali Al-Nahleh Hiyasat**

Minister of State **Dr. Salameh AL-Neimat**

Minister of Awqaf and Islamic, Affairs and Holy Places **Dr. Hayl Abdul Hafeeth Dawood**

Minister of Political and Parliamentary Affairs **Dr. Khaled AL-Kalaldeh**

Minister of Culture **Dr. Lana Mohammad Mamkegh**

Minister of Transport **Dr. Leena Shbeeb**

Minister of Communications and Information Technology **Dr. Azzam Talal Tawfeeq Slait**

Table No. (1)
List of Occupational Diseases

No.	Disease Description	Work process involving exposure to risk
1.	Anthrax	Handling wool, hair, raw skin and all processes which require contact with sick animals
2.	Arsenic Poisoning or by its toxic compounds	Handling Arsenic, its products or compounds
3.	Asbestos Poisoning	Handling or making Asbestos or materials containing it.
4.	a. Benzole Poisoning or by its derivatives.	Handling Benzole, its derivatives, undertaking any of its making operation or that involves using it.
	b. Nitro Benzene, Para amino Benzene Poisoning or by their derivatives, (Tri-nitroline - ethylene & others or Any of their compounds).	Handling Nitro Benzene or Amino Benzene or their derivatives or carrying out any of its making operations or any operation that involves using them along with their Extensions.
5.	Carbon-bisulfide Poisoning or by its Extensions	Any operation involving the use of Carbon-bisulfide, its products or compounds.
6.	glass workers Cataract	Any of glass work process which involve being exposed to melted glass glaze.
7.	Cataract caused by exposure to radiations of molten or red hot metal.	Any process that involves exposure to radiations of molten or red hot metal during iron or steel making, including reheating iron or steel and twirling it.

No.	Disease Description	Work process involving exposure to risk
8.	Chrome Ulcer or by its compounds.	Any process involving use of chromic acid, bichromite, ammonium, Potassium, sodium Derivatives or their products.
9.	Caisson Disease	Any process carried out in compressed air.
10.	Dermatosis caused by dusts, or liquids used in industry.	Any process that produces dusts or liquids that cause dermatitis & eczema.
11.	a. Epithelioma or skin ulcer caused by tar, pitch, Bitumen, Mineral oil, Paraffin or the compounds, products, or residues of these substances. b. ulceration of the corneal surface of the eye caused by Tar, pitch, Bitumen, Mineral oil, Paraffin, or the compounds, products or residue of these substances.	Use or handling tar, pitch, bitumen, mineral oil, Paraffin or the compounds, or residues of these substances.
12.	Fluorine Poisoning.	Any operation involving the use of Fluorine, its products or compounds.
13.	Glanders	care of (attendance) affected equine animal or its carcass
14.	Lead Poisoning or by its compounds.	handling Lead, its products or compounds.
15.	Mercury Poisoning .	Any process involving the use of Mercury, its products or compounds.

No.	Disease Description	Work process involving exposure to risk
16.	Manganese Poisoning	handling Manganese or materials containing it.
17.	Phosphorus Poisoning or by its compounds.	Any operation involving the use of Phosphorus, its products or compounds.
18.	Telegraphist cramp.	Using telegram machines.
19.	Poisoning by Trichlorethene Dichloride, Ethylene or its compounds (Trichloroethylene).	Any process carried out while handling Trichlorethene Dichloride, Ethylene and involves using any of them.
20.	Antimony Poisoning or its complications.	Using or handling Antimony or its compounds.
21.	Sulphur Poisoning.	Using or handling Sulphur.
22.	Nickel effects or its complications & ulcers	Preparing, handling or using Nickel or its compounds.
23.	Carbon Monoxide Poisoning by.	Any work that requires exposure to Carbon Monoxide.
24.	Cyanic Acid Poisoning.	Preparing, handling, or using Cyanic Acid or its compounds.
25.	Poisoning by Chlorine, Bromine or their derivatives.	Preparing, handling, or using Chlorine, Bromine or their compounds.
26.	Diseases & symptoms caused by Radium, Radioactive substances or X-rays.	Any work that requires exposure to Radium, any radioactive substance, or X-rays.
27.	Infectious and epidemic diseases.	Working in hospitals specialized specified in dealing with those diseases, Working in medical laboratories, and in veterinary, for animal diseases which can be transferred to humans. (Zoonosis).

No.	Disease Description	Work process involving exposure to risk
28.	Diseases & symptoms caused by the exposure to variations in atmospheric pressure.	any work that requires sudden exposure, working under high air pressure, sudden rarefaction in the air pressure or working under low air pressure for a long time.
29.	Poisoning by Petroleum, its gases or its derivatives and complications.	Every work that requires the use or handling of Petroleum, its gases or derivatives, and any work that requires exposure to these materials whether solid, gas, or liquid.
30.	Pneumoconiosis a. Silicosis	Any process in which Silica Dioxide is inhaled.
	b. Pneumoconiosis	Any work that requires exposure to newly born dust of Silica or materials containing Silica in a percentage that exceeds (5%) , such as working in mines or quarries, carving or grinding stones, or manufacturing grind stones or metals polishing with sand, or any other process involving such exposure.
	c. Asbestosis.	Any work that requires exposure to Asbestos dust.
	d. Byssinosis	Any work that requires exposure to cotton dust.
31.	Poisoning by aluminum dust	Used in manufacturing household appliances, laboratories and Aluminum powder is used in paints. where exposure to it causes Pulmonary Fibrosis.

No.	Disease Description	Work process involving exposure to risk
32.	cadmium Poisoning and its complications	Exposure to or use or handling of Cadmium or substances containing Cadmium, such as electrolysis painting or aircraft or cars manufacturing or electronic devices and alkaline batteries.
33.	hydrogen sulfide Poisoning	Used in tanning, silk manufacturing and sulphuric acid
34.	Poisoning by carbon tetrachloride and phenyl chloride	carbon tetrachloride: Workers in the ink and pesticides industry are exposed to it. phenyl chloride: Used in manufacturing polyethylene granules used to produce silk threads.
35.	Poisoning by alcohol, glycol and Ketone	Alcohol and glycol: Used in manufacturing organic substances, plastic, ink, fabrics, rubber and food and cosmetics industries. The chronic effect of glycol is renal failure. Ketones: used as an oil remover, dyes, ink , glues ,paints,& cosmetics. Its chronic effect is on peripheral nerves.
36.	Poisoning by Benzoyl (Toluene-xylene)	Toluene: Paint workers are the ones who are exposed to it the most. Xylene: Used in paint and jet fuel.
37.	Poisoning by nitrate, nitrite and nitroglycerin	Exposure to or use or handling of these substances, particularly in military industries and explosives and pharmaceutical and chemical industries.

No.	Disease Description	Work process involving exposure to risk
38.	Chronic poisoning by pesticides (organophosphate)	Those who are exposed to it the most are agricultural workers.
39.	Deafness (hearing impairment)	Working in places where noise exceeds (85 dB) eight hours a day and five days a week for a period not less than ten years.
40.	Varicose veins of legs	Professions which require standing up for long hours; subject to working in such a profession for a period not less than five years.
41.	Diseases caused by vibrations of bone and joint tissues of the elbow, lunate bone sclerosis of the wrist (Kienböck's Disease) and white finger (Raynaud's phenomenon)	Every work that requires vibrations, such as using air-operated hammers, grinding and polishing and using low tension vibrating devices.
42.	Chronic inflammation of muscular tendons, ligaments, bursae and Peripheral neuropathy (nerves)	Work which requires fast repetitive motion; causing trauma to peripheral nerves, such as the work of typists, pianists, violinists and goldsmiths.
43.	Brachial plexus palsy	Work which requires constant and repetitive pressure & trauma on shoulders such as carriage & Porterage.
44.	Hepatitis (B, C)	Work in hospitals, health centers, dental clinics, laboratories and blood banks.
45.	Acquired Immune Deficiency Syndrome (AIDS)	Work in hospitals, health centers, dental clinics, laboratories and blood banks.

No.	Disease Description	Work process involving exposure to risk
46.	Tuberculosis (T.B)	Work in hospitals, health centers and treatment and diagnostic facilities; causing direct contact with this disease, as well caring for infected animals or exposure to their products or waste.
47.	Brucellosis Malta fever	Work in slaughterhouses and raising cattle and sheep and selling and handling their products and waste.
48.	Tetanus	Work in tunnels and sewers and handling animal dung.
49.	Leptospira icterohemorrhagica Leptospirosis	Work in sewers, tunnels, mines and slaughterhouses, as well as work in the dairy products industry and meat preservation and other types of work which causes direct contact with infected meat, fish or water.
50.	Fungal diseases	Working in direct contact with infected animals and plants.
51.	animal and avian diseases transmittable to humans (Zoonoses)	Working in direct contact with animals suffering from Q fever or foot and mouth disease, or working in direct contact with birds.
52.	Bronchopulmonary diseases caused by heavy metal dust	work entailing exposure to heavy metal dust.
53.	Progressive lung fibrosis (coal dust)	Any work entailing exposure to coal dust.

No.	Disease Description	Work process involving exposure to risk
54.	Severe Dyspnea affecting the alveoli and diagnosed by means of pulmonary function test upon re-exposure to the causative agent	Work which entails inhaling dust resulting from storing and grinding grain, such as wheat and malt, flour packaging workers, as well as its industrial and professional uses and agricultural processes during which workers are exposed to straw, hay and fodder, and aviculture.
55.	Lung stiffness due to chronic toxicity	Exposure to acid and alkaline vapour and irritating gases (Chlorine, Sulphuric gases, ammonia, Hydrogen sulfide and Nitrogen oxides), mining operations, working in laboratories handling such substances and chemical industries.
56.	Pulmonary diseases due to exposure to fumes	Exposure to cement, fortified cement, Beryllium fume, Iron oxides fumes and other fumes.
57.	Emphysema	work which require constant high stress on the lungs.
58.	Occupational asthma	work which require exposure to allergens and diagnosed by means of allergic tests, pulmonary function tests and bronchodilators; such as: Epoxy, Acid amlyirid, Isocyanate, paint, adhesives, platinum workshops, electronic industries and chemical detergents plants.

Table No. (2)

LIST OF WORK INJURIES

Body organ, or part of the organ	PERCENTAGE of Disability			
	From	To	RIGHT	LEFT
THE UPPER LIMBS (HANDS, FOREARM AND THE BRACHIUM):				
Loss of the thumb phalanx			15	10
Loss of a phalanx and a half of the thumb.			18	12
Loss of all of the thumb phalanges.			25	20
Loss of all phalanges and the metacarpus of the thumb			30	24
Loss of forefinger			18	15
Loss of middle finger			15	12
Loss of ring-finger			10	8
Loss of little finger			8	6
Loss of thumb and forefinger			45	33
Loss of forefinger and middle-finger			35	25
Loss of middle-finger and ring-finger			22	18
Loss of little-finger and ring-finger			18	15
Loss of middle-finger and little finger			22	18
Loss of thumb, ring-finger and middle-finger			45	30
Loss of ring-finger, middle-finger and forefinger			45	33
Loss of middle-finger, ring-finger and little-finger			35	25
Loss of forefinger, little-finger and ring-finger			33	27
Loss of thumb, forefinger and little-finger			45	36
Loss of thumb, forefinger and ring-finger			45	36
Loss of forefinger, middle-finger and little-finger			45	33
Loss of thumb, ring finger, and little-finger			45	33
Loss of thumb, forefinger, middle-finger and ring finger			55	45

Body organ, or part of the organ	PERCENTAGE of Disability			
	From	To	RIGHT	LEFT
Loss of all fingers except the thumb			50	40
Loss of all fingers except the forefinger			55	45
Loss of all hand fingers			60	55
Loss of all the hand			65	60
Partial ankylosis in the wrist			(5-15)	(5-15)
Total ankylosis in the wrist			25	18
Forearm amputation below the elbow			70	60
Forearm amputation from the elbow			75	66 2/3
Amputation of half of the brachium.			75	66 2/3
Arm amputation from the shoulder			80	75
Amputation of both arms			100	
Total ankylosis in the shoulder			(40-50)	(30-40)
Partial ankylosis in the shoulder			(25 - 35)	(20 - 25)
Recurrent shoulder dislocation			35	30
Decrease in arm movement to shoulder level			25	15
Decrease in arm movement to 30 degree			15	5
Paralysis of deltoid			30	20
Paralysis of biceps			30	25
Unhealed fracture in brachium			50	40
Stiffening of elbow with extension up to 180 degree			50	40
Elbow stiffening up to 150 degree			40	35
Elbow stiffening up to 90 degree			30	25
Dislocated elbow joint			50	40

Body organ, or part of the organ	PERCENTAGE of Disability			
	From	To	RIGHT	LEFT
Elbow unable to move except between 90 and 100 degree			25	15
Unhealed fracture in the elbow protuberance			15	5
Fracture in the arm with complete impairment in flexion and extension movements			50	40
Fracture with defective healing in the wrist bones hindering wrist joint up to the quarter			12	10
Fracture and great defect in the healing of wrist bones up to one third			15	12
Ankylosis in the wrist and the complete extension and flexion.			25	20
THE LOWER LIMBS (FOOT, LEG & THIGHS)				
Loss of foot great toe			8	
Loss of the great toe and the following two toes			12	
Loss of all toes except the great toe			12	
Loss of all toes			20	
Loss of one phalanx of the great toe			4	
Loss of the second, third, forth, or fifth toe			4	
Loss of the foot, toes and metatarsus			30	
Lefrak surgery			25	
Loss of foot Shobar surgery			35	
Loss of foot from the last one-third of the leg treated by amputation			50	
Loss of leg from the knee joint			65	
Loss of the lower limb until the last one-third of the thigh			66 2/3	

Body organ, or part of the organ	PERCENTAGE of Disability			
	From	To	RIGHT	LEFT
Loss of the lower limb until the bottom of the iliac joint		75		
Loss of the lower limb from the iliac joint		80		
Stiffening of the iliac joint in a proper status		50		
Fracture of thigh, or leg bones with 6 cm. shortness and the joints are in a good state		30		
Fracture of thigh or leg bones with 4cm. shortness		18		
Fracture of thigh bone with 3cm. shortness		12		
Knee ankylosis to 100 degree		50		
Knee ankylosis moving until 120-170 degree		25		
Knee ankylosis moving until 90-180 degree		15		
Unhealed fracture in the patella with severe weakness in thigh		30		
Unhealed fracture in the patella with weakness in thigh		20		
Malformed Arthritis of the knee		25		
Unhealed fracture in the thigh or the leg		50		
Double fracture in the thigh or the leg in the shape (X)		20		
Ankle joint ankylosis in a right angled position (The best position)		20		
Ankle joint ankylosis in a 100 angle	33	1/3		
Heel ankylosis with raising of the foot		50		
Flat foot as a result of bone fracture		15		
Great toe stiffening of the foot disabling foot movement		15		
Foot toes ankylosis in a good position (Genuvalgum)		15		
Varicose veins with ulcerations		25		

Body organ, or part of the organ	PERCENTAGE of Disability			
	From	To	RIGHT	LEFT
MUSCLES				
a. Partial muscle loss, one or more, accompanied by cutaneous or sub-cutaneous tissue adhesions.				
b. Complete or partial rupture in one muscle.				
c. Complete or partial tendon rupture accompanied by muscle atrophy:				
1. Atrophy of all of the thigh muscles		30		
2. Atrophy of the anterior thigh muscles		20		
3. Atrophy of the whole leg muscles		30		
4. Atrophy of the anterior part of the leg		10		
5. Atrophy of the lower limb muscles		45		
6. Atrophy of forearm or brachium muscles		15	10	
NERVES				
Paralysis as a result of limbs nerves injury				
Paralysis of ulnar nerve (Nerve injury at the level of the elbow)		30	25	
Paralysis of ulnar nerve (injury near the hand)		20	15	
Paralysis of radial nerve (injury in the nerve of the upper part of the deltoid muscle)		50	40	
Paralysis of median, ulnar and radial nerves		70	55	
Paralysis of the nerve below scapula		10	8	
Paralysis of the circumflex nerve		20	15	
Total paralysis in the nerves of the upper limbs		75	65	
Total paralysis in the nerves of the lower limbs	65	75		
Paralysis of the popliteal external sciatic nerve		30		
Paralysis of the politeal medial sciatic nerve		30		
Paralysis of the popliteal external sciatic nerve accompanied by pain		40		

Body organ, or part of the organ	PERCENTAGE of Disability			
	From	To	RIGHT	LEFT
Paralysis of the popliteal external and medial Sciatic nerve		60		
Paralysis of the femoral nerve		50		
Complete inflammation of the sciatic nerve		50		
Paralysis of the fibular nerve		20		
BLOOD VESSELS				
Blood vessels and Varicose				
a. Blood vessels occlusion				
1. Artery occlusion resulting in any of the following:				
A. Limb atrophy with joints ankylosis	10	40		
B. Injury in one of the nerves			Refer to the "Nerves"	
C. Limbs gangrene			Refer to the amputation cases	
2. Venous thrombosis, if any of the following is resulted:				
A. Chronic Oedema	10	30		
B. Occlusion in the two lower limbs and chronic oedema affecting walking and standing	20	50		
b. The existence of varicose if any of the following is caused thereby:				
1. Extended ulcer	20	30		
2. Extended oedema			Refer to the venous thrombosis	
BRAIN & MENTAL FUNCTION CHANGES:				
Loss of the hair of scalp	5	15		
Bone loss of external & internal plate, its vastness less than 5 cm ²	5	20		
Loss of skull bone more than 5cm ² including the external & internal plates bones with the existence of brain pulses	20	40		
Brain injury accompanied or unaccompanied by fracture in the skull bones with headache and some difficulty in speech with brain symptoms	5	30		

Body organ, or part of the organ	PERCENTAGE of Disability			
	From	To	RIGHT	LEFT
Injury of the brain (like the previous one)- but with some loss in mental power which could lead to total madness	30	100		
Several epileptic seizures	30	60		
Little or rare epileptic seizures	20	30		
Total paralysis in the right arm		70		
Total paralysis in left arm		60		
Partial paralysis in the right arm	20	40		
Partial paralysis in the left arm	15	30		
Paralysis in the lower limb with the ability to walk	20	40		
Hemiplegia accompanied by muscle spasm	70	100		
Incomplete hemiplegia or unaccompanied by muscle spasm	10	60		
Incomplete right hemiplegia	20	50		
Incomplete left hemiplegia	20	50		
apparent aphasia	60	80		
Aphasia with incomplete hemiplegia		100		
simple aphasia	10	30		
Haemorrhagia accompanied by incurable hemiplegia		100		
Brain concussion with dizziness	10	50		
Brain abscess with severe headache and epilepsy	30	60		
Brain concussion accompanied or unaccompanied by skull fracture with dizziness, buzz and headache	10	60		

Body organ, or part of the organ	PERCENTAGE of Disability			
	From	To	RIGHT	LEFT
EYES				
a. Poor Vision in one eye according to the vision degree as follows:				
6/9		3		
6/12		6		
6/18		10		
6/24		15		
6/36		24		
6/60		28		
Total loss of vision		30		
b. Eyeball enucleation or atrophy with visible disfigurement which doesn't forbid the installation of an artificial eye		35		
c. Eyeball enucleation with the effect of healing which forbids the installation of an artificial eye		40		
d. Central Vision- decrease or loss of vision field in the eyes:				
1. Narrowness of vision field to 30 degrees:				
A. In one eye		Zero		
B. In both eyes		20		
2. Narrowness of vision field to less than 10 degrees:				
A. In one eye		10		
B. In both eyes	70	80		
e. Central Scotoma according to its wideness				
A. In one eye	15	20		
B. In both eyes	70	100		

Body organ, or part of the organ	PERCENTAGE of Disability			
	From	To	RIGHT	LEFT
f. Hemianopia in the vision field with no harm to the central vision				
1. The loss of vertical vision field				
A. Identical right and left vision of the eyes		25		
B. Loss of nasal vision field		10		
C. Loss of the temporal vision field		40		
2. The loss of horizontal vision field				
Upper		40		
Lower		50		
To the quarter		10		
3. Diplopia		25		
g. Paralysis of accommodation and Iris muscle:				
1. Internal accommodation paralysis of one eye	5	10		
2. Internal accommodation paralysis of both eyes	10	20		
h. 1. Lens loss in one eye	10	20		
2. loss of both lenses	20	40		
ORBIT BONES				
a. Damage of orbit bones and some of their contents (Eyeball, sinuses, around the eyeball and the nasal cavity) accompanied by disfigurement which is irreparable with inability to installing an artificial eye.	50	70		
b. The movement nerves:				
Paralysis of one or more muscles which leads to diplopia		25		
c. Sensory nerves:				
Inflammation in the nerves edges with shrink in the face muscles accompanied by pain	15	20		
d. Paralysis in the trigeminal nerve (fifth nerve)	10	30		
e. Changes of the blood vessels- Aneurysm and Angioma	20	60		

Body organ, or part of the organ	PERCENTAGE of Disability	
	From	To
Eyelids		
a. Entropian or ectropian or bad healing or partial or total adhesions of the Tarsal conjunctiva with the eyeball according to its wideness	zero	10
b. Ptosis due to facial nerve paralysis		
1. One eye according to the complications	10	20
2. Both eyes according to the complications	30	50
LACHRYMAL DUCT/ EXCESSIVE LACRIMATION		
Lachrymal Fistula with wide injuries in the bones:		
From one side	20	
From both sides	40	
NOSE		
Fracture of nose bones with nostrils narrowness	10	20
Loss of nose without nostrils narrowness	20	40
Loss of nose tip	10	
Partial loss of the nose without nostrils narrowness	10	20
Loss in the nose accompanied by nostrils narrowness	20	50
Narrowness in the nose without loss		
a. If not recoverable	5	25
b. Total paralysis in the olfactory nerve without apparent injuries in the upper of the nasal chamber	10	
c. Total paralysis in the olfactory nerve with apparent injuries in the upper of the nasal hole	15	

Body organ, or part of the organ	PERCENTAGE of Disability			
	From	To	RIGHT	LEFT
EARS:				
a. External Ear:				
1. Loss or disfigurement in the ear auricle without harming the auditory ducts:				
One ear	1	5		
Both ears	5	10		
2. Loss of the ear auricle accompanied by narrowness in the auditory ducts:				
The disability degree due to hearing weakness or deafness is added to the disability referred to in "A" above				
b. Middle Ear:				
Partial deafness (5 – 85 Decibel):				
In one side	5	10		
In both sides	15	40		
Complete deafness (more than 85 Decibels)				
In one side		30		
In both sides		60		
Total deafness from one side and partial from the other				
	30	50		
c. Mastoiditis				
Purulent mastoiditis in the temple accompanied by fistula. If it's not cured by a surgical operation, the infirmity degree depends on the degree of the mastoiditis.	30	50		
Tuberculous mastoiditis causing continuous severe dizziness	10	30		

Body organ, or part of the organ	PERCENTAGE of Disability			
	From	To	RIGHT	LEFT
TEETH & TONGUE:				
Loss up to half of the teeth	zero	15		
Loss of half the teeth with the possibility of denture installation		15		
Loss of half the teeth with the impossibility of denture installation		25		
Loss of all the teeth with the possibility of denture installation		20		
Loss of all the teeth with the impossibility of denture installation	40	50		
Partial amputation in the tongue with little disorder in speaking, chewing and swallowing	5	20		
Vast amputation in tongue and functional disorder	10	50		
Complete amputation of the tongue		60		
a. Facial Injuries:				
Injury in the upper jaw and nose disfigurement (According to the soft tissue status)	50	90		
Injury in the upper jaw with face disfigurement	50	90		
Injury in the whole lower jaw or when nothing is left except the ascending branch with face disfigurement	60	80		
b. Upper jaw				
Inability of chewing	40	50		
Ability to limited chewing	10	20		
Loss in the hard palate	10	30		
Loss in the hard palate which becomes better by surgical treatment	zero	10		
Loss in the hard palate related to the nasal hole with facial disfigurement	30	50		
Loss in the hard palate related to the nasal hole which becomes better by treatment	10	20		
Loss in the hard palate related to the nasal hole and the maxillary air sinus	30	40		

Body organ, or part of the organ	PERCENTAGE of Disability			
	From	To	RIGHT	LEFT
c. Lower jaw:				
Insufficient or impossible chewing	40	50		
Possible chewing	10	20		
Irreparable extraction in the temporal mandibular joint	20	30		
Curable extraction in the temporal mandibular joint	zero	10		
Narrowness of the mouth due to jaws ankylosis		20		
Narrowness of the mouth due to jaws ankylosis so that the injured could only have liquids		30		
NECK				
Forward inclination of the neck due to muscles spasm, or adhesive healing scar	10	30		
Inclination of the neck in away that the chin reaches the higher part of the sternum bones	40	60		
LARYNX				
Larynx Narrowness				
Voice hoarseness	5	10		
Difficulty in breathing after effort	5	10		
Difficulty in breathing without effort	10	30		
Difficulty in breathing which needs installation of laryngeal tube		40		
Hoarseness accompanied by difficulty in breathing	10	20		
T.B in larynx	16	60		
Loss of voice with limited damage in the vocal cords		50		
Difficulty in swallowing with or without loss of voice	50	90		
Difficulty in breathing and narrowness in the larynx with a tracheostomy	40	100		

Body organ, or part of the organ	PERCENTAGE of Disability			
	From	To	RIGHT	LEFT
Pharynx:				
Narrowness in the lower throat and the pharynx:				
Throat narrowness that hinders swallowing	10	30		
Pharynx narrowness	20	50		
Pharynx fistula accompanied by narrowness which is incurable by surgery	10	30		
Narrowness or block up in the upper throat:				
Pharyngeal throat Isthmus due to adhesion of the palate with posterior wall	15	40		
Throat Isthmus accompanied by deafness		60		
VERTEBRAL COLUMN:				
Head and trunk scoliosis	20	50		
Scoliosis, lordosis or kyphosis with movements restriction	30	50		
Local Protrusion or compression accompanied with pains and movement restriction	10	30		
Paralysis of both lower limbs		100		
Partial paralysis of both lower limbs with impossibility to walk		70		
Partial paralysis of both lower limbs. Walking with a crutch or stick	30	70		
Malformed osteoarthritis	30	40		
Malformed osteoarthritis with ankylosis of vertebrae joints and difficulty of breathing	40	80		
osteomyelitis the vertebrae with intact spinal cord	20	60		
Pott's disease unaccompanied by tubercular abscess	30	50		
Pott's disease accompanied by tubercular abscess	50	70		
Spinal cord cavitation	50	70		
Unremitting muscles atrophy	10	80		

Body organ, or part of the organ	PERCENTAGE of Disability			
	From	To	RIGHT	LEFT
Fibrosis of the central nervous system	60	70		
Vertebral fracture	5	20		
PELVIS				
Pain with difficulty in movement and walking	5	20		
Shortness in the lower limb and inclination in its axis	20	40		
THORACIC CAGE				
Fracture of the cage bones unaccompanied by stiffness	5	20		
Ribs fracture	zero	20		
LUNGS				
a. Pulmonary T.B				
1. Simple cases	10	20		
2. Medium cases	20	70		
3. Advanced cases	70	90		
b. Chronic Bronchitis				
1. Chronic Bronchitis with emphasyma, heart failure, and asthma		90		
2. Simple bronchitis	zero	20		
3. Simple pleural effusion	5	30		
4. Bloody pleural effusion	5	20		
5. Purulent pleural effusion	10	50		
c. The following shall be taken into consideration when assessing the percentage according to the degree of loss of respiratory functions of the lung:				
1. respiratory energy loss up to 30%	zero	20		
2. respiratory energy loss from 30% - 60%	20	60		
3. respiratory energy loss from 60% - 80%	60	100		

Body organ, or part of the organ	PERCENTAGE of Disability			
	From	To	RIGHT	LEFT
HEART & AORTA:				
Pericardial adhesion, heart valve disease or myocardiopathy:				
Compensated heart	10	15		
With apparent symptoms	20	60		
With incompensation		80		
Cardiorenal injury due to infection or toxicities	30	90		
Aortic Aneurysm	40	80		
ABDOMEN				
a. Stomach:				
Chronic ulcer	20	50		
Chronic ulcer with pyloric stenosis and large stretched stomach	50	80		
Chronic ulcer with painful adhesions	20	50		
Chronic ulcer with gastric fistula incurable by surgical treatment	50	90		
Chronic ulcer with gastrointestinal fistula incurable by treatment - narrow fistula	20	30		
Chronic ulcer with gastrointestinal fistula /wide low fistula in the abdomen	40	70		
Chronic ulcer with gastrointestinal fistula, fistula in a high position	70	90		
b. Fistula in the large intestines incurable by surgical treatment:				
Narrow fistula which permits the passage of gas and some liquids	20	30		
Fistula which permits the passage of stool and natural stooling	30	40		
Colostomy / from which all intestines contents pass and there is no stool	80	90		

Body organ, or part of the organ	PERCENTAGE of Disability			
	From	To	RIGHT	LEFT
Anal Fistula according to its position inside or outside the sphincter muscle:				
With Inability to stop the stool or the stool materials due to injury of the sphincter muscle	10	40		
With injury of the sphincter muscle or the anus accompanied or unaccompanied by anal prolapse	20	70		
With gastric inflammation	20	70		
With temporary Dysentery	20	50		
T.B.Peritonitis	30	70		
c. Hernia resulting from work injury:				
1. Inguinal hernia	zero	20		
2. Femoral hernia	10	20		
3. Femoral + Inguinal hernia	20	30		
4. Umbilical Hernia	10	20		
d. Abdominal wall:				
Scar accompanied by hernia	10	25		
Scar accompanied by hernia limited	10	20		
Scar accompanied by hernia (incisional hernia)	20	50		
Hernia or eventation without scar	10	25		
Incisional hernia	10	20		
Partial paralysis for the abdominal muscles as a result of abdominal wall nerve injury	5	10		
Incisional abdominal hernia accompanied or unaccompanied by partial paralysis of the abdominal muscles	10	20		
e. Liver & Spleen:				
Purulent or cholic fistula due to injury or following a surgery	20	60		
Splenectomy	20	50		

Body organ, or part of the organ	PERCENTAGE of Disability			
	From	To	RIGHT	LEFT
THE UPPER URINARY TRACT:				
Nephritis in one kidney	10	30		
pyelonephritis of one kidney	40	50		
Nephritis due to infection of toxins	50	80		
pyelonephritis in both kidneys	50	80		
Nephrectomy		50		
Nephrectomy accompanied by incisional hernia	60	70		
Urinary fistula (abdominal)	40	60		
Urethral fistula		50		
Floating kidney	5	10		
T. B. in one kidney		50		
T. B. in both kidneys	60	80		
T. B. in the urinary bladder with intact kidneys	20	30		
THE URINARY BLADDER				
Urinary bladder adhesion with pubis due to fracture	40	50		
Fistula beneath pubis		50		
Vesical fistula		50		
Intestinal vesical fistula		70		
Recto- vesical fistula	50	90		
Chronic cystitis due to injury or recurrent probing or wound in the bladder requiring catheterization	30	40		
cystitis with pyelonephritis of one kidneys		50		
cystitis with pyelonephritis of both kidneys	70	90		

Body organ, or part of the organ	PERCENTAGE of Disability			
	From	To	RIGHT	LEFT
Total urinary retention due to injury in the spinal cord		40		
Partial urinary retention		20		
Partial urinary retention accompanied by nephritis of one or both kidneys	50	90		
Urine incontinence	30	40		
URETHRA CANAL				
1. Posterior Urethra Canal				
Total stenosis due to rupture of posterior urethral canal		95		
stenosis due to partial rupture	30	60		
stenosis that can be widened by surgical operation	20	40		
stenosis accompanied by urethra-anal fistula	60	80		
stenosis accompanied by loss of the sphincter muscle and inability to retention of stool	80	90		
2. Anterior Urethra Canal:				
stenosis due to injury that could be widened	20	30		
stenosis that is difficult to widen	30	40		
Vesical Fistula		30		
absence of anterior urethra canal with an opening in the perineum		70		
absence of anterior urethra canal with an opening between the umbilicus and the pubis		40		
GENITALS:				
Loss of penis		60		
Loss of penis with narrowing in the urethra opening		70		
Partial loss of the Corpus Spongiosum	10	30		
Scar in the penis that does not prevent erection	zero	4		

Body organ, or part of the organ	PERCENTAGE of Disability			
	From	To	RIGHT	LEFT
Loss of the Glans		25		
Loss of the penis with the anterior & lower urethra canal with both testicles		90		
Loss of a testicle with decrease in the hormones	10	25		
Loss of a testicle before puberty		33 1/3		
Loss of a testicle up to the age of forty	10	25		
Loss of a testicle in an age between 40 and 60	10	20		
Loss of adolescents both testicles		70		
Loss of adults both testicles		60		
Loss of both testicles after the age of sixty		15		
Hydrocele according to its size and complications		10		
Haematocele due to injury	10	15		
Tuberclerosis in the epididymis and one testicle	10	15		
Tuberclerosis in the epididymis and both testicle	20	40		
Tuberclerosis in the epididymis from one or both sides with injury in the prostate and the seminal vesicle	40	50		
Hysterectomy until the age of 30		50		
Hysterectomy until the age of 30-50		40		
Hysterectomy after the age of 50		20		
Uterine deviation	10	20		
Simple uterine or vaginal prolapse	zero	5		

Body organ, or part of the organ	PERCENTAGE of Disability			
	From	To	RIGHT	LEFT
The Scar of Healing				
a. The scar of healing restricting the upper limb movement:				
Upper arm attached to the body			(30-40)	(25-30)
pronation (10-45) degrees			(20-30)	(15-25)
pronation (45-90) degrees			20	15
pronation up to 90 degrees but with inability to lift the arm			10	8
b. The scar of the elbow healing which restricts the extension movement:				
To angle 135 degree			10	8
To angle 90 degree			20	15
To angle 45 degree			40	30
For less than 45 degree the forearm is in a state of flexion to a sharp angle			50	40
c. The scar of healing in the back of the knee which restricts the extension movement:				
From 135-170 degrees	10	30		
From 90-135 degrees	30	35		
90 degrees or less	35	45		
d. The scar of healing in the sole of the feet which causes deviation of its edge according to its wideness	10	30		
e. The scar of painful and purulent healing according to its position and wideness	5	25		
CHRONIC osteomyelitis:				
Fistula or multi- recurrent fistula	20	30		
tuberculous Osteitis with fistula according to the position	20	40		

Body organ, or part of the organ	PERCENTAGE of Disability			
	From	To	RIGHT	LEFT
Tumors				
a. T. B. Nodes				
1. Purulent nodes which cause little pain	zero	20		
2. Purulent T.B. nodes accompanied by fistulas The infirmity is estimated according to the disability caused by the surgical interference due to amputation of the fingers or a limb or according to the state of relapse after the surgery or the inability to perform the surgery.	20	40		
b. Syphilis as an occupational disease		50		

General Rules for Table (2):

1. When determining the percentage of the disability caused by injuries, it shall be taken into consideration that the decision may differ according to many factors, namely:
 - a. Age of the injured.
 - b. Occupation or profession.
2. When determining the disability degrees for the limb injuries of the (left-handed) person, it shall be taken into consideration that the percentages provided in this Law, which are given for the right side shall be given to the left side, and those of the left side shall be given to the right side.
3. In the case of an injury of an organ having a previous proved permanent disability, the percentage of disability of the recent injury shall be determined in proportion to the remaining ability after the old injury.
4. In the case of multiple disabilities, in two organs, limbs or in the case of various injuries of the same limb, the assessment of the percentage of permanent disability in the second injury shall be as a percentage of the remaining ability after deducting the disability percentage assessed in the first injury of the total ability.
5. The disability percentage shall not be assessed upon request of the injured, due to refusal of getting any treatment. When determining the disability percentage, all remedies should have been utilized, without having proved any improvement in his/ her health condition.

Table No (3)

The Sums Due for the Inclusion of Previous Periods of Service which are calculated in the Retirement Period.

Male Insured		Female Insured	
Age	The amount for each year of service calculated in the pension period and for each JD's of the monthly wage 10	Age	The amount for each year of service calculated in pension period and for each 10 JD's of the monthly wage
60	37.5	55	37.5
61	37	56	37
62	36	57	36
63	34.5	58	34.5
64	32.5	59	32.5
65 and above	30	60 and above	30

Notes:

- A. Fractions of the year shall be considered full year when calculating the age.
- B. The amount due from the insured shall be calculated on the basis of his/ her age and the last wage subject to deduction.
- C. The total capital calculated as per this table, shall in all cases rounded to the nearest one Jordanian Dinar.

Table No (4)

SHARES IN PENSION OR COMPENSATION

Case No.	Beneficiaries	Widow(s)	Children	Parents	Brothers
1.	Widow(s) or widower and more than one child	One half	One half	-	-
2.	Widow(s) or widower and one child and parents	One half	One third	One sixth for each or both	-
3.	Widow(s) or widower and one child	One half	One third	-	-
4.	Widow(s) or widower and more than one child and parents	One third	One half	One sixth for each or both	-
5.	Widow(s) or widower and parents with no children	One half	-	One sixth for each	-
6.	More than one child and parents, no widow or widower	-	Three Quarters	One sixth for each or both	-
7.	One child and parents, no widow or widower	-	One half	One sixth for each	-
8.	Parents, no widow, widower, or children	-	-	Three Quarters for each or both	-
9.	Brother or sister, no widow or widower, and no children, nor parents	-	-	-	one sixth
10.	More than one brother or sister, no widow or widower, no children, nor parents	-	-	-	One third equally
11.	One child only	-	One half	-	-
12.	More than one child	-	The whole pension or compensation equally	-	-
13.	Widow(s) or widower only	Three quarters	-	-	-

Notes on Table (4):

- a.** In the case of marriage or death of the entitled widow, her share shall be reverted to the dependent benefiting children of the insured who were receiving their shares at the time of her death or marriage, and shall be distributed equally, provided that the total share for children does not exceed the proportion specified under case No. (6). This rule also applies to the widower in case of his death.
- b.** In the case of death of one of the parents in case No. (4), his/her share shall revert to the widow, and if she had died or got married, this shall be reverted to the children of the insured, provided that their total share does not exceed the proportion specified in case No. (6).
- c.** In case No. (8), if one parent dies, his/her share shall be assigned to the other parent.
- d.** Subject as otherwise provided in what was indicated in Table. (4), due pension payments entitled to heirs shall not in any way exceed the maximum wage subject to deduction determined by in accordance with the provisions of this Law.

Table No (5)
Early Retirement Pension Deduction Rates

Insured Male		Female Insured	
Age	Deduction Rate	Age	Deduction Rate
From 45 to less than 46	%20	From 45 to less than 46	%14
From 46 to less than 47	%18	From 46 to less than 47	%12
From 47 to less than 48	%16	From 47 to less than 48	%10
From 48 to less than 49	%14	From 48 to less than 49	%8
From 49 to less than 50	%12	From 49 to less than 50	%7
From 50 to less than 51	%11	From 50 to less than 51	%6
From 51 to less than 52	%10	From 51 to less than 52	%5
From 52 to less than 53	%9	From 52 to less than 53	%4
From 53 to less than 54	%8	From 53 to less than 54	%3
From 54 to less than 55	%7	From 54 to less than 55	%2
From 55 to less than 56	%6		
From 56 to less than 57	%5		
From 57 to less than 58	%4		
From 58 to less than 59	%3		
From 59 to less than 60	%2		

Table No (6)

Rates based on which old age pension and mandatory pension are calculated

Insured Male			Insured Female		
Age	Rate for the first JD1500 of the average	Rate for more than JD 1500 of the average	Age	Rate for the first JD1500 of the average	Rate for more than JD 1500 of the average
From 60 to less than 61	2.50%	2%	From 55 to less than 56	2.50%	2%
From 61 to less than 62	2.60%	2.10%	From 56 to less than 57	2.60%	2.10%
From 62 to less than 63	2.70%	2.14%	From 57 to less than 58	2.70%	2.14%
From 63 to less than 64	2.80%	2.22%	From 58 to less than 59	2.80%	2.22%
From 64 to less than 65	2.90%	2.34%	From 59 to less than 60	2.90%	2.34%
65	3%	2.50%	60	3%	2.50%

Table No (7)

Proportions for combining early retirement pension with wages from employment that is covered by the provisions of this Law

Age	If Pension is Less than (JD 300)	If Pension is equal to or more than (JD300) and less than (JD 500)	If Pension is equal to or more than (JD 500) with a maximum of (JD 1000)
From 47 to less than 50	%60	%50	%45
From 50 to less than 52	%65	%55	%50
From 52 to less than 54	%70	%60	%55
From 54 to less than 56	%75	%65	%60
From 56 to less than 58	%80	%70	%65
From 58 to less than 60	%85	%75	%70

