

While you may count on individuals wanting to work for your company specifically, it's more likely that people in Jordan will choose a job because of compensation and benefits. These elements are key, but you may not have the time or knowledge to meet Jordan's compensation laws or statutory benefit requirements. Instead, you can count on Globalization Partners to provide Jordan compensation and benefits outsourcing for your company.

At Globalization Partners, we'll use our Jordan PEO to help you expand without your own subsidiary. Using that registered entity, we'll add your employees to our payroll and benefits plan. As the Employer of Record, we'll handle compliance so that you can focus on running your company at home and abroad.

Jordan Compensation Laws

Jordan's compensation laws include a minimum wage of 268 Jordanian dinars a month for workers in any sector. An amendment to Jordan's labor law introduced legislation on discrimination in wages or the inequality of pay based on gender. According to the law, employers will get a penalty between 500 and 1,000 Jordanian dinars if they discriminate in the payment of wages because of gender.

Guaranteed Benefits for All Employees

All employees must receive guaranteed benefits included in a Jordan benefits management plan. Some of the most important benefits include paid time off for holidays, annual vacation, maternity leave, and sick leave. Jordan has eight public holidays, and you should include those days off with pay in an employment contract. Every employee should get 14 days of annual leave with full pay per year of service. Once the employee works for you for five successive years, they should get 21 days of leave.

Maternity leave includes 10 weeks of paid time off and an hour a day for breastfeeding during the first year after the delivery. Mothers can also take a year of unpaid leave after the birth. The law ensures that employers will not terminate a female employee's job or give them notice about termination past their sixth month of pregnancy or while they're on maternity leave.

Disperse Your Jordan Benefits Management Plan

When it comes time to disperse your benefits to your newly hired employees, it's best to include market norm benefits as well as statutory options. For example, fathers in the private sector do not get any paid paternity leave and must use their annual leave or unpaid time off. You can offer paternity leave as a supplemental benefit or choose to give out performance-

based bonuses, 13th-month bonuses, and more.

Restrictions for Compensation and Benefits in Jordan

You can't provide compensation and benefits in Jordan until you meet certain requirements. The biggest is that you need a registered subsidiary in the country to work without any fines or delays. Fortunately, you won't have to worry about this requirement when you work with Globalization Partners. As a global PEO, we have established and compliant subsidiaries that we'll use to help you expand quickly. You won't need to stress about compliance, Jordan compensation laws, or providing benefits when we're on your team.

Contact Us Today to Learn More

Globalization Partners will help you start working in Jordan today. Contact us for more information about Jordan compensation and benefits outsourcing.