**Disability:IN Global Directory**

**Jordan**

Disability Definition

In Jordan’s 2017 [Law on the Rights of Persons with Disabilities](https://dredf.org/legal-advocacy/international-disability-rights/international-laws/jordan-law-on-the-rights-of-persons-with-disabilities-act-2017/), a person with a disability is defined as “a person who has long-term physical, sensory, intellectual, mental, psychological or neurological impairment, which, as a result of interaction with other physical and behavioral barriers, may hinder performance by such person of one of the major life activities or hinder the exercise by such person of any right or basic freedom independently.” (Article 3)

Legislation

The [Law on the Rights of Persons with Disabilities No. 20](https://www.un.org/development/desa/disabilities/wp-content/uploads/sites/15/2019/11/Jordan_Law-No.-20-for-the-year-2017-on-the-Law-on-the-Rights-of-Persons-with-Disabilities.pdf) for the Year 2017 considers:

a. The respect for the inherent rights and dignity, individual autonomy and freedom of choice of persons with disabilities.

b. The participation of persons with disabilities and their organizations in policymaking, drawing up plans, programs, and decision-making operations related to them.

c. Not to discriminate against persons with disabilities on the basis of, or because of, disability.

d. The acceptance of persons with disabilities as part of human diversity and difference.

e. The inclusion of the rights and issues of persons with disabilities into national policies, strategies, plans, and programs as well as the state budget.

f. Equality between men and women with disabilities in terms of rights and duties.

g. Equal opportunities for persons with disabilities.

h. To ensure the rights of children with disabilities, develop their abilities and skills, and enhance their inclusion and participation in the community.

i. To ensure that reasonable accommodation and accessible formats, accessibility and universal design are provided to persons with disabilities on the grounds that these constitute the perquisite requirements needed for exercising their fundamental freedoms and rights.

j. The removal of physical and behavioral barriers for persons with disabilities, that include a lack or absence of reasonable accommodation or accessible formats or accessibility as well as individual and institutional behaviors and discriminatory practices on the basis of disability.

Employer Requirements

“A national strategy concerning disabled persons was adopted for the 2007-2015 period, encapsulated in the 2007 Act No. 31 regarding the Rights of Persons with Disabilities. As per this document, any company, public of private, employing between 25 and 50 workers, should employ at least one disabled person; should the number of employees exceed 50, the number of employed disabled persons should amount to at least 4% of workers, the nature of the work permitting. As per the amended Art. 13 of the 2010 Jordanian Labor Code, it is required that any establishment employing 50 workers or more comply with Art. 4, Para. C, of the Rights of Persons with Disabilities Act No. 31, Art. 13, which specifies the percentage of disabled persons to be employed, and to provide the Ministry of Labor with regular reports regarding the type of work performed, and the wages earned, by persons with disabilities.”

Reference: [en\_labor-watch.net\_636396189689764225.pdf](http://www.labor-watch.net/uploads/en_labor-watch.net_636396189689764225.pdf)

Accessibility Requirements

According to the [Law on the Rights of Persons with Disabilities Act](https://dredf.org/legal-advocacy/international-disability-rights/international-laws/jordan-law-on-the-rights-of-persons-with-disabilities-act-2017/), employers must provide reasonable accommodation, which is defined as “The alteration of the environment or time-related conditions within a specific context of time or place to enable the person with a disability to practice a right and freedom, or to gain access to services on an equal basis with others.” Accessible formats and Accessibility are defined as follows:

Accessible Formats: The transformation of information, data, pictures, drawings and other classified items to Braille, or large print, or the transformation of information into electronic or audio formats, or translating into Sign language, or using simplified language, or clarifying the information in any other manner without making any change in the essence or meaning in order to enable persons with disabilities to review and understand the issue.

Accessibility: The construction of buildings, roads, facilities, and other public and private sector venues in a way that is accessible to all the public, and making adjustments in accordance with the Building Code Requirements for Persons with Disabilities as issued in the provisions of the Jordan National Building Code and any other special standards issued or approved by the Council.

Cultural Norms

A study that compared public attitudes towards people with different impairments found that “about 64 percent of the 499 participants had positive perception and attitude towards disability. Participants had more positive attitudes towards physical disabilities followed by auditory, visual, and lastly, intellectual disabilities. Positive attitudes towards people with disabilities in Jordan are mainly attributed to cultural components associated with religion and traditions in certain geographical areas in Jordan (Darawsheh 2020).”

Reference: [Disability Inclusive Development Situational Analysis for Jordan V2 June 2020.pdf (ids.ac.uk)](https://opendocs.ids.ac.uk/opendocs/bitstream/handle/20.500.12413/15517/Disability%20Inclusive%20Development%20Situational%20Analysis%20for%20Jordan%20V2%20June%202020.pdf?sequence=1)

Insights

According to Jordan’s prime minister, the percentage of Jordanians with disabilities is around 13%, or 1,100,000.

Only 7.7% of Jordan’s disabled population is employed.

Though the 2017 “Law on the Rights of Persons with Disabilities” has improved conditions for people with disabilities, the government has failed to follow through with adequate funding, slowing the law’s implementation.

References: [The Current Situation of Persons with Disabilities in Jordan | Haqqi](https://haqqi.info/en/haqqi/research/current-situation-persons-disabilities-jordan) and [7.7% of people with disabilities are employed — report | Jordan Times](https://jordantimes.com/news/local/77-people-disabilities-are-employed-%E2%80%94-report)

Supplier Diversity

Additional content coming soon.

Talent Sourcing Resources

In 2022, UNICEF Jordan launches first impact sourcing platform, "UNICEF’s Digital Skills for A Better Future Programme addresses geographic, economic, and social factors to close the digital gap, facilitating access to meaningful employment opportunities, with a focus on women and people with disabilities."

Reference: [UNICEF launches Jordan’s first Impact Sourcing platform](https://www.unicef.org/jordan/press-releases/unicef-launches-jordans-first-impact-sourcing-platform)

Additional Resources

Jordan’s [Civil Society Organization](http://www.civilsociety-jo.net/en/home) (CSO) website provides a comprehensive list of disability organizations within the country. Those relevant to employers include the Vocational Rehabilitation and Employment Center and the Society of Development and Social Services.

References

[The current situation of persons with disabilities in Jordan](https://haqqi.info/en/haqqi/research/current-situation-persons-disabilities-jordan).

[Law on the Rights of Persons with Disabilities](https://dredf.org/legal-advocacy/international-disability-rights/international-laws/jordan-law-on-the-rights-of-persons-with-disabilities-act-2017/).

NGOs

Additional content coming soon.