

Jordan

Payroll & Employment Law Guide

2026 Edition · Last updated August 2026

Labour Law No. 8/1996 · Social Security Law No. 1/2014

Overview —

A reference for employing in Jordan

Note: SSC coverage: pension, work injury, maternity, unemployment. Mandatory from first day; no opt-out. Employee SSC deductible from PIT taxable income.

JOD 290 2025-2026 MONTHLY MINIMUM WAGE	14.25% EMPLOYER SSC RATE	7.5% EMPLOYEE SSC RATE	48h STANDARD WORKING WEEK
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WHAT THIS GUIDE COVERS

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| I | SSC Social Security: 2026 | Note: SSC coverage: pension, work injury, maternity, unemployment. |
| II | Income Tax (PIT): 2026 | National Contribution Tax: Additional 1% on taxable income above JOD 200,000. |
| III | Minimum Wage & Leave | Minimum Wage & Leave |
| IV | Severance & Termination | Severance & Termination |
| V | Work Permits & Practical Notes | Must prove vacancy cannot be filled by Jordanian. |

I —

SSC Social Security: 2026

CONTRIBUTOR	RATE	CAP
Employer	%14,25	JOD 3.349/ay
Employee	%7,5	JOD 3.349/ay
▶ Total	%21,75	

Note: SSC coverage: pension, work injury, maternity, unemployment. Mandatory from first day; no opt-out. Employee SSC deductible from PIT taxable income.

II · INCOME TAX (PIT): 2026

ANNUAL TAXABLE INCOME (JOD)	RATE
0 - 5.000	%5
5.001 - 10.000	%10
10.001 - 15.000	%15
15.001 - 20.000	%20
20.001 - 1.000.000	%25
Above 1,000,000	%30

- National Contribution Tax: Additional 1% on taxable income above JOD 200,000.
- Personal exemption: JOD 9,000 (individual) + JOD 9,000 (for dependants).
- Annual tax return deadline: April 30.

III

Minimum Wage & Leave

ITEM	DETAIL
Minimum wage (2025-2026)	JOD 290/ay ≈ USD 410: tüm sektörler
Working hours	48 hours/week (some sectors 40)
Overtime	+25% (weekday); +50% (Fri/holiday); daily max 10 hrs; 30 days/year limit
Annual leave	14 working days/year (up to 5 years); increases after 5 years
Sick leave	14 days full pay; additional 14 days hospitalisation at 50%
Maternity leave	90 days fully paid (SSC maternity insurance); minimum 6 weeks post-delivery

ITEM	DETAIL
Paternity leave	3 days fully paid (employer pays)

IV · SEVERANCE & TERMINATION

ITEM	DETAIL
Severance (non-SSC)	1 month salary per year of service
Wrongful dismissal	15 days salary/year; min 2 months; +30 days if no notice; max 6 months
Notice period	30 days (standard CDI)
Probation	Typically 3 months; no notice/severance during probation

V · WORK PERMITS & PRACTICAL NOTES

- Must prove vacancy cannot be filled by Jordanian. Jordanisation quotas vary by sector.
- JOD pegged to USD (~1.41): Low FX risk; bank transfers relatively stable.
- Salaries above JOD 3,349 SSC cap: Excess not subject to SS; effective employer rate lower for senior profiles.
- Special categories for Syrians and Egyptians: Some bilateral agreements provide special conditions.

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SSC ceilings, progressive PIT, Jordanisation rules and work-permit evidence need coordinated payroll controls. Datassist helps international employers coordinate Jordan, Turkey and wider MENA payroll and employment operations from one centre.

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MENA MARKETS

1

ONE COMPLIANCE OPERATION

0%

MISSED PAYROLL DEADLINES