

1. 最上位の国家計画について

- (1) 第4次国家社会・経済5カ年計画の中で、労働政策・教育政策・産業政策・貿易政策について、どのように言及しているか。
- (2) それらの政策に伴った職業訓練、金属加工・機械工業振興、金属加工製品・機械の輸出促進について、どのように言及しているか。
- (3) これらの資料を提示願いたい。

2. 労働政策の概要について

- (1) 貴国の就業構造 a) 実労働人口及びその分類 b) 就業者数一年齢別、c) 就業形態（労働者、自営業者等）、d) 就業業種、パーセンテージ等）及び e) 失業率を提示願いたい。
- (2) 貴国の労働者の平均賃金を提示願いたい。
- (3) これらの状況に鑑み、どのような必要性に応じて貴国ではどのような雇用政策及び職業訓練政策を展開しているのか。
- (4) 外国で働くヨルダン人について、行き先国、就職別、行き先国での就労期間、賃金に関する統計を提示願いたい。
- (5) ヨルダン国で働く外国人について、行き先国、就職別、行き先国での就労期間、賃金に関する統計を提示願いたい。
- (6) アラブ諸国の就業構造を提示願いたい。
- (7) Mampowerの中長期需要について職種別、産業別に予測したものがあるか、また中長期のMampower育成計画があるか。（金属加工、機械分野について詳しく）

3. 労働行政の組織について

- (1) 貴国労働省の組織図を提示願いたい。
- (2) また、貴国労働省のどの部局が職業訓練を担当しているか。
- (3) また、貴国労働省のどの部局が本プロジェクトを担当するのか。
- (4) 本プロジェクトの予算担当は貴国労働省のどの部局か。
- (5) 貴国職業訓練協会の組織図を提示願いたい。
- (6) また、職業訓練協会のどの部局が本プロジェクトを担当するのか。
- (7) 職業訓練協会傘下の職業訓練校の設置状況について提示願いたい。
- (8) 労働省と職業訓練協会はどのような関係と役割分担を担っているのか。

4. 教育制度と職業訓練制度の関係について

- (1) 貴国の教育制度の概要について提示願いたい。
- (2) その教育制度と比較して職業訓練はどのような位置付けになるのか。

5. 職業訓練政策について

- (1) 貴国の職業訓練及び技能検定の概要並びにその政策について提示願いたい。
- (2) 職業訓練の種類（養成訓練、在職者向上訓練等）はどのようなものがあるのか。
- (3) また、根拠となる法律を提示願いたい。
- (4) 訓練基準について
 - a. 訓練分野（溶接、板金等）毎に訓練目標はどのように定められているか。
 - b. 訓練分野（溶接、板金等）毎に訓練基準はどのように定められているか。
 - c. 訓練分野（溶接、板金等）毎に訓練カリキュラムはどのように定められているか。
- (5) 訓練実施体制について
 - a. 職業訓練指導員の資格はどのように定められているか。
 - b. 職業訓練指導員の配置基準（訓練生何人に対して指導員何人）はどのように定められているか。
 - c. 通常の職業訓練校の組織、職員配置はどのように定められているか。
 - d. 訓練実施のための費用・予算はどのように要求し、どこが管理し、どのように配付されるのか。
 - e. 職業訓練指導員の給与はどの程度か。
- (6) 訓練実施について
 - a. 訓練の受講資格（学歴、年齢、国籍等）はどのように定められているか。
 - b. 訓練生の定員はどのように定められているか。
 - c. 訓練受講料はどの程度か。
 - d. 訓練生募集はどのように行うのか。
 - e. 訓練生の選考はどのように行うのか。
 - f. 訓練開始時期はどのように定められているか。
 - g. 訓練時期はどのように定められているか。
 - h. 訓練時間（1年、1週、1日）はどのように定められているか。
 - i. 学科、実技の比率はどの程度か。
 - j. 訓練中、訓練終了後の評価試験はどのように行うのか。
 - k. 訓練終了後の資格はどのように行うのか。
 - l. 訓練終了後の就職斡旋はどのように行うのか。
- (7) 訓練の実施状況について
 - a. 募集状況、応募状況、入校状況、卒業状況、資格取得状況、就職状況はどのようになっているか。
 - b. 訓練機材の状況はどうなっているか。
 - c. 従来の職業訓練予算はどの程度か。

6. プロジェクト実施について

- (1) プロジェクトの実施の必要性について、第4次国家社会5カ年計画、労働統計資料、

- 労働政策、職業訓練政策に基づき説明願いたい。
- (2) プロジェクトの貴国の管理体制（労働省、職業訓練協会の責任分担）及び実施体制（訓練校における職員配置等）について提示願いたい。
 - (3) プロジェクトの実施に際して、貴国の予算的な根拠を提示願いたい。
 - (4) プロジェクトの実施のスケジュール（予算要求、建設計画、職員配置計画、日本人専門家受入時期等）について提示願いたい。

7. 製造業について（工業振興、投資奨励等含む）

- (1) 下記に関し、統計資料を提示願いたい。
 - a. 製造業分野に関し、企業数、雇用者数、生産量、輸出量等を業種、企業の規模、地域別に提示願いたい。 * - 1
 - b. 輸出入に関し、製品別及び、国別に輸出入額を提示願いたい。 * - 2
 - c. アラブ諸国に関し、上記 * - 1、2 に対応する統計を提示願いたい。

備考：上記（*）統計に関し、全てのサブセクター/品目については、1～2桁分類レベルにて提示願います。また、金属加工、機械のサブセクター/品目については、より詳細な分類レベルにて提示願いたい。
- (2) 工業振興のための機関に関し、その設置根拠、概要、活動内容を提示願いたい（金融、経営、技術指導、工業団地などに関し）。また、工業開発銀行について、その設立を規定している法令、最新の年次報告書、その他、関連資料を提示願いたい。
- (3) 投資奨励に関し、投資に係る恩典、規定についての資料を提示願いたい。

認可ベース及び実施ベースでの案件数、投資数、雇用数、輸出額などを業種別、地域別、投資国別に資料を提示願いたい。また、認可された投資プロジェクトの個々につき上記同様の項目を含むリストを提示願いたい。
- (4) 工業インフラに関し、現在及び将来での工業電力、用水等の需要と供給の見通し。

また、国内の工業標準及び、承認制度を説明願いたい。

Questionnaire Related to the Dispatch of a JICA's Basic Study Team on a Project-type Technical Cooperation Project requested by the Ministry of Labor, the Kingdom of Jordan.

1. National development Plan

- (1) How are labor, education, industrial, and foreign trading policies stated in Jordan's ECONOMIC and SOCIAL DEVELOPMENT PLAN 1993 ~ 1997.
- (2) How are vocational training, the promotion of metal work and the machinery industry and the export promotion of metal work and machinery implemented in view of those policies stated in Jordan's ECONOMIC and SOCIAL DEVELOPMENT PLAN 1993 ~ 1997 and other national plans ?
- (3) Please provide any other related materials.

2. Labor policy

- (1) Please provide information on Jordan's employment status, such as, a) the numbers of those currently employed in the Kingdom of Jordan and how they are categorized, b) the total number of working aged people, c) the types of employment (e.g., employed workers, self-employed), d) the distribution (percentage) of workers by industrial sector/subsector, and e) the unemployment rate and how it is calculated (in the last ten years, if available), and f) present labor and employment status of informal sector.
- (2) Please provide information on the average wage of workers.
- (3) Please explain major employment issues, future prospect of labor market, the employment policy and the vocational training policy in view of the general employment situation and issues.
- (4) Please provide statistical information on Jordanians who work in foreign countries (e.g., countries where they work, occupational categories, employment period and salaries/wages in foreign countries).
- (5) Please provide similar statistical information on foreigners who work in Jordan.
- (6) Please explain the general employment structure in the Middle Eastern Region. (e.g., government, para-statal, private, cooperative, other and not stated)

- (7) Please provide long-term and medium-term manpower demand forecast data classified by occupational category and industry, if available. Please provide information on long-term and medium-term manpower development plans, if any. (Concerning the above two items, please provide information particularly on metal working and in the machinery field.)

3. Organization of labor administration

- (1) Please provide an organization chart of Jordan's Ministry of Labor.
- (2) Please indicate the section in the Ministry of Labor responsible for vocational training.
- (3) Please indicate budgeting and overall the section in the Ministry of Labor which is to be in charge of the planning of the proposed project.
- (4) Please indicate the section in the Ministry of Labor which is in charge of the implementation of the proposed project.
- (5) Please provide an organization chart of the Vocational Training Corporation (VTC).
- (6) Please indicate the section in VTC which is to be in charge of the proposed project.
- (7) Please provide information on vocational training institutes/schools which come under VTC and those that do not.
- (8) Please explain the relationship and the division of roles between the Ministry of Labor and VTC.

4. Educational system and vocational training system

- (1) Please provide an overview of the educational system.
(compulsory, secondary, higher education and professional education, number of students, graduates and dropouts)
- (2) What position does vocational training assume in to the overall education system?

5. Vocational training policy and administration

- (1) Please provide an overview and the general policy of vocational training and examination of skilled and the qualifications awarded.

- (2) Please explain the types of vocational training, e.g., basic training for prospective workers, upgrading training for experienced workers.
- (3) Please present the labor laws and other related laws and regulations that provide the basis for the above mentioned vocational training.
- (4) Training standards
 - a) Please provide information on training areas and their priorities.
 - b) Please explain the training targets that are set for each training field, e.g., welding, sheet metal.
 - c) Please explain the training standards that are set for each training field, e.g., welding, sheet metal.
 - d) Please explain the training curricula that are set for each training field, e.g., welding, sheet metal.
- (5) Training structure
 - a) Please explain the qualifications required for vocational training instructors.
 - b) Please explain the assignment criteria, for vocational training instructors, i.e., the ratio of instructors to trainees.
 - c) Please provide information on the organization and staffing of a representative vocational training institute/school.
 - d) Please explain the procedures for requesting budgets for vocational training. Please indicate the section in charge of general budgeting for vocational training, and how the budgets are allocated.
 - e) Please provide information on the salaries for vocational training instructors.
- (6) Vocational training
 - a) Please explain the qualifications for prospective vocational trainees (applicants) e.g., academic career, age, nationality.
 - b) Please explain how the number for the intake of trainee is set.
 - c) Please provide information on the training tuitions fee.
 - d) Please explain the procedure for inviting applications for enrollment.
 - e) Please explain the procedure for selecting trainees.
 - f) Please explain when the training course starts.
 - g) Please provide information on the training period.

- h) Please provide information on training hours, e.g., yearly, weekly and daily.
- i) Please provide information on the ratio between lectures and practical classes.
- j) Please explain how evaluation tests are conducted during and after training.
- k) Please explain the qualifications that trainees receive after successfully finishing the training course.
- l) Please explain how trainees who have completed training are helped in finding employment. (by the training institute, by VTC, by private or public employment agencies by any other government agencies)

(7) Current status of vocational training

- a) Please provide information on the status of invitations for applications, the current situation of enrollment, the process of graduation, the awarding of qualifications and the future employment prospects for trainees.
- b) Please provide information on the status of training equipment.
- c) Please provide information on the budgets for vocational training.
(in the last ten years, if available)

6 Implementation of the proposed project

- (1) Please explain the need for implementing the proposed project in view of Jordan's ECONOMIC and SOCIAL DEVELOPMENT PLAN 1993 ~ 1997, other national plans, labor policy and vocational training policy.
- (2) Please explain project management concerning the proposed project, i.e., the division of responsibilities between the Ministry of Labor and the VTC, and the project implementation, e.g..
- (3) Please explain your annual budget request cycle in general and the budgetary preparations for implementing the proposed project.
- (4) Please provide information on a tentative schedule of implementation, e.g., budget requests, construction plan and schedule (including the area map and the draft plan of the project building, if available), personnel assignment plan, and expected time of Japanese experts' arrival.

7. Manufacturing Industries

(1) Please provide statistical information on the matters listed below.

- a) Statistics* on manufacturing sector : Number of establishments, number of persons employed, value of production, value of export, etc. by industry, by scale of establishments and by region.
- b) Statistics* on import and export : value of import/export by products and by country of origin/destination.
- c) Statistics* corresponding to the above two statistics for each of the countries in the Middle Eastern Region, if available.

Notes : With regard to the statistics above (*), information is requested at the one or two digit level of classification for all subsector/commodities and at a more detailed level of classification for the subsector/commodity of metal working and machinery.

(2) Organizations for industrial promotion

Please provide information on the legal basis of establishment, profile and activities of organizations engaged in industrial promotion; in the areas of financing, managerial and technological guidance, industrial land, etc.

(Please provide a copy of the regulations governing the establishment of the Industrial Development Bank, its latest annual report and other relevant information.)

(3) Investment promotion

Please provide a copy of documents which describe investment incentives and regulations. Also please provide statistics of investment approval and implementation such as number of projects, amount of investment, employment, and value of export by industry, by region and by country of origin. Please give us a list of approved investment projects with similar details.

(4) Industrial infrastructure

Please brief us on the present and future demand and supply situation/projection of electricity and water for industrial use. Please explain the system of industrial standardization and certification.

ジョルダンの教育制度と職業訓練教育

1. ジョルダンの一般教育と職業訓練教育制度及び労働市場内での職業技術訓練制度の位置付けを示したのが別添1の図である。

図に見られるように、当国でいう一般教育（日本で言う小、中学校教育：義務教育）は、10年制になっており、中等教育（日本で言う高校レベル）は基本的には2年制で（VTCの場合は、Upgrading Program があり一部が3年制となる見込み）ここからコース別に、教育省が所轄する総合中等学校と、労働省の所轄となる職業訓練公社（VTC：Vocational Training Corporation）に別れる。更に、中等教育の上に高等教育（日本で言う大学）があり、大学は、4年制と2年制のCommunity College から成る。点線が付された升が職業訓練教育を示す。

このように、当国の職業技術教育制度は、基礎中等教育と高等教育が連動し、卒業生は、夫々の時点で労働市場に参入する。

この制度に含まれる学生は、技術のみで経歴を求めない人々から、将来、高等教育に進学を志す人々、勿論、就職を目的とする人など多様である。研修コースは、100を越える分野がある。

2. 本制度は、特に、基礎教育（一般教育）、中等教育の質的向上を図るために1989年から着手された教育改革により実施が開始されたもので、本改革の第一段階は1995年の中旬までには終了予定と成っている。教育改革の主なる点は、以下の通りであるが、職業訓練教育の重要性に基づいているのが大きな特長である。

- 1) 基礎教育過程を9年制から10年制とする。
- 2) 新しいカリキュラムの開発と教科書の編集、施設の改善
- 3) 中等教育を3年制から2年制にする
- 4) 10年間の基礎教育期間中の1年間の職業訓練の予備教育を盛り込む
- 5) 職業訓練教育の重要性を認識し、高等教育以前に広範な技術訓練を実施する
- 6) 中等職業技術教育の指導者の資格を短大・4年制学部卒者に上げる
- 6) 国立教育研究開発センターを通じて改革の評価を行う

3. 職業訓練教育のコース（別添2参照）

1) 総合中等職業訓練教育（総合中等学校；日本の商業・工業高校）

10年の基礎教育課程終了者で中等職業訓練終了資格を得るためのコース

就学年数：2年

総学生数：18,625人（男子学生は全体の63.6%）

定員内訳：商業49%、工業34.4%、看護10%、農業4.4%、

ホテル2.2%

但し、実際には学生の54.1%が工業に登録された。

2) 実用中等職業訓練教育（日本で言う職業訓練校）

10年基礎教育課程終了者が対象だが、中等職業訓練終了資格は得られない。

上記コースより内容が実地的なのが特長8シユラバスの75%が専門的な職業

訓練にあてられている。実習指導が訓練センター及び工場実習になる。

就学年数：基本的には2年。但しVTCでは高等職業訓練のための3年コース

を申請中

登録学生：10,843人

機関別内訳：VTC（7,045人）、教育省トレーニング・センター（

3,167人、主に女性の家政）、UNRWAスクール（571

人）、私立職業訓練校（60人、家政、女性のみ）

コース内訳：工業65%、家政29.8%、ホテル3.5%、女性のための

特別コース1.7%、

4. VTC (Vocational Training Corporation)

VTCは1976年に設立されて以来、下記の実績がある。

1) 40コースで、実習生32,529名を受け入れた。

2) 23の中期研修に、7,661名を受け入れた。

3) 短期研修では、再教育を含めて47,544名を受け入れた。

4) レベルアップ教育 (Upgrading Programs) には、1993年、6419人の参加者があった。

5) 1982年以来、5,537人のインストラクターやスーパーバイザーが56のプログラムで訓練された。

6) 1984年以来、2,608人がOccupational Health Training を受けた
 VTCの1992/1993の総予算は、5,440,357 J. D (約8億円)

5. 高等教育省 (コミュニティ・カレッジ、日本の短大)

2年の課程で、テクニシャン養成をはかる。現在、カレッジの総数は50で、内12校が高等教育省の直轄で、15校が他省庁や公共機関下であり、2校がUNRWA、21が私立校となっている。卒業には、総合試験をパスする必要がある。

コミュニティ・カレッジの主なるコースは、教員養成、医療検査、機械、コンピュータ科学、造形技術、農業、財政、ソーシャル・ワーク、ホテル経営、航空工学がある。

1992/1993年の学生は、教員養成3,500人、機械1,500人、医療検査1,500人、コンピュータ科学1,400人、農業100人、54人ホテル経営

6. 教育制度内の職業訓練の位置付け

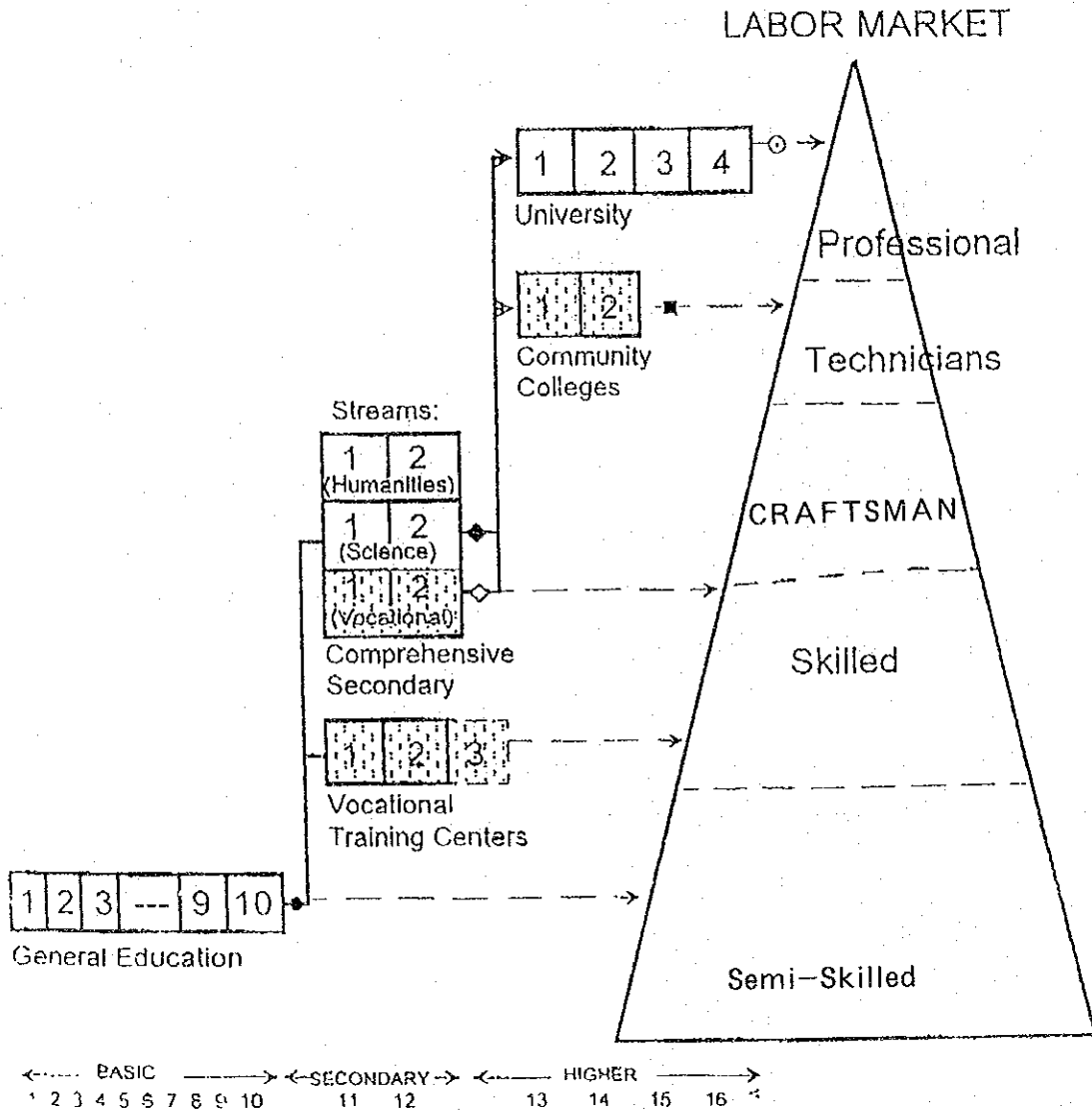
当国は、大学生が急増する中、中堅技術者は不足している状況にある。実際、失業率が20%近いと言われている中で、例えば、VTC卒業生の就職率は好調で、就職率は90%を超える。教育制度を職業訓練との関係を重視しながら改革しているのは、こうした関係からである。

統計がやや古いが、1990年の公務員及び民間企業での雇用を学歴で見た表が、別添4であるが、この統計によると以下のようなになる。

1. 中等教育及びそれ以下	(139,327)	(62%)
中等教育以下	108,228	48.1%
中等教育 (普通高校、専門高校等)	31,099	13.3%
2. 高等教育	(85,440)	38%
短大	43,103	19.2%
大卒	38,230	17%
大学院卒	2,444	1.1%
博士	1,663	0.7%
全体	(224,767)	

Diagram 1:

JORDAN SCHOOL SYSTEM WITH SPECIAL REFERENCE TO TECHNICAL-VOCATIONAL EDUCATION AND TRAINING (TVET)



LEGEND:

- School Leaving Examination
- ◇ Vocational "Tawjihi"
- ◆ Academic "Tawjihi"
- Comprehensive Examination
- ⊙ Bachelor's Degree

Diagram 2:

Distribution of students according to authority and Gender
1992/1993

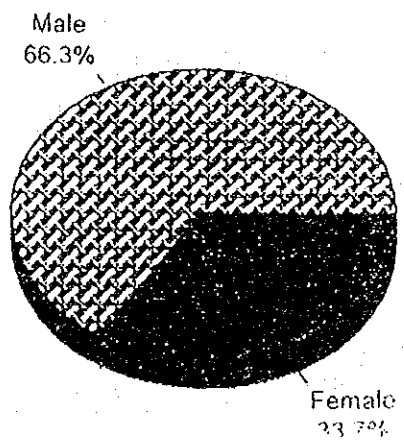
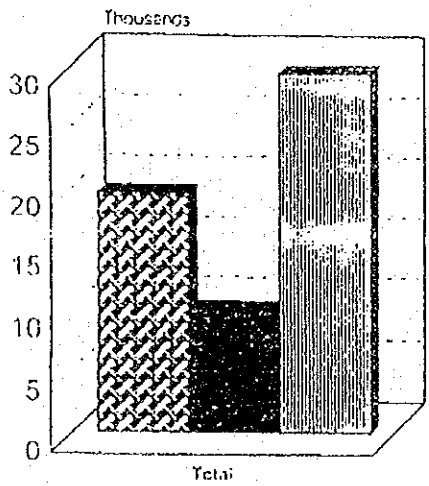
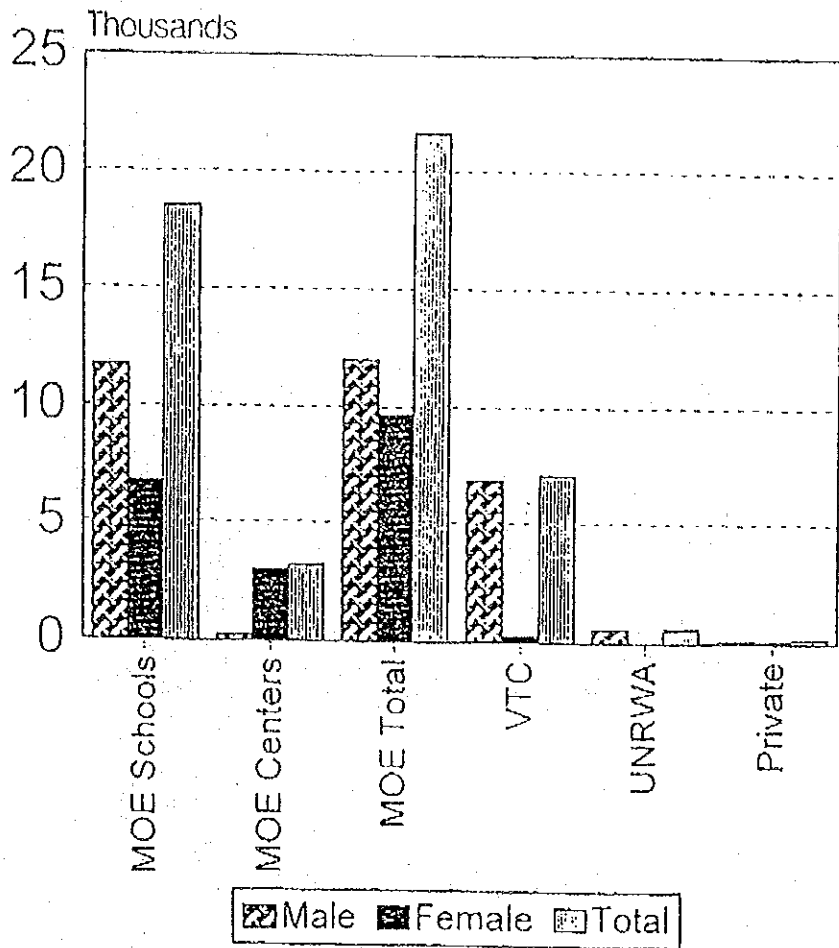
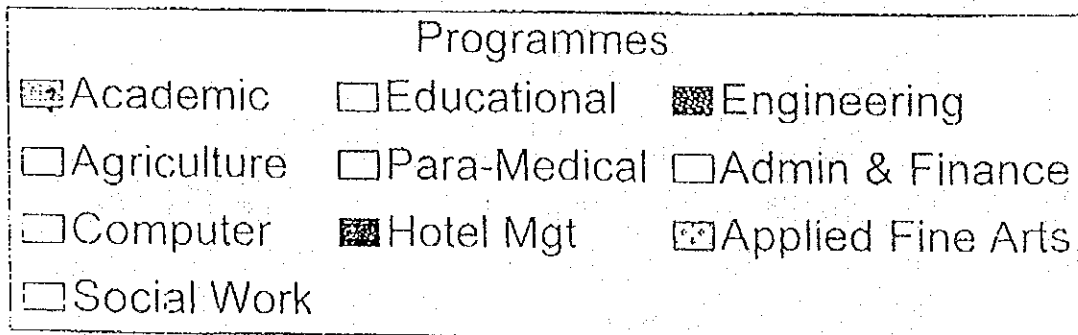
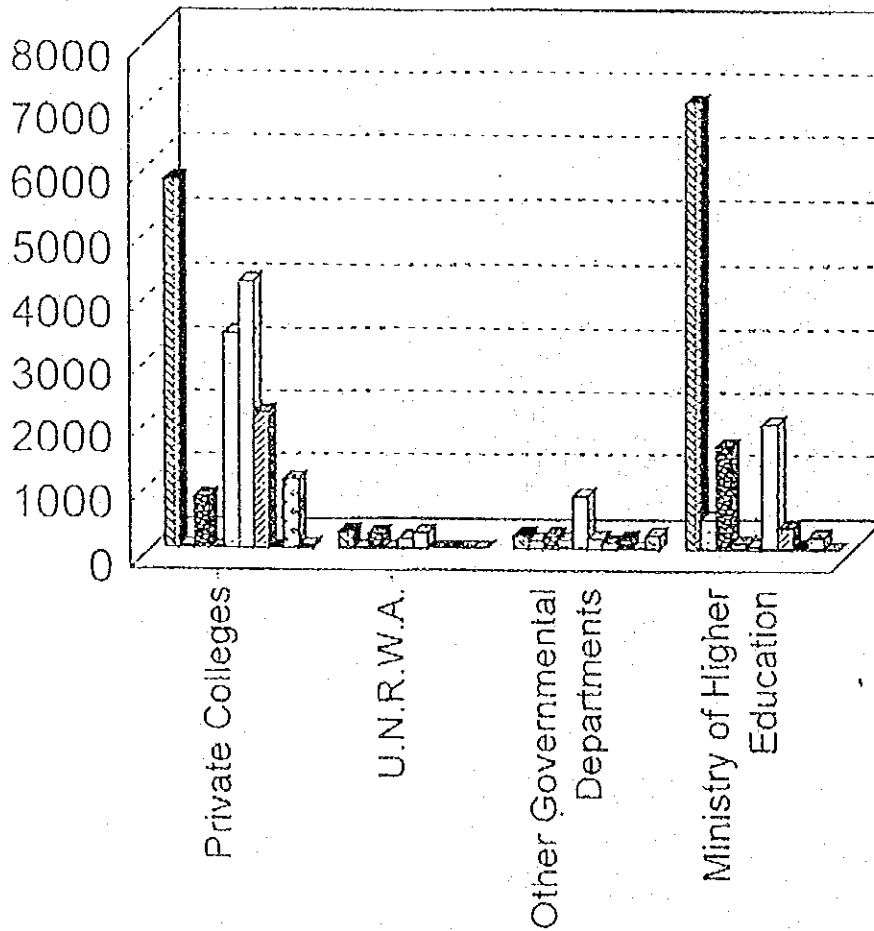


Diagram 3:

Distribution of Students and Enrolled to Community Colleges by Specialization for each Authority



الجداول رقم - 1/1/80

التعاملات بين القطاعين العام والخاص

التعاملات بين القطاعين العام والخاص

TABLE NO. 1/1/79 - EMPLOYMENTS BY TYPE OF ECONOMIC ACTIVITY AND EDUCATIONAL QUALIFICATION
(DIPLOMA OR MORE) , JORDAN - 1990
(FOR BOTH PUBLIC AND PRIVATE SECTORS)

التعليمية	م	ن	م	ن	م	ن	م	ن	التعليم		م	ن	م	ن
									م	ن				
PHD	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.A	1	1	1	1	1	1	1	1	1	1	1	1	1	1
AFTER H.A	1	1	1	1	1	1	1	1	1	1	1	1	1	1
DIPLOMA	1	1	1	1	1	1	1	1	1	1	1	1	1	1
TOTAL	2	2	2	2	2	2	2	2	2	2	2	2	2	2
ECONOMIC ACTIVITY														
MINING AND QUARRYING	0	5	1	43	0	16	55	723	32	550	88	1342		
MANUFACTURING	1	32	3	180	0	17	177	1840	362	1746	543	3735		
ELECTRICITY, GAS AND WATER	0	0	1	23	0	8	40	597	56	462	97	1094		
CONSTRUCTIONS	0	1	1	15	0	2	10	379	42	162	53	559		
(WHOLESALE - RETAIL TRADE) AND RESTAURANTS AND HOTELS	2	12	6	35	0	8	128	1133	180	1125	324	2313		
TRANSPORT, STORAGE AND COMMUNICATION	0	9	5	30	9	43	354	1667	243	1174	611	3123		
FINANCING, INSURANCE, REAL ESTATE AND BUSINESS SERVICES	0	30	19	161	11	50	566	2077	818	1900	1414	4224		
COMMUNITY, SOCIAL AND PERSONAL SERVICES	94	1468	323	1578	409	2135	8715	16862	20615	13622	30154	35766		
GRAND TOTAL	97	1566	357	2687	426	2278	14045	25478	22356	20747	34284	52156		

NOTE:
F : FEMALES
M : MALES

ジョルダンの職業訓練政策

1. 技術者の資格

当国では、学歴に従って次の五つの資格に分けられている。

- 1) プロフェッショナル (professional) : 大学学部卒業生
- 2) テクニシャン (Technician) : 短大卒業生
- 3) クラフツマン (Craftsman) : 高校職業訓練コース卒業生
- 4) スキルド・ワーカー (Skilled Worker) : V T C 訓練履修者
- 5) セミスキルド・ワーカー (Semi-skilled) : 義務教育修了者

3)、4)、5)の基礎技術レベルの対象者については、実務試験が行われる。

V T C の卒業生でもクラフツマンのクラスまでであれば取得可能である。

各機関で独自に職業分類の国家基準に従って実務試験を行い修了証書発行しているが、国家技能検定制度は、この国には存在しない。

2. 当国の職業訓練は、下記において実施されている。

- 1) 労働省所轄 : 職業訓練公社 (V T C : Vocational Training Corporation)
- 2) 教育省所轄 : 総合中等学校職業訓練コース
(Comprehensive Secondary School: Vocational Course)
- 3) 国際機関 : 国連パレスティナ難民事業機関
(United Nations Relief and Works Agency for Palestine Refugees)
- 4) 非政府機関 : クイーン・アリーア社会福祉基金
(Queen Alia Social Social Welfare Fund)
ヌール・フセイン基金
(the Noor al-Husseini Foundation)

3. 現行の訓練制度上の問題点

- 1) 職業訓練の重要さの認識不足、また、訓練のための特別な時間が用意されない、受講しても賃金にはねかえらない等の制度上の欠如により受講希望者が少ない。
- 2) 標準的な職業分類、記述されたシステムがないため、役立つ仕事の情報が不十分

である。

- 3) 労働安全衛生そのもの及び、この分野での監督者の育成が不十分
- 4) 女性労働力に対応した効果的な訓練計画がない
- 5) 職業訓練教育と指導計画との間に十分な関係がない
- 6) 職業教育制度と実際の工業部門に十分な接触がない
- 7) 職業訓練教育を低くみなす傾向があり、職業訓練教育を受ける意欲を喪失させている
- 8) 工業のニーズにあった実習用設備、機材の不足
- 9) 現行の職業訓練の財務、行政システムに柔軟さがいないため、受講者の才能開発を抑えてしまっている
- 10) 職業訓練の設備について明白な基準がないため、当事者間の調整が難しい
- 11) 教師の給与体系が不満足なため、講師同士の競争意欲を失わせ、そのため有能な教師が育たない。
- 12) 卒業者のフォローアップ、雇用開拓不足

4. 在職者向け向上訓練

VTCでは、短期、長期の訓練コースを設けて、在職者向上訓練を行っている。

VTCの訓練実施について

1. 訓練の受講資格：基礎教育終了者であれば、受講資格はある。
2. 訓練生の選考基準：選考試験を実施しその評点による
結果、適切であれば意欲を確認
職業訓練コースの紹介・指導
3. 訓練開始時期：2～3年間の長期コース、1年間の中期コースは、当国の通常の新学期である9月から訓練は始まる。短期コースの場合は、随時となっている。
4. 訓練時期 ：長期コース 2～3年
 ：中期コース 1年
 ：短期コース 150～300時間
5. 学科と実技の比率 ：75%が実技指導にあてられている
6. 訓練中・訓練終了後の評価試験：期間中の評価試験、終了時に評価試験が行われ、修了証が発行される。
7. 訓練終了後の資格：基礎技術者としての資格が与えられる。通常、基礎技術者とは、Craftsman, Skilled Worker, Semi-Skilled Workerを指す。

プロジェクトの実施について

1. 実施の必要性

当国は、一種の学歴社会にあり、よい職業につきたいとの考えから多くの若者が大学進学を希望し、そのことにより高学歴の就職難といった現象が生じている。教育産業、医療産業、コンピュータ産業等知的産業には高学歴の必要性はあるが、工業等産業の中堅の担い手の欠如は、産業社会をいびつなものにし、その発展を停滞しかねない。

しかしながら、ジョルダンの職業訓練政策でも述べている通り、一般的には職業訓練の重要さへの認識が薄く、受講しても必ずしも賃金に即はねかえらないこともあり、職業訓練教育を低くみなす傾向があり、受講者の伸びは高まってきていない。

ジョ政府は、こうしたことから、1989年の教育改革の際に、職業訓練教育制度を教育全体の流れに組み込み、教育の重点施策のひとつとして取り上げつつある。

他方、ジョ政府は、職業訓練教育の重要性を訴えてはいるものの、現実には予算不足は否めなく、VTCを初めとして、工業高校、民間の訓練センター、国連傘下のUNRWA訓練センターのいずれをとっても、設備は極めて貧弱であり、現在の民間セクターの工業のニーズにさえ、訓練が対応出来ないといった状況にある。

こうしたことから、VTCは、本件とは別に、3億3000万円もの設備をわが国に対し無償案件として要請してきている。(本年度案件として要請されたが、決定に至らなかった)。

本プロ要請案件について言えば、当初、金属加工機械工業の振興について、将来的には当国産業の輸出競争力を支える技術移転も期待されたところから、JICA鉦工業案件として検討されたが、上記の通り、当国の職業訓練教育の位置付けは必ずしも先進技術を早急に開発する状態になく、むしろ地道に職業訓練教育手法を要請の金属加工技術移転を通じて実施していくことが、堅実ではあるが無難であろうと思われる。

本プロジェクトの必要性は、職業訓練教育の振興を第一義として検討してみたい。

2. プロジェクトの管理体制

VTCには、1982年にVTC並びに民間企業の研修インストラクターの養成を

目的に設立された訓練開発研究所 (TDI: Training and Development Institute) と、1983年に工場内の労働安全衛生の指導を目的に設立された労働安全衛生研究所 (OSHI: Occupational Safety and Health Institute) があるが、本プロジェクトによる要請は、基本的には、第3の研究所として金属加工開発研究所の設置構想に組み込まれている。

本研究所は、アンマン郊外のサハープにあるアンマン工業団地内に設立予定である。現在は、敷地のみ購入済であるが、実施体制はまだ出来ていない。

3. 予算的措置

上記通り、敷地は購入済で、ビル建設についてもジョ側予算で実施することで、総裁と話がつき、明年度に予算化が予定されているが、機材については予算化が難しくわが国からの協力を期待をかけている。従って、本プロジェクト実施に関わる予算は全く白紙とっている。

4. 実施スケジュール等

日本が協力してくれることを前提に、建物は1995年中にも建設したい考えで、従って、プロジェクト協力の開始は、1996年度まで待つことになる。職員配置計画並びに日本人専門家の受け入れ時期も、現在、検討されていない。

Vocational Training corporation

I- Background

Technical and Vocational Education in Jordan was exclusively of the institutional type till 1973. The Ministry of Education, the, adopted the National Vocational Training Scheme through which apprenticeship programmes were experimented and validated in close cooperation with employers. As a result, the Vocational Training Corporation (VTC) was established in 1976.

In 1977 VTC took over the responsibility of apprenticeship Mid-term and Short-term programmes of Vocational Training.

II- Functions and Activities of VTC

The functions and activities of VTC can be classified into the following main areas:

1- Vocational Preparation

In this field VTC is responsible for the following activities:

- a- Preparation of workers at the skilled worker level through long-term apprenticeship programmes which combine both institutional and non-institutional types of training. Trainees are selected after completion of basic education, (i.e. 10 years of general education).
- b- Preparation of workers at the craftsman skill level through further training programmes of one year duration for experienced skilled workers level.
- c- Preparation of limited-skills workers through medium and short term training programmes of (3-9) months duration.
- d- Skill upgrading of employed workers.
- e- Instructor and supervisory training.
- f- Training in the field of occupational safety and health.

2- National standards of occupational classification

This component includes the preparation and development of occupational classification, job description, national performance standards, tests, testing and certification.

3- Industrial Extension Services

Since 1992 VTC started implementing industrial extension services for medium and small scale enterprises. These services include consultancy and advisory services in quality control, management, production techniques, marketing, safety and skill upgrading.

III- Administrative Organization:

VTC is a semiautonomous organization under the supervision of a tripartite board of directors representing the government, employers and labour unions.

The board is chaired by the Minister of Labour. The corporation is run by an executive body headed by the Director General, who is also the deputy chairman of the board of directors.

The organizational structure of VTC is composed of eight directorates:

- Planning Directorate
- Training Directorate
- Standard and Testing Directorate
- Supplies Directorate
- Financial Directorate
- Administrative Directorate
- Building Construction Directorate
- Administrative & Financial Control Directorate

Deputy director general, managers of the (directorates) and institutes report to the director general, while training centres' principals report to the deputy director general.

The total number of VTC staff is (908) distributed as follows:

- Technical staff 562
- Administrative staff 174
- Genitors, drivers, etc.. 162

IV- Training Centres and Institutes:

In order to implement the functions and activities assigned, VTC established a network of training centres and institutes distributed all over the country, and have links with about (3618) employers who cooperate in implementing the training programmes.

The first training centre started in 1982. VTC now has 26 operational training centres and institutes. In addition to that, VTC encourages and assists both private and public sectors in establishing their own training centres. There are now (8) training centres owned by large enterprises. They operate under close cooperation and coordination with VTC.

Annex No (3) shows VTC training centres and institutes and their full capacity.

Annex No. (6) shows enrollment in VTC training programmes since 1976 to the end of 1993, which is (87793) trainees.

V- Training Opportunities:

The VTC flexible training system, which applies the modular approach, avails opportunity for each trainee through a very wide range of training modes and models. The following are the existing training programmes run by the VTC:

<u>Training Programme</u>	<u>Male</u>	<u>Female</u>
<u>1- Electrical (power)</u>		
- Substation electrician	X	-
- Cable jointer	X	-
- Overhead line network electrician	X	-
- Writing electrician	X	-
- Home appliances electrician	X	X
- Auto electrician	X	-
<u>2- Automechanics</u>		
- Light vehicle mechanic	X	-
- Diesel mechanic (trucks & buses)	X	-
- Heavy equipment mechanic	X	-
- Quick service mechanic	X	X
- Truck driver	X	-
<u>3- Metal Fabrication and General Mechanical Maintenance</u>		
- Welders	X	-
- General mechanic	X	-
- Plant mechanic maintenance	X	-
- Moulders and pourers (Foundry)	X	-
- Metal profile fabricator	X	-
- Steel structure fabricator	X	-

- Aluminum profile fabricator	X	-
- Plate metal fabricator	X	-
<u>4- Plumbing and Climatization</u>		
- Central heating mechanic	X	-
- Plumber	X	-
- Domestic refrigeration and air-conditioning mechanic	X	X
- Domestic refrigerator maintenance	X	X
<u>5- Building and Construction</u>		
- Shutterer	X	-
- Stone mason	X	-
- Plasterer	X	-
- Steel reinforcing fixer	X	-
- Block layer	X	-
- Tile setter	X	X
- Insulation worker	X	-
- Decoration	X	X
<u>6- Electronics</u>		
- Measuring and control system fitter	X	-
- Instruments Maintenance fitter	X	X
- Radio and TV repairer	X	X
- Radio and tape recorder repairer	X	X
- Office machines repairer	X	X
<u>7- Woodwork</u>		
- Joinery carpenter	X	-
- Cabinet maker	X	-
- Cabinet fixer	X	X
<u>8- Others</u>		
- Food preparation	X	X
- Food servicing	X	-
- House keeping	X	X
- Ready made cloth making	X	X
- Dress maker	X	X
- Clerk typist	X	X
- Artificial flower maker	-	X
- Toy maker	-	X
- Bakers	X	-
- Retail salesman	X	X
- Shoe maker	X	X
- Spinning and weaving worker	X	X
- Press printer	X	X
- Machine operator	X	X

- Training and Development Institute (TDI):

The TDI was established in 1982. Its objectives are:

- Providing instructional training courses for instructors and training officers for VTC, other institutions and industry instructors.
- Providing basic and middle management training courses to train officers for both VTC and industry.
- Providing supervisory training courses.
- Providing skill upgrading courses for instructors.
- Availing instructional resources.

- Occupational Safety and Health Institute (OSHI)

The Institute was established in 1983. Its' main function is to promote the awareness and importance of the application of occupational safety and health standards in Jordan through:

- Providing advice to government and official bodies concerned in legislation and standards development.
- Providing training services for public and private sector.
- Promoting teaching of occupational health and safety through the educational system.
- Providing consultancy services to industry.
- Conducting work studies in the field of occupational safety and health.

VI- Achievements:

1- In the Training Field:

Since 1976 VTC trained (87793) persons as follows:

a- Apprenticeship Programmes:

VTC started implementing apprenticeship programmes in 1976. At the end of 1993 VTC trained (32859) apprentices in about (40) training programmes.

On the other hand, the total number of companies and private workshops cooperating with VTC in implementing apprenticeship programmes reached more than (3618) employers.

b- Med-Term Training Programmes:

VTC started implementing med-term training programmes in 1985. Since then, VTC has trained (7661) persons in about (23) training programmes.

c- Short-Term Training Programmes:

VTC started implementing short-term programmes in 1977. In 1987 VTC availed retraining opportunities for youth and adults to fill available job opportunities. Since 1977, (47273) persons joined such programmes.

d- Skill Upgrading Programmes:

In 1993 VTC implemented (20) skill upgrading programmes on 150-200 hours duration in (9) specializations. Total number trained since 1977 in (6419) participants.

e- Instructor and Supervisory Training Programmes

In 1993 TDI trained about (818) instructors and supervisors in (56) training programmes while (5551) participated in these training programmes since 1979.

2- Female Training

To promote and enhance female participation into the labour force, VTC avails all types of training courses and specializations for females.

VTC was the first training organisation in Jordan, which implemented nontraditional courses for females, such as:

- Radio and T.V repair
- Electrical home appliances repair
- Office machines repair
- Retail sales
- House plumbing maintenance

Annex No. (15) shows female training courses and numbers since the first course at 1978 till the end of 1993.

3- In the Field of National Standards of Occupational Classification

- a- VTC finished and published 5 guides of national standards of occupational classification for five (5) families of related occupations.
- * b- VTC developed standard job performance tests in four groups of related occupations.
- c- VTC started implementing skill assessment and certification system since 1985.
- d- All graduates of apprenticeship courses have to sit for standard tests before their final graduation.

Annex No (17) shows the numbers of standards testing participants.

4- In the Field of Training Materials and Resources

By the end of 1993 VTC and Ministry of Education completed and published a total number of (1442) modular training units.

5- In the Field of Studies and Development

- a- During 1992 VTC completed a tracer study for apprenticeship courses graduates of the year 1986.
- b- The industrial extension services project finance by UNDP was signed and actual activities started. This project will introduce extension services for small and medium scale industries in Jordan.
- c- The Board of Directors of VTC approved a new organisational structure to reflect expansion and development in activities and functions of VTC.

Annex No. (2) shows the new VTC organisational chart.

Annex No. (16) shows a table of VTC employees.

6- Budget

VTC total budget for 1993 was (5,440,357) J.D (and annex No. 18 shows the budget details).

The self revenues were about (604,805) J.D. The current actual expenditures were (3,140,358) J.D.

7- Cooperation with National and International Organizations

a- National bodies:

- 1- Cooperations with the Ministry of Education in:
 - Preparing and publishing modular training units.
 - Curriculum development for vocational and technical education.
 - Use of training facilities.
 - Vocational guidance.
- 2- Cooperation with the Ministry of Labour:
 - Training for Job seekers.
 - Skill testing for workers.
- 3- Cooperation with the Ministry of Social Development in:
 - Following-up and supervising the training of juveniles.

- Following-up and supervising the training of the handicapped, disabled and mentally retarded.
 - Following-up and supervising the training carried out by Non-Governmental Organisations (NGO's).
- 4- Cooperation with the Housing and Urban Development Corporation
Housing and Urban Development Corporation established (10) training centres in the urban development areas around Amman and Aqaba. VTC runs these centres. There are (4) training centres under construction in Amman, Zarqa, and Irbid.
 - 5- Cooperation with Social Security Corporation in the documentation and analysis of labour accidents and injuries.

b- International bodies:

- 1- Cooperation with ILO, EEC, World Bank, UNDP, ODA, CIDA, UNESCO, Arab Labour Organization (ALO), Arab Federation for Technical Education (AFTE), and other Arab Countries in the field of training, consultancy and technical assistance.
- 2- Cooperation with the U.K., Japan, Canada and other countries in the field of technical assistance and training.
- 3- VTC implemented a technical cooperation project for the southern part of the Republic of Yemen, (formerly Yemen Democratic Republic), financed by the UNDP. VTC has been selected for this project according to a World bank recommendation in 1988. This was designed under the (TCDC) programme.
Under this project VTC trained the technical staff of Central Commission for Technical Education (CTTE) through a two years twinning relationship, in addition, VTC sent consultants to Yemen to assess and promote a new vocational training system, and trained groups of instructors and supervisors.
- 4- VTC introduced technical assistance in learning materials preparations, instructor training and consultancy services to the Libyan Republic, Bahrain, Sudan and Morocco.

VII- Further Training and Development:

- a- VTC is looking for establishing applied training courses leading to the craftsman level and the practical technical level.
- b- VTC has signed in 1991, an agreement with UNDP, to implement an industrial extension services project, through ILO as an executing agency, and started implementation of the project in the early 1992.
- c- VTC will establish during (1993-1997) five years plan:
 - National Testing and Training Institute (TTI) and certification.
 - Tafielah males and females training centre.
 - Irbid females training centre.
 - Increasing the number of training centres for both males and females, according to labour market needs.
- d- Acting as the technical arm for the "Development and Employment Fund".
- e- Promoting the tracer studies for VTC graduates as an integrated function with other VTC activities.
- f- Promoting female vocational training in Jordan.

THE LIST OF SUPPLIED MATERIACS FROM RELEVANT ORGANIZATIONS

No	ORGANIZATION	TITLE
1	-Ministry of Planning	-Economic & Social Dvelopment Plan 1993-1997
2	-Ministry of Labour	-Labour Law in Jordan. Ar.*
3	-Ministry of Education	-Guide for Vocational Education in MOE. Ar.*
4	-Ministry of Industry and Trade	-Encouragement of Investment Law No.11 of 1987
5	-Vocational Training Corporation (VTC)	-Vocational Training Corporation, Annual Report 1993 -Vocational Training Corporation, Annual Report 1992 -Vocational Training Corporation, Annual Report 1991 -List of Standards by the Main Sector (7 pages) -Technical Vocational Education & Training -Report of National Training Need Survey 1990. -Specialization : Basic Training -Specialization : General Mechanic -Specialization : Metal Fabrication and Welding. -Training & Development Institute -Industrial Extension Services, Status Report. -Industrial Extension, Draft Project Proposal.

注 : Ar*はアラビア語資料。

THE LIST OF SUPPLIED MATERIALS FROM RELEVANT
ORGANIZATIONS

No	ORGANIZATION	TITLE
6	-Export Promotion Corp.	<ul style="list-style-type: none"> -Jordan Export Development and Commercial Centers Corporation. -Jordan Export Directory (Household) -Jordan Export Directory (Industrial & Commercial)
7	-Jordan Industrial Estate Corporation	<ul style="list-style-type: none"> -Amman Industrial Estate -Jordan Industrial Estate Corporation Annual Report 1993. -Industrial Guide, Amman Industrial City -Map of the estate (Arabic) -Jordan Industrial Estate Corporation, Law No.59. -Jordan Today -Jordan Industrial Estates Coroiration. (General Information) -List of Firms Located at Amman Industrial Estate According to Sector (31 pages) -Jordan Industrial Estate Corp., 1994 Directory.
8	-Free Zones Corporation	<ul style="list-style-type: none"> -Investor Directory 1992 - 1993 -The Free Zones Corporation Law & Its Utilization Regulations & The Instructions Issued According to Them -Investor's Guide To The Jordan Free Zones
9	-Central Bank Of Jordan	<ul style="list-style-type: none"> -Thirtieth Annual Reports 1993 -Yearly Statistical Series 1964 - 1993, October 1994 -Jordan's Economy in Figures 1989 - 1993, September 1994

THE LIST OF SUPPLIED MATERIALS FROM RELEVANT
ORGANIZATIONS

No	ORGANIZATION	TITLE
10	-Industrial Development Bank	<ul style="list-style-type: none"> -Annual Report 1993 -Industrial development Bank Law. -Investment Policy, Objectives of the Bank -Encouragement of Investment Law.
11	-Amman Chamber of Industry	<ul style="list-style-type: none"> -Companies Registered at the Camber of Industry-May 1991 (2 pages) -Jordan Facts and Figures 1990-1992 -Jordan Industry : Opportunities for Regional Projects -Chamber of Industry, Administration Board Report For the Year 1993 -Jordan Industries Directory 1994
12	-Royal Scientific Society	<ul style="list-style-type: none"> -Mechanical Design & Technology Center (MDTC) (Brief Information, Nov., 1994) -Term of Reference For An Expert In Heat Treatment. (3 pages) -The Needs of Jordanian Industry In the Field Of Mold Dsign and Manufacture 1990. -Design, Manufacturing & Inspection Capabilities at MDTC/RSS -Unemployment in Jordan : Dimension & Prospects
13	-Statistics Department	<ul style="list-style-type: none"> -Statistical Yearbook 1992 -Statistical Yearbook 1993 -Employment Survey 1989 -Employment Survey 1992

THE LIST OF SUPPLIED MATERIALS FROM RELEVANT
ORGANIZATIONS

No	ORGANIZATION	TITLE
14	-UNRWA	-United Nations Relief & Works Agency for Palestine Refugees (4 pages)

BY THE NAME OF GOD; THE MOST GRACIOUS,
THE MOST MERCIFUL

LAW No. () FOR 1994

LAW OF National
standards Of Occupational Classification

Article No. (1):

This Law shall be Called the Law of National standards of occupational classification for 1994 and shall be valid once it is published in the Official Gazette.

Article No. (2):

The following words and expressions shall connote the following wherever occurring herein unless otherwise signified by the Context:

Minister	:	Minister of Labor
Corporation	:	Vocational Training Corporation
Board	:	Board of Directors of the Corp.
Director General	:	Director General of the Corp.
Occupation	:	Any Work, trade, or craft covered in this Law
Person	:	Any natural or corporate body
Shop	:	The place where any person practice any occupation.
Inspector	:	The occupation Inspector assigned according to Provisions of this Law
Court	:	The Concerned occupational court established according to provisions of this Law

Article No. (3):

Occupations that are subject to provisions of this Law shall be defined upon a resolution by the Cabinet upon the recommendation by the Minister and with reference to the Board.

Article No. (4):

Upon the recommendation of the Technical Committees established by the Board, the Minister shall issue the regulations of workshop classification into classes as well as

stipulating the general conditions of each class according to the stipulated standards. These must be published in the Official Gazette including the following:

- 1- Space of the shop.
- 2- Equipment and Instruments that must be made available at the shop.
- 3- Requirements of occupational Safety and Health.
- 4- The skill Level of workers and their number.
- 5- Technical Level of Management.

Article No. (5):

- a- The skill level Certificate shall be issued holding its validity period upon a resolution by the Director General or any other person who he authorizes in written upon the recommendation by the Technical Committees formed by the Board. This Classification can be defended before the Court of Professions established in accordance with Article No. (10) herein within sixty days as from the date of being served the Resolution of Classification.
- b- An occupation may not be exercised in any shop unless this shop has been classified in accordance with the provisions herein.

Article No. (6):

- a- The work shop to be classified according to this Law must have obtained the licenses stipulated in the valid Laws and By-laws.
- b- The work - Shop owner must hang the Classification Certificate on a distinguished spot of the Shop. He/She must keep the License of skill level of the workers.

Article No. (7):

For the purpose of enforcing the provisions of this Law, the occupational workers shall be classified into the following classes. Grades of each class and their descriptions shall be specified in By-laws issued for this purpose:

a- First Class: Professional:

- 1- The Person who holds an acknowledged university degree and practices the profession in the field of his/her specialization according to the valid legislations.
- 2- Any person from the second Class who passes the scheduled tests and has a work experience of the period stipulated by the Board.

b- Second Class: Technician:

- 1- Any person who holds a certificate of the intermediate institute level where the period of study is 1-3 years post the General Secondary education Examination Certificate or its equivalent. He/She performs jobs that require scientific and practical skills in addition to supervision jobs and enjoys the experience of practicing the job for the period defined by the Board.
- 2- Any person from the third Class who passes the scheduled tests and has experience for the period defined by the Board.

c- Third Class: Craftsman:

- 1- The Person who holds the General Vocational Secondary education Certificate or its equivalent and has work experience of the period defined by the Board. This person performs jobs that require full skills.
- 2- Any other person who passes the scheduled tests and has work experience of the period defined by the Board.

d- Fourth Class: Skilled Worker:

- 1- The person who holds the applied Secondary education certificate and has work experience of the period stipulated by the Board. S/He performs jobs that require skills for a certain portion of the job.

2- Any other person who passes the scheduled test and enjoys work experience of the period stipulated by the Board.

e- Fifth Class: Limited skills worker.

The person who can implement works that require a limited amount of skill acquired either through training or practice. S/He passes the scheduled tests.

Article No. (8):

The rules and procedures of occupational Classification subject to the provisions herein shall be specified to the effect of granting the Occupational Practice Certificate for workers. Its validity shall be specified including the tests implemented by the Corporation in order to specify the professional level according to by-laws issued for this purpose. No person shall practice any profession unless s/he has obtained the license of practice specifying the profession and its vocational classification.

Article No. (9):

a- Fees shall be imposed on the issuance of the certificate of work shop classification and the licenses of occupational practice. Amounts shall be specified according to by-laws issued for the purpose.

b- The Corporation shall collect the fees of tests implemented by the Corporation in the framework of its functions. These fees shall be defined according to by-laws issued for this Purpose. Fees must be allocated then to be used in vocational training and tests.

Article No. (10):

a- One or more specialized court shall be formed when necessary. Each shall be called the occupational Court. Each shall be composed of an independent judge and another or more judge(s) as necessary. These will be appointed as per the method used in appointing regular judges. The court (s) shall convene in the place stipulated by the Ministry of Labor

- under the agreement of the Minister of Justice.
- b- A Prosecutor General shall be appointed for this Court. He shall assume before it the tasks and powers of the Prosecutor General as stipulated in the Law of Courts of Conciliation and the Law of Penal Trials. The Court(s) shall consider the issues within its competence and specialization. Until a Prosecutor General shall be appointed for such a court, the Court judge shall assume his tasks.
 - c- This Court and its personnel shall be considered as part of the Personnel of the Ministry of Justice.
 - d- The Ministry of Labor shall undertake the payment of expense of this court and its requirements such as records, papers and stationery. The Ministry shall also be committed to the payment of salaries, expenses and fringe benefits for judges and employees from its budget according to the laws, by-laws and regulations ruling the regular judges and the employees of the Ministry of Justice.
 - e- The Minister of Justice can delegate any of the judges of this Court to act for the Judge of Conciliation or the Prosecutor general before any other Court. He can also delegate any Conciliation Judge or Prosecutor General to act for the Judge at the Court of Professions. He can also delegate the Prosecutor General of the Court of Professions to work as its judge.
 - f- The in-absence resolutions taken by the occupational Court shall be liable for defense within ten days as from the date of serving them to the defendant. Any sentence or order issued by the Court according to the provisions herein regarding indemnity shall be final and unliable for defense before any other party unless the indemnity amount exceeds JD 1,000. Then, it can be appealed before the Competent Court of Appeal the decision of which shall be final.
 - g- The Resolutions by the occupational Court shall be implemented by the Departments of

- Proceeding Execution as if resolutions issued by regular competent courts.
- h- The lawsuits shall be subject to the fees stipulated in the By-laws of Courts' fees in force. These fees are collected from the amount claimed on condition that it be 10 dinars at least and 100 dinars maximum.
 - i- Fines and fees decided by the occupational Court shall be paid to the Fund of the occupational Court.
 - j- All fees and fines incurred shall be collected according to the provisions of Governmental funds Collection.

Article No. (11):

The occupational Court shall be specialized in considering and judging the following matters. Provisions of Civil and Penal Trials shall be applied in addition to all other laws enforced by the Regular courts:

- a- Claims of indemnity for damage and harm caused by the Owner and the person who practices any job to the funds of others.
- b- Objection to the Classification of the Shop.
- c- The violations that breach the provisions herein.

Article No. (12):

Any person who practices any occupational subject to the provisions herein must, when this Law is issued, have his/her status and shop's affairs arranged in compliance with the provisions of this Law within three years maximum as from the date of its enforcement.

Upon the recommendation of the Board, the Minister can extend this period for two other years but under the liability of closure of the shop and considering the Certificate of Profession Practice canceled ex officio.

Article No. (13):

The Inspector or the Employee assigned by the Minister in written can inspect the shops to assure the observance of stipulations and specifications herein and in the by-laws and instructions issued in compliance therewith. The Inspector and the one authorized to inspect shall enjoy the legal personality and its powers as per the Law of Penal Trials in force.

Article No. (14): Crimes and Penalties:

- a- The shop owner who practices any occupation before obtaining the Classification Certificate of his work-shop shall be penalized in accordance to the provisions of minimum JD 1000 maximum shall be 500
- b- In addition to the text of Paragraph (a) in this Article, the Court can resolve the closure of the work Shop until the owner fulfills all the requirements of Classification.
- c- Should the work Shop owner or his/her employees open the work shop that has been subject to closure upon the Court Resolution shall be sentenced to imprisonment for one month at least - six months maximum.

Article No. (15)

Any person who commits one of the following shall be sentenced to a fine of JD 100 minimum - JD 500 maximum or to imprisonment one week to 3 months or to both penalties:

- a- Ignored to place the Certificate of Classification in a distinguished spot of the work Shop and also ignored to keep legalized certificates of workers grades.
- b- Violated the stipulations of classification herein.
- c- Hired workers who are unclassified.

- d- Failed to renew the Classification Certificate and the License of occupational Practice.
- e- Fought with the Inspectors or impeded them from assuming their tasks.
- f- Moved from the work-shop of which the Classification Certificate and Profession Practice License have been issued and violated by doing so provisions of this Law and has not notified the concerned parties of such a move.
- g- The work Shop Owner transferred the Classification Certificate and the occupational Practice License to another person. The Person benefiting from such a transfer shall be subject to same penalty.

Article No. (16):u

Any person who practices the profession without obtaining the required License of occupational Practice shall be sentenced to a fine of JD 20 minimum - JD 100 maximum or to imprisonment form one week minimum to three months maximum or to both penalties.

Article No. (17):

- a- The Penalty stipulated in Article 15, 16 herein shall be doubled in case of repeating the breach. The Minister or the person he shall authorize can change the grade of Classification of the shop of the violating person or can withdraw the License of Profession Practice until fulfilling the requirements stipulated in this Law.
- b- In no case and for no evaluation reason stipulated in any Law or other legislation, the fine sentenced in Article 15, 16 herein shall be reduced to less than the minimum.
- c- Any one who is harmed because of a job done by any person or shop subject to this Law can

submit a written claim detailing the damages s/he suffers from. The claim must be submitted to the Court of Professions. This Court shall assign a functional committee to consider the details of harm and damage and to specify the indemnity within a period of sixty days.

d- The Partner in the Violating work-Shop shall be subject to the same penalty.

e- The work -Shop owner or director shall be responsible for any violation that occurs in the shop in breach of provisions of this Law.

Article No. (18):

The other courts shall continue to consider and judge the lawsuits brought before them and have become of the competence of the Court of Professions when issuing this Law. Provisions issued earlier and not implemented shall be referred to the Court of Professions for implementation.

Article No. (19):

The Cabinet shall have the right to issue the necessary by-laws to implement the provisions of this Law.

Article No. (20):

The Prime Minister and the ministers are assigned to implement the provisions of this Law.

