



Creating a Safe and Attractive Workplace for Male, Female, and Young Workers

- ✓ No work accidents
- ✓ No occupational diseases
- ✓ No environmental accidents

Dear Employee, Always Remember... Safety First...

- Your acceptance and commitment to following safety guidelines and instructions are both conditions of your employment.
- An ounce of prevention is better than a pound of cure.
- The secret of safety is good judgment before starting.
- Adhering to the workplace safety measures is your responsibility.
- Financial compensation for an injury, no matter how large, will not save you from losing any part of your body.

Dear Employer, Always Remember...

Safety is one of the factors for success, stability and prosperity in any company or factory. Work injuries and government violations harm the reputation and profits of any company, and also harm the reputation of the entire sector.

1

Make it one of your goals in the field of occupational safety and health to achieve Zero Accident Vision in accident rates.

Make your most important foundations respect and pride in the human element, "the individual for the group and the group for the individual." As the human element is more precious and important than machines and devices, no matter how expensive they are! Machines alone do not work efficiently unless they are operated by workers with a high level of competence, technical experience, and awareness of safety instructions and rules at work.

Good management of safety systems has a positive impact on everything, as a breakdown in the safety system affects productivity, product quality, the company's reputation, attractiveness to the workforce and severely affects its profits.

Dear HR Manager:

Today, implementing diversity and inclusion in the work environment has become a priority for most companies from various sectors, due to the many benefits resulting from this.

What is diversity in the work environment?

It is accepting, understanding and respecting all the differences that exist between employees of the same company.

What is meant by an inclusive work environment?

It is a supportive and cooperative environment that allows the participation and contribution of all employees and deals with everyone fairly without regard to racial, religious, age, gender, etc. differences.

Make sure to give job opportunities to qualified people.

Make sure to evaluate all employees according to the same criteria. And to give job opportunities to qualified people.

Make sure that there is a percentage of female employment in terms of social responsibility, as they are part of society and bear responsibilities towards their families. They are also distinguished by their precision and focus at work, and they have a high sense of responsibility at work, and they have the ability to accomplish more than one task at the same time, and their commitment to work is high, and the rate of accidents and injuries is lower than that of males.

Make sure to employ young people, even if they do not have sufficient experience, as they are able to learn quickly and have the physical abilities and structure that enable them to master the work.

2

Make sure to raise the efficiency of all your employees through training and qualification programs.

Make sure to develop internal policies to empower working women and workers of other nationalities and protect labor rights in the company.

As an employer or HR person, what are the benefits of implementing diversity and inclusion in your workplace?

1. Improve productivity.
2. Expanding the circle of job candidates.
3. Positive impact on the company's reputation.
4. Lower turnover rates.
5. Increase innovation and creativity in the workplace.

Employing Syrian refugees:

We would like to point out in this booklet that Syrian workers will not compete with local workers for jobs, but rather will compete with other expatriate workers for jobs that local workers are reluctant to do. This, in turn, will restore balance to the labor market and reduce the monopoly power of existing labor, which has begun to impose its conditions on employers in some sectors, such as the agricultural sector, which suffers greatly from high workers' wages.

On the other hand, and most importantly, the Syrian refugee will spend most of his income within the Jordanian economy, unlike the migrant worker who will transfer the bulk of his income outside the country where his family lives. Meaning that the dinar in the hands of the Syrian worker will circulate in the economy more than the dinar that ends up in the hands of the traditional expatriate worker.

In addition to the above, employing Syrians will reduce the pressure on foreign reserves, and will provide the market with skills that distinguish the Syrian worker from other workers in the market today.

May you stay safe



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