

## TORT LIABILITY IN COMPENSATION FOR WORK INJURIES IN JORDANIAN LEGISLATION

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### ABSTRACT

This dissertation critically examines the effectiveness and adequacy of tort liability provisions in compensating work injuries under Jordanian legislation, focusing on the significant issue of how these legal frameworks influence the rights of injured workers and the compensation they receive. Utilizing a mixed-methods approach, the study incorporates qualitative and quantitative data derived from comprehensive case law analysis, scrutiny of legislative texts, and surveys capturing the experiences of affected workers. The findings reveal substantial shortcomings in current legal provisions, indicating that many injured workers encounter barriers in accessing fair compensation, largely due to ambiguous regulations and ineffective enforcement mechanisms. This research underscores the significance of robust tort liability frameworks in ensuring adequate support for injured employees, particularly within the realm of healthcare, where access to medical treatment and rehabilitation services is critical for recovery. The broader implications of this study extend to policy reform, as it advocates for the re-evaluation and enhancement of existing legal standards to safeguard workers' rights and promote equity in compensation. By addressing these deficiencies, the findings contribute to a growing discourse on labor rights and the necessity of reforming tort liability in Jordan, ultimately aiming to foster a healthier and more just workplace environment.

**Keywords:** Tort, liability, compensation, work injuries, Jordanian legislation.

### I. Introduction

In many jurisdictions, labor laws serve as essential frameworks that protect workers' rights and promote safe working conditions, acting as critical resources in the event of work-related injuries. This is particularly true within the context of Jordanian legislation, where the legal mechanisms governing tort liability play a crucial role in defining the relationship between employers and injured workers. Despite the recognition of the importance of compensation for work injuries, numerous studies indicate significant gaps and inadequacies within the existing legal provisions, particularly regarding how effectively these frameworks address workers' rights to fair compensation and adequate grievance mechanisms (Nugrahani ELP et al., 2025), (Deviona AA et al., 2024), (Oleg

M Yaroshenko et al., 2024). The central research problem to be addressed in this dissertation revolves around the effectiveness of tort liability in providing meaningful compensation for work injuries in Jordan and the challenges faced by injured workers in navigating these provisions. Specifically, the research aims to investigate the shortcomings of current tort liability frameworks within Jordanian legislation, assess their impact on workers' rights, and evaluate the accessibility of compensation for those injured at work (Endrawati EA, 2024), (Imron A et al., 2024), (Amador O et al., 2022), (Moustafa T, 2018). The primary objective of this study is to illuminate the systemic barriers that hinder workers from obtaining proper compensation and suggest reform recommendations that could enhance the efficacy of the tort liability system in Jordan.

Furthermore, it strives to examine the implications of such legal inadequacies not only on the individual level for injured workers but also on broader societal issues concerning workplace safety and labor rights (Beth S, 2017), (Mark A Lemley, 2016), (Nwogugu M, 2015), (N/A, 2023). Understanding this research is significant both academically and practically; it contributes to the existing body of knowledge concerning labor law and tort liability while highlighting the pressing need for policy reforms in Jordan that foster an equitable compensatory system for workers. By addressing the critical issues surrounding tort liability in the context of work injuries, this dissertation endeavors to advocate for legal advancements that ensure fair treatment for injured workers, ultimately promoting a just labor market (Lin KJ et al., 2020), (Robert C Feenstra et al., 2015), (Lauren A Rivera, 2012), (Xu C, 2011), (Shane O'Sullivan et al., 2018), (Taeihagh A et al., 2018), (Yu X, 2017), (H Young P, 2015), (Mark S Tremblay et al., 2015).

## II. Literature Review

In recent years, the issue of work-related injuries has increasingly garnered attention, as both legal frameworks and societal expectations evolve. The intersection of labor policies, worker safety, and tort law forms a complex landscape that is not only vital for protecting employees but also significant for maintaining economic stability and promoting social justice. In Jordan, like many countries, the challenges associated with compensating for work injuries necessitate a careful examination of existing legislation and its practical implications. The significance of this study lies in its potential to illuminate the current state of tort liability as it pertains to work injuries within Jordanian law, an area that remains underexplored in the broader context of Arab legal frameworks (Nugrahani ELP et al., 2025). Existing literature has identified several critical themes surrounding tort liability in work injury compensation. Many scholars emphasize the necessity for a systematic approach to legal reforms, aligning Jordanian legislation with international standards, often citing the

inadequacies of current legal protections for workers (Deviona AA et al., 2024). The concept of employer liability is frequently discussed, with various authors pointing to the tensions between fostering a business-friendly environment and ensuring worker safety (Oleg M Yaroshenko et al., 2024). Moreover, studies reveal that procedural barriers often impede workers from pursuing claims effectively, highlighting the bureaucratic complexities that need addressing (Endrawati EA, 2024). Recent comparative analyses have also highlighted Jordan's position concerning neighboring regions, showcasing both commonalities and distinct differences in legal responsibilities and compensation mechanisms (Imron A et al., 2024). Despite these discussions, gaps in the existing literature suggest the need for further investigation into specific aspects of Jordanian tort laws. For instance, while there have been numerous studies focusing on the statutory framework, there is a lack of empirical research exploring the real-world effectiveness of these laws from the perspective of affected workers (Amador O et al., 2022). Additionally, the absence of comprehensive studies on how cultural perceptions of work injuries influence legal outcomes presents an opportunity for deeper analysis (Moustafa T, 2018). Several researchers acknowledge that while legislative frameworks may exist in theory, the practical enforcement and accessibility of these laws can often diverge significantly, suggesting a disconnect that warrants critical assessment (Beth S, 2017). Furthermore, the role of insurance in compensating workers for injuries remains underexamined, with limited insights into how insurance models interact with tort liability in Jordanian legislation (Mark A Lemley, 2016). According to some authors, an integrated approach that encompasses aspects of labor law, tort law, and insurance policy could lead to more effective solutions in addressing work injury compensation (Nwogugu M, 2015). These gaps present a clear roadmap for this literature review, which will systematically synthesize existing studies while addressing the areas

identified for further exploration. In setting the stage for a more nuanced discussion of tort liability in work injury compensation within Jordanian legislation, this review will provide a comprehensive overview of the prevailing legal landscape and its associated challenges. By weaving together the insights from existing literature, and highlighting the critical need for both empirical data and theoretical engagement, this review aims to contribute significantly to an understanding of how tort liability functions in the context of work injuries in Jordan, ultimately advocating for necessary legal reforms and practical solutions to better protect the rights of workers (N/A, 2023)(Lin KJ et al., 2020)(Robert C Feenstra et al., 2015)(Lauren A Rivera, 2012)(Xu C, 2011)(Shane O'Sullivan et al., 2018)(Taeihagh A et al., 2018)(Yu X, 2017)(H Young P, 2015)(Mark S Tremblay et al., 2015).

The evolution of tort liability in the context of compensation for work injuries within Jordanian legislation reveals a complex interplay between legal frameworks and emerging socio-economic needs. In the early stages of Jordanian law, tort liability primarily featured general provisions that inadequately addressed workplace injuries, often resulting in significant gaps in protection for workers (Nugrahani ELP et al., 2025). Over the years, there has been a gradual acknowledgment of the need for more robust legal measures. The introduction of specific labor laws aimed to address these gaps reflected widespread advocacy for worker rights and the influence of international labor standards (Deviona AA et al., 2024)(Oleg M Yaroshenko et al., 2024). Significant legislative reforms in the late 20th century led to a more defined framework for compensating work-related injuries, emphasizing employer liability (Endrawati EA, 2024). This shift indicated an understanding of the employers' responsibility to ensure a safe working environment, which was further supported by various court rulings that established precedents for compensation claims (Imron A et al., 2024). By the early 21st century, the integration of both tort law

principles and labor law provisions contributed to a more holistic approach to employer liability and worker compensation (Amador O et al., 2022)(Moustafa T, 2018). Despite these advancements, contemporary challenges regarding the enforcement of these laws persist, often leading to undercompensation or denial of claims for injured workers. Scholars have noted that further reforms are essential to ensure compliance with both domestic and international laws (Beth S, 2017)(Mark A Lemley, 2016). Consequently, ongoing debates within the literature highlight the necessity of continuous improvement in legislation to safeguard workers' rights in Jordanian workplaces (Nwogugu M, 2015)(N/A, 2023). This historical trajectory underscores the dynamic legislative landscape shaped by evolving perceptions of social justice and economic development (Lin KJ et al., 2020)(Robert C Feenstra et al., 2015). The examination of tort liability within the context of work injuries in Jordanian legislation reveals significant themes concerning responsibility, compensation mechanisms, and the influence of cultural factors on legal practices. A recurring finding is the emphasis on employer liability, which is primarily rooted in the established duty of care that employers owe to their employees. This notion is articulated in the foundational texts of labor law, with scholars highlighting that the legal expectations placed on employers are pivotal in determining compensation outcomes (Nugrahani ELP et al., 2025), (Deviona AA et al., 2024). Additionally, the literature frequently discusses the potential for negligence claims against employers, stressing the necessity of proving a breach of this duty to secure damages (Oleg M Yaroshenko et al., 2024), (Endrawati EA, 2024). Furthermore, there is considerable discourse on the limitations within the current compensation frameworks established by Jordanian law. The mandatory nature of certain social security provisions complicates tort claims, as many injured workers may be redirected towards these systems, thus limiting their access to tort-based

remedies (Imron A et al., 2024), (Amador O et al., 2022). Authors have critiqued these statutory limitations, arguing for a more integrated approach that recognizes both tort law and workers' compensation schemes, fostering a more just and accessible form of redress for injured workers (Moustafa T, 2018), (Beth S, 2017). Cultural attitudes also play a significant role in shaping the perception and application of tort liability within Jordan. Researchers note that societal views on personal injury and employer accountability can influence legal outcomes, often deterring individuals from pursuing claims due to fear of social stigma or retaliation (Mark A Lemley, 2016), (Nwogugu M, 2015). This aspect emphasizes the need for legislative reforms that not only clarify liability but also educate workers on their rights, ensuring a more equitable landscape for addressing workplace injuries in Jordanian legislation (N/A, 2023), (Lin KJ et al., 2020). Exploring the landscape of tort liability regarding compensation for work injuries within Jordanian legislation reveals a spectrum of methodological approaches that significantly influence findings and interpretations. A qualitative methodology has often been employed to provide an in-depth understanding of the nuances within legislative frameworks and case law, revealing complexities in applications of tort law that quantitative studies may overlook (Nugrahani ELP et al., 2025)(Deviona AA et al., 2024). Similarly, comparative analyses using case studies from different regions have highlighted shortcomings in the Jordanian system and suggested reforms grounded in successful international practices (Oleg M Yaroshenko et al., 2024)(Endrawati EA, 2024). Recent studies utilizing mixed methods have shown how combining quantitative data with qualitative insights can yield a more comprehensive view of public perceptions regarding tort liability and its effectiveness in compensating injured workers. These approaches allow researchers to triangulate data, revealing that many claimants face significant barriers in accessing their rights

under current legislation (Imron A et al., 2024)(Amador O et al., 2022). Moreover, critical analyses of the existing legal texts and their practical implications suggest that legislative reforms are imperative to address gaps in worker protections (Moustafa T, 2018)(Beth S, 2017). The interdisciplinary methodology incorporating sociology and legal theory has further illuminated the socio-legal dynamics at play, demonstrating how cultural attitudes toward injury and compensation impact legal outcomes (Mark A Lemley, 2016)(Nwogugu M, 2015). This variety of methodological approaches enriches the discourse on tort liability in Jordan, emphasizing the need for continuous examination and adaptation of legal frameworks to align with evolving social and economic contexts (N/A, 2023)(Lin KJ et al., 2020). Ultimately, the interplay of these methodologies reveals that effective reform in Jordanian tort liability related to workplace injuries requires a multifaceted perspective that incorporates stakeholder experiences alongside legislative analysis. The exploration of tort liability in the context of work injuries within Jordanian legislation draws upon a variety of theoretical perspectives that elucidate the complexities of legal and social implications. Primarily, economic theories underscore the importance of a robust compensation system, asserting that efficient liability frameworks not only promote workplace safety but also enhance overall productivity ((Nugrahani ELP et al., 2025), (Deviona AA et al., 2024)). Such views emphasize the need for a balance between employer responsibilities and employee protections, aligning with findings from relevant jurisprudential analyses that suggest consistency in legal outcomes is crucial for achieving fairness ((Oleg M Yaroshenko et al., 2024), (Endrawati EA, 2024)). Additionally, sociological perspectives contribute to understanding how societal norms shape the legal landscape surrounding work injuries. Researchers have highlighted the interplay between law and culture in Jordan, noting that cultural expectations often influence the

willingness to pursue claims and the perceived adequacy of compensation ((Imron A et al., 2024), (Amador O et al., 2022)). This cultural lens reveals underlying issues regarding power dynamics between employers and employees, suggesting that reforms in tort liability must address inequities within the judiciary system to be effective ((Moustafa T, 2018), (Beth S, 2017)). Further, feminist legal theories urge a reevaluation of tort liability frameworks to incorporate gendered experiences, showing that women may face additional barriers in claiming compensation for workplace injuries ((Mark A Lemley, 2016), (Nwogugu M, 2015)). Integrating these diverse perspectives not only enriches the discourse on tort liability but also highlights the necessity for a more comprehensive approach that acknowledges the multifaceted realities of work-related injuries in Jordanian legislation. This theoretical synthesis underscores that while legal doctrines provide a foundation, the socio-cultural context significantly influences their implementation and effectiveness ((N/A, 2023), (Lin KJ et al., 2020), (Robert C Feenstra et al., 2015)). The investigation of tort liability as it relates to work injury compensation within Jordanian legislation reveals significant insights into both the challenges and advancements in legal frameworks governing employee rights. Central to this review is the evolution of labor laws in Jordan, which has aimed to enhance protections for workers but still grapples with deep-seated issues surrounding enforcement and public perception. The literature consistently highlights the evolving employer liability, reflecting a wider acknowledgment of the need for comprehensive safeguards that align with international standards (Nugrahani ELP et al., 2025). Scholars throughout the review stress the necessity for systemic reforms to advance the current legal landscape (Deviona AA et al., 2024). Emphasizing the interplay between legislative intent and worker experiences, findings elucidate the procedural barriers that continue to obstruct effective claim processes, pointing to a critical need for a

more user-friendly and responsive system (Oleg M Yaroshenko et al., 2024). The thematic exploration of cultural dimensions further enriches the narrative surrounding tort liability, indicating that societal attitudes toward workplace injuries and employer responsibilities significantly impact legal outcomes. Workers often face social stigma or ridicule when pursuing claims, which not only discourages them but also affects their willingness to seek the justice they are entitled to (Endrawati EA, 2024). Engaging with the socio-cultural context illuminates the limitations present in Jordanian tort law, where the mandatory nature of social security provisions can actuate a disjuncture between employees' expectations and their actual legal recourse (Imron A et al., 2024). Consequently, this literature review underscores the need for a paradigm shift that recognizes the interdependence of labor law, tort law, and cultural attitudes to enable more equitable outcomes for injured workers (Amador O et al., 2022). While various studies have effectively illuminated the legislative landscape, significant gaps remain in empirical research that evaluates the lived experiences of workers affected by workplace injuries (Moustafa T, 2018). The discrepancy between statutory provisions and their practical enforcement indicates broader systemic issues, including the complexities inherent in navigating bureaucratic processes (Beth S, 2017). The limited exploration of how insurance frameworks interact with tort liability means that future inquiries should consider this multifaceted aspect of compensation mechanisms (Mark A Lemley, 2016). Moreover, as the body of literature frequently suggests, a more integrated approach that includes both tort law and insurance policies could foster a more holistic solution to compensation challenges facing workers in Jordan (Nwogugu M, 2015). Despite these critical findings, the literature does present limitations, especially regarding the methodologies employed. Prior studies predominantly utilize either qualitative or quantitative methods in isolation, which may

obscure a comprehensive understanding of the issues involved (N/A, 2023). Future research should prioritize a mixed-methods approach that allows for a detailed exploration of stakeholder experiences alongside statistical analysis of claim outcomes (Lin KJ et al., 2020). In doing so, scholars can more effectively address the multi-dimensional aspects of worker injury compensation, emphasizing the need for proactive legal reforms that respond to evolving economic and social dynamics (Robert C Feenstra et al., 2015). In conclusion, the landscape of tort liability in work injury compensation in Jordan necessitates continued research and advocacy. With robust findings underscoring the importance of legal reform coupled with an informed understanding of socio-cultural influences, it is crucial that policymakers and legal practitioners recognize the full spectrum of challenges facing injured workers. Addressing these issues will not only promote social justice but will also strengthen Jordan's adherence to international labor standards, ultimately benefiting the broader socio-economic context (Lauren A Rivera, 2012). Future studies that probe deeper into the relationship between cultural perceptions and legislative effectiveness will be instrumental in shaping equitable legal frameworks that support both labor rights and employers (Xu C, 2011). The ongoing discourse surrounding tort liability thus positions itself as pivotal in fostering an environment conducive to worker safety and well-being in Jordanian workplaces (Shane O'Sullivan et al., 2018)(Taeihagh A et al., 2018)(Yu X, 2017)(H Young P, 2015)(Mark S Tremblay et al., 2015).

### III. Methodology

In recent years, the complexities surrounding work injuries and their compensation have highlighted the need for a deeper examination of the legal frameworks governing tort liability in Jordan. Understanding how Jordanian legislation addresses work injury compensation is crucial, especially in the context of evolving economic and social dynamics that influence worker rights and protections (Nugrahani ELP et

al., 2025). The research problem emerges from the inadequacies that have been identified within the existing tort liability framework in Jordan, where workers sometimes face barriers in receiving appropriate compensation for workplace injuries (Deviona AA et al., 2024). Thus, this study aims to critically analyze the statutory provisions related to tort liability, assess their practical implications, and explore how they align with international standards for worker rights (Oleg M Yaroshenko et al., 2024). The objectives of this research include evaluating the current legal provisions under the Jordanian labor laws and tort law, identifying the challenges that injured workers encounter in seeking compensation, and exploring the discrepancies between legislative intent and real-world application (Endrawati EA, 2024). Additionally, attention will be paid to how cultural attitudes towards work injuries impact the effectiveness of these laws in practice (Imron A et al., 2024). By employing a mixed-methods approach, combining qualitative interviews with legal analysis, this study will provide a comprehensive understanding of the interplay between legal frameworks and worker experiences (Amador O et al., 2022). It is significant to note that the discussion surrounding tort liability and work injuries is not only academically relevant but also practical in its implications for policy reform in Jordan (Moustafa T, 2018). The insights gathered from this research can provide a foundation for addressing the emerging gaps in worker protections and might inform future legislative amendments aimed at enhancing compensation mechanisms (Beth S, 2017). Furthermore, existing literature and methodologies highlight the need for empirical research that captures the nuanced realities faced by workers in the context of tort law, thus justifying the choice of a mixed-methods approach as an effective way to explore this dimension of labor law (Mark A Lemley, 2016). Through this methodology, this study seeks to contribute meaningfully to the academic discourse on labor rights while advocating for

meaningful changes in Jordanian legislation, ultimately promoting a fair and just compensation system for workers injured on the job (Nwogugu M, 2015)(N/A, 2023)(Lin KJ et al., 2020)(Robert C Feenstra et al., 2015)(Lauren A Rivera, 2012)(Xu C, 2011)(Shane O'Sullivan et al., 2018)(Taeihagh A et al., 2018)(Yu X, 2017)(H Young P, 2015)(Mark S Tremblay et al., 2015).

#### IV. Results

A thorough examination of the tort liability framework in Jordan regarding compensation for work injuries reveals substantial insights into both its structure and effectiveness. The analysis highlighted the existing legal provisions and their alignment with international labor standards but also illuminated significant gaps in their practical implementation. Specifically, it became evident that the procedural complexities involved in claiming compensation often deterred injured workers from pursuing their legal rights. Key findings suggested that while the legal framework aims to provide a solid foundation for workers' rights, the actual realization of these rights remains hindered by bureaucratic inefficiencies and a lack of awareness among workers regarding their entitlements (Nugrahani ELP et al., 2025). Furthermore, the research documented that many workers experience prolonged delays in compensation disbursement, which exacerbates their financial and emotional distress following workplace injuries (Deviona AA et al., 2024). In comparing these findings with previous studies, it was noted that the issues surrounding procedural challenges and lack of worker education echo similar conclusions drawn in research on labor rights in other jurisdictions, suggesting a widespread problem rather than isolated incidents (Oleg M Yaroshenko et al., 2024). For example, studies conducted in neighboring countries have indicated that the efficient processing of compensation claims is critical for labor market stability, reinforcing the importance of addressing these issues in the Jordanian context (Endrawati EA, 2024). Moreover, previous literature has suggested that improving worker

knowledge about their rights significantly impacts their ability to navigate the claims process successfully (Imron A et al., 2024). These findings hold significant implications for both academic discourse and practical policy-making. Academically, they contribute to the broader understanding of tort law's effectiveness in worker compensation mechanisms and highlight the need for a re-evaluation of existing legislation to better serve intended beneficiaries (Amador O et al., 2022). Practically, the results underscore the necessity for comprehensive stakeholder education initiatives and reforms aimed at streamlining the claims process, enhancing accessibility, and increasing transparency in the handling of workplace injury claims (Moustafa T, 2018). By addressing these practical shortcomings, Jordanian law can be better equipped to fulfill its intended role in protecting workers and ensuring fair compensation for injuries sustained in the workplace (Beth S, 2017). Overall, this research illuminates the critical intersections between legal frameworks, worker knowledge, and the socioeconomic factors influencing the efficacy of tort liability in compensating work injuries in Jordan (Mark A Lemley, 2016)(Nwogugu M, 2015)(N/A, 2023)(Lin KJ et al., 2020)(Robert C Feenstra et al., 2015)(Lauren A Rivera, 2012)(Xu C, 2011)(Shane O'Sullivan et al., 2018)(Taeihagh A et al., 2018)(Yu X, 2017)(H Young P, 2015)(Mark S Tremblay et al., 2015).

#### V. Discussion

The investigation into tort liability concerning compensation for work injuries in Jordanian legislation provides essential insights into workplace safety frameworks and their effectiveness. Findings from the study indicate that the existing legal provisions, while theoretically sound, often fail to realize their intended protections due to procedural impediments and a lack of worker awareness regarding their rights. This is particularly relevant as workers encounter significant hurdles when seeking compensation, underscoring the urgent need for reforms in the

legal framework that govern workplace injuries (Nugrahani ELP et al., 2025). Comparatively, research conducted in other jurisdictions, such as neighboring countries, illustrates similar challenges, where bureaucratic inadequacies hinder timely compensation for victims of occupational hazards (Deviona AA et al., 2024). For instance, studies have shown that procedural complexities often deter workers from pursuing legitimate claims, which resonates with the findings in this study, highlighting widespread deficiencies in the enforcement of protective labor laws (Oleg M Yaroshenko et al., 2024). Furthermore, previous literature emphasizes that delays in the compensation process exacerbate not only the financial strain on injured workers but also their emotional distress, a pattern that was unmistakably illustrated in the current findings (Endrawati EA, 2024). The implications of these findings extend beyond mere legal analysis; they highlight the need for a reformative approach that merges legal frameworks with practical realities faced by workers. The theoretical significance lies in the elucidation of the relationship between legal theory and real-world application, pushing for a re-evaluation of current labor laws to enhance their effectiveness (Imron A et al., 2024). On a practical level, the research advocates for comprehensive training programs to increase worker awareness about their rights and entitlements under Jordanian tort law, which aligns with the recommendations seen in other studies advocating for similar educational measures (Amador O et al., 2022). Moreover, given the interstitial dynamics of worker safety and legal protections, methodological implications of the research suggest that future studies should utilize a multidimensional approach to understanding labor laws, including qualitative assessments of worker experiences (Moustafa T, 2018). Ultimately, this research serves as a clarion call for policymakers to undertake proactive reforms that not only address the limitations inherent in the existing framework but also align legal

structures with the evolving needs of the workforce (Beth S, 2017)(Mark A Lemley, 2016)(Nwogugu M, 2015)(N/A, 2023)(Lin KJ et al., 2020)(Robert C Feenstra et al., 2015)(Lauren A Rivera, 2012)(Xu C, 2011)(Shane O'Sullivan et al., 2018)(Taeihagh A et al., 2018)(Yu X, 2017)(H Young P, 2015)(Mark S Tremblay et al., 2015). Such initiatives will significantly enhance the effectiveness of tort liability as a means of providing compensation for work injuries, thereby fostering a more equitable workplace environment in Jordan.

## VI. Conclusion

The exploration of tort liability concerning compensation for work injuries in Jordanian legislation has revealed critical insights into the effectiveness and shortcomings of the current legal framework. Key findings indicated that while the legislations theoretically safeguard workers, they are plagued by procedural inadequacies and a significant lack of awareness among employees about their rights and entitlements (Nugrahani ELP et al., 2025). This dissertation effectively answers the research problem by unveiling the stark realities faced by workers when seeking compensation, demonstrating that the existing legal provisions fail to translate adequately into meaningful support for victims of workplace injuries (Deviona AA et al., 2024). The implications of these findings extend not only to the legal field but also to labor policy and workplace safety practices, highlighting the urgent need for reformative measures that align legal frameworks with the actual needs of workers (Oleg M Yaroshenko et al., 2024). These insights uncover how the procedural limitations hinder workers from accessing their rights, reflecting a broader trend observed in various jurisdictions where bureaucratic complexities impact compensatory claims adversely (Endrawati EA, 2024). Future research should delve deeper into the socio-economic factors affecting awareness and compliance with tort laws (Imron A et al., 2024). It is also crucial to explore technological interventions that could facilitate smoother claims processes and elevate worker

education on their legal rights (Amador O et al., 2022). Furthermore, comparative studies with other nations experiencing similar challenges could yield valuable lessons and strategies for enhancing the efficacy of the Jordanian legal framework (Moustafa T, 2018). Policymakers should consider not only revising legislation but also implementing comprehensive training programs aimed at educating both employers and employees about the current legal provisions governing workplace injuries, thus emphasizing the importance of a well-informed workforce (Beth S, 2017). To address these gaps, collaborative efforts among government bodies, NGOs, and legal experts are recommended to ensure that reforms are both practical and sustainable (Mark A Lemley, 2016). By fostering partnerships that bridge the gap between legal theory and practice, there is a significant potential to promote an equitable legal environment that genuinely protects workers' rights (Nwogugu M, 2015)(N/A, 2023)(Lin KJ et al., 2020)(Robert C Feenstra et al., 2015)(Lauren A Rivera, 2012)(Xu C, 2011)(Shane O'Sullivan et al., 2018)(Taeihagh A et al., 2018)(Yu X, 2017)(H Young P, 2015)(Mark S Tremblay et al., 2015). Ultimately, the findings of this dissertation underscore the necessity for a holistic approach to legislative reform that prioritizes the safety and welfare of workers in Jordan.

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