

The Role of Social Security in the Protection of Workers ' Wages

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Abstract

This study was designed to explore the role of social security in the protection of workers' wages by analysing the legal and legislative frameworks governing this aspect, identifying the most important mechanisms and guarantees provided by this system for workers. The study followed the analytical descriptive approach by clarifying the elements and characteristics of the legal provisions that follow in the legal articles on the protection of workers ' rights to remuneration, and analysing the legal provisions that exist in the Labour Code and the Social Security Act. The study found several findings, notably that the Jordanian Labour Code provided for a range of basic rights for workers, including minimum wages, overtime, paid holidays and leave, and protection against arbitrary dismissal. The study recommended, inter alia, the need to strengthen oversight and enforcement of the application of the Labour Code and the Social Security Act by the relevant authorities to ensure compliance by all parties, and to raise awareness of the rights of workers under these laws through awareness-raising campaigns and the training of workers and institutions.

Keywords: *The right of Social Security, Contract workers, Remuneration.*

INTRODUCTION

Workers are the most important group in the productive process, but at the same time, they are most vulnerable to exploitation and abuse. Despite their vital role in the success of this process, they face great difficulties in obtaining appropriate care and protection. The worker is a human being with needs and rights like other human beings, and should not be dealt with harshly or negligently.

For many years, the working class has struggled to secure their basic rights, including social security and fair remuneration. International and Arab efforts have contributed to the promotion of these rights through the promulgation of national and international rules and laws governing social security and labour. These rules are aimed at supporting the working class and ensuring the stability of its rights and privileges.

In this context, the subject of pay and social security is of paramount importance. The purpose of this research study is therefore to analyse the legislative regulation of the Labour and Social Security Act and the relevant laws. Pay is one of the most fundamental rights of the worker as the main source of his or her livelihood and support for his or her family. Therefore, attention to the protection and maintenance of workers ' wages is a major priority within the labour rights system and in this context the role of social security as an effective mechanism for achieving such protection is highlighted.

Therefore, workers may often face risks and difficulties that may adversely affect their ability to earn and maintain income, whether due to work-related injuries and illnesses, or to retirements and disability. In such cases, the role of the social security system is to provide the necessary protection and support to the worker and his or her family, ensuring that their income is sustainable and that their basic needs are met.

Statement of the Problem

The study's problem lies in the low level of awareness among workers of their social security rights and the consequent inability to claim these rights, the disparity and different levels of protection provided by the social security system among the various categories of workers, which may lead to inequality in this respect, as well as limited financial and human resources for the implementation of social security programs, which negatively reflect the ability.

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Questions of the Study

What's social security?

What are the characteristics of the social security system?

What's the concept of the right to work?

What's the concept of pay and what kind?

What are the legal guarantees for the protection of remuneration within the scope of social security and labour law?

What are the implications of protecting a worker's wages?

Significance of the Study

This study seeks to explore the role of social security in the protection of workers ' wages by analysing the legal and legislative frameworks governing this aspect and identifying the most important mechanisms and guarantees provided by this system for workers.

METHODOLOGY

Analytical Descriptive Approach: by clarifying the elements, characteristics and subsequent provisions of the legal articles on the protection of workers ' rights to remuneration, and by analysing existing legal texts in the Labour Code and the Social Security Act.

LITERATURE REVIEW

Abu Hazim Yasmin Abdulwali, Pay Protection in accordance with the provisions of the Jordanian Labour Code, University of Isra, Research published at the House of the System, 2014.

The conditions under which a worker is entitled to a wage have been set forth. The worker must perform the work himself and comply with the employer's orders. The study also examined the rules governing the performance of wages by employees and set out the guarantees for the protection of wages and the role played by international conventions in this regard.

In addition, the study described the effects of wage protection and the penalties for non-payment of wages. It also discussed the controls on wage protection in the Jordanian Labour Code and the Jordanian Social Security Act. In this context, the study examined the impact of defence orders on the protection of wages for workers.

Chapter One

Right to Social Security of Workers

The origins and origins of the Labour Code reflect a long historical journey in the development of labour legislation. This law originated from the industrial revolution of the nineteenth century, when industry underwent radical changes that required the protection of workers ' rights. The idea of labour laws emerged to balance workers ' rights with the needs of the employer. Over time, legislation has witnessed developments to reflect economic and social transformations, leading to the development of a broader legal framework that takes care of workers ' rights and working conditions.

Social security is an integrated system of social protection and welfare aimed at providing the minimum standard of living and income stability for workers and citizens in general. The right to social security is one of the most important rights guaranteed to workers. It guarantees that their income will continue and that they will receive financial assistance during periods of suspension, unemployment, sickness or old age.

In this study, the right to social security for workers, its importance in protecting their standard of living, providing them with economic stability and their families, the legal and legislative basis governing this right, and the most important mechanisms and procedures for ensuring that workers benefit from it, will be clarified.

First Requirement

The Concept of the Right to Social Security and the Right to Work

Social security and the right to work are among the most fundamental rights guaranteed to all members of society. The right to social security guarantees individuals the protection and care necessary to provide a decent standard of living, while the right to work is one of the fundamental pillars of economic and social development.

Section I: Concept and Characteristics of the Right to Social Security

Every person has the right to an adequate standard of living that guarantees his or her health and well-being. This means providing food, clothing, housing, medical care and basic social services. He or she also has the right to social protection in the event of loss of work, illness, disability, widowhood, old age or any circumstances beyond his or her control. Motherhood and childhood should be the subject of special social care.

Social security has become an economic imperative of our time, more than just a humanitarian demand, and developed countries are striving to provide it to their citizens working in various political and social aspects because it has been scientifically established that economic growth is closely linked to improving the standard of living of the working class and to alerting them to the security of their families' future.

First: The Concept of the Right to Social Security

The right to social security in accordance with the system and the objective is defined as: "a legal system aimed at ensuring that citizens live in a minimum manner appropriate to human dignity by protecting their ability to work and securing an alternative income that compensates them for income interrupted by unemployment, sickness, old age, birth or death and extraordinary expenses arising from disability, sickness and death, all within the limits established by law."

It is a socio-political and economic system that is formally aimed directly at protecting individuals from the dangers of ignorance, disease and poverty and which always provides them with the means to live and rest in life at a decent and decent standard through work or social assistance when the labour resource is inadequate or when they are unable to work for reasons beyond their control.

It has also been defined as the set of legal rules by which the State regulates a compulsory means of achieving the social security of individuals in the face of the social risks determined by law by receiving cash or in-kind benefits in exchange for contributions paid by employers and workers.

According to another trend, social security is a system that protects individuals regardless of their source of income from certain social risks because society pays special attention to these risks. In a more comprehensive sense, some see the most effective definition of security as freedom from the need to provide cash and in-kind benefits under social security schemes, or social assistance to protect workers and their dependants against the risks that may deprive them of their means of subsistence.

It is a State system that provides economic security and social services to single out society with or without prior participation. Social security is opposed by two ideas: the idea of purpose, and the idea of a system as a goal, which expands to express solidarity between one group in their quest to eliminate need and free them from want and poverty. By being a system, social security expresses the means to achieve that goal and the combination of these ideas reflects the difficulty of agreeing on a uniform definition of security.

The above definition is most realistic and appropriate in that it combines the idea of being a system and the idea of being an objective. The State seeks to investigate its various organs, thereby distinguishing it from the concept of social solidarity, which is based on assistance between individuals without State intervention. The concept of social security also includes the term "prior participation" and includes social assistance by way of a statement or otherwise.

Characteristics of The Social Security System.

A binding general system: the rules of the social security system are peremptory norms, i.e., the contrary cannot be agreed upon. They are aimed at the common interests of society.

Social solidarity: social security is based on the solidarity and cooperation of all members of society, through contributions from workers and employers, and government assistance. This enhances the cohesion and stability of society.

A legal system: Social security is regulated by a legislative act whose aims, scope of application and conditions of access are defined. It is thus different from the private guarantee based on an agreement between the parties concerned.

Section II: Concept of a Contract of Employment

Article 2 of the Jordanian Labour Code defines a contract of employment as follows: "An express or implicit oral or written agreement whereby an employee undertakes to work with the employer and under his supervision or management in exchange for a wage, and the contract of employment is for a limited, unlimited, specific or non-designated term."

This is also confirmed by the Jordanian Court of Cassation in its decision, which states that "in order for the contract to be considered an employment contract, it must rely on two orders: first, the worker's dependence on the employer, and secondly, his remuneration for his work. Dependently, it is intended that the worker shall place himself in the service of the employer and perform the work in accordance with his or her orders and under his or her direction and supervision, and that he or she shall be assigned the route and the limits of the work, and that he or she shall be held accountable for his or her work. The supervisory pillar does not have to keep track of the employer in the course of his or her work. The wage, by reference to article 2 of the Labour Code, is determined to be the employee's earnings from the employer, even if it is a share of the profits.

Second Requirement

The Concept of Remuneration and its Types

The wage is the amount of the worker's work, whether in cash or kind. In addition to monetary or in-kind remuneration, other benefits are provided by law, contract of employment, rules of procedure of the enterprise, or the normal practice of paying them. Except for this, the remuneration due for overtime is not part of this remuneration.

In other words, the wage is the cash and in-kind share of the worker's work, plus any other benefits provided by law or agreement. This constitutes the total amount of the worker's work entitlement, except for overtime wages.

Section I: Concept of Remuneration

Article 2 of the Jordanian Labour Code (No. 8 of 1996), as amended, defines remuneration as any payment a worker is entitled to in exchange for his work in cash, plus all other benefits of any kind if the law, the contract of employment or the rules of procedure provide for the payment of such benefits, except for wages due for overtime.

In the Civil Code, the law defines the remuneration of a worker as the money or benefit which he receives under the contract in any form." Article 2 of the Social Security Act No. 1 of 2014 defines the wage "in cash or in kind for the benefit of the insured person for his work in accordance with the grounds and controls established by the regulations promulgated under this Act. The wage is all that an employee receives for work performed by an employer. This includes cash earned on salary or remuneration, in addition to any in-kind benefits such as housing, transportation or meals. The wage also includes any other benefits provided for by law, such as termination indemnity, contract of employment or internal regulations of the institution, such as family allowance. The wage may also include any other benefits that have been settled on the worker's grant, without being formally specified. In general, the wage is all that an employee receives for his work, whether

cash, in kind or any other agreed benefit, except for the remuneration due for overtime, which is defined as the amount of money the employer is obliged to pay the worker for the performance of the work, which the worker receives in lieu of his or her work or his or her taking into account the interest of the work in a valid employment contract.

Section Two: Types of Wages

First: Cash Wages

Cash wages include all financial amounts that the worker receives in exchange for performing his work. This primarily includes the basic salary or the wage that the worker receives in exchange for performing his job duties. Cash wages also include any commissions or bonuses that the worker receives as a result of his excellence in performance or achieving specific goals. In addition, cash wages cover all types of cash allowances that the worker may receive, such as a cost of living allowance or a family burdens allowance. Finally, cash wages are considered inclusive of any other cash grants or allowances stipulated in the employment contract or the internal regulations of the establishment in which the worker works. In general, cash wages cover all cash payments that the worker receives in exchange for his work.

The Jordanian Court of Cassation's decision stated that the worker's wage includes the named wage plus any entitlement or bonus paid on a permanent basis, regardless of its type, with the exception of additional work. Through a careful reading of the decision, we find that the Court of Cassation considered some entitlements to be part of the wage, such as commissions and housing allowance. If the wage is in cash, no legal penalty arises in determining that the wage is in cash, but the difficulty arises in determining whether the wage is in cash or not if the wage includes some in-kind benefits.

Second: In-kind Wages

In-kind wages are non-cash equivalents provided by the establishment to the worker in the form of services, such as providing transportation, treatment, housing, and food. These services are called "allowances" because the worker may have a cash allowance instead of them, such as a housing allowance, clothing allowance, or food allowance.

In-kind allowances are considered part of the wage if they are in exchange for or in return for the work, and are often stipulated in the law, employment contract, or internal regulations of the establishment. However, if the allowances are merely expenses incurred by the worker due to the work, or are granted as a donation, or to facilitate the worker's performance of his work, they are not included in the concept of in-kind wages.

The Jordanian Civil Code stipulates in Article (810/1) that "the worker's wage is what he receives under the contract in terms of money or benefit in any form," which means that the wage may be in cash or in kind, and the employer and the worker may agree to consider the in-kind consideration as part of the wage, such as clothing, food, and health insurance." According to the standard followed to determine whether the in-kind benefits provided by the employer to the worker, such as food, clothing, transportation, or food, are part of the wage or not, this depends on the extent of the employer's commitment to providing these benefits.

If these benefits are necessary for the performance of the work, such as occupational safety clothing or a decent appearance in front of customers, they are not considered part of the in-kind wage. However, if the employer provides them to the worker for use in his personal life, and they are not required by the work, they are considered part of the in-kind wage. If the in-kind wage is considered part of the total wage received by the worker, it is valued in cash and added to the cash wage to calculate the worker's other rights, such as vacation allowance, end-of-service gratuity, and salary subject to social security.

The Second Chapter

Legal guarantees for the protection of workers' wages in labour and social security laws

The protection of a worker's wages is of paramount importance not only to protect the worker himself or herself and to obtain the basic requirements he or she needs, but also to have broader family and community dimensions. With his family support responsibilities, the worker relies heavily on his monthly salary to secure

his or her living requirements. The protection of this wage is therefore a necessity to ensure the dignity of the worker and respect for his or her humanity, and to preserve the stability of his or her family and society. This protection has a range of effects, namely, the provision of financial and social stability to the worker and his or her family, which has a positive impact on their standard of living and their ability to fulfil their obligations. This protection also contributes to productivity enhancement and economic development, as the wage earner will be more motivated and productive in its work, reflecting on the success of the institution in which it operates and the prosperity of the economy as a whole.

The First Requirement

Guarantees of the protection of workers' wages in the Labour Code

The worker's wage is one of the fundamental elements underlying the employer's and worker's employment relationship. The legislator is aware of the importance of this wage and the need to protect it. He has therefore been informed of a series of legal safeguards and procedures aimed at safeguarding the worker's human rights and dignity, which have been embodied in the Labour and Social Security Acts.

The legislature has established controls to regulate the employer's authority in order to limit the deduction of workers' wages without legal justification. The employer may not deduct workers' wages for any reason, except in cases specified by law.

One of the legal means established by the legislator to protect the worker's wages is to allow him to bring a direct action against the original contractor or the owner of the project to claim his wages. This direct action enables the worker to force the debtor to fulfil his obligations. The legislator also imposed restrictions on the employer's power to deduct the worker's wages, whether as a disciplinary sanction, to recover a loan he gave to the worker or to destroy the work tools. These restrictions guarantee that law only permits the deduction. With these procedures and controls, the legislature aims to strengthen the legal protection of workers' wages vis-à-vis their employers and to ensure that workers have access to their full financial benefits.

Section I: Workers' Remuneration Privilege

The Act grants the employee's wage and all other financial benefits a first-class general privilege. This concession means that these amounts are excellent debts on all the employer's funds, whether movable or real, and these excellent debts include wages, salaries, compensation and emoluments due to workers, servants, writers and any other employee, for the last six months before the employer's bankruptcy or liquidation.

However, the worker loses this privilege if the competent court determines that the wages and amounts due to him have no legal basis. This is a wise provision of the legislator to prevent workers from circumventing the law and damaging other employers' creditors. With this privilege, the law guarantees the protection of the worker's financial rights and the priority of meeting them over the employer's funds, thereby reducing the risk of non-performance.

The liquidator or bankruptcy agent is obliged to pay the equivalent of one month's wages to the worker or his heirs before paying any other expenses, including judicial expenses and bankruptcy or liquidation expenses. This gives the worker priority in receiving part of his or her benefits when bankruptcy or liquidation occurs. The legislator also makes the worker's right a general privilege, in the sense that it falls on all the employer's funds, and not only on certain funds. This enhances the protection of the worker's rights in relation to the special privilege of a transferee or property.

Section II: Unresolved Remuneration of a Worker

The legislator has specified only those cases in which any amounts of the worker's salary may be deducted, namely, the recovery of advances made by the employer to the worker up to a maximum of 10% of the wage, the recovery of any payments made to the worker in excess of the amounts due to him, social security contributions and other allowances due under the laws, contributions of the worker to the Provident Fund, discounts relating to housing facilities and other agreed benefits, debts incurred in execution of a court

judgement, and amounts resulting from the worker ' s breach of the rules of procedure or contract or damage to materials and instruments due to negligence or error .

Section III: Time and Place of Payment

The employer must pay the worker's wages within seven days of the date of his entitlement, and nothing may be deducted except in legally permitted cases, and the worker ' s signature of any receipt or record does not mean that his right to any increase over the amount received is extinguished. The original is that the performance of the obligation is due as soon as it is performed, unless it is added to a treaty, legal or judicial term.

As far as the place of payment is concerned, the principal is that the wage is paid at the workplace, unless there is an agreement or custom to the contrary. The transfer of the wage to the worker's bank account can be agreed upon and the worker is not obliged to do so. The purpose of paying a wage at the workplace is to make it easier for a worker not to have the trouble of moving from place to place.

Section IV: Discipline and Fines

An employee cannot be fined more than three days a month and cannot be suspended from unpaid work for more than three days a month. An employee must also be given the opportunity to defend himself before any penalty is imposed. He has the right to challenge the penalty before the labour inspector within a week. The employer's right to take any disciplinary action or to impose any fine shall cease 15 days after the worker has committed the offence. Any fine imposed on the worker must be recorded in a special register, indicating the reasons for its imposition. Such fines shall be reserved for the provision of social services to workers in the enterprise as provided for in article 48 of the Jordanian Labour Code.

Section V: Temporary Suspension

If the employer temporarily suspends work for reasons beyond his control, such as natural disasters, the employee is entitled to full pay within the first 10 days of suspension. Thereafter, the employer shall pay half of the wage to the employee until the period of suspension has expired, provided that the period shall not exceed sixty days per year in accordance with article 50 of the Jordanian Labour Code.

Section VI: Right of the Worker to Bring a Direct Action

Direct action is one of the legal means by which the creditor can compel the debtor to fulfil its obligations. In this proceeding, the creditor has a link between its right and that of another party, and has the right to obtain the outcome of this proceeding exclusively, thus giving it a privileged position vis-à-vis other creditors. This is an exception to the rule of equality of creditors. It should be noted that direct action arises only by express legal provision, as is the case with concessions.

Section VII: Solidarity Between the New and the Old Employer

The employment contract is a personal agreement between the employee and the employer. If the employer changes due to the sale or transfer of the business by inheritance or the consolidation of two enterprises, the contract remains in force. Under Jordanian law, the previous and new employer bears joint responsibility for the performance of the obligations due prior to the date of the change for a period of six months. After that period, the new employer becomes the sole official in accordance with article 16 of the Jordanian Labour Code. If an employee claims his or her rights, he or she may appeal to either of the previous or new employers or to both of them, but within that statutory period of six months.

Jordanian discrimination (No. 2002/181) states: "If an employee continues to work under a single employment contract that has not been interrupted, he remains in force despite any change by the employer, and the new employer remains responsible for the employee's rights for the full duration of his service as required by article 16 of the Labour Code."

Section VIII: The Role of the Inspector in the Protection of Remuneration

The labour inspector plays a central role in protecting workers ' wages and ensuring that they receive the minimum wage established by law. The labour inspector supervises establishments to ensure that employers comply with the provisions of the Labour Code, including paying wages at least the minimum wage stipulated. The Inspector has the authority of the judicial officer to enter the premises and access the records and documents which the employer is required to submit in accordance with article 8 of the Jordanian Labour Code. This ensures that employers cooperate and that there are no obstacles to the Inspector's performance of his or her functions, as provided for in article 9 of the Jordanian Labour Code. In the event that the employer is found to be in breach of the minimum wage provisions, the Inspector shall refer the matter to the competent authorities for the application of the penalties provided for in the law to the employer who is in conflict with the provisions of the law.

Section IX: Wages Authority

The Council of Ministers, on the basis of the placement of the Minister of Labour, appoints a wage authority in a given area. This authority is composed of persons specializing in labour matters. This authority has been entrusted by law with many tasks, including the consideration of wage claims, such as the lack of pay, illegal dismissal or delayed payment of wages.

The legislature considers that wage claims fall within the jurisdiction of the wage authority of the area concerned and are promptly decided upon. An employee is required to remain at the head of the labour force until the case is admitted in accordance with article 54/a/1 of the Jordanian Labour Code. The legislature has also facilitated proceedings in wage cases, making them the competence of the wage authority established in the region. In the absence of such authority, the Magistrate's Court shall have jurisdiction in accordance with article 137 (b) of the Labour Code.

In a decision, the Court of Cassation confirmed that the claim for labour rights, except in respect of remuneration in areas where there is a wage authority, falls within the jurisdiction of the Magistrate ' s Court, which is free of charge.

Second Requirement

Pay Protection Guarantees and Controls in the Social Security Act

The Social Security Act adopts a human and social approach to the protection of workers and their families. It is an insurance scheme that provides the insured worker with financial and social support in the event that he or she is exposed to risks such as disability or retirement age. It also guarantees the continued provision of a decent living for members of the worker's family in the event of his or her death.

The philosophy of social security is based on the principle of community solidarity, with society as a whole bearing the risks to which the individual may be exposed. This system thus achieves the psychological and material stability of workers and their families and enhances the sense of safety of members of society.

Accordingly, the Social Security Act is one of the most important pillars of social protection and well-being for workers and their families by providing a decent livelihood in the various circumstances and stages that an individual may experience.

Section I: The Social Security Act provides for the priority of paying workers ' wages when amounts are due to the enterprise.

In the case of several creditors, the amounts owed to the enterprise have a privilege over all debtors, but after the payment of judicial expenses and workers ' wages, the legislator has made the amounts due to the enterprise third, while the concession for workers ' wages is second after the expenses of the court. This arrangement is consistent with the nature of the Social Security Act as a social protection law.

The legislature has improved the maintenance of workers ' wages and granted them a privilege over the amounts owed to the enterprise. The collection of amounts due to the institution is carried out in accordance with the

Law on the Collection of Princial Funds, whereby the Director-General of the institution exercises the powers of the Administrator and the Commission for the Collection of Princial Funds under that Law.

Section II. Obligation of the enterprise to pay contributions for the true remuneration of the worker (insured)

The Social Security Act No. 1 of 2014, as amended by articles 21, 22, requires enterprises to submit data to the institution containing the names and wages of their employees. In addition, enterprises are required to make contributions on the basis of the workers ' real wages, as stipulated in a decision of the Jordanian Administrative Tribunal. "

Section III: Deductible minimum monthly wage

The General Social Security Insurance Scheme stipulates that the minimum monthly wage on the basis of which contributions are calculated shall not be less than the minimum wage approved in accordance with the Labour Code in force.

Section IV: Adjustment to the remuneration on which contributions are calculated

The contributions paid by the enterprise or by the wage withheld from the workers (the insured) during a calendar year shall be calculated on the basis of the deduction paid by the insured worker in January of each year, provided that any adjustment to the wage made during the year shall be made only in two cases.

Section V: Obligation of enterprises to provide the Inspector with access to documentation of the facility.

On the basis of the provisions of the System of Inclusion, it is clear that enterprises are obliged to provide inspectors with all information and documentation in order to ensure that all employees are covered by social security insurance. These obligations include allowing inspectors to access the records, books and electronic data of the establishment, and to provide real data on the numbers and wages of employees. The enterprises are also required to ensure that all employees are covered by insurance periods and the right wages in accordance with the provisions of the law. These commitments are made in order to achieve the objectives of the system of inclusion, which aims to ensure that all workers are covered by social protection.

Section VI: dispatch of insured person working on scientific mission or granting of full-time scientific leave.

If the enterprise agrees to send the insured person (employee) on a study mission or paid full-time leave, his or her contribution to social security shall continue through the enterprise. In this case, contributions shall be paid on the basis of the full, deductible salary which the insured person would have received before receiving the leave. This prevents the enterprises from reducing the salary on the grounds of the granting of school leave or full-time education, thereby ensuring that contributions continue to be paid on full pay. In addition, in the event that the insured person is entitled to an annual salary increase, they must be added even if he or she is on a scientific full-time leave or study mission. This enhances the protection of the insured's pay and guarantees the continuity of his or her social security rights .

CONCLUSION

In conclusion, the study reached a number of conclusions and recommendations, the highlights of which were:

The Results of the Study:

The Jordanian Labour Code provides for a range of basic rights for workers, including the minimum wage, remuneration for overtime work, paid holidays and holidays, and protection against arbitrary dismissal.

The Social Security Act provides social insurance for employees, including retirement, health and work injury insurance. This enhances the security and financial stability of workers.

The implementation of these laws has led to a marked improvement in working conditions and the protection of the wages of workers in the various sectors.

Recommendations

Strengthen oversight and enforcement of the application of the Labour Act and the Social Security Act by the relevant authorities to ensure compliance by all parties, and raise awareness of the rights of workers under these laws through awareness-raising campaigns and training of workers and institutions.

Consider periodically updating and amending these laws in order to keep pace with economic and social developments and ensure that workers are provided with the necessary protection.

To strengthen coordination between the Ministry of Labour and Social Security in order to ensure the effective implementation of these laws on the ground and to increase penalties for irregular institutions in order to ensure effective deterrence and protection of the rights of workers.

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