



The General Federation of Jordanian Trade Unions



UNDER ROYAL PATRONAGE

The General Federation of Jordanian Trade Unions Celebrates International Labor Day

Fanatseh: Many Economic Sectors Do Not Comply with the Minimum Wage regionally, and internationally

Successful Implementation of the Unified Contract Automation System for Private Education and Kindergarten Workers

The Central Council of the Federation Resumes Work After a 25-Year Hiatus

Labor Court Rules in Favor of the General Union of Municipal Workers and Greater Amman Municipality

International Report: "Social Security" Is a Key Element in Protecting Workers' Rights

Public Services Union: Lack of Regulation in the Domestic Labor Sector Aggravates the Phenomenon of Workers Fleeing



The spirit of the union prevails and the workers' pulse never stops

A year ago, the first issue of the General Federation of Jordanian Trade Unions magazine was published, marking the beginning of a new union era—one that sought to revive the spirit of the labor movement and give workers' voices their rightful place on the national stage. That publication was not merely a media platform; it served as a witness to a conscious reform process—one that was essential at a time when the labor movement was experiencing a national decline and the responsibilities of union work were growing amid evolving challenges in the labor market.

Today, as we witness a new chapter in the history of the labor and union movement, we are not merely reviewing the practical steps that have been taken. Rather, we are reflecting on a genuine transformation whose heartbeat began with the launch of the General Federation's comprehensive strategic plan. This plan ushered in a new phase of institutional modernization, clear vision, and systematic action to restore the Federation to its rightful place—as a national pillar defending workers' rights, actively contributing to shaping economic and social policies, and supporting the government's economic modernization efforts.

The past year marked a pivotal moment in the Federation's journey—in its organizational structure, working methodology, and its roles at both national and international levels. Since the launch of the plan, the Federation has redefined its priorities through a careful reading of labor market shifts, changes in the national economy, and the evolving needs of workers.

Union action is no longer confined to seasonal responses or reactive statements. The Federation has become a proactive player at the dialogue table,

proposing visions and solutions, and influencing decision-making processes that impact workers' standard of living.

One year into this modernization journey, I am more convinced than ever that what has been achieved is the result of a collective will—a belief that renewal is essential, reform is a responsibility, and that protecting workers' rights begins with a strong, conscious, and influential union institution—an institution worthy of the builders and givers of our beloved country.

In conclusion, we are not merely satisfied with evaluating past achievements. Rather, we reaffirm our commitment to moving forward steadily toward a broader horizon—one in which the General Federation of Jordanian Trade Unions plays a stronger role on the national stage, exerts greater influence on public policy, and remains steadfast in upholding the values of social justice and inclusive development.

Brothers and sisters,

If the pages of this magazine document some of the workers' activities, events, positions, and news over the past four months, my greater hope is that this phase becomes a shining chapter in the story of our proud homeland—titled: "The spirit of the union flows, and the pulse of the workers does not cease."

I ask Almighty God to grant me success in my commitment to lead the ship of reform, to safeguard the interests of workers, to defend their rights, and to serve this nation with integrity—worthy of the responsibility I bear, and in line with the expectations of our national leader, His Majesty King Abdullah II Ibn Al Hussein—may God protect and preserve him.

**President of the General Federation
of Jordanian Trade Unions**

Khaled Al-Fanatseh



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Under Royal Patronage: GFJTU Celebrates International Workers' Day

Bakkar: The world is witnessing rapid changes in labor market methods and production requirements.

Al-Fanatseh: We have made great strides in restoring the historical and national role of the Trade Union Federation

Al-Qadiri: Jordanian workers are the driving force behind production.

On behalf of His Majesty King Abdullah II, Minister of Labor Dr. Khaled Al-Bakkar sponsored the ceremony organized by the General Federation of Jordanian Trade Unions (GFJTU) at the Royal Cultural Center in celebration of International Workers' Day.

The event, attended by members and leaders of trade unions, representatives of employers, civil society institutions, and various economic companies and establishments, came as part of the Kingdom's broader celebrations of national holidays. At the beginning of his remarks, Dr. Bakkar conveyed the greetings and congratulations of His Majesty King Abdullah II to every worker in the nation, commending their dedication and contribution to the country's growth and progress. He also conveyed the congratulations of Prime Minister Dr. Jaafar Hassan, who expressed appreciation for workers' efforts and achievements and affirmed his support for the Federation's demands in recognition of labor's vital role in national development.

Dr. Bakkar emphasized that workers have consistently received the attention and care of His Majesty the King since his accession to the throne.

Other achievements Jordan has made over the past decades, he noted, reflect the soundness of the development path, its sincere goals, and its commitment to securing a dignified life for every citizen within a state of law, security, and stability—thanks to the wisdom of the Hashemite leadership and the dedication of Jordanian workers in driving national progress and safeguarding accomplishments.

He added that the rapidly changing global landscape in labor market practices and production standards compels all stakeholders to engage in competition and innovation.

The Minister affirmed Jordan's commitment to preparing youth for the labor market through proper training that fosters innovation and competitiveness. He stressed that the Ministry of Labor and the Vocational Training Corporation are focused on training, employment, and job creation, encouraging entrepreneurship, and ensuring favorable environmental conditions for production, including occupational health and safety. These efforts are supported by modern legislation aligned with international labor standards.

Dr. Bakkar highlighted that, under directives from His Majesty the King, one of the Ministry's top priorities is to create job opportunities for Jordanians and open new Arab and international markets through bilateral agreements with friendly and sister countries. He noted that the Ministry is implementing the Royal Initiative of "Productive Branches," aimed at decentralizing development and reducing migration to major urban centers, having already created over 10,000 job opportunities—most of them for women in rural and Bedouin areas.



He stressed that the Ministry is keen on ensuring decent, secure, and dignified employment for all individuals, and on creating an inclusive environment that empowers working women and guarantees their full rights and benefits.



Dr. Bakkar also reaffirmed the Ministry's understanding of the significant role of workers in nation-building, describing them as the backbone of the national economy and the foundation of progress.

He emphasized the Ministry's commitment to protecting workers' rights and gains and the government's broader dedication to achieving the goals of the economic vision outlined by His Majesty, which serves as a cross-government action plan.

He pointed out that the Ministry has exerted considerable effort in resolving labor disputes. Over the past years, these efforts have resulted in the signing of numerous collective labor agreements across different sectors, contributing to improved working conditions and livelihoods for workers.



Dr. Bakkar concluded by emphasizing the government's belief in the private sector's role, especially in shaping workforce skills through sectoral skills councils and in updating training curricula. For his part, the President of the General Federation of Jordanian Trade Unions, Khaled Al-Fanatseh,, stated:

"The General Federation represents the true voice of workers and the umbrella organization that defends their rights. Over the past year, the Federation has made significant progress in reclaiming its historic and national role as the largest civil society institution in Jordan, representing over one million workers and dedicated to defending their rights and enhancing their achievements."



He stressed that the resumption of this annual celebration, after several years of absence and under royal patronage, reflects the Federation's belief that Workers' Day is no longer just a labor occasion but a truly national milestone, uniting Jordanians around the values of hard work, dedication, and loyalty to their homeland and leadership.



Al-Fanatseh, expressed his appreciation for Prime Minister Dr. Jaafar Hassan's positive response to several issues and demands presented by the Federation, which aim to secure a decent life for workers and enhance their achievements. This, he noted, is in line with the government's approach to tackling challenges and making decisions that boost national sectors—including labor, one of the key pillars of national production.

He announced that the Prime Minister approved increasing the Federation's annual allocation from 180,000 dinars to 250,000 dinars, starting next year. Additionally, the government approved a special grant of 50,000 dinars from the Prime Ministry's budget to help the Federation address outstanding financial obligations.

Al-Fanatseh, also praised the Prime Minister's directives to review and follow up on matters related to the Federation's work, including reactivating the Institute of Workers' Culture and its budget under the Federation's supervision to help promote labor awareness. He also mentioned the consideration of allocating a plot of land from Greater Amman Municipality's property for the construction of a Federation headquarters.

Meanwhile, Eng. Ihab Al-Qadiri, representing the Jordan Chamber of Industry, stated:

"Our Jordanian workers are the vital engine of the production wheel, the essence of economic development, and a key factor in elevating the status of our national industry both locally and globally."

He added:

"Thanks to the diligence and efficiency of Jordanian workers, the industrial sector has been able to produce over 1,500 goods proudly labeled 'Made in Jordan,' which are now exported to more than 150 markets around the world."



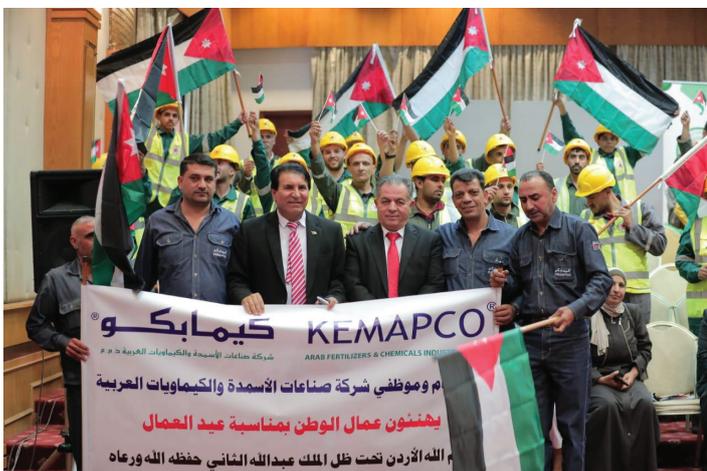
Al-Qadiri noted that the industrial sector's value-added rate stands at around 46% of its total output—one of the highest in the Middle East—due to the contributions of Jordanian workers, who are the main driving force behind this achievement, according to global competitiveness reports.

He reaffirmed that the industrial sector firmly believes that true investment lies in investing in people. Therefore, the sector prioritizes the creation of decent and safe working environments that safeguard workers' rights and dignity, in line with the visionary Hashemite leadership that places the Jordanian individual as its most valuable asset.

The celebration was attended by several dignitaries, including Chairman of the Labor Committee in the Senate Issa Murad, President of the Social Security Investment Fund Dr. Ezzeddine Kanakrieh, Chairman of the Board of the Jordan Phosphate Mines Company Dr. Mohammad Thneibat and CEO Eng. Abdulwahab Al-Rawad, Chairman of the Arab Potash Company Eng. Shihadeh Abu Hdeib and CEO Maen Nsour, and Acting Secretary-General of the Ministry Ibrahim Al-Saket .

The ceremony included honoring a number of Jordanian workers—both men and women—from various production sectors and economic activities, as well as recognizing several national companies. Former Secretary-General of the Ministry of Labor Farouq Al-Hadidi and former GFJTU President Yousef Qweider were also honored.

At the end of the ceremony, the Federation President presented a commemorative plaque to the Minister of Labor in recognition of the Ministry's efforts in supporting workers' rights and advancing the mission of the Federation and its affiliated unions.







**His Majesty the King Extends Labor Day Greetings:
"We take pride in every hand that works with
dedication"**

His Majesty King Abdullah II extended his heartfelt congratulations to workers across all sectors and workplaces in the Kingdom on the occasion of Labor Day.

In a post on the social media platform X, His Majesty wrote:

"Happy Labor Day to all Jordanian workers. We take pride in every hand that works with sincerity and in every effort made for a better future for our beloved homeland."



**Crown Prince on International Workers' Day:
"God bless your efforts"**

His Royal Highness Crown Prince Al Hussein bin Abdullah II also extended greetings on the occasion of International Workers' Day.

In a post on his official Instagram account, His Highness shared an image bearing the phrase: "God bless your efforts" — a heartfelt message of appreciation to workers across the Kingdom.



**Prime Minister Hassan:
"A salute to the hands that build, plant, and
produce in our beloved Jordan"**

Prime Minister Jaafar Hassan congratulated the nation's workers on the occasion of Labor Day, observed annually on the first of May.

In a message posted on his official account on platform X, he wrote:

"To the hands that build, cultivate, and manufacture across our beloved Jordan—my salute to you each and every morning, as you continue your tireless efforts in fields, factories, institutions, and all arenas of work and achievement in our dearest homeland. Wishing you all a blessed International Workers' Day."

Prime Minister Meets Al-Fanatseh and Directs the Study of Union-Related Issues



Prime Minister Dr. Jaafar Hassan met with Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, as part of his ongoing engagements with representatives of various sectors.

The Prime Minister emphasized the vital role labor unions play in addressing workers' issues and reiterated the government's commitment to building a genuine partnership with the federation and trade unions, particularly in the areas of training and creating suitable opportunities.

For his part, the President of the General Federation of Trade Unions appreciated the government's continuous and consistent approach to engaging with various sectors. He outlined key issues that the federation aims to address, with a focus on safeguarding the interests of both workers and employers.

Al-Fanatseh highlighted that the federation is one of the oldest, having been established in 1954.

The Prime Minister instructed relevant authorities to study several issues concerning the federation, reaffirming the government's support for workers and its dedication to addressing their concerns consistently.

The meeting was attended by Minister of Political and Parliamentary Affairs Abdul Munim Al-Awdat and Minister of Labor Khaled Al-Bakkar.



Unions Are Souls Before They Are Structures

By: Abdullah Al-Rabihat

At a time when trade unions are supposed to be a free voice defending the worker, many of them have turned into semi-dormant structures — present in name, absent in action. It now appears as if the labor movement in Jordan has grown weak, or perhaps has been deliberately dismantled by marginalizing its role and stripping it of substance. Yet, hope has not been entirely extinguished. There are still those who believe that a union is not just an office or a statement, but action, confrontation, and true representation of the voiceless.

Aspiring to reform union work is not a luxury; it is a pressing necessity amid escalating economic and social challenges, and a working class whose rights are eroding day by day. Thus, any serious attempt to restore the role of unions and empower them to reclaim their national and economic position should be recognized and supported — not because it is ideal, but because it is the beginning of rebuilding what was destroyed by silence and neglect.

In this context, the efforts made by the President of the General Federation of Jordanian Trade Unions, my friend Khaled Al-Fanatseh, can be viewed as a reform initiative worth pausing at. Reactivating the General Council after more than 25 years of inactivity is not a routine administrative event — it is a declaration of revival after prolonged paralysis, and a serious attempt to restart the "institutional mind" of union work in Jordan. This return is a signal that there is intent to breathe life back into something many believed was long dead.

This year's Labor Day scene was not traditional. It carried clear signals that the Federation has decided to move, to regain its voice and role, and to reorganize its internal structure — away from formality and superficial representation. The Council's ratification of the 2024–2027 strategic plan, and approval of the administrative and financial reports, are not just procedural steps — they are part of an effort to lay the foundation for long-term institutional union work.

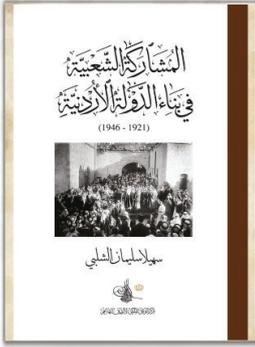
On the ground, this shift has been reflected in tangible outcomes. Raising the minimum wage is no longer a topic for conferences — it has become an implemented decision, pushed by genuine union pressure and the result of clear and active dialogue. Similarly, returning to work with international organizations and activating global labor agreements reflect a desire to reconnect the Jordanian worker with the global labor movement and to provide tools of pressure and protection that had long been neglected or disabled.

What also stands out is the discussion around reactivating union committees — the essential link between the union and the worker. These committees are not administrative details but the core of field-level union work. When they are alive and connected to the reality of workers in factories, offices, and fields, the union has meaning. When they are absent, all that remains of the union are empty slogans.

These steps may not yet be enough, but they certainly indicate a will to change, and a determination to redefine the role of unions — not as bureaucratic functions, but as a form of civic struggle. The challenge now lies not in holding meetings or launching initiatives, but in perseverance: in turning restructuring into practice, plans into results, and worker representation into an uncompromising commitment.



مركز الوثائق الملكي الأردني الهاشمي



وصف الوثيقة

وثيقة صحفية من جريدة الجامعة العربية نُوتق تأسس أول نقابة عمالية في الأردن بتاريخ 11 تموز 1932، باسم "جمعية مساعدة العمال الأردنية".

تسلط الوثيقة الضوء على أهداف الجمعية في حماية حقوق العمال والدفاع عنهم، وتبرز دور شخصيات وطنية بارزة، مثل الدكتور محمد صبحي أبو غنيم، وهي تُعد من أوائل الشهادات النصية للعمل النقابي في تاريخ الأردن.

دلالات الوثيقة

- الوعي العمالي المُبكر: دور النخب الاجتماعية الأردنية: تُعكس الوثيقة نشوء وعي اجتماعي ونقابي مُبكر لدى الأردنيين، في وقت كانت فيه فكرة التنظيم النقابي ما تزال محدودة في المنطقة.
- دور النخب الاجتماعية الأردنية: تُبرز الوثيقة تلاقي النخب السياسية والمنتمية مع المطالب الشعبية، وسعيها إلى تنظيم المجتمع ومواجهة الهيمنة الاقتصادية الأجنبية.
- تأثر الأردن بالتحولات الإقليمية والعالمية: توضح الوثيقة تأثر الأردن بالتحولات الاقتصادية والسياسية في المحيط العربي والعالم.

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Royal Documentation Center Highlights the Founding of Jordan's First Trade Union

In celebration of Labor Day, observed annually on May 1st, the Hashemite Royal Documentation Center of Jordan showcased a document from one of its publications detailing the establishment of Jordan's first trade union.

The center stated in a press release on Wednesday that the documentation is based on an issue of the "Arab University" newspaper, which published details about the union's founding. The information is also included in the book "Popular Participation in Building the Jordanian State (1921-1948)", authored by researcher Suhaila Al-Shalabi and published by the center in 2024.

According to the documents, Jordan's first trade union was established on May 2, 1932, under the name "The Association for Assisting Jordanian Workers." The records reveal that the union aimed to organize workers' affairs, protect their rights, and promote local production during a critical period of economic and social development in the country.

GFJTU Holds General Council Meeting



Al-Fanatseh: Resumption of General Council's Operations After 25 Years of Suspension

Al-Fanatseh: Activating the Union's Legal Entities to Fulfill Their Roles in Accordance with the Law

The General Federation of Jordanian Trade Unions held the regular meeting of its General Council under the chairmanship of the federation's president, Khaled Al-Fanatseh, with the participation of representatives from all 17 trade unions within the council. The meeting was held under the slogan, "Our Flag Flies High."

The session, which met the legal quorum with the attendance of 99 out of 102 council members, was attended by Sven Schwersensky, the Resident Director of the Friedrich Ebert Foundation, and Dr. Hind Ben Ammar, the Executive Secretary of the Arab Trade Union Confederation. During the meeting, the administrative and financial reports of the federation for 2024 were approved, financial clearance for the executive office was granted, and the strategic plan (2024 - 2027) and the organizational structure of the federation were endorsed.

Al-Fanatseh emphasized that the General Council is one of the federation's most important legal bodies, serving as a key tool for oversight and accountability regarding the executive office's work, administrative operations, and financial matters. He noted that the council's meeting marks a significant event after a 25-year suspension, during which its operations were frozen.



He expressed pride in the union family and the nation's workers across all economic sectors, highlighting that the flag symbolizes national sovereignty and represents deep loyalty to Jordan's pure soil and steadfast allegiance to its wise Hashemite leadership. He affirmed that the Jordanian flag remains a source of pride for the hardworking hands of the nation and a beacon of the country's glory.

Al-Fanatseh also extended his gratitude to the General Intelligence Directorate for its immense efforts in safeguarding the nation's security and its vigilance against plots threatening Jordan's stability. He stressed that Jordan's security is a red line that cannot be compromised, asserting that any attempts to undermine it are destined to fail in the face of the alertness of security agencies, the awareness of Jordanians, and their unity behind the Hashemite leadership and national principles.





GFJTU Discusses the National Employment Program with the Ministry of Labor



The President of the General Federation of Jordanian Trade Unions (GFJTU), Khaled Al-Fanatseh, met with the Director of the National Employment Program at the Ministry of Labor, Riyad Shamout, at the federation's headquarters. The meeting focused on discussing the National Employment Program implemented by the Ministry of Labor.

During the meeting, which was also attended by the Program Coordination Officer Qusai Al-Kurdi and the Training Officer Majd Al-Saad, Shamout presented the program's operational mechanisms and the benefits it offers to private sector establishments, aimed at enhancing the employment of Jordanian workers.



For his part, Khaled Al-Fanatseh expressed his aspiration to extend the program's benefits to all union members, emphasizing the importance of holding awareness sessions to explain the program's details and its positive impact on the private sector, particularly in creating real job opportunities for Jordanians.



It was agreed that a broader meeting with unions leaders will be organized in the future to outline the program's objectives and utilization methods, serving the interests of both workers and employers alike.



The General Federation of Jordanian Trade Unions signs a cooperation Agreement with **Sar Al-Tamayoz Training Company** to Advance and Develop Workforce Skills

As part of its ongoing efforts to enhance and develop the skills of the labor force, the General Federation of Jordanian Trade Unions (GFJTU) signed a joint cooperation agreement with Sar Al-Tamayoz Training and Development Company. This strategic step aims to implement specialized training programs and deliver development projects aligned with the needs of both local and international labor markets.

The agreement was signed by the President of the GFJTU, Khaled Al-Fanatseh, and the General Manager of Sar Al-Tamayoz, Hamdi Abu Zahra, at the federation's headquarters in the capital, Amman.

This agreement underscores the importance of fostering collaboration between the labor and training sectors and highlights the significance of investing in human resources as the cornerstone of any developmental process.

The partnership aims to design and execute training programs that empower Jordanian workers and equip them with the skills required to keep pace with technological and economic advancements, particularly in light of the challenges posed by digital transformation and the growing demand for skilled professionals in the labor market.

Under the terms of the agreement, Sar Al-Tamayoz will leverage its expertise to provide high-quality training content across various sectors covered by the GFJTU. In return, the federation will provide the necessary environment and logistical support to facilitate the implementation of these training programs and coordinate with relevant stakeholders to ensure the desired impact is achieved.

The agreement is valid for one year from the date of signing, with the possibility of renewal upon mutual agreement. It can also be terminated with two months' prior notice, either in writing or electronically.

This partnership reflects the mutual desire of both parties to establish a flexible collaboration based on achievement and continuous evaluation.

Following the signing ceremony, Khaled Al-Fanatseh emphasized that the purpose of the agreement is to train workers and union members, making the training arm a key component of the GFJTU's strategic plan, set to be implemented over three years.



He also stressed the crucial role played by specialized training institutions, such as Sar Al-Tamayoz, in bringing about a qualitative shift in professional training and development concepts.

For his part, Hamdi Abu Zahra, General Manager of Sar Al-Tamayoz, expressed his enthusiasm for the partnership, which aligns with the company's vision to contribute to preparing Jordanian human resources according to the highest standards.

Calls for the Formation of a Committee to Monitor Violations



Al-Fanatseh: Many Economic Sectors Do Not Comply with Minimum Wage Laws

The General Federation of Jordanian Trade Unions has revealed repeated complaints from workers in various economic sectors about violations concerning the non-compliance with the minimum wage of 290 JOD, which came into effect at the beginning of 2025. This regulation was implemented according to a previous decision issued by the Tripartite Committee for Labor Affairs.

Khaled Al-Fanatseh, President of the federation, stated that several economic sectors and activities have become notorious for such violations. These include public services, auxiliary services in the medical sector, security and protection companies, and other service-oriented companies. Such practices represent a clear breach of the law and a violation of workers' rights. These violations occur either by paying wages below the mandated minimum or by requiring workers to exceed the standard working hours to meet the minimum wage, without accounting for overtime.

Al-Fanatseh stressed that the persistence of these violations necessitates stricter monitoring and inspections. He called for intensified surveillance campaigns targeting sectors where violations are prevalent to safeguard the labor rights guaranteed by law.

He further demanded the formation of a joint committee comprising representatives from the Ministry of Labor, the General Federation, and relevant trade unions. This committee would be tasked with monitoring violations, identifying the sectors with frequent breaches, and taking necessary actions against non-compliant establishments. Such actions would include imposing fines and penalties as stipulated by the Labor Law.

Al-Fanatseh highlighted the increasing prevalence of minimum wage violations in certain economic sectors and activities, which negatively impacts social and economic security. He pointed out that these practices harm workers amid the current challenging economic conditions, eroding trust in the effectiveness of raising the minimum wage and expanding the scope of violations.

He also referred to Article 53 of the Labor Law, which states:

"An employer shall be fined no less than 500 JOD and no more than 1,000 JOD for every instance of paying a worker less than the stipulated minimum wage or for any wage discrimination between genders for work of equal value. Additionally, the employer shall compensate the worker for the wage difference, and the penalty shall be doubled for repeated violations."

The General Federation of Trade Unions Highlights Achievements of the Unified Contract for the Workers in the Private Education Sector



Under the patronage of the President of the General Federation of Jordanian Trade Unions, Khaled Al-Fanatseh, the federation held a press conference on the occasion of International Workers' Day. The event was titled: "Private Education in Jordan: Between the Present and the Future Under the Unified Contract for Employees in Private Schools and Kindergartens."

In his opening remarks, Al-Fanatseh welcomed the attendees and emphasized that this gathering coincides with Labor Day to shed light on one of the federation's most significant achievements: the automation of the unified contracts platform for employees in private schools and kindergartens. He highlighted that the initial stages of the project began in collaboration with partners following the signing of the collective labor agreement in August 2023, which was officially registered with the Ministry of Labor. The implementation of electronic contracts started in the 2024/2025 academic year. Al-Fanatseh explained that the automation of contracts aligns with the global shift toward digital transformation. The initiative aims to ensure transparency in contractual relationships and protect the rights of both parties involved. It is the result of collective effort and a genuine partnership

between the General Federation, the Private Education Workers' Union, and the Union of Private School Owners, supported and coordinated by the Ministry of Labor.

He extended his gratitude to the Ministry of Labor, the Ministry of Education, the International Labour Organization (ILO), and the National Commission for Women's Affairs for their continued support in making this project successful. Al-Fanatseh underscored that safeguarding the rights of teachers in the private sector remains a national priority.

Engineer Al- Maha Ali, Secretary-General of the Jordanian National Commission for Women's Affairs, congratulated Jordanian workers on Labor Day. She expressed pride in efforts to improve the work environment, particularly regarding the rights of women working in private education. Ali noted that the automation of contracts represents a significant step forward in protecting the rights of female educators and ensuring a fair and safe workplace.

Dr. Sharifa Al-Lassasmeh, Director of Educational Services in the Private Education Directorate at the Ministry of Education, highlighted the ministry's commitment to supporting initiatives that enhance workplace stability and promote equity.



Similarly, Ibrahim Al-Saket, Assistant Secretary- General for Administrative Affairs and Logistics at the Ministry of Labor, stressed the importance of automating unified contracts as an advanced step toward regulating the relationship between employers and employees in the private sector.

This, he said, ensures the rights of all parties and provides accurate data to guide future policies for the private education sector.



Amal Mowafi, Country Coordinator for the ILO, outlined the organization's role in supporting the automation project. She described the electronic platform as a tool for protecting workers' rights and promoting decent work principles. Since its launch, over 33,000 electronic contracts have been registered, reflecting the widespread adoption of the new system.

In a related speech, Munther Al-Sourani, President of the General Union of Private School Owners, reaffirmed the union's commitment to protecting the rights of both workers and employers. He projected that compliance with the unified contract would rise to approximately 80% by the start of the next academic year.

The conference concluded with a visual presentation showcasing the achievements and objectives of the unified contract platform, including promoting transparency, ensuring a decent work environment, and facilitating streamlined and secure employment procedures.



Panel Discussion at **Yarmouk University** on “The Role of Migrant Workers in Jordan’s Economy”



Obeidat: A Comprehensive National Vision is Essential to Reorganize Labor Market Priorities

Fanatseh: Addressing Economic and Living Challenges for Workers is the Union’s Top Priority

On behalf of the President of Yarmouk University, Vice President for Administrative and Financial Affairs, Dr. Yousef Obeidat, inaugurated the panel discussion titled “The Role of Migrant Workers in Jordan’s Economy.” The event was organized by the Center for Sustainable Development Studies in cooperation with the Queen Rania Center for Jordanian Studies and Community Service at the university.

This panel aimed to analyze the current role of migrant workers in Jordan’s economy, propose practical solutions and policies to address labor market imbalances, and work toward a more efficient, equitable, and sustainable economic environment.

Dr. Obeidat stated that the panel coincides with International Workers’ Day, celebrated on May 1 each

year, to honor and appreciate the contributions of workers who are the cornerstone of development in all societies. He emphasized that the topic of migrant workers is a critical issue intersecting with economic, social, and security dimensions. This necessitates an in-depth examination of Jordan’s labor market realities and the challenges of balancing economic needs with social justice and national empowerment.

He noted that migrant workers fill labor shortages in certain productive sectors, particularly construction, agriculture, and services—sectors often avoided by Jordanians due to wages, working conditions, and societal perceptions about specific jobs. However, the competition between migrant and local workers, especially in the informal sector, has led to labor market distortions, exacerbated unemployment rates, and limited fair opportunities for Jordanians.

Dr. Obeidat stressed the need for a comprehensive national vision to reorganize labor market priorities, support vocational training programs for Jordanians, implement gradual workforce substitution policies, and regulate migrant labor within clear legal frameworks that safeguard their rights while protecting national economic interests.

He called on participants to develop actionable recommendations based on real data to guide public policies toward a fairer labor market capable of absorbing young national talent.

The President of the General Federation of Jordanian Trade Unions, Khaled Al-Fanatseh, emphasized the federation's continued efforts to address labor issues and defend workers' rights across all sectors. He highlighted the importance of respecting and implementing labor rights, particularly fair wages, equal working hours, social security, and safe working environments that uphold workers' dignity and safety.

Al-Fanatseh noted that addressing economic and living challenges, such as the rising cost of living and high unemployment rates, is a priority for the federation. He called for improving workers' living conditions to ensure a decent life for all.

He also mentioned the federation's commitment to updating labor legislation to serve workers' interests and prevent exploitation by employers. He emphasized the importance of dialogue and consultation with relevant stakeholders to achieve these objectives.

Al-Fanatseh further stressed the significance of strengthening tripartite dialogue between the government, employers, and workers to balance interests and foster stability in the labor market, positively impacting the national economy. He pointed out that empowering female workers and supporting youth in securing fair opportunities to enter the labor market are central to the federation's plans, driven by the belief in inclusive societal development.

He also highlighted the federation's focus on occupational safety and health, particularly in high-risk sectors such as manufacturing and construction, and called for stricter oversight to ensure safe work environments.

In conclusion, Al-Fanatseh commended recent worker - friendly decisions and reaffirmed the federation's commitment to monitoring their implementation to safeguard workers' rights and enhance their gains amid ongoing economic and social changes.



Dr. Abdul Basit Athamneh, Director of the Center for Sustainable Development, noted that the issue of migrant workers in Jordan is not new to the national agenda. However, it remains a complex and ongoing challenge due to the intertwining economic, social, demographic, and cultural aspects. He pointed out that official data indicates migrant workers constitute approximately 21% of the total labor force in the kingdom, with significant numbers employed in vital sectors such as agriculture, construction, domestic work, and light industry.

Minister of Labor Launches National Occupational Safety and Health Week



Minister of Labor: Committed to Protecting Human Capital and Promoting Safe and Healthy Work Environments Across All Sectors

Fanatseh: Occupational safety and health are among the key factors contributing to the creation of safe work environments.

Minister of Labor Dr. Khaled Al-Bakar inaugurated the 19th National Occupational Safety and Health Week under the theme, “With Updated Legislation and a Positive Culture, We Build a Safe Work Environment.”

This event reflects the Ministry’s role in raising awareness and promoting a culture of occupational safety and health. The aim is to improve overall safety standards for all production elements, educate employers and workers, and emphasize the importance of investing in occupational safety and health.

Additionally, the event seeks to foster communication, coordination, and collaboration among all stakeholders in occupational safety and health across the Kingdom.

The launch ceremony was attended by Eng. Fathi Al-Jaghbir, President of the Chambers of Industry in Amman and Jordan; Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions; his deputy, Khaled Abu Marjoub; Cordula Mielhart, Head of Development Cooperation at the German Embassy; and Arab Al-Samadi, Representative of the Amman and Jordan Chambers of Commerce and President of the Ajloun Chamber of Commerce.

Dr. Al-Bakar emphasized that this week underscores the government’s commitment to protecting human capital and promoting safe and healthy work environments across various sectors. This national event aligns with the World Day for Safety and Health at Work, observed annually on April 28.

He explained that the activities are part of the 2023–2027 Occupational Safety and Health Strategy, which serves as a comprehensive roadmap aimed at creating safe work environments, enhancing compliance with safety legislation, conducting awareness campaigns and inspections, hosting specialized workshops, and distributing educational materials. The strategy also focuses on updating and developing relevant legislation.

The Minister highlighted that the National Week strengthens public-private partnerships and underscores the importance of developing safety and health-related legislation and practices in line with international standards and global best practices.

He pointed out that the week serves as a platform to raise societal awareness and encourage institutions to adopt effective preventive policies that save lives and protect human capital, the cornerstone of sustainable development.

Dr. Al-Bakar noted that these efforts address growing challenges arising from industrial and economic growth, as well as the impact of digitization and artificial intelligence on workplace safety. The Ministry is focusing on prevention, oversight, and improving institutional and professional efficiency at work sites.

He added that the Ministry has worked on developing occupational safety and health systems, regulations, and decisions to enhance worker protection and ensure the sustainability of establishments by reducing workplace injuries and increasing employer compliance with safety standards.

Eng. Fathi Al-Jaghibir commended the Ministry's efforts and its collaboration with production partners to strengthen the occupational safety and health system. He stated, "Our focus on safety and health in the industrial sector stems from our belief in the importance of human capital as the cornerstone of production. Social Security figures confirm that the industrial sector has one of the lowest rates of workplace injuries."

Khaled Al-Fanatseh emphasized the ongoing collaboration between the Federation and the Ministry of Labor to maintain safe work environments for workers. He noted, "Occupational safety and health are among the key elements that contribute to creating safe work environments and protecting workers from potential risks."

Arab Al-Smadi, representing the Amman and Jordan Chambers of Commerce, reaffirmed the private sector's full commitment to supporting the Ministry of Labor's efforts in occupational safety and health. He added, "Experience has shown that investment in occupational safety and health is not a burden but rather an investment in human capital, business stability, and enhanced productivity and economic well-being."

Cordula Mielhart, Head of Development Cooperation at the German Embassy, expressed her appreciation for the Ministry's efforts in occupational safety and health. She noted that the German government, through GIZ and in partnership with the Ministry, has supported initiatives to improve safety and health standards and raise awareness, including the development of related legislation. She emphasized that the collaboration continues, focusing on training, awareness, and monitoring safety standards in line with international benchmarks.

Engineer Najah Abu Tafesh, Director of Occupational Safety and Health at the Ministry, presented a report detailing the development of occupational safety and health legislation and the Ministry's achievements in this field during 2024.

Food Industries Trade Union Signs Collective Agreement to Improve Working Conditions for Pepsi Employees

The General Trade Union of Workers in Water, Agriculture, and Food Industries, along with the Jordanian Ice, Soda, and Kazzouz Company (Pepsi), signed a collective labor agreement aimed at improving the work environment and living conditions for the company's employees.

According to a press release issued by the union, the contract was signed by Imad Al-Hamoud, the HR Director of the company, and Bushra Al-Salman, the union president. It has been officially filed with the Ministry of Labor, and its provisions will remain in effect until the end of this year.

Under the contract, the company will continue to provide the 13th and 14th monthly salaries to all permanent and daily workers at the end of June and December, respectively.



The contract also includes annual salary increases for employees in job grade L3 and below, amounting to 25 dinars, and a 5% annual salary increase for employees in grade L4 and above. Additionally, employees in grade L5 and below will receive a bonus of 150 dinars by the end of the first quarter of 2025.

According to the agreement, the company will continue to contribute to the childcare expenses of female employees, covering up to 100 dinars per month for each child under the age of 5, with the same terms previously agreed upon. The company will also continue to provide annual bonuses based on individual and company performance for all employees in grades (L1-L3), ranging from 75 to 350 dinars, depending on performance results.

The contract stipulates that employees in grades L4 and above, as well as administrative assistants under the performance evaluation system, will not be included in the annual salary increases. Employees will be eligible for the full increase and additional bonuses if they complete one year of service at the company. Employees who have not completed a full year will have their increases calculated based on the length of service.



165 Complaints Related to the Minimum Wage Received on the "Himaya" Platform Since the Beginning of 2025

The spokesperson for the Ministry of Labor, Mohamed Al-Zayoud, stated that approximately 165 complaints related to the minimum wage have been received on the "Himaya" platform since the beginning of this year.

Al-Zayoud added, in a statement to the "Voice of the Kingdom" program, that intensive inspection tours will be launched in some sectors where the non-payment of the minimum wage is frequently observed, to ensure real compliance with it.

It is worth mentioning that Article 53 of the Labor Law stipulates that an employer is punished with a fine not less than 500 dinars and not more than 1,000 dinars for each instance of paying a worker a wage lower than the minimum wage or for any wage discrimination based on gender for equal-value work. In addition, the worker is entitled to the wage difference, and the penalty doubles if the violation is repeated.

He also pointed out that since the beginning of the year, monitoring of the labor market has been ongoing to ensure that companies comply with the minimum wage through labor complaints and inspection tours.

The Ministry of Labor had previously announced the increase of the minimum wage to 290 dinars, starting

from January 1, 2025, following a meeting of the Tripartite Labor Affairs Committee, chaired by Minister of Labor Khaled Al-Bakkar at the Ministry's headquarters, to announce its decision, which was taken by consensus among the committee's three parties: the government, employers, and workers. This decision involved raising the minimum wage for workers in the private sector from 260 dinars to 290 dinars, effective from January 1, 2025, until December 31, 2027.

On his part, the President of the Workers' House Center, Hamada Abu Najma, considered the decision to set the minimum wage until 2027 to be a violation of the law.

He explained that the Labor Law stipulates that the minimum wage must be reviewed according to the cost of living, adding that Jordan has ratified an Arab agreement which requires the minimum wage to be reviewed annually.

The Tripartite Committee is responsible for determining the minimum wage either in general or for a specific region, profession, or age group, taking into account the cost of living indices issued by the official relevant authorities, and publishing the committee's decisions in the Official Gazette, as per paragraph (b) of Article 52 of the Labor Law.



The General Federation Participates in the Arab Labor Conference and Honors Al-Emrani as a Pioneer in Trade Union Work

Khaled Al-Fanatseh, President of the General Federation of Jordanian trade Unions, along with leaders of labor unions, participated as part of a Jordanian delegation headed by Minister of Labor Dr. Khaled Al-Bakkar. The delegation included representatives of the tripartite production parties (workers, employers, and the government), as well as members of the Jordanian Senate and House of Representatives. They are attending the 51st session of the Arab Labor Conference, which will continue until April 26

According to a press release issued by the federation today, the conference honored Fathallah Al-Omrani, President of the General Union of Textile Workers and a member of the federation's executive office. Al-Omrani was recognized as one of the pioneers of trade union work at the Arab level, based on a nomination by the General Federation of Jordanian Trade Unions, in acknowledgment of his long-standing trade union career and his efforts in defending workers' rights and interests.

The statement highlighted that the conference will discuss over eight days various issues and challenges facing the labor sector in the Arab world.

The agenda includes reviewing the report of the organization's Director-General, Fayez Al-Mutairi, titled "Economic Diversification as a Path to Development: Promising Economies in Arab States." Additionally, the conference will review reports on the organization's activities and achievements over the past year, as well as a report on the proposed Arab Strategy for Entrepreneurship.

The conference also delves into topics such as comprehensive social policies and their role in poverty reduction and economic inclusion, the current state of social protection systems in Arab countries, and economic clusters as a strategic approach to achieving sustainable development, along with other agenda items.

On the sidelines of the conference, Khaled Al-Fanatseh signed a labor protocol with the Kuwait Trade Union Federation (KTUF). The signing took place during the Arab Labor Conference in Cairo, in the presence of the Jordanian labor delegation participating in the conference. Additionally, Al-Fanatseh met with Egyptian Minister of Labor Mohamed Jobran to discuss several issues of mutual interest during the conference proceedings.



Ministry of Labor: 2,194 Labor Complaints on "Himaya" Platform in Q1 of 2025



A total of 2,194 labor complaints were received on the electronic "Himaya" platform, available on the Ministry of Labor's website, during the first quarter of the current year.

A report from the Inspection Directorates, Inspection Departments, and Joint Committees revealed that 1,309 of these complaints fell under the jurisdiction of labor inspectors, while 885 were outside their jurisdiction.

The report indicated that 665 labor complaints were resolved with employers, resulting in the recovery of workers' rights. Additionally, 222 violations were directed toward establishments/complaints, while 422 labor complaints were still in process.

The complaints were categorized as follows: 935 complaints regarding unpaid wages, 152 complaints related to the termination of indefinite or verbal work contracts or the absence of a contract, 128 complaints about workers being suspended from work, 134 objections to legal procedures by the establishment, 97 complaints regarding the termination of fixed-term contracts, 140 complaints regarding the failure to provide experience certificates, 54 complaints about unpaid overtime, 125 complaints regarding the failure to provide the minimum wage, and 41 complaints about rights

and 41 complaints about rights gained under a work contract/article 4.

The report also highlighted other specific issues, including 35 complaints about the use of workers for tasks that differ significantly from the agreed-upon work, 100 complaints regarding wage reductions, 37 complaints about the failure to provide a copy of the work contract, 26 complaints about a lack of occupational health and safety standards, 31 complaints about deductions from annual leave, 21 complaints about changing workers' permanent residences (Article 29), 28 complaints about the dismissal of workers after filing complaints, 32 complaints about annual leave compensation, 12 complaints about the failure to provide a one-month notice, 18 complaints regarding forced labor, 18 complaints about coercion to take unpaid leave, 9 complaints about reporting work-related injuries or accidents, 10 complaints about termination during leave or the issuing of a notice during leave, 2 complaints about the confiscation of workers' passports, 1 complaint regarding intellectual property rights, 2 complaints about working on religious holidays/public holidays/weekends, 2 complaints about women's employment (Article 69), and 4 complaints about employment offices for Jordanians.

Meeting Between the International Labour Organization (ILO) and the Jordanian Trade Unions Federation to Enhance Safe Work Environments and Combat Violence



The President of the General Federation of Jordanian Trade Unions, Khaled Al-Fanatseh, held a meeting today with a delegation from the International Labour Organization (ILO), which included Ms. Reem Aslan, Director of the Decent Work for Women Program, Ms. Valentina Bigini, Legal Expert on Violence and Harassment Protection, and Ms. Duaa Al-Ajarmeh, Program Support Officer at the ILO Office in Amman, with the presence of Consultant Shatha Al-Aqayleh, Project Consultant at the Federation.

The meeting discussed the ILO Convention on the Elimination of Violence and Harassment in the World of Work (Convention No. 190) and Recommendation No. 206, as well as mechanisms to empower federation members and trade unions to address this issue.

The discussion also included topics related to occupational health and safety, with an emphasis on raising awareness among trade unions and workers in their workplaces.

Additionally, the meeting explored training mechanisms for the members of the Women and Youth Committees within the federation and strengthening their role in combating violence and harassment in the workplace.

The President of the General Federation praised the role of the ILO and expressed hope that Jordan would ratify Convention No. 190 and Recommendation No. 206, as they represent an important step in protecting workers from all forms of violations in their work environments.

On Flag Day... Al-Fanatseh: The Labor Family Affirms Its Pride and the Workers of the Nation Strive to Keep the Flag Raised



The President of the General Federation of Jordanian Trade Unions, Khaled Al-Fanatseh, affirmed the pride of the entire labor family and all workers across various economic activities, on the occasion of Flag Day, which is celebrated today by Jordanians and national organizations.

Al-Fanatseh added, "The flag represents a symbol of national sovereignty and expresses the meanings of belonging to the pure soil of Jordan, and loyalty to its wise Hashemite leadership. The trade unions federation and all the trade unions under its umbrella, participating in the national celebrations of this precious occasion, confirm that the Jordanian flag will always remain a source of pride for the hands of Jordan that work diligently and with determination, so that Jordan continues its journey on the path of construction and development, and our Jordanian flag continues to flutter, telling the story of this beloved nation."



Public Services Trade Union: Lack of Regulation in the Domestic Labor Sector Aggravates the Phenomenon of Worker Escapes

The General Trade Union of Workers in Public Services, Freelance Professions, and Information and Communication Technology confirmed that the lack of regulation in the domestic labor sector, along with weak oversight and inspection, is exacerbating the phenomenon of domestic workers fleeing. This situation makes the employer a victim and increases the distortions and violations faced by the sector.

In a press statement, the Union's president, Khaled Abu Marjoub, said that the repeated complaints about domestic workers fleeing require the formulation of a new, unified work contract applicable to all non-Jordanian domestic workers. This should be achieved through effective social dialogue among all parties, with the aim of protecting the workers' rights, as well as the rights of domestic worker recruitment agencies. It also aims to protect the rights of citizens, who pay substantial amounts to recruit domestic workers and bear the largest burden when they flee.

Abu Marjoub pointed out that the Union is the legal umbrella representing the workers in this sector, which is close to 60,000 workers, the vast majority of whom are women from the foreign labor sector.

He noted that one of the reasons for the distortions in the domestic labor sector is the existence of multiple versions of the standard contract that governs the relationship between domestic workers and recruitment agencies.

Abu Marjoub explained that labor violations and the lack of a safe and decent work environment are among the main reasons for the flight of domestic workers. Other factors include the worker herself, working conditions, and exploitation by unlicensed recruitment agencies or companies operating in the public services and cleaning sector on a daily wage or part-time basis, often in an illegal manner.

Abu Marjoub stressed the need to intensify oversight and inspection campaigns by the Ministry of Labor to apprehend fleeing workers and take legal action against them.

He expressed his hope to reach a collective work contract at the sector level between the Trade Union and the Domestic Worker Recruitment Agencies, aiming to regulate the sector, protect the rights of domestic workers—whether local or foreign—and provide a safe and decent working environment for them.



Health Services and Medical Professions Union Holds General Assembly Meeting

The General Trade Union of Workers in Health Services and Medical Professions held its regular General Assembly meeting on April 12, 2025, chaired by the union president, Mohammad Ghanem, with the attendance of the board members and the representative of the General Federation of Jordanian Trade Unions, Bushra Al-Salman.

During the meeting, the administrative and financial reports for the year 2024 were approved, and the board of directors was authorized to appoint an auditing office for the year 2025.

The administrative report highlighted the union's achievements over the past year, including the collective and individual agreements it has signed, as well as the training activities organized for union members. Approximately 120 colleagues from various workplaces and specialties participated in these activities, which aimed to train specialized trainers on labor-related issues to enhance the capabilities of union staff and raise legal and professional awareness among workers.

The attendees discussed the key challenges faced by the sectors under the union's umbrella, emphasizing the need for the board of directors to intensify efforts in addressing labor issues, improving working conditions, and providing a safe and appropriate working environment.

The general assembly also stressed the importance of increasing union membership in sectors covered by the professional classification decision issued by the Ministry of Labor, particularly in sectors where violations of workers' rights occur.

This would contribute to protecting workers' rights and empowering them with the tools to defend their interests.

Petroleum and Chemicals Union Signs Collective Labor Agreement Covering Workers at the Petroleum Refinery



A collective labor agreement was signed at the Ministry of Labor between the General Trade Union of Workers in Petroleum and Chemicals and the Jordanian Petroleum Refinery Company.

During the signing ceremony, which was sponsored by Minister of Labor Dr. Khaled Al-Bakkar, and attended by the Chairman of the Board of Directors of the Petroleum Refinery Company, Eng. Abdel-Rahim Al-Buqai, his deputy Eng. Abdel-Karim Al-Alawin, the CEO of the company, Eng. Hassan Al-Hayyari, and the President of the General Trade Union of Workers in Petroleum and Chemicals, Khaled Al-Zyoud, the minister emphasized that the ministry is keen on following up on workers' affairs and communicating with all parties of the production process to help resolve collective labor disputes.

The minister confirmed that the ministry is committed to overseeing the resolution of labor disputes and contributing to enhancing job stability and security for workers in the private sector. This ensures the continuity of the work of these institutions by building good labor relations between

the three parties of production (government, employers, and workers) and providing a positive work environment in institutions, while overseeing collective labor contracts in a way that serves both parties' interests.

He pointed out that the ministry encourages direct negotiations and cooperation between employers and unions, which positively impacts the work environment, job stability for workers, and all economic and social aspects. This, in turn, enhances workers' trust in their institutions and management, driving further work and achievements.

For his part, Khaled Al-Zyoud, President of the General Trade Union of Workers in Petroleum and Chemicals, stated that the signing of the agreement was the result of cooperation between the union and the company's management, with the efforts of the Ministry of Labor. This agreement will positively impact the company's workers due to the employment benefits it provides, praising the company's management for their cooperation and appreciation of the workers' role.



Jordanian Trade Union Participates in Preparatory Meeting for the International Labour Conference with the Presence of Arab Unions

During the preparatory meeting, Khaled Fanatseh emphasizes the need to strengthen unions' capacities in international labour standards

Khaled Fanatseh, President of the General Federation of Jordanian Trade Unions, emphasized the importance of enhancing the legal capacities of Arab trade unions in the field of international labour standards, in preparation for the upcoming session of the International Labour Conference in Geneva. The session will address new labour standards related to care workers, platform workers, and occupational health and safety.

Fanatseh made these remarks during the opening session of the annual preparatory meeting for the International Labour Conference, organized by the International Trade Union Confederation (ITUC) in cooperation with the Arab Trade Union Confederation (ATUC), held in the capital Amman. The event was attended by a delegation from the Senate and representatives of Arab trade unions and will continue for two days.

He added, "As trade unions, we need to be ready to engage in serious discussions during the sessions on the proposed standards," noting that care work is a fundamental part of communities and economies in the Arab region. Care workers provide essential services, including childcare, elder care, healthcare, and support for people with disabilities. He pointed to the challenges they face, such as low wages, lack of social protection, and difficulty in forming trade unions.

Fanatseh further explained that studies show women bear the greatest burden of unpaid care work in the Arab region, which hinders their effective participation in the formal labour market. Therefore, investing in the care economy and developing paid care services is a critical step toward redistributing care responsibilities, economically empowering women, and achieving inclusive economic growth.



He stressed that strengthening the care sector and recognizing the role of care workers is a fundamental step toward building more just and inclusive societies and ensuring sustainable development in the Arab region.



Fanatseh also expressed the General Federation of Jordanian Trade Unions' support for the State of Palestine in its quest for full membership in the International Labour Organization. He praised the efforts of the International Trade Union Confederation and the Arab Trade Union Confederation in organizing the meeting, highlighting its importance in fostering productive discussions that contribute to enhancing the capacities of Arab trade unions and developing effective strategies to achieve shared goals.

For his part, Issa Murad, Chairman of the Labour Committee in the Jordanian Senate, expressed Jordan's pride in hosting various Arab and international activities. He emphasized the need to leverage such meetings to strengthen joint Arab economic and social development.

Shaher Saad, President of the Arab Trade Union Confederation, stated that the current situation in Palestine necessitates intensifying such meetings and encouraging all serious international efforts to stop the genocide against the people of Gaza. He underscored the importance of coordinating a unified Arab position to vote in favor of granting the State of Palestine observer membership in the International Labour Organization.



At the conclusion of the opening session, Dr. Hind Ben Ammar, Executive Secretary of the Arab Trade Union Confederation, gave a general presentation on the significance of the preparatory meeting and its close connection to strengthening the foundation of trade union rights and freedoms in the Arab region.

She stressed that the freedom and independence of trade union practice cannot be fragmented or compromised, considering the International Labour Conference as a key forum for assessing governments' commitments to international labour conventions.

Bank Workers' Union Hosts Preparatory Meeting to Strengthen Regional Union Cooperation



The General Trade Union of Workers in Banks, Insurance, and Accounting hosted a coordination meeting that brought together Mr. Hatem Al-Oueini, Regional Coordinator of the UNI Global Union Network, with representatives from the Public Services Union and the Health Services Union, in addition to several members of the union's administrative committee.

The meeting discussed the upcoming activities of the UNI Global Union Network in the region, with a particular focus on planned events in Jordan. Participants also explored ways to enhance coordination and joint action among unions in light of growing labor challenges.

In principle, it was agreed to hold a training workshop involving representatives from unions in Jordan and Palestine, scheduled for the end of May. This initiative aims to build capacities and foster the exchange of union expertise between the two sides.



Labour Court Rules in Favor of the General Trade Union of Municipal Workers and Greater Amman Municipality

Amman – The Labour Court has issued its decision in case No. (1/2025), obligating the Greater Amman Municipality to transfer all employee membership subscription fees to the General Trade Union of Workers in Municipalities and the Greater Amman Municipality, starting from the date the transfers were halted. The court also ordered the disbursement of all amounts deducted from employees for the union's Social Services Fund.

The court rejected the union's remaining claims in the case.

For his part, Khaled Abu Marjoub, Chairman of the Temporary Committee managing the union, expressed his deep appreciation and gratitude to the Labour Court, affirming that the ruling represents a genuine act of justice for the workers of the Greater Amman Municipality. He added that it reflects the judiciary's commitment to protecting workers' rights and safeguarding their entitlements.

President of the General Federation Holds Meetings in Berlin to Strengthen Union Cooperation and Discuss Labor Challenges



Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, along with his accompanying delegation, held a series of separate meetings in Berlin, Germany, on the sidelines of the 3rd Global Disability Summit. These meetings took place at the Ministry for Economic Cooperation and Development (BMZ) and the Friedrich Ebert Foundation, the German Trade Union Federation (DGB) and the Ministry of Foreign Affairs.

The first meeting was held at the Ministry for Economic Cooperation and Development (BMZ) with Dr. Veronika Olbert, Head of the Decent Work Division, in the presence of several ministry officials and Mr. Sven from the Friedrich Ebert Foundation. The discussions focused on the trade union and economic situation in Jordan.

A wide-ranging discussion was held on several issues, foremost among them the unwavering support for His Majesty the King's honorable positions in defense of the Palestinian cause and his efforts to end the war and establish peace in the region.

The meeting also addressed the topics of just transition and the green economy, and the Federation's future role in confronting associated challenges. Migrant Worker was also a key topic of discussion.

Fanatseh emphasized the Federation's commitment to implementing its strategic plan, which was launched during its General Conference. He also highlighted the importance of empowering women and youth, expanding union membership, and strengthening the role of unions in protecting and serving workers.



In a related context, Fanatseh, accompanied by Vice President Khaled Abu Marjoub and Federation's Advisor Nezam Qahoush, met with Ms. Elisabeth Braun, Deputy Head of the Department for International Cooperation at the Friedrich Ebert Foundation, at the foundation's headquarters in Berlin.

The meeting took place in an atmosphere of mutual understanding and trust, and was attended by Mr. Sven, Director of the Foundation's office in Jordan.

Fanatseh expressed his appreciation for the foundation's continued support, which has contributed significantly to the success of the Federation's 2024–2027 strategic plan.

The discussions again focused on the themes of just transition and the green economy, as well as the role the Federation is expected to play in tackling emerging labor challenges. The issue of migrant labor was also revisited.



Fanatseh reiterated the importance of empowering women and youth, expanding the Federation's membership base, and revitalizing unions so they can fulfill their role in protecting and serving workers.

He also welcomed the upcoming visit of the foundation's president to Jordan in October and extended an invitation to visit the Federation's headquarters.



For her part, Ms. Braun praised the Federation's efforts across various areas, especially its work related to Syrian refugees and its commitment to implementing its strategic plan with transparency and sound governance.

She also expressed the foundation's readiness to continue supporting the Federation's future initiatives in service of its members and Jordanian workers at large.

At the conclusion of the meeting, Fanatseh presented the Friedrich Ebert Foundation with a commemorative shield in appreciation of their support for the Federation.

Two other separate meetings took place in Berlin: one with the General Federation of German Trade Unions (DGB) and the Ministry of Foreign Affairs, where Al-Fanatseh assured the Federation's commitment to implementing its strategic plan, which was launched during its General Conference. He also highlighted the importance of empowering women and youth, expanding union membership, and strengthening the role of unions in protecting and serving workers.



Fanatseh Holds Meetings in Berlin to Discuss Union Economic Issues, and International Cooperation

Khaled Fanatseh, President of the General Federation of Jordanian Trade Unions, accompanied by Vice President Khaled Abu Marjoub and Federation Advisor Nidham Qahoush, met with Ms. Caroline Vollmer, Head of the International Trade Union Cooperation Department at the German Trade Union Confederation (DGB) in Berlin.

Fanatseh extended an invitation to the German Trade Union Confederation to visit Jordan and learn firsthand about the Jordanian trade union experience.

For her part, Ms. Vollmer expressed her admiration for the Federation's efforts to elevate the trade union movement across various fields and its commitment to implementing its strategic plan with transparency and sound governance.



On the sidelines of the Jordanian delegation's visit to Germany, Fanatseh also met with Mr. Raoul Zielke, Head of the Jordan Desk at the German Foreign Ministry, in the presence of Vice President Khaled Abu Marjoub, Advisor Nezam Qahoush, and Mr. Sven from the Friedrich Ebert Foundation.

The meeting was attended by Mr. Sven, Head of the Friedrich Ebert Foundation office in Jordan. During the meeting, Fanatseh provided a detailed overview of the history of the trade union movement in Jordan, the challenges it faces, and the Federation's strategic plan and achievements to date. He emphasized the Federation's focus on the issue of just transition and the green economy, and its future role in addressing the challenges of this shift.

Fanatseh provided a comprehensive briefing on the labor and economic situation in Jordan and the region, the challenges being faced, and the Federation's strategic focus on just transition and climate change, and its future role in addressing these pressing issues.

The topic of migrant labor was also discussed. Fanatseh highlighted the importance of empowering women and youth, expanding union membership, and strengthening unions so they can effectively fulfill their role in protecting and serving workers.

The meeting also touched on the issue of migrant labor. Fanatseh again stressed the importance of empowering women and youth, expanding the union membership base, and revitalizing unions to fulfill their duties in protecting and serving workers.



General Federation of Trade Unions Participates in the Third Global Disability Summit in Germany

A delegation from the General Federation of Jordanian Trade Unions, headed by Federation President Khaled Fanatseh, participated in the Third Global Disability Summit (GDS 2025), which is jointly organized by the governments of Jordan and Germany, along with the International Disability Alliance. The summit spans two days in Berlin.

The delegation includes Vice President Khaled Abu Marjoub and Federation Advisor Nezam Qahoush. In a press statement today, Fanatseh said that the Federation’s participation in the summit reflects the labor movement’s commitment to the rights of persons with disabilities in the labor market, and the important role it plays in promoting their integration into various economic activities. He noted that this group requires greater advocacy efforts to secure their labor rights and to develop practical mechanisms to address the challenges they face on the path to economic development and active participation in the workforce.



Fanatseh stressed the importance of the Federation’s presence at the summit in order to learn from global experiences and explore effective solutions to the challenges confronting persons with disabilities. He also expressed pride in the labor unions’ involvement in this distinguished international effort, led by the Hashemite Kingdom of Jordan under the leadership of His Majesty King Abdullah II ibn Al Hussein, through the co-organization of this summit with Germany.

The Global Disability Summit aims to mobilize international efforts to integrate persons with disabilities across the world. It serves as a platform to bring together high-level stakeholders—including governments, disability organizations, multilateral agencies, the private sector, academia, and civil society organizations—to discuss progress and challenges in this critical field.





General Trade Union of Workers in Mines, Mining and Cement Holds Annual Meeting, Reaffirms Support for Workers and Rejection of the Liquidation of the Palestinian Cause



The General Trade Union of Workers in Mines, Mining, and Cement held its regular annual meeting at Al-Hussein Youth City, chaired by Mr. Khaled Zaher Al-Fanatseh , with the participation of members of the administrative and general assemblies, several heads of labor unions, members of the Executive Bureau of the General Federation of Jordanian Trade Unions, as well as a number of guests.

After confirming the legal quorum with the attendance of 80 out of 99 members, the Union President opened the meeting by welcoming the attendees. The discussion then proceeded to the administrative report and the general budget for the year 2024, both of which were unanimously approved. An auditing firm was elected to review the accounts for the year 2025, and the administrative body was authorized to finalize the agreement and set the firm's fees. In addition, the President and members of the administrative body were granted discharge of liability for the previous fiscal year.

During the meeting, the General Assembly emphasized the importance of continuing the union's efforts in addressing labor issues, improving working conditions, and increasing membership rates. The Assembly also praised the prominent role of the President of the General Federation of Jordanian Trade Unions, Mr. Khaled Zaher Al-Fanatseh, in strengthening the Federation's position both locally and internationally—especially in advocating for raising the minimum wage to 290 Jordanian dinars and in proposing amendments to Articles (31) and (108) of the Jordanian Labor Law to ensure broader rights and protections for workers.

The union also renewed its full support for the positions of His Majesty King Abdullah II ibn Al Hussein, particularly his rejection of any attempts to liquidate the Palestinian cause, including resettlement or the concept of an alternative homeland. The union commended His Majesty's efforts in safeguarding Jordan's security and stability.

Electricity Union Holds General Assembly Meeting and Honors Head of the Federation



The President of the General Federation of Jordanian Trade Unions, Khaled Al-Fanatseh, sponsored the General Assembly meeting of the General Trade Union of Electricity Workers, which took place on Sunday. The meeting was chaired by the union president, Fakhri Al-Ajarmah, with the participation of union committee members, the union's representative, and Executive Board member Khaled Abu Marjoub, along with the union's advisor, Nizam Qahoush.

During the meeting, the financial and administrative reports of the union for the year 2024 were discussed and approved in accordance with regulations.



The administrative report outlined the union's achievements over the past year, including the collective agreements signed with companies operating in the electricity sector, which included new benefits for workers, as well as the union's various labor activities carried out by its committees at work sites.



At the end of the meeting, the union honored Al-Fanatsa in appreciation of his role in strengthening the federation's influence both locally and internationally.

The Mining and Quarrying Workers' Union Holds Iftar Party on Mother's Day

Under the patronage of the President of the General Federation of Jordanian Trade Unions and President of the General Union of Workers in Mining, Quarrying, and Cement, Khaled Al-Fanatseh, the union organized a Ramadan iftar party in celebration of Mother's Day, honoring the female workers in the sector and recognizing their efforts and contributions at work sites.

In his speech at the event, Al-Fanatseh emphasized the importance of supporting and empowering working women, praising their dedication and their ability to balance the dual responsibilities of work and family. He stressed the need to provide a suitable work environment that encourages creativity and excellence.



He added that the event is part of the union's ongoing efforts to strengthen social and professional ties among female workers, as well as its diverse activities aimed at supporting women in the workforce and appreciating their active role in economic development.

During the event, gifts and flowers were distributed to the attending working mothers.

International Report: "Social Security" Is a Key Component in Protecting Workers



a fundamental element in protecting workers, as it covers cases of illness, unemployment, work-related injuries, maternity, and old age. However, a large number of workers—especially in the informal sectors—remain outside the system, leaving them without social protection.

In this context, the Inclusive Markets team at the ILO, in partnership with the "Sustainability++" program, conducted a market systems analysis to understand the incentives of small and medium-sized enterprises (SMEs) regarding social security.

The analysis aims to identify the challenges and opportunities in the targeted sectors and provide recommendations to enhance company participation, thereby expanding the reach of social security and achieving broader inclusion of workers in Jordan.

The report showed that a significant number of workers remain unregistered in the social security system, particularly in informal sectors and among vulnerable groups such as women and non-Jordanian workers.

Statistics indicate that nearly three-quarters of employed Jordanian women and 80% of non-Jordanian workers are not covered by the social security system.

The analysis highlights the need for more flexible and innovative arrangements in social security systems that align with the nature of the sectors and the operational conditions of SMEs. It also identifies strategic entry points within key value chains, supporting roles, and regulatory frameworks to enhance incentives for both employers and workers.

As a result, these efforts could contribute to increasing social security coverage, improving working conditions, and boosting the sustainability of businesses in Jordan, positively impacting the national economy and the workforce in these sectors.



Under the Patronage of Al-Fanatseh, the Oil and Chemicals Workers' Union Holds General Assembly Meeting, Led by Al-Zayoud

The General Trade Union of Workers in Oil and Chemicals in Jordan held its General Assembly meeting at its headquarters in Zarqa, chaired by the union president, Khaled Al-Zyoud, and under the patronage of the President of the General Federation of Jordanian Trade Unions, Khaled Al-Fanatseh. The meeting was attended by the union's representative, Executive Board member Bushra Al-Salman, members of the administrative board, general assembly members, and several union leaders. Al-Zyoud spoke about the major achievements of the union mentioned in the 2024 administrative and financial report, covering the past year and the first quarter of this year. Key accomplishments included signing agreements valued at over 30 million dinars. There was also a detailed discussion on the proposed amendments to the union's internal regulations and the election of a legal auditor for the year 2025.

After deliberation and discussion, the general assembly approved both the administrative and financial reports, appreciating the efforts of the union members in achieving the outlined accomplishments. Al-Zyoud also praised the prominent role of the General Federation of Jordanian Trade Unions in supporting workers' demands, particularly regarding the increase of the minimum wage and preventing the passing of Article 31 of the Labor Law, which would have led to the dismissal of thousands of workers if approved.

The meeting also covered the union's training programs and strategic plans, focusing on the importance of enhancing social protection, raising workers' cultural awareness, and expanding health insurance coverage to include workers during their employment and after retirement.

In his speech, Khaled Al-Fanatseh, the President of the General Federation of Jordanian Trade Unions, stressed the importance of restructuring the federation to be more capable of serving workers and improving their job performance. He also highlighted the need to strengthen the federation's role as an active strategic partner among the three parties of production: workers, employers, and the government. He emphasized that labor unions should return to their natural role as defenders of workers' rights, not merely as advisory bodies. He pointed out that workers are the backbone of the national economy and one of the pillars of sustainable development in the country.

Al-Fanatseh also praised the role of the General Trade Union of Oil and Chemical Workers as a fundamental pillar of trade union work in Jordan and thanked the members of the union and its general assembly, represented by its president, Khaled Al-Zyoud, for their ongoing efforts.



The discussion also touched upon anticipated amendments to the Social Security Law, with participants stressing the importance of ensuring that workers play a prominent role in decisions regarding their contributions to the social security fund, to guarantee optimal benefits.



At the end of the meeting, the union president, Khaled Al-Zyoud, honored the President of the General Federation, Khaled Al-Fanatseh, in recognition of his efforts in defending workers' rights, particularly regarding the increase of the minimum wage and preventing the passing of Article 31.



Following the meeting, the union organized a Ramadan iftar gathering, bringing together attendees in an atmosphere reflecting the spirit of unity and solidarity between labor leaders and union members. This iftar emphasized the importance of direct communication between the union and workers, strengthening social relationships within the labor sector.

The attendees confirmed that this meeting and the subsequent gatherings reflect the strong bond between labor unions and their workers, and reaffirm the ongoing efforts to achieve further benefits for workers across various sectors.

Executive Board of the General Federation of Trade Unions Discusses Proposed Administrative Restructuring



The Executive Board of the General Federation of Jordanian Trade Unions held a session to discuss the proposed administrative and human resources restructuring included in the federation's strategic plan, along with other issues. The meeting was chaired by the Federation's President, Khaled Al-Fanatseh.

According to a statement from the Federation, Ms. Muna Hakouz presented the organizational structure and governance plan to the members of the Executive Board. The meeting was attended by Amal Mouafi, Coordinator of the ILO Office in Jordan; Sven Schücker-Zensky, Resident Director for Jordan and Regional Director for Iraq at the Friedrich Ebert Foundation; Esraa Abu Hussein, Program Coordinator and Communications Officer at the Foundation; as well as the Federation's advisors Nezam Qahoush and Shatha Al-Aqayleh-Consultant, and the Federation's HR Director, Ahed Salah. The attendees discussed the plan's components and the mechanisms for implementation.

During the meeting, Al-Fanatseh reviewed the progress made in implementing the Federation's plan and the ambitious goals it seeks to achieve as a democratic labor union that represents all workers in the country, defends their rights, and works toward decent work for all.



Dialogue Session to Discuss the Plans of the Women and Youth Committees at the General Federation of Trade Unions in Cooperation with the International Labour Organization

The Women and Youth Committees of the General Federation of Jordanian Trade Unions, in cooperation with the International Labour Organization (ILO), held a dialogue session today, Tuesday, chaired by Federation President Khaled Al-Fanatseh, to discuss the strategic plans of both committees and the challenges they face.

During the session, Reem Aslan, Director of the ILO's Decent Work for Women Program, listened to key challenges facing women and youth in the labor market, including gaps in job opportunities, the need to improve the work environment, and ensuring equality in rights and wages.

The two committees also presented major initiatives and policies aimed at empowering women and youth and enhancing their participation across various

sectors. The discussion included mechanisms for collaboration between relevant stakeholders to overcome obstacles and provide a fair and sustainable working environment.

Al-Fanatseh emphasized the importance of strengthening training and employment opportunities for youth and women, and supporting workers' rights within a work environment that respects international labor standards. He stressed the vital role of social dialogue in achieving sustainable labor development.

This session comes as part of ongoing efforts to promote the economic and social empowerment of women and youth and to develop supportive strategies that ensure improved working conditions and greater professional equity in Jordan.



Al-Fantaseh discusses with "Egyptian Public Utilities" to strengthen Arab solidarity

A delegation representing the Egyptian Public Utilities Union, headed by Counselor Hisham Fouad, visited the headquarters of the General Federation of Jordanian Trade Unions.

The President of GFJTU, Khaled Al-Fantaseh, held a meeting with Counselor Fouad and his accompanying delegation, where they discussed strengthening Arab solidarity and bilateral relations between the "Jordanian Electricity Trade Union" and the "Egyptian Public Utilities Trade Union".



During the meeting, attended by Vice President of GFJTU Khaled Abu Marjoub and the President of the General Trade Union of Electricity Workers, Fakhri Al-Ajarma, they discussed cultural, educational, and training exchanges, as well as the sharing of experiences between both sides. It was emphasized that it is essential to unify the voice of Arab trade unions regarding labor rights at the Arab level. Al-Fantaseh honored Counselor Fouad by presenting him with the GFJTU shield.



Al-Fanatseh: Enhancing Women's Economic Participation Requires Providing a Safe and Suitable Work Environment for Them



The General Federation of Jordanian Trade Unions has emphasized that enhancing women's economic participation and empowering them in the labor market requires providing a safe and suitable work environment, as stipulated by local legislation and international conventions. This is aimed at reducing the high unemployment rates among women and strengthening their role in the sustainable development process.

In a press statement, Federation's President Khaled Al-Fanatseh, who extended congratulations to all working women and female union members on the occasion of International Women's Day today, stated that the workers' union shares in the global celebration of this occasion, coinciding with the approval of new amendments to the Labor Law, some of which are positive for working women and will protect their labor rights and improve the work environment.

Al-Fanatseh pointed out that some of the amendments were negative and cast a shadow on women in the labor market, such as Article (31) which grants employers the right to terminate the services of 5% of employees without the approval of the Ministry of Labor. This applies to working women as well as men.

He highlighted that the challenges faced by women in various fields are many, especially the economic challenges and barriers that affect their entry into the labor market and hinder their active participation in economic development and the production cycle. He added that the realities of the labor market impose even greater challenges on women, necessitating the protection of women's labor rights and ensuring a work environment that meets decent work standards for them.

Al-Fanatseh stressed that the path of comprehensive development requires women's economic participation and benefiting from the strength they possess, which can only be achieved by providing job opportunities for women, ensuring a work environment that suits their needs, and creating working conditions that promote gender equality in rights. He also emphasized the importance of the Economic Modernization Vision in enhancing the national economy's capabilities to create job opportunities for women and reduce the high unemployment rates that Jordanian women face. He explained that the trade unions under the federation's umbrella aim, through their role in improving working conditions and achieving new gains for the workers they represent, both men and women, to integrate women's rights into their labor demands and collective agreements with employers.

With a Large Attendance: The General Trade Union for Public Services Holds Its General Assembly Meeting



The General Trade Union of Workers in Public Services, Free Professions, Telecommunications, and Information Technology held its regular General Assembly meeting, chaired by the Trade Union President Khaled Abu Marjoub, and attended by members of the union's administrative board, as well as the representative of the General Federation of Jordanian Trade Unions, Mohammad Al-Zoubi.

According to a press release issued by the union, the meeting, which reached legal quorum and witnessed a large turnout representing the labor sectors affiliated with the union, was also attended by Mahmoud Edbeis, a member of the executive board of the federation and its Treasurer.

The General Assembly approved all administrative board decisions related to financial and administrative matters for the year 2024 up to the

present date, including the approval of the general budget and authorization of the administrative board to appoint an external auditing office for 2025. Additionally, the Assembly ratified the collective agreements signed by the union in the recent period, discharged the administrative board from liability, and approved the union's financial and administrative regulations.

During the meeting, Abu Marjoub highlighted the key challenges facing the sectors under the union's umbrella, such as workers in digital platforms, security and protection, and beauty salons, which suffer from low wages and the lack of decent working conditions. He also addressed the tourism sector, which is facing challenges due to the current regional circumstances.

Abu Marjoub praised the outstanding efforts of the President of the General Federation of Jordanian Trade Unions, Khaled Al-Fanatseh, which have contributed to strengthening the federation's status and presence locally, regionally, and internationally

through meetings held with various institutions and national partners. He also commended the federation's efforts in raising the minimum wage to 290 dinars and pushing forward the implementation of the federation's reform strategy through an executive program.



Attendees emphasized the importance of intensifying the administrative board's efforts in addressing labor issues and challenges across all sectors, especially those where labor rights violations are more prevalent. They stressed the need to improve working conditions and create suitable work environments. Additionally, they pointed to the necessity of increasing union membership across the sectors it covers, in accordance with the occupational classification decision issued by the Ministry of Labor.



Launch of the Third Phase of the "Waaï/Waaiyeh" Campaign to Promote Workers' Rights

The Jordanian Pay Equity Committee launched today, Wednesday, the third phase of the national campaign to raise awareness of the rights of male and female workers in the private sector, titled "Waaï/Waaiyeh" (Aware/Awareness). The campaign involves the participation of several local and international partners and aims to enhance awareness of labor laws and ensure a women-friendly work environment.

This phase comes in partnership with the Jordanian National Commission for Women, the Ministry of Labor, the International Labour Organization (ILO), UN Women, the General Federation of Jordanian Trade Unions, and the German Agency for International Cooperation (GIZ).

Engineer Maha Al- Ali, Secretary General of the Jordanian National Commission for Women, emphasized that the campaign highlights the importance of women's participation in the labor market and aims to raise awareness among female workers about labor law provisions that support flexible and friendly work environments. She also pointed to recent legislative amendments that reinforce these efforts.

Farouq Al-Hadidi, Secretary General of the Ministry of Labor, stressed the importance of continuous

awareness about workers' rights. He noted that the campaign focuses on combating discrimination and harassment in the workplace, in addition to amendments related to flexible work arrangements and working hours for pregnant women and persons with disabilities.

Khaled Abu Marjoub, Deputy President of the General Federation of Jordanian Trade Unions, reaffirmed the federation's commitment to supporting the campaign to increase workers' awareness of their rights and strengthen the role of women in trade union leadership.

Amal Mowafi, ILO Country Coordinator in Jordan, praised the efforts of the partners in implementing the campaign and highlighted the role of the "Waaï" legal clinic in promoting the culture of decent work and pay equity.

Manal Benkirane, Deputy Country Representative of UN Women in Jordan, emphasized the importance of disseminating knowledge about labor rights to ensure sustainable legal reforms.

Alexander Mondon from the German Agency for International Cooperation (GIZ) noted that education on flexible work contributes to enhancing women's economic participation and achieving a better work-life balance.



Al-Fanatseh Participates in the National Conference of the Moroccan Trade Union Federation

Khaled Al-Fanatseh, the president of the General Federation of Jordanian Trade Unions, participated in the 13th National Conference of the Moroccan Trade Union Federation (UMT), which lasted for three days and concluded its proceedings in Casablanca. The conference was attended by Arab and international trade union organizations, and its timing coincided with the 70th anniversary of the establishment of UMT.

The seminar discussed the most pressing labor issues of current relevance, mutual interests, and the need to enhance the capabilities of the trade union movement to address global challenges. The session was attended by presidents and representatives from Arab unions and international labor organizations.



According to a press statement from GFJTU, Al-Fanatseh delivered a speech during a session titled "Trade Union Strategy and the Importance of International Cooperation and Solidarity to Face Global Challenges," as part of an international seminar held during the conference.



Al-Fanatseh also presented the General Federation of Jordanian Trade Unions' award to the following individuals: the Secretary-General of the International Trade Union Confederation, Luc Triangle, in recognition of his efforts to support Arab trade unions, and the Secretary-General of the Moroccan Trade Union Federation, Mukhareq Meloudi, in appreciation of the trade union relations between Jordan and the brotherly country of Morocco.

The General Federation of Jordanian Trade Unions Participates in World Bank Meetings

The General Federation of Jordanian Trade Unions participated in the "High-Level Meetings of International Financial Institutions and the Global Labor Movement for 2025," held by the World Bank in Washington, D.C. The meetings were attended by trade unions that are members of the International Trade Union Confederation (ITUC), representing various countries.



The Federation was represented at the meetings by Vice President Khaled Abu Marjoub and the union's advisor, Nezam Qahoush. The goal of the meetings was to reach a deeper understanding between trade unions on one hand and the World Bank and the International Monetary Fund (IMF) on the other, concerning topics of mutual interest, addressing current economic challenges, and reducing the impact of the debt crisis on developing countries.

On the sidelines of the meetings, Abu Marjoub met with World Bank Group President Ajay Banga, who praised the meeting he held recently with His Majesty King Abdullah II ibn Al-Hussein. The meeting discussed ways to enhance economic cooperation between the two sides in various fields.

The meetings included several sessions discussing the role that trade unions can play in holding the World Bank Group accountable, protecting workers' rights in funded projects, formal organization and economic transformation, as well as promoting labor and macroeconomic policies that create decent jobs in the care economy, economic development, and a just transition in light of the negative effects of climate change on the labor and employment sectors.





The General Federation Emphasizes the Inclusion of Persons with Disabilities and Domestic Workers in Trade Union Organization

The General Federation of Jordanian Trade Unions has emphasized the necessity of integrating the issues of persons with disabilities and domestic workers into the union's organizational frameworks. This inclusion would ensure they are covered under the umbrella of trade union organization through labor unions, providing them with protection in the workplace and defending their guaranteed rights.

This came during a meeting between the Federation's President, Khaled Al-Fnatisah, and a delegation from the International Labour Organization (ILO), held on Wednesday. The delegation included: the ILO Country Coordinator in Jordan, Amal Mowafi, Director of the Women's Decent Work Program, Reem Aslan, Gender Equality Specialist, Aya Mtasura, and the Federation's Consultant, Shatha Al-Aqayleh.

Al-Fanatseh pointed out that the Federation's reform strategy for 2024-2027 includes a focus on expanding the trade union umbrella to include the most vulnerable labor groups that need support and assistance. He stressed the importance of adopting a clear plan by the Federation's Executive Board targeting persons with disabilities and domestic workers, to organize work and achieve the desired objectives.

The meeting discussed the need for the plan to include practical mechanisms and activities aimed at integrating persons with disabilities and domestic workers into trade union frameworks. This would ensure a decent working environment for them, provide the necessary protection, and guarantee the defense of their labor rights according to applicable regulations.

The attendees agreed on the importance of strengthening cooperation in the upcoming phase to launch a legal clinic within the Federation to provide legal advice and necessary guidance. They also discussed launching an awareness campaign to raise awareness of the rights guaranteed within the workplace, along with establishing a hotline to receive complaints from persons with disabilities and domestic workers.

They confirmed the importance of holding a meeting with all stakeholders, including GFJTU, chambers of industry and commerce, the Ministry of Social Development, and the Ministry of Labor, to combine efforts with national partners to address the issues of workers with disabilities and domestic workers within the workplace and find suitable solutions for them.



The General Federation Explores Areas of Cooperation with the Arab-Danish Partnership Project

President of the General Federation of Jordanian Trade Unions, Khaled Al-Fanatseh, discussed areas of coordination and cooperation with the Arab-Danish Partnership Project, with the aim of strengthening their joint efforts in serving labor-related issues and supporting the federation's projects in union training and education.

According to a statement issued by the federation, the meeting took place during a visit that included Nasser Saeed, Coordinator of the Arab-Danish Partnership Project, and Jan Koller, Training Officer at the Danish Trade Union Council for International Development Cooperation, in the presence of the federation's Consultant, Shatha Al-Aqayleh.

Al-Fanatseh praised the project's efforts in the field of labor training and union education, and its role in graduating a select group of skilled unionists equipped to spread labor and union awareness. These individuals also possess the skills and tools necessary for training and developing training content.

He also explained that the federation's reform vision, along with its corresponding executive program, emphasized the importance of promoting union culture among workers and providing them with key skills such as collective bargaining, fundamentals of union work, social dialogue, and labor rights as stipulated by relevant legislation.



Al- Fanatseh Honors Kuwaiti Minister of Oil

President of the General Federation of Jordanian Trade Unions, Khaled Al-Fanatseh, honored the Kuwaiti Minister of Oil, Tariq Suleiman Al-Roumi, with the federation's shield, in the presence of Khaled Al-Zyoud, President of the General Trade Union of Workers in Petroleum and Chemicals.



This took place during the federation's participation in the Conference of the Arab Federation of Petroleum, Mining, and Chemical Workers, held in the State of Kuwait under the patronage of the Kuwaiti Minister of Oil, with the participation of trade unions and federations from various Arab countries in the petroleum, mining, and chemical sectors.

President of the Federation Meets with the Women's Committee Members and Woman Unionists

The President of the General Federation of Jordanian Trade Unions, Khaled Al-Fanatseh, met on Saturday with members of the Federation's woman Committee and several female unionists from various labor unions.

The meeting began with congratulations and well-wishes on behalf of the federation in celebration of national occasions, including the 26th anniversary of Loyalty and Allegiance Day, as well as the 63rd birthday of His Majesty King Abdullah II, may God protect him.



During the meeting, Al-Fanatseh announced the adoption of the internal regulations for the Women's Committee, emphasizing the importance of adhering to the principles and rules outlined in the document. He also stressed the importance of working together under the umbrella of the federation and in line with the modernization vision led by His Majesty the King to improve women's participation in the workforce and enhance their status in society. He praised the

Defforts of the Women's Committee members for their outreach to women workers across various sectors to understand their needs and support their empowerment in the workplace.

For their part, the Chair and members of the Women's Committee discussed with the federation president their proposals for International Women's Day on March 8, in recognition of women's roles and the need to empower them and ensure decent work opportunities.



Parliamentary Labor Committee Visits the General Federation of Trade Unions

The Parliamentary Labor Committee, headed by MP Mu'taz Abu Rumman, visited the General Federation of Jordanian Trade Unions and met with the Federation's President, Khaled Al-Fanatseh, members of the Executive Board, and several government officials. The visit aimed to review and discuss labor issues, workers' rights, and to exchange views and ideas on improving the work environment and protecting labor rights.

Abu Rumman emphasized that the committee prioritizes improving the work environment and safeguarding the rights of Jordanian workers. He reaffirmed the committee's continued support for workers' rights across all sectors, highlighting the importance of ongoing cooperation among all stakeholders to develop legislation that ensures social justice, and the need to continue improving working conditions to guarantee a decent life for workers in the Kingdom.

He added that the current economic challenges require joint efforts to strike a balance between the rights of workers and employers, stressing the need to achieve social justice and enhance the well-being of Jordanian workers.

Members of Parliament—Zuheir Al-Khashman, Arwa Al-Hajaya, Youssef Al-Rawadieh, Abdul Raouf

Al-Rbihat, Jamil Al-Dahisat, Shifa' Maqableh, Wissam Al-Rabihat, and Rania Al-Khlayfat—also expressed their full support for efforts to improve the working environment and protect labor rights. They emphasized the necessity of ongoing collaboration between Parliament and labor unions to develop legislation that strengthens workers' rights, focusing on improving working conditions and social security in line with the country's economic and social transformations.

Members of the Federation's Executive Board delivered a detailed presentation on the Federation's main goals and its role in defending workers' rights.

For his part, Al-Fanatsah expressed appreciation for the efforts of the government and Parliament in improving the work environment and protecting labor rights. He affirmed that the Federation will continue to strengthen the role of workers in all sectors, both through legislative advocacy and by ensuring effective implementation of labor laws.

The committee and the Federation jointly recommended the need to regularize workers employed under service-purchase contracts, raise the minimum wage for the Garment and Textile Union, and reopen Article 23 of the Labor Law.

At the conclusion of the visit, Al-Fanatseh honored Committee Chairman Abu Rumman with a shield in recognition of his efforts in serving workers.

Dhunaybat Meets with the President and Members of the Mines and Phosphate Workers' Trade Union



Chairman of the Board of the Jordan Phosphate Mines Company, Dr. Mohammed Dhunaybat, accompanied by the company's CEO, Eng. Abdulwahab Al-Rawad, met with the President of the General Trade Union of Workers in Mining, Quarrying, and Cement, Khaled Al-Fanatseh, along with members of the union's board and representatives of the union committees.



The meeting, which was marked by a positive atmosphere, was attended by directors of departments, operational site managers, and representatives from the company's subsidiaries and affiliates. The discussion focused on the company's current status, its achievements, and future plans.



"Senate Labor Committee" Visits the General Federation of Trade Unions



The Senate's Labor and Social Development Committee, headed by Senator Issa Murad, visited the General Federation of Jordanian Trade Unions of Jordan to review the efforts of trade unions and the federation's role in representing workers' interests and defending their rights.

Murad stated that the visit—part of the committee's field visits—also aimed to examine the challenges facing labor unions and their programs and initiatives to replace expatriate labor with local workforce. He emphasized that the committee will maintain ongoing communication with the federation regarding amendments to the Labor and Social Security Laws and other labor-related issues. In the presence of several heads and rapporteurs of permanent Senate committees, as well as members of the Labor Committee, Murad affirmed that labor unions are a key pillar of the national economy and play a significant role in empowering women in the labor market.

For his part, President of the Federation Khaled Al-Fanatseh stressed that the federation represents the nation's workers, who are a vital component in driving the economy forward. He highlighted the federation's core mission of protecting workers' rights in its capacity as their official representative.

Speaking in the presence of union leaders, Al-Fanatseh noted the federation's contribution to raising the minimum wage and affirmed its continued efforts to safeguard workers' rights. He also pointed to the successful implementation of the automated "Unified Contract" system for employees in the private education sector.

Al-Fanatseh emphasized that the federation's policies are based on a social dialogue approach to finding balanced solutions that serve both employers and employees.

He also stressed the critical role of workers in driving the economy and noted the federation's cooperation with state institutions and civil society on various issues, particularly unemployment.

Al-Fanatseh affirmed the federation's ongoing goal of improving workers' living standards and income levels, expressing a commitment to continued cooperation with the Labor and Social Development Committee.

Senate members, in turn, praised the federation's role and efforts in serving workers and addressing their concerns, emphasizing the importance of the meeting in discussing key labor issues and the federation's role in supporting workers and their rights.

Collective Labor Agreement Raises Minimum Wage for Workers in the Textile and Garment Sector

Annual wage increase of 5 JOD for workers to continue

The collective agreement provides various benefits to workers, including transportation, meals, and medical care

Transportation allowance increased to 25 JOD per month for workers in companies that do not provide transport



Under the patronage of Minister of Labor Dr. Khaled Al-Bakkar, a collective labor agreement was signed between the Jordanian Garments, Accessories and Textiles Exporters' Association (JGATE), the General Union of Owners of Knitwear Factories, and the General Trade Union of Workers in Textile Industries (Leather and Garment Industries).

Minister Al-Bakkar stated that under the new agreement, the minimum wage for workers in the textile and garment manufacturing sector will be raised from 220 to 230 JOD, effective January 1, 2025. The agreement also maintains the annual salary increment of 5 JOD per worker and increases the monthly cash transportation allowance to 25 JOD for employees in companies that do not provide transportation.

The minister made these remarks during the signing ceremony attended by Sanal Kumar, Vice President

of JGATE; Mahmoud Al-Hajjawi, President of the General Union of Owners of Knitwear Factories; his deputy Ihab Al-Qadri; Fathallah Al-Emrani, President of the General Trade Union of Textile Workers; and Khaled Abu Marjoub, Vice President of the General Federation of Jordanian Trade Unions.

Al-Bakkar highlighted that approximately 24,000 Jordanians working in this sector will benefit from the agreement's provisions, which include a range of benefits such as medical care through on-site clinics in factories, transportation allowances, and in some cases, provision of meals. These benefits also extend to non-Jordanian workers in the sector.

He emphasized the Ministry's commitment to maintaining balance between employers and workers, encouraging direct negotiations and cooperation between employers and unions. This collaboration positively impacts the work environment, job stability, and economic and social dimensions, while also boosting workers' confidence in their institutions and motivating increased productivity and achievement.

The minister also noted that the Ministry is working in coordination with employers and investors in the sector to localize development and expand investments in rural, Bedouin, and remote areas, aiming to create job opportunities for Jordanians close to their homes and reduce the migration of labor to urban centers.



Collective Agreement to Improve Conditions for Employees of Sanitary Paper and Packaging Companies

Amman – The Ministry of Labor has facilitated the signing of a collective agreement between Fine Hygienic Paper Company and International Packaging Company on one side, and the General Trade Union of Workers in Food Industries on the other, with the aim of improving the working conditions and terms of employment for employees at both companies.

According to the agreement, a 3% increase in basic salaries will be applied starting April 1, 2024, with a minimum raise of 15 Jordanian dinars per month. The increase will benefit approximately 660 male and female employees.

The agreement also ensures the preservation of all acquired employee rights, including existing bonus and incentive systems, regulation of internal transfers, development of training and professional qualification programs, and improvement of the overall work environment.

Additionally, the agreement stipulates a review of salaries and other benefits during a meeting to be held at the beginning of 2025, in preparation for negotiating a new agreement to be implemented at the start of 2026.

The signing parties emphasized the importance of maintaining ongoing social dialogue to serve the best interests of workers and ensure workplace stability. The agreement was signed by Ms. Nidaa Dabbas and Mr. Fadi Arabi on behalf of the companies (first party), and Mr. Mohammad Al-Zyoudi on behalf of the union (second party), in the presence of representatives from the Ministry of Labor.

The Ministry of Labor officially ratified and registered the agreement on May 1, 2025.

Jordanian-German Talks to Strengthen Trade Union Cooperation and Improve the Work Environment



Amman – The President of the General Federation of Jordanian Trade Unions, Khaled Al-Fanatseh accompanied with GFJTU Advisor Nezam Qahoush, met with the Ambassador of the Federal Republic of Germany to the Hashemite Kingdom of Jordan, Dr. Pierre-Zaram von Mütcke, and his Deputy, Mr. Guido Kampering, at the German Embassy in Amman. This meeting was to present the preparations for the Federation's participation in the Third Global Summit for Persons with Disabilities, held in Berlin from April 2nd to 3rd, 2025.

During the meeting, Al-Fanatseh emphasized the significance of the Federation's participation in this summit as an advanced step toward integrating people with disabilities into the labor market and increasing their participation in the economic development process. He also provided a detailed explanation of the meetings the Jordanian trade union delegation held with several German officials, including representatives from the Ministry of Foreign Affairs, the Ministry for International Cooperation, the German Trade Union Federation (DGB), and the Friedrich Ebert Foundation. These meetings focused on ways to enhance cooperation between the two sides in the areas of trade union and labor issues.



The discussions addressed ways to support workers' rights in light of the economic and social transformations taking place in the region, and the need to improve the work environment to ensure job security and fair transitions for workers. The importance of exchanging expertise and training between the two sides was emphasized, particularly in the fields of labor laws and trade union organization. Additionally, the conversation highlighted the need to support women in the labor market, empower them to reach leadership positions within trade unions, and ensure they receive their full rights in the workplace, including equal pay and fair opportunities.

For his part, the German Ambassador expressed his appreciation for the Federation's efforts to defend workers' rights and to provide a safe and fair work environment for all workers, whether Jordanian or migrant. The meeting concluded with an extensive discussion on the state of the labor market in Jordan, the challenges related to unemployment, and ways to support Jordanian labor while considering refugee issues in national labor policies.

U.S. Aid Suspension Costs Jordanian Jobs, Calls for National Alternatives Grow



Overnight, since the U.S. government announced in February the suspension of part of its aid to Jordan, particularly that funded by the U.S. Agency for International Development (USAID), many in Jordan have lost their jobs without prior warning.

This decision has turned into a labor crisis impacting workers' fundamental rights, including job security, compensation, and social protections. With the absence of clear legislation to protect so-called "project workers," it appears that employees are the weakest link, paying the price for fluctuations in international policies without adequate protection from the local labor system.

The suspension has not only affected workers and job losses but has extended its impact to vital sectors such as education, health, infrastructure, and media, warning of rising unemployment rates and decreasing job opportunities in the absence of sustainable national alternatives to protect jobs, as confirmed by experts to the "Jordanian Labor Observatory."

Experts are calling for swift development of national funding alternatives, the establishment of legislation to protect workers in externally funded projects, and the adoption of an economic plan based on the development of national production and opening new export markets.

Following the decision, the "Jordanian Labor Observatory" received a number of complaints from workers in local and international companies and organizations, who reported the sudden termination of their contracts due to the suspension of funding.

According to the complaints, many workers had their contracts terminated, even though they were under fixed-term contracts, without prior notice or clear legal justifications. Alternatives, such as temporarily suspending contracts until the support resumes, were not offered, which some considered "unjust dismissal."

Ahmed: "From Construction Projects to Delivery Apps"

Ahmed (29) was working on a government school construction project funded by USAID, with an 18-month contract through a local contracting company, earning a monthly salary of 750 dinars. After the aid suspension decision, Ahmed was verbally informed of the project's freeze and was asked to stop attending. He later received an email informing him that his contract was terminated without prior notice or compensation.

Ahmed told the "Jordanian Labor Observatory" that after losing his job, he was forced to return to driving the family car for delivery apps with unstable income and no social protections. "I was excited to build something real for myself and my country, and suddenly everything disappeared with a sudden decision."

Ahmed urges the Ministry of Labor to discuss the impact of aid suspension on the labor sector and workers, and to establish a clear system that guarantees the labor rights and job security of workers in such projects during crises.

Nisreen: "They Let Me Go So Easily"

Meanwhile, Nisreen (38) worked for over three years in an organization focused on empowering youth and women. After the funding was suspended, the project she managed was abruptly canceled, and two weeks later, she received a notice of her contract termination due to "force majeure beyond the organization's control."

Nisreen told the "Jordanian Labor Observatory" that she lost her livelihood and job security and faced difficulties paying her monthly obligations, including her children's school fees and a personal loan.

She explained that the Social Security Corporation was only notified a month later, after which her subscription to social security and health insurance was canceled, which she relied on to cover her medical costs after undergoing surgery two months ago.

Nisreen calls for a clear position from the responsible authorities to determine the fate of thousands of workers in projects and organizations affected by the suspension of U.S. aid.

Raed: "Why Am I Paying the Price?"

Raed (41), who worked as a financial manager for five years at a company implementing infrastructure projects in partnership with USAID, was offered a "mutual termination" without receiving his entitlements after the company began facing difficulties securing employees' salaries.

Raed, who is still employed and awaiting his fate, with plans to approach the Ministry of Labor if his dues are not paid, wonders, "I'm not against the general situation, but why am I paying the price?"

In an interview with the "Jordanian Labor Observatory," Raed explained that he rejected the company's offer and demanded his legal rights, emphasizing that his contract was indefinite and entitled him to a severance package and a month's notice.

Labor Ministry: 9 Complaints... The Court is the Competent Authority

The Ministry of Labor, in a statement to the "Jordanian Labor Observatory," stated that it had received inquiries from employees in local and international companies and organizations affected by the suspension of aid, asking about their legal status.

The ministry explained that the "Himaya" electronic platform received nine complaints from employees of an organization concerning the termination of fixed-term contracts, and they were directed to the judiciary as the competent authority in cases of unjust dismissal.

The ministry indicated that its inspection department does not have the authority to compel companies to suspend contracts instead of terminating them, and there is no accurate statistic on the number of those affected by the suspension of aid so far.

The ministry further noted that if a complaint is submitted through the platform, a labor inspector contacts the worker and employer, and an announced or surprise inspection may be conducted to verify the case. If a violation is found, legal action is taken in accordance with the Jordanian Labor Law No. 8 of 1996 and its amendments.

Unions Out of the Equation

For his part, Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, explained that most workers in USAID-funded projects are classified as "project workers," and these projects are often managed by government institutions.

Al-Fanatseh confirmed in a statement to the "Jordanian Labor Observatory" that the federation and labor unions do not directly engage with this type of contract nor are they aware of its details, limiting their ability to intervene or defend workers' rights.



Fanatseh: “The National Employment Program” is a Key Step Toward Strengthening the Labor Market and Supporting Workers and Job Seekers

President of the General Federation of Jordanian Trade Unions, Khaled Al-Fanatseh, stated that the National Employment Program represents a significant step toward enhancing the labor market and supporting both workers and job seekers in our beloved country.

This came during an extensive meeting with trade union leaders, Director of the National Employment Program at the Ministry of Labor, Riyadh Shamout, and Director of the Labor Relations Directorate, Adnan Al-Dahamsheh, to discuss ways to benefit from the program being implemented by the Ministry. The meeting aimed to explain the program's objectives and mechanisms to serve the interests of both workers and employers.

Al-Fanatseh emphasized that this program is not just a passing initiative but part of a comprehensive national vision aimed at building a sustainable and fair economy that provides decent job opportunities for all citizens.

He added that the General Federation of Jordanian Trade Unions values this national program, which comes at a time when collective efforts are needed to promote economic and social stability.

He noted that one of the most important aspects of the program is the wage support component, which is critically important. It helps ease the burden on

employers while ensuring a dignified and stable life for workers.

Al-Fanatseh explained that the program focuses on creating job opportunities for job seekers, especially young people who are the backbone of the future. He stressed the importance of ensuring that these opportunities are fair, aligned with their qualifications, and provided within a safe and motivating work environment that respects their rights and enhances their skills.

He called on all institutions and companies to actively cooperate with the program and adopt fair employment policies that contribute to improving working conditions in the Kingdom. He also stressed the importance of sustaining and continuously developing the program in response to changes in the labor market.

He reaffirmed the federation's ongoing commitment to defending workers' rights and securing a decent life for them, based on the belief that workers are the foundation and backbone of the nation.

For his part, Riyadh Shamout, Director of the National Employment Program at the Ministry of Labor, outlined the mechanisms for benefiting from the program.

Collective Labor Agreement Signed to Improve Employee Benefits at an Energy Company



A collective labor agreement was signed today, Wednesday, at the Ministry of Labor between the General Trade Union of Electricity Workers and Nebras Energy Company/Jordan, in the presence of Minister of Labor Dr. Khaled Al-Bakkar.

During the signing, Dr. Khaled Al-Bakkar, in the presence of the President of the General Federation of Jordanian Trade Unions, Khaled Al-Fanatseh, and the company's General Manager, Engineer Firas Hammad, emphasized the Ministry's commitment to following up on workers' affairs and engaging with all parties in the production process, contributing to resolving collective labor disputes.

Al-Bakkar confirmed that the Ministry works to oversee the resolution of labor disputes and contribute to enhancing job stability and security for workers in private sector institutions, ensuring the continuity of these institutions' operations. This is achieved through building strong labor relations between the three production parties (government, employers, and workers), providing a positive work environment within institutions, and overseeing

collective labor agreements that serve the interests of both parties.

He pointed out that the Ministry encourages direct negotiations and cooperation between employers and trade unions, as this has a positive impact on the work environment, job stability, and on various economic and social aspects, strengthening workers' confidence in their institutions and management, and driving more work and achievement.

Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, emphasized that the union and labor unions aim to improve the job benefits for their members through dialogue with private sector companies.

He expressed his gratitude to the Minister of Labor for his support in signing these collective agreements and for his focus on encouraging dialogue between the parties of production. He also praised the responsiveness of private sector companies and the role of the Ministry's Labor Relations Department in resolving labor disputes through direct dialogue.



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