



## The General Federation of Jordanian Trade Unions



# The General Federation Welcomes the Crown Prince's Announcement on **Reactivating National Service**

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## **National Service .. A National Lever to Strengthen Belonging and Safeguard the Future**

Youth today represent the cornerstone upon which the present and future of the nation are built. This underscores the strategic importance of reactivating national service as a vital step to empower youth and integrate them into the process of nation-building and development. This initiative has received direct support and patronage from His Royal Highness Crown Prince Al Hussein bin Abdullah II, who announced the return of national service, reaffirming his deep belief in the youth's ability to carry the nation's message and safeguard its achievements.

Youth are the driving force behind any renaissance, and through their participation in national service, they develop a genuine sense of belonging and a deep-rooted awareness of national responsibility. National service offers a practical opportunity for youth to channel their energy into positive paths that ensure their active contribution to the nation's progress. It instills in them the belief that their duty

goes beyond benefiting from the state's resources—it extends to protecting its accomplishments and ensuring their sustainability.

In this way, national service becomes a grand national school that graduates a generation aware of its duties and committed to its mission of serving the homeland.

Moreover, national service stands as a solid line of defense supporting the Jordanian Armed Forces and security agencies in their noble mission to protect the nation and maintain its stability. Participation in this service is not limited to military training or disciplinary routines; it carries a broader message—that safeguarding the homeland is a collective responsibility shared by the army, security forces, and society. When youth engage in this security framework, they become more aware of the values of sacrifice and altruism, feeling like true partners in defending the nation's soil and sovereignty.

This awareness strengthens the state's resilience against challenges and enhances its ability to withstand internal and external threats, reinforcing the principle that national service is not merely an individual obligation but a comprehensive national commitment shared by all segments of society.

Beyond its military and security role, national service opens new horizons for youth by equipping them with modern skills and tools needed in the local and regional labor markets. The programs accompanying this service go beyond physical training or military discipline—they include technical training and life and professional skills that help youth enter the workforce with confidence and competence. Teaching youth time management, teamwork, and the ability to face real-world challenges makes national service a rich experience that imparts invaluable knowledge. It also helps shape their personalities and provides them with tools to adapt to modern demands and integrate quickly into various fields of practical life.

The importance of national service is also evident in its role in employment, offering youth new opportunities to demonstrate their practical abilities and acquire military skills that hold great value in both their professional and personal lives. The discipline gained during service helps youth integrate more quickly into future work environments. Military skills such as planning, organization, working under pressure, and handling emergencies boost their self-confidence and ability to manage their lives effectively. These skills also add a practical dimension to their résumés, making them more attractive candidates in both the public and private sectors. Thus, national service becomes a true lever for enhancing youth employability and a practical tool to combat unemployment and promote professional competence in society.

In this context, there is an urgent need to develop national service programs by incorporating modern technology into military and vocational training systems. This should go beyond traditional training to include advanced digital tools such as electronic simulation, cybersecurity education, and interaction with smart systems that have become integral to modern defense and administrative structures.

Integrating these technological aspects into service programs provides youth with comprehensive practical experience and prepares them to keep pace with global developments. This step ensures that national service remains dynamic and aligned with contemporary needs, reinforcing its role as a national tool for preparing youth to be effective contributors in both defense and development.

### **Khaled Al-Fanatseh**

President of the General Federation  
of Jordanian Trade Unions



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# Al-Fanatseh Participates in the 59th Central Committee Meeting of the Eurasian Metalworkers' Federation (UAMİF)



Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, took part in the 59th Central Committee Meeting of the Eurasian Metalworkers' Federation (UAMİF), held in the Turkish capital, Ankara. The meeting was chaired by Mr. Uysal Altundağ, President of the Federation and Secretary-General of the "Turk Metal" Union.

This participation comes within the framework of strengthening international trade union cooperation and exchanging expertise among labor representatives in the Eurasian region. It underscores the importance of attending such events to support labor issues and enhance coordination and solidarity among unions at both regional and international levels.

The meeting was attended by Turkish Minister of Labor and Social Security, Professor Dr. Vedat Işıkhan, who met with members of the Central Committee and emphasized in his speech the significance of bilateral relations between countries in the fields of trade, education, and investment.



The committee discussed the economic challenges facing workers due to shifts in global trade and the impact of rising costs on working conditions. It also included an evaluation of the Federation's activities over the past period and a review of future plans to strengthen the role of labor unions.

At the conclusion of the meeting, members of the Central Committee delivered remarks on the labor conditions in their respective countries, reaffirming the importance of continued joint efforts and international solidarity in addressing economic and social challenges.



## Al-Fanatseh Participates in a Panel Discussion Organized by the Economic and Social Council

Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, took part in a panel discussion organized by the Economic and Social Council to address a range of vital economic issues. The session was attended by the Council's President, Dr. Musa Shteivi, its Secretary-General, Mahmoud Al-Shalaan, Chairman of the Parliamentary Economic Committee, MP Khaled Abu Hassan, along with several committee members and members of the Council's office and committees.

The discussion covered the Economic Modernization Vision, public debt, and the budget deficit, in addition to issues related to investment, governorate development, the competitiveness of Jordanian exports in light of customs duties, and the matter of lifting criminal protection for checks.

The Council and the Parliamentary Committee on Economy and Investment agreed to institutionalize their relationship to enhance cooperation in supporting economic, social, and political policies. The session highlighted the Economic Modernization Vision, its ambitions, and growth

drivers aimed at stimulating investment and creating sustainable job opportunities, as well as the challenges facing its implementation—particularly the need to balance fiscal and social reforms and to increase the effectiveness of government institutions in supporting the business and investment environment.

The discussion also addressed public debt and the budget deficit, ways to rationalize spending, improve revenue efficiency, and ensure that fiscal policies align with the goals of inclusive and sustainable growth.

Dr. Shteivi stressed the importance of institutionalizing the relationship with the Parliamentary Committee on Economy and Investment to strengthen structured dialogue between the legislative authority and state institutions in addressing pressing economic, social, and political issues. He explained that the Council seeks to provide well-studied recommendations that contribute to building balanced public policies.

He noted that the Economic Modernization Vision is ambitious and was designed to address many of the challenges facing the Jordanian economy, particularly poverty and unemployment. He added that the Council is finalizing a report focusing on the economy, living conditions, and the labor market, given the need to address labor market challenges such as the informal economy and foreign labor.



Dr. Shteivi called for focusing on value-added industries and transitioning to industrialization across all sectors, emphasizing the importance of networking with chambers of industry and commerce and higher education institutions to develop a strategy for technological transformation within the framework of the Fourth Industrial Revolution and its components.

For his part, MP Abu Hassan expressed his appreciation for the existing relationship with the Economic and Social Council, affirming the committee's commitment to listening to all economic opinions and expertise to align legislation with national modernization and development goals.

He stated that the Parliamentary Committee on Economy and Investment has begun its oversight work on the executive program of the Economic Modernization Vision, noting that the most pressing challenge is unemployment, which cannot be resolved without addressing educational outcomes and enhancing partnerships with the private sector.



Abu Hassan pointed out that the Kingdom has an attractive legislative environment for investment, in addition to its unique tourism assets. He called for activating economic projects, improving laws related to investment attraction and labor, and addressing overlaps between these laws.

Participants discussed the state of investment and governorate development, including challenges to attracting investments outside the capital, mechanisms for developing infrastructure, and the necessary legislation to encourage both local and foreign investment and ensure its fair distribution, while taking into account the competitive advantages of each governorate rather than relying solely on incentives that may be unnecessary in some areas.

The issue of lifting criminal protection for checks was also raised, with emphasis on the need to balance creditor rights protection with fostering trust in the commercial environment.

Participants further called for realistic and comprehensive solutions to gradually replace foreign labor with Jordanian workers, and to study the means of achieving this goal.



## National Service: Reviving the Spirit of Jordanian Youth

By Abdullah Al-Rubaihat

In an era where security, economic, and social challenges are accelerating, the urgent need arises to prepare a generation capable of shouldering the responsibilities of the future. The announcement by His Royal Highness Crown Prince Al Hussein bin Abdullah II regarding the return of national service reflects a profound leadership vision on the importance of investing in the potential of youth and equipping them with the tools necessary to protect the homeland and support its development journey. This announcement is not merely an administrative step; it is a strategic message affirming that youth are the cornerstone of building the modern state and the guarantee of its enduring strength.

Youth make up the largest segment of Jordanian society and form the backbone of its progress. Through their innovative ideas and practical energy, they have contributed to advancing education, revitalizing industry, and launching community initiatives. Their participation in national service offers them a broader platform to embody their national role—by fostering discipline, linking theoretical knowledge with field experience, and transforming individual energies into a collective force that drives Jordan's advancement.

In the modern age, security is no longer tied solely to weaponry; it now depends on awareness, knowledge, and the ability to adapt to change. Preparing a generation armed with knowledge is the true shield against external challenges—whether political, economic, or technological.

In this sense, national service becomes a platform for equipping youth with modern skills and connecting their national consciousness with the ability to protect Jordan intellectually and technologically, before militarily.

The Jordanian Arab Army stands as a deeply rooted institution in the nation's history. It is not only the guardian of borders but also a national school that instills values of discipline, responsibility, and teamwork. During their period of national service, young people acquire practical skills such as commitment, precision in organization, time management, and accountability—tools that are no less important than weapons in the life of any citizen. This unique experience provides youth with a solid foundation from which to embark on their professional and civic lives with confidence and competence.

For national service to bear fruit, it must be developed to meet the needs of the times. This includes integrating training programs in technology and vocational skills alongside national education, and linking it to economic development plans so that it opens wider opportunities for youth to work and participate in national projects. In doing so, national service becomes a bridge that strengthens belonging and prepares young people to be true partners in protecting and building Jordan.

The Crown Prince's announcement of the return of national service reflects his deep faith in the capabilities of youth and his keenness for them to be at the forefront of the national scene.

# The Federation Holds Workshop to Discuss Communication Plan

**Abu Marjoub:** The New Communication Vision Aims to Craft a Union Message Using Digital Tools



The General Federation of Jordanian Trade Unions (GFJTU), with support from the International Labour Organization (ILO), has launched a workshop aimed at outlining the general framework for the Federation's Communication Plan (2025–2027). Members of the Federation's Executive Office participated on the first day, while the workshop will continue over two more days with the participation of media officers from the 17 labor unions under the Federation's umbrella.

In a speech delivered on behalf of the Federation's President, GFJTU Vice President Khaled Abu Marjoub stated that the plan is part of the Federation's reform vision launched last year and is one of the pillars of the executive program derived from it. He explained that the plan seeks to develop a comprehensive communication strategy to strengthen the Federation's vision, ensure its message reaches the public, support the labor movement, achieve its objectives, and enhance the Federation's presence as the umbrella organization representing Jordanian workers in the public sphere.

Abu Marjoub noted that the new communication vision builds on the achievements made in trade union media over the past years and on the successful communication experiences of various unions. It aims to craft a media message with a union spirit that addresses workers' issues and delivers them through digital tools. He stressed that developing communication and outreach processes is the essential link connecting the three production parties—unions, government, and employers—and serves as a driving force for implementing the Federation's strategic plan and its ambitious goals.

The workshop included a session on the executive program of the Federation's plan and key achievements to date, presented by Ahmad Awad, Director of the Phenix Center for Economic and Informatics Studies, and Nezam Qahoush, GFJTU's advisor. Another session focused on communication and assessing the communication needs of the Federation and its unions, presented by journalists Nour Al-Din Khmaisah and Abdul Karim Al-Wahsh.



## General Federation of Jordanian Trade Unions Concludes Workshop on Communication Plan

The General Federation of Jordanian Trade Unions (GFJTU), with support from the International Labour Organization (ILO), concluded yesterday a three-day workshop aimed at outlining the general framework for the Federation's Communication Plan (2025–2027). Members of the Federation's Executive Office participated on the first day, while media officers from labor unions took part during the following two days. The workshop was attended by GFJTU President Khaled Al-Fanatsah, Vice President Khaled Abu Marjoub, and Director of the Phenix Center for Economic and Informatics Studies, Ahmad Awad.

In his closing remarks, GFJTU President Khaled Al-Fanatsah stated that communication and media are among the most important pillars of the Federation's strategic plan, which was launched last year and has already entered its implementation phase through the executive program derived from it. He noted that the plan will be implemented in stages over the coming years until 2027.

Al-Fanatsah explained that the Communication Plan aims to develop the Federation's communication processes to strengthen its role in defending workers' rights, representing their interests, supporting the labor movement, and achieving its objectives.

He further stressed the importance of empowering women and youth at this stage of the Federation's work, ensuring their active participation in the success of its reform vision, and promoting trade union democracy to prepare leaders capable of assuming responsibility in union work and driving the desired change.

According to a Federation statement, the new communication vision builds on the achievements made in the field of media over the past year. This includes addressing labor issues from a trade union perspective, utilizing digital media tools to engage audiences through the Federation's online platforms, strengthening institutional relations with various media outlets, providing support and consultation to journalists covering labor issues, and facilitating their access to information sources. It also draws on successful union experiences in engaging with the public, communicating with grassroots members, and building relationships with the media.

The workshop was attended by the Federation's advisor, Nitham Qahoush, and was delivered by journalists Nour Al-Din Khmaisah and Abdul Karim Al-Wahsh. It covered several topics related to communication.

# Private Education Workers' Union Concludes Workshop



The General Union of Workers in Private Education concluded a workshop on the importance of trade union work in the private education sector, held with the support of the International Labour Organization (ILO) and attended by the head of the union's interim committee, Khaled Al-Fanatseh, and the ILO Labour Activities Advisor, Mustafa Saeed.

The three-day workshop brought together a number of female teachers from private schools. It aimed to raise awareness of the importance of trade union work, equip participants with the necessary skills, introduce them to tools and methods for organizing workers, and develop a plan for the upcoming phase.

The workshop included several sessions, exercises, and practical activities covering a range of topics and themes.





## **Al-Fanatseh Opens Regional Workshop on Digital Application for Training Trainers in Occupational Safety**

Khaled Al-Fanatsah, President of the General Federation of Jordanian Trade Unions, inaugurated a regional workshop organized by the International Transport Workers' Federation (ITF) in the Jordanian capital, Amman, on a digital application designed to train trainers in occupational safety and health across the Arab world. The event was attended by Bilal Al-Malkawi, the ITF Regional Secretary for the Arab World.

According to a press release from the Federation, the three-day workshop—supported by the International Labour Organization (ILO)—brought together representatives from maritime transport and port workers' unions in Qatar, Oman, Libya, and Iraq, in addition to representatives from the General Union of Port Workers in Jordan.

Al-Malkawi stated that the workshop included specialized sessions discussing occupational safety and health in the maritime transport sector, in line with global best practices and international standards. The aim is to strengthen the capacities of Arab trade unions in this field, reduce workplace injuries and accidents, and achieve a safe working environment free from occupational hazards.

He added that the application was developed by specialized experts under the supervision of the ILO, with the goal of training tens of thousands of workers in the maritime sector. The application consists of five training modules, and those who successfully complete them qualify to take a final assessment, upon which they receive an ILO-accredited certificate.

Al-Malkawi explained that qualified participants will be able to conduct training for port workers, thereby expanding the reach and impact of the program and positively influencing workers' safety and health culture in the maritime transport sector.



He further noted that the application is the first of its kind globally as a practical tool for occupational safety training, and the first to be launched in Arabic, enabling workers across the Arab region—and specifically port workers in Aqaba Governorate—to benefit from it. He pointed out that statistics on workplace injuries and fatalities in the maritime sector call for innovative solutions to enhance workers' safety and health skills.



Al-Malkawi emphasized that the workshop is part of the ITF's activities—headquartered in Amman—to support and empower Arab trade unions. He expressed hope that the application will achieve its intended benefits by qualifying trainers in occupational safety and health, thereby helping to address the causes of workplace accidents, control risks that threaten workers' safety, and move toward achieving a safe working environment.





## Al-Fanatseh Discusses Cooperation with Tamkeen Center to Enhance Legal Protection for Workers

President of the General Federation of Jordanian Trade Unions, Khaled Al-Fanatseh, received Ms. Linda Kalash, Director of Tamkeen Center for Legal Aid.

The meeting, which was also attended by Ms. Rania Al-Sarayrah from Tamkeen Center and the Federation's Human Resources Director, Ahed Salah, included an exchange of views on several issues concerning workers in general and migrant workers in particular.

Al-Fanatseh expressed the Federation's readiness to cooperate with Tamkeen Center to provide legal protection for workers who suffer from exploitation or violations of their rights guaranteed under the Jordanian Labor Law.

Ms. Kalnish praised the strong presence of the Federation on the trade union scene both locally and internationally, as well as the strategic steps it has taken to develop the organization and its efforts in defending the rights of both local and migrant workers.



## President of the General Federation and ILO Hold Meeting to Discuss Cooperation on Just Transition and Green Economy Initiatives

Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, held a meeting with Jawad Dakhqan, the Just Transition and Green Jobs Program Officer at the International Labour Organization (ILO) office in Jordan. The meeting was also attended by Bashayer Kraishan, Head of the Just Transition Unit at the Federation.

The meeting aimed to strengthen the partnership between the Federation and the ILO, focusing on cooperation in implementing two strategic initiatives led by the ILO in collaboration with the Ministry of Labour and the Ministry of Planning and International Cooperation. These initiatives—"Fair Jordan" and "Promoting Just Transition in the Energy Sector"—seek to support national efforts to achieve climate and development goals, promote the concept of a just transition, and create green job opportunities.

Discussions centered on mechanisms for joint cooperation, particularly ensuring active worker participation in policies and programs related to the shift toward a green economy and just transition. The meeting also addressed coordination efforts to enhance social dialogue and build union capacities.

The dialogue further explored ways to align the two initiatives with the objectives of the Federation's newly launched Green Economy and Sustainability Unit. This unit aims to raise broad union awareness about interconnected environmental and economic issues, contribute to national climate change policies, and protect workers affected by green economic transformations.

Dakhqan emphasized the vital role of the General Federation in supporting the path toward a just transition, highlighting opportunities for collaboration through the two initiatives.

Al-Fanatseh welcomed the ILO's initiatives, reaffirming the Federation's commitment to actively contributing to the shift toward a green economy, ensuring social justice, and safeguarding workers' rights amid upcoming transformations.

This meeting marks a practical step toward expanding cooperation and coordination among social partners, supporting Jordan's vision for inclusive and equitable sustainable development.

# Strategic Planning Workshop Brings Together Jordanian and Palestinian Trade Unions



The UNI Global Union organized a strategic planning workshop in the capital city of Amman, bringing together several Jordanian and Palestinian labor unions.

The workshop was inaugurated under the patronage of Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, and attended by Hatem Ewaini, Regional Coordinator for the Arab Region at UNI Global Union. Participating unions included those representing workers in health services and medical professions, banking, insurance and accounting, public services, freelance professions, telecommunications, and information technology, alongside five Palestinian labor unions affiliated with the General Federation of Palestinian Trade Unions.

In his opening remarks, Al-Fanatseh welcomed the union representatives and emphasized that strategic planning is a cornerstone for advancing union work and strengthening the national and social roles of trade unions—especially in light of growing challenges that have serious repercussions on workers and their economic and social conditions.

He added, “Under these circumstances, our responsibility as unions grows—not only to defend rights and achievements, but to work collectively to build a clear strategic vision that helps organize our efforts, set priorities, and activate tools for positive

influence on public policies in a way that serves the interests of the working class and preserves its dignity.”

Al-Fanatseh stressed that strategic planning is no longer a luxury but a vital necessity for unions to remain strong, independent, and influential. With a clear future vision, realistic goals, and actionable plans, unions can move confidently toward empowering workers, achieving social justice, and actively contributing to the national struggle for freedom and independence.

He noted that the workshop is not only a space for reflection but also a call for joint action, ongoing coordination, and experience-sharing with Palestinian unions to develop a unified union strategy based on the principles of solidarity, union democracy, rights protection, and sustainable development.

Al-Fanatseh expressed his hope that the workshop would mark the beginning of a new phase of union work rooted in strategic foresight and organized collective action. He also praised the efforts of the participants and the support of UNI Global Union and its Regional Coordinator for the Arab Region, Hatem Ewaini.

The workshop aimed to strengthen the unions’ capacities in strategic planning and facilitate the exchange of experiences and best practices in union work and organization, contributing to improved union performance and broader impact.



## **Public Services Union: Raising the Service Charge in Hotels Is a Positive Step—We Call for Inclusion of Restaurants**

The General Union of Workers in Public Services, Freelance Professions, Telecommunications, and Information Technology affirmed that increasing the service charge rate in the hotel sector to 7%, as per the official directive issued by the Prime Minister's Office late last week, is a positive step that contributes to improving workers' wages and living conditions. This comes after the rate had been reduced to 5% over the past five years as part of economic measures to address the repercussions of the COVID-19 pandemic.

In a press statement, Union President Khaled Abu Marjoub stated that the union made significant efforts to defend the rights of workers in the tourism sector—both in hotels and restaurants—and continued to advocate through various channels in hopes of reversing the decision to reduce the service charge.

He noted that the union had called for restoring the rate to 10%, as it was prior to the pandemic.

Abu Marjoub explained that the newly approved 7% service charge will be distributed as follows: 70% to workers and 30% as a loss compensation allocated to hotel owners.

He expressed regret that workers in tourist restaurants were not included in the decision to raise the service charge, which remains at 5% without any increase. He called for fair treatment for restaurant workers, similar to their counterparts in hotels, stating, "They all work in the tourism sector, and restaurant workers face equally difficult conditions. Keeping the service charge at 5% causes significant harm to them and negatively affects their economic and living conditions."

Abu Marjoub emphasized that the union will continue its efforts to defend the rights of its workers in the tourism sector, stressing that protecting workers' rights contributes to enhancing the quality of Jordan's tourism product and improving the services provided—ultimately benefiting the national economy.



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## **Fanatseh Participates in the Preparatory Meeting of **ITUC** Member Organizations on the Sidelines of the International Labour Conference**

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Geneva – Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, participated in the preparatory meeting of the International Trade Union Confederation (ITUC) member organizations, held on the sidelines of the International Labour Conference in Geneva.

The participants discussed the key challenges facing the labor movement at the international level, ways to strengthen labor solidarity, and the priorities for joint action in the upcoming period.

Attendees emphasized the importance of coordination among national trade unions in addressing global challenges during the conference, particularly those related to labor rights, social dialogue, and economic justice.

# **Al-Fanatseh: The National Employment Program Is a Key Step Toward Strengthening the Labor Market and Supporting Workers and Job Seekers**

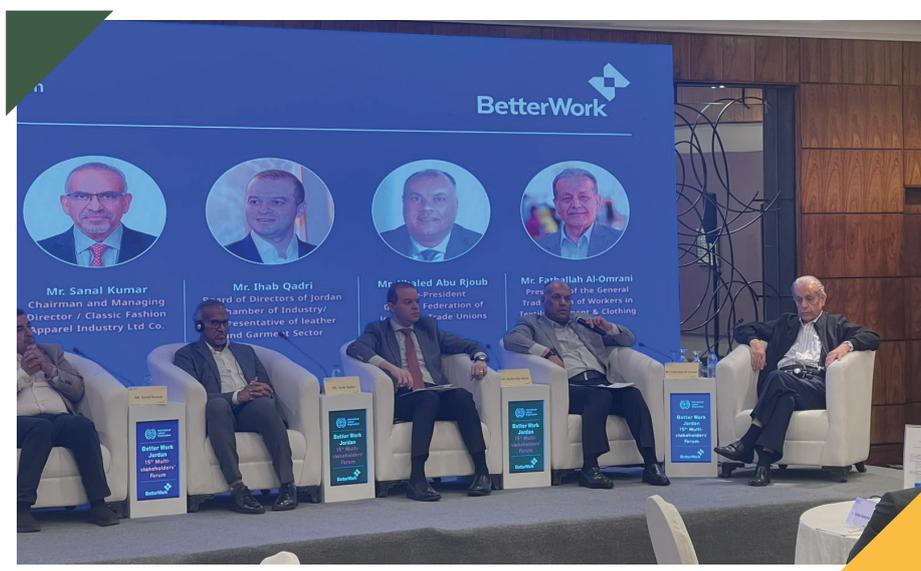


Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, stated that the National Employment Program represents a significant step toward enhancing the labor market and supporting workers and job seekers in our beloved homeland. His remarks came during an extended meeting with union leaders, the Director of the National Employment Program at the Ministry of Labor, Riyadh Shamout, and the Director of the Labor Relations Directorate, Adnan Al-Dahamsheh. The meeting aimed to explore mechanisms for benefiting from the program, which is implemented by the Ministry of Labor, and to explain its objectives and operational framework in a way that serves the interests of both workers and employers. Al-Fanatseh emphasized that this program is not merely a passing initiative, but part of a comprehensive national vision aimed at building a sustainable and equitable economy that provides decent job opportunities for all citizens. He affirmed that the Jordanian Labor Federation values this national program, which comes at a time when collective efforts are needed to reinforce economic and social stability.

One of the program's most important pillars, Al-Fanatseh noted, is wage support for employees—an essential component that helps ease the burden on employers while ensuring a dignified and stable life for workers. He added that the program focuses on creating job opportunities for job seekers, particularly youth, who represent the backbone of the future. He stressed the importance of ensuring that these opportunities are fair, aligned with their qualifications, and offered within safe and motivating work environments that respect their rights and enhance their capabilities. Al-Fanatseh called on all institutions and companies to actively cooperate with the program and adopt fair employment policies that contribute to improving labor conditions in the Kingdom. He also highlighted the importance of sustaining and continuously developing the program to respond to changes in the labor market. He reaffirmed the Federation's commitment to tirelessly defending workers' rights and ensuring a dignified life for them, based on the belief that workers are the foundation and cornerstone of the nation.

# Abu Marjoub: Launch of a Specialized Unit at the Federation Focused on Migrant Workers

Khaled Abu Marjoub, Vice President of the General Federation of Jordanian Trade Unions, affirmed that the Federation is working to strengthen its role as an inclusive umbrella representing all workers in the Jordanian labor market—both local and migrant. As part of its strategic plan for the coming years, the Federation has established a specialized unit dedicated to migrant worker affairs.



Abu Marjoub explained that the aim of this initiative is to improve access to marginalized groups of workers, enhance their representation within labor unions, and develop effective mechanisms for filing and following up on complaints.

According to a press release issued by the Federation, this announcement came during the Federation's participation in a seminar organized by the International Labour Organization's "Better Work" program, which also featured Fathallah Al-Emrani, President of the General Union of Workers in the Textile Industry.

Abu Marjoub highlighted the Federation's role in supporting migrant labor in the textile and garment sector—one of the largest sectors employing migrant workers from countries such as Bangladesh, Sri Lanka, India, and Nepal. This support includes activating the General Union of Textile Workers as a

representative body for migrant workers, collaborating with international organizations like the ILO and civil society groups to improve working and living conditions, establishing contact points within industrial cities to provide awareness and union services in multiple languages, and launching initiatives to train "migrant worker leaders" who serve as liaisons between workers and the Federation.

He emphasized the need to expand support to other economic sectors that rely heavily on migrant labor—such as agriculture and construction—by establishing dedicated units within relevant unions to address migrant worker issues, developing a union guide outlining migrant workers' rights across sectors, and launching media campaigns and educational workshops at workplaces.



## **Al-Fanatseh Discusses Ways to Support Jordan's Trade Union Movement with the International Labour Organization**

Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, met with Maria Helena André, Director of the Bureau for Workers' Activities (ACTRAV) at the International Labour Organization (ILO), in Geneva, Switzerland. The meeting was also attended by Mustafa Said, Senior Advisor for Workers' Activities in the Arab Region.

During the meeting—which included delegation members Khaled Al-Zayoud and Shatha Al-Aqayleh, along with Mustafa Said from the ILO's Bureau for Workers' Activities—the parties reviewed the Federation's key achievements over the past year and discussed prospects for future cooperation between the Federation and the ILO to support Jordan's trade union movement and strengthen its institutional capacities.

Al-Fanatseh expressed his appreciation for the ILO's continued support, particularly through its regional office "ACTRAV," emphasizing the importance of sustaining this collaboration to enhance the performance of trade unions in Jordan and to advance the protection of workers' rights.

The meeting also addressed progress made under the Federation's strategic plan, which included administrative restructuring, human resource development, and the implementation of an effective communication strategy. Tangible achievements were also noted in areas such as training and union networking.

Al-Fanatseh highlighted the Federation's recent focus on key issues including raising the minimum wage, institutionalizing social dialogue, and activating the role of unions within the Jordanian Parliament. He reaffirmed the Federation's commitment to advancing trade union freedoms and strengthening labor representation.

For her part, Maria Helena André reiterated the ILO's commitment to continued cooperation, especially in areas such as the transition to a green economy, empowerment of women and youth, and protection of migrant workers' rights.

The meeting concluded with a shared emphasis on the importance of the partnership between the Federation and the ILO.



## Coordination Meeting Between the Women's Committee and the International Labour Organization to Advance the Decent Work Program

A coordination meeting was held between Ms. Bushra Al-Salman, Chair of the Working Women's Committee at the General Federation of Jordanian Trade Unions, and representatives of the Decent Work Program at the International Labour Organization (ILO), Ms. Reem Aslan and Ms. Doaa Al-Ajarmeh, at the ILO's offices in Amman.

During the meeting, the participants discussed a draft joint action plan based on the strategic framework of the Working Women's Committee. Agreement was reached on several priority areas for collaboration within the scope of the Decent Work Program for women, aimed at strengthening women's roles in trade union activities and supporting their rights in the workplace.

This meeting comes as part of ongoing efforts to enhance the partnership between the General Federation of Trade Unions and the ILO, in alignment with the priorities of both the Women's and Youth Committees. It reflects the Federation's commitment to empowering diverse labor groups and promoting the principle of decent work for all.

# Electricity Workers' Union Holds Its First Workshop of 2025



The General Union of Electricity Workers in Jordan organized its first workshop of the year, titled Occupational Safety and Health, delivered by Engineer Huda Al-Kaswani. The workshop was held in cooperation with the Danish Trade Union Development Agency and included participation from a group of employees from the Jordanian Electric Power Company.



The workshop covered key concepts in occupational safety and health management, risk identification and assessment, control mechanisms within electricity companies, and internal auditing of safety and health systems. It also featured interactive discussions and various activities.

These workshops are part of the Arab-Danish Partnership Project (2023–2027), which is fully funded and supported by the Danish side. They align with the Union's strategic plan to expand labor training and education across all electricity companies in the Kingdom's various governorates. Fakhri Al-Ajarmeh, President of the Electricity Workers' Union and lead supervisor of the project, emphasized during the workshop that the Union

aims to train and educate the largest possible number of electricity workers on topics vital to their professional and personal development. These include the importance of trade unionism, labor law and its amendments, social security, occupational safety and health, among others. He also noted that the Union will activate the role of the Just Transition and Climate Change Unit during this year.

The project is overseen and coordinated by Union board members Mohammad Al-Nusairat and Moataz Al-Harasiseh. During 2023 and 2024, approximately 670 male and female employees from electricity companies were trained by a distinguished group of colleagues who were mentored under the methodology of the Danish Confederation of Trade Unions.

# 33 Complaints Filed Under the Better Work Program's Garment Sector Protection System



A recent report by the Better Work program revealed that 33 labor complaints were submitted through the Garment Sector Protection System during the first third of the current year.

Better Work is a joint initiative between the International Labour Organization (ILO) and the International Finance Corporation (IFC), designed to bring together stakeholders in the global garment industry to improve working conditions, promote respect for labor rights, and enhance competitiveness. Despite the program's efforts in collaboration with the Ministry of Labour and the ILO, low awareness of workers' rights remains one of the most pressing challenges—highlighting the urgent need for action to ensure labor justice.

The report also noted that only one case of non-compliance was escalated by the ILO in the garment sector during the first third of 2025.

According to the report, a total of 85 inspection visits were conducted during this period, including 69 advisory visits and 16 assessment visits to various establishments. Additionally, five recruitment reports were submitted by supervised factories.

The Tamkeen Legal Aid Organization emphasized the importance of strengthening complaint mechanisms through physical drop boxes or digital applications that facilitate the submission of grievances by workers—whether Jordanian or migrant. Such tools empower workers to voice their concerns effectively and without barriers.

Moreover, small and medium-sized factories operating under subcontracting arrangements face financial challenges that negatively impact workers, including delayed or incomplete wage payments. These issues often stem from late payments by primary suppliers, exacerbating the social and economic hardships faced by workers and affecting their basic living conditions.

To improve conditions in subcontracting factories, Tamkeen recommended establishing a legal framework—such as standardized employment contracts—that obligates factories and contractors to comply with regulations set by relevant authorities, including the Ministries of Labour, Industry and Trade, and the Jordan Customs Department. All stakeholders must consider workers' rights and working conditions across industrial sectors to ensure compliance and improve overall standards.

The Better Work program, established with support from the global initiative and funded by the Ministry of Labour and the United States Agency for International Development (USAID), is part of the national Decent Work Country Program agreed upon between the ILO and the Jordanian government. It encompasses a broad range of activities and labor-related issues.

# Sweeping Victory for Palestine at the International Labour Conference: Observer Status Sparks Celebration and Strengthens Global Solidarity



In a historic and unexpected triumph, the majority of participating countries at the 113th session of the International Labour Conference, currently taking place in Geneva, voted in favor of granting the State of Palestine “Observer Member” status at the International Labour Organization (ILO). The decision was met with widespread applause and celebrations throughout the conference halls, particularly among trade union delegations from around the world.

This vote is considered a major symbolic and political victory for the Palestinian people, especially amid complex political and humanitarian conditions, and the ongoing war in Gaza.

Shaher Saad, Secretary-General of the Palestine General Federation of Trade Unions (PGFTU), described the moment as “an exceptional day by all standards,” adding that the vote represents “a global endorsement of the justice of the Palestinian cause” and a message of reassurance to all Palestinians that they are not alone on the international stage. He stated, “Unity makes the impossible possible, and we thank all the social partners who supported this path.”

For his part, Luc Triangle, Secretary-General of the International Trade Union Confederation, called the

decision a “historic victory” and urged that it be used to strengthen international mediation efforts to end the war in Gaza. He emphasized, “War has brought nothing but destruction, and we will continue, as a global trade union movement, to fight for a just peace in the Middle East.”

Similarly, Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, noted that the Jordanian delegation worked intensively to rally support and votes for Palestine. He affirmed that this success reflects Jordan’s unwavering commitment—both people and leadership—to supporting Palestinian rights. “We sent a clear message that attempts to undermine Palestinian legitimacy will fail,” he said.

Hind Ben Ammar, Executive Secretary of the Arab Trade Union Confederation, expressed pride in the decision, stating, “Justice prevailed today, despite decades of occupation.” She added, “Palestine has never been and will never be alone. Attempts to bypass international legitimacy will never silence the voice of truth.”

This achievement is seen as a significant moral step toward international recognition of Palestinian rights

# Al-Fanatseh Meets with Director-General of the International Labour Organization



During his participation in the International Labour Conference in Geneva, Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, met with Gilbert Hougbo, Director-General of the International Labour Organization (ILO), to discuss a range of shared concerns.



Al-Fanatseh presented a summary of the Federation's achievements over the past year, highlighting key milestones from its strategic plan, including administrative and human resource restructuring, the launch of a communication and outreach strategy, and the implementation of a comprehensive training and education plan.

He also addressed several national labor issues, such as the minimum wage and amendments to the labor law.

He noted the activation of the Federation's governing bodies, including the Central Council, which convened for the first time in 25 years, as well as the revitalization of the Youth and Women's Committees. Al-Fanatseh expressed appreciation for the ILO's support of various projects in Jordan, commending the efforts of the Regional Office for Arab States in Beirut, led by Dr. Ruba Jaradat, and the ILO office in Amman. He voiced hope for continued collaboration in key areas such as just transition and the green economy, migrant and refugee workers, and the integration of women and youth into leadership roles within trade unions. He also emphasized the importance of expanding the National Decent Work Program and ensuring its timely implementation.



# Miners and Quarry Workers Union Signs Collective Agreement with Arab Potash Company Including New Worker Benefits



The General Union of Workers in Mines, Quarries, and Cement has signed a collective labor agreement with the Arab Potash Company (Public Shareholding), introducing new financial and non-financial incentives and labor benefits. The agreement will remain in effect for two years.

Al-Fanatseh described the agreement as a new labor achievement that reflects the cordial relationship between the Union and the Arab Potash Company.

The agreement includes an increase in monthly salaries, an increase in shift allowance for employees working on a shift system, and a one-time incentive grant. It also provides for the reclassification of employees on fixed-term contracts who have completed two years of actual service, based on criteria established by the Human Resources Department.



According to a statement issued by the Union, the agreement—signed by Eng. Shihadeh Abu Hdeib, Chairman of the Board of Directors, representing the company, and Khaled Al-Fanatseh, President of the Union and of the General Federation of Jordanian Trade Unions, representing the Union—aims to improve working conditions, enhance the living standards of employees, and maintain job security and stability. The agreement will benefit approximately 2,200 employees.

Under the agreement, the company will allocate an annual amount from its corporate social responsibility fund to support the post-retirement health insurance fund. It also raises the age limit for dependent daughters to access medical services to 30 years. Additionally, starting from the upcoming academic year, the company will offer a second annual scholarship program for employees, with up to 20 competitive scholarships, along with a one-time disbursement of 20 scholarships covering the previous and current academic years, subject to established criteria.

# Bank Workers' Union Organizes Specialized Training Course on Document Forgery Detection



The General Union of Workers in Banks, Insurance, and Accounting held a specialized training course at its headquarters for employees of Brink's Company, titled "Skills in Detecting Document and Currency Forgery, Anti-Money Laundering, and Counter-Terrorism Financing."

The training program was divided into two groups, with the first group having completed the course requirements. The sessions were delivered by expert trainer Mr. Amjad Atiyah.

At the conclusion of the training, Union President Mr. Samara Al-Khatib presented certificates to the participants.





## President of the Federation Participates in the Euro-Mediterranean Summit of Economic and Social Councils in Istanbul

Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, took part in the proceedings of the Euro-Mediterranean Summit of Economic and Social Councils and Similar Institutions, currently being held in Istanbul, Turkey.

Al-Fanatseh participated as the representative of the Workers' Group in his capacity as Vice President of the Economic and Social Council, within a delegation representing Jordan that also included Council

President Dr. Musa Shteiwi and lawyer Hussam Al-Khasawneh, alongside representatives from partner countries across the Mediterranean Basin.

The summit is discussing ways to strengthen regional cooperation in the fields of economic and social development, youth and civil society empowerment, and the exchange of expertise in addressing shared challenges



## **Labor Protests.. A Wide Gap Between Workers' Aspirations and Decision-Makers' Response**

A report issued by the Jordan Labor Observatory revealed that more than 80% of labor protests in Jordan during 2024 failed to achieve their demands, reflecting a clear gap between workers' aspirations and the responsiveness of decision-makers, amid a noticeable decline in the number of protests compared to the previous year.

The report indicated that threats faced by workers, weak union representation, and regional circumstances contributed to discouraging many employees from engaging in protests.

In response, the Ministry of Labour stated that it had handled dozens of labor disputes during the year, resolving most of them through collective agreements that covered thousands of workers, at a cost exceeding 30 million Jordanian dinars to companies.

The Ministry's spokesperson, Mohammad Al-Zyoud, said that the Ministry, through the Labour Relations Directorate, dealt with 35 labor disputes in 2024. He added that most of these disputes were resolved through the signing of collective labor agreements, benefiting more than 5,000 male and female workers, noting that the cost of these agreements to companies exceeded 30 million dinars.



## Clear Regulations Needed

For his part, Khaled Abu Marjoub, Vice President of the General Federation of Jordanian Trade Unions, stressed that creating an environment that guarantees freedom of expression and organized oversight—allowing for a balance between protecting fundamental rights and freedoms and ensuring societal stability and public order—requires establishing legislative and regulatory frameworks that safeguard freedom of association and expression, while setting clear and specific limits to prevent the misuse of these freedoms through strikes and protests.

Abu Marjoub added that such a balance can create a safe environment in which workers can demand their rights without fear of punishment or arbitrary dismissal, which some companies and institutions practice. He emphasized the need for a clean and safe work environment that enables direct communication with workers, understanding the reasons behind protests or strikes, and addressing them—most often related to low wages and the absence of social protection.

He stressed that the labor market needs a comprehensive reform campaign starting with both employers and workers, aimed at creating the necessary balance between what workers need for a decent life and what employers seek in terms of profits—without this coming at the expense of workers' rights. He pointed out that such a balance must be supported by legislation and laws that enable union organization and encourage workers to join trade unions.

## Figures and Indicators

The annual report issued by the Jordan Labor Observatory, affiliated with the Phenix Center for Economic and Informatics Studies, showed that 80.4% of labor protests carried out in Jordan during 2024 did not achieve their demands, reflecting weak official responsiveness and a widening gap between workers and decision-makers.

A total of 51 protests were recorded during the year—a 42.6% decrease compared to 2023—continuing a downward trend that began more than a decade ago.

The report attributed this decline to threats faced by workers when demanding their rights, weak union frameworks, direct pressures or unfulfilled promises, as well as the political situation related to the Israeli aggression on Gaza, which led many to suspend planned actions in solidarity with Palestinians.

Low wages and delayed payments topped the list of protest causes at 35.3%, followed by objections to work systems and procedures, and then arbitrary dismissal. The majority of protests occurred in the private sector (39.2%), followed by the public sector and retirees.

The report called for improving oversight mechanisms and ensuring freedom of expression and union organization, stressing that the decline in the number of protests does not necessarily reflect an improvement in the work environment, but may instead indicate a climate of deterrence and restriction that must be addressed as part of comprehensive labor market reform.

# Public Services Union Issues Report on the Situation of Female Secretarial Workers

## Secretarial Sector: Violations of Labor Rights and Absence of Decent Work Standards

The General Union of Workers in Public Services, Freelance Professions, Telecommunications, and Information Technology has revealed a series of challenges and violations in the work environment and conditions faced by women working in the secretarial sector—constituting infringements on rights guaranteed by law and threatening job security and stability.

A specialized report issued by the Union, titled “The Situation of Female Workers in the Secretarial Sector in Jordan”, found that the majority of women in this profession endure extremely difficult working conditions that lack the standards of decent work and the labor rights guaranteed by law. The findings were based on labor complaints received by the Union, violations it documented, and interviews conducted with women working in the sector.

Union President Khaled Abu Marjoub stated that the report highlights the significant gap between what the law stipulates and what is actually practiced on the ground—whether in relation to labor rights such as social security enrollment, wages, and working hours, or to working conditions and terms of employment. He added that empowering this segment of women, protecting them from violations, and providing a fair and safe work environment not only benefits the workers themselves but also enhances institutional productivity, labor market stability, and social justice.

Abu Marjoub stressed that addressing the issues and challenges outlined in the report requires cooperation among all three production parties

(government, employers, and the union), in addition to other key stakeholders such as professional associations, civil society organizations, and the media. Such cooperation would ensure protection for women in the sector and guarantee them a safe and decent work environment.

The report identified low wages as one of the most pressing challenges in the secretarial sector, noting that a large proportion of workers still earn below the minimum wage of 290 Jordanian dinars—a widespread phenomenon in the sector. It also pointed to the absence of social protection, with many employers evading their obligation to enroll workers in the Social Security Corporation.

The report further noted that female secretarial workers face gender-based discrimination in employment opportunities, as well as wage discrimination for work of equal value—violations of the Labor Law, which, following its 2019 amendments, explicitly defined wage discrimination. In addition, many women reported repeated incidents of verbal or physical harassment by colleagues or clients.



Other labor violations cited in the report include excessive working hours beyond the legal limit without overtime pay, and denial of official holidays—where workers are compelled to work on public holidays declared by the Prime Minister’s Office for religious, national, or emergency occasions, again without overtime compensation.

The report also highlighted the assignment of tasks outside the scope of the profession and the absence of formal employment contracts. Many workers are hired verbally without a written contract, weakening their position in cases of rights violations or when filing complaints. Even when contracts exist, they are often vague or lack essential legal protections such as provisions on leave entitlements and working hours.

It further noted that most female workers are unaware of their legal rights under the Jordanian Labor Law, making them more vulnerable to exploitation and rights violations by employers. Cases of arbitrary dismissal and termination without legal justification have also increased, particularly after workers request maternity leave, object to working conditions, or demand improvements.

The report recommended strengthening oversight and increasing inspections by the Ministry of Labour and the Social Security Corporation—particularly regarding social security evasion and non-compliance with the minimum wage. It also called for activating safe and effective complaint mechanisms through the Himaya platform and other reporting channels, and for launching social security inclusion programs that offer incentives to employers to facilitate enrollment, similar to protection programs introduced by the Corporation in recent years. The report stressed the need for cooperation and coordination with employer representative bodies in the service, commercial, and professional sectors.

Finally, the report urged enhancing partnerships with civil society organizations and collaborating with relevant stakeholders to design empowerment and support programs targeting women in the sector, aimed at improving working conditions. It also recommended launching awareness and education campaigns, implementing joint initiatives and programs, and conducting regular field research to better understand the sector and provide accurate data about it.

# Electricity and Water & Agriculture Unions Organize Blood Donation Campaign at “Baladna” Jordan Dairy Company



The General Union of Workers in Water, Agriculture, and Food Industries, in cooperation with the General Union of Electricity Workers, organized a blood donation campaign at the premises of the Jordan Dairy Company “Baladna,” in coordination with the Jordan Blood Bank of the Ministry of Health.

Organizers of the campaign emphasized that blood donation is one of the noblest forms of giving, especially in light of the ongoing need to strengthen the reserves of the national blood bank. They noted that this initiative will be continued at other workplaces in the future.



This initiative stems from the trade unions’ commitment to their social and humanitarian role, and their ongoing efforts to contribute to supporting state institutions and promoting the values of solidarity and mutual support within the community.



The campaign began with a Qur’anic verse embodying the spirit of humanitarian work: “And whoever saves one life – it is as if he had saved all of mankind” [Qur’an 5:32], highlighting the value of blood donation in saving lives and fostering the spirit of humanity



## **120 Labor Claims Filed with the Wages Authority at the Ministry of Labour During the First Half of the Year**

During the first half of the current year, the Wages Authority Unit at the Ministry of Labour recorded 120 labor claims, of which 97 were adjudicated within the same period.

The Ministry's spokesperson, Mohammad Al-Zyoud, told the Jordan News Agency (Petra) that the Unit also resolved 12 claims filed in 2024, in addition to one claim dating back to 2023.

He explained that the Wages Authority Unit was established under Article (54) of the 1996 Labour Law and its amendments, and is responsible for handling labor cases within the Capital Governorate. The Minister may appoint, in a specific area, a wages authority composed of one or more individuals with expertise and specialization in labor affairs.

Al-Zyoud noted that the Wages Authority reviews labor claims related to wages, including underpayment, unlawful deductions, delayed payment, non-payment of overtime wages, or any wage discrimination for work of equal value. Such cases are handled on an expedited basis, and a worker may file a claim while still employed or

within six months of leaving the job if the termination was initiated by the worker.

He added that the Unit also conducts mediation, upon the worker's request, to resolve disputes with the employer, provided that the mediation takes place within six months of the end of employment. Claims are reviewed in the presence of both parties or their representatives; if the claimant worker is absent, the case is dismissed, while if the employer is absent, the case proceeds in their absence and a decision is issued against them. Such decisions may be appealed to the Court of Appeal within ten days of notification if the amount awarded to the worker exceeds 100 Jordanian dinars.

Al-Zyoud stressed that the Wages Authority's decisions are enforced by the competent enforcement departments as if they were rulings issued by regular courts, provided that the awarded amounts are not subject to installment payments. Claims filed by workers to the Wages Authority, as well as its decisions submitted for enforcement, are exempt from fees and stamp duties.



## **Labor Agreement** Between the Air Transport & Tourism Union and Aviation Handling Services to Improve Employee Wages

The General Union of Air Transport and Tourism Workers has signed a new labor agreement with Aviation Handling Services (Menzies) at the Ministry of Labour headquarters, in the presence of representatives from both parties.

This agreement comes in response to the Union's demands to improve working conditions and enhance employee benefits at the company. Under the agreement, wages will be increased by 3% of the salary, with a minimum raise of 20 Jordanian dinars and a maximum of 30 dinars.

According to the terms of the agreement, the wage increase will take effect starting from July 2025 and will apply to all employees covered by the agreement.

In its statement, the Union affirmed that this step is part of its ongoing efforts to improve the conditions of workers in the air transport and tourism sector and to safeguard their professional and living rights, praising the company's cooperation and responsiveness to workers' demands.



## **214 Labor Complaints Filed Against Establishments Failing to Comply with Minimum Wage**

During the first five months of the current year, a total of 214 labor complaints were submitted through the “Himaya” platform regarding non-compliance by some private sector establishments with the minimum wage.

The Ministry of Labour’s spokesperson, Mohammad Al-Zyoud, told the Jordan News Agency (Petra) that 98% of the complaints related to minimum wage violations have been resolved.

He stressed that verifying establishments’ compliance with the minimum wage is a top priority for the Ministry, whether through inspection visits or via complaints submitted by private sector workers through the “Himaya” electronic platform.

Al-Zyoud urged all private sector workers—male or female—whose employers are not paying the minimum wage to file a labor complaint through the platform, noting that it offers a confidentiality option. He clarified that the complaint should be categorized specifically as “non-compliance with the minimum wage” rather than “non-payment of wages.”

He explained that Article 46 of the Labour Law stipulates that a worker’s wage and overtime pay must be paid by the employer within no more than seven days from the due date.

Al-Zyoud also pointed out that the decision of the Tripartite Committee for Labour Affairs to raise the minimum wage came into effect at the beginning of 2025, setting it at 290 Jordanian dinars per month, regardless of the method of wage payment.

He added that Article 53 of the Labour Law imposes penalties on establishments that fail to comply with the minimum wage, including a fine of no less than 500 dinars and no more than 1,000 dinars for each case in which an employer pays less than the prescribed minimum. Employers are also required to pay the wage difference, and the penalty is doubled in the event of repeated violations.

# Al-Fanatseh Stresses the Importance of Developing Legislation to Ensure Justice and Equality for Working Women



Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, emphasized the importance of developing the Jordanian Labour Law to ensure justice and equality for women in the workplace. He called for strengthening legal provisions that protect women from discrimination and workplace violence, and for providing flexible and safe working conditions that encourage their participation in the labor market.

Al-Fanatseh explained that women's economic empowerment begins with clear and fair policies that grant them their full rights without discrimination—an approach that supports economic development and achieves national objectives in this regard.

His remarks came during his participation in an awareness conference for youth organized by the Your Voice is Your Right initiative in Ajloun Governorate, under the title "Youth to Raise Awareness on Violence Against Women." The event was held within the framework of the United to Confront Violence Against Women During and After the COVID-19 Pandemic project, funded by the UN Trust Fund and implemented by the Solidarity Is Global Institute (SIGI) in partnership with the Nesmat Khair Charity Association.

MP Ayatollah Freihat stated that Jordan is among the countries that support women's rights and empowerment through legislation and policies that enhance their participation in various fields. He noted that Jordanian women have proven their competence in multiple positions, and that support for them should go beyond slogans to be translated into real opportunities and equality in rights and responsibilities.

Activist Hummam Freihat pointed out that the initiative serves as an awareness platform aimed at empowering women and girls legally and socially by raising awareness, providing education, and creating a safe space for expressing their rights.

The conference included a panel discussion titled "Women's Empowerment and Their Societal Roles," featuring Dr. Insaf Al-Momani, an expert in women's and family studies; Eng. Sama Sukkar, a member of the Amman Governorate Council; and activist Maha Al-Khalayleh. The speakers addressed key legal and social challenges facing women, the importance of women's representation in local councils, and the role of enlightened religious discourse in supporting women's rights and combating violence.



## Labor Federation Participates in Workshop on “Promising Labor Market” Campaign

Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, participated in a workshop organized by the Ministry of Labour in cooperation with the Jordan Chamber of Industry, as part of the Ministry’s campaign titled “Promising Labor Market.” The event saw notable attendance from presidents of various labor unions.

The workshop addressed the Jordanian Labour Law—specifically provisions on working conditions and terms of employment—as well as the electronic services and systems available at the Ministry of Labour. It also included an overview of the National Employment Program, the Central Employment Directorate, and the services they provide within the Ministry.

# **Al-Fanatseh: It Is the Government's Duty to Inspect and Penalize Any Establishment That Fails to Comply with the Minimum Wage**



Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, stressed that it is the government's responsibility—through the Ministry of Labour—to conduct inspection tours and penalize any establishment that does not comply with the minimum wage. Speaking on the program "With Your Voice" hosted by Amer Al-Rajoub on Ain FM, Al-Fanatseh noted that the Ministry of Labour had revealed that 240 establishments failed to implement the increase in the minimum wage to 290 Jordanian dinars. He explained that the Military Retirees Foundation had raised the minimum wage retroactively from January 1, 2025, after initially delaying the adjustment in the first months of the year. He pointed out that some institutions remain non-compliant, despite the fact that the wage level is already low and unacceptable.

Al-Fanatseh emphasized the need for the government to monitor service companies—both in hospitals and other sectors—particularly as some attempt to circumvent the law by not paying the minimum wage and failing to remit social security contributions. He called on the government to directly deduct employees' social security contributions from such companies and ensure they are transferred to the Social Security Corporation.

He confirmed that he receives daily complaints related to non-compliance with the minimum wage and the non-payment of social security contributions. He likened social security evasion to tax evasion, but warned that it is even more dangerous.

Legal advisor Maryam Al-Talbouni stated that failure to comply with the minimum wage is a clear violation of the law, noting that the Ministry of Labour fines non-compliant employers no less than 500 dinars and no more than 1,000 dinars.

Speaking on the same program, Al-Talbouni explained that the employer is responsible for paying the minimum wage and fulfilling social security obligations. If the worker is still employed, they should file a complaint with the Social Security Corporation, which will investigate and require the company to pay outstanding contributions along with a fine. If the worker has left the job, they may file a complaint within six months of leaving.

Ahmad Awad, Director of the Phenix Center for Economic and Informatics Studies, said there are ways to ensure that institutions pay their employees' social security contributions, especially in vulnerable sectors. He noted that there has been a marked improvement in recent years in the number of social security subscribers.

Awad stressed that the goal is to develop more effective tools to ensure that all workers in Jordan are registered with the Social Security Corporation, calling for a requirement that no business license be issued without a social security registration number. Awad concluded by stating that social protection is a safety valve for any country in the world, emphasizing the need for a comprehensive database of all workers in Jordan within the social security system.

# The General Discusses Future Cooperation with Friedrich Ebert Foundation



Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, met with Sven Schwersensky, Director of the German Friedrich Ebert Foundation, to discuss avenues of cooperation and coordination in the coming period, as part of the Federation's strategic plan.

According to a press release issued by the Federation, Al-Fanatseh, during his visit to the Foundation's headquarters, praised the support provided by Friedrich Ebert for the Federation's education and training programs, and commended its efforts in producing the first dedicated training manual for the General Federation, with full support from the Foundation.

For his part, Schwersensky expressed his appreciation for the Federation's visit to the Foundation's offices—the first of its kind by a Federation president in years—affirming the Foundation's readiness to provide technical cooperation to promote transparency, social justice, and decent work for all workers in Jordan.

The meeting was attended by Nezam Qahoush, Advisor to the General Federation, and from the Friedrich Ebert Foundation, Program Director Yousef Ibrahim and Program Coordinator Israa Abu Hussein.



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# Collective Labor Agreement Between Jordan Steel Company and the Miners and Quarry Workers Union to Safeguard Workers' Rights and Improve the Work Environment

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Meltshop • Rolling Mill • Cut & Bend • Wire Mesh

Jordan Steel Public Shareholding Company has signed a collective labor agreement with the General Union of Workers in Mines and Quarries, aimed at consolidating labor rights and achieving greater professional and social stability for the company's employees. The agreement was signed in the presence of representatives from both parties and a Ministry of Labour delegate. Signing on behalf of the company was Chairman of the Board Dr. Mustafa Yaghi, while the Union was represented by its President, Khaled Al-Fanatseh, along with several worker representatives whose names appear in the annex attached to the contract. The agreement is based on the provisions of Jordanian Labour Law No. (8) of 1996 and its amendments, and was the result of a positive dialogue between the two sides, taking into account the company's specific operational circumstances, particularly at the Ramtha plant.

Both parties affirmed that the signing of this agreement aims to strengthen the spirit of partnership between management and workers, and to ensure the continuity of work and production amid the challenges facing the company.

The agreement includes several provisions confirming the company's commitment to the rights of both current and former employees. Jordan Steel agreed to include all workers listed in Annex No. (1), as well as those who had previously left the company voluntarily or whose contracts had ended for any reason, under the terms of this collective agreement.

This step is considered a move toward rectifying the status of former workers who had not received their entitlements at the time. The company also committed to paying the financial entitlements of the workers listed in the annex in installments, by providing a monthly payment of 100 Jordanian dinars to each worker starting from October 1, 2025. These payments will be delivered to the General Union via checks issued in the names of the beneficiaries, and the Union will in turn disburse the amounts to the workers as appropriate.

In addition, the agreement stipulates that the company will pay an additional amount of 100 Jordanian dinars to each worker listed in Annex No. (1), to be disbursed in a single payment along with their entitlements no later than July 6, 2025.

The contract is effective from the moment it is signed and approved by the Ministry of Labour. A copy has been officially deposited with the Ministry and will be registered in the official record of collective agreements. Annex No. (1), with all the names it contains, is considered an integral part of this agreement and may not be separated from it.

The signing ceremony was attended by a representative of the Ministry of Labour, members of the Parliamentary Labour Committee, and representatives of the workers and the Union—underscoring the importance of partnership between private sector institutions and labor unions in promoting social justice and job stability.



## Representing the Arab Trade Union Confederation Al-Fanatseh Participates in Regional Meeting on Migration

**Al-Fanatseh Highlights the Arab Center's for Migrant Workers Experience and Stresses the Importance of Joint Action to Protect Migrant Workers' Rights**

Khaled Al-Fanatseh, Vice President of the Arab Trade Union Confederation and President of the General Federation of Jordanian Trade Unions, participated in the Regional Meeting on Migration organized by the International Trade Union Confederation – Asia-Pacific (ITUC-AP), held in Jakarta, Indonesia.

The meeting, which was also attended by the Migrant Workers' Officer at the General Federation of Jordanian Trade Unions, addressed issues related to organizing migrant workers and developing joint trade union action plans to address the violations they face.

Speaking on behalf of the Arab Trade Union Confederation, Al-Fanatseh presented the experience of the Arab Center for Migrant Workers Support, affiliated with the Confederation, and its work in defending the rights of migrant workers in the Kingdom of Saudi Arabia—particularly Asian workers, who constitute around 43% of the migrant workforce there. He noted that the Center is both a trade union and human rights entity, and in a short time has become a pivotal tool for defending migrant workers' rights, especially in Gulf receiving countries.

Al-Fanatseh reaffirmed the Arab Trade Union Confederation's commitment and full readiness to strengthen trade union coordination at both the regional and international levels to protect migrant workers' rights. He stressed that the Center's experience has proven that cooperation between countries of origin and destination is not only possible but is an essential prerequisite for building effective mechanisms to protect migrant workers.

He explained that the Center is a pioneering initiative launched in 2019 by ITUC-AP and its member unions in response to the urgent need to protect Asian migrant workers in destination countries. Jordan hosted the Center's first pilot project for two years, during which it provided direct support to hundreds of workers in Jordan—particularly domestic workers. Regarding the complaint submitted by the President of the African Trade Union Organization during the 113th Session of the International Labour Conference against Saudi Arabia, Al-Fanatseh clarified that the Arab Trade Union Confederation did not support the complaint, as it was submitted unilaterally without any consultation or coordination with the Confederation—constituting a procedural breach in handling such matters.



## The General Federation Participates in Launch of Policy Paper on Strengthening **the Rights of Cancer Patients**

Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, took part in the launch of a policy paper titled “Enhancing the Rights of Cancer Patients and Their Caregivers within the Legal Framework of the Jordanian Labour Law and Social Security Law.” The event was organized by the King Hussein Cancer Foundation in cooperation with the International Labour Organization (ILO), and attended by Mohammad Ghanem, President of the General Union of Workers in Health Services and Pharmaceutical Industries, and the Union’s Vice President, Mahmoud Samhan.

The policy paper aims to shed light on the challenges related to job security for this segment of society, highlight existing legal gaps in relevant Jordanian legislation, compare them with international

standards and best practices, and propose policy and legislative alternatives that can be implemented to protect cancer patients and their family caregivers in the Jordanian labor market.

The paper identified several legislative gaps in the Jordanian Labour Law, including:

### 01

Articles (14), (27), and (28) of the Labour Law contain no provisions prohibiting the dismissal of cancer patients during treatment or extended absences resulting from it, leaving them vulnerable to termination on health grounds.

02

The Labour Law does not explicitly prohibit discrimination based on health status, allowing room for discriminatory practices in hiring, promotion, and task allocation.

03

Under Article (65), sick leave is limited to 14 days, extendable to 28 days in cases of hospitalization—insufficient for cancer cases that may require months of treatment.

04

There are no provisions obligating employers to provide flexible work arrangements, despite the adoption of the Flexible Work Regulation in 2024, which remains weakly enforced due to the requirement of employer approval.

05

The Labour Law does not grant family care leave for workers with relatives suffering from non-communicable diseases, including cancer, forcing many—especially women—to leave their jobs or reduce working hours without legal protection.

06

The Labour Law does not recognize cancer as a cause of disability or within disability employment systems, depriving patients of rights guaranteed to other groups.

07

The law does not provide for special arrangements upon return to work, such as part-time work or remote work, as recommended by the ILO.

08

Occupational safety and health regulations, risk assessments, and hazard prevention measures do not address cancer as an occupational risk, nor do they provide specialized protections for this group.

### **Regarding legislative gaps in the Social Security Law, the paper noted:**

01

The Jordanian Social Security Law contains no clear provisions guaranteeing financial compensation for cancer patients during work interruptions caused by treatment, underscoring the need to strengthen social protection for this group to ensure their livelihood stability and mitigate the health and economic impact of long-term treatment. Articles (25), (29), and (30) do not provide compensation for disability resulting from non-communicable diseases such as cancer, except when a direct link to the work environment is proven.

02

The law requires proof of a direct causal relationship between the illness and occupational conditions or work environment to qualify for disability or work injury compensation due to cancer—posing a significant challenge in cases where such a link is difficult to establish.

03

The maximum period for unemployment benefit payments is six months, which is insufficient for lengthy chemotherapy treatments when a worker must leave employment for medical care.



## **The General Federation Participates in Session on Inclusion of Persons with Disabilities in the Garment Sector**

Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, took part in a panel discussion organized by the Higher Council for the Rights of Persons with Disabilities in partnership with the International Labour Organization (ILO), under the title: "Promoting the Inclusion of Persons with Disabilities in Jordan's Garment Industry."

The session saw active participation from the General Union of Textile Workers and featured the launch of a specialized study conducted by the Phenix Center on the situation of workers with disabilities in Jordanian factories. The study was carried out within the framework of the Better Work Jordan (BWJ) program, a joint initiative between the ILO and the International Finance Corporation (IFC).

# Jordanian Trade Union Federation Welcomes Delegation from Kuwait's Ministry of Electricity and Water Workers' Union



Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, received a delegation from the Ministry of Electricity and Water Workers' Union of the State of Kuwait at the Federation's headquarters in Amman, in the presence of Fakhri Al-Ajarmeh, President of the General Union of Electricity Workers in Jordan.

The visit came at the invitation of the General Union of Electricity Workers in Jordan to sign a joint cooperation protocol between the Kuwaiti Ministry of Electricity and Water Workers' Union and the Jordanian General Union of Electricity Workers.

Al-Fanatseh praised the visit, describing it as a reflection of the deep fraternal ties between the Jordanian and Kuwaiti peoples. He reaffirmed the Federation's commitment to strengthening Arab trade union cooperation and emphasized the importance of exchanging experiences in trade union and professional fields.

For his part, Al-Ajarmeh expressed his aspiration to enhance joint cooperation, exchange expertise, and



activate the role of Arab trade unions in improving workers' living standards and defending their rights. He noted that the mission of the General Union of Electricity Workers is to raise workers' efficiency and improve working conditions through updating and developing labor legislation and concluding collective agreements via social dialogue.

The Kuwaiti delegation included Union President Duaj Al-Azmi, along with board members Falah Al-Mutairi, Mishari Al-Khashm, Fayez Al-Azmi, and Mahdi Al-Dosari.

At the conclusion of the meeting, the two sides exchanged commemorative shields, underscoring the depth of relations.



## Jordanian Trade Union Federation Rejects Any Undermining of Social Insurance and Calls for Fair Social Security Reforms

The General Federation of Jordanian Trade Unions affirmed that the social insurance benefits provided under the current Social Security Law for workers in both the public and private sectors are acquired rights, representing the fruit of long-standing struggles by the Jordanian labor movement. These benefits, the Federation stressed, must not be viewed as financial costs subject to reduction or rollback under any pretext, reiterating its rejection of any move to diminish or undermine their core provisions.

In a press statement, the Federation emphasized that the social security system is one of the main pillars of social protection in Jordan and constitutes a national achievement that must not be compromised or subjected to frequent amendments, especially within short timeframes.

### **The statement reads as follows:**

The General Federation of Jordanian Trade Unions is closely following discussions regarding the government's intention to amend the Social Security Law. In this context, the Federation affirms that the social security system is a cornerstone of social protection in Jordan and a national achievement that must not be undermined or subjected to repeated amendments, particularly over short periods.

The Federation stresses that the social insurance benefits provided under the current law for workers in both the public and private sectors are acquired rights, the result of decades of labor struggle, and must not be treated as financial burdens to be reduced or withdrawn under any justification. The Federation firmly rejects any approach aimed at reducing these benefits or altering their essence.

At the same time, the Federation recognizes the importance of developing the Social Security Law to ensure the sustainability of the fund, believing that this can only be achieved through an inclusive national dialogue involving all relevant stakeholders—foremost among them the labor unions—to guarantee that reforms are fair, balanced, and preserve workers' interests and social justice.

Among the Federation's top priorities is expanding social security coverage to include all workers in the labor market, both Jordanians and non-Jordanians, particularly those in the informal sector, self-employed workers, and platform-based workers. The absence of these groups from the insurance system is one of the most significant challenges to the sustainability of social security.



The Federation calls for the development of flexible, low-cost contribution mechanisms that enable these groups to join the system without undue financial burden, with the government playing a supportive role in encouraging their inclusion.

It also stresses the need for clear and precise regulations governing early retirement, ensuring it is only pursued at the worker's own request and without coercion or forced referrals from any party, whether in the public or private sector. Unregulated expansion of early retirement has harmed the system, drained its resources, lowered pension incomes, increased poverty rates among retirees, and driven many back into the labor market—contributing to higher unemployment rates.

Regarding the management of the Social Security Corporation, the Federation underscores the importance of strengthening the institution's independence

and ensuring the neutrality of its decisions, particularly investment-related ones, while subjecting it to effective oversight and institutional accountability. This must be done without undermining the representative structure of its current Board of Directors, which includes representatives of the government, employers, and workers.

The General Federation of Jordanian Trade Unions reaffirms its commitment to defending the interests of the working class and upholding a fair, inclusive, and sustainable social security system. It calls for safeguarding the system from any internal or external pressures that could weaken it, and for adopting a reform approach focused on expanding coverage, enhancing protections, and improving benefits—rather than reducing rights or shifting the burden of financial or administrative crises onto workers.

# Housing Bank Crowned Champion of the Union's Annual Six-a-Side Football Tournament



The events of the Union's annual six-a-side football tournament concluded with the final match held at Al-Ahli Club's fields between the Housing Bank team and the Capital Bank team. The match was attended by Mr. Tamer Ghazaleh, CEO of Capital Bank, and Mr. Ahmad Khudr, Deputy General Manager of Housing Bank, along with a number of senior managers and officials from both banks, as well as a large crowd of spectators.

**The match ended with the Housing Bank claiming victory with a score of 3-1, following a high-performance game from both teams.**



At the end of the match, Union President Samara Al-Khatib presented medals and the second-place trophy to the Capital Bank team, and the championship trophy to the Housing Bank team. The award for Best Goalkeeper went to Ibrahim Fatafteh from Capital Bank, while the Best Player award was given to Anas Bajali from the Jordan Kuwait Bank.

The final was officiated by international referees Ahmad Abu Khdeijah and Fathi Al-Arabiyyat.



# The General Federation Launches Official Website and Showcases Strategic Plan Achievements



The General Federation of Jordanian Trade Unions has announced the launch of its official website, part of its 2025–2027 Communication Plan, aimed at strengthening communication channels and providing digital tools to serve workers and members.

The announcement came during a ceremony organized by the Federation, attended by representatives of international organizations, civil society institutions, and the Ministry of Labour, along with presidents of the trade unions.

In his speech at the event, Federation President Khaled Al-Fanatseh described the website launch as a pivotal step in the Federation’s institutional modernization and comprehensive reform process. He said it crowns ongoing efforts toward development, openness, and effective engagement with workers and the broader social and national environment, in line with the Federation’s reform strategy to build a modern and effective union.

Al-Fanatseh added that the challenges facing workers today require a reassessment of tools and mechanisms, making the communication plan a vital instrument for strengthening the relationship between the Federation and workers, enhancing transparency, and providing permanent channels for interaction and dialogue.

He stressed that it is no longer acceptable for trade union institutions to remain traditional in their discourse or limited in their tools. The Federation’s digital platform, he noted, marks the beginning of a broader path toward digitizing trade union work, developing the Federation’s information infrastructure, including data archiving, facilitating access to information, and improving the quality of services offered to workers and members.

Al-Fanatseh expressed appreciation for the efforts of the Federation’s supporting and partner organizations, particularly the International Labour Organization and the Friedrich Ebert Foundation, for their active role in supporting the Federation’s reform journey in various fields, including the communication plan.



For his part, Federation Advisor Nezam Qahoush presented an overview of the Federation's strategic plan achievements, which included: developing skills through labor training and education programs; implementing a comprehensive administrative restructuring; integrating women and youth into trade union work through targeted training programs; reviving constructive cooperation with international organizations with full transparency and good governance to diversify funding sources; and preparing the communication strategy.



Engineer Qusai Shaheen from Shaheen Information Technology Company presented the new website ([www.gfjtu.org](http://www.gfjtu.org)), highlighting its main sections and content, as well as its features, including the ability to upgrade both content and design, submit labor complaints, and receive feedback on labor-related issues.



## 24% Growth in First Half of 2025



### Miners and Quarry Workers Union Commends “Jordan Phosphate Mines” for Achieving **250 Million Dinars in Profits**

The General Union of Workers in Mines and Quarries in Jordan praised the achievements of the Jordan Phosphate Mines Company, which recorded net profits after tax of 250.13 million Jordanian dinars by the end of the first half of 2025—representing a 24% growth compared to the same period last year.

In a letter addressed to the company’s Chairman of the Board, Dr. Mohammad Thneibat, and CEO Eng. Abdulwahab Al-Rawad, Union President and President of the General Federation of Jordanian Trade Unions, Khaled Al-Fanatseh, stated that the company’s qualitative achievements in production, exports, and financial performance are a direct reflection of prudent management, successful policies, meticulous strategic planning, close follow-up, and optimal investment of national resources.

Al-Fanatseh expressed the Union’s pride in these results, which confirm that the company is on the right track, has regained its position in the global phosphate market, and has become one of the leading national companies supporting the Jordanian economy.

He stressed the importance of the constructive and fruitful partnership between the company’s management and the Union, which serves as a national model of joint and responsible action—balancing the protection of workers’ rights with the stability, success, and continued achievements of the company.

Al-Fanatseh also expressed the Union’s appreciation to all employees at the company’s work and production sites, commending their dedication, loyalty, and commitment to advancing and prospering the company.

## Abu Marjoub: 7,000 Daily-Wage Workers in Municipalities Need Job Justice



Khaled Abu Marjoub, Acting President of the General Union of Workers in Municipalities and the Greater Amman Municipality, sent a letter to Minister of Local Administration Eng. Walid Al-Masri, calling for the regularization of daily-wage workers in municipalities through the issuance of a ministerial decision setting a binding timeline for the start of actual regularization, and the inclusion of the necessary budget allocations in the 2026 fiscal year.

The letter reiterated the Union's demand to achieve job justice for approximately 7,000 workers who have been employed for many years in various municipalities across the Kingdom "without being granted permanent status or the minimum levels of job fairness or professional recognition—especially as they work under unstable conditions, with low wages and no job security."

The letter stated: "We, at the Union of Workers in Municipalities and the Greater Amman Municipality, out of our commitment to the security of the nation and its citizens, have begun to sense growing discontent among this segment of workers. Therefore, we hope, as quickly as possible, to regularize all current daily-wage workers in municipalities without exception or delay, and to issue a clear and explicit ministerial decision setting a binding timeline for the start of actual regularization, with the necessary allocations included in the 2026 budget, without citing any financial or administrative obstacles."

According to the letter, the Union expressed its hope for a swift and positive response to this fair demand, which would enhance job justice, improve the efficiency of municipalities, align with the state's direction in administrative reform and public sector development, and ensure a fair and motivating work environment.



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## **The General Federation Urges Social Security Board to Raise Retirement and Disability Pensions**

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**Al-Fanatseh: Low Retirement and Disability Pensions Violate Social Justice – Increasing Them Requires No Legislative Amendment**

Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, sent a letter to Dr. Khaled Al-Bakkar, Chairman of the Board of Directors of the Social Security Corporation, calling for an increase in retirement pensions and partial and total disability pensions. This request is based on Article (89), paragraph (a) of the current Social Security Law, which grants the Board the authority to make decisions that improve the conditions of this group and raise pensions periodically every five years.

Al-Fanatseh stressed that a large segment of retirees and recipients of disability pensions receive very low incomes, far below the poverty line, stripping these pensions of their intended insurance and humanitarian value—especially since most beneficiaries are among the most vulnerable groups, both health-wise and economically, and are unable to support themselves without this income.

He added that inflation and rising living costs make the continued payment of such low pensions a violation of social justice and of the very concept of social security as a national institution for social protection.

Al-Fanatseh emphasized that the law allows the Board of Directors to decide on pension increases without the need for legislative amendments. He called for this proposal to be placed on the agenda of the Board's next meeting and for a decision to be taken that restores dignity to this marginalized group, reflecting the Corporation's commitment to its principles of social justice, human dignity, and the application of the law.



## The General Federation Meets with Adaleh Center CEO to Discuss Mechanisms for Joint Cooperation

As part of efforts to strengthen institutional partnerships and activate legal protection tools for workers, Mr. Khaled Zahir Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, met with Mr. Asem Rababah, Attorney and CEO of the Adaleh Center for Human Rights Studies, in an official meeting dedicated to exploring avenues of joint cooperation between the two sides.

The meeting was attended by Mr. Nezam Qahoush, Advisor to the General Federation, and Ms. Rawan Al-Rawashdeh from the Migrant Workers Unit.

Discussions focused on prospects for cooperation in light of the Federation's vision for implementing its future strategy—particularly in enhancing mechanisms for receiving and following up on legal cases and complaints submitted by both Jordanian and migrant workers, in line with national and international standards in this field.

Al-Fanatseh stressed the importance of developing the Federation's technical infrastructure, noting that

the coming phase will see the launch of an integrated electronic system enabling workers to submit complaints through the Federation's website.

This platform will be directly linked to the Justice Center, ensuring specialized and prompt legal follow-up on such cases.

For his part, Mr. Asem Rababah welcomed this initiative, affirming the Justice Center's readiness to provide the necessary technical and legal support to strengthen the Federation's capacity in handling workers' cases, offer legal consultations, and train relevant staff within a participatory institutional framework.

This meeting comes within the context of the Federation's ongoing efforts to develop its services and improve the work environment through effective partnerships with civil society organizations—contributing to the promotion of labor rights culture and ensuring that workers have easy and effective access to justice.

## Labor Federation Discusses with ILO Ways to Support Unemployed Workers



Khaled Zahir Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, received Ms. Ghada Salem, Social and Economic Advisor, accompanied by Ms. Chantal Seresin, Social Protection Specialist at the International Labour Organization (ILO), Mr. Nicholas Mo, Director of the Government Empowerment Network, and Ms. Amani Abu Agha, in a meeting to discuss mechanisms for cooperation between the Federation and the Social Security Corporation, with the support of the ILO.

The meeting addressed ways to link the Social Security Corporation's databases with labor market databases, in order to support efforts to reintegrate inactive workers and improve their chances of securing suitable employment.

This initiative comes within the framework of a program implemented by the ILO in Jordan to strengthen the capacity of the Social Security Corporation and enhance social protection policies, particularly in light of current economic challenges.

The discussions covered key topics including data analysis, policy development, and strengthening coordination mechanisms between relevant institutions. The visiting delegation expressed its readiness to cooperate with the Federation in organizing awareness workshops for unemployed workers to help integrate them into appropriate jobs.

The General Federation of Jordanian Trade Unions reaffirmed its full support for any initiatives aimed at protecting workers' rights and improving their living and working conditions, stressing the importance of cooperation with international organizations in this field.





## **Ports and Clearance Workers' Union Commends Efforts of Parliamentary Labour Committee and Ministry of Labour in Addressing Article 23 of the Labour Law**

The General Union of Workers in Ports and Clearance praised the diligent efforts of the Parliamentary Labour Committee, chaired by MP Mutaz Abu Rumman, and the Ministry of Labour, represented by Minister Dr. Khaled Al-Bakkar, in following up on cases related to the termination of open-ended employment contracts under Article 23 of the Jordanian Labour Law.

In a press statement, the Union affirmed that the Committee's and the Ministry's strong commitment to achieving a balance between workers' rights and employers' interests reflects a clear dedication to maintaining stability in the Kingdom's labour market and ensuring justice for both parties in the production process. The Union also valued the constructive cooperation witnessed in meetings reviewing the article, which included participation from the Judicial Council, the Legislation and Opinion Bureau, the General Federation of Jordanian Trade Unions, the Social Security Corporation, the Jordan Chamber of Industry, and the International Labour Organization. It noted that these entities agreed on the need to reconsider the legal provisions to safeguard workers' rights and promote a fair and stable work environment.

The Union explained that Article 23 of the Labour Law was drafted with the sincere intent of creating a legal balance between the rights of workers and employers. However, certain legal loopholes and inaccurate interpretations have been applied in a biased manner, enabling some employers to arbitrarily terminate open-ended contracts—resulting in negative social consequences that require urgent remedy.

The Union stressed that amending Article 23 has become an urgent necessity to clarify the conditions for terminating employment contracts in a way that leaves no room for conflicting interpretations, ensuring fairness and clarity for all parties.

In conclusion, Union President Mahmoud Adbeis expressed the Union's hope that efforts on this matter will continue, contributing to the development of labour legislation, enhancing job stability, and strengthening the private sector's ability to meet current economic challenges.

# Printing Workers' Union Concludes Workshop on Labor Rights



The General Union of Printing Workers and Related Activities has concluded a workshop on labor rights and trade union skills for a group of employees from Fine Hygienic Paper Company. The event was attended by Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, who presented certificates to the participants.

According to a statement issued by the Federation today, the workshop—attended by the company's Human Resources Manager, Mustafa Musleh, and Union President, Mohammad Al-Zoubi—aimed to raise workers' awareness of their rights and strengthen their trade union culture.

The workshop covered several topics related to labor rights, including mechanisms of social dialogue, effective trade union work, social security, the Jordanian Labour Law, and occupational safety and health. It comes as part of the Union's plan to empower workers across various sectors and enhance their professional and knowledge-based skills to ensure a decent work environment.



Union President Mohammad Al-Zoubi stated that the workshop witnessed positive engagement from participants and was the result of constructive cooperation between the Union and the company's management, with the shared goal of improving the work environment and promoting a culture of dialogue and mutual understanding in the interest of both workers and the institution.



## 5428 Labor Complaints Filed Through “Himaya” Platform

The total number of labor complaints submitted via the Ministry of Labour’s “Himaya” platform during the first half of the current year reached 5,428.

The Ministry confirmed that 1,638 complaints were resolved with employers, with workers’ rights settled accordingly, while 517 cases remain pending. Based on these complaints, 536 violations were issued against establishments.

According to the monthly report of the Ministry’s Inspection Directorate, complaints related to non-payment of wages ranked first among all labor complaints filed through “Himaya” in the first half of the year, totaling 1,911 cases—representing 35% of the total.

During the same period, the number of complaints regarding termination of service for open-ended contracts, verbal contracts, or cases with no contract stood at 225. Complaints related to suspension from work reached 270, while those concerning termination of fixed-term contracts totaled 212.

The report also showed that complaints about wage reductions during the first half of the year amounted to 202, while cases of forcing workers to take unpaid leave reached 35. Complaints objecting to deductions from annual leave totaled 61. No complaints were recorded regarding non-payment of end-of-service gratuity or provident fund benefits.

Complaints about denial of an experience certificate reached 295, while those concerning lack of occupational safety and health standards in the workplace totaled 52. There were also 11 complaints against employment agencies, one complaint related to intellectual property, 30 complaints about failure to provide one month’s notice, and 334 complaints objecting to a legal action taken by the employer.



## **Al-Fanatseh Participates in Expanded Dialogue Session Organized by the Economic and Social Council in Ajloun**

Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, took part in an expanded dialogue session organized by the Economic and Social Council at Ajloun National University. The event was attended by a number of national figures, as well as economic, social, and local stakeholders from Ajloun Governorate.

The session was held as part of the Council's nationwide meetings in the governorates, aimed at identifying developmental challenges and proposing participatory solutions.



The meeting featured an open discussion with local stakeholders in the governorate, during which a range of challenges facing the local community were raised. Participants presented proposals and solutions in various fields, including education, employment, tourism, infrastructure, agriculture, and the role of youth and women

# General Federation Holds Meeting with EU Delegation to Discuss Migrant Workers and the Informal Sector



The General Federation of Jordanian Trade Unions held a meeting with representatives of the European Union Delegation to Jordan, including Ms. Tina Breihavets, Regional Program Manager for the Syria Crisis Response – Social Protection, and Mr. Adrian Fernandez Dickmann, Director of Migration and Mobility Projects. The Federation was represented by its advisor, Nezam Qahoush. The meeting took place at the Federation’s headquarters.

Discussions focused on ways to strengthen cooperation in supporting migrant workers, regulating the informal sector, and improving working conditions in line with international standards.

During the meeting, the Federation highlighted its role as an active partner in facilitating the issuance of work permits for Syrian refugees, advocating for the

enforcement of the minimum wage, and protecting the rights of Jordanian workers, migrant workers, and those employed in the informal sector.

The EU delegation expressed its willingness to hold follow-up meetings to advance the proposed initiatives.

As part of the visit, the delegation toured the Federation’s training facilities.

This meeting comes within the framework of the Federation’s strategic plan to promote social dialogue, support inclusive economic development initiatives, and achieve social justice in the Jordanian labor market.



## Jordanian Trade Union Delegation Led by Al-Fanatseh Reviews Oman's Trade Union Experience

A trade union delegation representing the General Federation of Jordanian Trade Unions, headed by Federation President Khaled Al-Fanatseh, visited the General Federation of Oman Workers to learn about Oman's pioneering experience in the field of trade union work, explore prospects for cooperation, and strengthen trade union relations between the two sides.

The delegation included Executive Board members Mahmoud Al-Hayari and Khaled Al-Zyoud, as well as trade unionist Majed Al-Adaila. They were received by Nabhan Al-Battashi, Chairman of the Board of the Oman Workers' Federation, along with several federation representatives.

During the visit, Al-Fanatseh praised the efforts of the Oman Workers' Federation in protecting workers' rights, enhancing social and economic stability

and supporting the development process in the Sultanate of Oman. He affirmed the deep fraternal ties between the two brotherly countries at all levels, particularly in the field of trade union work.

Al-Fanatseh noted that Oman's trade union experience is considered an advanced model widely respected in Arab labor circles, distinguished by clarity of vision, administrative efficiency, and close follow-up on workers' issues.

He also outlined the key pillars of the reform phase currently underway at the General Federation of Jordanian Trade Unions, as part of its strategic plan to develop trade union work. He stressed the importance of benefiting from Oman's experience to support the Federation's reform efforts and to draw on trade union expertise in implementing effective mechanisms and innovative tools to protect workers' rights and strengthen trade union action.

# **The General Federation: Netanyahu's Statements Are Mere Delusions - Jordan Will Remain a Strong Barrier Against Zionist Ambitions**



The General Federation of Jordanian Trade Unions described the provocative statements made by Israeli Prime Minister Benjamin Netanyahu regarding what he called “Greater Israel”—which he claimed would include the lands of Palestine and parts of Jordan, Lebanon, Syria, and Egypt—as mere delusions and a blatant, desperate attempt to undermine Jordan’s national sovereignty and a flagrant violation of international laws and conventions.

In a press statement, Federation President Khaled Al-Fanatseh said these claims represent a direct threat to national security, but will not undermine Jordan’s strength and sovereignty, as it is led by a wise Hashemite leadership that has built a firmly sovereign state, possesses a strong army to defend it, and a people who know how to respond to threats with action before words.

Al-Fanatseh added that every inch of Jordan’s soil is a red line, and that any project aimed at liquidating the Palestinian cause or displacing Palestinians will be met with absolute rejection by all Jordanian workers and the Jordanian people as a whole.

He noted that Jordan’s positions, under its Hashemite leadership, are steadfast and unwavering in confronting all expansionist projects, as repeatedly expressed by His Majesty King Abdullah II Ibn Al-Hussein in rejecting any plans or schemes that impose solutions at Jordan’s expense or seek to liquidate the Palestinian cause.

Al-Fanatseh pointed out that Netanyahu’s statements reflect the aggressive, expansionist mindset of the Zionist project since its inception, aiming to revive its ambitions in the region. He stressed that the Jordanian people—its leadership, army, and citizens—will not allow any infringement on the country’s sovereignty or national security.

The Federation concluded its statement by affirming that the harmony between the popular and official positions in Jordan forms a safety valve for national security, and that any attempt to impose a new reality at the expense of Jordan or Palestine will be shattered against the rock of an unbreakable national will. It reaffirmed that Jordanian workers have always stood in the nation’s trench, united behind their Hashemite leadership.



## Private Education Workers' Union Organizes Workshop to Promote Union Membership

Khaled Abu Marjoub, Vice President of the General Federation of Jordanian Trade Unions, inaugurated a workshop organized by the General Union of Private Education Workers, in coordination with the International Labour Organization (ILO), aimed at enhancing the capacity of union members and committees to attract new members.

Abu Marjoub stated that the Federation is committed to supporting labor unions in their efforts and activities to defend the rights of the sectors they represent, including teachers. He highlighted the importance of cooperation and coordination with international organizations to strengthen the skills of trade unionists and increase the number of teachers joining the union—especially given that the union represents a category with specialized academic and professional qualifications, which gives it a distinctive character.



For his part, Dr. Ahmad Al-Shawabkeh, Vice President of the Union, outlined the main challenges facing the union, including the membership process and the national and international legal frameworks governing trade union work. He also addressed the importance of electronic employment contracts in safeguarding the rights of workers in private schools and kindergartens.

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# Labor Federation Participates in Launch of Occupational Safety and Health Guide for the Agricultural Sector

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Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, and Bushra Al-Salman, President of the General Union of Workers in Water, Agriculture, and Food Industries, took part in the launch of the Occupational Safety and Health Guide for the Agricultural Sector, issued by the Ministry of Labour in cooperation with the International Labour Organization (ILO) and local and international partners.

The guide aims to protect workers in one of the most vital sectors worldwide, particularly as agriculture is among the sectors with the highest rates of occupational injuries and accidents, due to multiple hazards including pesticides and fertilizers, machinery and equipment, extreme weather conditions, heat stress, falls, and mechanical and chemical accidents.

Eng. Iman Al-Abdallat, Acting Director of the Occupational Safety and Health Directorate at the Ministry of Labour, speaking in the presence of Ministry of Agriculture Secretary-General Eng. Mohammad Al-Hayari, Deputy Dutch Ambassador to Jordan Peer de Vries, ILO Country Coordinator in Jordan Amal Mouafi, and Federation President Khaled Al-Fanatseh, said:

“Issuing this guide reflects Jordan’s commitment to a vision of a safe and healthy work environment. A safe workplace is not only a fundamental human right, but also a key factor in increasing productivity, reducing economic losses from accidents and injuries, and ensuring the sustainability of livelihoods and food security.”



She noted that over the past two years, the Ministry of Labour has developed occupational safety and health legislation—regulations, instructions, and decisions—in line with ongoing developments and changes in the labor market. This effort complements Agricultural Workers Regulation No. 19 of 2021 and its 2025 amendment, which governs the rights and obligations of agricultural sector workers, including working hours, annual and sick leave, maternity leave, minimum wage, provision of housing, occupational safety and health requirements, and the prohibition of child labor in hazardous agricultural work.

Al-Abdallat stressed the Ministry's commitment to raising awareness of occupational safety and health among all segments of society, especially workers and employers, to build a positive national safety culture linked to production outcomes in terms of cost, returns, and productivity.

For his part, Eng. Mohammad Al-Hayari stated that in recent years, the Ministry of Agriculture has worked to develop and improve farmers' skills to boost productivity and quality of life, while also prioritizing improvements to the agricultural work environment—recognizing that the safety of agricultural workers is integral to the sector's sustainability.

He pointed out that agricultural workers face multiple occupational hazards, such as unsafe use of chemicals, handling machinery, working in harsh weather conditions, and lacking protective equipment and adequate training. This underscores the importance of the guide, prepared by the ILO in close cooperation with the Ministry of Labour and with contributions from national experts, as a comprehensive practical reference to enhance awareness and adherence to safety and health practices in agricultural workplaces.

ILO Country Coordinator in Jordan Amal Mowafi stated:

“Ensuring the safety and health of agricultural workers is a fundamental component of decent work and sustainable development. This guide provides practical, comprehensive instructions for employers, inspectors, agricultural advisors, and workers to identify and prevent workplace hazards, reduce accidents and occupational diseases, and comply with national and international occupational safety and health standards.”

She added that the guide ultimately aims to support the creation of decent, safe, and productive workplaces across all sub-sectors of Jordan's agricultural industry.



## The General Federation Welcomes Crown Prince's Announcement to **Reactivate National Service**



### Al-Fanatseh: National Service Is a Comprehensive National Framework for Capacity Building and Skills Development

The General Federation of Jordanian Trade Unions welcomed the announcement by His Royal Highness Crown Prince Al-Hussein bin Abdullah II regarding the reactivation of the National Service Program, affirming that it represents an advanced national vision aimed at shaping the character of Jordanian youth and strengthening their national identity in service and defense of the homeland.

In a press statement, Federation President Khaled Al-Fanatseh said that the Crown Prince's remarks during his meeting with young people reflect the Hashemite leadership's commitment to enabling new generations to acquire discipline, commitment, and patriotism—values that the labor market also needs to enhance efficiency and increase productivity.

Al-Fanatseh added that what distinguishes the Crown Prince's announcement is that it came within the context of discussing issues important to the future of youth, such as vocational and technical training, entrepreneurial and volunteer projects, and information technology. This, he said, makes National Service a comprehensive national framework for building capacities and developing both practical and behavioral skills.

He stressed that National Service is a genuine opportunity to prepare young people capable of confidently facing current challenges and integrating into the labor market with greater competence, noting that the discipline and sense of responsibility gained during service will positively impact the work environment and support the national economy.

# Collective Agreement to Improve Conditions for Workers in Hygienic Paper and Packaging Companies



The Ministry of Labour has signed a collective agreement between Fine Hygienic Paper Company and Universal Packaging Company on one side, and the General Union of Printing Workers and Related Activities on the other, aimed at improving the terms and conditions of employment for workers in both companies.

Under the agreement, employees will receive a 3% increase in their basic salaries, with a minimum of 15 Jordanian dinars per month, effective April 1, 2024. The increase will apply to approximately 660 male and female employees.

The agreement also guarantees the preservation of all acquired employee rights, including bonus and incentive systems, regulation of internal transfer procedures, development of vocational training and qualification programs, and improvement of the work environment.

It further stipulates that salaries and other benefits will be reviewed in a meeting to be held at the beginning of 2025, in preparation for renegotiating the terms of a new agreement to take effect at the start of 2026.

The signatories emphasized the importance of continuing social dialogue in a way that serves the interests of workers and ensures workplace stability. The agreement was signed by Ms. Nidaa Al-Dabbas and Mr. Fadi Arabi on behalf of the companies (first party), and Mr. Mohammad Al-Zyoudi on behalf of the General Union (second party), in the presence of Ministry of Labour representatives.

The Ministry of Labour ratified the agreement on May 1, 2025, and registered it in its official records.



## Collective Agreement Between “Al-Mumtazah Printing” and the General Union of Printing Workers

Al-Mumtazah Printing Company has signed a collective agreement with the General Union of Printing Workers and Related Activities, in the presence of representatives from both parties, in accordance with the provisions of the Jordanian Labour Law and its amendments.

This agreement comes after a series of meetings held at the company's headquarters between management and union representatives, conducted in a spirit of mutual understanding and a shared commitment to the interests of both the company and its employees.

During the meetings, both sides emphasized the importance of improving working conditions and enhancing job stability in a way that takes into account economic circumstances while ensuring the continuity and development of the production process. They also stressed the need to provide a safe and healthy work environment that maintains a balance between workers' rights and responsibilities, serving the interests of both the company and its employees.

Under the agreement, which takes effect on April 1, 2025, employees will receive an annual increase in their basic salaries ranging from 1% to 2%, based on job performance and the assessments of direct supervisors, with the monthly increase not to be less than ten Jordanian dinars. The agreement also commits the company to organizing a free medical day for employees, covering various medical specialties, offering free health consultations, and distributing medical samples.

Other provisions of the agreement include implementing awareness sessions for employees within the company on various topics in cooperation with the union, as well as holding regular monthly meetings to address emerging labor issues and demands, and to work on solutions that continuously improve workplace conditions.

This agreement benefits sixty-two male and female employees of the company.



## **“Packaging Materials Manufacturing” Signs New Labor Agreement to Improve Employee Conditions and Raise Salaries**

Packaging Materials Manufacturing Company has signed a new labor agreement with the General Union of Printing Workers and Related Activities, in accordance with the provisions of Jordanian Labour Law No. (8) of 1996. The signing took place in the presence of the Ministry of Labour, which ratified the agreement and registered it as a binding collective labor contract between the two parties.

The agreement follows a series of meetings aimed at strengthening cooperation between the company’s management and the union, contributing to improved working conditions and greater job stability for employees. During the discussions, both sides emphasized the importance of continuing joint dialogue to serve the interests of employees on one hand, and to ensure the continuity and development of the production process on the other.

Under the agreement, basic salaries for employees evaluated before April 1, 2024, will be increased by between 1% and 5%, depending on performance evaluation results. The annual cost of these increases is approximately 35,000 Jordanian dinars, benefiting 120 employees as of April 2025.

The agreement also includes provisions to enhance the employees’ health insurance system to better meet their needs, as well as the adoption of a comprehensive medical center in the Sahab area to serve employees and their families. It further affirms the commitment to hold regular meetings to address emerging labor issues.

Signed on June 15, 2025, the agreement reflects the commitment of both the company and the union to strengthening the principles of social partnership and institutionalizing dialogue between the parties to production, ensuring improved employee conditions, enhanced productivity, and labor market stability.

# General Federation of Jordanian Trade Unions and Justice Center Sign MoU to Promote Workers' Rights

The General Federation of Jordanian Trade Unions and the Justice Center for Human Rights Studies have signed a Memorandum of Understanding (MoU) aimed at strengthening the protection of workers' rights—whether Jordanian or migrant—and unifying efforts to ensure a decent and fair work environment for all.



Both parties affirmed that this step stems from a shared conviction that workers deserve equal opportunities and safe working conditions, and that cooperation between labor unions and civil society organizations represents a genuine force in defending human rights in the Jordanian labor market.

Khaled Al-Fanatsah, President of the General Federation of Jordanian Trade Unions, stated that the signing of this MoU establishes a genuine partnership that enhances a decent work environment for every worker, stressing that protecting workers begins with facilitating their access to justice and providing them with legal support. He added that the MoU will contribute to building the capacities of trade unionists and workers, and to launching advocacy campaigns that promote the development of labor policies and legislation in a way that achieves social justice.

For his part, lawyer Asem Rababah, CEO of the Justice Center for Human Rights Studies, expressed

his pride in this partnership, considering it a practical step toward improving workers' access to justice through direct legal support and case follow-up. He emphasized that the MoU will pave the way for conducting field studies, providing training and capacity building, and launching joint advocacy initiatives that contribute to improving the work environment in Jordan.

Areas of cooperation under the MoU include providing legal support and referrals for workers—particularly migrants and those not represented by unions—organizing training programs and workshops, conducting studies and research on the labor situation in Jordan, launching joint campaigns to influence labor policies, and preparing joint projects for donors to support workers' rights.

Both parties stressed through this MoU that workers' rights are not merely a trade union issue, but also a human and societal one, and that safeguarding them is fundamental to any fair and sustainable development in Jordan.

# Partnership Between Ministry of Labour Jordan Phosphate Mines Company, and Vocational Training Corporation to Establish Training Academy in Al-Hasa



The Ministry of Labour and the Jordan Phosphate Mines Company have signed a grant agreement to establish the Al-Hasa Vocational Training Academy – Center of Excellence for Mining Industries.

The agreement aims to enable young people to enter the local and regional labor markets by equipping them with knowledge and professional skills, and by providing opportunities for practical training in real work environments. It also serves as a prelude to establishing similar academies in other regions of the Kingdom, tailored to the competitive advantages of each area.

The agreement was signed by Dr. Khaled Al-Bakkar, Minister of Labour and Chairman of the Board of the Vocational Training Corporation, and Dr. Mohammad Thneibat, Chairman of the Board of the Jordan Phosphate Mines Company.

The signing ceremony was attended by Eng. Abdulwahab Al-Rawad, CEO of the Jordan Phosphate Mines Company; Dr. Ahmad Al-Gharaibeh, Director General of the Vocational Training Corporation; Khaled Al-Fanatsah, President of the General Federation of Jordanian Trade Unions and President of the General Union of Mine and Mining Workers; and Mohammad Al-Hajaya, Vice President of the General Union of Mine and Mining Workers.

Under the agreement, the Jordan Phosphate Mines Company, as part of its corporate social responsibility, will fund the establishment of the academy in the Al-Hasa area, in cooperation with the Ministry of Labour and the Vocational Training Corporation. The academy will serve the local community by offering training programs aligned with labor market needs, contributing to reducing poverty and unemployment.

The company will finance, establish, and operate a distinguished training institute in Al-Hasa, Tafileh Governorate, by creating specialized training workshops and equipping the institute's infrastructure to the highest standards, including modern facilities and advanced technical equipment. Through this academy, the company aspires to create a leading training center that serves the local community and qualifies them to enter the labor market with high competence, in line with its plans to support sustainable development and enhance its social responsibility. The Vocational Training Corporation will be responsible for designing and developing the training programs and curricula to be offered at the academy, covering mining and manufacturing industries, petrochemicals, electrochemicals, hydraulics, and life skills. The training duration will be up to 18 months. These programs have been jointly designed by the Jordan Phosphate Mines Company and the Vocational Training Corporation based on the needs of the local, regional, and international labor markets, where these sectors are witnessing significant growth in the region.

The Corporation will also provide specialized trainers and experts in technical, vocational, and digital skills, and prepare interactive training materials that combine practical and theoretical learning. It will develop remote training mechanisms to enhance accessibility and participation. All of this aims to provide a stimulating and safe training environment that helps trainees develop their practical and leadership abilities, enabling them to enter the labor market with high efficiency.

As part of this partnership, the Ministry of Labour will provide necessary support to trainees by covering some essential costs, including financial assistance and transportation allowances through the Training and Employment Support Fund, to ensure that the largest possible number of young men and women benefit from these programs. The Ministry will also monitor the academy's operations and provide the regulatory environment needed to ensure the quality and sustainability of training, in line with its national plans to enhance employment opportunities and reduce unemployment.

Dr. Al-Bakkar stated that the agreement comes within the Ministry's efforts to strengthen partnerships with the private sector, particularly with the Jordan Phosphate Mines Company, which is one of the Kingdom's leading national mining companies with a proven presence locally and internationally.

He emphasized that the establishment of the academy takes into account the competitive advantage of the targeted geographic area and will provide training for youth in several programs related to the mining, electromechanical, and petrochemical sectors. He noted that the Ministry will provide trainees with certain benefits, such as transportation allowances, through the Training and Employment Support Fund.

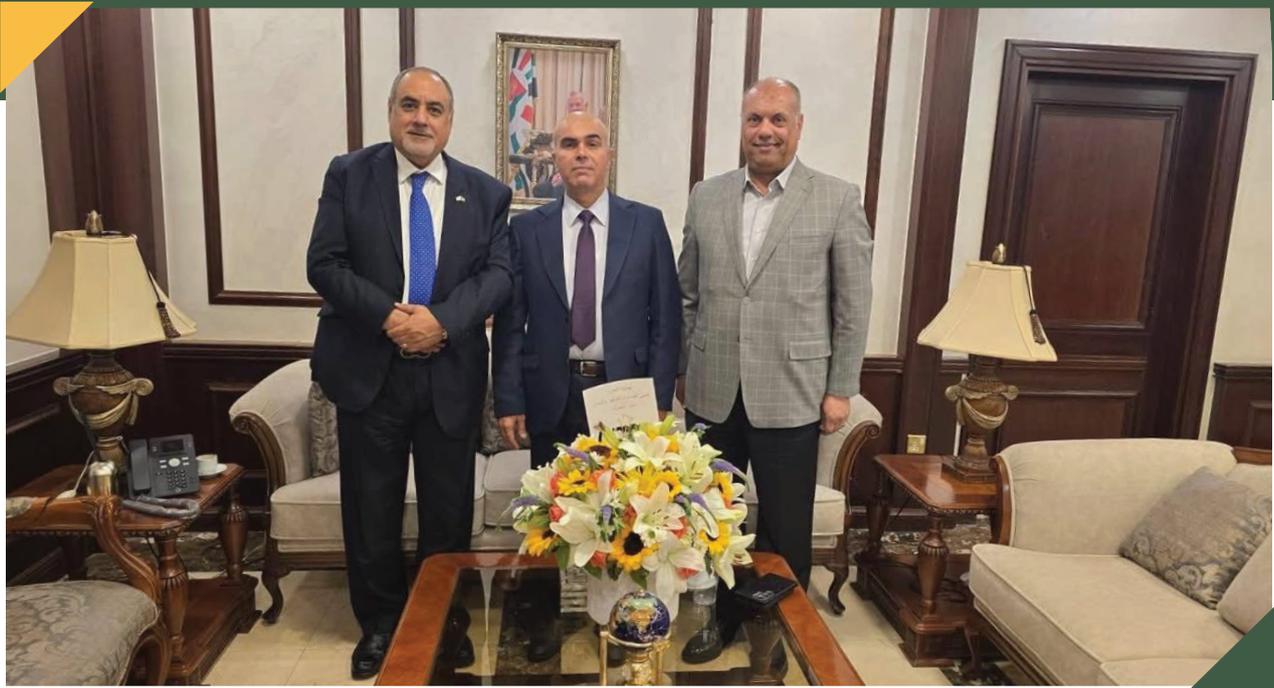
For his part, Dr. Thneibat said the agreement represents a strategic and important step in the company's journey and national role, reflecting its ongoing commitment to investing in Jordanian human resources and preparing them to enter the local, regional, and international labor markets, while enhancing its role in supporting the Kingdom's development in line with the goals and aspirations of the Economic Modernization Vision.

Dr. Thneibat stressed the importance of cooperation between the Jordan Phosphate Mines Company and the Ministry of Labour within the framework of fruitful public-private partnerships to support such national initiatives, enabling Jordanian youth and equipping them with the necessary work skills to compete in the labor market with confidence and competence.

He highlighted the importance of institutionalizing training programs and linking them to labor market needs, affirming the academy's significance as an effective model for investing in Jordanian talent and enhancing its responsiveness to market demands, ultimately contributing to reducing unemployment rates.

Dr. Thneibat explained that the Jordan Phosphate Mines Company trains a group of Jordanian youth annually through intensive theoretical and practical courses.

# Workers' Union Congratulates **Dr. Jadallah Al-Khalayleh** on His Appointment as Director General of the Social Security Corporation



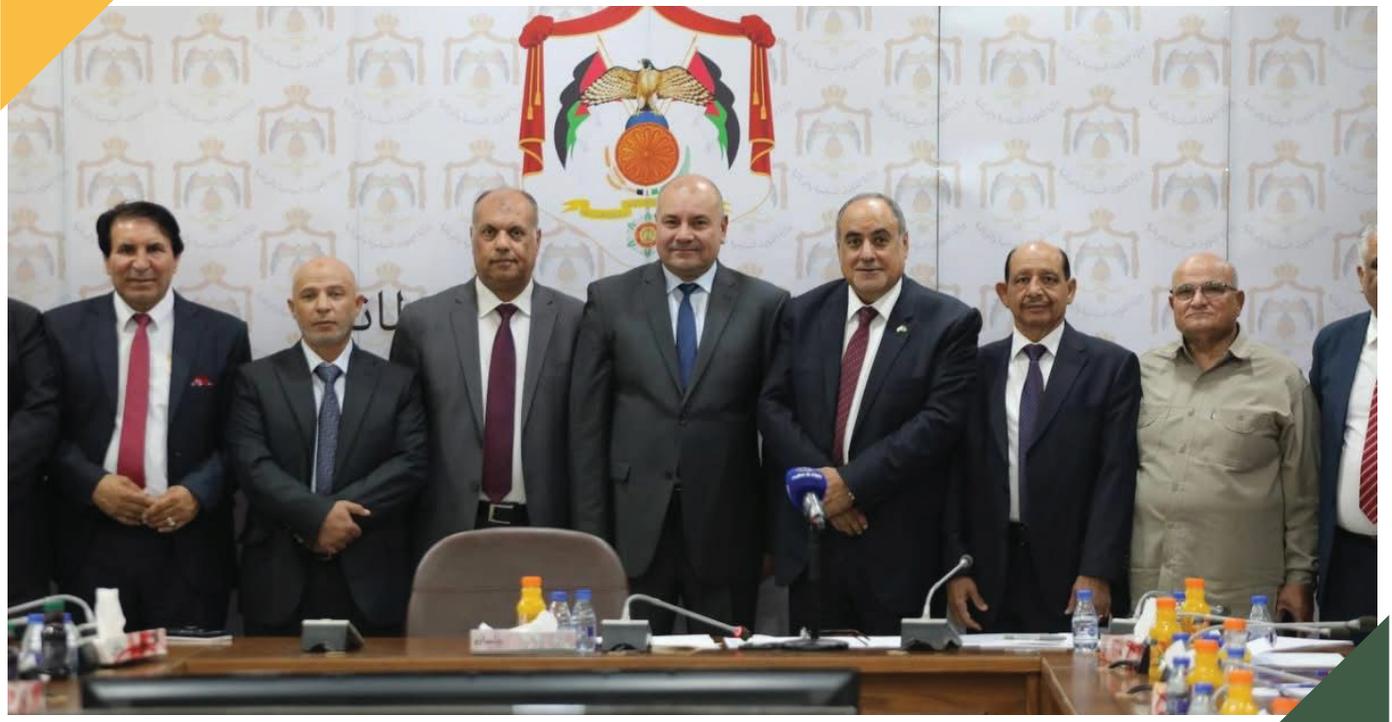
The President of the General Federation of Jordanian Trade Unions, Khaled Al-Fanatsa, and the Federation's Vice President, Khaled Abu Marjoub, met today, Tuesday, with the Director General of the Social Security Corporation, Dr. Jadallah Al-Khalayleh, to extend their congratulations—on behalf of the members of the Federation's Executive Office—on the occasion of his appointment as Director General of the Corporation.

According to a press statement issued by the Federation, Al-Fanatsa and Abu Marjoub affirmed during the meeting the General Federation's support for the Social Security Corporation and its valued efforts as one of the country's most prominent national institutions, given its pivotal role in providing social protection for workers through a system of insurances and safeguards covering various labor sectors, in addition to other services offered to citizens.

he President and Vice President of the Federation stressed the importance of maintaining cooperation and coordination between the Federation and the Corporation in ways that positively reflect on the services provided to workers and serve the public interest—particularly as the Federation holds four seats on the Corporation's Board of Directors.

They also called for the necessity of conducting a comprehensive national dialogue when discussing any proposed amendments to the Social Security Law, ensuring the participation of all civil society institutions, foremost among them the General Federation of Jordanian Trade Unions.

# Al-Awdat: Labor Unions Are a Pillar of Stability and a Partner in Driving the Economy



Minister of Political and Parliamentary Affairs Abdulmunem Al-Awdat stated that labor unions are a fundamental pillar in the modernization project in its three tracks—political, economic, and administrative. He described them as a vital link between workers' aspirations and market requirements, helping to strengthen the resilience and power of the national economy and supporting Jordan's path toward a better future.

During his meeting at the Ministry with Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, and members of the Federation's Executive Board, Al-Awdat noted that labor unions contribute to achieving social justice and balanced development among all production stakeholders. This, he said, positively impacts economic, political, and social stability and makes Jordan an attractive environment for investment. He stressed that genuine partnership between the government, employers,

and unions is the guarantee for achieving balanced development that ensures social security and economic prosperity.

The Minister highlighted the significant role labor unions played in partnership with the government during the COVID-19 pandemic to ease the burden on employers and safeguard workers' rights—efforts that helped Jordan overcome many challenges and crises. This was achieved through communication, joint dialogue, and convergence of views among all parties. He affirmed that in the coming phase, the government will listen to the perspectives of civil society institutions—especially labor unions—alongside political parties and employers, on various laws, foremost among them the Social Security Law. All comments and recommendations that could enhance social protection for citizens, employers, and institutions will be considered and reviewed.

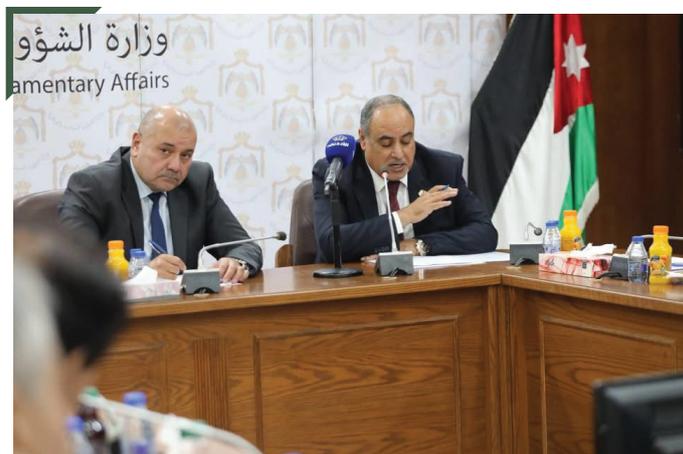
For his part, Al-Fanatsah praised the government's role in maintaining direct communication with citizens in the field, which has positively impacted all sectors, as well as its active efforts to improve public services and link performance to efficiency. He emphasized the importance of the relationship between the government and civil society institutions—foremost among them labor unions—in achieving sustainable development, strengthening income sources by supporting small and medium-sized enterprises, linking educational curricula to labor market needs, and providing training and employment programs.



He reaffirmed that the Federation stands firmly behind His Majesty the King and the Jordanian Armed Forces in confronting Zionist ambitions, alongside supporting the Palestinian people in establishing their independent state and delivering aid to the Gaza Strip. He also expressed support for Crown Prince Al-Hussein bin Abdullah's initiative to reinstate national service, considering it a national duty for every Jordanian to strengthen national identity and entrench the concept of national security under current circumstances.



Union leaders present at the meeting called for cooperation with the Federation to provide a plot of land for the construction of a dedicated headquarters, and for the reinstatement of the Labor Cultural Institute and its budget under the General Federation of Jordanian Trade Unions, given its importance in training and qualifying workers to enter the labor market. They also raised a number of challenges facing their respective sectors for joint work toward resolving them.





## Collective Labor Agreement Signed Between “KEPCO” and the General Union of Electricity Workers

KEPCO Plant Services & Engineering Company has signed a collective labor agreement with the General Union of Electricity Workers, outlining a set of provisions aimed at improving employee conditions and strengthening relations between the two parties. The agreement grants employees an end-of-service gratuity after completing five consecutive years of work. For years of service ending before July 1, 2025, the gratuity will be calculated at half a month of basic salary for each completed year. For subsequent years, it will be calculated at a full month of basic salary per year—an initiative designed to safeguard workers’ rights and encourage long-term service. It also stipulates an increase in the fuel allowance for eligible employees by 35 Jordanian dinars per month, effective September 1, 2025, following the decision to discontinue the company bus service for employee transportation—helping to offset daily commuting costs.

Regarding salaries, the agreement guarantees an annual increase of no less than 2% of the basic salary for eligible employees, to be applied according to company policy without retroactive effect for the period prior to 2025. This ensures a fair and consistent mechanism for salary reviews.

The agreement also amends the bonus system linked to the Plant Load Factor (PLF) by raising the maximum bonus from 120% to 200%, thereby enhancing performance-based incentives directly tied to productivity levels.

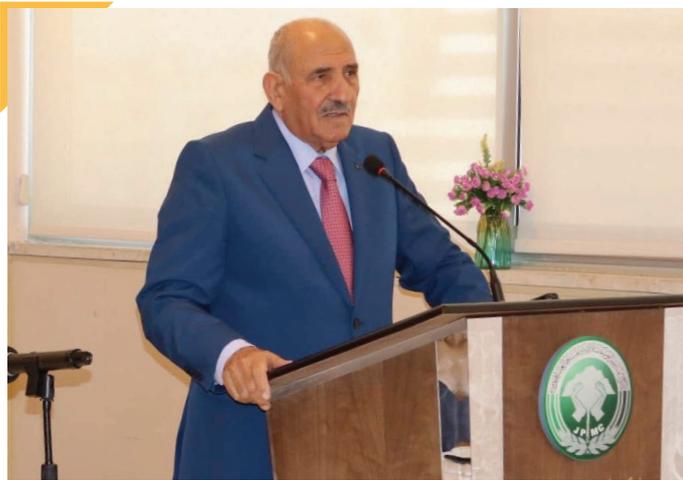
Additionally, it provides for a one-time special bonus equivalent to 100% of the monthly basic salary for all active employees as of July 1, 2025, in recognition of their efforts in supporting the company and maintaining operational efficiency.

The agreement is subject to Jordanian law, with the Amman Court of First Instance designated as the competent authority in the event of any dispute. The Arabic text will serve as the official reference in case of conflict with the English version. The agreement will remain in force for two years, from July 1, 2025, to June 30, 2027, during which the union commits not to submit any additional financial demands.

It was signed on behalf of the union by Mr. Fakhri Al-Ajarmeh, Director General of the General Union of Electricity Workers, and on behalf of the company by Mr. Yoon Seong Hwan, representative of KEPCO Plant Services & Engineering.

# Thneibat Meets with the General Union of Mine and Mining Workers

Dr. Mohammad Thneibat, Chairman of the Board of the Jordan Phosphate Mines Company, accompanied by the company's CEO, Eng. Abdulwahab Al-Rawad, met at the company's headquarters with Khaled Al-Fanatseh, President of the General Union of Mine and Mining Workers, along with the union's committee heads and members.



Dr. Thneibat reviewed the company's current status and the achievements it has made across operational, production, and financial fields, as well as its ambitious future plans aimed at enhancing performance efficiency, expanding operations, and implementing projects that effectively contribute to achieving its goals. These include a focus on downstream industries, building partnerships, and opening up to global markets.

He praised the efforts of the union and the company's staff across all work sites, stressing that these accomplishments were made possible through continuous teamwork and a shared belief in the company's importance and its role in advancing development, supporting the national economy, and contributing to national efforts to reduce unemployment.

For his part, Eng. Al-Rawad emphasized the importance of this meeting in strengthening cooperation between management and the union,



commending the efforts of all employees at the company's work sites and their role in supporting the achievement of the company's objectives and sustaining its success.

Union President Khaled Al-Fanatseh also praised the company's achievements, noting that this meeting is the result of constructive cooperation between the company and the union in serving the progress of work and production in this major economic institution. The meeting, attended by directors of departments, work sites, and affiliated and partner companies, featured a productive dialogue between company management and the union, during which views were exchanged on ways to enhance joint cooperation and serve the company and its objectives. the result of constructive cooperation between the company and the union in serving the progress of work and production in this major economic institution.

The meeting, attended by directors of departments, work sites, and affiliated and partner companies, featured a productive dialogue between company management and the union, during which views were exchanged on ways to enhance joint cooperation and serve the company and its objectives.

# Labor Federation and “Tamkeen” Sign Memorandum of Understanding to Promote Workers’ Rights



Khaled Zahir Al-Fanatsah, President of the General Federation of Jordanian Trade Unions, and Linda Kalash, Executive Director of Tamkeen for Legal Aid, signed a Memorandum of Understanding (MoU) aimed at promoting the principles of human rights and public freedoms, supporting workers in general—particularly migrant workers, refugees, and all vulnerable groups—and enabling them to access the legal and legitimate means guaranteed by law, the constitution, and relevant international treaties to protect their rights.

The MoU stipulates that both parties will exchange expertise in all areas that serve workers, including cooperation in awareness-raising and training, as well as the exchange of information and support to achieve the shared objectives outlined in the agreement. The two sides also agreed to organize joint media and awareness campaigns—either between them or in cooperation with other parties agreed upon by both sides—in areas related to the MoU.

The agreement includes providing legal awareness to workers, which Tamkeen will deliver in cooperation with the Federation, as well as the exchange of relevant statistics and data to support studies and research conducted by both parties within the scope of their objectives.



Al-Fanatseh stated that the Federation views the signing of this MoU with Tamkeen as a practical step to strengthen cooperation in serving workers in Jordan, especially those facing difficult conditions such as migrant workers and refugees. He added: “This memorandum is not limited to exchanging expertise; it establishes a shared space for action to raise workers’ awareness of their rights, facilitate their access to legal support, and contribute to building a work environment based on justice and fairness”.

For her part, Kalash said: “This memorandum represents a continuation of the constructive cooperation between Tamkeen and the General Federation of Jordanian Trade Unions, and aims to expand the scope of protection for workers and enhance their access to their rights. We believe that joint work with the Federation reflects a genuine commitment to entrenching social justice, by combining trade union expertise and collective representation on one hand, with legal and rights-based expertise on the other. We look forward to this partnership being a means to amplify the voices of all workers—especially the most vulnerable—and to empower them to use legal and constitutional tools to defend their rights and ensure their dignity in the labor market.”

# Minister of Labour Announces Details of the Restructuring of the National Employment Program

**Minister of Labour: Restructuring the National Employment Program aims to increase benefits for workers and enterprises**

**Minister of Labour: Restructuring the program will help reduce operating costs for the private sector by subsidizing workers' wages by 167 dinars per month**

**Minister of Labour: Program extended by 31 months with improved benefits for workers and enterprises**

**Minister of Labour: Wage subsidy period extended from 6 to 9 months, with additional benefits**

Minister of Labour Dr. Khaled Al-Bakkar announced on Sunday the completion of the restructuring of the National Employment Program, after the program's management unit finalized all technical and procedural requirements. All measures associated with the restructuring will take effect as of 1 September 2025.

Al-Bakkar explained that the restructuring was based on a comprehensive evaluation conducted with beneficiary groups, including private sector enterprises as well as current and former employees. Data was collected through surveys, specialized visits, and direct meetings with stakeholders, which contributed to building a clear and practical vision for developing the program.

He stated that it was decided to extend the program until 31 July 2028—an increase of 31 months—in order to boost Jordanian employment, reduce operating costs for the private sector, complete all planned activities, achieve the program's developmental goals, and support the employment of new groups of young people.

To enable workers employed through the program to further develop the skills required by the labor market—thereby increasing their productivity and sustaining their employment—the wage subsidy period for all enterprises has been extended from 6 to 9 months.

Among the outcomes of the restructuring is the expansion of the target age group from 18–40 years to 18–45 years, along with improved benefits for private sector enterprises and their employees.

The monthly wage subsidy has been increased from 130–145 dinars for a period of 9 months. The program will also contribute to transportation allowances of 10 dinars per month for both male and female workers, and 15 dinars per month for female workers as an incentive to work and to increase women's economic participation, for a period of 9 months. In addition, the program's contribution to workers' social security subscriptions has been raised from 10 to 12 dinars per month for 9 months.

# The General Federation of Jordanian Trade Unions Extends Congratulations to Her Majesty Queen Rania on Her Blessed Birthday



On behalf of the Executive Council members of the General Federation of Jordanian Trade Unions, President Khaled Al-Fanatseh extends heartfelt congratulations and warmest wishes to

## Her Majesty Queen Rania Al Abdullah on the occasion of her 55th blessed birthday

With profound loyalty and devotion, we pray to Almighty God to grant Her Majesty continued health and wellbeing, and to keep her safe from all harm. May she remain alongside His Majesty King Abdullah II Ibn Al Hussein and His Royal Highness Crown Prince Al Hussein Ibn Abdullah II in leading our nation on its path of progress and prosperity.

We wish the Hashemite family and the Jordanian people everlasting happiness and blessings.

**Khaled Al-Fanatseh**  
President, General Federation of Jordanian Trade Unions



# The General Federation of Jordanian Trade Unions Extends Congratulations on the Occasion of the Prophet's Birthday



The General Federation of Jordanian Trade Unions, together with the members of its Executive Council, extends its warmest congratulations and sincere best wishes to

**His Majesty King Abdullah II Ibn Al Hussein and to His Royal Highness Crown Prince Al Hussein on the occasion of the Prophet's Birthday.**

We pray to Almighty God to bless His Majesty with continued health and wellbeing, and to bring this blessed occasion back upon His Majesty, the nation, and the Jordanian people with prosperity, peace, and blessings. May God guide him in carrying the noble message of Islam, founded on compassion and mercy

# Jordan Phosphate Mines Company Extends Congratulations on the Occasion of the Prophet's Birthday



شركة مناجم الفوسفات الأردنية  
المساهمة العامة المحدودة



Jordan Phosphate Mines Company is pleased to extend its warmest congratulations and sincere best wishes to

**His Majesty King Abdullah II Ibn Al Hussein and to His Royal Highness Crown Prince Al Hussein on the occasion of the Prophet's Birthday.**

We pray to Almighty God to bless His Majesty with continued health and wellbeing, and to bring this blessed occasion back upon His Majesty, the nation, and the Jordanian people with prosperity, peace, and blessings. May God guide him in carrying the noble message of Islam, founded on compassion and mercy

# Jordan Potash Company Extends Congratulations on the Occasion of the Prophet's Birthday



البوتاس العربية  
Arab Potash

Jordan Potash Company extends its warmest congratulations and heartfelt best wishes to

**His Majesty King Abdullah II Ibn Al Hussein and to His Royal Highness  
Crown Prince Al Hussein on the occasion of the Prophet's Birthday.**

We pray to Almighty God to bless His Majesty with continued health and wellbeing, and to bring this blessed occasion back upon His Majesty, the nation, and the Jordanian people with prosperity, peace, and blessings. May God guide him in carrying the noble message of Islam, founded on compassion and mercy



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