



## The General Federation of Jordanian Trade Unions



# General Federation of Jordanian Trade Unions Achieves Tangible Progress in Implementing the **2025-2027** Strategic Plan



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## **Towards a More Modern and Efficient Trade Union: A Review of the Achievements of the Strategic Plan 2025-2027**

Trade union work today constitutes one of the pillars of social and economic stability, amid the rapid transformations in the labor market and the growing challenges faced by workers and trade union organizations alike. Based on this conviction, the General Federation of Jordanian Trade Unions -GFJTU- launched its strategic plan for the years 2025-2027, setting before its eyes a fundamental goal: building a more modern, efficient, and independent federation, capable of defending workers' rights and strengthening their role in national development.

The first phase of implementing this plan has witnessed tangible achievements across multiple axes, reflecting the Federation's serious commitment to moving from traditional work to organized institutional work, grounded in planning, capacity building, and partnership enhancement.

Developing capacities and building trade union skills were placed at the forefront of the plan's priorities, out of our belief that a qualified trade unionist is the cornerstone of any effective union work. In this context, the Federation prepared a specialized trade union training manual, with the participation of a selected group of Jordanian experts, to serve as a comprehensive practical guide focusing on key issues, including workers' rights and labor legislation, modern collective bargaining, expanding union membership, as well as campaign and communication skills.

The implementation of this track was supported by an active partnership with the German Friedrich Ebert Foundation-FES, which contributed to raising the quality of the content and ensuring its sustainability.

The Federation also began implementing "train-the-trainer" programs for union trainers from various member unions, based on this manual and under the supervision of the experts who contributed to its preparation—an important step aimed at transferring knowledge and expanding the impact of training across a wider base of union cadres.

Alongside capacity building, the strategic plan gave significant importance to institutional modernization and administrative restructuring, considering them essential conditions for enhancing efficiency and governance. The Federation completed the preparation of the new organizational structure in full, with clear definitions of the tasks of the various organizational units, and prepared job descriptions for all positions, ensuring clarity of responsibilities and integration of roles within the institution.

The Federation is also working on preparing and developing human resource policies that align with best institutional practices, strengthen the work environment, entrench a culture of performance and accountability, and establish solid foundations for modern management capable of responding to future challenges.

Believing that trade union work cannot be complete without the active participation of women and youth, the strategic plan allocated an important space for empowering these two groups. Training programs were launched to enhance their participation in union work, alongside activating the Women's and Youth Committees and enabling them to begin practicing their roles practically within the Federation.

This comes within the framework of building a young and female leadership base capable of assuming responsibility in the future, ensuring the sustainability of union work, and renewing its tools and discourse in line with the aspirations of new generations of workers.

On the external relations front, the past phase witnessed the rebuilding of cooperative relations with international organizations on the basis of transparency and governance, serving workers' interests and enhancing the Federation's standing regionally and internationally. The Federation is also working on diversifying funding sources, with the aim of reducing reliance on government support and strengthening financial and institutional independence, thereby ensuring freedom of union decision-making and the sustainability of its programs.

In this context, preparations are underway for new strategic partnerships that will support the long-term implementation of the strategic plan's objectives and expand the scope of union influence.

What has been achieved so far represents only the beginning of a long path with no end.

In the coming phase, and in partnership with the International Labour Organization-ILO, the Federation will work on implementing additional strategic objectives, including reviewing and updating internal regulations and bylaws, developing institutional practices, and continuing the implementation of a comprehensive communication strategy, thereby enhancing the Federation's presence and interaction with its members and the public.

The commitment of the General Federation of Jordanian Trade Unions to implementing its strategic plan reflects a firm belief that development is not optional but imperative, and that building a strong, modern, and independent federation is the true guarantee for defending workers' rights and strengthening their role as active partners in the national development journey during 2025–2027 and beyond.

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

**Khaled Al-Fanatseh**



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## Unified Employment Contracts for Private School Teachers: A Fundamental Step to Safeguard Rights and Enhance Professional Stability

By: Abdullah Rbaihah

The private education sector constitutes one of the main pillars of the national education system, encompassing thousands of teachers who play a pivotal role in shaping generations and building the future. Yet, for many years, employment in this sector has been governed by significant disparities in work contracts, which negatively impacted teachers' job stability and their ability to claim their legitimate rights. Hence, the importance of unified employment contracts for private school teachers emerges as an essential regulatory step to protect teachers, ensure fairness, and create a more balanced work environment. Unified contracts are not merely administrative templates or formal procedures; rather, they represent a clear legal framework that regulates the relationship between teachers and school administrations, defining the rights and obligations of both parties in a way that leaves no room for inconsistent interpretation. When contract terms are clear and standardized, teachers feel more assured of their rights, while schools commit to fair professional and legal standards, away from individual practices that may open the door to exploitation or denial of rights.

Unified employment contracts directly contribute to safeguarding teachers' fundamental rights, foremost among them wages, working hours, leave entitlements, social security, and mechanisms for contract termination. The absence of standardization in contracts often led to unjustified salary discrepancies,

imposed additional burdens outside the legal framework, or resulted in termination of services without clear reasons or fair procedures. The unified contract addresses these issues, ensuring a minimum set of rights that cannot be waived.

These contracts also strengthen the principle of job security, granting teachers clarity regarding contract duration, renewal conditions, and grievance mechanisms in case of disputes. This positively impacts their psychological and professional stability, enabling them to focus on their educational mission without constant anxiety about their professional future.

Unifying employment contracts does not only serve teachers; it elevates the teaching profession in private schools and enhances teachers' dignity and professional standing. When teachers feel their rights are protected and their relationship with the educational institution is based on fair legal foundations, their commitment to the profession grows, their performance quality improves, and this directly benefits the educational process and its outcomes.

Moreover, unified contracts help reduce labor disputes and minimize the volume of complaints and conflicts brought before official authorities, as they establish a single clear reference point to be consulted in any disagreement, serving the interests of all parties involved.

# **A First of Its Kind: President of the Friedrich Ebert Foundation-FES Visits the General Federation of Jordanian Trade Unions-GFJTU**



**Al-Fanatseh:** A historic visit reflecting the depth of strategic relations between the Federation and the Foundation

**Schulz:** The issuance of the training manual is a pivotal step in expanding union organization and encouraging workers to join trade unions

Martin Schulz, President of the Friedrich Ebert Foundation, accompanied by a delegation from Berlin, visited the headquarters of the General Federation of Jordanian Trade Unions. He met with Federation President Khaled Fanatsah, members of the Women's and Youth Committees, in the presence of Sven Schwersenski, Director of the Foundation's office in Jordan, the Foundation's team, and Federation Vice President Khaled Abu Marjoub.

During the visit—which is the first of its kind—the two sides discussed ways to develop and strengthen existing cooperation between the Federation and the Friedrich Ebert Foundation, in service of workers' issues and to enhance the capacities of trade unions, with the aim of defending workers' rights amid ongoing changes in the labor market.

Fanatseh emphasized that Schulz's visit to the Federation is historic and reflects the depth of the strategic relations linking the Federation and the Foundation. He noted that this partnership has, over the past years, represented a pioneering model of social and trade union cooperation based on supporting social dialogue, capacity building, and promoting the concepts of decent work.

He added that the relationship between the Hashemite Kingdom of Jordan and the Federal Republic of Germany is strong and strategic, built on mutual respect and cooperation, and that the partnership between the Federation and the Friedrich Ebert Foundation is a natural extension of these close ties.

Fanatseh stressed that His Majesty King Abdullah II Ibn Al Hussein is the foremost supporter of the trade unions and labor movement in the Kingdom, always keen to advance the labor sector, strengthen social justice, and empower workers to play their role in the national development process.

During the visit, Schulz inaugurated the main training and meeting hall at the Federation's headquarters, which was supported by FES as part of its ongoing efforts to improve the union work environment. The meeting also witnessed the signing of the endorsement page for the Jordanian trade unions' training manual—a specialized manual prepared by the Federation in cooperation with the Foundation. The manual aims to strengthen workers' and unionists' awareness of labor culture, develop their skills in union work and workers' rights, and was prepared with joint expertise from both sides.



For his part, Schulz expressed his appreciation for the pivotal role played by the Federation in promoting social justice and dialogue among the social partners. He praised the Federation's efforts in developing union tools and adopting a participatory approach that enhances workers' standing in the development process.

Schulz affirmed that the issuance of the training manual represents a pivotal step in expanding the umbrella of union organization and encouraging workers to join trade unions, as it provides them with knowledge of their rights and mechanisms to defend them.

He also stressed the importance of investing in workers' training and education to keep pace with the new challenges facing the labor market, particularly those arising from rapid industrial development, the expansion of artificial intelligence technologies, and the impacts of climate change on labor and production sectors.

At the end of the visit, Fanatseh presented the Federation's shield to the President of the Foundation, in appreciation of the existing partnership and as a symbol of the strong relations between the two sides.



## Launch of the National Labor Conference: “Towards a Fair and Inclusive Agenda for Women”

**Al-Fanatseh:** Strengthening women’s role is a national necessity for sustainable growth, productivity, and workplace justice

**Bani Mustafa:** Jordan is committed to human rights with a comprehensive vision, and to women’s rights in particular

**Al-Bakar:** Jordan has taken practical and tangible steps to enhance women’s economic participatio

On behalf of Prime Minister Dr. Jaafar Hassan, Minister of Labor Dr. Khaled Al-Bakar inaugurated the National Labor Conference, “Towards a Fair and Inclusive Agenda for Women in Jordan”, organized by the General Federation of Jordanian Trade Unions-GFJTU in cooperation with the International Labour Organization (ILO).

The conference sessions were held over three days with the participation of representatives of the tripartite partners—government, employers, and workers—alongside experts in international labor standards, specialists in labor issues, official institutions, and civil society organizations.

In his opening remarks, Al-Bakar stated that Jordanian women, since the establishment of the Jordanian state, have been a fundamental pillar in the nation’s journey of building, progress, and sustainable development.



He added that Jordanian women have received significant royal attention from His Majesty King Abdullah II, close follow-up from the Crown Prince, and strong support from Her Majesty Queen Rania Al Abdullah, which has led to tangible gains that strengthened women's presence in the political, economic, and legislative spheres.

Al-Bakar emphasized that Jordan has achieved practical and tangible steps in enhancing women's economic participation, improving the work environment, and ensuring equal opportunities. He noted that Jordan's ranking on the Global Gender Gap Index improved in 2024 to 18th place, advancing 14 positions compared to 2023. Women's economic participation rate rose from 13.5% in the third quarter of 2023 to 14.8% during the same period in 2024.

He also highlighted efforts through the National Employment Program, the "productive branches" initiative launched by His Majesty King Abdullah II, vocational training programs, and financing windows provided by the Development and Employment Fund. For her part, Minister of Social Development and Chair of the Ministerial Committee for Women's Empowerment, Wafa Bani Mustafa, said: "Jordan is committed to human rights with a comprehensive vision, and to women's rights in particular. Many legislations have been enacted to combat violence and discrimination against women, especially constitutional amendments." She stressed that Article 6, paragraph 6 of the Jordanian Constitution stipulates that the state shall ensure the empowerment of women and support them to play an active role in building society, guaranteeing equal opportunities based on justice and fairness, and protecting them from all forms of violence and discrimination.



He reviewed several government measures to boost women's participation in the labor market, including the Economic Modernization Vision, amendments to the Labor and Social Security Laws, and the development of all systems and regulations within the Ministry of Labor to increase women's participation and strengthen their protection.



She added that new legislations have been introduced in the Labor Law, Social Security Law, and Companies Law to increase women's economic participation. Jordan also issued the Domestic Violence Protection Law, the Anti-Human Trafficking Law, and a guide for protecting women from violence in public life. In 2024, the Social Development Law was enacted, explicitly stipulating fair social protection services.

Meanwhile, Khaled Fanatseh, President of the General Federation of Jordanian Trade Unions, affirmed that the conference represents a key milestone in reaffirming women's position as genuine partners in economic and social development. He stressed that empowering women is a national necessity for sustainable growth, improved productivity, and enhanced workplace justice.

Al Fanatseh explained that the broad participation in the conference from diverse national partners reflects the Federation's conviction that women's empowerment is a shared national responsibility. He emphasized that the Federation will play an active role in implementing the conference's recommendations to achieve more just and inclusive legislation and policies that reflect the aspirations of working women.

He noted that the conference will address four main themes closely linked to international labor standards and the needs of the Jordanian labor market: legislative reforms and amendments to the Labor and Social Security Laws; promoting equality in wages, employment, and professions; protection from violence and harassment in the world of work; and advancing the care economy to empower working women.

Dr. Amal Mowafy, ILO Country Coordinator in Jordan, affirmed that the conference reflects the strength of Jordanian institutions, where government, workers and

their representatives, employers, and civil society organizations work together. She noted that the dialogue is the fruit of years of consultations, including national dialogues led by the Federation with ILO support.

She explained that Jordan has made significant progress in updating labor legislation and expanding social protection, reforms that affect families, workers, and employers across the Kingdom. Recent amendments to the Labor Law—some still awaiting final approval—aim to strengthen justice and protection. "Thanks to strong leadership and effective partnerships, Jordan is on a promising path toward inclusive and fair labor relations. When dialogue is genuine and evidence-based, positive change becomes not only possible but inevitable," she said. For his part, Mohammad Al-Jaitan, Vice President of the Jordan Chamber of Industry, highlighted that there are currently around 1,500 women business owners or partners in industrial companies, reflecting women's growing presence not only in employment but also in ownership, management, and decision-making. He noted that practical experience in Jordanian factories demonstrates women's high productivity, discipline, commitment, and job stability. Studies show that female worker turnover is around 15%, compared to 25% among men.

He added: "Our past experiences have been successful examples of government-industry partnership in empowering women, most notably the productive branches project, which became a national success story. More than 30 branches were opened in disadvantaged areas, currently providing about 10,000 job opportunities, with women constituting over 90%."

The conference is part of the activities of the project "Strengthening Trade Unions for a More Inclusive and Gender-Equal World of Work", implemented by the Federation in partnership with the ILO's Decent Work for Women Program, and supported by the Equality at Work project funded by the Government of the Kingdom of Norway.

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## Ministry of Labor Handles **31 Labor Disputes** in 2025

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### **Resulted in the Signing of 29 Collective Agreements**

The Ministry of Labor announced that it dealt with 31 labor disputes during 2025 up to year's end. All disputes were resolved according to the stages of dispute settlement outlined in the Labor Law, except for one case still in progress and another that was concluded in the labor court.

Adnan Al-Dahamsheh, Director of the Labor Relations Directorate at the Ministry, stated that the Ministry supervised the signing of 29 collective labor agreements as a result of cooperation between private sector institutions and companies with trade unions, in favor of employees in these institutions to improve their employment benefits.

He added that the number of workers who benefited from the improved employment benefits stipulated in the collective agreements supervised by the Ministry

reached about 218,000 workers across sectors including garments and textiles, private education, public services and liberal professions, information technology, electricity, petrochemicals, and other industries.

Al-Dahamsheh explained that labor disputes go through four stages under the Labor Law to reach resolution and reconcile employers with workers in the private sector. The first stage is "conciliation officer from the Ministry"; if no solution is reached, the dispute moves to the second stage, "intervention by the Minister". If unresolved, it proceeds to the third stage, "conciliation council" chaired by the Ministry. The final stage for resolving any labor dispute between workers and employers is the labor court.



## **Trade Union Federation and Friedrich Ebert Foundation Discuss Cooperation Mechanisms with Minister of Labor**

The President of the General Federation of Jordanian Trade Unions, Khaled Fanatseh, met, with Minister of Labor Dr. Khaled Al-Bakar, in the presence of Sven Schwersenski, Director of the Friedrich Ebert Foundation office in Jordan, and the Foundation's Communications Officer, Israa Abu Hussein.

The meeting addressed aspects of joint cooperation among all parties and emphasized the need to intensify efforts in the coming phase to serve the Jordanian labor market and safeguard workers' interests. Discussions also focused on ways to implement projects aligned with the Federation's strategic plan, in cooperation with the Ministry and in partnership with the Foundation.

Fanatseh praised the Foundation's efforts in supporting the Federation's reform initiatives and the programs it is implementing to achieve social justice, promote decent work standards, and strengthen the capacities of the trade union and labor movement. He also commended the level of cooperation between the Federation and the Ministry of Labor and the Ministry's role in fostering social dialogue among the social partners.



## Fanatseh Participates in Arab Trade Union Federation Meeting on Social Protection in the Arab Region

The President of the General Federation of Jordanian Trade Unions took part in a meeting of Arab trade union leaders, members of the Arab Trade Union Confederation-ATUC, with the participation of the Deputy Secretary-General of the International Trade Union Confederation-ITUC, held in Istanbul.

Fanatseh's participation came within the framework of the second symposium on social protection in the Arab region.

The meeting addressed a number of issues related to the reality and prospects of the Arab and international trade union movement.



### بيان القيادات النقابية العربية الأعضاء بالاتحاد العربي للنقابات إسطنبول 12 أكتوبر 2025

إن القيادات النقابية العربية في كل من المغرب والجزائر وتونس وليبيا وموريتانيا والأردن وفلسطين ولبنان واليمن والعراق وسلطنة عمان والبحرين وبعد تدارسها للوضع النقابي والوضع العام بالمنطقة العربية خلال سنة 2025 فإنها تعتبر هذه السنة فارقة واستثنائية حيث شهدت خلالها المنطقة تراكماً للأزمات الاقتصادية والاجتماعية وحملت معها تعقيدات وتحديات أمنية جسيمة.

وقد استشرفت الحركة النقابية العربية والعالمية صعوبة هذه الفترة، إثر فوز الأحزاب اليمينية بأكثر من 80% من الانتخابات التشريعية والرئاسية سنة 2024 وتأثير هذا المد اليميني على السياسات الاقتصادية والاجتماعية والأمنية، ودعت في كل منابرها الوطنية والدولية والإقليمية إلى التصدي إلى هذه السياسات التي أدت إلى تناهي التوترات الجيوسياسية، والتفاوتات الاقتصادية والاجتماعية وتفاقم مؤشرات الفقر والبطالة، وتراجع الأجور واتساع رقعة العمل غير النظامي، وتزايد مظاهر التمييز بكل أشكالها.

وقد كان استهداف الحريات النقابية إحدى أولويات هذه السياسات التي امتدت للتضييق على الحقوق والحريات النقابية وتحجيم دور المنظمات النقابية كأجسام وسيطة ضاربة في عمق التاريخ والمجتمع، فتنوعت الانتهاكات ممارسة وتشريعاً في أغلب بلدان المنطقة العربية والعالم ككل في الوقت الذي تستوجب فيه الأوضاع إنتاج تكاتف مجتمعي للتعاطي مع مختلف التحديات.

فقد أنتجت التوترات الأمنية والحروب الدائرة بفعل الزعة التوسعية لحكومة الاحتلال المتطرفة، سياقاً جديداً للتسلح وهو سيعود حتماً بالويل على الجهود التنموية المتعثرة أصلاً وعلى الاستثمار، وهي وضعية تستوجب حلولاً عميقة تنطلق عبر ترميم وتحسين التشريعات الدولية المفصلة بفرض السلام الشامل والعدل وعبر إصلاح مؤسسات التحكم الدولي وعلى رأسها إلغاء نظام الفيتو.

وفي هذا الإطار فإن القيادات النقابية العربية تدعو إلى توحيد النضالات النقابية العالمية وانهاج خطط نضالية مشتركة للتصدي لهذا المد الرجعي والتلاعب بحقوق العمال والشعوب بالإضافة إلى تجميع كل عناصر الاستجابة والتعاطي مع كل المستجدات في بعدها الوطني، الإقليمي والدولي.

كما تدعو إلى ضرورة احترام الالتزامات الوطنية مع اتفاقيات العمل الدولية الخاصة بالحقوق والحريات النقابية والعودة إلى طاوله الحوار الاجتماعي الشفاف من أجل إيجاد مخرج وحلول توافقية لمختلف المعضلات الاقتصادية والاجتماعية.

عاشت الحركة النقابية العربية والعالمية،  
حرة، ديمقراطية ومستقلة،

السكرتير التنفيذي  
هند بن عمار



## **Women's Committee at the Trade Union Federation Explores Cooperation and Partnership with the Women's Studies Center**

The Women's Committee of the General Federation of Jordanian Trade Unions met with Dr. Sahar Al-Adwan, Director of the Women's Studies Center at the Hashemite University, to discuss mechanisms of cooperation and partnership between the two sides in the fields of awareness and empowerment.

The meeting addressed the possibility of holding training courses to raise awareness of women's rights in the labor market and decent work, targeting university students and female workers across various labor sectors. Discussions also included launching specialized studies focused on empowering women economically, socially, and politically.

Dr. Al-Adwan explained that the Women's Studies Center at the Hashemite University is one of three specialized academic centers at Jordanian universities. It provides scientific and community consultations on empowerment issues and works to connect the university community with the broader society.

For her part, Dalia Al-Asa's, Chair of the Women's Committee at the Federation, along with committee

members, welcomed Dr. Al-Adwan, stressing the importance of building an effective partnership with the Center. They discussed mechanisms for joint cooperation in training and empowerment programs, particularly in areas such as the care economy and flexible work as tools to enhance women's opportunities in the labor market.

The Committee also explored cooperation with the King Hussein Cancer Foundation to hold an awareness workshop as part of the annual breast cancer awareness campaigns organized every October, aiming to raise female workers' awareness of the importance of early detection.

Additionally, the Committee discussed preparations to participate in the "16 Days of Activism Against Gender-Based Violence" campaign, with the goal of highlighting issues of gender-based violence and mobilizing community and institutional efforts to advocate for women's rights.

The Committee also reviewed its internal regulations and strategic plan.

# Ports Union, in Cooperation with the International Transport Workers' Federation Organizes **Workshop on Empowering Trade Union Leadership**



**Al-Fanatseh:** Empowering union leaders is a practical commitment to building a new generation of trade union leaders

**Hajaya:** Parliament plays a fundamental role in developing labor legislation and empowering union leadership

The General Union of Port and Clearance Workers, in cooperation with the International Transport Workers' Federation (ITF), organized a workshop entitled "Empowering Trade Union Leadership" in Aqaba, under the patronage of Khaled Fanatseh, President of the General Federation of Jordanian Trade Unions, and with the participation of Union President Mahmoud Adbeis, members, and representatives. The workshop was attended by ITF Regional Secretary Baker Khandaqqi, Secretary of the Parliamentary Committee on Labor and Social Development Arwa Hajaya, and Head of the Labor Disputes Department at the Ministry of Labor, Iman Al-Rashdan. The workshop aimed to strengthen the capacities of union leaders and provide them with relevant skills and knowledge.

In his opening remarks, Fanatseh emphasized that empowering union leaders is a practical commitment and a clear message toward building a generation of trade union leaders capable of facing challenges with confidence and competence. He noted that the world is witnessing rapid economic, social, and technological changes, which require preparedness, knowledge, and expertise to make the right decisions and formulate fair and balanced policies that protect workers' rights and ensure the sustainability of union work.

Al Fanatseh explained that strong union leadership is the cornerstone of any successful trade union movement, as leaders negotiate intelligently and effectively, defend legitimate rights, and innovate solutions that serve workers' interests while maintaining balance among all parties.

For her part, ITF Regional Secretary Baker Khandaqji highlighted the role of the ITF through its global partnerships with trade unions, providing support and exchanging expertise to advance the work of union organizations. This contributes to strengthening joint action among unions worldwide, protecting workers' rights, enhancing their position in society, and ensuring necessary protection.

Parliamentary Committee Secretary Arwa Hajaya stressed that the House of Representatives plays a fundamental role in developing labor legislation and empowering union leadership as an active partner in shaping national policies. She pointed out that the Jordanian Constitution stipulates that work is a right for all citizens, and the state must provide, protect, and legislate for it to guarantee workers' rights.

Hajaya reviewed key labor issues, foremost among them the amendments made to the Labor Law during the last parliamentary session. She clarified that amendments can only be made to articles proposed by the government, and that the Labor Committee insisted on preserving all provisions related to workers' rights, rejecting any changes that could harm their interests. She affirmed that workers' rights are non-negotiable.

She also highlighted the importance of enforcing Article (13) of the Labor Law, which obliges employers to hire a percentage of persons with disabilities in accordance with the provisions of the Law on the Rights of Persons with Disabilities.

Hajaya emphasized that the goals of the Labor Committee align with those of the Trade Union Federation in protecting workers' rights across all sectors. She praised the efforts of the Ministry of Labor, the General Federation of Trade Unions, and related sectors in reaching the decision to raise the minimum wage, which has now come into effect and carries positive future impacts on wages and adaptation to inflation rates.



She concluded her remarks by stressing that no labor legislation can be balanced unless it results from joint work among all parties, taking into account both workers' rights and employers' circumstances. She underscored the importance of reviewing international labor conventions and examining the reasons for ratification or non-ratification, noting that ratified conventions represent a legal strength in protecting all parties.

Meanwhile, Iman Al-Rashdan, Head of the Labor Disputes Department at the Ministry of Labor, affirmed the Ministry's role and commitment to supporting the General Federation of Jordanian Trade Unions and enhancing union leaders' capacities in collective bargaining and social dialogue. This, she explained, helps achieve comprehensive policies that consider the interests of all production partners, contributes to reaching agreements and solutions to labor issues, reduces disputes, and maintains balanced labor relations that foster increased economic activity.

The workshop addressed several themes, including: the role of union leadership in facing challenges; empowering union leaders as active partners in shaping national policies; the role of the Ministry of Labor in strengthening tripartite partnership and union protection; and the international dimension of empowering union leaders by linking local experiences with the global trade union movement.

## Printing Workers' Union Organizes Workshop on Labor Rights



The President of the General Federation of Jordanian Trade Unions, Khaled Fanatsah, sponsored the graduation of participants in a training workshop organized by the General Union of Printing Workers and Related Activities, with the participation of several employees from the Distinguished Printing Company.

Al-Zoubi added that the union is working to expand the umbrella of union organization to include establishments and factories under its scope, while also seeking to enhance cooperation and partnership with their administrations. This, he noted, serves the union's objectives, benefits the workers, and ensures a decent work environment.



Union President Mohammad Al-Zoubi explained that the two-day workshop covered several key topics, including the Labor Law, the Social Security Law, occupational safety and health standards, as well as decent work standards. He emphasized that such activities are part of the union's work plan to strengthen labor culture among workers in the sector.

The workshop was delivered by trade union trainer Basel Al-Haroun, who focused on practical and awareness aspects that contribute to raising participants' legal and union-related knowledge.



# Conclusion of Legal Awareness Sessions in Karak under the “Strengthening Trade Unions” Project



The General Federation of Jordanian Trade Unions-GFJTU, in cooperation with the International Labour Organization (ILO), held a legal awareness session on labor rights—the third and final session in Karak Governorate—with the participation of a number of male and female workers in the agricultural sector, and in the presence of Federation President Khaled Fanatseh.



The session focused on the rights of working women under the Labor and Social Security Laws, aiming to raise legal awareness of fundamental concepts related to labor issues and clarify workers' rights such as the minimum wage, types of employment contracts, legal consequences upon contract termination, as well as protection from violence and harassment in the workplace, among others.



Al Fanatseh emphasized the importance of legal awareness of labor rights and its role in strengthening labor culture among workers, particularly in the agricultural sector, which faces difficult working conditions and violations of labor standards guaranteed by law. He praised the ILO's support in organizing legal awareness sessions targeting different labor sectors.

The session was delivered by lawyer Asma Amireh and Adnan Al-Dahamsheh, Director of the Labor Relations Directorate at the Ministry of Labor.



This session comes as part of the second phase of legal awareness activities, with two sessions planned in Irbid Governorate targeting female teachers in private schools. These activities fall within the framework of the project “Strengthening Trade Unions for a More Inclusive and Gender-Equal World of Work”, implemented by the Federation in partnership with the ILO's Decent Work for Women Program, and supported by the Equality at Work project funded by the Government of the Kingdom of Norway.

# **Fanatseh: Decent Work and Social Protection Are the Foundation of Fair and Sustainable Development**



Khaled Fanatseh, President of the General Federation of Jordanian Trade Unions, affirmed that decent work and social protection are the foundation of fair and sustainable development, stressing that any national effort in this direction cannot be complete without concerted efforts, strengthening tripartite partnership among the social partners, and adopting inclusive policies that take into account the most vulnerable groups in society.

This came during Fanatseh's participation in a workshop organized by the International Labour Organization (ILO) entitled "Promoting Decent Work in the National Public Works Program in Jordan", attended by Federation Executive Board member Bushra Al-Salman, along with representatives of government bodies, international organizations, and the Jordan Chamber of Industry.

Fanatseh added that Jordan has for years faced serious challenges in the labor market, most notably high unemployment rates—especially among youth and women—as well as the impact of hosting large numbers of refugees, which has created cumulative economic and social pressures.



He emphasized the importance of investing in infrastructure and social services to ensure social protection and keep pace with regional and global changes.

He praised the ILO's continuous support for the Public Works Program and commended the cooperation of national and international institutions involved, noting that such collaboration achieves sustainable development and supports the national economy in line with the Royal directives. He expressed hope for reaching a national consensus among all partners to draw a clear roadmap that guarantees the success of the anticipated national program.

Fanatseh highlighted the importance of the program in providing temporary job opportunities, supporting local communities, and strengthening resilience in the face of crises. He pointed to the need to build on what has already been achieved to make the program more sustainable, impactful, and closely aligned with relevant national strategies.

The workshop discussed several themes, including strategic objectives and alignment, program design considerations, experiences of program partners from UN agencies, and the development of a roadmap for the next phase of the program.



## Private Education Union Holds Training Workshop on Labor Rights Awareness

The General Union of Workers in Private Education, in cooperation with the International Labour Organization (ILO), held a training workshop at the headquarters of the General Federation of Jordanian Trade Unions.

The workshop aimed to continue efforts to raise awareness of labor rights among male and female workers in private education. It was attended by the Deputy Chair of the Union's interim committee, union members, and representatives of the "Stand with the Teacher" campaign.

According to a statement from the Federation, engineer Osama Al-Dughaymat, from the company implementing the Unified Contract Platform, presented an overview

of a dedicated online training platform targeting private school employees, school owners, and other stakeholders.

The platform offers structured training modules that include simplified explanations, real-life examples, and short quizzes to measure understanding, all in a flexible and user-friendly format.

Participants in the workshop provided several observations on the platform, aimed at improving the user experience, enhancing ease of use, and developing the training content and the exam designed to grant an accredited certificate upon completion of the training process.



## Trade Union Federation and ILO Sign Agreement to Promote Equality and Increase Women's Union Representation

The General Federation of Jordanian Trade Unions-GFJTU and the International Labour Organization (ILO) signed an agreement at the ILO headquarters to implement a project entitled "Strengthening Trade Unions for a More Inclusive and Gender-Equal World of Work." The six-month project aims to enhance women's participation in trade unions and ensure the integration of equality and non-discrimination issues into national policies. The agreement was signed by Federation President Khaled Fanatseh and ILO Country Coordinator in Jordan, Dr. Amal Mowafy, in the presence of Reem Aslan, Director of the ILO's Decent Work for Women Program, project team members, and representatives of the Federation.

Al Fanatseh emphasized that the project represents the fruit of an extended partnership with the ILO, built on shared goals of developing labor legislation, expanding social protection, and promoting decent work standards. He noted that the project aligns with the Federation's strategic plan to increase women's access to union leadership positions and strengthen their presence in union activities.

For her part, Mowafy stressed the importance of partnership with the Federation at this stage, describing it as a reflection of a shared commitment to supporting workers and promoting a more inclusive and fair work environment. She praised the Federation's expertise and its ability to reach the most vulnerable groups, including women, migrant and refugee workers, and persons with disabilities. Mowafy expressed hope that the project would raise awareness of rights, enhance women's union participation, and ensure the integration of equality and non-discrimination issues into social dialogue and national policies.

Meanwhile, Aslan explained that the project includes holding social dialogue sessions with the tripartite partners—government, employers, and workers—as well as other stakeholders, on key topics such as the care economy, combating violence and harassment in the workplace, empowering women in leadership positions, and advancing the green economy and just transition.

She added that these sessions will produce policy papers containing recommendations at the legislative and policy levels, to be discussed during a national conference on international labor standards.



## **ILO Calls on Jordan to Place Employment at the Core of **Economic Policies****

Jordan, like many developing countries, faces a complex battle in the field of employment and job creation, amid high unemployment rates, particularly among youth and university graduates. A new international report calls on Jordan to put employment at the heart of its economic and fiscal policies to reduce unemployment.

Official figures indicate that unemployment rates remain at worrying levels, making employment policies a national priority directly linked to social stability and economic growth.

In this context, the release of the Global Employment Policy Review 2025 by the International Labour Organization (ILO) carries special significance for Jordan, as it provides a comprehensive framework to assess whether national and international employment-oriented policies are truly achieving their goals.

The report, launched in Geneva, questions whether employment-responsive policies are genuinely effective.

It highlights the role of tools such as impact assessments, economic and social diagnostics, and social dialogue among the social partners.

It notes that economic policies can no longer be limited to price stability or inflation control; they must also stimulate employment and integrate with social protection, education, and training policies.

The report includes several key chapters, most notably on employment impact assessments. The ILO reviewed around 100 studies measuring the effect of policies on job creation, showing that such tools help governments link economic decisions to tangible labor market outcomes.

The report stresses that developing economies need bolder policies that go beyond inflation control to include public investment and fiscal stimulus, thereby creating decent jobs.

It also addresses development financing and employment, focusing on the significant funding gap that hinders the achievement of sustainable development goals. It explains that placing employment at the core of public budgets through “pro-employment budgeting” has become essential.

The report discusses just transition and new sectors, citing examples from Bosnia and Senegal, where studies showed that transformations in energy and agriculture can generate new jobs if accompanied by training programs and social protection.

It underscores the importance of infrastructure and transport. By analyzing geographic data in Kenya and Zambia, the report demonstrated that road investments are not merely construction projects but effective tools to stimulate economic activity and expand access to education and health.

The report also touches on trade union rights and international trade, concluding that respecting workers’ rights does not hinder trade but can actually enhance exports in certain sectors.

It calls for building skills systems, stressing that investment in skills must be continuous and cyclical—through development, employment, and retraining—citing examples such as artisan training programs in Jordan.

For Jordan, the report carries several core messages, Employment must be placed at the center of economic and fiscal policies, with public budgets built on their ability to create jobs, not just on numerical balances Social dialogue between government, employers, and workers is essential to design implementable and fair policies. Investment in infrastructure and transport, as well as in the transition to clean energy, represents a real opportunity to create

new jobs if combined with youth-focused training programs.

Skills development in Jordan requires a holistic vision that goes beyond traditional education to embrace “skills ecosystems” involving universities, training centers, and companies.

In conclusion, the Global Employment Policy Review 2025 provides Jordan with an important roadmap at a time when the need for innovative solutions to unemployment is growing. Employment-responsive policies are not measured by slogans but by tangible results—such as decent jobs, social protection, and inclusive economic growth.

While Jordan continues its national efforts through economic stimulus programs, vocational training initiatives, and entrepreneurship projects, adopting global recommendations and tailoring them to local realities may be the decisive step in addressing the greatest challenge: turning economic growth into real job opportunities for Jordanian youth.

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## Trade Union Federation Organizes Ceremony on the Occasion of **World Teachers' Day**

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The General Federation of Jordanian Trade Unions organized a ceremony to mark World Teachers' Day, with the participation of members of the General Union of Workers in Private Education, a number of teachers from private schools, and in the presence of Federation President Khaled Al Fanatseh and Vice President Khaled Abu Marjoub.

In his speech addressing the teachers, Fanatseh said: "We must stand in reverence, respect, loyalty, and sincerity for these messengers who have sacrificed greatly to fulfill their vital role in the pursuit of knowledge and in building young minds. They are worthy of appreciation and honor, from whom generations draw the spirit of true and righteous citizenship. They are the real builders, for they build the human being—and the human being is the ultimate purpose and essence of life. What words can truly match their worth, and what speech can grant them their rightful recognition?"

He pointed to the union's efforts aimed at providing a decent work environment for teachers in cooperation with all relevant parties, particularly through the electronic contract platform, which enables the registration and documentation of contracts for workers in private schools and kindergartens electronically, replacing paper contracts in line with the digital transformation taking place in today's world of work. He noted that more than 50,000 electronic employment contracts were registered on the platform during the last academic year.

For her part, Reem Aslan, Director of the ILO's Decent Work for Women Program, emphasized the importance of the partnership between the ILO and all stakeholders in the private education sector through the Decent Work for Women Program. She noted that "the journey to improve working conditions and achieve a decent work environment in the sector began in 2015, and significant achievements



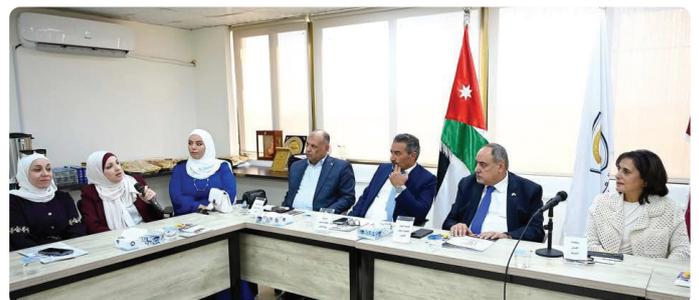
have been made over the past years despite major challenges.”

Aslan explained the role of close partnerships with the National Committee for Women’s Affairs and the Equal Pay Committee in achieving progress for workers in the sector, alongside the role of the “Stand with the Teacher” campaign, which conveyed the voices of female teachers from the field and expressed their concerns in reality. She pointed out that upcoming efforts will focus on developing electronic linkages between the unified contract platform and relevant institutions, enabling monitoring of contracts on the platform and ensuring their actual implementation.



Meanwhile, Adnan Al-Dahamsheh, Director of the Labor Relations Directorate at the Ministry of Labor, affirmed the Ministry’s role in protecting the rights of teachers and all workers in the private education sector through continuous monitoring and enforcement of relevant labor legislation. He noted that the Ministry works in coordination with various stakeholders and partners to ensure the platform achieves its objectives of protecting workers’ rights and regulating the relationship between the parties in the educational process.

The ceremony also included honoring a number of teachers and principals from private schools. In addition, the Federation President presented commemorative shields to the Federation’s partners in appreciation of their efforts in supporting the unified contract automation project.





## 7.749 Unified Contracts for **Private School** Teachers by End of June 2025

By June 30, 2025, the “Unified Contract” platform recorded the signing of 7,749 new contracts—6,443 for men and 33,406 for women—reflecting a notable increase in employment opportunities for teaching and administrative staff.

The total number of contracts executed since the platform’s launch reached 39,849, distributed across 1,680 registered schools, with an average of 2,372 contracts per school. An additional 110 schools were added during the first half of the current year, highlighting the continuous expansion of private education in Jordan.

Data revealed a clear disparity in average salaries between genders: men earned an average of 651.8 dinars, compared to 447.06 dinars for women. Salaries also varied by job type: Administrative positions: 810.76 dinars for men vs. 561.56 dinars for women, Teaching positions: 720.11 dinars for men vs. 448.55 dinars for women, Operational/technical positions: 378.96 dinars for men vs. 331.07 dinars for women.

These figures follow an unprecedented step to promote decent work and achieve fairness in the private education sector. The Ministry of Labor, in cooperation with the International Labour Organization (ILO) and the General Federation of Trade Unions, launched the Unified Contract project for workers in private schools and kindergartens, which came into effect at the start of the 2024–2025 academic year.

One of the most significant provisions of the unified contract was extending the duration of the first contract for new teachers from 10 months to 12 months, enhancing job stability and providing greater opportunities for professional development. This measure addressed previous challenges faced by workers in the sector, particularly short-term contracts and financial instability. Contracts are now issued through a specialized electronic platform to ensure secure and efficient documentation.

The data also confirmed that thousands of contracts have been issued electronically since the platform’s launch in July 2024, with strict requirements for timely salary payments and prevention of violations. School owners are obliged to transfer salaries electronically to bank accounts or approved e-wallets, strengthening transparency and financial security.

The unified contract eliminated the need for paper-based approvals at unions, reducing costs, saving administrative time, and contributing to environmental protection by cutting paper use.

The private education sector is among the largest employers of women, with teachers making up a significant portion of its workforce. This makes adherence to the unified contract a crucial step in strengthening their rights and improving the work environment.

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## **Advisor of Kuwait Trade Union Federation Visits the General Federation of Jordanian Trade Unions-GFJTU**

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Khaled Fanatsah, President of the General Federation of Jordanian Trade Unions, met with Mohammed Al-Aradah, Advisor and Head of the Migrant Workers Office at the Kuwait Trade Union Federation-KTUF, to discuss aspects of joint cooperation and ways to strengthen trade union relations between the two sides.

The meeting, attended by Federation Vice President Khaled Abu Marjoub, included an exchange of commemorative shields between the two parties, affirming the depth of relations that unite the trade union movements in both Jordan and Kuwait.



## **Trade Union Federation and ILO Hold Meeting with Trade Unions under the “Strengthening Trade Unions” Project**

The General Federation of Jordanian Trade Unions, in cooperation with the International Labour Organization (ILO), held a meeting that brought together representatives of trade unions, as well as members of the Women’s and Youth Committees. The meeting was part of the dialogue sessions of the project “Strengthening Trade Unions for a More Inclusive and Gender-Equal World of Work.”

The project, implemented by the Federation in partnership with the ILO’s Decent Work for Women Program over a six-month period, aims to enhance women’s participation in trade unions and ensure the integration of equality and non-discrimination issues into national policies.

In his opening remarks, Federation Vice President Khaled Abu Marjoub emphasized that equality in the workplace is not solely a women’s issue, but a developmental and national one, closely tied to social justice. He noted that empowering women in the labor market has positive effects on empowering families, communities, and the national economy. He pointed out that working women in Jordan face numerous challenges, ranging from weak union

representation and the absence of supportive policies for children and the elderly, to violence, harassment, and wage discrimination in workplaces. For her part, Reem Aslan, Director of the ILO’s Decent Work for Women Program, highlighted the importance of the project in strengthening the role of women and youth in the labor market through practical outcomes and activities such as social dialogue sessions with all stakeholders, legal awareness sessions, and the activation of internal union policies. She stressed the pivotal role of trade unions in promoting gender equality and achieving justice in the workplace.

The meeting discussed the role of trade unions and relevant committees in ensuring the success of the project’s action plan and the importance of amplifying their voices in social dialogue sessions to achieve the desired goals.

This cooperation between the Trade Union Federation and the ILO comes within the framework of the “Equality at Work” project, funded by the Government of the Kingdom of Norway.

# **“Strengthening Trade Unions” Project Launches Series of Awareness Sessions on Labor Rights**



The General Federation of Jordanian Trade Unions-GFJTU, in cooperation with the International Labour Organization (ILO), has launched a series of awareness sessions on labor rights targeting male and female workers across various sectors and economic activities.

These sessions are part of the activities of the project “Strengthening Trade Unions for a More Inclusive and Gender-Equal World of Work,” implemented by the Federation in partnership with the ILO’s Decent Work for Women Program.



The first session concluded with the participation of a number of workers from trade unions affiliated with the Federation. It is the first of 12 legal awareness sessions to be delivered by lawyer Asma Amireh, scheduled to take place in the coming period as part of the project plan.

The sessions focus on the rights of working women under the Labor and Social Security Laws, as well as issues of protection from violence and harassment in the workplace. They also aim to raise legal awareness of fundamental concepts related to labor issues, clarify workers’ rights and obligations, explain the minimum wage, types of employment contracts and their distinctions, and the legal consequences of contract termination.

This cooperation between the Federation and the ILO comes within the framework of the “Equality at Work” project, funded by the Government of the Kingdom of Norway.



## Launch of the Second Phase of Legal Awareness Sessions under the “Strengthening Trade Unions” Project

The General Federation of Jordanian Trade Unions, in cooperation with the International Labour Organization (ILO), held a legal awareness session on labor rights in Irbid Governorate, with the participation of a number of female workers in the agricultural sector.

This session is part of the second phase of legal awareness activities, which will be implemented in both Irbid and Karak, with a total of six sessions. These sessions are organized within the framework of the project “Strengthening Trade Unions for a More Inclusive and Gender-Equal World of Work,” implemented by the Federation in partnership with the ILO’s Decent Work for Women Program.

The sessions, delivered by lawyer Asma Amireh, focus on the rights of working women under the Labor and Social Security Laws. They aim to raise legal awareness of fundamental concepts related to labor issues, clarify workers’ rights such as the minimum wage, types of employment contracts and their legal implications upon termination, as well as protection from violence and harassment in the workplace, among other issues.

This cooperation between the Federation and the ILO comes within the framework of the “Equality at Work” project, funded by the Government of the Kingdom of Norway.



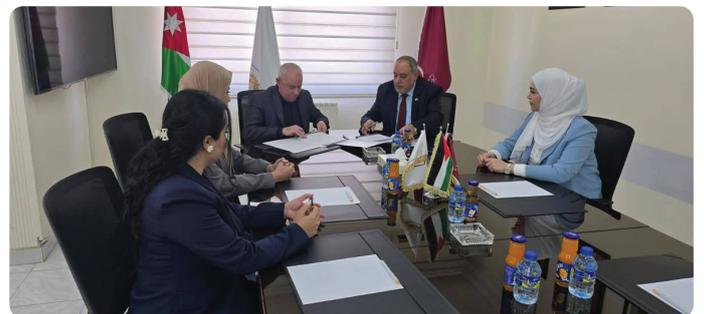
## General Federation of Jordanian Trade Unions Signs Cooperation Protocol with Iraqi Trade Union Federation

Khaled Fanatseh, President of the General Federation of Jordanian Trade Unions, and Sattar Danbous Barak, President of the General Federation of Trade Unions in Iraq, signed a joint cooperation protocol aimed at strengthening existing trade union relations between the two sides and working together to leverage expertise and competencies to advance the developmental goals of both federations, while supporting the economy and the labor movement in both countries.



The cooperation protocol includes exchange visits between the two federations through delegations, in order to share experiences and knowledge, hold bilateral meetings every six months or whenever necessary, and exchange field studies and research, as well as prepare joint projects.

The protocol also covers organizing workshops, seminars, and training courses to train workers, raise awareness of their rights, develop their skills, and enhance their trade union expertise. It further aims to support and strengthen the labor movement in both countries by enhancing the institutional capacities of unions, exchanging expertise on labor issues, and providing technical support and training to build workers' capacities.



The protocol emphasizes the need for coordination between the two federations on labor-related issues, and highlights the importance of strengthening the role of women and youth in both federations, along with exchanging experiences and visits.

## Private Education Workers' Union Holds Annual General Assembly Meeting



The General Union of Workers in Private Education held its annual General Assembly meeting, chaired by Khaled Fanatseh, President of the General Federation of Jordanian Trade Unions and head of the union's interim committee, with the participation of committee members and Federation Vice President Khaled Abu Marjoub.

During the meeting, the interim committee's decisions were ratified, the union's financial and administrative reports for 2024 were approved, and an auditor was selected for the current year.

In his remarks, Fanatseh emphasized the importance of strengthening trade union culture among workers in the private education sector, noting that this enhances the union's ability to defend members' rights and contributes to fulfilling its national role. He stressed the need for teachers and staff in private schools and kindergartens to join the union, as this broadens the scope of union organization and makes the union stronger.

Fanatseh explained that the union is the legally recognized body representing workers in private schools, serving as their official umbrella under the law.

The administrative report clarified that the interim committee assumed its responsibilities following the dissolution of the union's administrative board on April 21, 2024. The committee has full authority to exercise all powers granted to it in order to achieve the union's legitimate goals, based on the legal opinion issued by the Registrar of Trade Unions in letter No. Labor Relations/1/9642 dated April 22, 2024.

The report highlighted the committee's efforts to ensure the success of the Unified Contract automation project, including holding meetings, forming committees, monitoring progress in cooperation with relevant stakeholders, providing feedback on contract registration processes, and organizing training workshops to strengthen the platform's working team. According to the report, by August 22, 2025 (the end of the 2024/2025 academic year), a total of 48,307 electronic employment contracts had been registered on the platform, of which 41,018 were active contracts. The number of private schools and kindergartens registered on the platform reached 1,719. Participants also discussed several issues related to the reality of trade union work in the private education sector.



## **Trade Union Federation and ILO Launch National Dialogue Series Entitled “Towards a Fair and Inclusive Agenda for Women”**

The General Federation of Jordanian Trade Unions, in cooperation with the International Labour Organization (ILO), held the first discussion session in a series scheduled for this month under the title “Care Economy: Towards a Fair and Inclusive Future of Work for All.” The session brought together representatives of the tripartite social partners – government ministries and official institutions, employers, and workers—as well as civil society organizations.

The session aimed to raise awareness and recognition of the economic and social value of the care economy, its contribution to sustainable development, and its role in achieving gender equality. It also sought to promote decent work and better working conditions for male and female workers, build on existing efforts to develop national frameworks and regulations to organize and protect work in the sector, enhance gender equality and inclusiveness, reduce gaps between paid and unpaid care work, and encourage the sharing of family responsibilities.

The session featured extensive discussions on the opportunities and challenges of the care economy,

with perspectives from participating entities including: the Parliamentary Labor Committee, the Senate Labor Committee, the Ministry of Labor, the Ministry of Social Development, the Social Security Corporation, the Higher Council for the Rights of Persons with Disabilities, the National Council for Family Affairs, as well as trade unions and civil society organizations concerned with labor issues and workers’ rights.

During the session, Hamada Abu Nijmeh, Director General of the Jordanian Center for Labor Rights, presented a paper entitled “The Care Economy in Jordan: Challenges, Opportunities, and Alignment with International Labor Standards,” which highlighted relevant ILO conventions and national priorities.

This session is part of a series of national dialogues launched by the Federation within the framework of the project “Strengthening Trade Unions for a More Inclusive and Gender-Equal World of Work,” implemented in partnership with the ILO’s Decent Work for Women Program.

## Trade Union Federation and ILO Discuss Framework of Joint Cooperation to Promote Decent Work for Women in Jordan



The General Federation of Jordanian Trade Unions discussed the proposed work plan with the Decent Work for Women Program at the International Labour Organization (ILO) during a meeting with program representatives in Jordan.

The meeting was also attended by representatives of the company that produced training video materials for the national platform dedicated to training male and female workers in private schools and kindergartens, which will be linked to the Unified Electronic Contract platform for workers in private schools and kindergartens.

The meeting further reviewed the electronic educational platform, its operating mechanism, and the content to be published on it.

This meeting comes within the framework of the Federation's strategic plan, which seeks to strengthen social dialogue and support inclusive economic development to achieve social justice in the Jordanian labor market. The partnership is part of the "Equality at Work" project, implemented by the ILO's Decent Work for Women Program in cooperation with the Government of the Kingdom of Norway over the next three years.



## Women's Committee at the Trade Union Federation Holds Awareness Lecture on Breast Cancer

The Women's Committee of the General Federation of Jordanian Trade Unions, in cooperation with the Jordan Breast Cancer Program—one of the programs of the King Hussein Cancer Center—organized an awareness lecture on the importance of early detection of breast cancer, with the participation of several women representing trade unions affiliated with the Federation.



The lecture was delivered by Dr. Azhar Nasr, who provided comprehensive information on the nature of the disease, its main risk factors, methods of prevention and early detection, as well as the importance of self-examination and regular check-ups in reducing its spread.

Committee Chair Dalia Al-Asa's stated that organizing this lecture is part of the Committee's activities and its efforts to support national initiatives aimed at spreading health awareness among members of society. She stressed that early detection is the most powerful tool for complete recovery from cancer, reducing incidence rates, and achieving full recovery.



Al-Asa's added that the Women's Committee operates in line with the vision of the General Federation of Jordanian Trade Unions to activate partnerships with various national institutions and civil society organizations through events and activities that serve the community and achieve the public interest, including promoting health culture and raising awareness about cancer.

# Al-Fanatseh Participates in the Opening of the Annual Meeting of the Arab Trade Union Media Network in Algeria



## Theme: “Empowering Arab Trade Unions to Confront the Impact of Automation and Artificial Intelligence on the Labor Market”

Khaled Al Fanatseh, President of the General Federation of Jordanian Trade Unions, took part in the annual meeting of the Arab Trade Union Media Network, organized by the Arab Trade Union Confederation in cooperation with the Friedrich Ebert Foundation.

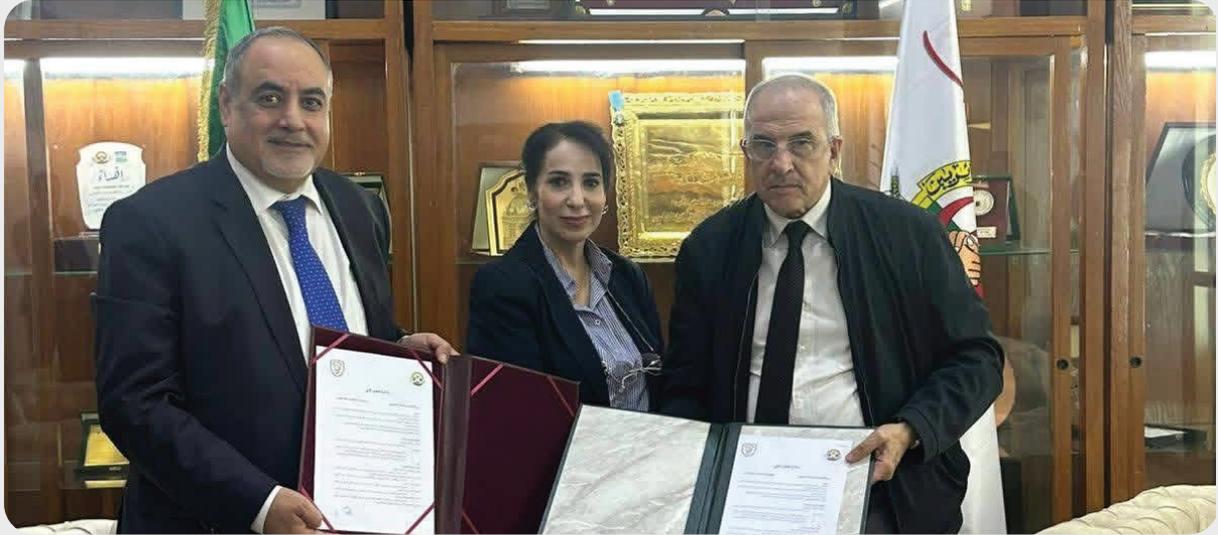
The meeting was opened by Amar Takdjout, Secretary-General of the General Federation of Algerian Workers-UGTA, who emphasized the role of trade union media in addressing technological challenges.

Executive Secretary Hind Ben Ammar affirmed that the meeting reflects the Arab Trade Union Confederation’s commitment to ensuring that Arab unions remain engaged with international trade union developments, particularly in the field of union media, which serves as the unions’ public face and conveys their positions and messages.

For his part, Al Fanatsah, who attended as a guest of the General Union of Algerian Workers, stressed that trade union media has become central in light of the global technological revolution, which is introducing a new concept of media that departs from traditional forms.



At the conclusion of the opening session, Ruben Fleischer, Director of the Trade Union Program at the Friedrich Ebert Foundation, confirmed that the Foundation’s support for Arab unions will continue and be strengthened, based on its conviction of the unions’ role in advancing social issues in the region.



## **AL Fanatseh Signs Cooperation Protocol with Algerian Trade Union Federation to Strengthen Union Collaboration**

### **Al Fanatseh Concludes Trade Union Visit to Algeria Aimed at Enhancing Labor Partnership**

Khaled Al Fanatseh, President of the General Federation of Jordanian Trade Unions, signed a cooperation protocol with Amar Takdjout, Secretary-General of the General Federation of Algerian Workers-UGTA, with the aim of strengthening trade union relations between Jordan and Algeria, and exchanging expertise and experiences in the field of union work and defending workers' rights and interests.

The signing of the protocol took place during Al-Fanatseh's visit to Algeria, which included a series of official and trade union meetings with government officials and prominent labor leaders.

Al Fanatseh also participated in the annual meeting of the Arab Trade Union Media Network, hosted by Algeria under the theme: "Empowering Arab Trade

Unions to Confront the Impact of Automation and Artificial Intelligence on the Labor Market."

In his opening remarks, he emphasized the importance of trade union media in serving the goals of labor organizations and supporting workers' rights amid the technological revolution and modern media transformations.

Additionally, Al Fanatseh held talks with Algerian Minister of Energy and Mines, Mohamed Arkab, in the presence of Algerian union leaders. Discussions focused on prospects for cooperation between the Jordanian and Algerian federations, particularly in areas of social dialogue, training of union cadres, exchange of expertise, and coordination of joint efforts in economic and investment partnerships between the two countries.



Al Fanatseh praised Algeria's experience in involving social partners in shaping public labor policies, expressing his desire to further develop union relations in ways that serve workers' interests in both countries, improve the work environment, and strengthen bilateral economic cooperation.

For his part, Al Fanatseh expressed pride in the fraternal relations between Jordan and Algeria, commending Algeria's efforts under the leadership of the President of the Republic to safeguard workers' rights and strengthen their gains. He underscored the importance of exchanging expertise between the two brotherly countries in the fields of labor and social security.



During the visit, Al Fanatseh also met with Algerian Minister of Labor, Employment, and Social Security, Abdelhak Saihi, where both sides discussed ways to expand bilateral cooperation in labor and social protection. The minister highlighted Algeria's social achievements in serving the working class, particularly the expansion of social coverage and insurance against serious illnesses as part of the state's policy to promote social justice.





## **Princess Basma: Equal Pay and Decent Work Environments Are Essential to Strengthening the Social Fabric**

### **Princess Basma bint Talal: Gender Pay Equity Drives Growth and Accelerates Development and Prosperity**

Her Royal Highness Princess Basma bint Talal affirmed that Jordan's accession in 2018 to the International Equal Pay Coalition, as the first Arab country to join, stemmed from the Kingdom's belief in the importance of achieving justice and fairness in wages between men and women and increasing women's economic participation.

Speaking while chairing a dialogue session on the sidelines of the 20th meeting of the Jordanian Committee for Pay Equity, Princess Basma noted that Jordan was among the first countries in the region to ratify international conventions on equality and non-discrimination. She explained that the Committee has become a distinguished model of partnership between government, the private sector,

and civil society organizations.

In the presence of Minister of Social Development Wafa Bani Mustafa and Secretary-General of the Ministry of Education Sahar Al-Shakhatreh, Princess Basma highlighted key amendments introduced to national legislation, particularly to the Labor Law and Social Security Law, aimed at providing safer and more supportive work environments for women and eliminating gender-based wage discrimination.

She stressed the importance of strengthening monitoring and enforcement mechanisms, building women's capacities, and encouraging them to advance their careers, underscoring the need to provide equal opportunities and address the needs of both genders in the workplace.

Princess Basma pointed out that the continued imbalance of unpaid care responsibilities borne by women hinders their economic participation. She emphasized that equal pay and decent work environments are essential to strengthening the social fabric, supporting family prosperity, business growth, and accelerating development and progress.



### **Government and Institutional Perspectives**

Minister of Labor Khaled Al-Bakar reviewed the major amendments to the Labor Law and related regulations, as well as changes to the Social Security Law to enhance social protection for private sector workers. He stressed that these reforms aim to provide safer and fairer work environments, entrench equality, and reduce discrimination in the labor market. He also highlighted the “productive branches” initiative, implemented under Royal directives, which has created more than 9,500 jobs—mostly for women—in rural and remote areas, providing attractive work opportunities close to their homes. Al-Bakar praised the efforts of the Jordanian Committee for Pay Equity, jointly chaired by the Ministry of Labor and the Jordanian National Commission for Women, which has raised awareness of labor rights for 15 years.

Engineer Maha Ali, Secretary-General of the Jordanian National Commission for Women, emphasized the Committee’s role in strengthening women’s economic rights and supporting the National Women’s Strategy 2020–2025, which prioritizes women’s economic empowerment. She noted that the wage gap in the public and private sectors decreased from 10.9% in 2010 to 7.3% in 2023, thanks to the Committee’s efforts and legislative reforms that created more supportive work environments for women.

Ali stressed the importance of expanding the experience of mandatory electronic wage transfers in the private education sector to other sectors, thereby enhancing workers’ rights, financial inclusion, and especially women’s empowerment. She added that the Committee is studying the health sector, where a clear wage gap exists, to better understand workplace conditions and gender needs.

She called for issuing a practical guide for companies on self-assessment tools for wage gaps, enabling corrective plans and qualifying institutions for certification that supports women’s empowerment and reduces wage disparities.

### **Private Sector and International Perspectives**

Senator Khalil Al-Haj Tawfiq, President of the Jordan Chamber of Commerce, presented a paper entitled “The Private Sector as a Partner in Enforcing Equal Pay Legislation.” He stressed the importance of joint work across all sectors to address the causes of wage discrimination, noting the significant economic benefits of pay equity.

Dr. Amal Mowafy, ILO Country Coordinator and Employment Specialist for Arab States, emphasized the importance of equal pay for work of equal value as a cornerstone of decent work and human rights. She explained that the ILO enshrined this principle in two fundamental conventions: the Equal Remuneration Convention of 1951 and the Discrimination (Employment and Occupation) Convention of 1958. Jordan was among the first Arab countries to ratify both, reflecting its early commitment to justice and equality in the workplace.

UN Resident Coordinator in Jordan, Sheri Ritsema, affirmed that Jordan made equal pay a political choice rather than a mere aspiration, becoming one of the first Arab countries to establish a national mechanism dedicated to pay equity before the issue became a global development priority. She noted that Jordan’s gender wage gap has narrowed from about 14% in 2009 to around 7% today, according to ILO statistics.

# Ministry of Education: Paper Employment Contracts No Longer Valid in Private Schools and Kindergartens



The Ministry of Education announced the adoption of the Unified Electronic Employment Contract as the official framework for hiring workers in private schools and kindergartens, starting from the 2025/2026 academic year. The Ministry confirmed that paper employment contracts will no longer be accepted.

The decision was issued in a circular released by the Ministry, based on a letter from Khaled Fanatsa, President of the General Federation of Jordanian Trade Unions and head of the interim committee managing the General Union of Workers in Private Education, dated October 14, 2025.

The implementation of the electronic contract aims to enhance transparency, accelerate procedures, and provide an accurate database of workers in the private education sector. This contributes to improving the work environment and advancing the educational process in the Kingdom.



## Trade Union Federation Participates in Solidarity Meeting to Support the Palestinian People in Turkey

**Al Fanatseh:** Jordan, under Hashemite leadership, its free people and dedicated workers, will remain Palestine's steadfast supporter

Khaled Al Fanatseh, President of the General Federation of Jordanian Trade Unions, affirmed that Jordan—under the Hashemite leadership, with its free people and loyal workers—will remain the steadfast supporter of Palestine. He stressed that the Hashemite custodianship of Islamic and Christian holy sites in Jerusalem represents a symbol of Arab dignity and sovereignty in the holy city.

This came during Al Fanatseh's speech at the international meeting organized by the Turkish Trade Union Federation in Ankara, attended by Federation Vice President Khaled Abu Marjoub. The event was part of international activities marking the 50th anniversary of the Federation, with the participation of 45 union representatives from 23 federations across 22 countries, under the slogan: "The International Trade Union Movement Stands with Palestine."

Al Fanatseh stated: "I am pleased to address you today from Turkey on the Day of Solidarity with the

Palestinian People, to reaffirm, on behalf of the General Federation of Jordanian Trade Unions, our permanent and unwavering stance in supporting the Palestinian people's struggle for freedom and independence. The Palestinian cause has always been, and will remain, Jordan's foremost cause, and the cause of every free person in this world."

He pointed out that Jordan, under the leadership of His Majesty King Abdullah II ibn Al-Hussein, stands at the forefront of defenders of Palestine and Jerusalem, embodying the genuine Arab and Islamic position in protecting the holy sites through the historic Hashemite custodianship, which serves as a safeguard against attempts at Judaization and ongoing Israeli violations.

Al Fanatseh expressed the Jordanian labor movement's deep appreciation for His Majesty the King's courageous positions in international forums defending the Palestinian people and their right to establish an independent state on their national soil with East Jerusalem as its capital.

# Trade Union Federation and ILO Organize Social Dialogue Session on Maternity Protection



The General Federation of Jordanian Trade Unions, in cooperation with the International Labour Organization (ILO), held the second discussion session in a series scheduled for this month, entitled “Maternity Protection: Strengthening Maternity Protection for Women Workers in Jordan.” The session brought together representatives of the tripartite social partners—government ministries and official institutions, trade unions and employers—as well as civil society organizations.

The session aimed to highlight the social and economic importance of social insurance systems, with a focus on maternity insurance and its role in empowering working women. It examined progress made, challenges, and opportunities related to maternity protection within labor legislation, explored the links between maternity protection, women’s economic participation, and the Economic Modernization Vision, and facilitated dialogue among social partners and stakeholders to identify practical policy measures that enhance maternity protection and support work-life balance in Jordan.

The session, opened by Executive Office member of the Federation Fathallah Al- Emrani and attended by Reem Aslan, Director of the ILO’s Decent Work for Women Program, featured discussions on

opportunities and challenges of maternity protection and mechanisms to strengthen social protection for working women from the perspective of all parties.

During the session, Mohammed Khreis, Director of the Research and Studies Directorate at the Social Security Corporation, delivered a comprehensive presentation on maternity insurance and social security, maternity protection and social protection, as well as related programs such as “Raya’a” and support for nursery operating costs.

This session is part of a series of national dialogues launched by the Federation within the framework of the project “Strengthening Trade Unions for a More Inclusive and Gender-Equal World of Work,” The dialogues focus on fostering inclusive discussions among all stakeholders to identify policy priorities and practical recommendations that support gender equality and decent work for all. They will serve as a platform to enrich and guide the upcoming national conference on women and international labor standards, scheduled for next month, based on evidence, inclusiveness, and the principles of social dialogue.

This cooperation between the Federation and the ILO comes within the framework of the “Equality at Work” project, funded by the Government of the Kingdom of Norway.



## Trade Union Federation and ILO Organize Discussion Session on Protection from **Violence** and **Harassment** in the World of Work

The General Federation of Jordanian Trade Unions-GFJTU, in cooperation with the International Labour Organization (ILO), held a discussion session entitled “Building a Safe World of Work: Eliminating Violence and Harassment for All.” This was the third in a series of sessions scheduled to be held during the month, with the participation of representatives of the tripartite social partners—government ministries and official institutions, trade unions and employers—as well as civil society organizations and media institutions.

The session aimed to strengthen understanding of the risks and socio-economic impacts of violence and harassment in the world of work, and their implications for labor market policies and productivity. It also sought to review and analyze national legal and institutional frameworks in light of relevant international labor standards, particularly the ILO Violence and Harassment Convention of 2019. Participants exchanged experiences to identify gaps in addressing issues of violence and harassment across different sectors, while producing legal and practical proposals to enhance the role of social partners in prevention, protection, and redress mechanisms.

discussions from all perspectives, along with practical proposals developed through working groups to combat violence and harassment in the workplace. The role of trade unions in protecting workers’ rights was emphasized, particularly through collective agreements signed with employers.

During the session, Ahmad Awad, Director of the Phenix Center for Economic and Informatics Studies, delivered a comprehensive presentation on the international and national context and standards, the role of social partners, and mechanisms of protection and complaints related to combating violence and harassment in the workplace.

This session is part of a series of national dialogues launched by the Federation within the framework of the project “Strengthening Trade Unions for a More Inclusive and Gender-Equal World of Work,” implemented in partnership with the ILO’s Decent Work for Women Program.

This cooperation between the Federation and the ILO comes within the framework of the “Equality at Work” project, funded by the Government of the Kingdom of Norway.

# Women's Committee at the Trade Union Federation Holds Meeting with Iraqi Delegation



## Al Fanatseh Outlines Next Steps Following Committee's Reformation

Khaled Al Fanatseh, President of the General Federation of Jordanian Trade Unions, inaugurated the first meeting of the Women's Trade Union Committee after its reformation, in the presence of an Iraqi delegation headed by Sattar Danbous Barak, President of the General Federation of Trade Unions in Iraq.

The participation of the Iraqi delegation in the Women's Committee meeting came as part of its visit to Jordan, aimed at strengthening Arab labor cooperation, exchanging union expertise, and coordinating efforts to confront the economic and social challenges facing workers.

In his remarks, Al Fanatseh announced that the Federation, in cooperation with the International Labour Organization (ILO), will launch a six-month program in the coming period. The program will include training workshops targeting more than 300 female workers across several unions, with the goal of enhancing their union capacities and strengthening their competencies in the labor market.

He also revealed preparations for a national conference to be held in November to discuss issues concerning working women, with the participation of the Labor Committees in both the Senate and the House of

Representatives, as well as civil society organizations. For her part, Dalia Al-Asa's, Chair of the Women's Committee, emphasized that the reformation of the committee represents an important step in advancing women's union empowerment and strengthening their presence in decision-making positions. She stressed the need for the committee to serve as a genuine platform to express the concerns of working women and to find solutions that guarantee them a safe and fair work environment with equal opportunities across all sectors.

Committee members discussed the challenges facing working women, particularly the lack of awareness of labor rights, the importance of continuous training, and the role of unions in providing support and protection.

At the conclusion of the meeting, participants unanimously emphasized the importance of strengthening Arab labor solidarity and uniting efforts to confront common challenges, while reaffirming their support for the Palestinian cause in light of the current circumstances, including the genocide faced by the people of Gaza and Israeli plans concerning the West Bank.



## **Miners and Quarry Workers' Union Participates in Training Course in Cairo to Strengthen Union Leadership Capacities**

The General Union of Workers in Mines, Quarries, and Cement participated in a specialized training course organized by the Arab Federation of Oil, Mines, and Chemical Workers. The course targeted union leaders to enhance their skills in trade union work, collective bargaining, and crisis management.

The training was held in Cairo, Egypt, from August 31 to September 7, 2025, and lasted for a full week. Ten unionists took part, representing the union's administrative body along with several heads of union committees.

The program covered a number of key topics, including: trade union work skills and the role of union leaders, scientific approaches to problem-solving, the importance of social dialogue in strengthening labor relations, collective bargaining techniques, and strategic planning for trade unions.

The union explained that this participation reflects its commitment to raising the efficiency of its union cadres, equipping them with tools for negotiation and institutional work, thereby contributing to improving the work environment, protecting workers' rights, and strengthening the capacities of union committees across all sites within the sector.

## Productive Branches: How Do They Become a Strategic Tool for Community Development?



While Minister of Labor Dr. Khaled Al-Bakar sees the productive branches initiative as a means to provide job opportunities for Jordanians and localize development in the governorates, experts affirm that these branches represent a strategic tool for developing Jordanian communities and governorates. They provide direct employment opportunities for thousands of citizens—especially youth and women—and contribute to integrating rural and peripheral areas into the national economic cycle.

Experts noted that the initiative has significantly reduced unemployment rates as it gradually expanded into diverse sectors including garments, food industries, digital services, and pharmaceuticals. This expansion has boosted local economic activity and supported social stability. They also emphasized that productive branches enable the workforce to acquire new skills, encourage a shift in work culture, and play a vital role in increasing women's participation in the labor market.

### **One of the Most Successful Initiatives**

Khaled Abu Marjoub, Vice President of the General Federation of Jordanian Trade Unions, stated that the productive units and branches initiative launched by the Ministry of Labor in 2008 under Royal directives is among the most successful employment initiatives implemented in cooperation with the private sector across governorates. It has achieved tangible results in employing Jordanians and providing decent job opportunities that ensure a dignified life.

He added that the attention of His Majesty King Abdullah II and Crown Prince Al-Hussein bin Abdullah II to youth and women serves as a national incentive to continue empowering these groups to enter the labor market and establish productive projects, noting that youth and women are the cornerstone of building and developing communities.

Abu Marjoub explained that the significant success of the branches in increasing employment, particularly in disadvantaged governorates, has led to expanding the initiative in coordination with the Royal Hashemite Court to include the poorest areas with the highest unemployment rates, thereby enhancing economic and social development.

He pointed out that the initiative has succeeded in employing more than 9,000 people, reducing unemployment rates—especially among women—and expanding into new sectors such as food industries, digital services, and pharmaceuticals, after initially focusing on garments.

Abu Marjoub stressed that the initiative strengthens social security, encourages a change in work culture, contributes to higher marriage rates among young women due to stable employment opportunities, and stimulates economic activity in the governorates, achieving sustainable development and balance between cities and rural areas. He called for reviewing investor incentives and improving infrastructure and transportation networks to ensure the sustainability of productive branches and attract more local investments, affirming that the initiative has become a successful national model in combating unemployment and empowering Jordanians in their communities.

### **A Model for Employment Policies**

Hamada Abu Nijmeh, President of the Workers' House, said that the productive branches initiative represents an important model for national employment policies tailored to the needs of local communities. It targets areas with high unemployment and limited investment opportunities, making it an effective tool for providing jobs to thousands of job seekers—especially women—while boosting economic activity and integrating these areas into the national production cycle.

He explained that the initiative directly increased women's employment rates, with their participation exceeding 70%, marking a qualitative shift in rural

and peripheral areas where women's participation in the labor market had been very limited.

Abu Nijmeh added that the initiative reduced unemployment in targeted areas and narrowed the development gap between major cities and peripheral regions. It also raised overall labor force participation by attracting groups who would not have entered the labor market without the availability of jobs near their homes.

He stressed that the next phase requires expanding productive branches into new areas and diversifying investments beyond garments to include food industries, digital services, pharmaceuticals, and other promising sectors capable of employing both men and women. Improving local infrastructure and transportation networks is essential to attract more investors and ensure the sustainability of these projects.

### **Embodying the Royal Vision**

During his field tour in Ma'an Governorate last Thursday, while visiting the productive branch in Wadi Aniza in Al-Husseiniya District, Minister of Labor Dr. Khaled Al-Bakar said that the productive branches initiative is one of the Royal initiatives aimed at providing job opportunities for Jordanians and localizing development in the governorates. He stressed that it embodies the Royal vision of promoting employment and empowering youth and women across the Kingdom, particularly in rural and Bedouin areas and regions with high unemployment rates.

Al-Bakar added that the Ministry is working to expand the establishment of productive branches, which currently number 33 branches operating in various sectors, with several new branches under construction next year. The goal, he explained, is to employ Jordanians close to their homes, reducing the burden of commuting to city centers and providing a stable and motivating work environment.



## **General Federation of Jordanian Trade Unions and ILO Hold Legal Awareness Sessions on Labor Rights**

The General Federation of Jordanian Trade Unions-GFJTU, in cooperation with the International Labour Organization (ILO), organized legal awareness sessions on labor rights targeting male and female workers across various sectors and economic activities in the Kingdom.

The fourth session of the series concluded with the participation of representatives from member trade unions, the Ministry of Labor, and the Social Security Corporation. The session was delivered by lawyer Asma Amireh.

The session addressed key legal aspects related to workers' rights in the workplace, based on the Labor Law and the Social Security Law. It also discussed

issues of violence and harassment in the world of work, the right to union organization, stages of labor disputes, and other matters of concern to both workers and employers.

These sessions are part of the activities of the project "Strengthening Trade Unions for a More Inclusive and Gender-Equal World of Work," implemented by the Federation in partnership with the ILO's Decent Work for Women Program, and supported by the "Equality at Work" project funded by the Government of the Kingdom of Norway.

## **Al Fanatseh: The Royal Speech Outlines a Comprehensive Vision to Improve Living Standards**



Khaled Al Fanatseh, President of the General Federation of Jordanian Trade Unions, affirmed that the contents of His Majesty King Abdullah II ibn Al-Hussein's Royal Address, delivered at the opening of the second ordinary session of the 20th Parliament, represent a clear roadmap for enhancing the work environment, stimulating economic growth, and creating new job opportunities for Jordanians.

Al Fanatseh noted that His Majesty's praise of Jordanians' efforts in building and giving, and his emphasis on continuing the implementation of the Economic Modernization Vision, reflect deep faith in the Jordanian people and their ability to produce and bring change when provided with a fair and motivating work environment. He stressed that the Federation views the Royal Speech as a direct call to intensify efforts in supporting employment and reducing unemployment, particularly among youth and women.

He added that His Majesty's focus on "not having the luxury of time" in pursuing reform and development sends a firm message to all state institutions and

both the public and private sectors on the need for swift and coordinated action to provide decent job opportunities, improve living standards, and develop vital sectors such as education, transport, and health—sectors that have a direct impact on quality of life and social stability.

Al Fanatseh emphasized that the General Federation, from its national and union responsibility, fully supports the contents of the Royal Speech and is ready to cooperate with the government and employers in implementing the Royal directives aimed at building a productive economy and sustainable job opportunities. He stressed that decent work and social justice are the foundations of societal stability and progress.

He concluded by affirming that Jordanian workers stand firmly behind the Hashemite leadership in the journey of building and modernization, committed to continuing their efforts and contributions to translate the Royal visions into reality.



## **Miners and Quarry Workers' Union Commends Outstanding Financial Achievements of Jordan Phosphate Mines Company**

Khaled AL Fanatseh, President of the General Union of Workers in Mines, Quarries, and Cement, expressed appreciation for the distinguished results achieved by the Jordan Phosphate Mines Company, which recorded net profits after tax of 417.705 million Jordanian dinars by the end of the third quarter of this year—a 31% increase compared to the same period in 2024.

In two letters addressed to the company's Chairman of the Board, Dr. Mohammad Thneibat, and CEO Eng. Abdulwahab Al-Rawad, Al Fanatseh stressed that the company's financial results and its qualitative achievements in production and exports are a direct reflection of the wise and prudent management approach, successful strategic planning, and diligent follow-up on development and modernization plans.

On behalf of the union's members and the heads and members of its committees, Al Fanatseh expressed pride in these honorable results, which were achieved through the close oversight of the Board of Directors and executive management, the dedication of workers across all sites, and the shared commitment to sustaining work, achievement, and excellence, while making optimal use of human and national resources.

Al Fanatseh also emphasized the importance of the constructive and fruitful partnership between the company's management and the General Union of Workers in Mines and Quarries, which he described as a national model of sincere, serious, and responsible joint work—balancing the protection of workers' rights with contributing to the company's stability, success, and profitability.

# ILO: Jordan is a Regional Model in Managing Labor and Refugee Issues



The International Labour Organization (ILO), in its 2025 annual report, affirmed that Jordan represents a regional model in managing labor, refugee issues, and gender equality. The report noted that projects implemented in recent years “provided a practical example of the ability of national policies to integrate humanitarian and developmental dimensions.”

The report explained that these projects contributed to raising workforce efficiency, improving the work environment, and supporting the stability of host communities. At the same time, it stressed the need to expand sustainability and link temporary projects to permanent employment policies. It also recommended strengthening social protection for all categories of workers, including refugees and migrants.

In recent years, Jordan has implemented a series of major development projects aimed at enhancing

employment, improving the work environment, and expanding social protection to cover wide segments of Jordanians, refugees, and migrants. According to the ILO report, these projects—implemented in partnership between national institutions and international organizations—had a tangible impact on policies and the labor market, particularly amid the economic and social challenges facing the Kingdom.

Among the most notable projects was the Employment through Labor-Intensive Infrastructure Projects Program, applied in several phases across different regions of the Kingdom. The program aimed to create temporary job opportunities for Jordanians and Syrian refugees through public maintenance and construction projects at a time of high unemployment, especially among youth and women.

The program's impact extended beyond temporary employment, providing workers with vocational training in construction and maintenance skills, helping raise their efficiency and preparing them to enter the formal labor market later. It also strengthened partnerships between municipalities and local community organizations to ensure that projects responded to the needs of targeted communities. The main challenge, however, remains how to transform these temporary opportunities into permanent ones by linking them to long-term national employment initiatives.

In parallel, Jordan implemented the Project for Legal Access to the Labor Market for Refugees and Host Communities, which focused on regulating the status of Syrian workers and ensuring their legal rights. The project increased the number of work permits issued to Syrian refugees, streamlined administrative procedures in cooperation with the Ministry of Labor, and supported new policies to encourage formal employment and reduce informal labor.

The project was particularly active in Mafraq, Irbid, and Ramtha, where training programs and small projects were implemented for refugees and local communities, contributing to social cohesion and reducing economic disparities. It also helped build a database on Syrian labor conditions, providing a foundation for improved planning and future policies.

At the same time, Jordan continued efforts to enhance women's economic participation through specialized programs, most notably the Decent Work for Women Program in Jordan, implemented as part of a regional initiative that included Lebanon and Palestine.

The program achieved significant legislative reforms in maternity protection, pay equity, and prevention of workplace violence. It also helped develop complaint and investigation systems within public and private institutions.

New employment programs targeting women were launched in sectors such as education and light industries, focusing on safe and supportive work environments. The program also strengthened cooperation between the Ministry of Labor, the Trade Union Federation, and chambers of industry and commerce to expand social dialogue and involve women in shaping labor policies.

In another area, Jordan participated in the global FAIRWAY Program on improving fair migration practices. Efforts focused on developing the capacities of labor inspection teams to monitor violations against migrant workers, particularly in domestic and service sectors. Specialized training courses were conducted for labor inspectors on mechanisms to protect migrant workers and apply international standards in inspections, in cooperation with governmental and international institutions.

These efforts resulted in improved licensing and residency procedures for migrant workers, enhanced coordination among relevant official bodies, and contributed to building a fairer and more equitable work environment.

## Trade Union Federation Participates in Launch of Study on “Enhancing Regulatory Impact Assessment and Documenting Best Practices (RIA)”



Khaled Al Fanatseh, President of the General Federation of Jordanian Trade Unions-GFJTU, took part in the launch ceremony of a study entitled “Enhancing Regulatory Impact Assessment and Documenting Best Practices (RIA);” held under the patronage of the Prime Minister and organized by the Jordan Economic and Social Council in cooperation with the German Agency for International Cooperation (GIZ).

Members of the Federation’s Executive Office also attended the ceremony, including Khaled Al-Zyoud, Samara Al-Khatib, Mohammad Al-Zoubi, and Bushra Al-Salman, along with a number of ministers,

officials, representatives of civil society organizations, the public and private sectors, and international supporting bodies.

The opening session featured speeches by Dr. Musa Shtaiwi, President of the Economic and Social Council, and Minister of State for Institutional Performance Development Eng. Badriya Al-Balbisi, followed by presentations on the key findings of the study and the Public Sector Development Ministry’s action plan to respond to its



## 9,493 Labor Complaints Registered on “Himaya” Platform

The number of labor complaints registered on the Ministry of Labor’s “Himaya” platform rose to 9,493 complaints during the first ten months of last year.

The Ministry confirmed that 3,152 complaints were settled with employers, while 326 complaints remain under process. Based on these complaints, 973 violations were issued against establishments. Ministry inspectors also worked to resolve individual complaints amicably; in cases where no resolution was reached, workers were referred to the judiciary to reclaim their rights—particularly in cases of termination of service or financial claims not covered by employment contracts.

As for the types of complaints, non-payment of wages ranked first with 3,488 complaints, accounting for about 37% of the total. Other complaints included:

Termination of service for indefinite or verbal contracts: 556

Suspension from work: 481

Termination of service for fixed-term contracts: 377

Wage reduction: 280

Forced unpaid leave: 56

Objection to deductions from annual leave: 100

Failure to provide experience certificates: 606

Lack of occupational safety and health standards: 91

Complaints against employment offices: 12

Intellectual property issues: 3

Failure to provide one-month notice: 50

Objection to legal action by the institution: 541

During this period, inspection teams carried out 26,071 inspection visits, including 19 targeted visits to specific economic sectors. The total number of warnings issued reached 7,291, while the total number of violations amounted to 5,403, all in accordance with the provisions of the Labor Law.

These figures reflect the ongoing labor challenges in Jordan, where wage-related complaints continue to dominate the scene, while the Ministry continues its efforts to reduce violations and protect workers’ rights.

# GFJTU in Cooperation with the ILO Holds a Discussion Session on the Green Economy and Just Transition



The General Federation of Jordanian Trade Unions, in cooperation with the International Labour Organization (ILO), held a discussion session entitled “Economy and Just Transition: Towards a Decent and Sustainable Future of Work in Jordan.” This was the fourth in a series of sessions scheduled to be held during this month, with the participation of representatives from the social partners, trade unions, and civil society organizations.

The session aimed to raise awareness of the concepts of the green economy and just transition among unions, decision-makers, and partner institutions; to analyze the challenges and opportunities facing workers in the sectors most affected by the green transformation; to identify policy priorities that ensure social justice, gender equality, and the protection of workers’ rights during the transition; and to develop actionable national recommendations for integrating just transition principles into government plans and policies.

In his opening remarks, Federation President Khaled Al-Fanatsah stated that the shift towards a green economy represents a necessary response to global challenges such as climate change and the depletion of natural resources. At the same time, it is an opportunity to achieve sustainable economic development that takes social justice into account. However, he stressed that this transformation cannot succeed unless it is based on a just transition that ensures no segment of society is marginalized —particularly workers whose jobs may be affected. Al-Fanatsah emphasized that the Federation attaches special importance to the issue of green transformation, seeking to consolidate its role as a key national actor in supporting decent work and sustainable development policies. This is pursued through the integration of environmental and social justice principles into collective agreements and national policies, in line with the National Sustainable Development Plan 2030 and relevant international labour standards.

The session featured discussions from participants, along with proposals and recommendations on the role of trade unions in supporting the green economy and just transition, as well as the responsibilities of employers and government bodies.

During the session, Bashayer Krishan, Head of the Green Economy and Just Transition Unit at the Federation, presented an overview of the global context and concepts related to the green economy, as well as national legislation and policies supporting a fair green transition.



Jouad Dehghan, Just Transition Project Coordinator at the ILO, delivered a presentation on “Decent Jobs and Just Transition in Jordan,” which included the ILO’s guidelines for just transition and the organization’s efforts to support it through social dialogue with social partners.

Meanwhile, Bassam Darwish, Program Officer at the Global Green Growth Institute, contributed an intervention on the National Green Employment Plan, the concept of green jobs, and other related ideas.

This session is part of a series of national dialogues launched by the Federation under the project “The Power of Trade Unions for a More Inclusive and Gender-Equal World of Work,” implemented in partnership with the Decent Work for Women Program.

The dialogues focus on fostering inclusive discussions among all parties to identify policy priorities and practical recommendations that support gender equality and decent work for all. They serve as a platform to enrich and guide the upcoming national conference on women and international labour standards, scheduled for next month, based on evidence, inclusiveness, and the principles of social dialogue.

This cooperation between the General Federation and the ILO comes within the framework of the “Equality at Work” project, funded by the Government of the Kingdom of Norway.



## **GFJTU in Cooperation with the ILO Holds a Discussion Session on Supporting Women in Leadership Positions**

The General Federation of Jordanian Trade Unions-GFJTU, in cooperation with the International Labour Organization (ILO), held a discussion session entitled “Women in Leadership Positions.” This was the fifth and final session in a series organized throughout this month, with the participation of representatives from the three production parties—government, employers, trade unions—as well as civil society organizations.

The session aimed to strengthen evidence-based dialogue among stakeholders to identify gaps and policies that hinder women’s access to leadership positions across all sectors, to review and assess existing national frameworks and align them with global standards, and to encourage policy and institutional reforms that promote advancement based on competence, transparency, and equality.

Federation President Khaled Al-Fanatseh affirmed that the Federation has taken the initiative to support women’s participation in trade union life. He noted that the Federation had earlier adopted the recommendation of the Youth Committee to allocate quotas for women and youth in leadership positions within trade unions, with the aim of involving younger generations and female leaders in union decision-making

thereby enhancing renewal, balanced representation, and justice within the Jordanian trade union movement. For her part, Du’aa Al-Ajarmeh, Officer for Supporting the Decent Work for Women Program at the ILO in Jordan, emphasized that “enhancing women’s participation in decision-making positions is not only a matter of social justice, but also a direct investment in economic and social development.

Al-Ajarmeh pointed out that the ILO, in cooperation with various national partners, has achieved many accomplishments in this regard, reflecting its firm commitment to supporting and empowering women in the Jordanian labor market.

During the session, Dr. Hadeel Boshmaf, faculty member at the Center for Women’s Studies at the University of Jordan, presented an extensive overview of the reality of Jordanian women in leadership, focusing on structural challenges and gaps.

The dialogues focus on fostering inclusive discussions among all parties to identify policy priorities and practical recommendations that support gender equality and decent work for all.

This cooperation between the General Federation and the ILO is part of the “Equality at Work” project, funded by the Government of the Kingdom of Norway.

# Legal Awareness Session for Female Private Education Workers within the “Power of Trade Unions” Project



The General Federation of Jordanian Trade Unions, in cooperation with the International Labour Organization (ILO), held a legal awareness session on labor rights, with the participation of a number of female workers and teachers in the private education sector.



The session, presented by lawyer Asma Amireh, addressed key legal aspects concerning workers' rights in the workplace under the Labor Law and Social Security Law, in addition to issues of violence and harassment in the world of work, and other guaranteed rights.



In his opening remarks, Khaled Al-Fanatsah, President of the Federation and Acting President of the Temporary Committee of the General Union of Private Education Workers, emphasized the importance of raising awareness of labor rights among workers in private education. He noted that the sector faces challenges related to wages, working conditions, and lack of job stability, and therefore requires more education, awareness, and union support.



These sessions are part of the activities of the project “The Power of Trade Unions for a More Inclusive and Gender-Equal World of Work,” implemented by the Federation in partnership with the ILO’s Decent Work for Women Program, and supported by the “Equality at Work” project funded by the Government of the Kingdom of Norway.

# Al-Fanatseh Participates in the Global Summit on Social Development in Qatar



Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, took part in the proceedings of the Second Global Summit on Social Development, organized by the United Nations and hosted in the Qatari capital, Doha.

The summit continued until November 6 of this month and witnessed broad international participation at the level of heads of state, governments, ministers, trade unions, civil society organizations, academics, youth, and international organizations



## **ITUC: “Doha Declaration 2025 on Social Development” a Victory for Social Justice and Workers’ Rights**

The International Trade Union Confederation (ITUC) affirmed that the political declaration issued by the Second Global Summit on Social Development – Doha 2025 represents a decisive victory for the global trade union movement, as it contains strong commitments to decent work, social protection, gender equality, and social dialogue.

The summit, held thirty years after the historic Copenhagen Summit of 1995, brought together governments, international organizations, civil society representatives, the private sector, academics, youth, and global institutions to strengthen international cooperation for more inclusive and equitable social development.

The Doha Political Declaration renews commitment to the principles of the Copenhagen Declaration and the 2030 Agenda for Sustainable Development, focusing on three interlinked priorities at the core of social development: eradicating poverty, achieving full employment and decent work for all, and promoting social inclusion. It underscores that social justice is inseparable from peace, security, and human rights.

The ITUC explained that the declaration reinforces workers’ priorities by recognizing living wages, universal

social protection, respect for international labour standards, and guaranteeing freedom of association and collective bargaining. These elements, it noted, are fundamental pillars for building development based on justice and equality.

The declaration also highlights a clear commitment to achieving gender equality in the world of work, investing in the care economy, ensuring equal pay for work of equal value, combating gender-based violence and harassment, and protecting the rights of migrant workers—both men and women—while recognizing their role in social development.

In the context of global transformations, the declaration stressed the need to protect workers’ rights amid digital transition, in line with the ITUC’s call for the International Labour Organization to establish new standards for platform workers.

The ITUC considered the declaration a strong support for workers’ struggle for democracy and social justice, stressing that “social justice cannot be achieved in the absence of peace and security or without respect for human rights and fundamental freedoms.” It also called for strengthening the multilateral system under UN leadership to make it more just, effective, and inclusive.

# **“Economic and Social Council” Discusses with Trade Unions the Results of the Eleventh Actuarial Study of Social Security**



The Economic and Social Council held a dialogue session with the General Federation of Jordanian Trade Unions to discuss the results of the Eleventh Actuarial Study of the Social Security Corporation. The session was part of a series of social dialogues led by the Council on the social security system, with active participation from presidents and members of trade unions.

Dr. Musa Shteivi, President of the Economic and Social Council, emphasized that this session reflects the Council's participatory dialogue approach with various social partners, aiming to reach balanced policies and legislation that ensure financial sustainability while safeguarding the acquired rights of contributors and retirees.

Shteivi noted that the Council has launched a comprehensive national dialogue involving all relevant parties from the public and private sectors, trade unions, civil society organizations, experts, and research centers. He stressed that this dialogue path reflects a firm conviction in the importance of engaging all national components in discussing issues that directly affect citizens' lives.

He explained that this meeting comes at a critical national juncture imposed by the results of the Eleventh Actuarial Study, which revealed indicators related to the financial sustainability timeline of the pension fund, particularly the approach of two break-even points within the next two decades.

Shteivi stressed that the social security system represents one of the pillars of social protection in Jordan, and that preserving its continuity and sustainability is a national priority. He highlighted the importance of responsible dialogue on issues affecting its performance, foremost among them the burdens of early retirement and its impact on the pension fund.

For his part, Khaled Al-Fanatsah, President of the General Federation of Jordanian Trade Unions, affirmed that social dialogue on the results of the actuarial study is a fundamental entry point for shaping any future reforms to the Social Security Law.

Al-Fanatsah explained that the Federation's position is based on the need to balance the financial sustainability requirements of the Social Security Corporation with social justice and the protection of acquired insurance rights for contributors and retirees, in line with international agreements and conventions.

At the conclusion of the session, Shteivi affirmed that the outcomes of this dialogue will be studied and analyzed within an integrated vision, contributing to the formulation of practical proposals and recommendations to be submitted to the relevant authorities. He noted that this will strengthen the gradual reform path of the social security system, ensuring its financial sustainability and social justice.



## Signing of Collective Labor Agreements in the Electricity Sector to Improve Job Benefits for 2,800 Workers

At the Ministry of Labor, five collective labor agreements were signed with five companies operating in the electricity sector to improve job benefits for 2,800 workers employed in these companies across various regions of the Kingdom.

Minister of Labor Khaled Al-Bakar affirmed that these agreements came as a result of dialogue between the General Union of Electricity Workers and the administrations of the electricity companies, under the supervision of the Ministry of Labor.

Al-Bakar explained that such agreements serve workers by improving working conditions and terms of employment. He emphasized that the Ministry encourages direct negotiations between unions and employers to reach agreements that satisfy both parties in the production process, expressing his appreciation for the cooperation of the union and the administrations of these national companies.

He added that the Ministry urges direct negotiations and cooperation between employers and unions, in ways that positively impact the work environment and job stability for workers, while also benefiting economic and social aspects.

This, he noted, strengthens workers' confidence in their companies and management, and motivates greater productivity and achievement.

For his part, Fakhri Al-Ajarmeh, President of the General Union of Electricity Workers, stated that the signing of the agreements was the result of cooperation between the union and company administrations, with the efforts of the Ministry of Labor. He stressed that the agreements will positively affect the workers in the five companies by improving certain job benefits for approximately 2,800 employees.

The signing ceremony was attended by Dr. Abdul Halim Doujan, Secretary-General of the Ministry of Labor; Khaled Al-Fanatsah, President of the General Federation of Jordanian Trade Unions; Sufyan Al-Batainah, Director General of the National Electric Power Company; Hassan Abdullah, Director General of the Jordan Electric Power Company; Bashar Al-Tamimi, Director General of Irbid Electricity Company; Sami Al-Zuwaitin, Director General of Samra Electric Power Generation Company; Reem Hamdan, Director General of the Electricity Distribution Company; and Adnan Al-Dahamsheh, Director of Labor Relations at the Ministry of Labor.

# Social Security, General federation of Jordanian Trade Unions, and Private Education Workers' Union Explore New Mechanisms to Safeguard Workers' Rights in the Private Education Sector



Dr. Jadallah Al-Khalayleh, Director General of the Social Security Corporation, affirmed the Corporation's commitment to ensuring the rights of workers in the private education sector by combating cases of insurance evasion and strengthening inspection mechanisms to guarantee that all workers are fully covered under social security throughout their employment periods, in accordance with the provisions of the law.

During his meeting with Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, and Dr. Ahmad Al-Shawabkeh, Vice President of the General Union of Private Education Workers, Al-Khalayleh expressed the Corporation's readiness to cooperate with all partners to achieve social protection for workers in the private education sector. He noted that the Corporation welcomes the upcoming move toward

electronic integration with the unified electronic employment contract platform for private education workers.

For his part, Al-Fanatseh explained that the union continues to monitor the conditions of teachers and workers in private schools to ensure they receive their legal rights. He stressed the need for school owners to comply with paying wages according to the established minimum wage and transferring them through banks or electronic wallets.

At the conclusion of the meeting, which was attended by several senior officials of the Corporation, participants reaffirmed the importance of continued coordination and cooperation among all parties to ensure a fair and stable work environment for workers in the private education sector.

# Al-Fanatseh: Tripartite Dialogue is Essential to Address the Impact of Regional Crises on Workers

## Influx of Syrian Labor Increased Competition for Jobs



Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions-GFJTU, affirmed that the Jordanian labor market has faced mounting pressures as a result of regional crises and their various repercussions. These pressures have been reflected in rising unemployment rates, the expansion of the informal economy, and a widening gap between the skills of the current workforce and the future needs of the market.

He explained that confronting these challenges requires strengthening social dialogue among the three production parties—government, employers, and workers—in order to mitigate the effects of regional crises and prepare for the sustainable return of Syrian refugees once stability is restored in Syria.

This came during Al-Fanatseh's participation in the tripartite workshop entitled "Supporting Transformation and Mitigating the Impact of Regional Changes in Jordan and Preparing for the Sustainable Return of Syrian Refugees," held in Amman and organized by the International Labour Organization in cooperation with the Ministry of Labor.

The workshop served as a preparatory step for the upcoming regional tripartite forum scheduled to be held in Syria at the end of October, similar to forums previously held in Iraq, Lebanon, and Turkey.

competition for job opportunities, particularly in low-wage sectors. While this has helped meet the needs of certain sectors such as agriculture and construction, it has also created challenges in regulating the labor market, including the spread of informal employment.

He stressed that addressing these challenges requires greater investment in vocational training and technical education, as well as re-skilling the local workforce to meet the needs of emerging sectors, thereby gradually replacing Syrian labor. He also highlighted the importance of expanding partnerships between educational institutions and the labor market, focusing on empowering youth and women with modern skills. Protecting workers' rights and strengthening social safety nets, he affirmed, are fundamental pillars for economic and social stability and serve the nation's higher interests.

## **Al-Fanatseh: Allocating Quotas for Youth and Women in Union Leadership is a Necessary Step to Advance Trade Union Work**



### **Youth Committee at the Workers' Union Recommends Quotas for Women and Youth in Union Administrative Bodies**

Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions-GFJTU, affirmed that the recommendation of the Union's Youth Committee to allocate quotas for youth and women within union structures and leadership positions represents a necessary step to advance trade union work and a practical means to strengthen the participation of women and youth in union decision-making.

Al-Fanatseh added that the recommendation included a proposal to allocate 40% of membership in the administrative bodies of trade unions to youth and women (20% for youth and 20% for women). He explained that the proposal will be presented to the Executive Office for discussion, with the aim of amending the unified system of trade unions, after which it will be ratified by the General Conference, the highest authority within the Federation's bodies.

He pointed out that the Federation's reform plan, launched last year, included a special pillar on the need to enhance the role of youth and women and empower them in trade union work. This, he noted, aligns with the orientations of the Jordanian state and the vision for political modernization, particularly as reflected in the Election and Political Parties Laws, which emphasized expanding political participation for all segments of society.

Al-Fanatseh added that the Youth Committee submitted its recommendation during a meeting he inaugurated, with the participation of Committee President Eng. Al-Muntasir Billah Al-Ma'aytah and members representing trade unions, to discuss the Committee's work plan for the upcoming phase and highlight its key planned activities.

## resident of the General Union of Printing and Related Activities Affirms at Arab Symposium in Algeria:

# Artificial Intelligence is an Opportunity to Develop Skills, Not a Threat to Workers



During his participation in the Arab Symposium on Artificial Intelligence Technologies and the Future of Skills, held in Algeria on October 22–23, 2025, Professor Mohammad Abdul Rahman Al-Zoubi, President of the General Union of Printing and Related Activities and member of the General Federation of Jordanian Trade Unions, presented a discussion paper entitled “Artificial Intelligence Technologies and the Future of Skills.” His paper addressed the challenges and opportunities posed by digital transformation for the labor market and the future of human resources.

During the visit, a cooperation agreement was signed between the General Union of Printing and Related Activities in Jordan and its counterpart in Algeria, in the presence of the President of the Algerian Workers’ Union. The agreement reaffirmed the depth of trade union relations between the two countries and strengthened joint cooperation in training, professional development, and the exchange of expertise.



In his speech, Al-Zoubi emphasized that the world is witnessing a fundamental transformation in production and work patterns as a result of the digital knowledge revolution. He stressed that the relationship between artificial intelligence and human labor should be based on complementarity, not substitution. He added that artificial intelligence “does not take work away from humans, but changes its form,” calling for the development of education and training that integrates technical skills with human skills.

Al-Zoubi highlighted the future skills required, such as learning programming languages (Python, Pandas), applying predictive algorithms, strengthening cybersecurity, and employing artificial intelligence to improve production, predict malfunctions, and manage energy.

Al-Zoubi concluded by affirming that artificial intelligence is not an enemy of humanity but a tool for benefit and progress. He called for building legislative and societal frameworks that ensure intelligent machines become partners to humans rather than replacements, thereby contributing to social justice and sustainable development.



## Ma'an University College Hosts Federation President in a Dialogue Seminar on Workers' Rights and Youth Empowerment

In an atmosphere rich with dialogue and ideas, Ma'an University College - Al-Balqa Applied University hosted His Excellency Mr. Khaled Zahir Al-Fanatseh, President of the General Federation of Jordanian Trade Unions and member of the College Council, in a seminar entitled: "The Role of the General Federation of Jordanian Trade Unions in Protecting Workers' Rights and Empowering Youth in the Labor Market."



During the meeting, His Excellency Mr. Khaled Al-Fanatseh delivered a comprehensive presentation on the Federation's journey and its role in defending workers' rights and improving the work environment.

He emphasized the importance of empowering Jordanian youth and preparing them to enter the labor market with confidence. The seminar witnessed notable interaction from students, who raised diverse questions about trade union work and

The seminar targeted both academic and administrative staff as well as students of the college. It was organized by the Department of Administrative and Financial Sciences under the supervision of lecturer Haneen Khaled Al-Fanatseh, embodying the college's vision of linking academic thought with the realities of trade union work, while highlighting labor justice and the role of unions in improving the work environment and empowering youth.

At the conclusion of the meeting, His Excellency Professor Dr. Sattam Zuheir Al-Khatib, Dean of the College, presented a commemorative shield to Mr. Al-Fanatseh in recognition of his national efforts and continuous support for the college.

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



Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions-GFJTU, took part in a closed dialogue session convened by the Economic and Social Council in cooperation with the program Gender and Adolescence: Global Evidence (GAGE), held at the Council's headquarters.

The session aimed to present the results of new multi-method longitudinal research highlighting the challenges faced by youth in Jordan in accessing social protection services, participating in the labor market, and benefiting from work-related training opportunities. Participants also provided recommendations to improve and refine the study.



## Workers' Union Participates in Economic and Social Council Meeting in Madaba

**Al-Fanatseh:** Union's Participation in National Meetings Serves Workers' Issues and Strengthens Development in the Governorates

Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, took part in the sixth meeting of the Economic and Social Council, held at the German Jordanian University in Madaba Governorate.

Al-Fanatseh affirmed that, within its reform vision, the Federation seeks openness to all community activities and various national stakeholders. He noted that participation in such meetings aims to maintain continuous communication with different parties, including academic institutions, civil society, and others across the Kingdom's governorates.

He added that this ongoing communication approach enhances the Federation's developmental role, aligns with its mission and objectives, and ensures that workers' voices are present at the table

as partners in decision-making. This, he stressed, contributes to supporting labor issues, serving workers, and achieving sustainable development.

The meeting was attended by members of the Federation's Executive Office representing workers in the Economic and Social Council: Khaled Al-Zyoud, Mohammad Al-Zoubi, and Bushra Al-Salman. The session was dedicated to discussing the latest developments related to the Council's work.

The agenda included two dialogue sessions: the first was public and addressed issues related to local development, highlighting challenges facing economic and social empowerment in Madaba Governorate. The second was closed and reserved for the Council's constituent groups.



## Workers' Union: Electronic Contract Puts an End to Labor Violations in Private Schools

**Al-Fanatseh:** The Electronic Contract is a National Project Agreed Upon by All Parties and Legally Binding Under a Collective Agreement

The General Federation of Jordanian Trade Unions affirmed that the adoption of the unified electronic contract for workers in the private education sector represents a pivotal step in addressing the chronic imbalances that the sector has suffered from, and puts an end to a wide range of labor violations that have threatened the work environment and its conditions over the past years.

Khaled Al-Fanatseh, President of the Federation and Acting President of the Temporary Committee of the General Union of Private Education Workers, explained that automating the unified contract constitutes a qualitative transformation in regulating the relationship between workers and private school owners, ensuring the rights of both parties. He pointed at the same time to illegal practices faced by workers in the sector, such as the absence of employment contracts, manipulation of working hours, non-compliance with actual wages, and evasion of social security.

Al-Fanatseh clarified that the unified contract platform in private education is a national project developed through consensus among all relevant parties, via a technical committee that includes: the Ministry of Education, the Ministry of Labor, the Social Security Corporation, the General Union of

Private School Owners, and the Union of Private Education Workers, with support from the International Labour Organization. This makes the platform a participatory project that serves the interests of both workers and employers.

He added that the electronic contract was established under a collective agreement signed between the Union of Private Education Workers and the Union of Private School Owners. The agreement is legal, duly deposited, and published in the Official Gazette, which makes its provisions enforceable and its labor gains binding, not subject to reversal or infringement.

Al-Fanatseh confirmed that the implementation of the electronic contract through the platform is proceeding smoothly, with employment contracts being issued daily for workers in private schools, showing clear growth. He praised the efforts of the Directorate of Private Education at the Ministry of Education for facilitating procedures for private school owners.

He reiterated the Ministry of Education's circular stipulating that the electronic employment contract will be adopted for hiring purposes starting from the 2025/2026 academic year, and that paper contracts will no longer be accepted.

# General Federation of Jordanian Trade Unions Launches Training Manual for Trade Unions



The General Federation of Jordanian Trade Unions-GFJTU, with support from the Friedrich Ebert Foundation-FES, launched the Training Manual for Jordanian Trade Unions (covering labor rights, collective bargaining, union campaign management, and membership growth). The manual aims to strengthen labor culture among workers and unionists, and to develop their skills in various aspects of trade union work.

The launch took place during a ceremony organized by the Federation, attended by Sven Schwersensky, Director of the Friedrich Ebert Foundation; Dr. Amal Mowafy, Country Coordinator of the International Labour Organization in Jordan; Reem Aslan, Director of the Decent Work for Women Program; Adnan Al-Dahamsheh, Director of Labor Relations at the Ministry of Labor; as well as trade union leaders and experts in union work and labor issues.

Federation President Khaled Al-Fanatseh stated that the issuance of the manual is the result of joint cooperation with the Friedrich Ebert Foundation and comes within the framework of the comprehensive reform process launched by the Federation more than a year ago. He emphasized the importance of building the organizational capacities of trade unions and empowering their members to defend workers' rights, in order to confront challenges such as weak membership, declining bargaining power, and limited public awareness of labor rights.

Al-Fanatseh expressed appreciation for the Friedrich Ebert Foundation's support in issuing the manual and its prominent role in backing the Federation's reform projects. He praised the significant efforts of experts in preparing the knowledge content and the methodology on which the manual was based.

the manual represents a practical tool, ready for use and application, offering clear and applicable solutions based on the situation of workers in Jordan. She highlighted the importance of the manual as a reference for training trainers, contributing to a more effective work environment for unionists and enhancing decent work conditions for workers across all sectors.

Meanwhile, Hamada Abu Nijmeh, President of the Jordanian Center for Labor Rights, speaking on behalf of the expert committee that prepared

the manual, provided a brief overview of its content and its role in achieving the Federation's goals of advancing the reality of trade unions and enabling them to fulfill their responsibilities.

It is noteworthy that Martin Schulz, President of the Friedrich Ebert Foundation, during his visit to the Federation at the end of last month, signed the approval page of the training manual and praised the Federation's efforts in developing union tools and expanding the umbrella of trade union organization.





## **Al-Fanatseh: Labor Market Data System is an Important Step that Serves Trade Union Goals**

Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions-GFJTU, affirmed that the Labor Market Data System, which will be launched by the Ministry of Labor at the beginning of next year, is a significant national step and a necessary tool for understanding the labor market comprehensively. He noted that it will contribute to building economic decisions and policies based on real numbers that reflect reality.

Al-Fanatseh added that the system will provide the Federation with accurate and reliable figures on workers' conditions across various economic sectors. This will support collective bargaining with employers as one of the key tools of trade union work, and will also contribute to presenting legislative proposals or amendments to labor laws based on trustworthy data.

He continued that the system serves the objectives pursued by trade unions, particularly by providing precise data on workers in the informal economy sectors, thereby strengthening efforts to protect large segments of workers in these areas.

Al-Fanatseh pointed out the importance of the system in identifying the gap between available skills in the market and the skills required, which supports vocational and technical education systems and helps design training programs tailored to labor market needs. He also highlighted its role in maintaining job security and stability by protecting workers from layoffs through an early warning system in struggling companies.

He emphasized that the system will enhance social dialogue, as the availability of shared data among government, employers, and workers reduces labor disputes and directs the objectives of social dialogue toward realistic solutions.

This, he noted, will positively contribute to developing union work plans, improving their performance, and focusing efforts on sectors that face labor violations and require stronger organization.

# Fund Achieves Comprehensive Income of 1.3 JD Billion

**17.6 JD Billion** in Social Security Investment Fund Assets by End of July 2025



The Social Security Corporation announced in a press release issued by its Media Center that the assets of the Social Security Investment Fund recorded growth of JD 1.4 billion since the beginning of 2025, reaching JD 17.6 billion by the end of July, with a growth rate of 8.9%.

This growth is attributed to the rise in comprehensive income, which more than doubled compared to the same period last year, reaching approximately JD 1.3 billion with a growth rate of 135%. It also includes the insurance surplus transferred from the Social Security Corporation amounting to about JD 134 million. Comprehensive income represents the Fund's net income of around JD 670 million, in addition to the increase in the valuation of the strategic equity portfolio by about JD 632 million.

These results were reviewed during a meeting of the Board of Directors of the Social Security Corporation, chaired by Minister of Labor Dr. Khaled Al-Bakar, with the participation of Dr. Izz Al-Din Kanakrieh, President of the Social Security Investment Fund; Dr. Jadallah Al-Khalayleh, Director General of the Corporation; and board members, who discussed the Fund's financial reports as of the end of July 2025.

Net income from profits of various investment portfolios also recorded growth of 16% compared to the same period last year, including cash dividends from company profits for last year's results, which amounted to JD 191 million—the highest in the Fund's history. These results reflect a notable improvement in the financial performance of major companies, including those in which the Fund invests. Their importance extends beyond direct income, contributing to strengthening the performance of the Amman Stock Exchange and deepening the confidence of local and international investors in the national economy. These figures highlight the strength of the social security system and the distinguished investment performance of the Fund, which is based on a carefully studied distribution of assets combining safe investments such as bonds with strategic investments that achieve high returns in diverse sectors. These include equities distributed across vital sectors such as banking, mining, and services. This approach has enabled the Fund to achieve stable and sustainable returns while expanding into promising sectors that enhance future growth and consolidate its position as a national investment institution.

## **Abu Marjoub: Protecting Working Women is a Prerequisite for Sustainable Production and Fair Economic Growth**



Khaled Abu Marjoub, Vice President of the General Federation of Jordanian Trade Unions, affirmed that labor justice begins with gender justice, stressing that protecting working women is not a mere organizational luxury but a fundamental condition for sustainable production and fair economic growth. He emphasized that empowering women and entrenching gender equality represent national and human values that contribute to building a more compassionate and equitable economy.

This came during a discussion session entitled “Care Economy: Towards a Fair and Inclusive Future of Work for All,” organized by the Federation in cooperation with the International Labour Organization, with the participation of representatives from the three production parties—government ministries and official institutions, civil society organizations, and employers. The session was part of a series of national dialogues launched by the Federation under the project “The Power of Trade Unions for a More Inclusive and Gender-Equal World of Work,” implemented in partnership with the Decent Work for Women Program.

Abu Marjoub added that the Federation believes justice is not built by laws alone, but by the will to respect human dignity in every workplace. He confirmed the Federation’s continued cooperation with the ILO to consolidate a culture of equality in work environments, ensuring safe workplaces that respect human dignity and provide equal opportunities for advancement and representation.

He went on to say that the time has come to redefine the concept of “decent work” to encompass all forms of human effort—whether paid or unpaid, in factories, offices, or homes. He noted that the care economy should not be considered merely a social issue, but rather one of the key foundations for rebuilding a more just and equitable social contract.

He further noted that women are not merely participants in development, but its fabric and driving spirit. Yet, they continue to face forms of discrimination and invisible pressures that limit their presence in the labor market, despite their significant contributions across various sectors.

## **Al-Fanatsah Participates in “Investment in Intensive Employment” Program**



Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions-GFJTU, took part in the closing ceremony of the sixth and final phase of the Investment in Intensive Employment program, attended by representatives of the government, development partners, municipalities, and program beneficiaries.

The program was launched in Jordan in July 2016 by the International Labour Organization (ILO), funded by the German Federal Ministry for Economic Cooperation and Development (BMZ) through the German Development Bank (KfW). It was designed as a strategic response to the Syrian refugee crisis, aiming to provide short-term decent job opportunities for Jordanian citizens and Syrian refugees living in host communities.

The closing ceremony included a presentation of the program's achievements across various governorates by the implementing parties, a dialogue session on the program's impact on beneficiaries, and recognition of local partners and national institutions.



## Workers' Federation Organizes Trade Union Trainers' Program in Partnership with Friedrich Ebert

German Friedrich Ebert Foundation-FES, organized a Trade Union Trainers' Program with the participation of representatives from labor unions across various sectors.

The four-day program aims to develop qualified union cadres capable of transferring knowledge and skills within workplaces, thereby enhancing the effectiveness of union organization and strengthening the role of unions in defending workers' rights.

In his opening remarks, Federation President Khaled Al-Fanatseh emphasized the importance of the program in supporting the Federation's strategic plan to institutionalize union training. He stated: "This training program is a strategic step toward building union cadres capable of transferring skills and expertise to their workplaces, thereby reinforcing the role of unions in serving workers and defending their rights."

Al-Fanatseh added that the recently launched Trade Union Training Manual serves as a key reference, and this program equips participants with the necessary skills in union training. He praised the strong partnership with the Friedrich Ebert Foundation

highlighting its prominent role in supporting union work and promoting values of justice, rights, and decent work.

For his part, Sven Schwersensky, Director of the Friedrich Ebert Foundation, affirmed that this training marks the first step in a campaign to educate and train unionists, raising their awareness of labor law and the importance of union work. He expressed hope that the manual would serve as a reference to facilitate the training of trainers, support them, and contribute to building a more effective work environment for unionists and all workers in Jordan. Schwersensky also commended the cooperation between the Foundation and the Federation in producing the training manual, describing it as a joint effort that brought together the expertise of specialists in trade unionism and labor training.

The program covers four main themes: Labor rights: enhancing awareness of legislation and international standards, Collective bargaining: strengthening negotiation, dialogue, and conflict resolution skills, Membership growth: establishing sustainability of union organization, Union campaign management: enabling unions to plan and implement campaigns effectively.



# Women's Committee Organizes Awareness Lecture on Violence and Harassment as Part of "16 Days of Activism" Campaign



The Women's Committee of the General Federation of Jordanian Trade Unions organized an awareness lecture entitled "Forms of Violence Against Women" as part of the global 16 Days of Activism Against Gender-Based Violence campaign, which is held annually to raise awareness of issues of violence and discrimination against women.

The lecture was delivered by Dr. Hadeel Boshmaf from the Center for Women's Studies at the University of Jordan. She addressed the main forms of violence and harassment faced by women, their social, psychological, and economic impacts, and reviewed legislation protecting women, prevention measures, and reporting mechanisms. She emphasized the importance of promoting a safe and fair culture in workplaces.

The event was attended by a group of female workers from various trade unions, who actively engaged with the lecture content by asking questions and sharing interventions that reflected their experiences and daily challenges in workplaces. This added significant knowledge value and participatory depth to the session.



In her opening remarks, Dalia Al-As'as, President of the Women's Committee, praised the organization of the lecture and expressed appreciation to Dr. Boshmaf for her rich presentation and valuable insights. She stressed that empowering women and protecting them from violence and harassment in the workplace are fundamental pillars of the Committee's role in defending female workers' rights and enhancing their active participation in the trade union movement and the labor market.

Al-As'as added that the Committee continues to implement activities that raise awareness among female workers about their rights and develop programs responsive to their needs. She noted that such meetings open the door for dialogue and exchange of experiences, supporting national efforts to create safe and motivating work environments for women.

The lecture concluded with participants affirming the importance of continuing such activities, given their significant role in raising awareness, building capacities, and empowering female workers to defend their rights and confront challenges they may face in their workplaces.

# Four Agreements Secure Gains and Incentives for Workers at “Phosphate” and Allied Companies



## Al Fanatseh: A Distinctive Union Achievement Reflecting the Company’s Trust in Its Workers

The General Union of Workers in Mines, Mining, and Cement announced that the Board of Directors of the Jordan Phosphate Mines Company has approved its demands related to improving salaries and bonuses for workers at the company and its allied firms, during its meeting held on December 3.

The Union confirmed that the Board’s approval came in recognition of the significant efforts made by workers in recent periods, and the responsibilities and difficult working conditions they endured, which contributed to achieving the company’s production plans and maintaining its position at the forefront of national economic institutions.

The Union praised the responsiveness of the Board, chaired by H.E. Dr. Mohammad Thneibat, and the executive management led by CEO Eng. Abdul Wahab Al-Rawad, in supporting workers’ rights. It noted the Board’s decision to increase the number of scholarships allocated to retirees from 20 to 30, starting from the 2025/2026 academic year.

The Union stated that it will sign four new labor agreements with the Chairman of the Board before the end of this month, to be implemented starting January 2026. It described these agreements as among the most distinguished in the history of the company and its workers.

The Union congratulated the workers on these gains, expressing hope for the continued progress of the company under the leadership of His Majesty King Abdullah II Ibn Al-Hussein, may God protect him.

Al-Fanatseh further noted that these new labor gains represent an unprecedented step compared to previous agreements signed in past years. He expressed deep appreciation to the Board and executive management for their responsiveness to the Union’s demands, while also commending the advanced level of relations between the Union and the company.

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# General Federation of Trade Unions Participates in Workshop to Evaluate Training Manuals under the Arab-Danish Partnership Program

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As part of the partnership between the General Federation of Jordanian Trade Unions and the Arab-Danish Partnership Program (DAPP), labor unions participated in a three-day workshop dedicated to reviewing the training manuals prepared by participants in the Training of Trainers program.

The evaluation of these manuals was supervised by Program Coordinator Nasser Saeed, through a series of interactive training activities focused on building participants' capacities and enabling them to perform their roles in workplaces with confidence and efficiency.

The program aims to strengthen the readiness of trade unionists to transfer knowledge and improve union practices, thereby contributing to raising the level of union organization and reinforcing the role of unions in safeguarding and defending workers' rights.



## Workers' Union Discusses Strengthening Cooperation with Norwegian Ambassador

Khaled Al-Fanatsah, President of the General Federation of Jordanian Trade Unions, met with Her Excellency Ms. Mona Juul, the Norwegian Ambassador to Amman, at the Norwegian Embassy in Abdoun to discuss ways of enhancing cooperation in the fields of trade union work and supporting joint labor programs.

At the outset of the meeting, the Federation President expressed his gratitude to the Ambassador for the invitation, outlining the Federation's history, its national mission in protecting and representing workers' rights, as well as its main programs and services provided to the labor movement in Jordan. He also presented the key pillars of the Federation's strategic plan for 2025–2027, which focuses on strengthening social dialogue, empowering women and youth, developing union capacities, and advancing legal awareness programs.

Al-Fanatsah conveyed Jordan's appreciation for the support provided by the Kingdom of Norway to Jordan and to developmental and labor sectors, praising the positive role played by the Norwegian

Embassy in backing joint projects. He emphasized the Federation's aspiration to deepen cooperation with the Norwegian Confederation of Trade Unions, particularly in the areas of training, exchange of expertise, and programs aimed at enhancing the efficiency of trade union work.

He extended an official invitation to the Ambassador to attend the legal awareness sessions organized by the Federation under its project with the International Labour Organization, "The Power of Trade Unions for a More Inclusive and Gender-Equal World of Work," which will be held in Irbid and Karak during December 2025 and January 2026.

Al-Fanatsah also commended the support provided by the Norwegian Embassy to ILO programs, stressing that this assistance has enabled the Federation to implement specialized initiatives targeting women and youth in trade union work. The meeting concluded with both sides affirming their commitment to follow up on practical steps to strengthen future cooperation and maintain ongoing communication.



## **Workers' Union Welcomes Launch of National Dialogue on Proposed Amendments to Social Security Law**

The General Federation of Jordanian Trade Unions-GFJTU welcomed the call by the Social Security Corporation to launch a comprehensive national dialogue on the proposed amendments and scenarios related to the Social Security Law. This initiative follows the announcement of the results of the 11th actuarial study, aimed at assessing the Corporation's financial position and ensuring the long-term sustainability of its insurance system.

The Federation explained that opening a national discussion under the umbrella of the Economic and Social Council, with the participation of social partners and experts, represents a positive step toward enhancing transparency, building consensus, and achieving the best outcomes in this regard.

The statement emphasized that the Workers' Union, as the representative of the labor group in the Council through the membership of trade unions, will actively participate in the dialogue to ensure the protection of insured workers and retirees, and to present a union perspective that serves the public interest and provides social protection for workers.

The Federation also expressed its support for the principles announced by the Corporation, which include maintaining the financial sustainability of social security, improving the conditions of retirees with low pensions, and safeguarding the acquired benefits and rights of insured workers under the current law.

# Minister of Labor Receives Delegation from Egypt's General Union of Petroleum Workers



Minister of Labor Dr. Khaled Al-Bakar met at his office with Abbas Saber, President of Egypt's General Union of Petroleum Workers, Secretary-General Ahmed Al-Sarouji, and members of the Union's Council to discuss aspects of labor and trade union cooperation and the exchange of expertise in training and preparing youth for employment opportunities available in the petroleum, gas, and petrochemical sectors.

During the meeting, attended by Ministry Secretary-General Dr. Abdul Halim Doujan and Khaled Al-Zyoud, President of Jordan's General Union of Petroleum and Chemical Workers, Al-Bakar emphasized the strength of Jordanian-Egyptian relations, reflected in the two countries' shared commitment to consultation and exchange of views on all issues, under the clear guidance of His Majesty King Abdullah II and President Abdel Fattah El-Sisi.

He stressed the importance of exchanging expertise between the two countries and benefiting from Egypt's rich experience in petroleum and gas exploration and the petrochemical sector, as well as the employment

opportunities these industries provide for skilled and trained workers joining companies in the field.

The Minister welcomed any cooperation with the Egyptian side through the two unions in Jordan and Egypt, in coordination with Egypt's Ministry of Labor, to transfer Egyptian expertise to Jordanian youth for work in this vital sector. He called for trade unions to play a role in training and capacity-building specific to their fields, in addition to their core mission of defending workers' rights.

For his part, Abbas Saber, President of Egypt's General Union of Petroleum Workers, affirmed the importance of joint cooperation between the two brotherly countries and the need to strengthen collaboration in labor affairs, vocational training, and occupational safety and health.

Meanwhile, Khaled Al-Zyoud, President of Jordan's General Union of Petroleum and Chemical Workers, stated that the Union is ready to strengthen cooperation between the Jordanian and Egyptian unions, in coordination with the Ministers of Labor in both countries, particularly in exchanging expertise in petroleum and gas exploration.



## Abu Marjoub Participates in Arab Labor Organization Symposium on Technical and Vocational Education and Training

Khaled Abu Marjoub, Vice President of the General Federation of Jordanian Trade Unions, took part in a symposium organized by the Arab Labor Organization in Amman under the theme “Developing the System of Technical and Vocational Education and Training to Create Future Entrepreneurs,” held under the patronage of Minister of Labor Dr. Khaled Al-Bakar.

The two-day symposium included four sessions featuring experts discussing key topics:

Session One: The reality of technical and vocational training and education systems in light of digital transformation.

Session Two: Technical and vocational training systems and future skills.

Session Three: Future trends in developing technical and vocational training systems to create future entrepreneurs.

Session Four: The role of career guidance and counseling in enhancing employment opportunities.

Minister Al-Bakar emphasized that developing technical and vocational education and training systems is no longer a luxury but a necessity for advancing Arab economies by equipping Arab youth with the professional and technical skills required by Arab and global labor markets, and keeping pace with the massive changes brought about by the digital revolution.

He noted that labor market transformations are rapid and profound under the global technological revolution, with many jobs disappearing and new ones emerging, while a large number of traditional jobs will vanish in the coming years. This, he stressed, requires genuine readiness to prepare Arab youth to meet these changes and labor market needs, otherwise they risk becoming a burden on themselves, their families, and their countries.



For his part, Fayez Al-Mutairi, Director-General of the Arab Labor Organization, stated that the world of work is undergoing deep transformations driven by the digital revolution and accelerated technological innovation—changes that have reshaped the foundations of the global economy. He added that reliance on unskilled labor has declined in favor of digital knowledge, innovative capacities, and creative skills, which have become the main drivers of growth, competitiveness, and the determinants of countries' positions on the global economic map.



Al-Mutairi explained that this reality requires Arab governments and social partners to develop strategic responses to bridge the skills gap and ensure a fair and sustainable transition that preserves workers' dignity and enhances productivity. He stressed that the symposium provides an open space for constructive dialogue among representatives of the three production parties and experts to exchange views, discuss future trends, and propose mechanisms to harness digital transformation in education and training, thereby expanding economic participation and enabling Arab youth to access decent work opportunities.

The symposium was attended by Dr. Abdul Halim Doujan, Secretary-General of the Ministry of Labor; Mohammed Al-Obaidli, Director-General of the Council of Ministers of Labor and Social Affairs in the Gulf Cooperation Council; Dr. Yousef Al-Abdalat, Assistant President of the Accreditation and Quality Assurance Authority; Dr. Hazem Al-Rahahleh, Director-General of the Jordan Chamber of Industry; Vice President of the General Federation of Jordanian Trade Unions Khaled Abu Marjoub; along with experts and representatives of the three production parties from 13 Arab countries.



# Al-Fanatseh Participates in Azerbaijan Trade Union Federation Conference and Honors Union President



Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, took part in the eighth general conference of the Azerbaijan Workers' Union, held in the capital Baku, with the participation of representatives from governmental and non-governmental organizations, international bodies, and leaders of trade unions from several countries.

During the conference, Al-Fanatseh honored Union President Sahib Mammadov with a shield from the General Federation of Jordanian Trade Unions, in recognition of the strong trade union relations between Jordan and Azerbaijan.

The conference includes a variety of sessions featuring experts in labor and employment policies, as well as specialists and professionals, aimed at discussing the protection of workers' social and economic rights and strengthening social partnership between Azerbaijan and trade unions in light of current economic developments.



# Ministry of Labor Investigates 145 Workplace Accidents in 11 Months

The Occupational Safety and Health Directorate at the Ministry of Labor investigated 145 workplace accidents across various sectors last year.

According to the Directorate's report, by the end of November the Ministry had accredited 1,299 occupational safety and health supervisors and 340 safety and health committees within institutions.

The report also showed that 97 complaints were filed regarding the lack of occupational safety and health standards at certain workplaces, in addition to 48 complaints related to reporting injuries and workplace accidents.

Iman Al-Abdallat, Director of the Occupational Safety and Health Directorate at the Ministry of Labor, told the Jordan News Agency (Petra) that the Ministry's inspection teams conduct regular field visits to verify employers' compliance with occupational safety and health standards, ensuring a safe and healthy work environment for private sector employees. She explained that inspection teams enforce the provisions of occupational safety and health regulations, instructions, and decisions issued under the Labor Law, stressing that occupational safety and health are fundamental pillars of decent work, with direct impact on the interests of all parties—workers, employers, and governments—by protecting workers and enhancing their role in achieving economic and social development.

Al-Abdallat added that the Ministry attaches great importance to building and consolidating a culture of occupational safety and health among workers and employers, linking it to production outcomes in terms of cost, return, and productivity. She highlighted the pivotal role of safety supervisors in establishments in spreading this culture and reinforcing compliance.

She noted that the safety supervisor acts as a link between management and workers at the workplace, bearing significant responsibilities directly related to workers' safety, property protection, and reducing workplace accidents and injuries through regular inspections and ensuring the availability and proper use of protective equipment.

The Ministry also addresses labor complaints related to working conditions, provides technical advice to employers and workers, and issues accreditations for occupational safety and health staff in various establishments.

Al-Abdallat confirmed that the Ministry implemented a comprehensive awareness plan in recent months, including awareness messages and inspection campaigns to encourage employers to appoint occupational safety and health supervisors in accordance with the Labor Law.

She explained that, in cooperation with the Jordan Chambers of Industry and Commerce, the Ministry is carrying out an awareness campaign to instill a culture of occupational safety and health among workers and employers, and to strengthen employers' compliance with safety requirements.

Finally, she added that, in the context of developing occupational safety and health legislation and keeping pace with economic, social, and international changes, the Ministry reviewed, amended, and issued instructions for initial and periodic medical examinations for workers in institutions. This was carried out by a specialized committee that included representatives from the Ministries of Labor and Health, along with occupational health experts, and in cooperation with German international development partners.



## **Abu Marjoub Calls for Launching Social Dialogue to Reach a Collective Agreement in the Domestic Work Sector**

**Public Services Union:** Official Efforts to Address Runaway Domestic Workers Are Necessary, but Sector Regulation Is the Optimal Solution

The General Union of Workers in Public Services, Free Professions, Communications, and Information Technology praised the efforts made by the Ministry of Labor, in cooperation with the Ministry of Interior and the Public Security Directorate, to control runaway and violating domestic workers. The Union stressed that these efforts reflect the government's commitment to addressing the accumulated imbalances in this sensitive sector.

In a position paper issued by the Union, it explained that the data announced by the Ministry of Labor—indicating that around 6,000 domestic workers have fled since 2019—clearly demonstrates the depth of the crisis. It confirmed that the phenomenon of runaway workers is not an isolated or individual issue, but rather a direct result of organizational, legislative, and regulatory imbalances that continue to affect the sector.

The paper added that the current approach based on control and inspection, while important and necessary, cannot be a sufficient or sustainable solution unless accompanied by genuine and comprehensive regulation of the domestic work sector. Such regulation would guarantee the rights of all parties and close the door to distortions and illegal practices that fuel the phenomenon of runaway workers.

The Union pointed out that the absence of a unified, binding employment contract and the multiplicity of contract formats currently in use have weakened contractual relationships and opened the door to varying interpretations—whether by households, recruitment agencies, or the workers themselves. This has negatively impacted job stability and labor rights.

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It emphasized that violations related to wages, working hours, rest days, and the absence of safe and decent working environments are among the main reasons for domestic workers fleeing, in addition to exploitation by some unlicensed recruitment agencies or companies operating outside the legal framework under the guise of cleaning services or day labor systems.

The paper stressed that Jordanian citizens have become the most affected party under the current reality, as they bear high recruitment costs and then face the consequences of workers fleeing without fair and swift mechanisms to compensate them or protect their rights. This, it noted, requires more effective legislative and regulatory intervention.

For his part, Union President Khaled Abu Marjoub called for launching a serious social dialogue that brings together the Ministry of Labor, trade unions, the Union of Recruitment Agencies, and civil society organizations, with the aim of reaching a collective agreement at the sector level. Such an agreement would regulate contractual relations, protect workers' rights, safeguard households' rights, and address the phenomenon of runaway workers in a fundamental way.

Abu Marjoub explained that the Union, as the legal umbrella representing workers in the sector—whose number approaches 60,000, the majority of whom are migrant women workers—affirms that Jordan's Labor Law does not distinguish between local and migrant workers.

He stressed that union organization, collective bargaining, and the integration of roles between official and social actors are the most effective means of building a regulated, fair, and safe sector for all.

He noted that trade unions play a pivotal role in representing domestic workers and defending their rights, despite the challenges posed by the unorganized nature of the sector. This issue was addressed during the Union's participation in the National Labor Conference "Towards a Fair and Inclusive Agenda for Women in Jordan," organized by the General Federation of Jordanian Trade Unions in cooperation with the International Labour Organization, in a session that discussed mechanisms for advancing the care economy based on relevant ILO conventions.

Abu Marjoub added that unions provide a safe platform for domestic workers to present their issues, as well as legal and social support, and raise awareness of their rights under national legislation in line with ILO Convention No. 189 of 2011 on domestic workers.

He stressed that strengthening the rights of workers in the care sector begins with recognizing this sector as an essential part of the decent work framework and the care economy, and with developing social protection policies that ensure social security, healthcare, and occupational safety measures.

# General Federation of Jordanian Trade Unions Achieves Tangible Progress in Implementing **2025-2027 Strategic Plan**

The General Federation of Jordanian Trade Unions-GFJTU has made significant progress in implementing the pillars of its strategic plan for 2025-2027. The plan reflects a vision aimed at developing trade union work, enhancing the efficiency of the union institution, and building the capacities of its members in line with economic and social changes and labor market dynamics locally and internationally.

## **Capacity Development and Building Union Skills**

In the area of capacity development and training, the Federation has taken qualitative steps, including the preparation of a specialized union training manual developed by a group of Jordanian experts. The manual serves as an accredited reference for building modern union skills. It focuses on key issues such as workers' rights and labor legislation, modern approaches to collective bargaining, expanding union membership. This track was implemented with strong support and partnership from the German Friedrich Ebert Foundation.

## **Comprehensive Institutional Modernization and Administrative Restructuring**

As part of institutional modernization, the Federation has completed the preparation of its new organizational structure, enhancing role clarity and ensuring internal efficiency. This included precise descriptions of the main tasks of all organizational units, as well as job descriptions for all Federation positions.

## **Empowering Women and Youth in Union Participation**

In line with principles of justice and participation, the Federation has given special attention to empowering

women and youth in trade union work. It launched training programs specifically designed for these groups to strengthen their active participation. The Women's and Youth Committees have been activated and begun exercising their roles practically within the Federation.

## **Expanding Partnerships and Strengthening International Cooperation**

On the external relations front, the Federation has witnessed positive developments in partnerships and international cooperation, rebuilding relations with international organizations on the basis of transparency and governance. Efforts are also underway to diversify funding sources, reducing reliance on government support and enhancing financial and institutional independence.

## **Preparing to Implement New Strategic Goals**

In continuing the plan's implementation, the Federation is preparing to launch additional strategic goals in partnership with the International Labour Organization. These include reviewing and updating internal regulations, developing institutional practices, and continuing to implement a comprehensive communication strategy to strengthen the Federation's presence and increase engagement with members, partners, and the public.

## **Clear Commitment and Outlook for a Modern Phase**

The Federation is preparing to launch additional strategic goals in partnership with the International Labour Organization. These include reviewing and updating internal regulations, developing institutional practices.

# The General Federation of Jordanian Trade Unions and the members of its Executive Office



Extend their heartfelt congratulations to His Majesty  
**King Abdullah II ibn Al Hussein** and to His Royal Highness  
**Crown Prince Al Hussein ibn Abdullah**

with the highest expressions of congratulations  
and best wishes on

**the occasion of the New Gregorian Year 2026**

We wish Your Majesty continued health and well-being, and may this  
year bring blessings, prosperity, and happiness to Your Majesty and  
the Jordanian people.

**Wishing you a very Happy New Year.**

# The Jordan Phosphate Mines Company



شركة مناجم الفوسفات الأردنية  
المساهمة العامة المحدودة



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# The Arab Potash Company



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