



The General Federation of Jordanian Trade Unions



On behalf of His Majesty the King the Minister of Labor sponsors Labor Day celebration



Minister of Labor: The government is keen to create decent job opportunities for Jordanians and open new markets to promote Jordanian talent



Al-Fanatseh: In recent months we have worked on developing union tools, enhancing the efficiency of our institutions, and engaging with diverse partners

GFJTU launches a project on just transition and the green economy

Minister of Labor discusses social security challenges and strengthening worker protection with the Labor Federation

GFJTU: Proposed amendments to the Social Security Law threaten workers' social protection

Al-Fanatseh meets with the Syrian Workers' Federation President to strengthen cooperation and activate the partnership protocol.

Broad national consultations to strengthen vocational and technical education and training, and support decent work opportunities in Jordan

GFJTU: The Central Council supports proposals submitted to Parliament regarding social security amendments



اليوبيل الفضي

٢٠٢٤-١٩٩٩



Labor Day... Hands that Build the Nation and a Union that Safeguards Rights

On the first of May each year, the world's attention turns to the worker, as the fundamental pillar of economic and social development, and the maker of achievements across various productive and service sectors. International Labor Day comes as an occasion to honor the efforts of millions of workers and to recall the historical journey of the labor movement, which struggled to establish trade union rights, improve working conditions, and strengthen social justice.

In Jordan, Labor Day holds special significance, as it represents an opportunity to reaffirm the central role of the Jordanian worker in the national development process, and his contribution to driving the economy forward, enhancing stability, and boosting productivity. This occasion also serves as a moment to evaluate the achievements made in protecting workers' rights and to anticipate further steps that ensure a safe and fair working environment that keeps pace with economic changes and labor market dynamics.

In this context, the national role of the General Federation of Jordanian Trade Unions stands out, as the umbrella organization representing workers, defending their interests, and striving to promote social dialogue among the parties of production, thereby achieving balance between workers' rights and the requirements of economic development.

Since its establishment, the Federation has carried the mission of defending labor rights, working to entrench a culture of responsible trade unionism, and strengthening the values of solidarity and mutual support among workers in all sectors.

The role of the General Federation of Jordanian Trade Unions is not limited to defending acquired rights, but extends to active participation in shaping labor market policies, contributing to the development of labor legislation in line with international standards, and implementing training and qualification programs that help raise the efficiency of the Jordanian worker and enhance his ability to keep pace with rapid technical and professional advancements.

The Federation also continues its efforts to spread awareness of labor rights and obligations, to promote a culture of occupational safety and health, and to defend the principle of decent work that guarantees fair wages, social protection, equal opportunities, and respect for human dignity in the workplace. These roles gain greater importance in light of global economic challenges and the transformations imposed by digitalization and new work patterns, which require developing trade union tools and creating innovative solutions to protect workers.

Labor Day reaffirms each year that true investment begins with the human being, and that the qualified and motivated worker is the foundation of sustainable development and of an economy capable of facing challenges. Hence, strengthening the partnership between the government, employers, and the General Federation of Jordanian Trade Unions constitutes a fundamental pillar for building a more stable and productive labor market, based on dialogue, consensus, respect for rights, and commitment to duties.

On this occasion, the meaning of appreciation is renewed for every worker, man and woman, who sincerely contributes to serving the nation and continues to fulfill their mission in sites of production and giving. The commitment is also renewed to continue working toward entrenching social justice, safeguarding labor rights, and enhancing the status of the trade union movement, in line with Jordan's vision of achieving comprehensive and sustainable development.

Labor Day remains more than just an annual occasion; it is a message of loyalty to every hand that builds, every effort that bears fruit, and every worker who believes that work is a human and national value, and that the renaissance of nations begins with respecting and empowering the productive human being. This is the message that the General Federation of Jordanian Trade Unions continues to carry and defend, in the belief that the strength of the nation stems from the strength of its workers, and that the future of development is shaped by work, production, partnership, and responsibility.

On Labor Day, the celebration is not limited to honoring past achievements, but extends to renewing the commitment to building a future of greater justice and fairness for the Jordanian worker—one that safeguards rights, strengthens social dialogue, and provides a safe and decent working environment that keeps pace with the developments of the age.

The General Federation of Jordanian Trade Unions will remain a key partner in this journey, defending workers' rights, supporting their causes, and believing that investment in human beings is the most sustainable investment. Nations are built by the hands of their workers, flourish through their dedication, and their renaissance is consolidated when workers' dignity is preserved and their contributions valued. Thus, Labor Day remains a national occasion in which the values of work, production, and belonging are renewed, and the message of loyalty is embodied to everyone who makes of his daily effort a brick in building Jordan and its future.

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

Khaled Al-Fanatseh



In This Issue:

- The General Federation of Jordanian Trade Unions affirms its support for the Ministry of Labor's efforts to promote decent work
- Signing of a collective labor contract to improve benefits for 160 male and female workers at a pharmaceutical company
- Labor Federation: Providing a safe and decent work environment for women enhances their economic participation
- Labor Federation explores areas of cooperation and partnership with the Director of the International Labour Organization
- Fanatseh stresses the need to develop an international normative framework to recognize the rights of platform economy workers

Chairman of the Board of Directors: Khaled Al-Fanatseh

General Manager: Mahmoud Mansour Adbis

Editor-in-Chief: Abdullah Al-Rabihat

Contact us

General Federation of Jordanian Trade Unions

Jordan - Amman - Shmeisani - Judge Ayas Street - Building 28

☎ 00962 656 755 34 ☎ 00962 656 755 33

Office@gfjtu.org



Labor Day: A Time to Renew Commitment to Workers' Rights and Strengthen Collective Union Action

By: Abdullah Rbaihah

Every year on May 1st, Labor Day reminds the world of the vital role workers play in building economies and advancing societies. It underscores that protecting their rights and elevating their status is not a ceremonial slogan but a strategic necessity for ensuring social justice and economic stability. In Jordan, as elsewhere, this day carries particular significance amid ongoing economic and social transformations that pose new challenges to the labor market and demand a conscious collective response.

Strengthening workers' rights across all sectors has become an urgent priority, especially as work patterns expand and professions evolve under technological and economic shifts. Today's workers face challenges related to fair wages, safe working conditions, and social protection, alongside the need to adapt to digital transformations reshaping labor markets. Labor Day, therefore, is not merely symbolic—it is a moment to renew commitment to embedding a culture of decent work and guaranteeing equal opportunities.

In this context, trade unions emerge as a cornerstone in defending workers' rights and regulating relations with employers and government. The General Federation of Jordanian Trade Unions exemplifies this role, striving to reinforce collective action and unify efforts to confront challenges through social

dialogue and active participation in shaping labor policies.

The strength of unions lies not only in their negotiating power but also in their ability to cultivate worker awareness, balancing rights and responsibilities to ensure a sustainable labor market. Keeping pace with international developments has also become indispensable. Workers' issues are no longer confined to national boundaries but are part of a global system influenced by international conventions and standards set by the International Labour Organization and other institutions.

Building an informed and progressive labor culture requires investment in awareness and training, ensuring workers understand their rights and responsibilities and become active partners in economic and social reform. A worker who is aware of his rights is better equipped to defend them and more capable of contributing to productivity and growth.

Labor Day, then, is not just a day of celebration. It is an occasion to renew the pledge to advance workers' rights, broaden social protection, and improve work environments to guarantee fairness and sustainability. It is also a call for organized collective action through unions and for coordination with international institutions to keep pace with developments that elevate workers' status and foster a new culture rooted in awareness, justice, and participation.



Minister of Labor, on Behalf of His Majesty the King, Sponsors Labor Day Celebration



Minister of Labor Khaled Al-Bakar: “The government is committed to creating decent job opportunities for Jordanians and opening new markets to promote Jordanian talent abroad.”

Minister of Labor Khaled Al-Bakar: “We will work to address the skills gap and enhance youth adaptability to the changing and emerging demands of the labor market.”



Khaled Al-Fanatseh: “We have worked in recent years to modernize union tools, strengthen institutional efficiency, and expand partnerships.”

Khaled Fanatseh: “The Federation has continued its role in following up on critical labor issues, foremost among them the proposed amendments to the Social Security Law and the Labor Law.”



Fathi Al-Jaghbir: “The Jordanian worker will remain the true capital upon which industry is built and the driving force behind any economic progress.”



Dr. Ruba Jaradat: “The International Labour Organization, in cooperation with its partners in Jordan, has provided 41,036 decent job opportunities.”

Representing His Majesty King Abdullah II Ibn Al Hussein, Minister of Labor Dr. Khaled Al-Bakar sponsored the national celebration organized by the General Federation of Jordanian Trade Unions at the Royal Cultural Center on the occasion of International Workers’ Day. The event was attended by union leaders and members, representatives of employers, civil society institutions, parliamentarians, and economic enterprises.

During the ceremony, Al-Bakar conveyed His Majesty’s greetings and appreciation to Jordanian workers for their dedication to building the nation. He also relayed congratulations from Prime Minister Dr. Jaafar Hassan, emphasizing that Labor Day is not merely an annual tradition but a clear message reflecting the state’s deep respect for the value of work and its firm belief in the role of workers in driving development and strengthening the national economy.

The Minister announced the launch of the National Decent Work Program, implemented by the Ministry of Labor in cooperation with the International Labour Organization (ILO) and in partnership with workers’ and employers’ representatives. The program aims to expand decent job opportunities, achieve social justice, and support inclusive and sustainable economic growth, in line with the Economic Modernization Vision and the Sustainable Development Goals.

Al-Bakar highlighted the government’s commitment to creating decent jobs for Jordanians domestically, while also opening new Arab and international markets through bilateral agreements to promote Jordanian talent abroad.

He explained that the Economic Modernization Vision is built on the premise of providing one million job opportunities for Jordanians, supported by internal initiatives such as the National Employment Program, the Royal Initiative for Productive Branches, concessional loans from the Development and Employment Fund, and vocational training programs. Externally, the government is working to equip youth with skills needed in foreign labor markets, signing cooperation agreements with Gulf countries as well as Germany, Italy, and Canada.

He stressed the importance of addressing the skills gap among Jordanian youth to adapt to evolving labor market demands, particularly in emerging fields such as artificial intelligence, data protection, and analytics. Even traditional professions, he noted, are being reshaped by modern technologies. To meet these challenges, the government—through the Vocational Training Corporation, the Crown Prince Foundation’s Advanced Vocational Training College, and the National Company for Employment and Training supervised by the Armed Forces—is providing programs to prepare youth for new market requirements.

Al-Bakar acknowledged existing challenges, including high unemployment rates, reliance on non-Jordanian labor in certain sectors, and global shifts that may eliminate millions of jobs while creating new ones. He emphasized Jordan’s competitive advantage: a large pool of young people who can be empowered and trained to meet regional and international labor market needs.

Union leaders also addressed the gathering. Khaled Fanatseh, President of the General Federation of Jordanian Trade Unions, announced a new phase of “union modernization inspired by the Royal Vision.” He outlined efforts to strengthen union institutions, expand collective bargaining agreements, and defend workers’ rights, particularly in relation to proposed amendments to the Social Security and Labor Laws. Fanatseh also revealed a landmark decision to allocate quotas for women and youth in union leadership positions—20% each—starting from the next union cycle, underscoring that empowerment is a national necessity, not a choice.

Fathi Al-Jaghbir, President of the Amman and Jordan Chambers of Industry, affirmed that Jordanian workers remain the true capital of industry and the driving force of economic progress. He noted that over 271,000 workers are employed across 18,000 industrial enterprises nationwide, representing 21% of the total workforce and nearly 28% of private-sector employment. These workers, he said, produce more than 2,500 national products exported to over 150 markets worldwide, embodying the quality and competitiveness of Jordanian industry.

Dr. Ruba Jaradat, ILO Regional Director for Arab States, congratulated Jordanian workers and highlighted the organization’s achievements in partnership with Jordan, including the creation of 41,036 decent job opportunities, integration of 13,412 individuals into the labor market, rehabilitation of 5,170 dunums of agricultural land, planting of 220,000 trees, and training and certification programs benefiting nearly 54,000 people.

The ceremony concluded with the honoring of workers from various sectors, recognition of national companies supporting union efforts, and video presentations on integrating persons with disabilities into the workforce. The Federation also presented a commemorative shield to the Minister of Labor in appreciation of the Ministry’s role in safeguarding workers’ rights and supporting union initiatives.









Jordanian Trade Union Federation Explores Cooperation and Partnership with ILO Director-General

Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, discussed avenues of cooperation and partnership with Gilbert Houngbo, Director-General of the International Labour Organization (ILO), focusing on ways to strengthen relations between the two sides in order to advance decent work standards for Jordanian workers and achieve progress on several labor issues at the national level.

The meeting was held on Wednesday as part of the 114th session of the International Labour Conference currently taking place in Geneva, with the participation of the Director-General's Adviser for the Arab Region, Fawzi Kassouma; Mustafa Said, Arab Region Officer at the ILO Bureau for Workers' Activities; members of the Federation's Executive Bureau—Mahmoud Adbeis, Khaled Al-Zyoud, Bushra Al-Salman, Fakhri Al-Ajarmah—and Federation Adviser Nizam Qahoush.

The two sides reviewed developments in the Decent Work Country Program in Jordan, launched earlier last month, and discussed ways to enhance the contribution of social partners in achieving its objectives. The program aims to improve labor policies, working conditions, and levels of protection and union representation.

Discussions also addressed decent work in the digital platform economy and the importance of supporting national efforts to regulate platform-based employment to ensure adequate protection for workers.

During the meeting, Al-Fanatseh highlighted ongoing efforts to promote gender equality in the labor market, with emphasis on supporting women's participation and leadership within trade unions. He underscored the importance of implementing measures to combat violence and harassment in workplaces and adhering to relevant international standards, including ILO Convention No. 190. He noted that Jordan's participation in this year's International Labour Conference included 25 percent women, reflecting the commitment of all production stakeholders to empowering women.

The meeting further discussed trade union freedoms and ways to expand their scope to cover diverse labor sectors, strengthen social dialogue in Jordan, and address issues related to the informal economy and social protection. The discussions also touched on current regional conditions and the impact of conflicts and crises on labor markets and social stability.

Dialogues on the Sidelines of the 114th Session of the International Labour Conference

From Geneva: Khaled Al-Fanatseh Calls for a Legal Framework to Protect Platform Workers and Adapt to Digital Transformation

Al-Fanatseh: Platform workers are not mere numbers on apps; they are workers with rights.

Platform workers are part of the new working class, and remaining outside of legal protection is unacceptable.

Al-Fanatseh from Geneva: Digital transformation must be an opportunity for workers, not a gateway to precarious employment.

Al-Fanatseh: Regulating platform work is a trade union priority to ensure fair wages and social protection.

Platform workers take center stage in the discussions: Al-Fanatseh emphasizes the necessity of social dialogue to protect rights.

The media team of the Arab Trade Union Confederation (ATUC) conducted an interview with Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions (GFJTU), on the sidelines of the 114th Session of the International Labour Conference. The discussion centered on the participation of the Jordanian trade union movement in the conference and the reality of workers in Jordan—particularly platform workers, who represent a growing segment of the Jordanian and Arab labor markets.

This dialogue comes at a moment when labor markets are undergoing profound transformations. While digital platforms have opened new horizons for thousands of young people seeking income and employment opportunities, they have simultaneously exposed significant legal loopholes. These gaps pertain to social protection, social security, workplace injuries, fair wages, the right to organize, algorithmic transparency, and the legal relationship between the worker and the platform.

Khaled Al-Fanatseh has stressed across multiple Jordanian media platforms that while platform work may contribute to mitigating unemployment, it cannot serve as a substitute for decent work. Furthermore, it must not remain outside the scope of legal regulation and social dialogue. Digital transformation must be an opportunity for workers, rather than a mechanism that breeds a new form of vulnerability and precarity.

To begin with, how do you evaluate the participation of the General Federation of Jordanian Trade Unions in the 114th Session of the International Labour Conference?

Our participation in the International Labour Conference is vital. It allows us to carry the voice of workers in Jordan into the international arena and discuss issues that lie at the very heart of the future of work today, including decent work, social protection, digital transformation, platform workers, and social dialogue.

We do not come to Geneva merely to present the reality of Jordanian workers, but also to contribute to the global debate on the future of work. Today, labor issues are no longer confined to factories, offices, or traditional sectors. The worker is now also on the app, on the bicycle, in the car, behind the screen, and embedded in all the new forms of work imposed by the digital economy.

Therefore, the presence of the Jordanian trade union movement at the International Labour Conference sends a clear message: we cannot discuss the future of work without workers, and we cannot allow digital transformation to move faster than the law, rights, and protection.

Why are you placing the issue of platform workers at the forefront of trade union priorities today?

Because platform workers have become an undeniable reality in the labor market; we are no longer speaking of a small or marginal phenomenon. Thousands of youth, workers, and income-seekers have entered this type of employment, particularly in delivery, transport, and digital services.

We do not deny that platforms have opened doors to employment for groups that were suffering from unemployment or a lack of opportunities. This is a significant aspect that must be acknowledged. However, a trade union does not look solely at the existence of a job opportunity; rather, it asks: What is the nature of this opportunity? Is it decent work? Does it provide a fair income? Does it protect the worker in the event of an injury? Does it guarantee them a pension? Does it allow them to organize? Does it protect them from arbitrary deactivation? Do they know how their wages are calculated and how they are evaluated?

The problem is that many platform workers operate in a gray area. They are not employees in a clear-cut sense, yet they are not genuinely independent either, because the platform controls pricing, orders, ratings, penalties, and at times, whether the worker can continue working or face suspension.

Hence, we state clearly: platform workers are not mere numbers on apps. They are workers, they have rights, and they must be covered by the umbrella of law, social security, and protection.

You mentioned that platform work has contributed to reducing unemployment, but has also exposed legal loopholes. How do you explain this equation?

Yes, this is the real equation. On one hand, platform work has provided an avenue for a number of youth and unemployed individuals to secure an income. Amid unemployment and scarce decent job opportunities, we cannot tell people that this work is unimportant; for a young person who cannot find a job, a platform might be the daily livelihood for them and their family.

On the other hand, however, combating unemployment must not turn into an acceptance of precarious work. We cannot claim to have solved the unemployment problem if we push young people into jobs without social security, without protection, without clear wages, and without a professional future.

Work that does not protect the worker from illness, injury, and arbitrary termination is not a complete solution. It may be a gateway to income, but if it remains unregulated, it transforms into a social trap.

The legal loopholes are massive: Who bears the responsibility when a delivery worker is injured in an accident? Is it the worker alone? Is the platform responsible? Is there insurance? Are working hours calculated? Is there a minimum income threshold? Does the worker have the right to appeal if their account is deactivated? Do they have the right to collective bargaining? Are they covered by social protection?

These are not technical details; these are fundamental rights. Therefore, we need clear legal regulation, earnest social dialogue, and the active participation of platform workers themselves in shaping the solutions.

What is the danger if platform work remains outside of legal protection?

The danger is that we create a new generation of workers stripped of rights. A worker who labors every day but goes unrecognized; who generates revenue for the platform but receives no social security; who bears the risks of the road, vehicle, fuel, phone, and internet, yet possesses zero adequate protection; who is subjected to evaluations and algorithms but has no idea how decisions affecting their livelihood are made.

If we accept this model without regulation, we will open the door to widespread precarity. Today we are talking about delivery and transport, but tomorrow this model could expand to other sectors: services, education, care, digital tasks, and even certain professional trades.

Here, the question becomes much larger than just platform workers. The question is: What kind of future of work do we want? Do we want a digital economy that respects rights? Or do we want an economy that utilizes technology to dismantle the employment relationship and evade responsibilities?

We are not against technology, and we are not against platforms. But we are against technology being used as a cover to bypass the law, and against the worker becoming the vulnerable party before a digital corporation that owns the data, the algorithm, and the capital.

What are the fundamental rights that must be guaranteed to platform workers?

First: Their legal status must be defined. They cannot remain in a gray area; there must be a legal formula recognizing them as workers in need of protection, even if the nature of their work differs from traditional employment.

Second: They must be included in social protection and social security. A worker who is injured during work must not be left alone, and a worker who labors for years via a platform must not reach old age without any protection or pension.

Third: Fair wages and transparency in income calculation must be guaranteed. Tips, commissions, prices, or payment mechanisms must not be altered without clarity and dialogue.

Fourth: Protection against arbitrary suspension or deactivation must be provided. Closing a worker's account can mean completely cutting off their livelihood; therefore, there must be clear procedures, a right to appeal, and an independent grievance mechanism.

Fifth: The right to trade union organization and collective bargaining must be recognized. Platform workers cannot face corporations as isolated individuals; they must be organized, represented, and bargained for collectively.

Sixth: A debate must be opened regarding algorithms. An algorithm is not always neutral. It dictates who receives orders, who faces penalties, whose rating goes up, and whose income drops. Therefore, there must be algorithmic transparency and accountability.

Is the Jordanian trade union movement ready to organize platform workers?

It must be ready, and it must develop its tools. The trade union movement cannot remain confined solely to traditional forms of work. If the labor market changes, the tools of trade union organization must change accordingly.

Platform workers generally do not operate in a single physical location; they do not gather in a factory or an establishment. Each worker operates independently and communicates with the platform via mobile phone. This makes organization more challenging, but certainly not impossible.

We must reach out to them wherever they are—via digital communication, field campaigns, listening to their demands, providing legal counsel, opening representative spaces for them within trade unions, and building alliances with Arab and international trade union movements facing the exact same challenges.

The union must be a home for every worker, whether they are in a factory, a hospital, a school, or on an app. If a worker is facing exploitation or requires protection, their natural place is within the trade union movement.

How can social dialogue address the file of platform workers?

Social dialogue is the only balanced path forward. We do not want top-down decisions that ignore workers, nor do we want to leave the market to unilaterally decide the fate of workers. We need a dialogue table that brings together the government, trade unions, employers, platform companies, and genuine representatives of platform workers.

This dialogue must answer clear questions: How do we legally classify platform workers? How do we enroll them in social security? How do we ensure occupational safety? How do we prevent arbitrary deactivation? How do we guarantee transparency in wages and algorithms? How do we allow them to organize and bargain? And how do we strike a balance between encouraging innovation and protecting rights?

Social dialogue cannot be merely superficial; it must produce a law or a clear regulatory framework, because leaving this file open will perpetually leave workers as the weakest link.

We believe that Jordan is capable of presenting an advanced Arab model in regulating platform work, provided there is political will and that the voices of the trade union movement and the workers themselves are heard.

What is the connection between this issue and youth unemployment in Jordan?

The connection is direct. Many young people entered platform work due to unemployment or the scarcity of decent job opportunities, which is completely understandable. However, the danger lies in convincing the youth that any income, no matter how precarious, is a definitive solution to the unemployment problem.

Unemployment is not solved by transforming young people into unprotected workers. Unemployment is solved through genuine employment policies, investment in productive sectors, vocational training, aligning education with the labor market, supporting entrepreneurship, and protecting decent work.

Platforms can be part of the solution, but they cannot be a substitute for a national employment policy. If we want them to be part of the solution, we must regulate them. If we leave them unregulated, we might simply be shifting youth from unemployment to precarity.

This is what we say clearly: we do not want to close the door to work for young people, but we do not accept that the price should be the abandonment of their rights.

How do you see the role of the Arab and international trade union movements regarding this issue?

This issue is no longer just local. Platforms operate on a cross-border logic. The same model is repeating itself in Jordan, Morocco, Tunisia, Egypt, Lebanon, the Gulf countries, Europe, and Asia. Therefore, the trade union response must also be coordinated.

We need a unified Arab trade union stance that says: No digital transformation without rights; no platforms without social security; no algorithms without transparency; no employment without protection; no income without dignity.

The international trade union movement has significant experience in organizing platform workers, lobbying for their recognition, and building new forms of collective bargaining. We must benefit from these experiences while adapting them to our Arab and Jordanian realities.

In Jordan, the trade union movement is capable of playing a major role if it addresses this file earnestly, and if the government supports it through a partnership approach rather than marginalization.

In light of this focus on the future of work, how is the Palestinian cause present in your participation at the conference?

Palestine is always present. No Jordanian or Arab trade unionist can come to the International Labour Conference without carrying Palestine in their heart, voice, and stance.

However, we also view Palestine from a labor perspective. The occupation does not only kill people; it kills work. It destroys factories, closes crossings, prevents workers from reaching their livelihoods, cuts wages, pushes families into poverty, and makes daily life impossible.

The Palestinian worker does not only need emotional solidarity; they need a clear international trade union stance: halting the war, protecting civilians, respecting international law, supporting Palestinian workers and their unions, and rejecting all policies that turn work and life into tools for collective punishment.

Jordan has a historical, political, and humanitarian role in defending Palestine, and the Jordanian trade union movement is a core part of this role. We affirm that defending Palestine is a defense of justice, the right to life, and the right to work and dignity.

Yet, at the same time, we must protect workers in Jordan and the region from the repercussions of war and crises. Crises must not be used as an excuse to freeze wages, weaken protection, or make workers bear the cost of regional collapse.

Do you see a link between justice for Palestine and social justice for workers in the region?

Yes, the link is distinct. Anyone who believes in justice does not fragment it. We cannot stand with the Palestinian people against occupation and injustice, and then accept that a worker is mistreated in the labor market. We cannot defend national dignity while ignoring social dignity.

The Palestinian cause teaches us that dignity is indivisible. The Palestinian worker who is barred from working, the Jordanian worker who labors without social security, and the platform worker whose livelihood is cut off by an app's decision—they are all facing different facets of a lack of justice.

Of course, the contexts are different, but the principle remains one: a human being should never be left without protection, without a voice, without a right to appeal, and without dignity.

Therefore, we always link freedom with social justice. The region does not only need an end to wars; it also needs policies that protect people, offer hope to the youth, and guarantee workers their rights.

What is your message to the Jordanian government regarding platform workers?

Our message is that this file can no longer tolerate delay. A serious national dialogue must be launched to regulate platform work, with the participation of trade unions, worker representatives, platform companies, and relevant government entities.

We are not demanding the closure of platforms, nor are we fighting technology; we are demanding its regulation. We demand that every worker be covered by social security and protection. We demand that a worker should not be left alone to face the hazards of the road, income fluctuations, account deactivations, and the ambiguity of algorithms.

Jordan can be a pioneer in this field if it chooses the path of social dialogue. We have the institutions, the expertise, and a trade union movement capable of partnership. What is required is the recognition that new forms of work demand new forms of protection, and that the law must preempt the crisis, not chase after it when it is too late.

And what do you say to the platform companies?

We tell them: You are not just mobile applications. You are an economic party benefiting from the labor of thousands of individuals, and consequently, you bear social and legal responsibilities.

The worker who delivers orders, transports passengers, or provides a service via the platform is not a fictional partner who should shoulder all the risks alone. If the platform dictates the price, distributes orders, monitors performance, penalizes the worker, and holds the power to deactivate their account, it is exercising actual authority—which must be met with corresponding responsibility.

We call upon companies to engage in dialogue. We do not want confrontation, but we do not accept that workers remain outside the sphere of protection. Serious companies must accept fair rules: social security, insurance, transparency, grievance mechanisms, and respect for the right to organize.

The digital economy must be a responsible economy. Profit must not come at the expense of workers' safety and rights.

What are the priorities of the General Federation of Jordanian Trade Unions in the coming period?

Our priority is to defend decent work in all its forms, both traditional and new. We want to protect workers in factories and traditional sectors, but we also want to reach out to platform workers and those in the digital economy.

We want to open the files on wages and purchasing power. We want to expand social protection. We want to formalize informal labor. We want to protect youth from precarity. We want social security to be comprehensive and fair, and we want social dialogue to be a genuine tool for decision-making.

Specifically regarding the platform workers' file, we want a clear legal framework that guarantees protection without stifling employment opportunities. We want a young worker to feel that they can work via a platform without forfeiting their basic rights.

Furthermore, we reaffirm our steadfast stance on Palestine, supporting Palestinian workers and their unions, and defending their right to life, work, and freedom.

A final word from Geneva?

My message from the International Labour Conference is that the future of work must not be left to corporations and algorithms alone. The future of work must be built through social dialogue, worker participation, and respect for rights.

Platform workers are not a passing phenomenon; they are part of the new working class. If we fail to protect them today, we open the door to a precarious employment model that will threaten all workers tomorrow.

We state clearly: Yes, platforms can open opportunities for youth; yes, they can help reduce unemployment; but no, we do not accept that this should come at the expense of social security, fair wages, safety, and the right to organize.

From Geneva, we also say that Palestine will remain a central cause for the Jordanian and Arab trade union movements because justice is indivisible, dignity is indivisible, and a worker's right to life, work, and protection is indivisible.

Digital transformation must be just. Unemployment is not remedied by precarity. And platform workers are not outside the trade union movement; they are at the very heart of its future.

Al-Fanatseh Holds a Series of International and Regional Meetings with Trade Union Confederations to Expand Partnerships and Exchange Expertise



The General Federation of Jordanian Trade Unions (GFJTU) continues to strengthen its international presence and build effective trade union partnerships during its participation in the 114th Session of the International Labour Conference in Geneva. In this context, GFJTU President Khaled Al-Fanatseh held a series of bilateral meetings with trade union leaders from Germany, Norway, and Turkey. These meetings aimed to discuss mechanisms for enhancing cooperation, exchanging expertise, and launching joint programs and initiatives that serve workers while keeping pace with the economic, social, and technological transformations shaping contemporary labor markets.

During these meetings, Al-Fanatseh emphasized that engaging with international trade union

experiences represents a strategic direction for the General Federation. This approach aims to develop Jordanian trade union performance, enhance its capacity to defend workers' rights, and establish partnerships rooted in knowledge and expertise exchange, thereby advancing trade union work and consolidating the principles of social dialogue and decent work.

Key Bilateral Meetings

Meeting with the German Trade Union Confederation (DGB)

In his meeting with Ms. Carolin Vollmann, International Relations Officer at the German Trade Union Confederation (DGB), both sides explored cooperation prospects in crisis management and addressing variables that impact labor markets. Discussions focused on utilizing German expertise to develop

rapid-response mechanisms, strengthen social dialogue, and protect workers' rights. The meeting also covered the expansion of women and youth empowerment programs and raising awareness of trade union rights through training and workshops. Additionally, they reviewed the General Federation's experience in establishing the Migrant Workers' Unit—a step that garnered significant interest from the German side, which expressed readiness to exchange expertise and benefit from successful practices in this field.



Meeting with the Norwegian Confederation of Trade Unions (LO)

Al-Fanatseh also met with Ms. Nina Mjøberg, Advisor at the Norwegian Confederation of Trade Unions. The discussions centered on enhancing cooperation in the areas of the green economy and just transition, as well as supporting programs that equip workers and trade unions to adapt to environmental and economic shifts. Furthermore, they discussed supporting youth and women's committees through capacity-building programs and launching initiatives to boost their participation in trade union work and decision-making. Ms. Mjøberg affirmed the Norwegian Confederation's readiness to continue providing technical and programmatic support for joint initiatives, thereby strengthening the General Federation's capacities and expanding the impact of its programs across various labor sectors.

Meeting with the Turkish Trade Union Confederation (HAK-İŞ)

Al-Fanatseh discussed with the President of the Turkish Trade Union Confederation (HAK-İŞ), Mr. Mahmut Arslan, mechanisms for developing cooperation in training and trade union capacity building. They explored exchanging expertise regarding social dialogue and labor legislation, and enhancing coordination in regional and international trade union forums. The two leaders also agreed to implement joint programs covering vocational training, occupational safety and health, women and youth empowerment, and the exchange of delegations and expertise between both confederations.

Meeting with the Confederation of Public Servants Trade Unions of Turkey (Memur-Sen)

In his meeting with Mr. Ali Yalçın, President of the Confederation of Public Servants Trade Unions in the Republic of Turkey, both sides discussed ways to build an institutional partnership based on exchanging expertise in developing trade union work, social dialogue, and civil service regulations. They also addressed cooperation in the digital transformation of trade union operations, capacity building, occupational safety and health, and establishing a sustainable framework for knowledge exchange to elevate trade union performance and better serve public sector employees.

Looking Forward

Across these various meetings, the participating parties agreed to maintain ongoing coordination and establish practical frameworks to implement joint programs and initiatives. These will include organizing workshops, mutual visits, and the exchange of delegations and expertise.



Trade Union Federation Discusses Key Issues with ILO Bureau for Workers' Activities

The General Federation of Jordanian Trade Unions met with the International Labour Organization's Bureau for Workers' Activities (ACTRAV) to explore ways of strengthening cooperation on priority labor issues, supporting workers' rights, and promoting decent work and social justice in Jordan and the Arab region.

The meeting was held during the 114th International Labour Conference, bringing together Federation President Khaled Fanatseh and ACTRAV Director Oliver Hopcke, in the presence of Deputy Director Claire, Arab Region Officer Mustafa Said, and Communications Officer Mamamdu Sowari. From the Federation's side, Executive Bureau members Mahmoud Adbeis, Khaled Al-Zyoud, Bushra Al-Salman, Fakhri Al-Ajarmeh, and Federation Advisor Nidham Qahoush also participated.

Both sides emphasized the importance of strengthening the partnership between the Jordanian labor movement and the ILO, intensifying joint efforts to address labor market challenges, and ensuring fair and sustainable work environments that safeguard workers' rights and support economic and social development.

Discussions covered several key files: Decent work in the digital platform economy: exploring mechanisms to regulate online platform work in line with modern

international standards and provide adequate protection for workers in this growing sector. Freedom of association and social dialogue: stressing the importance of institutionalized tripartite dialogue between government, employers, and workers as a main tool for addressing labor issues and balancing interests. Informal economy: highlighting the need to expand social protection to cover informal workers and facilitate their transition to the formal economy, while linking these efforts to decent job opportunities for refugees and host communities. Gender equality: reviewing efforts to enhance women's participation and leadership in unions, and stressing the importance of implementing measures to combat workplace violence and harassment, in line with ILO Convention No. 190. Social protection and living wages: affirming the need to ensure sustainability of social security systems and strengthen the Federation's role in international initiatives aimed at achieving comprehensive social justice.

At the conclusion, both sides reaffirmed their commitment to continued cooperation and coordination in the coming period, serving workers' interests, advancing decent work, social dialogue, and social justice, and tackling the accelerating challenges facing labor markets nationally and regionally.

Trade Union Federation Participates in International Labour Conference



President of the General Federation of Jordanian Trade Unions Khaled Fanatseh took part in the 114th session of the International Labour Conference held in Geneva, as part of the official Jordanian delegation.

The delegation included representatives from the Ministry of Labor, the Chamber of Industry, several members of the Senate, and presidents of labor unions.

The conference, attended by representatives of governments, employers, and workers from the ILO's 187 member states, discussed several key issues in the world of work. Topics included artificial intelligence and decent work, inclusive social dialogue,

achieving decent work in the digital platform economy, gender equality in the workplace, social protection, and the report on the situation of workers in the occupied Arab territories.

The participation of the General Federation of Jordanian Trade Unions within the Jordanian delegation reaffirmed Jordan's commitment to social dialogue, tripartite cooperation among the production parties, and its belief in the importance of supporting workers' issues at both regional and international levels, while addressing developments and changes affecting the labor market.



Al-Fanatseh: Platform Economy Exposed Major Gaps in Labor Rights

Al-Fanatseh Calls for Developing an International Regulatory Framework to Recognize Platform Workers' Rights

President of the General Federation of Jordanian Trade Unions Khaled Al-Fanatseh stressed the need to develop an international regulatory framework that guarantees recognition of the rights of workers in the platform economy, provides them with comprehensive social protection, ensures transparency in algorithm management and digital oversight, and prevents precarious work and exploitation. He emphasized that digital transformation must not come at the expense of international labor standards, but rather serve as an opportunity to expand protection and promote decent work.

Speaking at the 114th International Labour Conference, Al-Fanatseh stated that platform workers—whether in delivery and transport services or digital work—must not be excluded from fundamental labor rights. While the platform economy has created new opportunities for work and innovation, it has also revealed significant regulatory and rights-related gaps in areas such as social protection, wages, occupational safety and health, freedom of association, and collective bargaining.

Al-Fanatseh added: “Discussing decent work in the digital platform economy and advancing

the transformative agenda for gender equality in work are not separate issues, but rather complementary paths toward a fairer and more inclusive future of work.” He noted that despite progress, women continue to face structural challenges, including wage gaps, occupational discrimination, unequal representation in decision-making positions, and disproportionate burdens of unpaid care work.

He stressed that the transformative agenda for gender equality requires moving from partial policies to structural changes that address the roots of inequality. This includes ensuring equal pay for work of equal value, strengthening care policies and infrastructure to support women’s participation in the labor market, eliminating violence and harassment in the workplace.

He also highlighted Jordan’s firm position—leadership and people—in supporting the Palestinian people in their just struggle to obtain their legitimate rights, foremost among them the establishment of their independent state. He reiterated Jordan’s solidarity with the people of Gaza, who continue to face dire humanitarian conditions due to repeated aggression and the ongoing blockade.

Public Services Union Holds **General Assembly Meeting**



The General Union of Workers in Public Services, Liberal Professions, Communications, and Information Technology held its regular General Assembly meeting, chaired by Union President Khaled Abu Marjoub, with the participation of Khaled Al-Zyoud, Executive Bureau member of the General Federation of Jordanian Trade Unions, and members of the Union's administrative body.

The General Assembly, which achieved legal quorum and witnessed broad attendance representing the union's affiliated sectors, ratified the collective agreements signed by the union during 2025 to date. It also discharged the administrative body for the 2025 fiscal year and approved the union's financial and administrative regulations.

Additionally, the Assembly endorsed all administrative decisions related to financial and administrative matters for 2025, including approval of the balance sheet and authorizing the administrative body to appoint an external auditor for 2026.

The meeting addressed key challenges facing sectors under the union's umbrella, such as digital platform workers, security and protection staff, beauty salon employees, domestic workers, and the tourism sector.

Al-Zyoud praised the union's commitment to the internal regulations of labor unions and its adherence to proper procedures in holding the General Assembly meeting. He commended its role in protecting workers' rights and improving working conditions across the sectors it represents.

Abu Marjoub affirmed that the union continues to strengthen its capacities and intensify efforts to address labor issues and challenges across its represented sectors. He highlighted employers' cooperation in responding to workers' demands, reflecting genuine social partnership among production stakeholders.

He noted that the union signed seven collective agreements last year, three of which were sectoral, expressing appreciation to Jordan Telecom/Orange, the Jordan Hotels Association, and other companies that signed agreements with the union. These agreements, he said, secured new labor gains and enhanced worker protection.

The General Assembly also commended the efforts of Khaled Fanatseh, President of the General Federation of Jordanian Trade Unions, and members of the Executive Bureau, which contributed to achieving new gains for workers and ensuring decent working environments.

Jordanian Trade Union Federation Participates in Sixth Global Conference on the Elimination of Child Labor



Jordan took part in the Sixth Global Conference on the Elimination of Child Labor, held in Marrakech, Morocco, under the High Patronage of His Majesty King Mohammed VI.

The Jordanian delegation was headed by Dr. Abdul Halim Doujan, Secretary-General of the Ministry of Labor, and included Haifa Darwish, Head of Child Labor Inspection at the Ministry, and Montaser Al-Ma'aytah, representing the General Federation of Jordanian Trade Unions.

The conference brought together representatives of the International Labour Organization (ILO), governments, employers' and workers' organizations, as well as civil society groups. It aimed to strengthen cooperation among countries, governments, international and regional organizations, civil society

and the private sector, in order to coordinate efforts and exchange successful experiences in combating child labor.

The event also sought to renew high-level commitments and integrate child labor elimination into national development, education, social protection, and labor market policies. Discussions highlighted the importance of inclusive quality education and social safety nets for low-income families as the first line of defense against child labor.

Key issues addressed included sharing good practices and national experiences, exploring sustainable solutions by linking child labor elimination with decent work opportunities, and supporting local development, particularly in rural areas and vulnerable sectors such as agriculture.



Cooperation Agreement Signed Between Health Services Unions of Jordan and Turkey

Under the patronage of Khaled Fanatseh, President of the General Federation of Jordanian Trade Unions, a cooperation agreement was signed between the General Union of Workers in Health Services and Medical Professions in Jordan and the Health and Social Services Workers' Union in the Republic of Turkey. The agreement aims to strengthen union relations and develop areas of joint cooperation. The signing took place during a visit by a Turkish delegation representing the Health and Social Services Workers' Union to Jordan, with the goal of exploring avenues of collaboration, enhancing coordination on union issues, and exchanging experiences and best practices between the two sides.



The agreement was signed by Mohammad Ghanem, President of the Jordanian Health Services Union, and Davut Sert, President of the Turkish Health and Social Services Workers' Union. The ceremony was attended by Union Vice President Mahmoud Samhan

Federation Vice President Khaled Abu Marjoub, and members of the Turkish union delegation.



The agreement establishes sustainable institutional cooperation between the two unions, focusing on protecting and promoting trade union rights and freedoms, improving working conditions in the health and social services sectors, and exchanging knowledge and best practices in line with the principles of the international labor movement and values of solidarity, equality, and mutual respect. It also covers multiple areas of collaboration, including organizing reciprocal visits, implementing training programs and workshops, capacity-building initiatives, preparing joint research and publications, promoting the participation of women and youth in union activities, coordinating positions in regional and international forums, and developing joint projects to serve workers in the health sector in both countries.



Jordanian Trade Union Federation Launches Project on Just Transition and Green Economy

The General Federation of Jordanian Trade Unions, with support from the European Union's SOCIEUX program, launched the project "Building the Federation's Capacity for a Just Transition and Active Participation in the Green Economy", with the participation of trade union leaders.

The project aims to enable unions to better understand the concept of just transition and related terminology, identify the needs of their sectors, and contribute to shaping appropriate solutions that align with the Jordanian economy and workers' interests.

In his opening remarks, Federation President Khaled Fanatseh stated: "The transition to a green economy has become both a national and global necessity, driven by environmental challenges, climate change, and opportunities for sustainable development.

Our responsibility as trade unions is to ensure that this transformation is fair, preserves workers' dignity, provides decent jobs, and prevents the marginalization of any group in society."

Al-Fanatseh added that the Federation has established a Just Transition and Green Economy Unit to serve as a platform for supporting unions, building their capacities, enhancing their participation in national policies, and defending workers' rights amid these transformations. He emphasized the importance of strengthening the role of the labor movement in protecting workers and ensuring a secure and sustainable professional future in light of rapid economic and environmental changes.

The project's first meeting was held with the participation of union leaders and experts, including Thomas Godin from the French Agency for Environment and Energy Management – Economics and Planning Department, and Karine Lambert, Deputy Director General of the Bourg Federation in France. Also present were Eng. Bashayer Krishan, Head of the Federation's Just Transition and Green Economy Unit, and union advisor Nezam Qahoush.

The project's first meeting was held with the participation of union leaders and experts, including Thomas Godin from the French Agency for Environment and Energy Management – Economics and Planning Department, and Karine Lambert, Deputy Director General of the Bourg Federation in France.

Also present were Eng. Bashayer Krishan, Head of the Federation's Just Transition and Green Economy Unit, and union advisor Nidham Qahoush.



The meeting featured diverse interventions from union leaders, highlighting practical experiences from their economic sectors and underscoring the importance of just transition in achieving fairness and protection for workers.



Jordanian Trade Union Federation Concludes First Workshop on Just Transition and Green Economy



The General Federation of Jordanian Trade Unions concluded the first workshop under the project “Building the Federation’s Capacity for a Just Transition and Active Participation in the Green Economy”, supported by the European Union’s SOCIEUX program.

The five-day workshop aimed to empower trade unions to understand the concept of just transition and related terminology, identify the needs of their sectors, and contribute to shaping appropriate solutions that align with the national economy and workers’ interests.

The closing session was chaired by Federation Vice President Khaled Abu Marjoub, with the participation of union leaders, Eng. Bashayer Krishan, Head of the Federation’s Just Transition and Green Economy Unit, and union advisor Nezam Qahoush.

Abu Marjoub emphasized the importance of the project as a milestone for understanding the green economy, strengthening union capacities in the path of just transition, and enhancing the role of the Federation’s specialized unit.

He praised SOCIEUX for its support and the experts’ role in simplifying complex concepts and developing participants’ skills.

Experts Thomas Godin from the French Agency for Environment and Energy Management (Economics and Planning Department) and Karine Lambert, Deputy Director General of the Bourg Federation in France, presented the outcomes of group discussions involving union representatives. These discussions addressed technical capacities, employment impacts, skills requirements, and professional transitions, alongside recommendations for advancing the green economy in Jordan’s labor market and strengthening union engagement.

Union leaders contributed diverse interventions during the closing session, reflecting practical experiences from their sectors and underscoring the importance of just transition in achieving fairness and protection for workers.



ILO Honors Fanatseh for Union's Efforts in “Power of Unions” Project

Reem Aslan, Director of the ILO Decent Work for Women Program, honored Khaled Fanatseh, President of the General Federation of Jordanian Trade Unions, with a shield of recognition for the Federation's partnership with the International Labour Organization and its efforts in the success of the “Power of Unions for a More Inclusive and Gender-Equal World of Work” project.

The project, implemented in partnership with the ILO under the “Equality at Work” initiative funded by the Government of Norway, aims to strengthen women's union participation and ensure that issues of equality and non-discrimination are integrated into national policies.

Between October 2025 and February 2026, the project carried out 13 intensive legal awareness sessions involving around 263 workers, including women from sectors such as education, agriculture, care, and public services across four governorates. The sessions focused on women's rights under the Labor Law and Social Security Law, as well as protection against violence and harassment in the workplace. Pre- and post-session assessments revealed significant knowledge gaps in the agricultural sector, while teachers in Irbid and Amman showed higher levels of prior awareness, reflecting their interest in contractual rights and union representation.

The project also organized five social dialogue sessions with the tripartite partners—government, employers, and workers—alongside other stakeholders, addressing care economy, combating workplace violence and harassment, empowering women in leadership, maternity protection, and the green economy and just transition. These sessions produced policy papers with recommendations on legislation and national priorities.

The outcomes were discussed during the National Labor Conference held November 25, 2025, under the patronage of the Prime Minister, with participation from tripartite partners, labor representatives, international labor standards experts, civil society organizations, and official institutions. The conference issued 14 recommendations, including extending maternity leave in the private sector, establishing frameworks for elder care, and ensuring safe and decent working conditions for domestic workers. The recommendations will be published in a campaign launched jointly by the Federation and the ILO on International Women's Day (March 8).

The project continues until the end of next month, with upcoming training sessions for Federation staff and union members on internal protection policies, women's leadership, and their role in union work.

"Ports Union Signs Collective Labor Agreement with APM Terminals to Improve Employment Benefits for 208 Male and Female Workers"



Adbeis: Improving workers' employment benefits contributes to increased productivity, which positively reflects on the company

The General Union of Workers in Seaports and Clearance signed a collective labor agreement with APM Terminals at the Ministry of Labor headquarters to improve employment benefits for 208 male and female workers in the company.

Dr. Abdul Halim Doujan, Secretary-General of the Ministry, stated during his patronage of the signing ceremony—attended by Deputy President of the General Federation of Jordanian Trade Unions Khaled Abu Marjoub, the company's Chief Financial Officer Baukje Borssma, Union President Mahmoud Adbeis, and Director of the Labor Relations Directorate at the Ministry Adnan Al-Dahamsheh—that the Ministry is keen to follow up on the affairs of workers in the private sector and to maintain communication with the parties of the production process in a way that contributes to resolving collective labor disputes.

He emphasized that the Ministry works to supervise the resolution of labor disputes and to contribute to strengthening stability and job security for workers in private sector institutions, ensuring the continuity of these institutions' operations. This is achieved by building sound labor relations among the three parties of production (government, employers, workers), providing a positive work environment in institutions, and supervising collective labor agreements in a way that serves the interests of both parties.

For his part, Abu Marjoub said that the General Federation of Jordanian Trade Unions is keen to strengthen the principle of social dialogue between workers and their representatives on one hand, and employers on the other, to enhance positive relations between the two parties of the production process. He praised the Ministry of Labor's role in supervising and closely following up on these dialogues, thereby boosting productivity and supporting the improvement of employment benefits and the work environment for workers. Meanwhile, Union President Mahmoud Mansour affirmed that improving employment benefits and the work environment for the company's workers significantly contributes to increasing their productivity, which positively reflects on the company.

For her part, the company's Chief Financial Officer Baukje Borssma stated that the signing of the collective agreement was the result of cooperation between the union and the company's management, with the efforts of the Ministry of Labor.

Collective Labor Agreement Worth 421.000 Dinars to Improve Conditions for 642 Employees at “Fine” and “Ideal Printing”



The General Union of Workers in Printing, Paper, and Related Activities signed a collective labor agreement with Fine Hygienic Paper Company and Ideal Printing Company, aimed at improving the living conditions and employment benefits of 642 employees in job grades 16 and below, with total annual benefits estimated at 421,000 Jordanian dinars.

The agreement was signed in accordance with the provisions of the Jordanian Labor Law and its amendments No. (8) of 1996, following a series of meetings and discussions held in a spirit of cooperation and understanding, thereby enhancing workplace stability and serving the interests of both employees and companies.

The agreement was signed on behalf of the companies by General Manager Mr. Elia Ghassan Naql, and on behalf of the union by Union President Mr. Mohammad Al-Zoubi, in the presence of Union Women's Committee Chair Ms. Rasha Shukri. The official copy of the agreement was deposited with the Ministry of Labor on April 5.

Key provisions of the agreement include: Salary increases: Employees appointed before October 1, 2025, in job grades 16 and below, will receive an average increase of 3%, with a minimum of 15 dinars per month. Annual bonus system: Employees in grades 15 and 16 will be included in the group's annual incentive (bonus) system, according to the amended regulations Health insurance: The companies committed to continuing improvements in health insurance services for employees and their families Workplace services: Enhancements to employee transportation systems, catering services, cafeteria facilities, and furniture maintenance, along with continued provision of subsidized prices for workers below market rates. Childcare support: Strengthening the implementation of workplace nursery systems in line with Ministry of Labor regulations, supporting working mothers and enabling them to balance work and family responsibilities.

Both sides affirmed that the agreement reflects a constructive social dialogue between management and the union, contributing to job stability, higher employee satisfaction, and increased productivity.



Collective Agreement Signed to Improve Benefits for **160 Workers** at Pharmaceutical Company

A collective labor agreement was signed at the Ministry of Labor between the General Union of Workers in Health Services and Medical Professions and Jordan River Pharmaceutical Company, improving employment benefits for 160 workers at the company.

The signing ceremony was attended by Ministry Secretary-General Dr. Abdul Halim Doujan, who sponsored the agreement, along with Federation President Khaled Fanatseh, company Director General Dr. Rami Al-Sabarini, Union President Mohammad Ghanem, and Labor Relations Directorate Head Adnan Al-Dahamsheh.

Doujan emphasized the Ministry's commitment to monitoring workers' affairs in the private sector and fostering dialogue among the tripartite partners—government, employers, and workers—to resolve collective labor disputes. He noted that the Ministry supervises collective agreements to ensure job security, institutional stability, and positive workplace relations.

Al-Fanatseh highlighted the Federation's dedication to strengthening social dialogue between workers and employers, praising the Ministry's role in overseeing negotiations that enhance productivity and improve working conditions.

Ghanem stressed that better benefits and workplace conditions significantly boost workers' productivity, reflecting positively on the company. He commended management's cooperation and responsiveness to union demands under the Ministry's supervision.

Al-Sabarini affirmed that the collective agreement was the result of constructive cooperation between the union and company management, facilitated by the Ministry of Labor. He underscored the company's appreciation for its workers, describing them as the cornerstone of the production process.



Trade Union Federation: Safe and Decent Work Environment for Women Enhances Economic Participation

The General Federation of Jordanian Trade Unions affirmed that providing a safe and decent work environment for women across all sectors and economic activities contributes to their empowerment, increases their participation in the national economy, and helps reduce high unemployment rates among women.

Federation President Khaled Al-Fanatseh stated that the Jordanian labor movement joins the world in celebrating International Women's Day on March 8, an occasion to highlight the challenges facing women, particularly in the economic sphere, as well as the barriers limiting their integration into the labor market. He extended congratulations to all working women and unionists, and conveyed warm greetings to Her Majesty Queen Rania Al Abdullah, praising her continuous efforts in supporting Jordanian women and strengthening their role in society.

Al-Fanatseh emphasized that comprehensive development requires enhancing women's economic participation and benefiting from their potential. Achieving this, he noted, demands decent job opportunities, workplaces that meet women's needs,

and full equality in rights and opportunities. He highlighted the importance of Jordan's Economic Modernization Vision in expanding opportunities for women's participation across sectors.

He explained that the Federation, through its affiliated unions, works to improve working conditions and secure gains for both male and female workers, while integrating women's rights into labor demands and collective agreements with employers. Al-Fanatseh stressed the importance of collective agreements as a legal tool enabling unions to improve conditions, strengthen social protection, and create fair workplaces that safeguard women's rights.

He further underlined the need to remove obstacles hindering women's active participation in the labor market, noting that supportive national legislation—including the Labor Law and Social Security Law—has improved women's status and increased their involvement in the workforce. He called for building on these achievements and intensifying efforts to advance women's empowerment and economic inclusion.



Petroleum and Chemicals Workers' Union General Assembly Approves Administrative and Financial Reports

The General Assembly of the General Union of Workers in Petroleum and Chemicals held its meeting at the union headquarters, chaired by Union President Khaled Al-Zyoud, with the participation of General Federation representative Mohammad Al-Zoubi, members of the administrative and general bodies, several union leaders, and guests.

The Assembly approved the union's agenda and endorsed both the administrative and financial reports, commending the significant efforts and achievements accomplished during the past period. Al-Zyoud welcomed members of the General Assembly, expressing appreciation for the confidence granted to the union's leadership. He stressed that this support is the cornerstone of

successful union work, enabling the defense of workers' rights in the petroleum and chemicals sector and improving their living, social, and health conditions, while fostering positive labor relations that benefit both workers and institutions.

Addressing regional developments, Al-Zyoud praised Jordan's firm and wise positions under the leadership of His Majesty King Abdullah II, noting the country's ability to manage regional challenges responsibly, safeguarding national security and stability. He emphasized that Jordan's supreme interest requires neutrality from regional conflicts and reiterated the nation's commitment to protecting its borders and sovereignty.

Al-Zyoud called for unity behind the Hashemite leadership and state institutions, particularly the Jordanian Armed Forces and security agencies, stressing that internal cohesion is the key to overcoming current regional challenges. He urged workers and citizens to remain vigilant, avoid rumors, and rely solely on official state institutions for guidance.



He reaffirmed the union's dual role: defending workers' rights and improving their conditions, while also contributing to national stability. In this context, Al-Zyoud reiterated the union's rejection of any infringement on workers' rights in the proposed amendments to the Social Security Law, warning that the current draft undermines acquired rights. He called for revisiting the amendments to preserve workers' gains.



The union confirmed its stance publicly through official channels and media, aligning with the General Federation of Jordanian Trade Unions in its commitment to protecting workers' rights and safeguarding their achievements within the social security system.



'Electricity Workers' Union Holds General Assembly Meeting

The General Union of Electricity Workers in Jordan held its regular General Assembly meeting, chaired by Union President Fakhri Al-Ajarmeh, with the participation of Khaled Abu Marjoub, Vice President of the General Federation of Jordanian Trade Unions and member of its Executive Bureau, alongside members of the administrative body and representatives of union committees from companies operating in the electricity sector.

The Assembly, convened after achieving legal quorum, ratified the union's administrative and financial reports for 2025, approved collective agreements signed with several companies in the sector, discharged the administrative body for its past term, and appointed an auditor for the upcoming year, in line with the union's bylaws.

The 2025 administrative report highlighted the union's efforts in addressing workers' issues and enhancing their gains through collective agreements that improved wages and benefits, expanded health insurance coverage, and increased incentives, thereby strengthening job and living stability in the sector.

The report also noted social and labor activities, including organizing Umrah trips for workers, participating in sports and social events, supporting initiatives for employees and their families, and fostering partnerships with company managements to improve workplace environments.



The Assembly also discussed proposed amendments to the Social Security Law, with participants expressing rejection of the draft changes and their impact on workers' rights.

Al-Ajarmeh confirmed that the union's stance aligns with the Federation's opposition to the amendments in their current form, noting that the coming period will witness organized union action and close monitoring of the issue through dialogue and parliamentary committee discussions.

Special attention was given to training and labor education programs, with workshops and awareness sessions on labor rights, labor law, social security, occupational safety and health, and collective bargaining, implemented under the Arab-Danish Partnership Project, in addition to field visits to companies.

In his remarks, Al-Ajarmeh reaffirmed the union's steadfast support for the Jordanian state and the Hashemite leadership, stressing full backing for King Abdullah II's positions in addressing regional challenges. He emphasized that the labor movement remains a pillar of national unity, particularly amid current regional tensions.



National Consultations to Strengthen Vocational and Technical Education and Support Decent Work in Jordan



The General Federation of Jordanian Trade Unions participated today in a series of broad national consultations held at the Federation's headquarters, with representatives from the International Labour Organization (ILO), UNESCO, and the European Union. The consultations aimed to explore ways to develop Jordan's vocational and technical education and training system, enhance opportunities for decent work, and reinforce sustainable development.

These consultations were part of joint efforts to unify perspectives among tripartite partners and international institutions, in order to design practical approaches that respond to rapid labor market transformations and address challenges related to aligning skills with the needs of diverse economic sectors.

Federation President Khaled Al-Fanatseh stressed the importance of adopting a sustainable consultative approach that ensures workers' representatives are involved in shaping vocational and technical education policies and programs. He noted that the success of reforms in this sector depends on their alignment with labor market realities and workforce needs.

Discussions focused on improving the quality of training programs, expanding access for vulnerable groups—particularly youth, women, and persons with disabilities—and promoting fairness in employment opportunities and economic inclusion. Participants also highlighted the importance of building strong partnerships between training institutions and the private sector to develop practical skills that match the requirements of national industries, reduce the skills gap, increase productivity, and enhance competitiveness.

The consultations were described as a key step toward developing joint programs based on dialogue and institutional coordination, supporting national reform pathways, and strengthening the capacity of vocational and technical education systems to respond to rapid economic and technological changes. In conclusion, the Federation reaffirmed its commitment to active participation in all national dialogues related to the labor market, working with local and international partners to develop policies and programs that promote decent work, improve working conditions, and create sustainable economic opportunities that contribute to comprehensive development in Jordan.

Mining, Quarrying, and Cement Workers' Union Holds General Assembly Meeting; Phosphate Company Chairman Meets Union Members



The General Union of Workers in Mining, Quarrying, and Cement held its regular General Assembly meeting, chaired by Union President and Federation President Khaled Al-Fanatseh, with the participation of the union's administrative body, affiliated committees, and Federation Vice President Khaled Abu Marjoub.

The meeting achieved legal quorum with 84 out of 95 members present, representing committees across affiliated enterprises. The Assembly unanimously

approved the union's administrative and financial reports for 2025, endorsed amendments to the union's bylaws, discharged the administrative body, and appointed an auditor for 2026.

Al-Fanatseh reaffirmed the labor movement's support for Jordan's positions under the Hashemite leadership, stressing that workers are a vital part of the national front defending Jordan's interests. He emphasized that the union stands firmly behind King Abdullah II in his political and diplomatic efforts to safeguard national priorities and regional causes.

On the proposed amendments to the Social Security Law, Al-Fanatseh noted that the Federation is closely monitoring the issue, underscoring the need for reforms that protect workers' rights and strengthen social protection. He pledged continued coordination with the Federation to convey workers' concerns to legislative and executive authorities, particularly through dialogue with the Parliamentary Labor Committee.



The union's 2025 administrative report highlighted major achievements, including six collective agreements worth approximately 82 million dinars with companies such as Arab Potash, Jordan Steel, Jordan Phosphate Mines, the Jordan-Indian Fertilizer Company, the Japanese Fertilizer Company, and JIFCO. These agreements improved wages, benefits, and workplace stability. The union also addressed key labor issues, including securing payments for Jordan Steel workers after a nine-month shutdown and resolving health insurance concerns for retired phosphate workers, with reimbursements totaling 1.3 million dinars.



Following the Assembly, Dr. Mohammad Al-Thneibat, Chairman of Jordan Phosphate Mines Company, met with union members alongside CEO Eng.

Abdulwahab Al-Rawad. Al-Thneibat reviewed the company's recent achievements, emphasizing its role as a cornerstone of the national economy through strong financial and operational results, global market expansion, and development of downstream industries. He affirmed the company's resilience amid regional challenges and its continued contribution to Jordan's economic development.



Trade Union Federation and ILO Organize Closing Activity of “Power of Unions” Project



Workshop on Empowering Women Unionists through Protection Policy Against Violence and Support for Access to Leadership Positions

The General Federation of Jordanian Trade Unions, in partnership with the International Labour Organization (ILO), held a specialized training workshop on empowering women unionists by providing a safe working environment and supporting their access to union leadership positions. This activity marked the closing event of the “Power of Unions for a More Inclusive and Gender-Equal World of Work” project.

The workshop brought together presidents of labor unions, members of the Women and Youth Committees, and working teams from both the Federation and the ILO. Discussions focused on the Federation’s internal protection policy against violence and harassment, and on strengthening the integration of gender-responsive provisions into collective agreements, thereby enhancing protection for women workers and supporting safer and more inclusive workplaces.

Federation President Khaled Fanatseh affirmed that providing a work environment free from violence and harassment is a fundamental right of all workers and a cornerstone of decent work. He stressed the importance of embedding gender-sensitive policies into collective agreements to enhance protection, particularly for women workers, and to support their active participation in the labor market. He added that this training represents a practical step toward building the capacities of unionists to address these issues professionally and effectively, with positive impact on diverse workplaces.

For her part, Reem Aslan, Director of the ILO’s Decent Work for Women Program, emphasized the importance of partnership with the Federation in supporting women’s issues and addressing challenges that hinder the achievement of safe and decent workplaces.

Aslan reviewed key milestones in the organization's efforts to strengthen safe work environments for women, beginning with participatory gender audits, supporting the Federation's strategic plan, and culminating in the activities of the "Power of Unions" project. These included social dialogue sessions on maternity protection, the care economy, and women in leadership, whose outcomes contributed to the recommendations of last year's National Labor Conference.

Gender expert and trainer Maram Alimat presented the draft "Protection from Violence and Harassment" policy for the Federation and its affiliated unions, outlining its objectives, scope, target groups, definitions, behaviors, and mechanisms for implementation and response.

Participants, including union presidents and attendees, discussed the policy's provisions and provided feedback to refine it into a final version to be formally adopted under the Federation's internal regulations, making it enforceable.

The workshop also featured a session led by legal expert Rania Wahbeh, who presented a draft internal policy aimed at strengthening gender equality and increasing women's representation in leadership positions within the Federation and its affiliated unions. She addressed challenges and opportunities for empowerment, with the goal of enhancing women's presence in union decision-making and supporting their access to union responsibilities.

The proposed policy seeks to institutionalize fairness, equality, and equal opportunities between genders, highlight the pivotal role of women unionists in the labor movement, and align the policy with national legislation and relevant ILO conventions and recommendations.

Participants offered diverse feedback on the draft policy to refine it further, ensuring alignment with union work environments, whether within the Federation's organizational frameworks or across different labor unions.

This activity was supported by the "Equality at Work" project, implemented in cooperation with the Government of Norway.





"Public Services Union: Collective Agreement Benefits 23,000 Workers in Tourist Restaurants"

The General Union of Workers in Public Services, Liberal Professions, Telecommunications, and Information Technology, together with the Jordanian Tourist Restaurants Association, signed a sector-wide collective labor agreement benefiting approximately 23,000 workers. The agreement applies to 1,450 tourist restaurants, has a duration of three years, and carries a total estimated cost of 3.5 million dinars.

Under the agreement—signed by Union President Khaled Abu Marjoub and Association Chairman Issam Fakhreddin, in the presence of Adnan Al-Dahamsheh, Director of the Labor Relations Directorate—the Association pledges to prioritize the employment of Jordanian workers in tourist restaurants and to work seriously toward replacing foreign labor with national labor by encouraging and training local workers in the sector.

According to the agreement, restaurants that collect a service charge of 5% and/or any percentage approved during the agreement's validity period must distribute the collected service charge, regardless of its value, equally among all workers without withholding it, in line with current practice and the circumstances of each tourist restaurant.

The agreement also stipulates compliance with any decision issued by the Council of Ministers regarding

the minimum wage for Jordanian workers (290 dinars), while ensuring that the service charge is not counted as part of the wage. It further requires the provision and guarantee of a safe work environment in accordance with the Labor Law and Social Security Law, including rights such as social security enrollment, working hours, leave entitlements, overtime pay, weekly rest days, and religious and official holidays.

Tourist restaurants are also obligated to provide fair employment contracts in line with applicable laws, regulations, and instructions, and to grant annual increases according to each establishment's policies, as much as possible in line with announced inflation rates. Additionally, workshops must be held for workers and employers to raise awareness about the Labor Law and the rights and obligations it entails for both parties.

Under the agreement, the union commits not to submit any labor demands to the Association for a period of three years from the date of signing.

It is noteworthy that the Public Services Workers' Union represents all workers in the tourist restaurant sector, while the Tourist Restaurants Association represents all tourist restaurants classified and licensed by the Ministry of Tourism and Antiquities.

Air Transport Workers' Union Holds General Assembly, Approves Administrative and Financial Reports



The General Assembly of the General Union of Air Transport and Tourism Workers convened its annual meeting at the Professional Associations Complex, attended by Federation representative and President of the Health Services Union Mohammad Ghanem. The Assembly unanimously approved the union's administrative and financial reports for 2025 after discussions reflecting members' commitment to monitoring performance and strengthening the union's role in serving its affiliates.

The meeting featured a comprehensive review of the union's achievements and the challenges faced by the air transport and tourism sector over the past year amid complex regional and economic conditions.

Union President Yousef Qanab emphasized that the union continues to fulfill its national and labor responsibilities despite challenges, stressing that it "will remain a home for all workers and a platform for responsible and constructive dialogue." He noted that the union has defended workers' rights and confronted any attempts to undermine their job security or labor gains.

Qanab outlined the union's 2025 action plan, which focuses on improving workers' conditions, including efforts to raise salaries and incentives, establish a fair wage scale to ensure stability, and strengthen wage

collective agreements with companies in the sector, thereby securing additional benefits for workers.

He also highlighted the union's ongoing social programs, particularly the university scholarship program for workers' children, supported by several companies, underscoring the union's commitment to its social role alongside its labor mission.

Union Secretary Nabil Salem explained that the administrative report reflects the extensive efforts made by the union's leadership in addressing workers' issues across workplaces. He noted that the union held regular meetings with workers, listened to their concerns, and resolved many through dialogue with company managements. Special attention was given to occupational health and safety, with awareness sessions and training programs, as well as expanding membership and strengthening communication with workers.

The union closely followed issues at major companies, including Royal Jordanian Airlines, Joramco, and Airport International Group, achieving annual salary increases, financial bonuses, and entering negotiations for new collective agreements aimed at improving working conditions and enhancing labor benefits.

The meeting was attended by members of the union's administrative body.



Parliamentary Labor Committee Continues Meetings on Social Security Law

Al-Hawari: The Social Security Law Requires a Comprehensive and Balanced

Approach Trade Union Federation: Previous Amendments Harmed Workers

The Parliamentary Committee on Labor, Social Development, and Population, chaired by MP Andrei Al-Hawari, continued its dialogue sessions to discuss the draft amendments to the Social Security Law, in an expanded meeting with the General Federation of Jordanian Trade Unions, attended by Federation President Khaled Al-Fanatseh and members of the Federation Council.

At the start of the meeting, Al-Hawari stated that the session comes as part of a series of meetings aimed at reaching a consensual formula for the draft law. He stressed that workers constitute a fundamental pillar of the national economy, which requires strengthening their protection and safeguarding their rights. He added that the role of the Federation goes beyond representing workers, as it is a key partner in the national labor system.

Al-Hawari pointed out that the Social Security Law is one of the legislations with wide societal impact, which necessitates adopting a comprehensive approach that balances justice and sustainability,

while benefiting from the experiences of labor unions. He emphasized that the committee is keen to listen to all parties in order to refine the legislative texts and strengthen their legal robustness, serving the public interest, with a focus on expanding coverage, reducing insurance evasion, ensuring the sustainability of the institution, and protecting subscribers' rights.

For his part, Al-Fanatseh noted that previous amendments to the Social Security Law were the most harmful to workers and employees, which may push subscribers to seek alternative insurance options. He stressed that achieving sustainability is not limited to improving insurance procedures, but also requires amending laws related to human resources and labor, expanding coverage, simplifying procedures to suit the nature of different professions, and maintaining the independence of the Social Security Corporation to ensure institutional performance.



Jordanian Trade Union Federation Discusses Migrant Workers' Conditions and Preparations for Upcoming Workshop with ILO

Khaled AL-Fanatseh, President of the General Federation of Jordanian Trade Unions, held an extensive meeting at the International Labour Organization (ILO) headquarters in Geneva with the ILO's Migrant Workers Unit to explore ways of strengthening cooperation in protecting migrant workers' rights and to finalize preparations for a specialized workshop to be hosted in Amman from June 22 to 24. The workshop will focus on enhancing inclusive union participation, fair employment, and access to justice for migrant workers in Jordan, with particular attention to agriculture, domestic work, and the textile sector.

The ILO delegation was headed by Ms. Gladys Cineros, Chief of the Migrant Workers Unit, accompanied by Ms. Alex Nasri from the unit and Mr. Mustafa Said, Arab Region Officer at the ILO Bureau for Workers' Activities. Representing the Federation were Vice President Khaled Abu Marjoub, Executive Bureau member Bushra Al-Salman, and Federation Adviser Nizam Qahoush.

During the meeting, Fanatseh emphasized the importance of strengthening the existing partnership between the Federation and the ILO to reinforce the principles of decent work and social justice, and to develop mechanisms that safeguard migrant workers'

rights and improve their working conditions in line with relevant international standards and conventions. He stressed that the Federation attaches special importance to the issue of migrant labor, given the vital role this group plays in many economic sectors, and called for concerted efforts by all social partners to provide a safe and stable work environment that preserves human dignity and guarantees rights and responsibilities for all parties in the production process.

Participants also discussed organizational and technical aspects of the workshop to ensure its objectives are met and its outcomes strengthened.

At the conclusion of the meeting, both sides expressed appreciation for the level of cooperation achieved and reaffirmed their commitment to continuing joint efforts to promote decent work principles, expand protection and union representation for migrant workers, and build a fairer and more sustainable work environment in line with the vision of the ILO and the objectives of the General Federation of Jordanian Trade Unions

Trade Union Federation Launches **Phase II** of Union Trainers Program in Partnership with Friedrich Ebert



The General Federation of Jordanian Trade Unions, in cooperation with the German Friedrich Ebert Foundation, launched the second phase of the Union Trainers Program, with the participation of representatives from labor unions across various sectors.

The first workshop began today and will continue for four days, focusing on labor rights and collective bargaining. It is being delivered by labor experts Dr. Mayson Al-Rimawi, Professor Ali Al-Hadid, and Adnan Al-Dahamsheh, Director of the Labor Relations Directorate at the Ministry of Labor. The second workshop will be held next month and will address "Union Membership Growth" and "Union Campaign Management," presented by several experts and trainers.

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

In his opening remarks, Federation President Khaled Al-Fanatseh stressed that the program comes at a time when there is an increasing need to consolidate

the concepts of decent work, strengthen the culture of labor rights and responsibilities, and build union cadres capable of transferring knowledge, empowering workers, and defending their interests through modern methods based on dialogue, legal awareness, and practical skills.

He added that the Federation views participants as future trainers and agents of change, entrusted with the responsibility of transferring expertise to their colleagues in workplaces, raising awareness of rights and responsibilities, and contributing to the development of union performance. He praised the strong partnership with the Friedrich Ebert Foundation and its prominent role in supporting the Federation's strategic plan.

For his part, Sven Schwersenski, Director of the Friedrich Ebert Foundation, explained that the trainers' course held at the end of last year served as a pilot experience. The new program builds on the lessons learned and focuses on practical training to qualify union trainers, based on the labor unions' training manual.



Conclusion of First Workshop in Phase II of Union Trainers Program

The General Federation of Jordanian Trade Unions, in cooperation with the German Friedrich Ebert Foundation, concluded the first workshop within the second phase of the Union Trainers Program, with the participation of representatives from labor unions across various sectors and economic activities.

The workshop, which lasted four days, addressed labor rights and collective bargaining. It was delivered by labor experts Dr. Mayson Al-Rimawi, Professor Ali Falah Al-Hadid, and Adnan Al-Dahamsheh, Director of the Labor Relations Directorate at the Ministry of Labor. The second workshop will be held next month and will focus on "Union Membership Growth" and "Union Campaign Management," presented by a number of experts and trainers.



The program comes as a continuation of efforts made following the development of the labor unions' training manual, aiming to build qualified union cadres capable of transferring knowledge and skills within workplaces, thereby enhancing the effectiveness of union organization and the role of unions in defending workers' rights.



Jordanian Trade Union Delegation Visits Syrian Workers' Federation to Explore Joint Cooperation

A trade union delegation led by Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, visited the headquarters of the General Federation of Syrian Workers and met with its President, Fawaz Al-Ahmad, along with several Syrian union leaders. The visit aimed to strengthen coordination and develop prospects for joint action to serve workers' interests in both countries.

The delegation participated in a workshop organized by the Syrian Workers' Federation on the future vision of bilateral cooperation. The workshop sought to establish a roadmap for a new phase of collaboration focused on addressing current labor challenges and leveraging opportunities in employment, social protection, and capacity-building.

Al-Fanatseh emphasized the historic ties between the Jordanian and Syrian peoples, noting that union coordination is a fundamental pillar for protecting workers' rights and enhancing economic and social stability in both nations. He expressed the Jordanian Federation's readiness to expand cooperation with Syria, particularly in training, capacity-building, and the exchange of union expertise, with positive impacts on labor market organization and workers' rights protection.

For his part, Al-Ahmad highlighted the strategic importance of the workshop, describing the Jordanian delegation's visit as a reflection of deep fraternal and national bonds and a revival of joint coordination between the two federations. He noted that Syrian-Jordanian cooperation represents an advanced



model in vocational training, occupational safety and health, social protection, and youth and women's empowerment.

He also expressed appreciation for Jordan's humanitarian support to the Syrian people and the role of Jordanian unions in standing by Syrian workers.

Discussions addressed several key issues, including the status of Syrian labor in Jordan. Fanatseh outlined efforts to regulate their participation in the labor market within legal frameworks that safeguard the rights of both workers and employers. Sessions also explored ways to align union cooperation agreements with current economic challenges and strengthen unions' role in defending labor rights.



Special presentations focused on empowering women workers. Syrian union leader Sana Wakid shared the Federation's experience in enhancing women's participation in the labor market, while Chair of GFJTU Women committee Dalia Al-Asis presented proposals for joint initiatives to create supportive and equitable work environments for women.

The workshop concluded with a summary of agreed outcomes and recommendations, serving as a roadmap for the next phase of cooperation. A joint cooperation protocol was signed between the Syrian and Jordanian federations, followed by an exchange of commemorative shields in recognition of efforts to strengthen union relations between the two countries.

Syrian Transport Workers' Union Visits Jordanian Federation and Signs Cooperation Protocol with Air Transport Union



President of the General Federation of Jordanian Trade Unions Khaled Al-Fanatseh met with President of the Professional Federation of Transport Workers in Syria Ahmad Younes and his accompanying delegation to discuss aspects of joint cooperation and ways to develop trade union work between the two sides, in a manner that contributes to improving the work environment and enhancing workers' conditions in both countries.



The meeting took place during a union visit to the Federation's headquarters, attended by President of the General Union of Air Transport and Tourism Workers Yousef Qanab, members of the union's administrative body, and Federation Vice President Khaled Abu Marjoub.

Al-Fanatseh stressed the importance of expanding areas of cooperation between labor unions in the two countries, in order to strengthen joint Arab trade union action and serve the interests of the working class. He highlighted the depth of union relations linking Jordan with the Syrian Arab Republic.

During the visit, a cooperation protocol was signed between the General Union of Air Transport and Tourism Workers in Jordan and its counterpart in Syria, aimed at strengthening bilateral relations and developing mechanisms for joint work.

The protocol included provisions for exchanging expertise, organizing joint training programs and workshops, implementing awareness initiatives to raise labor culture, promoting cooperation in the tourism sector, supporting and developing the air transport sector, as well as holding regular meetings and exploring opportunities for future agreements that serve mutual interests.

At the conclusion of the meeting, commemorative shields were exchanged between the two sides, affirming the strength of fraternal and union relations and the shared desire to further develop them in the coming period.



Trade Union Federation Discusses Strengthening Cooperation with Syrian Workers' Federation and Activating Partnership Protocol

Joint Committee to Address Syrian Labor Issues in Jordan

President of the General Federation of Jordanian Trade Unions Khaled Al-Fanatseh met with President of the General Federation of Syrian Workers Fawaz Al-Ahmad during his visit to the Federation's headquarters, to discuss ways of strengthening trade union relations between the two sides and a number of issues of mutual interest.

The meeting addressed prospects for enhancing Arab trade union relations under current circumstances and the repercussions of war in the region, with the participation of Federation Vice President Khaled Abu Marjoub and Deputy President of the General Union of Mining, Quarrying, and Cement Workers Mohammad Al-Hajaya.

The two sides also discussed the cooperation protocol signed between the federations during the Jordanian union delegation's visit to Syria, agreeing to activate its provisions and expand areas of coordination and joint work to serve labor issues in both countries.

During the visit, the Syrian delegation was briefed on the mechanism of the Ministry of Labor's Work Permit Office located at the Federation's headquarters, where procedures for issuing work permits for Syrian workers were reviewed.

The parties agreed to establish a joint committee dedicated to examining and following up on issues related to Syrian labor in Jordan, and to work on finding practical and sustainable solutions that guarantee workers' rights and regulate the labor market in accordance with applicable legal frameworks.

General Federation of Jordanian Trade Unions Celebrates National Flag Day



The General Federation of Jordanian Trade Unions joined Jordanians in celebrating National Flag Day, observed annually on April 16, which symbolizes belonging, pride in the nation's banner, and values of loyalty and devotion to Jordan and its Hashemite leadership.

On this cherished national occasion, the Federation organized a patriotic gathering in front of its headquarters in Amman, with the participation of Federation President Khaled Al-Fanatseh, union leaders, members of the Women's and Youth Committees, and the Federation's staff. The event reaffirmed commitment to national principles and renewed the pledge that the Jordanian flag will remain a symbol of pride and collective effort for the nation's progress and prosperity.

In his remarks, Al-Fanatseh stated that this occasion represents a national milestone, recalling the symbolism and deep meaning of the Jordanian flag as a sign of sovereignty and dignity, and a witness to the nation's journey built by Jordanians across generations through determination and hard work. He noted that the flag's colors embody the story of a great nation forged by the hands and resilience of its forefathers.

Al-Fanatseh emphasized that celebrating the Jordanian flag is a renewed affirmation of sincere belonging to the homeland and unity around the wise Hashemite leadership. He expressed pride in the flag as a symbol of unity for all Jordanians and as a reflection of the nation's achievements across various fields.

He stressed that Jordanian workers have always been, and will continue to be, at the forefront of the nation's development journey, carrying the responsibility of advancing the country and embodying values of dedication and loyalty. He affirmed that workers' efforts will remain devoted to the nation's banner, striving for its prosperity and progress, so that the flag continues to fly high in Jordan's skies.

At the conclusion of his speech, Al-Fanatseh extended the highest expressions of loyalty and belonging to His Majesty King Abdullah II ibn Al Hussein and His Royal Highness Crown Prince Al Hussein ibn Abdullah II, affirming that Jordanian workers stand united behind the Hashemite leadership and will continue the path of modernization and reform, ensuring Jordan remains secure, stable, proud, and strong through its people. He reiterated that the enduring slogan of Jordanian workers will remain: "One hand builds the nation, and the other carries the flag."



Trade Union Federation Discusses Strengthening Workers' Social Protection Systems with ILO

President of the General Federation of Jordanian Trade Unions Khaled Al-Fanatseh met with the International Labour Organization (ILO) to discuss ways of enhancing social protection systems for workers in Jordan, during a joint technical meeting attended by representatives from both sides.

The meeting was attended by ILO Country Coordinator in Jordan Dr. Amal Mowafi, National Coordinator for Social Protection Jalnar Al-Kurdi, and Social Protection Officer Chantal Seresina, alongside Federation Vice President Khaled Abu Marjoub and Federation Advisor Nidham Qahoush.

Discussions reviewed areas of joint cooperation aimed at developing a comprehensive and sustainable social protection system that ensures broader coverage and improves efficiency and fairness. The talks focused on aligning the proposed amendments to the Social Security Law with international labor standards, particularly Social Security (Minimum Standards) Convention No. 102, in order to strengthen workers' rights and consolidate principles of inclusive social protection.

Al-Fanatseh emphasized the importance of partnership with the ILO in supporting the Federation's efforts to develop social policies, stressing the need to reinforce social dialogue as a key tool to ensure the adoption of fair and sustainable policies that respond to the needs of different categories of workers.

For its part, the ILO welcomed continued cooperation with the Federation, affirming its readiness to provide technical support and capacity-building to enable the Federation to strengthen its role in social dialogue on social security issues and related legislation.

At the conclusion of the meeting, both sides stressed the importance of maintaining coordination and joint cooperation to develop more inclusive, effective, and sustainable social protection policies, thereby enhancing the level of social and economic security for workers in Jordan.



Trade Union Federation and ILO Conclude “Power of Unions” Project with Workshop on Women’s Empowerment

The General Federation of Jordanian Trade Unions, in partnership with the International Labour Organization (ILO), held a specialized training workshop on empowering women unionists by promoting safe workplaces and supporting their access to leadership positions. The workshop marked the closing activity of the “Power of Unions for a More Inclusive and Gender-Equal World of Work” project.

The event brought together union leaders, members of the Federation’s Women and Youth Committees, and representatives from both the Federation and the ILO. Discussions focused on the Federation’s draft internal protection policy against violence and harassment, and on integrating gender-responsive provisions into collective agreements to strengthen protection for women workers and foster safer, more inclusive workplaces.



Federation President Khaled Al-Fanatseh emphasized that freedom from violence and harassment is a fundamental right and a cornerstone of decent work. He highlighted the importance of embedding gender-sensitive policies in collective agreements to enhance protection and support women's active participation in the labor market.



ILO Decent Work for Women Program Director Reem Aslan underscored the value of partnership with the Federation in addressing challenges facing women workers. She reviewed milestones achieved through the project, including participatory gender audits, support for the Federation's strategic plan, and social dialogue sessions on maternity protection, the care economy, and women in leadership, which informed recommendations of last year's National Labor Conference.



Gender expert Maram Alimat presented the draft "Protection from Violence and Harassment" policy, outlining its objectives, scope, definitions, and implementation mechanisms. Participants discussed the draft and provided feedback to refine it before formal adoption. Legal expert Rania Wahbeh also introduced a draft internal policy to strengthen gender equality and increase women's representation in union leadership, addressing challenges and opportunities for empowerment.

The proposed policies aim to institutionalize fairness, equality, and equal opportunities, highlight the pivotal role of women in the labor movement, and align with national legislation and ILO conventions. The activity was supported by the "Equality at Work" project, implemented in cooperation with the Government of Norway.

Collective Agreement to Protect Rights of Workers in the Beauty Sector



The General Union of Workers in Public Services, Liberal Professions, Telecommunications, and Information Technology, together with the General Union of Beauty Salon Owners, signed a collective labor agreement today (Sunday) aimed at protecting the rights of workers in the beauty sector and strengthening cooperation and coordination to regulate the profession.

The agreement, signed by Khaled Abu Marjoub, President of the General Union, and Eyad Samara, President of the Beauty Salon Owners' Union, covers approximately 70,000 workers. Both parties agreed that anyone working in women's beauty services must obtain a professional practice license, with joint coordination to conduct the required professional examinations, and notifying relevant authorities of those who pass and are licensed to practice.

The agreement stipulates that all beauty salon and beauty center owners must respect workers' rights, including: compliance with the minimum wage, enrollment in social security, daily working hours,

annual and sick leave, official holidays, payment for overtime work, and provision of occupational health and safety requirements in the workplace. It also requires the signing of an employment contract between the worker and the salon owner to safeguard the rights of both parties.

The two sides also agreed to coordinate in assisting any worker wishing to open a women's beauty salon or center, benefiting from the services of the Beauty Salon Owners' Union.

The agreement further requires workers to fulfill their duties and responsibilities as outlined in their employment contracts, and calls for organizing activities and training courses to raise workers' skills, in coordination with the Beauty Salon Owners' Union.

Finally, both parties agreed that employers and workers in the sector must coordinate with the two unions when organizing any professional activity.



Trade Union Federation Participates in Launch of the 20th National Occupational Safety and Health Week

Minister of Labor: Strengthening the Occupational Safety and Health System is a Key Pillar Supporting the Economic Modernization Vision

Minister of Labor Dr. Khaled Al-Bakar launched the activities of the 20th National Occupational Safety and Health Week, held from April 28 to May 4, 2026, under the slogan "Safety is Our Path to a Safe Workplace."

Speaking in the presence of Ministry Secretary-General Dr. Abdul Halim Doujan, President of the General Federation of Jordanian Trade Unions Khaled Al-Fanatseh, Vice President of the Jordan Chamber of Industry Mohammad Al-Jaitan, GIZ Coordinator for Vocational Education and Training Projects Janet Burmeister, and representatives of the Jordan Chamber of Commerce, Al-Bakar emphasized that this occasion carries important national and humanitarian significance, especially as it precedes Labor Day.

Both events, he said, embody deep appreciation for Jordanian workers across all workplaces and production sites, and reaffirm the importance of

providing safe and healthy work environments that guarantee workers' dignity and safety, as they are the cornerstone of Jordan's development journey.

Al-Bakar stressed that strengthening occupational safety and health systems is a fundamental pillar supporting the Kingdom's Economic Modernization Vision, which focuses on developing a competitive and sustainable labor market, improving the business environment, and empowering human resources to raise productivity and achieve economic growth. He noted that occupational safety and health is not merely a set of procedures or legislative obligations, but rather a comprehensive culture and shared responsibility among all stakeholders in the labor market.

He added that the Ministry is committed to both awareness and oversight, stressing that achieving safe workplaces requires genuine partnership and integration of efforts between government agencies,

the private sector, and civil society institutions. Investing in occupational safety and health, he said, is an investment in both people and production, as every safe workplace is a step toward a more sustainable and productive economy.



Vice President of the Jordan Chamber of Industry Mohammad Al-Jaitan affirmed full partnership with the Ministry of Labor and national institutions, particularly the Social Security Corporation, in embedding a culture of prevention within industrial establishments. He praised the Ministry's efforts, which have contributed to reducing workplace injuries, and emphasized that occupational safety and health is not a luxury but a fundamental right of workers and a moral and legal obligation of establishments.

Federation President Khaled Al-Fanatseh highlighted the importance of occupational safety and health in ensuring safer, healthier, and more flexible workplaces. He noted that occupational safety and health goes beyond compliance with instructions, serving as a cornerstone for excellence, employee well-being, and institutional sustainability. He stressed the Federation's focus on the vital role of senior management in workplaces in promoting occupational safety and health, establishing effective management systems, and fostering strong safety cultures that directly impact workers' health and safety.

GIZ Coordinator Janet Burmeister stated that German international cooperation works to strengthen national capacities to ensure occupational safety and health is firmly established and sustainable in the long term. She emphasized aligning international expertise with Jordanian national priorities to support practical solutions that improve workplaces and enhance the resilience and adaptability of the labor market.

At the conclusion of the ceremony, the Ministry of Labor announced the issuance of a commemorative postage stamp marking World Occupational Safety and Health Day. Attendees also engaged with an interactive mural dedicated to the National Occupational Safety and Health Week.



The launch event was attended by Director General of the Social Security Corporation Dr. Jadallah Al-Khalayleh, Director General of the Vocational Training Corporation Ra'fat Al-Sawafin, Secretary-General of the Ministry of Education for Vocational and Technical Education Affairs Dr. Mohammad Ghaith, and several labor union leaders.

Jordanian Trade Union Federation Participates in International Labor Market Conference in Riyadh



Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, took part in the third edition of the International Labor Market Conference held in the Saudi capital, Riyadh, under the theme "Shaping the Future." The two-day event brought together governments, employers, workers' representatives, international institutions, civil society organizations, and academic institutions to discuss global labor market transformations.

Al-Fanatseh, accompanied by Vice President Khaled Abu Marjoub and Chair of the Federation's Women's Committee Dalia Al-Asis, held several meetings on the sidelines of the conference with labor ministers and officials from Saudi Arabia, Oman, Qatar, and Egypt. The discussions focused on strengthening partnerships, exchanging expertise, and addressing challenges impacting labor markets and workers' sectors.



During the conference, Al-Fanatseh presented a commemorative shield on behalf of the Federation to Eng. Nasser Jried, President of the National Committee of Labor Committees in Saudi Arabia, in recognition of the strong union relations between Jordan and Saudi Arabia.



The conference served as a global platform to examine major shifts in the labor market, including technological and digital changes and their impact on jobs and required skills. This year's edition witnessed broad international participation, with more than 10,000 attendees from 100 countries, including over 40 labor ministers, representatives of international organizations, the private sector, and academic institutions. More than 200 speakers contributed to over 50 dialogue sessions.



Jordanian Trade Union Federation Participates in Occupational Safety and Health Symposium in Riyadh

A trade union delegation led by Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, took part in the Occupational Safety and Health Symposium held in the Saudi capital, Riyadh. The event was organized by the National Committee of Labor Committees in cooperation with the National Council for Occupational Safety and Health in Saudi Arabia, with participation from labor organizations, unions from several countries, and experts in the field.

The Jordanian delegation included Vice President Khaled Abu Marjoub and Chair of the Federation's Women's Committee Dalia Al-Asis. The participation reflects the strong union ties between Jordan and Saudi Arabia and aims to exchange expertise on labor issues, particularly in ensuring safe work environments and learning from modern practices in occupational safety and health.

The symposium sought to strengthen integration among the tripartite partners—government, employers, and workers—while embedding occupational safety and health concepts as a foundation for building safe and sustainable workplaces in line with international



standards and best practices.

During the event, Eng. Nasser Jried, President of the National Committee of Labor Committees in Saudi Arabia, honored Al-Fanatseh in recognition of the strong fraternal relations between the Jordanian Federation and Saudi labor committees.

Discussions covered several key themes, including the roles and responsibilities of labor stakeholders in creating safe and sustainable workplaces, the role of modern technologies in preventive measures—such as applications of artificial intelligence and the Internet of Things—and specialized topics linking occupational safety to sustainable development and social justice.

Collective Labor Agreement Signed to Improve Benefits for 470 Workers at Airport International Group



At the Ministry of Labor on Wednesday, a collective labor agreement was signed between the General Union of Air Transport and Tourism Workers and Airport International Group to improve employment benefits for 470 workers at the company.

Minister of Labor Dr. Khaled Al-Bakar, who sponsored the signing ceremony, attended along with Ministry Secretary-General Dr. Abdul Halim Doujan, Union President Yousef Qanab, Airport International Group CEO Nicolas Deviller, CFO Hani Ghanem, and Director of the Labor Relations Directorate Adnan Al-Dahamsheh.

Al-Bakar emphasized that the Ministry is committed to monitoring the affairs of private-sector workers and maintaining communication with all parties in the production process to help resolve collective labor disputes. He stressed that the Ministry supervises dispute resolution and contributes to enhancing stability and job security for workers in private institutions, ensuring business continuity by fostering strong labor relations among the three production parties—government, employers, and workers—while overseeing collective agreements that serve the interests of both sides.

He noted that the Ministry encourages direct negotiations and cooperation between employers and unions, which positively impacts workplace environments, job stability, and broader economic and social aspects, thereby strengthening workers' trust in their institutions and motivating greater productivity and achievement.

Union President Yousef Qanab affirmed that improving employment benefits and working conditions for company employees significantly contributes to increasing productivity, positively reflecting on the company. He praised the company's management for its cooperation and responsiveness to union demands, as well as the Ministry's supervision of dialogue between both sides.

For his part, the CEO of Airport International Group stated that the signing of the collective agreement was the result of cooperation between the union and company management, with the Ministry of Labor's support. He emphasized that the agreement will positively impact employees by improving their employment benefits, and expressed the company's appreciation for its workers and their role as the foundation of the production process.

Trade Union Federation Discusses Cooperation and Future Steps with ILO “Masar” Project



President of the General Federation of Jordanian Trade Unions Khaled Fanatseh met with the team of the International Labour Organization’s “Masar” project to discuss areas of cooperation, partnership, and future steps. The meeting was attended by Project Director Alya Hamed Odeh and ILO Gender Specialist Aya Matsura.

According to a press release issued Wednesday, the Project Director presented a brief overview of “Masar” and its objectives, which aim to provide safe and decent working environments for workers with disabilities and domestic workers, ensuring their protection in the workplace. She highlighted key activities implemented during the previous period, including workshops involving labor unions that focused on the role of unions in promoting the rights of workers with disabilities and domestic workers.

During the meeting, it was agreed to establish a committee under the Federation’s umbrella to represent workers with disabilities, providing a union framework that strengthens their representation, defends their rights in the labor market, and contributes to improving their working conditions and environments.

The two sides also discussed future steps to be implemented in partnership, including capacity-building for committee members in union work and committee operations, as well as launching a media campaign to enhance labor awareness among workers with disabilities and domestic workers. Al-Fanatseh affirmed the Federation’s full support for the project’s objectives and its commitment to providing all necessary support to ensure the committee’s success, including allocating workspace within the Federation’s headquarters. He stressed that workers with disabilities and domestic workers are among the groups most in need of protection in the labor market, while commending the ILO’s efforts to improve their working conditions.

The project, implemented by the ILO in Jordan, seeks to strengthen the path toward decent work and the care economy, supporting national efforts to enhance women’s participation in the labor market, reduce decent work gaps, and promote equality and inclusion in line with Jordan’s commitments under the National Women’s Strategy and the Sustainable Development Goals 2030.



Ministry of Labor Handles 15 Labor Disputes in First Quarter of Current Year

The Ministry of Labor announced that it handled 15 labor disputes during the first quarter of the current year, all of which were resolved according to the stages of dispute resolution defined by the Labor Law, except for four disputes—two currently in the reconciliation delegate stage and two under review by the labor court.

Director of the Labor Relations Directorate at the Ministry, Adnan Al-Dahamsheh, stated that the Ministry supervised the signing of 11 collective labor agreements as a result of cooperation between private-sector institutions and companies with labor unions, benefiting workers in these institutions by improving their employment benefits.

He added that the number of workers who benefited from improved employment benefits stipulated in the collective agreements supervised by the Ministry reached approximately 29,915 male and female workers in sectors including tourism and hotels, fertilizers, electricity, mining, pharmaceuticals, industry, and telecommunications.

Regarding employer unions registered with the Ministry, Al-Dahamsheh noted that the Ministry approved the registration of the Nursery Owners' Union in the Kingdom, and six amended internal regulations of other unions were deposited with the Ministry.

Al-Dahamsheh explained that labor disputes go through four stages under the Labor Law to reach resolution and reconcile employers with private-sector workers. The first stage is the conciliation delegate 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, the Conciliation Council chaired by the Ministry. T

he final stage for resolving any labor dispute between workers and employers is the labor court.



Municipal Workers' Union: Suffering of Municipal Workers Continues - Lack of Job Security and Delayed Wages

The General Union of Workers in Municipalities and Greater Amman Municipality affirmed that the issue of municipal workers employed on a daily-wage basis remains one of the most urgent and just labor cases, given the ongoing suffering of thousands of workers in municipalities across the Kingdom due to lack of job stability and repeated violations related to wages, working conditions, and social protection.

Chair of the Union's temporary committee Khaled Abu Marjoub stated in a press release on Tuesday that the failure to pay wages to municipal workers in Jerash Municipality is not the first incident of its kind, but part of a series of recurring labor violations witnessed in other municipalities over the past years, where workers' salaries or financial entitlements were delayed, causing harm and negatively impacting their living conditions.

He added that municipal workers continue to face difficult working conditions and pressing living challenges, while official promises to improve their

employment status remain unfulfilled—most notably the issue of permanent employment, which has stalled despite being raised in numerous meetings and official discussions.

Abu Marjoub stressed that the pressures and repeated violations faced by municipal workers across the Kingdom necessitate a comprehensive review of policies related to this sector and the adoption of serious and sustainable solutions to end the uncertainty workers have endured for years.

He emphasized that the relevant authorities—whether municipalities or the Ministry of Local Administration—have not assumed their responsibilities toward these workers as required, despite the vital role they play. He called for opening a serious and responsible dialogue with workers' representatives and the union to reach fair solutions that ensure the permanent employment of eligible workers, improve working conditions, and provide safe workplaces that preserve the dignity and legitimate rights of municipal workers.



200,000 Workers

Benefited from Collective Agreements in 2025

President of the General Federation of Jordanian Trade Unions Khaled Al-Fanatseh announced that 33 collective labor agreements were signed during 2025, benefiting more than 200,000 workers, with a total value of approximately 155 million Jordanian dinars, covering various economic sectors.

Al-Fanatseh explained that the agreements included labor gains for a wide segment of workers across different sectors and economic activities. These gains encompassed financial and moral incentives, wage increases, improvements in health insurance, savings and retirement funds, among others, while reaffirming compliance with rights, benefits, and working conditions stipulated in the Labor Law.

He noted that most of the collective agreements were reached through direct negotiations between labor unions and employers, without escalating to the stages of labor disputes outlined in the law. He also praised the Ministry of Labor's role in intervening to resolve disputes and its efforts to reach agreements that safeguard the rights of both parties when necessary.

Al-Fanatseh emphasized that collective agreements are one of the legal tools available to labor unions to improve working conditions and secure new gains

for workers, whether at the sectoral or enterprise level. They grant workers additional rights and benefits beyond those stipulated in the Labor Law and related legislation.

He highlighted that the Labor Law, particularly Chapters VI and XII, regulates collective agreements in terms of their organization, duration, and content, as well as procedures for resolving collective labor disputes. The law also grants unions the right to negotiate with employers regarding working conditions.

Al-Fanatseh added that collective agreements embody social partnership between workers and employers within the framework of bilateral social dialogue. They are the product of effective collective bargaining, enabling workers' representatives to negotiate and defend their rights and interests, thereby contributing to balanced labor relations, protecting both parties' interests, ensuring business continuity, and enhancing productivity.

He stressed that the Federation balances workers' rights with the interests of economic enterprises, underscoring the importance of maintaining amicable relations between both sides to improve workers' conditions and secure further gains.

Collective Labor Agreement to Increase Allowances for All Employees of the Jordanian-Japanese Fertilizers Company



The General Union of Workers in Mines, Quarrying, and Cement signed a collective labor agreement with the Jordanian-Japanese Fertilizers Company, which includes a number of gains and financial incentives for the company's employees and will remain in effect for three years.

The agreement was reached through direct dialogue and negotiation between the two parties. It was signed on behalf of the company by General Manager Engineer Abdul Wahab Al-Rawad, and on behalf of the union by its President Khaled Zahir Fanatseh, and was duly deposited with the Ministry of Labor.

The agreement stipulates an increase in the cost-of-living allowance for all employees currently on duty, effective January 1, 2026, whether appointed under the permanent staff or fixed-term contracts. This allowance will be paid as a lump sum, not counted as part of the basic salary, and the company is committed to disbursing it over the next two years.

It also introduces a clause in fixed-term employment contracts specifying the cost-of-living allowance and its value, while maintaining the annual production bonus for employees from the company's net operating profits. In addition, a one-time lump-sum bonus will be paid in February 2026 to every employee who was on duty as of December 31, 2025.

The agreement further includes improvements to health insurance by allowing families of fixed-term contract employees to be enrolled in the company's health insurance policy under approved conditions. Other gains relate to the savings fund and the inclusion of fixed-term employees who had not previously worked at the company.

According to the agreement, the company will also introduce a fixed administrative responsibility allowance for those holding positions such as department director, section head, and division head. Moreover, the permissible period of absence for which employees are entitled to receive the monthly field allowance will be increased from three days to sixteen days per month, subject to approved recommendations.

Jordanian Trade Union Federation Discusses Employment of Persons with Disabilities and Flexible Work Models



Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, met with a delegation from the Ministry of Labor to explore ways of enhancing employment opportunities for persons with disabilities and mechanisms for implementing flexible work arrangements.

The delegation included Asmaa Al-Nu'asan, Director of the Directorate of Women and Gender Affairs; Samar Odeh, Awareness Officer at the same directorate; Hala Al-Ma'ayta, Employment Officer for Productive Branches at the Central Employment Directorate; and Somaya Al-Zoubi, Employment Officer for Persons with Disabilities at the Central Employment Directorate.

During the meeting, Al-Fanatseh emphasized the importance of strengthening the partnership between the Federation and the Ministry of Labor to expand job opportunities for groups most in need of support, particularly persons with disabilities. He stressed that decent work and fairness in opportunities are fundamental pillars of the Federation's policies and strategic vision.

The meeting also confirmed the participation of workers with disabilities and those employed in productive branches in the Federation's annual Labor Day celebration. This inclusion, Al-Fanatseh noted, underscores the significance of these groups in the production process, highlights success stories, and promotes a culture of integration and equality in the workplace.



“Economic and Social Council”: Female Agricultural Workers in the Jordan Valley Represent a True Image of the Patient Productive Woman

The Economic and Social Council launched on Monday a study entitled “The Reality of Female Workers in the Agricultural Sector in the Jordan Valley”, during a ceremony attended by several ministries, official institutions, and civil society organizations.

Minister of Labor Khaled Al-Bakar affirmed that the Ministry is keen to adopt the findings of this study, and any research based on scientific foundations, to improve and develop its procedures in ways that positively impact male and female workers in the agricultural sector, which is the cornerstone of the Kingdom’s food security, particularly as the Jordan Valley is considered Jordan’s food basket.

He explained that the government issued the Agricultural Workers Regulation of 2021 under the Labor Law to organize work in the sector, covering all workers without discrimination in rights. It regulates employment contracts, working hours and rest periods, holidays, inspections, inclusion in social security, wage protection, and occupational safety and health standards to protect workers from occupational hazards and diseases, while ensuring suitable housing.

Al-Bakar added that the Ministry issued inspection procedures for agricultural activities in 2021, clarifying all inspection steps and penalties for violations. He noted that inspections are documented with audio and video, linked electronically to a central control room to ensure professionalism, quality, and protection of workers’ and employers’ rights.

He stressed that agricultural employers are obliged to cover all treatment, transportation, and wages for workers not covered by social security in case of work injuries, and must report accidents within 48 hours. He also highlighted the Ministry's cooperation with the ILO and Ministry of Agriculture in launching a guidance manual on occupational safety and health in agriculture, alongside awareness campaigns in exposed workplaces such as construction and agriculture, to ensure safe environments and proactive emergency planning.

Council President Mousa Shteivi stated that the study comes at a critical time as Jordan moves toward reform and modernization, aiming to enhance growth, productivity, job opportunities, and quality of life. He emphasized that the study is not only about women or agriculture, but about the essence of sustainable development, noting that female agricultural workers in the Jordan Valley represent a true and bright image of patient, productive women contributing to food security and family support.

The study relied on focus group discussions with 60 female agricultural workers, providing deeper understanding of working conditions, wages, social protection, transportation, occupational safety, and socio-economic challenges. It recorded significant progress in including agricultural workers in social security, with numbers rising from 5,988 in 2020 to 18,761 by the end of 2025, alongside an increase in registered agricultural holdings—reflecting efforts to strengthen social protection, especially for women in daily-wage and seasonal work.

Shteivi stressed the need to build on these achievements through clear practical measures, including: strengthening labor inspections in farms, enforcing the Agricultural Workers Regulation, expanding social security coverage for female workers, providing safe and organized transportation, setting binding occupational safety standards, ensuring basic facilities at workplaces, and offering training and agricultural extension programs targeted at women.

President of the General Federation of Jordanian Trade Unions Khaled Fanatseh affirmed the Federation's strategic focus on the agricultural sector, recognizing its importance in enhancing social and economic protection for workers and raising awareness of labor rights and obligations. He described the study as an essential reference for developing programs, projects, and initiatives to improve the sector, particularly regarding female workers.

The Council presented the study's findings and recommendations, followed by a general discussion and a panel on challenges and prospects, moderated by food security expert Dr. Fadel Al-Zu'bi. Participants included Dr. Reem Abu Dalbough, member of the National Center for Human Rights Board of Trustees; Dr. Ghazi Samawi from the German Jordanian University; social security expert Mousa Al-Subeih; and Dr. Zainab Al-Momani, President of the Specialized Union of Productive Women Farmers in Jordan.

Trade Union Federation Congratulates on Jordan's 80th Independence Day



On behalf of the Executive Bureau of the General Federation of Jordanian Trade Unions, Federation President Khaled Al-Fanatseh extended heartfelt congratulations to the Jordanian family and all workers of the nation on the occasion of the 80th Independence Day of the Hashemite Kingdom of Jordan.

He emphasized that this cherished national occasion embodies the values of pride, dignity, and sovereignty, while recalling Jordan's ongoing journey of achievement and nation-building under the wise Hashemite leadership across decades.

On this occasion, the Federation sent a congratulatory cable to His Majesty King Abdullah II ibn Al Hussein, expressing sincere feelings of loyalty and belonging, and reaffirming the Jordanian labor movement's

pride in the Hashemite leadership and its continued support for His Majesty in the path of modernization, development, and defense of the nation's just causes.

The Federation also sent a congratulatory message to His Royal Highness Crown Prince Al Hussein ibn Abdullah II, expressing pride in his national role and efforts to empower youth and strengthen paths of development and modernization, contributing to building a more prosperous future for Jordan and Jordanians.

Furthermore, the Federation extended congratulations to all Jordanian workers across workplaces and production sites, recognizing them as a fundamental pillar of national development. With their dedication and efforts, they have contributed to building Jordan and reinforcing its resilience and stability.

After 491 Complaints Against a Dairy Company... Fanatseh Sends Important Message to All Workers in Jordan



President of the General Federation of Jordanian Trade Unions Khaled Al-Fanatseh confirmed that the Ministry of Labor has done everything within its legal authority, following the Ministry's announcement of recording 491 violations against a dairy company that failed to pay workers' wages.

Al-Fanatseh explained that the Ministry's role is to monitor, detect violations, and take available legal measures against non-compliant companies, which it has already done in this case.

He pointed out that the judiciary is the only authority capable of fully securing workers' rights through enforceable judicial rulings, stressing that the Jordanian judiciary is impartial and grants labor cases urgent status to ensure workers' suffering is not prolonged.

Al-Fanatseh directed a clear message to workers, urging them not to wait for long periods if companies delay salary payments. He emphasized that waiting six months without receiving wages only worsens the crisis and places workers in a more difficult position.

He clarified that workers should resort to the judiciary after the first month of a company's delay in paying wages, to claim their legal rights directly and avoid giving companies the chance to continue stalling.

Al-Fanatseh reaffirmed that the Federation has always been, and will continue to be, a supporter of workers' causes and a strong ally in securing their rights and achieving their demands. He stressed that standing by workers is a fundamental principle upon which the Federation was established years ago.



Jordanian Trade Union Federation Reaffirms Commitment to Defending Workers' Rights and Promoting Decent Work

Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, affirmed the Federation's continued commitment to improving workers' conditions, defending their rights, and strengthening decent work environments across all sectors.

Speaking on the occasion of International Workers' Day, Al-Fanatseh extended warm congratulations to Jordanian workers, describing them as the cornerstone of national development. He stressed the Federation's determination to advance labor legislation in line with best practices, thereby reinforcing social justice.

Fanatseh noted that the Federation draws its strength from the Royal directives and His Majesty King Abdullah II's vision for economic modernization. He emphasized that the Federation is entering a new phase of renewal aimed at reclaiming its historic role as a unifying umbrella for Jordanian workers and a key partner in development and reform.

He highlighted the challenges facing workers, including low wages and the absence of certain rights, particularly in the informal economy. The Federation, he said, continues to address these issues

through collective bargaining agreements, monitoring labor cases, and strengthening social protection systems.

On the proposed amendments to the Social Security Law, Al-Fanatseh stated that the Federation has adopted a firm position in defending workers' acquired rights while ensuring the sustainability of the institution. He underscored the Federation's active participation in national dialogues to balance protection with sustainability.

Fanatseh also announced a landmark decision to introduce quotas for women and youth in union leadership positions—20% each—starting from the next union cycle, following approval by the Federation's General Conference. This, he explained, reflects a deep conviction that empowering women and youth is a national necessity, as they represent forces of renewal and transformation.

He stressed that trade unions play a pivotal role in stabilizing labor relations within enterprises, which positively impacts productivity. Ensuring workers' rights and providing decent work environments, he added, are fundamental to achieving sustainable economic growth.



General Federation of Jordanian Trade Unions Affirms Support for Ministry of Labor's Efforts to Promote Decent Work

The General Federation of Jordanian Trade Unions reaffirmed its full and unwavering support for the Ministry of Labor, praising its pivotal role in regulating the labor market, protecting workers' rights, and strengthening the framework of decent work as a cornerstone of social stability and economic development.

The Federation emphasized that the Ministry carries a significant national responsibility in entrenching fair labor standards through policies that enhance social dialogue, regulate labor relations, and facilitate collective bargaining agreements among the tripartite partners. These measures, it noted, ensure balance and justice while preventing violations of workers' rights.

It commended the Ministry's efforts to modernize labor legislation in line with the Jordanian Constitution and international labor standards, thereby reinforcing trade union freedoms,

safeguarding the right to organization and collective bargaining, and preserving workers' dignity and job security.

The Federation also highlighted the importance of the Ministry's oversight role in combating informal and illegal employment, addressing labor violations, and promoting occupational safety and health standards—particularly in vulnerable sectors. Such efforts, it stressed, represent the first line of defense for workers and the national economy.

The Federation underscored that the concept of decent work encompasses fair wages, safe working environments, comprehensive social protection, equal opportunities, and non-discrimination, in addition to safeguarding the rights of women workers and migrant labor within the framework of the law.

On employment policies, the Federation stressed the Ministry's crucial role in tackling unemployment, especially among youth and graduates, and called for sustainable solutions that guarantee job security and protect workers' rights.



Trade Union Federation: Central Council Supports Proposals Submitted to Parliament on Social Security Amendments

Al-Fanatseh: The Federation Derives Its Strength from the Central Council, Especially on Key Labor Issues

The General Federation of Jordanian Trade Unions held the regular meeting of its Central Council—the second during the current union cycle (2022–2027)—chaired by Federation President Khaled Al-Fanatseh, with the participation of representatives from the 17 labor unions represented in the council.

The meeting achieved legal quorum with 90 members present out of 102, and was attended by Mohammad Abu Al-Nadi, Head of the Trade Union Affairs Department at the Ministry of Labor; Dr. Amal Mowafi, ILO Regional Coordinator in Jordan; and Sven Schwersenski, Resident Director of the Friedrich Ebert Foundation. The council approved the Federation's administrative and financial reports for 2025, discharged the Executive Bureau, and endorsed amendments to the financial, administrative, and internal regulations of the Federation, in line with Executive Bureau decisions.

Federation Vice President Khaled Abu Marjoub presented the 2025 administrative report, which highlighted the Federation's achievements in strengthening social dialogue, defending workers' rights, developing labor legislation, building capacities and vocational training, enhancing Arab and international relations, raising labor awareness, launching social initiatives, signing collective agreements, and improving institutional performance.

Al-Fanatseh emphasized that the Central Council is one of the Federation's most important legal bodies, serving as a key instrument of oversight and accountability over the Executive Bureau's work, thereby reinforcing governance and transparency in union activity. He stressed that the Federation derives its strength from the Central Council, particularly in pivotal labor issues such as the amendments to the Social Security Law.



During the meeting, council members approved the memorandum submitted by the Federation to the Parliamentary Committee on Labor, Social Development, and Population regarding the draft amendments to the Social Security Law. Fanatseh explained that the memorandum adopts a comprehensive approach and proposals for the draft law, aimed at ensuring the sustainability of the Social Security Corporation and strengthening its national role, while safeguarding workers' insurance rights and maintaining the level of social protection guaranteed by law. He affirmed that reform must be integrated, balancing financial sustainability with social justice, and addressing structural imbalances rather than shifting burdens onto insured workers and future generations.

Al-Fanatseh commended the efforts of union leaders in holding their General Assembly meetings and submitting copies of their administrative and financial reports to the Federation within the legally specified timeframe during the first quarter of the year, in accordance with the Labor Law and the Federation's bylaws. He noted that this commitment reflects union leaders' dedication to reinforcing governance principles, strengthening institutional compliance, ensuring the Federation's success, and advancing union work at the national level.

He also affirmed the consensus of the union and labor community in standing behind His Majesty King Abdullah II ibn Al Hussein in his efforts regarding the Palestinian cause, supporting the Hashemite custodianship of Islamic and Christian holy sites in Jerusalem, and endorsing his firm positions in this regard, which embody the unity of the national stance of the labor movement in defending just Arab causes.



In the same context, Al-Fanatseh reiterated the Federation's and labor unions' support for Arab security and peace, and the labor movement's solidarity with sister countries in facing challenges. He stressed that the stability and security of these countries are directly linked to Jordan's own security and stability, particularly in light of current regional circumstances and the repercussions of ongoing crises in the region.

Jordanian Trade Union Federation Explores Cooperation with Danish International Development Agency



Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, discussed avenues of cooperation and coordination with the Danish International Development Agency (DANIDA), aiming to strengthen the partnership between the two sides in serving labor issues and supporting the Federation's projects under its strategic plan extending until 2027.

Al-Fanatseh praised the Agency's efforts in supporting labor training and union education projects, noting that these initiatives align with the Federation's reform vision by promoting labor and union culture and preparing a new generation of union trainers. He commended the strong level of relations and partnership between the two sides.



The meeting took place during a visit by a DANIDA delegation to the Federation's headquarters, which included Nasser Saeed, Coordinator of the Arab-Danish Partnership Project, along with Shaimaa Abu Adliyah and Salam Al-Radaideh.

DANIDA's programs in the Middle East and North Africa include the Strategic Partnership Agreement (SPA), which focuses on social dialogue and collective bargaining and runs until the end of this year, as well as the Arab-Danish Partnership Program, which emphasizes youth, gender equality, occupational safety and health, and extends until mid-2027.



Jordanian Trade Union Federation Welcomes International Federation of Building and Wood Workers Delegation in Solidarity with Palestinian Workers

Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions and Vice President of the Arab Trade Union Confederation, received a delegation from the International Federation of Building and Wood Workers at the headquarters of the Arab Trade Union Confederation in Jordan. The visit was held in solidarity after Israeli occupation forces denied the delegation entry into Palestinian territories.

The meeting was attended by Shaher Saad, General Secretary of Palestine General Federation of Trade Unions, who emphasized the deep bonds of brotherhood and unity of struggle between Palestinian and Jordanian workers. He stressed that Arab trade union unity is a fundamental pillar in confronting occupation policies and ongoing violations against Palestinian workers.

The visit came as part of efforts to support the international delegation, which was barred from entering Palestine through occupation-controlled crossings—a move seen as part of continued restrictions on union activity and attempts to block international solidarity with Palestinian workers.

Participants underscored the importance of maintaining regional and international trade union mobilization to defend Palestinian workers' rights and expose systematic violations, particularly amid the dire humanitarian and economic conditions in the West Bank and Gaza. They highlighted the exclusionary policies that prevent international union delegations from reaching Palestinian workers.

Al-Fanatseh stressed that trade union solidarity is not symbolic but a political and moral commitment to supporting Palestinian workers' struggle, their right to decent work and social protection, and rejecting all attempts to justify or normalize such violations under baseless administrative or security pretexts.

The meeting concluded with a reaffirmation of joint efforts to strengthen union solidarity and mobilize international support for Palestinian workers.



Mining, Quarrying, and Cement Workers' Union Signs Collective Agreement with "Cemnetra"

The General Union of Workers in Mining, Quarrying, and Cement Industries signed a collective labor agreement with Cemnetra Cement Company, granting employees a range of financial and non-financial benefits.

The agreement was signed by Union President and President of the General Federation of Jordanian Trade Unions Khaled Al-Fanatseh, and company union committee head Mohammad Al-Khawalda, representing the union, alongside Cemnetra CEO Osama Al-Saleh, representing the company. The signing ceremony was attended by Union Vice President Mohammad Al-Hajaya, members of the company's union committee, legal advisor Ali Al-Muharameh, and HR Director Issa Mukhammara.

Al-Fanatseh praised the company's executive management, led by Chairman Sheikh Omar Suleiman Al-Rajhi, for reaching the collective agreement, commending his commitment to ensuring job security and his many humanitarian positions. He also expressed appreciation for the company's continuous achievements, contribution to economic growth, and efforts to maintain positive labor relations.

Al-Fanatseh added: "We call on companies operating in the cement sector to adopt a participatory approach and provide the best for their workers. This contributes to supporting national economic development and achieving the goals of both sides of the production process."

Jordanian Trade Union Federation Participates in Regional Workshop on Financing Just Transition with Arab and International Unions



The General Federation of Jordanian Trade Unions participated in the regional workshop on “Financing Just Transition in the Middle East and North Africa”, organized in Amman by the Arab Trade Union Confederation in cooperation with the International Trade Union Confederation. The two-day workshop brought together unions and labor federations from Jordan, Iraq, Lebanon, Algeria, and Morocco, along with representatives of international organizations and research institutions, to discuss climate change and worker-centered green industrial policies within national, regional, and global contexts.

In his opening speech, Federation President Khaled Fanatseh emphasized that Jordan’s hosting of the workshop reflects confidence in the role of the Jordanian labor movement as an active national partner in strengthening social dialogue, defending workers’ rights, and contributing to the formulation of policies related to sustainable development and the green economy. He pointed out that the rapid transformations in energy policies and production patterns impose real challenges on workers, particularly in terms of job stability, skills requirements, and social protection. Fanatseh stressed that the concept of just transition represents the best framework to ensure these transformations are socially fair

safeguard workers’ rights, and provide decent and sustainable employment opportunities.

For her part, Hind Ben Ammar, Executive Secretary of the Arab Trade Union Confederation, affirmed that climate transition in the Arab region is not a technical option or a political luxury, but rather a matter of social justice. She explained that the real question is not the size of the announced funding, but rather who provides the funding, under what conditions, and who bears the cost. She rejected financing models that deepen debt, marginalize workers, and exclude unions from decision-making. Ben Ammar added that regional experiences clearly show that conditional loans and austerity-driven financing undermine job opportunities and weaken social protection, stressing that labor unions will not be passive witnesses to climate policies imposed in the name of sustainability while workers pay the price with their livelihoods and job security.

The workshop addressed key themes such as the international financial architecture of climate transition, the role of multilateral development banks, the debt crisis, strategies to protect workers’ rights in internationally funded projects, and national union experiences regarding the impact of climate policies on labor markets.



Textile and Garment Union Holds General Assembly Meeting

The General Assembly of the General Union of Workers in Textile, Garment, and Clothing Industries held its regular annual meeting at the union's headquarters in Amman, with wide participation from members of the General Assembly and representatives of union committees in the industrial zones, and in the presence of a representative of the General Federation of Jordanian Trade Unions and the President of the Food Industries Union, colleague Bushra Al-Salman. The meeting was characterized by transparency and responsible discussion regarding the state of the sector and the union's performance during the past period.

The meeting was opened by Union President Fathallah Al-Omrani, who emphasized that convening the General Assembly represents an important organizational milestone for evaluating performance and reviewing achievements and challenges.

He stressed that the union is committed to consolidating institutional work and strengthening its presence across workplaces in the industrial zones, in defense of workers' rights and preservation of their gains.

Al-Omrani pointed out that the past period witnessed intensive efforts to address issues related to working conditions and job stability, as well as following up on labor complaints, in addition to intensifying meetings with official authorities and employers to enhance social dialogue and serve the interests of workers and the sector alike.

The administrative and financial reports of the past term were then presented. The administrative report provided a detailed account of the union's activities and programs, including field visits to factories, organizational meetings, and follow-up on labor issues, while the financial report outlined expenditures and revenues in accordance with established procedures.

The meeting included interventions from Vice President Khaled Al-Omrani, who highlighted the importance of building on achievements and developing communication tools with workers in various industrial zones. He stressed the need to empower union committees and strengthen their role in monitoring challenges and reporting them to the administrative body for prompt resolution. He also called for expanding participation in union activities and enhancing workers' awareness of their rights and responsibilities, thereby reinforcing a culture of organized union work and strengthening unity in facing the economic and social challenges confronting the sector.



At the conclusion of the meeting, the General Assembly reaffirmed its commitment to holding regular meetings and maintaining openness to the labor base, reflecting the union's dedication to transparency, accountability, and collective action, and reinforcing its role as a unifying framework and defender of the rights of workers in the textile, garment, and clothing industries.



Minister of Labor Meets Trade Union Federation to Discuss Social Security Challenges and Strengthening Worker Protection



Al-Bakar: Trade unions have the greatest ability to convey workers' concerns and challenges

Al-Fanatseh: We call for a comprehensive review of the Labor Law to align with the Social Security Law

Minister of Labor Dr. Khaled Al-Bakar met with Khaled Al-Fanatseh, President of the General Federation of Jordanian Trade Unions, along with members of the Federation's Executive Bureau, to discuss key labor issues related to workers' rights, social security challenges, and the enhancement of social protection systems.

The meeting was attended by Dr. Jadallah Al-Khalaila, Director General of the Social Security Corporation, Dr. Abdul Halim Doujan, Secretary-General of the Ministry of Labor, as well as union leaders and senior officials from both the Ministry and the Social Security Corporation.

Al-Bakar emphasized the pivotal role of trade unions as primary partners in shaping economic and social policies linked to the labor market. He noted that unions have the greatest capacity to convey workers' concerns and challenges, and to set priorities for addressing issues affecting their rights and job security. He stressed that the partnership between the Ministry and the Federation is essential for balancing workers' rights with productivity, highlighting the need to provide safe and decent work environments and to develop insurance systems that safeguard workers' rights while ensuring sustainability for future generations.

Al-Fanatseh praised the Ministry's ongoing cooperation with the Federation in addressing workers' challenges. He underscored the importance of incorporating union recommendations into upcoming amendments to the Social Security Law, based on actuarial studies and outcomes of the national dialogue led by the Economic and Social Council. He called for a comprehensive review of the Labor Law to align it with the Social Security Law, particularly Article 23, which allows employers to unilaterally terminate open-ended contracts—a provision he warned undermines job security and social stability.



Union leaders presented interventions on the economic and social dimensions of the social security system, addressing challenges such as financial sustainability, early retirement, investment returns, expanding coverage, and linking social security policies with labor market and employment strategies.



Al-Khalaila highlighted the significance of the national dialogue outcomes on social security, noting they provide a solid foundation for balanced and realistic scenarios in amending the law.

He stressed the need to preserve financial sustainability while protecting the rights of insured workers and retirees. He also pointed to ongoing efforts to combat insurance evasion and expand social protection coverage, especially in the informal sector.



Fanatseh Participates in Launch of Project “Mechanisms of Communication Between Parliament and Civil Society Institutions”



President of the General Federation of Jordanian Trade Unions Khaled Fanatseh took part in the launch of the project "Mechanisms of Communication Between the House of Representatives and Civil Society Institutions", under the patronage of the Speaker of the House of Representatives.

The project is implemented by the Masarat Jordanian Foundation for Development and Innovation, in cooperation with the Friedrich Ebert Foundation.

The initiative aims to strengthen institutional relations and establish frameworks for communication and cooperation between the House of Representatives and its General Secretariat on one side, and civil society institutions on the other.

It seeks to enhance dialogue, promote participation, and support societal and public issues.





Printing and Paper Workers' Union Celebrates International Women's Day and Mother's Day

The General Union of Workers in Printing, Paper, and Related Activities organized a celebration on the occasion of International Women's Day and Mother's Day, honoring female workers and mothers and recognizing their active role in workplaces and society.

Union President Mohammad Al-Zoubi emphasized during the celebration that Jordanian women have proven their presence and distinction in various fields, contributing significantly to supporting the path of development and production. He noted that celebrating this occasion reflects appreciation for the national, social, and economic role of women, particularly those working in the printing and paper sector and related activities.

He added that the union places great importance on empowering working women, enhancing their participation in union decision-making positions, defending their rights, and improving workplace conditions to ensure justice and equal opportunities. The event included speeches praising mothers' contributions and their role in building families and communities. Several female workers and mothers were honored in recognition of their efforts and outstanding contributions in the workplace.

Dima Haddadin, Director of Human Resources, stated that International Women's Day is an important occasion to highlight women's achievements and their vital role in workplaces. She noted that women have demonstrated their ability to give, excel, and assume responsibility in various positions. She added that women's presence in the workplace adds value to institutions due to their competence, commitment, creativity, and active participation in improving performance and strengthening teamwork.

Meanwhile, Rasha Shukri, Chair of the Union's Women's Committee, affirmed that this occasion is an opportunity to express gratitude to working women and mothers who successfully balance family and professional responsibilities. She praised the union's support in strengthening women's presence and empowering them in various fields.

At the conclusion of the celebration, appreciation gifts were distributed to participants in an atmosphere of love and respect, reaffirming the central role of women in the labor movement.

General Federation of Jordanian Trade Unions Submits Parliamentary Memorandum on Social Security Law Amendments



The General Federation of Jordanian Trade Unions (GFJTU) has submitted an official memorandum regarding the draft amended Social Security Law to the Labor, Social Development, and Population Committee in the House of Representatives.

This took place during a meeting held by the committee with members of the Federation's Executive Bureau, headed by the President of the Federation, Khalid Al-Fanatseh. Below is the full text of the memorandum:

Honorable Chairman and Members of the Labor, Social Development, and Population Committee The Jordanian House of Representatives

Observations of the General Federation of Jordanian Trade Unions on the Draft Amended Social Security Law Currently Before the House of Representatives

The General Federation of Jordanian Trade Unions presents this memorandum to your esteemed committee, stemming from its national and trade union responsibility to represent workers' interests and defend their economic and social rights, and as the overarching union framework for workers across various production and service sectors in the Kingdom.

The Federation emphasizes that the Social Security Law is one of the national legislations of a special social and legal nature, given its direct link to social security and the living stability of broad segments of workers, retirees, and their families, and through the protection it provides against the risks of old age, disability, death, work injuries, unemployment, and maternity. Accordingly, any amendment to this law must be studied in light of its comprehensive social, economic, and legal impact, rather than from a purely financial or actuarial perspective.

While the Federation acknowledges the importance of maintaining the financial sustainability of the Social Security Corporation (SSC) and ensuring its ability to fulfill its future obligations, it stresses, in return, that any reform path should be based on the principles of justice, fairness, and gradual implementation. It must respect the acquired rights of subscribers and avoid placing additional burdens on workers and insured individuals, as they are the weaker party in the reform equation.

General Position on the Draft Amended Law

The position of the General Federation of Jordanian Trade Unions stems from supporting the principle of institutional and legislative reform of the social security system whenever this reform is comprehensive and balanced, and responds to financial sustainability considerations without compromising the social and protective function of the insurance system. However, the Federation believes that the draft amended law, in its presented form, includes amendments that would affect the level of social protection established for workers, negatively impact acquired insurance rights, and place a large portion of the cost of reform on the insured individuals, without the proposed package including a balanced and integrated treatment of the structural issues facing the social security system.

The required reform must not be limited to amending eligibility conditions, delaying the retirement age, increasing restrictions on early retirement, or imposing additional deductions directly or indirectly. Rather, it must also address expanding insurance coverage, tackling insurance evasion, improving governance, enhancing investment efficiency, and ensuring a fair government contribution to support the system's sustainability. Therefore, the Federation asserts that the criteria for evaluating the draft law should not be confined to its contribution to improving actuarial indicators, but rather to its ability to achieve a balance between financial sustainability and social justice, and between the requirements of good governance and the duty to safeguard the social rights of workers.

Governing Principles that the Federation Believes Must Be Relied Upon in Discussing the Project

The Federation believes that the discussion of the draft amended law must be based on a set of core principles, which are as follows:

- 1. Protection of Acquired Rights:** The contributions paid by workers over their years of service are not a mere abstract financial obligation, but rather the foundation of legal rights that must be protected. Therefore, any amendment that affects these rights, weakens their scope, or delays their fulfillment without a fair and gradual justification constitutes an infringement on the principle of legal certainty and legitimate expectations in legislation.
- 2. Gradualism and Avoiding Legislative Shock:** Any amendments must be applied gradually over time, in a manner that considers the circumstances of current subscribers and limits sudden negative impacts on them. Gradualism is not just a procedural means, but a fundamental condition to ensure the fairness of reform and protect social stability.
- 3. Fair Distribution of Reform Burdens:** The cost of reform must not be thrown upon the insured individuals alone, while the government's contribution remains limited, insurance evasion continues, and the informal labor sector expands. Any balanced reform must distribute burdens among various parties based on the principle of tripartite partnership.
- 4. Harmonization Between Social and Labor Legislations:** The effectiveness of the Social Security Law is inseparable from the legislative environment in which it operates, particularly the Labor Law. Therefore, any amendments to the Social Security Law should be approached from an integrated perspective that ensures harmony between relevant legislations.

Core Observations on the Draft Amended Law

- 1. The Necessity of Safeguarding the Acquired Rights of Current Subscribers:** The Federation emphasizes that insurance rights arising from workers' contributions over many years must

1. remain protected from any fundamental amendment that might affect eligibility conditions, benefit levels, or the legitimate expectations established among subscribers. In this context, the Federation believes that any major amendment to the conditions of old-age retirement, early retirement, or entitlement mechanisms must, as a general rule, be restricted to new subscribers, or applied within a clear and fair gradual framework to specific categories of subscribers whose insurance positions have not yet advanced significantly. Applying amendments broadly to current subscribers harms legal and social certainty and weakens public trust in the social security system.

2. **Objection to Reducing Early Retirement Pensions by 4% Annually:** The Federation records its clear objection to the proposal regarding reducing the early retirement pension by 2% for every six months prior to the legal age, equivalent to 4% for each year, with any fraction of six months counted as a full six months. The Federation considers that this amendment entails significant negative impacts for the following reasons:

- It imposes a direct and permanent reduction on the worker's retirement income at an age and life stage where the need for financial and social stability is most urgent.
- It assumes that resorting to early retirement is a voluntary choice in all cases, whereas the practical reality in the Jordanian labor market proves that a large percentage of early retirement cases are linked to forced or semi-forced factors, including termination of service, restructuring, declining work conditions, or the weak economic viability of continuing to work.
- Addressing the phenomenon of early retirement should not be done by financially punishing the insured individual, but rather by addressing the legislative and economic conditions that drive them to it.

Accordingly, the Federation recommends not approving the provision regarding the reduction of early retirement pensions and calls for its deletion from the draft amended law, as it is an socially unbalanced and actuarially unfair measure.

3. **Addressing the Early Retirement File Within a Comprehensive Approach:** The Federation believes that the expansion of early retirement is a direct result of a combination of imbalances in the labor market and in some legal texts regulating the relationship between the worker and the employer. Therefore, any serious treatment of this file must not be limited to readjusting the numerical criteria for eligibility, but must include reviewing the legal and economic environment that pushes workers into early exit from the labor market. In this context, the Federation emphasizes the following:

- The necessity of reviewing the provisions in the Labor Law that allow or facilitate the termination of workers' services in a way that practically pushes them toward early retirement.
- The necessity of limiting the use of early retirement as a tool for managing surplus staff or restructuring in public or private institutions.
- The necessity of improving wage levels and working conditions, making continuing to work until the legal retirement age a realistic and rewarding economic choice.

4. **Expanding Insurance Coverage as a Primary Gateway to Sustainability:** The Federation believes that true sustainability of the social security system cannot rest solely on tightening eligibility conditions or limiting benefits; rather, it requires first and foremost expanding the base of subscribers and increasing the number of active contributors to the insurance system. Broad sectors of workers in the Kingdom—especially in the informal economy, agricultural activities, construction, self-employment, and digital platform work—remain outside the social security umbrella or within a limited scope of coverage.

This reality dictates the adoption of clearer and more flexible policies to expand insurance coverage. Accordingly, the Federation recommends the following:

- Developing flexible coverage mechanisms that suit the nature of irregular, seasonal, or variable-income work.
- Redesigning voluntary subscription to make it more attractive and realistic.
- Adopting mechanisms for direct or partial government support for the contributions of the most vulnerable groups, facilitating their integration into the insurance system.

5. Priority of Combating Insurance Evasion and Debt Collection: The Federation stresses that any serious reform approach must begin with addressing insurance evasion and collecting outstanding debts owed to the Social Security Corporation, as this is one of the most equitable and effective paths to strengthening the financial position of the Corporation without compromising insurance benefits. In this regard, the Federation sees the necessity of:

- Enhancing targeted field inspections in sectors most vulnerable to evasion.
- Developing electronic integration between the Social Security Corporation and relevant government agencies.
- Linking the renewal of licenses, utilization of official incentives, and government tenders to proving actual insurance compliance.
- Providing safe and effective mechanisms for receiving workers' complaints regarding non-coverage or wage manipulation.

6. Government Contribution to Supporting Sustainability: The Federation emphasizes that the government, as a party in the social protection equation, is required to play a clearer role in supporting the sustainability of the social security system.

From this standpoint, the Federation renews its proposal to allocate 2% of general sales tax revenues to the Social Security Fund, as a direct government contribution that aligns with the philosophy of partnership between the state, workers, and employers.

The Federation believes that this approach helps ease the pressure on insured individuals, enhances the financial sustainability of the system, and confirms the public social nature of social security as an essential national facility for social protection.

7. Supporting Positive Trends Related to Governance and Independence: The Federation notes that the draft law includes positive aspects regarding reorganizing the governance of the Social Security Corporation and enhancing its independence. The Federation emphasizes the importance of building on these aspects, provided that they are translated into clear legal guarantees that limit unjustified interventions in insurance, investment, and administrative decisions, establish independent and transparent professional management, and ensure the protection of social security funds and investments from any utilization that does not align with the insurance interests of the subscribers.

Recommendations of the Federation to the Parliamentary Labor Committee

Based on the foregoing, the General Federation of Jordanian Trade Unions recommends the following:

- 1.** Not approving the text regarding the reduction of early retirement pensions by 2% for every six months prior to the legal age, and keeping the current text in the law.
- 2.** Explicitly stating the protection of the acquired rights of current subscribers and adopting a fair legislative gradualism for any major amendments affecting eligibility conditions.

- 3. Reviewing the general approach to reform so that it is not limited to tightening retirement conditions, but rather includes expanding insurance coverage, combating insurance evasion, collecting debts, and enhancing governance.
- 4. Approving a direct government contribution to support the sustainability of the social security system by allocating 2% of general sales tax revenues to the Corporation, in addition to approving an increase of 10 piasters on cigarette packs to support the Social Security Fund.
- 5. Enhancing harmony between the Social Security Law and the Labor Law, and addressing provisions that lead to the direct or indirect pushing of workers toward early retirement.
- 6. Adopting practical policies to expand insurance coverage for workers in the informal economy and new patterns of work through flexible and subsidized contribution tools.
- 7. Developing monitoring and compliance tools to ensure the reduction of insurance evasion, achieve fair competition among establishments, and protect workers' rights.
- 8. Keeping the representation of the General Federation on the Board of Directors as it is in the current law (4 representatives), noting that this representation has existed since the establishment of social security, and workers constitute 60% of active subscribers.
- 9. Amending early retirement conditions so that the number of contributions for males becomes 300 contributions at the age of 55, and for females 240 contributions at the age of 50.
- 10. Keeping old-age (mandatory) retirement conditions as they are regarding age and number of contributions.
- 11. Keeping Article (8) of the Social Security Law without amendment.
- 12. Amending the proposed text to raise the minimum pensions for social security retirees and disability pensions from 200 dinars to 290 dinars as a minimum.
- 13. Amending Paragraph (5) of Article (9) of the draft amendments so that it becomes six specialized experts named by the Cabinet based on the nomination of the Board of Directors, provided that women and social security retirees are represented among the six experts.
- 14. Amending Paragraph (5) of Article (13) to be in coordination with the Governor.
- 15. Amending Paragraph (4) of Article (14) of the draft amendments so that it becomes five specialized individuals from outside the Corporation appointed by the Council in coordination with the Governor.
- 16. Keeping the Unemployment Insurance Fund as it is and not interfering with it.

The General Federation of Jordanian Trade Unions, in placing this memorandum before your esteemed committee, stresses that its approach to the draft amended law stems from a keenness to ensure the continuity of the Social Security Corporation and enhance its national role, but within a framework that simultaneously guarantees the safeguarding of workers' insurance rights and avoids harming the level of social protection guaranteed by law. The required reform is an integrated one, balancing financial sustainability and social justice, and addressing the root causes of imbalances instead of merely shifting their burdens onto the insured individuals. Hence, the Federation hopes your esteemed committee will kindly reconsider the provisions under objection, particularly regarding the reduction of early retirement pensions, leading to a legislative formulation that is more balanced, just, and aligned with the social function of the Social Security Law.

Congratulations from the General Federation of Jordanian Trade Unions



The General Federation of Jordanian Trade Unions and the members of its Executive Office extend their heartfelt congratulations to

to His Majesty King Abdullah II ibn Al Hussein and to His Royal Highness Crown Prince Al Hussein ibn Abdullah

on the occasion of the 80th Independence Day

We wish Your Majesty continued health and well-being, and may this occasion be renewed for Your Majesty and the Jordanian people with blessings, prosperity, and progress.

Congratulations from the Jordan Phosphate Mines Company



شركة مناجم الفوسفات الأردنية
المساهمة العامة المحدودة



The Jordan Phosphate Mines Company extends its sincere
congratulations to

**His Majesty King Abdullah II ibn Al Hussein and to His
Royal Highness Crown Prince Al Hussein ibn Abdullah**

on the occasion of the 80th Independence Day

We wish Your Majesty lasting health and wellness, and may this occasion
return upon Your Majesty and the Jordanian people with blessings
prosperity, and advancement.

Congratulations from Arab Potash Company



البوتاس العربية
Arab Potash

The Arab Potash Company extends its warm
congratulations to

**His Majesty King Abdullah II ibn Al Hussein and to His
Royal Highness Crown Prince Al Hussein ibn Abdullah**

on the occasion of the 80th Independence Day

We wish Your Majesty enduring health and well-being, and may this
occasion be renewed for Your Majesty and the Jordanian people with
blessings, prosperity, and flourishing.





تنفيذ شركة ليب ميديا: 07 9524 5752