

Regulation No. (44) Of the Year 1998

The Regulation of Organizing the Affairs of the General Federation of Trade Unions and the Vocational Associations

By virtue of the Provisions of Paragraph (E) of Article (110) of the Labour Law

No. (8) Of the Year 1996

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Article (1)

This regulation shall be called (The Regulation of Organizing the Affairs of the General Federation of Trade Unions and the Vocational Associations Of the year 1998) and shall be effective as of the date of being published in the official gazette.

Article (2)

The following terms stated in this regulation shall have the meaning assigned against each of them, unless the context indicates otherwise:

Ministry: Ministry of Labour.

Union: The general union which is registered according to the provisions of the Labour Law.

General Federation: the General Federation of Trade Unions.

Chairman: The chairman of the General Federation.

Conference: the general conference of the General Federation.

Council: the central council of the General Federation.

Board: The executive board of the General Federation.

Vocational Association: the vocational association between two or more unions.

General Federation:

Article (3)

The General Federation is formed from the registered trade unions and its headquarter is located in Amman. It has the right to open branches in any of the Kingdom governorates.

Article (4)

The General Federation is represented by the chairman who will head the conference, the council and the board and will execute their decisions and sign the approved contracts. Also, the chairman has the right to bring an action on behalf of the General Federation and to follow-up any case that is related to the Federation or the labor movement; he/she can also deputize any of the Federation members to represent him/her for that purpose.

Article (5)

A- The General Federation aims to achieve the following:

- 1- Organizing and integrating the efforts of the unions to protect the interests of their affiliated workers.
- 2- Offering the necessary services for the unions, especially the economic, social and cultural ones.
- 3- Assisting to solve the problems that occur between the members of the same union or between a union and another.

B- In order to achieve the goals mentioned in paragraph (A) of this article, the General Federation shall set the necessary bylaws.

Article (6)

The financial resources of General Federation consist of the following:

- A- The union affiliation fee for the Federation membership for the first time and the annual subscription fees from the member unions according to what the General Federation specifies.
- B- The revenue of investing the movable and immovable properties of the Federation, as well as the yields of the practiced activities.
- C- The unconditioned donations, contributions and gifts, provided that the Council of Ministries approves them if they were from a non-Jordanian source.

Conference

Article (7)

A- The conference is formed from representatives of the unions, in the amount of nine members for each union, to be designated by its administrative board out of its members.

B- The conference will be in charge of the following duties and authorities:

- 1- Setting up the general policy of the General Federation.

- 2-Accreditation of the unions' representatives for the membership of the council.
- 3- Discussion of the council's report for the previous session.
- 4- The approval to elect the chairman, the vice-chairman and the members of the executive board.
- 5- The approval to any amendment ratified by the council to the bylaw of the General Federation and the bylaws of the unions.
- 6- Examining any other suggested issues that are related to the labour movement.

Article (8)

- A- The conference will hold a regular meeting every four years, headed by chairman or the vice-chairman when he/she is absent. The date of the meeting will be specified according to the bylaw of the General Federation.
- B- The conference will hold an exceptional meeting to look into specific issues, pursuant to a decision by the council with a majority of two thirds of its members.
- C- Convention of the conference meeting is considered legal, whether it was a regular or an exceptional meeting, in the presence of the absolute majority of the members. If the quorum was not completed, a summon of a meeting to be held within at most fifteen days of the date of the first meeting will take place and will be legal regardless of the number of the attendants.
- D- Conferences decisions are taken with the majority of the attending members. If the number of votes was equal, then the side that included the vote of the head of the meeting will be considered.

Council

Article (9)

- A- The council is formed from representative of the unions, in the amount of six members for each union, to be designated by its administrative board out of its members, stipulated that the representative of the union in the executive board is one of them. The membership of the council shall be for four years.
- B- The council will be in charge of the following duties and authorities:
 - 1) Election of the board members, in the amount of one member for each union and election of the chairman and the vice-chairman from those members.
 - 2) following-up implementation of the general policy which is approved the conference.

- 3) Approving the plans, the agenda of the General Federation and taking the appropriate decisions concerning them.
- 4) Approving the administrative and financial reports of the board, as well as ratification of the budget and the final accounts.
- 5) Approval on the recommendations of the board to establish branches or offices for the General Federation in governorates, with a majority of two thirds of its members.
- 6) Resolving unions' conflicts that are submitted from the board and examining the objections and complaints presented by the unions, their branches or by any of their members.
- 7) Amendment to the bylaw of the General Federation, as well as the unions' bylaws, on the condition that it is carried out by the majority of two thirds of its members.
- 8) Exempting the chairman, the vice-chairman or the members of the board from their positions and electing others to replace them.

Article 10

- A- The council will convene a regular meeting every three months, headed by the chairman or the vice-chairman when he is absent. The council will also hold exceptional meetings according to a request from the board or from at least one third of its members.
- B- The meetings are considered legal in the presence of the absolute majority of its members. If the quorum was not completed, a summon of another meeting to be held within at most five days of the date of the first meeting will take place and the second meeting will be legal regardless of the number of the attendants.

Board

Article (11)

The board is formed from the representatives of the unions who are elected by the council from its members, where all the unions that are members of the General Federation are represented in this board with equal numbers.

Article (12)

The board will be in charge of the following duties and authorities:

- A- Implementation of the general policy of the General Federation pursuant to the decisions of the conference and the council.
- B- Friendly settling of labour conflicts and submitting them to the council if they could not be resolved.

- C- Dividing duties between its members according to the bylaw.
- D- Electing the representatives of the General Federation for the membership of the boards of directors of the establishments in which the board has shares, as well as for the conferences, seminars, sessions and committees that the board is invited to.
- E- Submitting recommendations to the council to establish branches or offices for the General Federation in the governorates.
- F- Appointing employees, experts, counselors and auditors in the General Federation and specifying their duties, salaries and rewards and ending their services.
- G- Preparing the annual budget and accounts and presenting them to the council.
- H- Providing financial support to the unions as much as possible.
- I- Warning unions about the violations that they commit contrary to the provisions of the Labour Law, the regulations issued accordingly and the bylaws of the General Federation and unions and submitting them to the council to take the appropriate decision.
- J- Setting up the projects of the bylaws and submitting them to the council and the conference to be ratified and approved according to the situation.

Article (13)

- A- The board will hold a regular meeting at least once a month, headed by the chairman or the vice-chairman when he is absent. Also an exceptional meeting will be held based upon a request from the chairman or at least two thirds of the members.
- B- The board meetings are considered legal in the presence of the absolute majority of its members. If the quorum was not completed, a summon of another meeting to be held within at most five days of the date of the first meeting will take place and the second meeting will be legal regardless of the number of the attendants

Article (14)

The board will be obligated to inform the Ministry about the results of any elections in the General Federation and about the names of the members of the conference, the council and the board, as well as about any change that might happen.

Vocational Association

Article (15)

Any vocational association that is formed should set up a bylaw which includes the following:

- A- The name of the vocational association, its headquarters and its goals/
- B- The constituent unions.
- C- The procedures that are related to the affiliation and withdrawal from its membership.
- D- The powers of the chairman of the vocational association, the vice-chairman and the executive board.
- E- The financial resources of the vocational association consist of the fee for its membership, subscription fees of the member unions, the revenue of investing its properties and activities, donations, contributions and gifts and the way to spend these resources.

Article (16)

- A- The executive board of the vocational association is formed from the members of the administrative boards of the affiliated unions, in the amount of three members for each union, to be designated by its administrative board from its members, stipulated that this board will be formed once every three years.
- B- The executive board of the vocational association will elect a chairman and a vice-chairman from its members for a period of three years.
- C- The executive board of the vocational association will meet regularly once every two months based on a request from the chairman or the vice-chairman when he is absent. The meeting will be legal in the presence of the majority of its members, and the decisions will be taken according to the majority of the attendants' votes.

Article (17)

Dissolution of the vocational association or amendments to its bylaw will take place according to a decision taken by the majority of the administrative boards of the general unions that form the association during an irregular meeting summoned by the majority of the members of its executive board.

Article (18)

The General Federation or any other association should provide the unions' registrar at the Ministry with a copy of the annual budget before the first of April of each year. The copy should be properly certified from a legal auditor. The registrar has the right to ask for explanation, lists or data which he finds necessary.