

COUNTRY BASELINE UNDER THE ILO DECLARATION ANNUAL REVIEW

Jordan - 2022

FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING

REPORTING

Fulfilment of Government's reporting obligations

87 Fulfilment of Government's reporting obligations

Yes

Involvement of Employers' and Workers' organizations in the reporting process

91. When preparing its report, the Government consulted [10.1]

a) The most representative employers organizations, b) The most representative workers organizations, c) The competent authorities?

94. Please describe the consultation process(es). [10.2]

1. Consultation 2. Meetings. 3. Correspondence

OBSERVATIONS BY THE SOCIAL PARTNERS

Employers' organizations

95. Did employers organizations comment on the report? [11a]

Yes

Workers' organizations

96. Did workers organizations comment on the report? [11b]

Yes

EFFORTS AND PROGRESS MADE IN REALIZING THE PRINCIPLE AND RIGHT

Ratification

Ratification status

87-98 Ratification status

C 98 ratified
C 87 unratified

Ratification intention

6. What are the prospects for ratification of Convention No. 87?

Likely

8. What, if any, are the impediments to the ratification of Convention No. 87 ?

legal provisions 1. Article 2 of convention No 87, Contrasted with the Jordanian Constitution Article 16/2, 2. The Labor Law requires unions to register with the Trade Union Registrar

Recognition of the principle and right (prospect(s), means of action, basic legal provisions)

9. Have there been changes in law and practice in your country as regards freedom of association and the effective recognition of the right to collective bargaining?

Yes

A- Issuance of amended Law No. 14 of 2019 (Amended Labor Law of 2019), which includes the following: (On union organizing and collective bargaining.) 1. Article (39) 2. Article (40) 3. Article (42/a) 5 4. Article (43) 5. Article (44/a) 6. Article (44/b) 7. Article (97/c) 8. Article (98/c) 9. Article (98/d) 10. Article (98 / e / f) 11. Article (99) 12. Article (100) 13. Article (113,110). 14. Article (107) 15. Article (108) 16. Article (115) 17. Article (116 / b / c) B. The Prime Minister published the Agricultural Workers legislation on March 2021, which was published in the journal official No. (5715) on 02/05/2021. Therefore, agricultural workers are subject to the provisions of the Labor Law with regard to the right to union organization and collective bargaining. The decision to classify industries and economic activities in which its workers may establish unions for them issued pursuant to the provisions of Article (98) of Labor Law No. (8) for the year 1996 by virtue of the decision of His Excellency the Minister of Labor No. (45/2022) dated 7/18/2022 has been amended and published In the Official Gazette No. (4805) dated 1/8/2022 where the decision included workers in agricultural activity

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| | <p>under paragraph (h) so that workers in agricultural activity may join the General Union of Workers in Water, Agriculture and Food Industries. Domestic workers, cooks and orchards were included in the decision to classify industries and economic activities in which their workers may establish unions for them issued for the year 2022 and referred to above, as they were included in the above decision under paragraph (n) of it, so that domestic workers may join the General Union of Workers in Public Services, Self-Employed Professions, Communications and Information Technology</p> |
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Exercise of the principle and right

At national level (enterprise, sector/ industry) and international level

For Employers and Wokers

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| <p>12.1. Please specify and indicate the involvement of social partners.</p> | <p>1. The policy of the Ministry of Labor works to encourage the parties to the labor dispute to direct negotiations between the unions on the one hand and employers on the other, and the Ministry of Labor intervenes only if the direct negotiations reach an impasse. 2. The Ministry of Labor is working on qualifying and training its cadres on the mechanism of resolving labor disputes and has also worked on training employers and unions on the mechanism of resolving labor disputes.</p> |
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Special attention to particular situations

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| <p>14. Has particular attention been paid to specific groups of population, workers or sectors of activity in the efforts to promote freedom of association and the effective recognition of the right to collective bargaining?</p> | <p>Yes</p> |
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| | <p>The General Syndicate of Private Education Workers and the General Syndicate of Private School Owners periodically conclude collective work contracts, the latest of which was the collective agreement concluded on December 17, 2019 for a period of three years, which included many rights for teachers working in the private sector.</p> |
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| | <p>A decision was issued to classify the industries and economic activities whose workers may form unions for them, issued in accordance with the provisions of Article (98) of Labor Law No. (8) for the year 1996, by virtue of the decision of His Excellency the Minister of Labor No. (45/2022) dated 7/18/2022 and was published in Official Gazette No. (4805) dated 1/8/2022, where the decision included workers in agricultural activity under paragraph (h) so that workers in agricultural activity could join the General Union of Workers in the Water, Agricultural and Food Industries.</p> |
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| | <p>Domestic workers, cooks and orchards were included in the decision to classify industries and economic activities in which their workers may establish unions for them issued for the year 2022 and referred to above, as they were included in the above decision under paragraph (n) of it, so that domestic workers may join the General Union of Workers in Public Services, Self-Employed Professions, Communications and Information Technology.</p> |
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Promotional activities

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| <p>13. Have any initiatives resulted in successful examples or good practice in promoting freedom of association and the effective recognition of the right to collective bargaining?</p> | <p>Yes</p> |
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| | <p>a. The number of collective agreements for the year 2021, which includes all workers without discrimination (44) collective labor contracts), and the number of Jordanian and non-Jordanian workers covered by it (115231). B. The number of collective agreements for the year 2022, which includes all workers without discrimination (42) collective labor contracts, and the number of Jordanian and non-Jordanian workers covered under it (261671). c. The number of labor disputes that were settled by the Ministry of Labor for the year 2021 reached (45) and the first was resolved as follows: - 1. The number of labor disputes referred to in its direct role (40) 2. Number of labor disputes resolved through the conciliation representative (0) 3. Number of labor disputes resolved through the minister's intervention phase (2) 4.The number of labor disputes resolved through the conciliation board (2) 5. The number of labor disputes that ended in the labor court stage and a decision was issued (1) The number of labor disputes that were settled by the Ministry of Labor for the year 2022 reached (46) and the first was resolved as follows: - 1. The number of labor disputes referred to in its direct role (41) 2. Number of labor disputes resolved through the conciliation representative (1) 3. Number of labor disputes resolved through the minister's intervention phase (2) 4.The number of labor disputes resolved through the conciliation board (2) 5. The number of labor disputes that ended in the labor court stage and a decision was issued (0) D. The number of registered trade unions reached (17) and the number of its affiliates (115533) workers (71119) male and (44414) female. E. The number of trade union committees throughout the Kingdom reached (120) F. The number of registered employers' unions reached 57.</p> |
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CHALLENGES IN REALIZING THE PRINCIPLE AND RIGHT

According to the Government and social partners

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| | There is a large group of workers unaware of the concept of labor conflict and the importance of union representation in protecting the rights of workers, which requires redoubling the efforts made in spreading awareness and labor culture for workers until we reach the concept that all are partners and not competitors. |
| | The economic conditions of each country impose its policies that are reflected on the labor market in the decisions and procedures followed, and it appears clearly on the private sector, which improves the conditions for negotiation and meets the needs of workers. |
| | 1. Legal Provisions The Jordanian Labor Law prohibits the establishment of more than one union within the same economic activity. 2. According to the provisions of the Jordanian Labor Law, one of the conditions for the founder of the union to be of Jordanian nationality. |
| | Indiscriminate employment policies lead to overburdening private sector institutions, which leads to employers resorting to taking restructuring measures in their institutions by laying off and terminating the services of workers, which leads to the ire of trade unions, entering into useless disputes and collective negotiations, and confusion in the labor market. |

TECHNICAL COOPERATION

Request

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| | Supporting informing the employees of the Ministry of Labor of the experiences of other countries |
| | Program training package on promoting freedom of association and effective recognition of the right to collective bargaining. |
| | Work to raise the culture of workers with the importance of promoting freedom of association and effective recognition of the right to collective bargaining. |
| 17. What are the technical cooperation needs in your country to promote freedom of association and the effective recognition of the right to collective bargaining? | a) Assessment in collaboration with the ILO of the difficulties identified and their implications for realizing the principle,b) Awareness-raising, legal literacy and advocacy,d) Sharing of experiences across countries/regions,g) Training of other officials (police, judiciary, social workers, teachers) |