

► Automation of the Unified Contract for Workers in Private Schools and Kindergartens

October 2025

In an unprecedented step to promote decent work and achieve justice in the private education sector in Jordan, the International Labour Organization (ILO) played an essential role in the development and implementation of the [“Unified contract for Workers in Private Schools and Kindergartens”](#), which stemmed from the signing of a new collective work contract for workers in the sector, and which entered into force at the beginning of the 2024–2025 academic year. This initiative comes within the framework of the Organization’s support for the rights of workers in the private education sector since 2015, and the consolidation of the principles of transparency and employment stability.

Key Provisions in the Unified Contract

► Extension of the duration of the first employment contract

The duration of the first contract for new workers has been extended from 10 months to 12 months, enhancing employment stability and providing greater opportunities for success and professional development.

► Electronic contract automation

The contract issuance process has been transferred to a dedicated electronic platform, ensuring secure and efficient contract documentation and helping protect the rights of workers by guaranteeing the timely payment of wages without any violations.

► Electronic transfer of salaries

Private schools are required to transfer workers’ wages to bank accounts or approved electronic wallets, facilitating the payment process and enhancing transparency and financial security.

► Canceling paper-based authentication

The administrative burden on private education institutions has been lifted by eliminating the need for paper-based authentication of contracts at trade unions, thereby lowering costs, saving time, and contributing to environmental protection through reduced paper use.

► Strengthening oversight and protecting complaints

The Ministry of Labour follows up on workers’ complaints in complete confidentiality through the protection platform [“Hemayeh”](#), ensuring effective response to protect their rights without any harm. The Social Security Corporation guarantees social protection for workers, thus promoting a fair and stable work environment.



During the launch event of the unified contract platform for workers in private schools and kindergartens

The unified contract aims to improve working conditions, promote employment stability, and ensure the rights of workers in the private education sector by developing its previous provisions and automating procedures digitally in partnership with the various stakeholders. This achievement constituted a significant milestone in advancing social justice, with the official launch of the electronic unified contract platform in July 2024 [during a national event held at the headquarters of the General Federation of Jordanian Trade Unions \(GFJTU\)](#), with the participation of representatives of the Government, the Parliament, trade unions, and civil society organizations. This digital transformation reflects the outcome of integrated efforts undertaken by the tripartite constituents under the leadership of the ILO and the National Committee for Pay Equity (NCPE) over the years, with the aim of promoting compliance with labour rights and improving the situation of workers, particularly women, in light of the previous challenges that affected the work environment in this sector. It also seeks to ensure that private schools abide by documented and fair contracts that safeguard rights and guarantee wage protection and social security, within a more transparent and secure work environment.

Joint Cooperation to Follow up on the Development and Activation of the Automated Unified Contract Platform

A joint technical committee was established, comprising all relevant stakeholders. The committee met periodically to follow up on developments in the automated unified contract platform with the implementing company, ensuring that the work proceeds in an integrated manner and in line with technical and legal requirements. Meetings were also held with H.E. the Minister of Education and the relevant Ministry staff to follow up on the implementation and activation of the system and ensure its implementation by private schools across all governorates of the Kingdom.

▶ The private education sector in Jordan is one of the sectors that employs the most women. Teachers, male and female, in this sector face a host of challenges related to weak compliance with the unified contract and the absence of social protection. Therefore, the launch of the unified contract platform is one of the most notable achievements of the Jordanian National Committee on Pay Equity, chaired by the Ministry of Labour and the Jordanian National Commission for Women, to guarantee the rights of teachers and promote transparency in the workplace. The platform contributes to enhancing oversight mechanisms for the implementation of the contract, which positively reflects on improving working conditions and employment stability for workers, and embedding justice and equity within the sector.

▶ **Maha Ali** - Secretary General, Jordanian National Commission for Women

The General Trade Union of Workers in Private Education carried out several measures to activate the unified contract platform. This included appointing a technical team specialized in the automation process and the electronic platform, and providing them with the necessary technical training to ensure the success of the process. Additionally, the union's social media channels were activated to facilitate communication with teachers in private schools and kindergartens. This included dedicating telephone hotlines for receiving inquiries, identifying locations to raise teachers' awareness of the electronic platform and the need to adopt it instead of paper contracts, and enhancing communication and cooperation with official and non-official entities. The Union also continued to hold meetings with relevant officials in these entities to facilitate the automation process and recognize them as competent entities and partners with the union in the electronic process.

The most important developments regarding the activation of the electronic unified contract platform were discussed during the [nineteenth meeting of the National Committee for Pay Equity](#), which was held with the participation of committee members representing the Government, trade unions, em-

ployers and civil society organizations, with support from the ILO. The meeting addressed technical updates to the platform, plans to link it to an electronic awareness-raising platform dedicated to informing private education sector workers of their rights under the unified contract and the Labour Law, and plans to link it with the systems of other relevant institutions to ensure the effective implementation of the contract, enhance transparency and accountability, and improve coordination among stakeholders in this dynamic sector.

In this context, the ILO organized a [series of specialized technical training sessions](#) targeting the staff of the General Trade Union of Workers in Private Education and the Private Schools Owners Syndicate, in addition to a specialized training session for more than 70 liaison officers in private education directorates across the Kingdom's governorates. These training sessions aimed to enhance understanding of the working mechanisms of the electronic platform and enable stakeholders to use the system effectively.

This contributed to creating an enabling institutional environment for the activation of the unified contract and raising awareness of its importance and methods of use, ensuring the proper implementation of all its provisions.

Why was the unified contract automated?

- ▶ To strengthen transparency and compliance and ensure fair wages in the workplace.
- ▶ To protect the labour rights of workers in the private education sector, particularly with regard to the documentation of contracts and the regular payment of wages.
- ▶ To improve working conditions and environment, and to enhance workers' sense of employment security.
- ▶ To regulate the contractual relationship between school owners and workers in a legal and clear manner, safeguarding the rights of both parties.
- ▶ To strengthen institutional coordination by linking the unified contract platform with relevant government entities, such as the Ministry of Labour, the Social Security Corporation, and the Ministry of Education, thus contributing to improving oversight mechanisms and enhancing social protection.

Steps for Issuing the Electronic Unified Contract for Workers in Private Schools and Kindergartens

- ▶ Registration of the school on the electronic platform of the [General Trade Union of Workers in Private Education](#).
- ▶ Submission of the school data using the name approved by the Ministry of Industry and Trade and the school's national number.
- ▶ Creation of the school account to access the platform and issue electronic contracts for workers.
- ▶ Adoption of electronic contracts as of the 2024-2025 academic year and subsequent years.

▶ The development and automation of the unified contract was a landmark achievement towards enhancing justice and transparency in the private education sector in Jordan. Through constructive cooperation between government entities, unions, employers, civil society organizations, and the voices of female teachers who champion the cause from the "Stand Up with the Teacher" campaign, we now have a practical model to be followed for the protection of labour rights, particularly for teachers who are the cornerstone of the educational process. Despite the important progress made, the road towards ensuring a decent and safe work environment is still long. Jordan's collective commitment today is the true guarantee for consolidating these principles and expanding their impact to other groups and sectors.

▶ **Reem Aslan** - The Decent Work for Women Programme Manager, ILO

Promoting Compliance and Empowerment through the "Tamayoz" ("Excellence") Programme

The cooperation between the ILO and the "Stand up with the Teacher" campaign has been a key pillar in promoting the implementation of the unified contract, particularly through the launch of the "Tamayoz" Award, an initiative aimed at honouring private schools that are committed to protecting teachers' rights and providing a fair and supportive work environment. The first phase of the programme was implemented in five governorates (Amman, Zarqa, Ajloun, Irbid, and Balqa), during which memoranda of understanding (MOUs) were signed with ten private schools that officially committed to implementing decent work standards, most notably full compliance with the provisions of the unified contract, adherence to the minimum wage, and the provision of social protection through registration with the Social Security Corporation.

This phase also included periodic field visits to monitor schools' compliance with these standards, in addition to providing training programmes for teachers, including legal awareness, an introduction to complaint filing mechanisms, and an introduction to rights and obligations within the workplace. The initiative further aimed to promote gender equality in the private education sector, highlighting the role of female teachers and the challenges they face in this sector.

In conjunction with the decision of the Tripartite Committee for Labour Affairs to [raise the minimum wage to 290 Jordanian dinars](#) starting January 2025, the ILO, in collaboration with the "Stand up with the Teacher" campaign, implemented [the second phase of the "Tamayoz" programme](#) by [signing MOUs with twenty private schools](#) from various governorates across the Kingdom. This step is the culmination of ongoing efforts to enhance compliance with the provisions of the electronic unified contract, particularly in the areas of wage protection, minimum wage guarantees, and electronic salary transfers.

This phase focused on expanding the scope of practical application of the contract's provisions, through organizing awareness-raising and capacity-building training courses for more than 500 teachers in the participating schools, in cooperation with the [Queen Rania Teacher Academy](#). This included raising awareness of labour rights stipulated in the Labour Law and Social Security Law and the Unified contract, as well as mechanisms for monitoring violations and submitting complaints through official channels.

The "Tamayoz" programme, in its first and second phases, represents an innovative model for encouraging private schools to uphold the value of teachers, enhance the quality of the work environment, and establish fair institutional practices based on respect for rights and the promotion of job equity, in line with the decent work standards that the organization seeks to promote at the national and international levels.

▶ In line with Royal directives and the Economic Modernization Vision, and reaffirming our commitment to social protection and safeguarding rights, the Ministry together with all partners, initiated the launch of the Unified Contract Platform for private school and kindergarten workers. This milestone reflects a national partnership built on justice and fairness in pay".

▶ **Abdul Hamid Dugan** - Secretary General of the Ministry of Labour



Memorandums of Understanding signed with twenty schools across the country to strengthen adherence to the Unified Contract and empower female teachers in private schools

Stories of Change: Voices from the Field

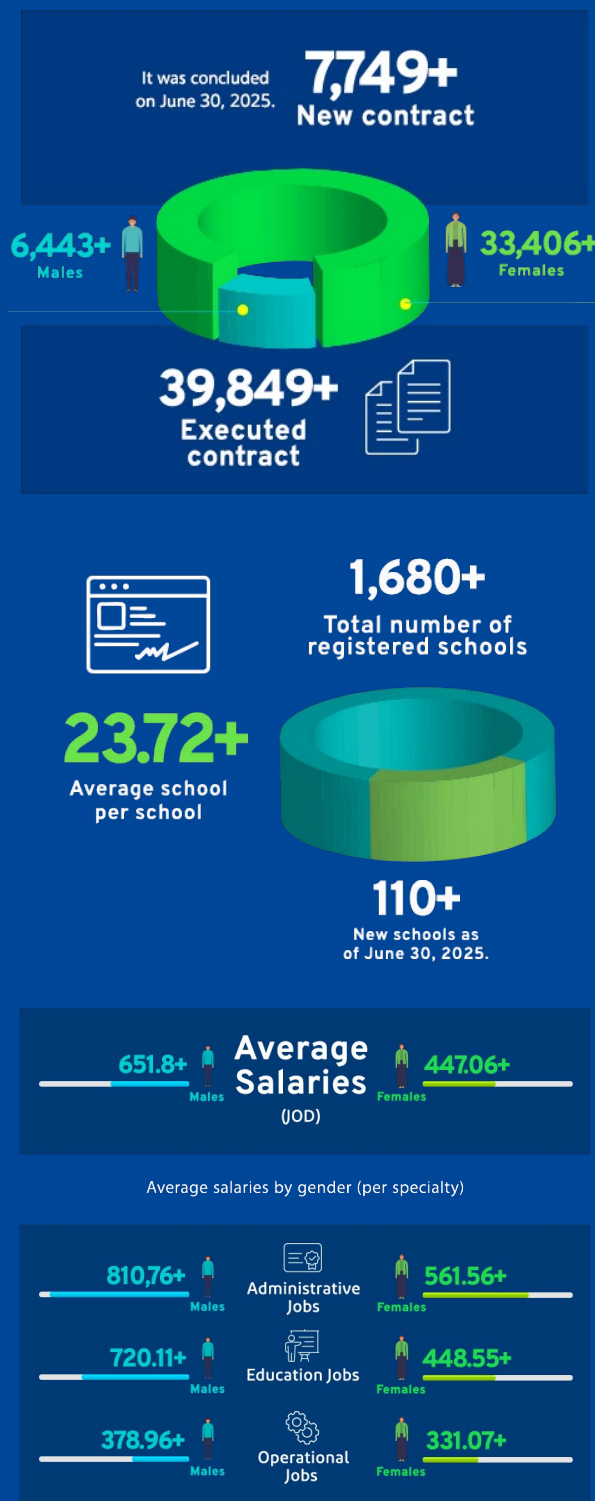
As part of the ILO's efforts to raise awareness of the rights of workers in the private education sector, real-life stories of female teachers who faced major challenges and succeeded in achieving radical transformations in their careers thanks to awareness-raising campaigns and empowerment programmes were highlighted.

One of the most prominent of these stories is that of a teacher who moved from being a victim of rights violations to becoming the coordinator of the "Stand up with the Teacher" campaign and an active advocate for the rights of her fellow female teachers. Her personal experience reflected the importance of awareness about the unified contract, and how knowledge and community support can transform individuals' lives and strengthen their ability to confidently reclaim their rights. The Organization, in cooperation with the campaign and other partners, works to disseminate such inspiring stories through awareness-raising and training programmes, in order to strengthen legal protection and drive cultural and institutional change towards a more just and inclusive work environment.

Based on the General Trade Union of Workers in Private Education's belief in the importance of workers' rights in the sector and the need to provide them with a fair work environment in private schools and kindergartens that preserves their dignity and ensures employment stability, the Union sought to sign a collective agreement whose provisions stipulated the drafting and adoption of the unified electronic contract, which was launched as a pioneering reform step to regulate the contractual relationship between teachers and the owners of private schools and kindergartens. The contract represents a qualitative leap in the way contracts are documented and processed through a unified electronic platform that ensures speed, accuracy, and security, within a work environment that is more transparent and better organized, considering the discrepancies and differences in contracts and practices that the sector was witnessing.

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

Numbers that reflect the impact - this is the latest indicators about the Unified Contract Platform



These are the platform's figures up to 30/6/2025, with the conclusion of the 2024/2025 academic year.

Frequently Asked Questions about the Platform

► What is the Unified Contract Platform?

It is a centralized system designed to manage contracts for workers in private schools and kindergartens, enhancing transparency and compliance.

► What is the duration of the contract?

The unified contract starts on 23 August of each year and has a duration of 12 months.

► What are the main features of the automated contracts?

They include contract creation, approval, modification, tracking, reporting, school management, financial management, and user management.

► What are the steps to create a new contract in the system?

To create a new contract, the supervisor must enter contract details such as the worker's name, working conditions, wage, duration, and any additional clauses before saving the contract.

► Can I modify a contract after it has been approved?

Once the contract becomes "active", no further modifications are allowed, and new contracts must be created to replace the existing ones.

► What happens after a contract is submitted for approval?

After submitting the contract for approval, its status changes to "Pending". At this stage, the system user receives an electronic payment number. Once the payment is made, the contract is sent to the employee for digital signature, after which the contract becomes active.

► How are payments processed on the platform?

Payments are processed through the eFAWATEERcom gateway, with confirmation sent via SMS and email.

► How can I accept or reject a contract?

Workers can accept or reject contracts through the "My Contract" page, where they can review details and click "Accept" or "Reject".

► How can I view contracts assigned to me?

Workers can use the contract search screen, enter their national number, and access contract details after identity verification.

► What happens if a worker rejects a contract?

If a worker rejects a contract, its status changes to "rejected". The school administrator can then modify the contract and resubmit it.

► How can I replace a contract with a new one?

Contracts can be replaced through the system user (e-contracts platform administrator) in the institution.

► What options are available if an error is found in a contract after approval?

If an error is found in the contract after it has been approved, the current contract must be frozen, and a new contract must be created with the required amendments.

► Can detailed reports on the status of contracts be generated?

The system provides comprehensive reports on the status of contracts, including active, expired, rejected, and archived contracts.

► How can I review the terms of the contract before signing it?

Workers can review all contract terms through the "My Contracts" interface, where they can view the full details before signature.

► Can I terminate an active contract?

Active contracts can only be terminated under specific circumstances in line with established policies. After termination, the contract is archived.

► How can I upload digital signatures to contracts?

School owners can upload digital signatures through the contract management interface, where the signature is added directly to the contract and saved in the system.

► How can I add terms to the contract in the system?

School owners can specify additional terms for the contract through the contract creation interface under the "Notes" field, where each clause can be customized according to approved policies.

► Is it possible to create collective contracts for a group of workers?

Yes, using the bulk upload feature in the system.

► How can I review approved contracts?

Supervisors can access the list of approved contracts through the main dashboard, where they can browse contracts and review the status of each contract.

► What are the procedures to be followed if a contract is rejected by a worker?

The rejection is recorded in the system, and the supervisor amends the contract based on the worker's comments and resubmits it for approval.

► What should I do if I forget my password?

You can reset your password by clicking on "Forgot Password" and following the instructions.

 The Ministry of Education values the national efforts that led to the launch of the unified contract platform for workers in private schools and kindergartens. This platform represents a pioneering practical step towards establishing justice, protecting and safeguarding rights, and reflecting effective partnership between national public and private institutions

► **Nawaf Al-Ajarmeh** - Secretary General for Educational Affairs, Ministry of Education

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