



**Policy Name:**

**Equivalent Rights Outsourced Workers Policy**

<b>Code:</b>	BAU_030	<b>Published date</b>	2016
<b>Reviewed date</b>	2018, 2020, 2023, 2025	<b>Confidentiality status:</b>	Public
<b>Accreditation:</b>	Quality Assurance and Continual Improvement Council (QACIC)		

**Responsibilities:**

<b>Implementation:</b>	All BAU's Academic Colleges, Administrative Units, Scientific Centers
<b>Revision and improvement:</b>	Development and Quality Assurance Center

**Policy (Arabic):**

تلزم جامعة البلقاء التطبيقية بضمان حصول العاملين من خلال عقود خارجية على حقوقهم وكذلك حمايتها، من خلال اشتراطها على المقاولين ومزودي الخدمة الالتزام بقانون العمل والعمال الأردني الذي يضمن للعاملين حقوقهم، وواجباتهم، ومسؤولياتهم وامتيازاتهم (الاجور العادلة، والضمان الاجتماعي والإجازات)، وكذلك توفير بيئة العمل الآمنة والصحية ومراقبة المصادر الخارجية بنود العقد وتطبيقه، إضافةً إلى تمكينهم من الوصول إلى آليات الشكاوى دون أي مخاطر أو عقوبات كما تتأكد الجامعة من أن جميع الموظفين (أعضاء الهيئة التدريسية والإدارية) يفهمون حقوق وقواعد العمل الخارجي واللوائح.

**Policy:**

Al-Balqa Applied University (BAU) is committed to ensuring that all outsourced workers enjoy their rights and protections in line with Jordanian labor law and international standards. BAU requires contractors and service providers to guarantee fair wages, safe and healthy working conditions, and protection from all forms of discrimination or exploitation. Outsourced workers must also have access to grievance mechanisms without fear of retaliation. The University reserves the





right to monitor compliance and hold contractors accountable to uphold the dignity, equality, and rights of all workers within its community.

**Scope:**

BAU applies its Equivalent Rights Outsourcing policy to its contractors and service providers.

**Objectives:**

No.	Objective
1-	Guarantee the same privileges to outsourced employees.
2-	Guarantee a safe, respectful, and inclusive work environment for outsourced workers.
3-	Prevent discrimination and exploitation in all forms of outsourcing arrangements.
4-	Contribute to the growth of respectable employment and economic development in communities.
5-	Strengthen accountability of contractors and service providers to uphold labor rights.

**Related Procedures:**

No.	Procedure
1-	The establishment of rules and conditions that govern the external relations of clients and suppliers.
2-	All contracts with outsourcing companies include clauses ensuring compliance with Jordanian labor law, ILO conventions, and BAU's internal standards.
3-	Setting a clear working condition.
4-	Monitoring and evaluating the work environment
5-	Regular audits and assessments of the outsourcing partners



Dr. Aimee  
