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|---------------------|---|
| <b>Policy Name:</b> | <b>Equivalent Rights Outsourced Workers</b> |
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|                       |                   |                                |        |
|-----------------------|-------------------|--------------------------------|--------|
| <b>Code:</b>          | BAU 030           | <b>Published date</b>          | 2016   |
| <b>Reviewed date</b>  | 2018, 2020        | <b>Confidentiality status:</b> | Public |
| <b>Accreditation:</b> | Board of Trustees |                                |        |

#### 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):

تلتزم جامعة البلقاء التطبيقية بضمان حقوق العاملين من المصادر الخارجية، من خلال وضعها لقواعد وشروط تضمن التزامهم بقانون العمل والعمال الأردني الذي يضمن للعاملين حقوقهم، وواجباتهم، ومسؤولياتهم وامتيازاتهم (الرواتب، والضمان الاجتماعي والإجازات)، وكذلك توفير بيئة العمل المناسبة لهم من خلال مراقبة التزام المصادر الخارجية بنود العقد وتطبيقه.

#### Policy:

Al-Balqa Applied University is committed to guaranteeing workers' rights from external sources, by setting up rules and conditions that ensure their commitment to the Jordanian labor law that guarantees workers' rights, duties, responsibilities and privileges (salaries, social security and vacations), as well as providing them with a suitable work environment by monitoring the commitment of the external sources in terms of the contract and its applying.

#### Scope:

BAU's Equivalent Rights Outsourcing policy is applied on BAU's contractors, service providers.

#### Objectives:

| No. | Objective   |
|-----|---|
| 1-  | Guarantee the equivalent rights of outsourced workers.                        |
| 2-  | Create suitable work environment.   |
| 3-  | Consolidate human rights principle.   |
| 4-  | Contribute in developments of decent work and economic growth of communities. |

Al Balqa Applied University  
Al Salt - Jordan





جامعة البلقاء التطبيقية  
الأردن - السلط

**Related Procedures:**

| No. | Procedure   |
|-----|---|
| 1-  | Setting rules and conditions that regulate the external relations of clients and suppliers. |
| 2-  | Setting a clear workers' conditions.  |
| 3-  | Monitoring and evaluating the work environment.   |

**Signature**

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