



Policy Name:	Equivalent Rights Outsourced Workers
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Code:	BAU_030	Published date	2016
Reviewed date	2018, 2020, 2023	Confidentiality status:	Public
Accreditation:	Quality Assurance and Continual Improvement Council (QACIC)		

Responsibilities:

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

Policy (Arabic):

تلتزم جامعة البلقاء التطبيقية بضمان حقوق العاملين من المصادر الخارجية من المعيّنين بعقود والمعيّنين بدوام جزئي، 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 ومراقبة التزام المصادر الخارجية ببنود العقد وتطبيقه، 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 protecting the rights the outsourced staff (temporary and on contract) by establishing rules and conditions that ensure their adherence to the Jordanian labor law including workers' rights, duties, responsibilities, and privileges (salaries, social security, and vacations), and by providing them with a suitable work environment and monitoring the external sources' adherence to the contract and its application, the university also makes sure that all employees (faculty and staff) understand the outsourcing work rights, rules and regulations.

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-	Create suitable work environment.
3-	Consolidate human rights principle.
4-	Contribute to the growth of respectable employment and economic development in communities.

Related Procedures:

No.	Procedure
1-	The establishment of rules and conditions that govern the external relations of clients and suppliers.
2-	Setting a clear working conditions.
3-	Monitoring and evaluating the work environment
4-	Regular audits and assessments of the outsourcing partners