

**Collective Action Contract and Its Impact on the Resolution of Labour
Disputes and Decent Work Environment between “Theory and Practice “**

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Abstract

Collective labor disputes are among the very important issues that most legislations in countries and international organizations have been exposed to, as a result of the rapid development in the economic fields, especially the industrial ones. Among the cases of work stoppage, which leads to the emergence of imbalances in society at all political, social and economic levels, and at the global level, the International Labor Convention No. (48) Of 1949 regarding the right to organize and collective bargaining, which Jordan ratified in 1963, came to confirm the right Collective negotiation to settle a collective labor dispute.

This study showed the nature of collective labor disputes, their forms and methods of resolving them, the nature of the collective labor contract as a tool for settling collective labor disputes, the role of trade unions and employers’ unions in applying the collective labor contract, the role of the Ministry of Labor in applying the solution to collective labor disputes, and a statement of the impact on the settlement of disputes. Labor force on achieving benefits for workers and its impact on a decent work environment, as stated by the Jordanian legislator in Labor Law No. 8/1996, and comparative laws such as Algerian Law No. 11/1990 related to

labor relations, and Law No. 14/1990 related to how to exercise the union right, and Qatari Labor Law No. 14/2004.

This study concluded with a number of results, the most important of which is the increase and organization of legal articles that dealt with collective labor disputes, the collective work contract, collective negotiations, and ways of expressing normal and unusual labor disputes such as strikes and closures.

This study reached a number of recommendations, the most important of which is that the Jordanian legislator establishes a special law that regulates how to practice collective labor relations and the trade union right, which includes everything related to collective labor disputes, their forms and methods of resolving them, the collective work contract and how to organize it, and explains how to exercise the trade union right, and covers everything that is not addressed. It has the Jordanian legislator with regard to labor relations and the right to union organization, keeping pace with the great development of labor relations.

Keywords: collective labor dispute, collective labor contracts, Jordanian labor law.