

## Code of Conduct on Decent Working Conditions in Agricultural Sector





مركز الفينيق للتنمية المستدامة  
PHENIX CENTER FOR SUST. DEVELOPMENT

## Phenix Centre for Sustainable Development

Phenix Centre for Sustainable Development is a non-governmental organisation dedicated to independent policy research and measuring public opinions on impactful current and emerging issues in areas of economics, society, and its legislative environment in Jordan. The Centre was founded in Amman, Jordan, in 2003. It works to promote a sustainable developmental paradigm in Jordan, rooted in human rights and the principles of democratic governance by focusing on reforming the labour policies, lifting restrictions on freedom of association, and strengthening social protection policies. The Centre specialises in promoting inclusivity in development processes. It compiles databases of relevant actors and stakeholders, develops research, studies, papers and reports, conducts conferences and advocacy campaigns, and empowers several actors to take part in steering development through capacity building.



## Terre des hommes (Tdh)

Terre des hommes (Tdh) is an international child-rights organization headquartered in Switzerland, operational since 1960 and active in more than 30 countries. Tdh has been present in Jordan since 2007 and works through two complementary programme streams: Child and Youth on the Move and Access to Justice. Both programmes support refugees and vulnerable Jordanians in camps and host communities through protection, mental health and psychosocial support, safeguarding, and system-strengthening with national authorities.

# Grow Economy Project

## Code of Conduct on Decent Working Conditions in Agricultural Sector

A Collaborative Policy Paper by:  
Phenix Centre for Sustainable Development

This code of conduct was developed as part of the “Grow Economy” project, an initiative dedicated to fostering decent, inclusive, and sustainable economic opportunities for Syrian refugees and vulnerable Jordanians within the agricultural sector. The code of conduct specifically examines the status and application of decent working conditions and OHS standards on small and medium-sized farms across four Jordanian governorates: Irbid, Balqa and Madaba.

“This code of conduct is supported by Agence Française de Développement. The ideas and opinions expressed herein are those of the authors alone and do not necessarily reflect the views of Agence Française de Développement.”

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# PROJECT BACKGROUND

Grow Economy project, a three-year project implemented in four governorates, Irbid, Ajloun, Madaba, and Balqa, in support of the Agence Française de Développement (AFD), ACTED, Action Against Hunger (ACF), Terre des hommes (TDH), Phenix Centre for Sustainable Development, ECO Consult, and The Royal Society for the Conservation of Nature (RSCN), and coordination with the National Agricultural Research Centre (NARC).

It aims to enhance economic empowerment and labour rights for vulnerable Jordanians, Syrian refugees, and children in the agriculture sector.

The main goal is to improve the economic empowerment of vulnerable Jordanians and Syrian refugees working in the agricultural sector, including women, by enhancing their working conditions and diversifying their household income sources. The project's key objectives are:

1

Improve climate adaptation and productivity for 600 small-scale farming families by diversifying their agricultural and non-agricultural income to provide a stable year-round income and increase their resilience to unexpected challenges.

2

Enhance employment opportunities and job skills for 1,500 workers throughout the year, with at least 600 of them being women.

3

Promote decent working conditions and workers' rights in the agricultural sector for 1,500 individuals, especially Syrian refugees and informal women and child labourers.

# INTRODUCTION

Phenix Centre for Sustainable Development and Terre des hommes (Tdh) are responsible for implementing the third objective of the Grow Economy project, which is to promote decent working conditions and workers' rights in Jordan's agricultural sector. A multi-phase approach was used to develop this Code of Conduct, which is based on comprehensive assessments, including:

- 🌿 A baseline assessment of Occupational, Health, and Safety (OHS) in the agricultural sector conducted by the Phenix Center and Terre des hommes.
- 🌿 A Gender Analysis carried out by Action Against Hunger (ACF).
- 🌿 An assessment of decent work standards, including issues related to child and female labour, legal compliance, and grievance mechanisms.

The development process included:

- 🌿 10 participatory review meetings with stakeholders in the target governorates to ensure its alignment with the reality on the ground.
- 🌿 A training program was also organised for steering committee members and farm owners to enhance their understanding of the code and its implementation.
- 🌿 Additionally, two on-site assessment visits were conducted at each selected farm to monitor practical application and provide technical support.

This Code of Conduct covers fundamental principles such as decent work, protection, OSH, child labour, female labour, legal compliance, and reporting and grievance mechanisms.

This methodology aims to ensure the development of a Code of Conduct based on actual needs and to achieve the highest level of alignment with national and international labour rights standards and compliance requirements.

The purpose of this Code is to establish a guiding framework that guarantees a humane, safe, and non-discriminatory work environment, grounded in ethical principles as well as national and international legislation, to empower both workers and employers.

This Code serves as a mandatory reference for all stakeholders in the agricultural sector within the scope of the project's implementation.

Workers, employers, intermediary service providers, and implementing entities are expected to fully adhere to the principles and standards outlined herein. Signing or acknowledging the Code is considered a prerequisite for participation in project activities or for entering into contracts under the project. Any violations shall be subject to the penalties stipulated in Chapter Eight.

Furthermore, implementing entities are responsible for monitoring compliance and documenting any breaches of their provisions.

(A) This Code is based on a set of fundamental principles that serve as a reference framework for all stakeholders engaged in agricultural work. These principles aim to promote fair and safe practices, respect for human dignity, and alignment with relevant national laws and international standards. The principles include:

#### Decent Work:

Ensuring fair wages, reasonable working hours, a safe work environment, and non-discrimination.

#### Dignity and Human Rights Protection:

Promoting respect for human dignity in the workplace.

#### Occupational Safety and Health (OSH):

Commitment to applying prevention and safety measures in agricultural workplaces.

#### Prohibition of Child and Forced Labour:

Adhering to the minimum legal working age, prohibiting child labour, and eliminating forced labour.

#### Empowerment and Gender Equality:

Ensuring equal opportunities for women and men at work and promoting women's empowerment.

#### Legal Compliance:

Upholding national laws and international labour standards.

#### Reporting and Grievance Mechanisms:

Establishing safe and confidential systems for reporting violations.






#### Transparency and Accountability:

Commitment to documentation, continuous evaluation, and ongoing improvement.




## (B) Compliance Indicators and Measurement Mechanisms

To ensure the effective application of the Code's principles, stakeholders adopt a set of performance indicators and measurement tools for each key principle. These include, but are not limited to:




### Decent Work

-  Number of legal, standardised, and archived employment contracts for all workers.
-  Percentage of workers receiving at least the minimum wage.
-  Weekly working hours compared to the limits stipulated in the Jordanian Labor Law.
-  Wage disparities based on nationality.
-  Number of workers enrolled in social security.






### Occupational Safety and Health (OSH)

-  Number of trainings delivered to workers.
-  Availability of personal protective equipment (PPE) according to occupational risks.
-  Number of reported and addressed occupational accidents.

### Non-Discrimination and Equality

-  Percentage of women and persons with disabilities represented in employment.
-  Protection of the rights of pregnant and nursing women: Percentage of farms/workplaces providing appropriate facilities (breastfeeding breaks, flexible working hours, risk-free environments).
-  Number of complaints related to discrimination or violations of the rights of pregnant and nursing women, and how they were addressed.

### Legal Compliance

-  Rate of compliance during regular inspection visits.
-  Number of warnings or violations issued due to breaches of the law.
-  Monitoring and documentation of workplace violence, including physical or verbal abuse on farms.
-  Documentation and handling of gender-based violence (GBV), including discrimination, harassment, or any abusive behaviour based on gender.
-  Monitoring cases of adolescent workers (ages 16–18) and verifying that their working conditions comply with the legal provisions set by the Jordanian Labour Law.

**Data is collected through periodic surveys, field monitoring reports, and dedicated inspection forms adopted by the project's oversight committees.**

### (A) Scope of Application

This Code applies to the following groups:



Implementing and monitoring entities of the project.



Intermediary service providers, such as recruitment agencies and suppliers.



Employers in the agricultural sector.



Agricultural workers.

The Code is applicable within the targeted farms of the project and across various agricultural employment contexts.

### (B) Monitoring Compliance and Enforcement of Penalties

The project's implementing entities are required to establish a field and administrative monitoring system to ensure adherence to the Code of Conduct, through:

1. Conducting regular inspection visits to farms and relevant worksites.
2. Using standardised checklists to be completed by independent monitoring teams.
3. Collecting reports from workers, employers, and supervisors through a unified reporting template.
4. Reviewing and analysing submitted complaints to identify recurring patterns of violations.
5. Preparing quarterly compliance reports that include recommendations for improvement or for the application of penalties.

**(C) When a violation of the Code's provisions is identified, the case is referred to the Integrity and Disciplinary Committee, composed of impartial members, which undertakes the following responsibilities:**

1. Classifying the violation according to its severity (minor/moderate/serious) and type (wages, working hours, employment contracts, occupational safety and health, discrimination, etc.).
2. Ensuring the right of defence and hearing all parties involved.
3. Determining the appropriate penalty in line with the sanctions schedule outlined in Chapter Eight.
4. Submitting recommendations to the project's supervisory body for a final decision.

The Integrity and Disciplinary Committee maintains a documented record of all violations and imposed penalties, which serves as a reference for assessing the continuation of contracts with non-compliant entities.

**(A) Workers' Rights and Responsibilities****Workers' Rights**

1. To receive a legal and transparent employment contract.
2. To be paid at least the minimum wage, in accordance with the Jordanian Labour Law.
3. To work in a safe and healthy environment.
4. To benefit from weekly and annual rest periods.
5. To be protected from all forms of discrimination or harassment.
6. To receive training and participate in safety committees.
7. To be free from retaliation when reporting hazards or withdrawing from unsafe work.
8. To receive lunch breaks.
9. To have access to rest areas such as a shaded shelter or tent.
10. To be provided with occupational safety and health equipment.
11. To receive official holidays and leave entitlements.
12. To be compensated for overtime work.
13. To have access to toilets and soap.
14. To have access to safe drinking water.
15. To receive wages on time.

**Workers' Responsibilities**




1. To comply with occupational safety and health procedures.
2. To report occupational hazards and accidents.
3. To safeguard work tools and equipment.
4. To perform assigned tasks with respect and cooperation.
5. To compensate the employer in cases of damage to farm property.

## (B) Employers' Rights and Responsibilities

### Employers' Rights

1. To require workers' compliance with assigned duties and internal regulations.
2. To maintain professional and productive performance within the farm.
3. To terminate employment in cases of gross misconduct or serious violations of public rules and ethics, provided that disciplinary procedures under the Jordanian Labour Law are followed.

To address cases of crop damage caused by force majeure: if the crop is partially or destroyed due to documented extraordinary circumstances (e.g., natural disasters, pest outbreaks), the employer may, under applicable law, renegotiate wages or defer their payment for a specified period, provided that:

-  Workers are notified in writing before any wage-related measures are applied.
-  Alternative solutions are explored (e.g., social safety nets, government support programs) in coordination with relevant authorities.
-  All measures are documented to ensure transparency and protection of rights.

### Employers' Responsibilities

1. To provide a legal, safe, and healthy work environment in compliance with national legislation and international standards.
2. To respect workers' rights and formalise contracts in writing and in a language understood by both parties.
3. To promote equality and non-discrimination at all stages of employment and treatment.
4. To prohibit all forms of violence within the farm, including gender-based violence, and to establish a confidential and effective grievance mechanism.
5. To provide special protection measures for pregnant and nursing women (suitable working hours, breastfeeding breaks, risk-free environment).
6. To refrain from employing children under 16, and to ensure safe and light working conditions for adolescents (16–18) in accordance with the law.
7. To notify workers in writing of any changes to wages or working conditions in the event of crop loss due to force majeure, and to seek alternative support (e.g., compensation or government programs).
8. To provide workers with personal protective equipment (PPE) free of charge, and to train them on its proper use and maintenance.

## (C) Dispute Resolution

In the event of a dispute between a worker and an employer regarding the interpretation or application of any provision of this Code, the following mechanism shall apply:

### Amicable Settlement:


The parties are encouraged to seek an amicable resolution through direct dialogue, or with the mediation of a field supervisor or an internal farm committee.

-  Referral to the Integrity and Disciplinary Committee: If no settlement is reached, the case is referred to the project's Integrity and Disciplinary Committee, composed of:

A representative of project management.

A representative of the workers.

A representative of the employers.

-  The committee reviews the dispute, hears both parties, and issues a binding recommendation within the framework of this Code and in line with applicable national legislation.

### Referral to Official Authorities:

If the dispute remains unresolved, or if it involves a legal violation beyond the committee's mandate, the case shall be referred to the Jordanian Ministry of Labour or the competent judicial authorities in accordance with national laws.

### (A) Employer Obligations

1. Provide a safe and hazard-free work environment.
2. Establish clear occupational safety and health (OSH) policies.
3. Involve workers in the design and implementation of the safety management system.
4. Ensure care and protection for vulnerable groups (such as women, youth, temporary workers, migrant workers, and child labourers).
5. Provide personal protective equipment (PPE) to workers free of charge.
6. Ensure access to clean drinking water and adequate sanitation facilities.
7. Provide first aid equipment.
8. Train workers on safety procedures and emergency response.
9. Report occupational accidents and injuries to the competent authorities.
10. Conduct periodic risk assessments and improve the work environment accordingly.
11. Review and update safety systems regularly, as needed.

### (B) Worker Obligations

1. Comply with the instructions and regulations issued by the employer.
2. Use the provided PPE properly and refrain from neglecting, damaging, or misusing it.
3. Avoid exposing themselves or others to risk.
4. Report hazards and accidents promptly.
5. Participate in awareness and training programs on OSH organised by the employer.
6. Contribute to fostering a safe working environment.



## (C) Manufacturers and Suppliers

Responsible for designing safe equipment and products, and for providing safety instructions in languages understandable to users.





## (D) Contractors and Labour Supply Agents

1. Comply with the safety standards of host farms.
2. Provide training and PPE for temporary workers.






## (E) Supporting Entities and Oversight Mechanisms (Integrity and Disciplinary Committee)

To ensure effective compliance with OSH requirements and the provisions of this Code, cooperation with the following entities is required for monitoring and evaluation:

### 1. Supporting Entities

-  Jordanian Ministry of Labour: through labour inspectors specialised in the agricultural sector.
-  Social Security Corporation: for monitoring occupational accidents and related insurance coverage.
-  Directorates of Public Health: to support environmental and health inspections at worksites.
-  International organisations such as Terre des hommes and the Phenix Centre, to provide technical support and training.

### 2. Oversight Tools and Mechanisms

-  Field checklists to assess compliance with safety and prevention requirements.
-  Periodic surveys distributed to workers and employers to measure satisfaction and compliance.
-  A digital application or online grievance portal for submitting and tracking complaints.
-  Semi-annual monitoring reports prepared by joint inspection committees, submitted to the project's steering committee.
-  Transparent publication of monitoring results to promote compliance and ensure community accountability.

All entities subject to the provisions of this Code are committed to ensuring a work environment free from all forms of discrimination, whether based on gender, nationality, age, legal status, social background, or disability. Equal opportunities must be guaranteed for all in employment, promotion, training, and participation, within a framework of fairness and respect.

### Promoting Equality and Protecting Vulnerable Groups

Special measures must be taken to protect groups most at risk of discrimination, including:



Women workers



Migrant workers







Persons with disabilities










Older workers





#### A) Women workers:

-  Provision of written employment contracts.
-  Protection from harassment, exploitation, or threats.
-  Guarantee of equal pay, working hours, and training opportunities.
-  Maternity-related rights, including breastfeeding breaks, employment protections for pregnant and nursing women, and maternity leave.





#### B) Migrant workers:

-  Written contracts in a language the worker understands, including provisions on wages, working hours, leave, and termination conditions.
-  Adequate and safe housing meeting health standards (clean drinking water, electricity, hygienic bathrooms), provided without unlawful deductions from wages.
-  Protection from harassment, exploitation, or threats, with a confidential and effective complaints mechanism and safeguards against retaliation.
-  Equality in wages, working hours, training, and promotion for all migrant workers, whether refugees or non-refugees.
-  Prohibition of passport or personal document confiscation, with guarantees of freedom of movement and the ability to transfer or end sponsorship in line with the law without penalties.
-  Employers must bear all costs related to recruitment, renewal of work and residency permits, and health insurance.
-  Access to legal aid and translation services when needed, and provision of clear information on rights and obligations.




### C) People with disabilities:

-  Provision of reasonable accommodations necessary to perform work (e.g., adapted tools, tasks aligned with their abilities).
-  Respect for personal dignity and non-discrimination at all stages of employment, from job advertisement to termination.
-  Assignment of tasks that match the worker's abilities and the nature of their disability, ensuring professional performance without overburdening them or exposing them to risk.
-  Promotion of professional inclusion and active participation in the workplace, with equal access to training and career development.

### D) Older workers:

-  Consideration of their health and physical condition in task allocation, avoiding assignments that are excessively strenuous or beyond their capacity.
-  Prohibition of discrimination or denial of employment opportunities solely based on age, ensuring equality in recruitment and treatment.
-  Respect for the right of retired older persons to engage in agricultural work as a supplementary source of income, while ensuring that such work does not cancel or affect their pension entitlements, provided it is within the legal framework and in compliance with social security regulations.
-  Provision of a flexible and supportive work environment that encourages the participation of older persons, upholds their dignity, and values their agricultural experience.

### Protection Mechanism

-  Training supervisors on principles of inclusion and non-discrimination.
-  Establishing a confidential mechanism for submitting complaints related to mistreatment or discrimination against these groups.
-  Regular monitoring of their situations and issuing recommendations to provide necessary support.

## Compliance Indicators on Equality and Non-Discrimination

To ensure the effective implementation of equality and the protection of vulnerable groups, implementing entities and project monitors will rely on a set of quantitative and qualitative indicators to measure compliance, as outlined in the following table:






Frequency	Measurement Method	Indicator	Target Group
Quarterly	Administrative records/ payrolls	Percentage of women among total workers	<b>Women</b>
Monthly	Complaint boxes/email	Number of complaints related to discrimination or harassment	
Semi-annual	Training records/ attendance	Percentage of women participating in training programs	
Annual	Online or paper survey	Results of the women's satisfaction survey on the work environment	
Quarterly	Job applications/ recruitment records	Number of persons with disabilities employed	<b>Persons with disabilities</b>
Semi-annual	Field visits / technical reports	Availability of reasonable accommodations (tools / suitable tasks)	
Annual	Dedicated interviews or a survey	Level of satisfaction with the work environment	
Quarterly	Review of signed contracts	Number of contracts translated into a language understood by workers	<b>Migrant workers</b>
Monthly	Complaint database	Existence of complaints related to exploitation or threats	
Semi-annual	Training records	Percentage of migrant workers receiving training on safety or rights	
Quarterly	Administrative records	Number of older workers employed compared to the total workforce	<b>Older workers</b>
Semi-annual	Individual interviews/field assessment	Consideration of health conditions in task allocation	

Data is collected through periodic surveys, monitoring visits, and internal reports, and is used to evaluate performance and review operational policies in the agricultural sector.

All farms must ensure that no child under the age of 16 is employed in agricultural work<sup>95</sup>. The legal age of workers must be verified, and awareness should be raised about the risks of child labour.

### Complaint Mechanisms

The complaint mechanisms include:

-  Submitting a complaint through an official form or verbally.
-  Providing locked complaint boxes at workplaces.
-  Using telephone or email for reporting.
-  Ensuring confidentiality of the complainant and protection against retaliation.
-  Addressing complaints within a maximum period of 14 days.





### Monitoring, Inspection, and Compliance Assurance

To ensure the effective implementation of the Code of Conduct and the application of its principles in practice—particularly those related to the prohibition of child labour, occupational safety and health, and equality and non-discrimination—this chapter establishes effective field monitoring mechanisms based on transparency, inclusiveness, documentation, and continuous follow-up.



### Field Monitoring and Periodic Inspections

A structured field monitoring mechanism is activated, covering the following aspects:

#### Formation of specialised monitoring teams:

-  Inspection teams are formed by the entity supervising project implementation and include:
-  Representatives from the project's technical management.
-  Partner with civil society organisations.
-  Relevant official entities, where applicable (such as the Ministry of Labour or the Social Security Corporation).

#### Implementation of a regular field visit schedule:

-  Conducting both announced and unannounced visits to workplaces, such as farms and related agricultural facilities.
-  Using standardised checklists based on the Code's principles to assess compliance with decent work standards, occupational safety and health, non-discrimination, and the legal minimum working age.

## Documentation of visits and preparation of official reports:

- Recording all observations and findings, including positive aspects and detected violations.
- Incorporating practical and immediate recommendations to address shortcomings.
- Scheduling follow-up visits to ensure corrective actions are implemented.

## Follow-up and accountability procedures:

- Incorporating visit results into each site's compliance record.
- Activating corrective measures and imposing appropriate penalties in cases of repeated violations or failure to comply with prior recommendations.

## Ensuring inclusiveness and fairness in application:

- Applying the monitoring mechanism to all sites and stakeholders without exception, using uniform standards that ensure integrity and transparency.
- Ensuring the participation of targeted groups—such as workers, women workers, and employers—in providing feedback and contributing to the strengthening of community-based monitoring mechanisms.








### Scope of Application




The provisions of this chapter apply to all parties covered by the Code, including workers, employers, intermediary service providers, and project partner entities.

### Violations

Any act or omission that breaches the obligations outlined in this Code shall be considered a violation. This includes, but is not limited to:

-  Failure to comply with occupational safety and health requirements.
-  Non-payment of wages or employment of children.
-  Discrimination, harassment, or inappropriate treatment.
-  Intentional damage to equipment or property.
-  Failure to use personal protective equipment or attend assigned duties.



### Guarantees of Disciplinary Procedures

-  The alleged violator shall be granted the right to defend themselves before any sanction is imposed.
-  All procedures taken shall be formally documented.
-  Sanctions shall be implemented through the Integrity and Disciplinary Committee.

### Legal Framework for Sanctions

Sanctions outlined in this Code shall be applied within the project's authority and according to the approved internal regulations, with the following assurances:

#### **Alignment with Jordanian Legislation:**

-  Sanctions in the Code shall not conflict with the provisions of the Jordanian Labour Law No. (8) of 1996 and its amendments.
-  In case any internal procedure conflicts with the law, the official legal text shall prevail.

### **Referral to Competent Authorities:**

- 🌿 If a violation constitutes a clear breach of national law (e.g., child labour, harassment, wage withholding),
- 🌿 The violation shall be referred directly to the Ministry of Labour or the relevant judicial authorities to take the necessary legal action.

### **Internal Administrative Sanctions:**

- 🌿 These may include warnings, reprimands, temporary deprivation of project benefits, or final suspension.
- 🌿 They shall be implemented within an internal administrative framework aimed at improving behaviour and shall not replace legal procedures when applicable.

### **Record-Keeping:**

- 🌿 All disciplinary actions and decisions shall be documented in official records.
- 🌿 These records may be referred to during audits or legal appeals.

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## **IMPLEMENTATION AND FOLLOW-UP**

To achieve effective and sustainable implementation of the Code of Conduct in the agricultural work environment, a structured execution system is required. This system should include training activities, regular monitoring mechanisms, and comprehensive evaluation processes. This chapter serves as the operational framework that translates theoretical principles and guidance into practical, measurable practices. It contributes to monitoring compliance, improving performance, and ensuring the continuous enhancement of workplace efficiency and workers' rights through:

- 🌿 Conducting awareness and training sessions for workers and employers on the Code's provisions.
- 🌿 Periodic follow-up by specialised monitoring committees.
- 🌿 Annual review and updating of the Code as needed.
- 🌿 Utilising measurement tools such as surveys and reports to assess compliance.




## Responsible Entities for Monitoring and Evaluating Measurement Tools

To ensure the effective and sustainable implementation of the Code of Conduct, institutional responsibilities are clearly defined as follows:

### Field Monitoring Entity:




The project management or the executing unit under the supervising body (e.g., Phoenix Centre or technical partner) is responsible for the overall coordination of monitoring operations.

#### Responsibilities include:




-  Organising regular field visits.
-  Following up on compliance with the Code's principles.
-  Preparing periodic reports documenting progress and violations.

### Survey and Measurement Tools Evaluation Entity:



**A technical evaluation committee shall be formed, comprising representatives from:**

-  The executing entity.
-  Partner with civil society organisations.
-  Data analysis and labour rights specialists.

**The committee shall be tasked with:**

-  Preparing and analysing surveys distributed to workers and employers.
-  Reviewing performance indicators.
-  Issuing recommendations to improve procedures based on the results.



### Transparency and Accountability:

-  Annual evaluation reports shall be published as part of the project outputs.
-  The results shall be used to update the Code and related policies.






### Legal Framework for Penalties

The penalties stipulated in this code shall be applied within the project's jurisdiction and in accordance with the approved internal regulations, with emphasis on the following:

**Compliance with Jordanian Legislation:**

-  The penalties mentioned in this code shall not conflict with the provisions of the Jordanian Labor Law No. (8) of 1996 and its amendments.
-  In the event of any internal procedure conflicting with the law, the official legal text shall prevail.

**The annexes include:**

-  An official complaint form.
-  A compliance standards checklist.
-  A schedule of farm visits.
-  Excerpts from the Jordanian Labour Law relevant to agriculture.
-  Links to relevant International Labour Organisation (ILO) conventions.

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