

**Fakhri Abdallah S. Abu Owais Alajarmeh**

**Date & Place of birth: 2-10-1976, Naour.**

**Place of residence: Amman - Jordan.**

**Nationality: Jordanian**

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Mr. Fakhri is working as a head of technicians at Jordan Electrical Company since 1996. He holds a management diploma from Luminus Technical University College (LTUC) in 2014.

He is a dedicated and compassionate trade unionist and human right activist. Patient, personable, and professional in responding to workers' needs, with a gentle touch and caring attitude centered on treating all with dignity and respect. Now he is acting as the elected president of the General Trade Union of Electricity Workers in the current session since 2022 and for five years. Also, Mr. Fakhri is a member of the executive board of the General Federation of Jordanian Trade Unions.

Mr. Fakhri is a person who takes responsibility for voicing the trade union's message to all the workers and employees and undertaking the task of coordinating with the trade union committees representatives, and members of the administrative body; overseeing the effective functioning of the union, training; solving challenges and providing timely responses to requests for information; taking charge of the administration of collective bargaining agreements; ensuring all activities comply with applicable state and keeping track of current trends in labor laws, and employment.

Some of Mr. Fakhri's main duties are to motivate workers toward a better workplace environment and the work to solve disputes and lead collective bargaining negotiations. He had a strong knowledge of union labor rules and regulations.

Mr. Fakhri was an elected member of the administrative body since 2009 and performed the duties of the Secretary of the General Trade Union of Workers in the Electricity sector.

As a trade union administrative body member and as an elected president now worked to represent trade union members and support them when discussing grievances or proposed changes with employers and also had the following responsibilities:

- ◆ Representing the workers and trade union during relevant industrial negotiations.
- ◆ Mediating labor disputes between employers and employees, including collective bargaining with management representatives to reach agreements on wages, benefits, hours worked, and other terms of employment
- ◆ Networking, building alliances, and communicating with the civil local community, Civil society organizations, and activists in defense of human rights locally, regionally, and internationally.
- ◆ Educating members about their rights under labor laws and helping them understand how trade unions can help them secure those rights.
- ◆ Negotiating contracts with employers on behalf of trade union members.
- ◆ Communicating with trade union members on issues affecting them and their families, such as

health care costs, pensions, and other benefits.

- ◆ Representing trade union members in disciplinary hearings when they are accused of violating union rules
- ◆ Monitoring workplace conditions such as employee safety, discrimination, or sexual harassment to ensure that employers are in compliance with laws.
- ◆ Maintaining membership records for members who have joined the union

Mr. Fakhri as a social activist participated in several campaigns related to combating drug use among youth, improving children's cognitive capacity at public schools, and preventing and stopping the culture of celebrating with firearms. All these campaigns took place in the Naour municipality where he was born.

In addition to participating in many pressure campaigns led by trade unions to amend the Jordanian Labor Law and the Social Security Law.

He is a founding member of "The campaign on violence and sexual harassment in the workplace in Jordan" which was implemented by ActionAid Arab region from 2019 till May 2022.

Mr. Fakhri participated in several workshops and activities related to social dialogue with SOLiD project of the Arab Federation of Trade Unions (ATUC). Mr. Fakhry is an expert in social dialogue. Also, he is a certified trade union trainer from the Danish Trade Union Development Agency- DTDA & General Federation of Jordanian Trade Unions- GFJTU

He trained on several topics, including Jordanian labor law, social security, labor disputes, and collective negotiations.

Personal skills:

- ◆ Excellent communication skills, both verbal and written.
- ◆ The ability to persuade and negotiate.
- ◆ Organization skills.
- ◆ The ability to manage and lead others.
- ◆ An aptitude for problem-solving.