



Country: Jordan

Sector: Textile and clothes industries

Date of document: 26/9/2017

Topic: Health care and minimum wages

Agreement type: Collective Agreement

Number of beneficiaries: Unavailable



The project is cofunded by the European Union and ITUC

A project implemented by



Collective Employment Agreement under the provisions of the Jordanian Labor law No.8 for the year 1996

First party: Traditional Costume Company, LLC

Represented by: Santha Kumari Sanal Kumar

Second Party: The General Union of workers in Textile and Clothes Industries.

Represented by: Mr. Fathallah Al-Amrani/ Head of the Union.

According to the common interests between the Traditional Costume Company, LLC and the General Union of workers in the textile garment and clothing industry, with respect for the laws and regulations in force in Jordan, for the public interest to the company in general and the workers in particular, as a result of the dialogue between the two parties to the joint efforts, they have agreed to honor this relationship by concluding a collective agreement aims to consolidate and dedicate this relationship.

In order to find a suitable industrial environment provides the physical and psychological convenience to the workers, and gaining for the company, the two parties have agreed on the following:

1. The obligation to pay wages, based on agreements signed between the union and representatives of employers and the Ministry of Labor and Issued in the Official newspaper.
2. The company provides a medical clinic with a doctor at the work place.
3. The company provides a suitable housing, food and drink for the foreign workers.
4. The company does not include any deduction of the workers' salaries as a penalty out of company by law.
5. Developing a strategy and an action plan to increase the number of Jordanian workers and rehabilitation.

6. The company provides a means of transportation at its expenses to transport all workers to their work and vice versa.
7. The company provides a suitable work environment that matches the international standards in terms of ventilation, sanitary facilities, cafeteria, public safety in the factory, family environment and others.
8. Electing a committee the trade union that represents all workers in the factory and creating an environment of democracy and mutual respect.
9. Cooperating with the Union in order to educate the workers by holding courses, lectures and workshops consistently.
10. The annual activities, celebrating the religious and official holidays shall be Activated and respecting the different religion, customs and traditions.
11. The contributions of all employees are paid by the accountant of the company at a rate of half a dinar per month for each worker.
12. Paying 500 JDs monthly for the Union's fund so that it can educate the workers and train them about their rights and duties in the Jordanian legislation.
13. A committee of the parties is formed to follow up on the implementation of this Agreement, the representative of the company: Mado Nayer, And the representative of the workers Sanaa Hamori.
14. This Convention shall enter into force from 1/7/2017 until 30/6/2018.

- **This agreement is edited in three copies, one for each party, and the third deposited with the Ministry of Labor. 20/9/2017.**

First party: Traditional Costume Company LLC

Second Party: The General Union of workers in Textile and Clothes Industries.