



Country: Jordan

Sector: Textile and clothes industry

Date of document: 11/3/2013

Topic: Social protection/Migrant workers

Agreement type: Collective Agreement

Number of beneficiaries: 700 workers



The project is cofunded by the European Union and ITUC

A project implemented by



A Collective Agreement under the Provisions of the Jordan Labor Law No.8 for the year 1996

First Part: Sterling Apparel Manufacturing CO

**Represented by: Farhan Ifram/General Manager & Naser Al Turk/Finance &
Administration Manager.**

**Second Part: The General Trade Union of Workers in Textile Garment &
Clothing Industries.**

Represented by Mr. Fathallah Al Omrani/Head of the Union.

In respect with the joint interest between the **Sterling Apparel Manufacturing CO** and **The General Trade Union of Workers in Textile Garment & Clothing Industries**, and the full respect of the rules and regulations conducted in the company (in general) and on workers (particularly), in addition to the result of the Dialogue between both sides, thus we have agreed to crown this relationship by conducting a collective agreement which aims to enhance this concrete relationship.

For the sake of founding the suitable industrial milieu which provides the psychological and physical convenience of workers and the suitable profit for the company, the two parts have agreed on the following.

- 1 . The obligation to pay the minimum wage as per the Jordanian Labor Law, on the basis of the memorandum of understanding between the Jordanian Textile Union and representatives of employers and the Ministry of Labor.
- 2 . Providing a medical clinic and a doctor at the work site.
- 3 . Providing suitable housing, food and water for foreign workers.
- 4 . Not including any deduction of the workers' salaries as a penalty in the company bylaw.
- 5 . Forming a strategy and a work plan to increase the number of Jordanian workers and qualifying them for administration, supervising and working in the company.
- 6 . Providing transportation for all the workers from their accommodation areas to their work and vice versa paid by the factory



- 7 . Providing a suitable work ambience that goes with the international criteria, e.g. (ventilation, conditioning, cafeteria, hygiene facilities, public safety, the friendly atmosphereetc).
- 8 . Electing a Union committee representing all workers in the factory to create a democratic atmosphere and mutual respect.
- 9 . Cooperating with the Union in educating workers through conducting seminars, workshops, and lectures on a continuous basis
- 10 . Activating the annual events, celebrating Religious holidays and formal occasions for all nationalities as well as respecting religions, customs, and traditions.
- 11 . Company will deduct & pay the unions affiliation fees through the company's accountant per worker monthly with the approval of the worker.
- 12 . Paying the amount of (200) JD monthly to the Union's fund to enable the union to their rights and responsibilities in the Jordanian legislations.
- 13 . A committee of the two parties was formed to follow-up the implementation of this agreement. The company represented by **Hani Bostangi** and the workers represented by Iman Naserallah.
- 14 . This agreement is valid since **1/4/2013**

Three copies of this agreement are provided, one copy will be logged at the Ministry of Labor

10/13/2013.

First Part

Second Part



S. A. M
APPAREL MFG.

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