



**Country:** Jordan

**Sector:** Textile and clothes industry

**Date of document:** 13/8/2013

**Topic:** Social protection/Migrant workers

**Agreement type:** Collective Agreement

**Number of beneficiaries:** 1243 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:** International British Garments Co.LTD Unit 1.2

**Represented by:** Anesh Puri

**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 : **International British Garments Co.LTD Unit 1.2** 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

