



Country: Jordan

Sector: Food Industry

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Subject: Wages / Motivations

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

First Part: ASEEL UNIVERSAL GARMENTS
Represented by: KHALDOUN ZOHAR KHALED HAJIK

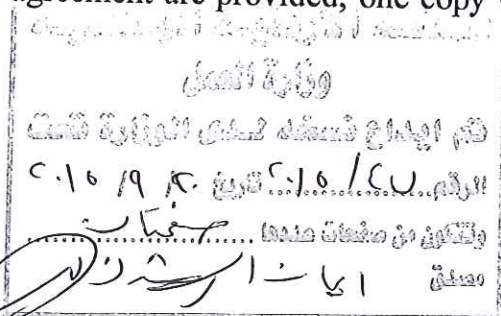
Second Part: The General Trade Union of Workers in Textile Garment &
Clothing Industries.
Represented by Mr. Fathallah Al Omrani/Head of the Union.

In respect with the joint interest between the Aseel universal Garment 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 concrete relationship by conducting a collective agreement
which aims to enhance this suitable industrial milieu which provides the
For the sake of founding the suitable convenience of workers and the suitable profit for 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 wage on the basis of the Agreements signed between the
Jordanian Textile Union and representatives of employers .issued in the official
Gazette
- 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 based on the Sectoral Agreement issued in the Official Gazette dated 31/12/2014.
- 12 . Paying the amount of (75) 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 AJITH..BALAKRISHNA.M., and the workers represented by R.A.S.H.A..AL..QASEM
- 14 . This agreement is valid since 1 / 8 /2014.

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



First Part

Second Part

