



**Country:** Jordan

**Sector:** Textile and clothes industries

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**Topic:** Employment contract

**Agreement type:** Collective Agreement

**Number of beneficiaries:** Unavailable



The project is cofunded by the European Union and ITUC

A project implemented by



**Annex Convention (1)**  
**About the mechanism of application of the unified**  
**labor contract for workers**  
**non-Jordanians in the sector of textile and clothing**  
**industry**

**First party: The Jordanian Association of the exporters of clothing, accessories and products and the General Union of the owners of the Garment factories.**

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

Whereas the two parties look forward to ensuring the continued growth of the textile and clothing sector in support of the Jordanian economy, By developing stable model relationships between all parties in the garment sector, As these visions are based on mutual cooperation and the promotion of common interests between the parties, Has emerged from the collective agreement signed on 25/5/2013 followed by the collective agreement signed on 1/8/2015. According to the article (15) of the Industrial Agreement signed on 25/5/2013, the unified labor contract is approved for all expatriate workers regardless of nationality in the garment industry.

Article 19 of the Industrial Agreement signed on 1/8/2015 affirmed the agreement of the parties that all expatriate workers shall be employed or renewed in accordance with the terms of the standard contract agreed

between the parties on 2/4/2015 and deposited with the Ministry of Labor on 11 / 5/2015.

Based on the desire of both parties to find a unified mechanism to ensure the implementation of the unified labor contract for non-Jordanian workers in the spinning, weaving and clothing sector, **the parties agreed on the following:**

First: The Annex reads its a preamble as a part of it.

Second: The signing of a unified labor contract by the worker and the industrial establishment shall be considered as a continuation of the previous employment relations between them. The employee shall not lose any of the acquired rights under the contracts signed in the period preceding the application of the standard labor contract.

Third: It is agreed between the parties that the second party shall communicate with the workers in different nationalities and in the various industrial zones to ensure the employee's understanding and awareness of the terms and conditions specified in the terms of the unified labor contract.

**Fourth: The time frame for the application of the unified contract shall be as follows:**

A- The industrial establishments shall be obliged to adopt and sign the model of the unified labor contract as a recruitment of new workers as of 1/1/2016.

B- The industrial establishments are obliged to adopt and sign the form of the unified labor contract in the case of renewing the employment contracts for workers whose contracts have expired and wishing to renew their term of employment with the industrial establishment and issuing

new work permits according to the procedures followed by the Ministry of Labor. Where the standard labor contract is part of the annexes to renew the work permit for foreign workers.

C- The industrial establishments are obliged to adopt and sign the form of the unified labor contract in the case of renewing work permits for workers whose contracts have not expired and issuing new work permits in accordance with the procedures followed by the Ministry of Labor. The standard labor contract is part of the renewal of work permits and foreign workers for the remaining period Of the original contract period.

D- By the end of 2016, all former employees are obliged to sign the standard contract.

Fifth: This Annex shall enter into force on the date of depositing with the Ministry of Labor. This Annex shall be published in four copies, one copy to be deposited with the Ministry of Labor.

**First party: The Jordanian Association of the exporters of clothing, accessories and products and the General Union of the owners of the Garment factories.**

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