



Country: Jordan

Sector: Textile and Clothing

Document Date: 20-9-2015

Subject: Social Protection

Document Type: Collective Agreement

Number of beneficiaries: 1600 workers

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

First Part: Jeresh Garment & fathion Manufacturing co L T D

Represented by: Eric Tang

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 Jeresh Garment & fathion Manufacturing co Ltd 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 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 (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 *O. M. Al-Nasser* and the workers represented by *M. Saad*.
- 14 . This agreement is valid since 1 / 9 / 2015

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

<p>First Part</p> <p>شركة جرش لصناعة الملابس والأزياء المحدودة</p> <p>Jerash Garment And Fashion MFG. Co</p>	<p>Second Part</p> <p>النقابة العامة للعاملين في صناعة الفزل والنسيج والألبسة عمان - الأردن</p>
<p>وزارة العمل</p> <p>تم ايداع نسخة من هذا الاتفاقية لدى</p> <p>الرقم: ١٤٨ / ١٥٠٩ / ٢٠١٥</p> <p>والتاريخ من مصادره عندنا</p> <p>مصدق</p>	