



## The General Trade Union of Workers in Textile, Garment and Clothing



# Collective Bargaining Agreement 2019

### Elimination of all forms of forced or mandatory labor.

- A) The regular working hours per week shall not exceed forty eight (48) hours. There shall be no forced or mandatory overtime work. All overtime must be on a voluntary basis. All overtime worked shall be compensated in accordance with the provisions of the Labor Law.
- B) Except in circumstances relating to renewal of work permits and residency cards, Employers may not withhold workers' passports or any other personal documents for any reason whatsoever.

### Eliminating violence, harassment, and discrimination in recruitment and at work:

All Employers should take necessary steps and adopt policies that ensure protection from violence, harassment, and discrimination in the workplace and among workers. Employers shall:

- A) promote a work environment for the workers free from violence, harassment, and discrimination of all forms. Employers shall prohibit all forms of violence, harassment, and discrimination through adopting an internal policy in the form adopted by the Ministry as party of its internal bylaws that are approved by the Ministry within four months from the date of this Agreement. Prohibited forms of violence, harassment, and discrimination include physical, physiological, and economic violence and harassment, including assault, verbal abuse or threatening of workers for any reason whatsoever, acts inflicting harm, as well as sexual harassment in all its forms. This policy puts in place measures to prevent physical, psychological, and economic violence, and sets out complaints procedure available in the event any worker is subjected to such acts.
- B) Shall not discriminate against any worker nor prevent equal opportunity or equal treatment at work on the basis of race, color, sex, religion, political views, national origin, disability, or Union membership or participation in activities with the Union.
- C) Workers shall comply with their Employers' instructions relating to the enforcement of the terms of their individual employment contracts within the limits that do not expose them to danger or violate or contravene the terms of this Agreement, applicable laws, and public morals.
- D) Encouraging and supporting the role of women in the Sector, through:
  - Providing an enabling environment supportive for women;
  - Guaranteeing equal opportunity and the right to career advancement and security and other work incentives;
  - Prohibit pregnancy tests for female workers, especially female migrant workers before they are recruited to work in Jordan (unless their national legislation requires that such tests are taken) through:
    - o Not including pregnancy tests as requirements in employment applications;
    - o Stipulating that retained recruitment agencies do not perform or require pregnancy tests for migrant workers unless the worker's country's own legislation requires that they perform such tests;
    - o Not making hiring decisions contingent upon or connected to the results of pregnancy tests for women applying to jobs in the Sector;

### Article (11) Physical and Psychological Health Care:

Subject to any regulations or instructions issued by the Ministry, the Employer shall provide healthcare to its workers in alignment with the following:

#### Firstly: Physical Health for Workers. The Employer commits to the following:

- A) Providing a health clinic at the workplace appropriately equipped with medical staff approved by the Ministry, including a general physician (GP) and at least one nurse (male or female) certified by the Ministry of Health to provide adequate healthcare and required treatments.
- B) The Clinic shall be open during all working hours.
- C) Employer shall maintain records of all medical checkups and tests performed for workers which shall be sorted into individual files for each worker. These records will serve as a point of reference when doing periodic medical checkups for workers to continuously monitor their health.
- D) In emergencies and at the expense of the Employer, medical staff at the clinic should, expediently and without any delay, refer the relevant worker to a specialized doctor or hospital (as required) to have the worker receive the required medical care and treatments.

#### Secondly: psychological health. Employers shall:

- A) Care for the psychological health of their workers through referring them to specialized psychological healthcare centers in Jordan.
- B) To expediently refer any worker to specialized healthcare centers in Jordan if s/he requests to be referred to a psychological healthcare specialist or his/her psychological health seems to require that s/he receives specialized and advanced health care that is not available at the Employer's Facility.
- C) Not to dismiss any worker as a result of his/her referral to a psychological healthcare specialist in accordance with the terms of this Article, unless a report is issued by a psychiatrist determining the worker to be unfit to work even after receiving required treatment.
- D) Provide training programs and specialized courses on psychological healthcare; its importance and methods of care.

### Article (12) Workers' Education and Learning:

- A) Employers agree to collaborate with the Union in the education and training of workers through conducting regular sessions, lectures and workshops.
- B) The Employers shall not deduct any amount from the worker's entitlements for the time spent in attending such sessions and workshops. The participants shall be selected by the Union in coordination with the Employer's management.
- C) The Union shall endeavor to provide workers with continuous education and trainings through organizing training workshops in coordination with Employers on subjects such as: job rotation, absenteeism, work ethics, violence and harassment, and other work related matters.

### Article (14) Workers Housing Units:

Each Employer undertake to provide housing units for Migrant Workers that satisfy the following conditions:

- A) The housing units comply with the Standards issued by the Ministry of Health no (1) for the year (2013) on the Prevention of Health Hazards Related to Harm to Health from Housing Units published in the Official Gazette on 1 July 2013.
- B) The Employer grants the Union right of access to the housing units for the purpose of monitoring and inspecting the condition of the housing units and its compliance with the applicable health standards. Union visits to be arranged with the Employer's management.