

**1 Collective employment contract dated 17/08/2023**

In accordance with the provisions of Jordanian Labor Law Number 8 of 1996 and its amendments

**First Party**

The Jordan Garments, Textiles Exporter's Association, and General Union of Knitted Factories Owners

**Second Party**

The General Trade Union of Workers in Textile Garment and Clothing Industries

The Hashemite Kingdom of Jordan

Ministry of Labor

A copy was deposited with the Ministry under No. 34 dated 21/08/2023 and consists of 16 pages.

Authenticated by Adnan Al-Dahamsheh (Sign and Seal)

This collective employment contract ("Collective employment Contract" or "The Contract") was concluded on 17/08/2023, between:

**First Party :**

1-The Jordan Garments, Accessories & Textiles Exporter's Association (JGATE), and

2-General Union of Knitted Factories Owners,

(They are collectively referred to as "**employer representatives**")

**Second Party:**

The General Trade Union of Workers in Textile Garment and Clothing Industries (GTUWTGCI), later on referred to as ("the union").

The representatives of the employers and the union are collectively referred to as the "Parties" and individually as the "Party".

**Introduction**

One of the union's goals, according to the Jordanian Labor Law, is to improve labor's relations, circumstances, and conditions, including conducting collective negotiations and concluding collective agreements,

Whereas representatives of employers and the union look forward to ensuring the continuity of the textile and clothing sector in supporting the Jordanian economy and improving the working conditions and terms of workers in this sector and building on previous collective labor contracts,

taking into account the common interests of the two parties mentioned above, and in accordance with the laws and regulations in force in Jordan, and as a result of the conversation between the two parties that was facilitated as a result of their joint efforts,

the two parties are committed to developing stable and long-term exemplary relations between the two parties of production in the sector and encouraging social dialogue and sound industrial relations, both at the level of employers or at the level of the sector in general,

and encouraging practices consistent with internationally recognized basic work standards.

Whereas the two parties agreed to strengthen and regulate their relationship for the benefit of investors and workers alike, and to participate in creating an attractive work environment that leads to the intellectual, physical and psychological well-being of workers on the one hand, and to the benefit of investors on the other hand,

an acknowledgment by the parties of the obligation of this contract as it is a collective employment contract according to the concept mentioned in the Jordanian Labor Law and that it is mandatory for all employers in the sector and employees of the employers,

The two parties agreed to the following:



**Definitions:**

**Ministry:** Ministry of Labor.

**Employer:**

Every natural or legal person (company or individual institution) who is employed, in any capacity, one or more persons in exchange for a wage in the sector of the spinning, weaving, and clothing industry, whether it is duly registered in the Jordan Industry Chamber (or industrial chambers in the governorates) or not.

**Sector:** It is the textile, weaving and clothing industry sector in accordance with Classification of Industries and Economic Activities Resolution No. 45 of 2022.

**Worker:** Every person, male or female, performs work for the first party, supervises it, and receives a wage

**Expatriate workers:** Every non-Jordanian person working in the sector

**Refugee workers:** Every person who has taken refuge in Jordan

**Labor Law:** The Jordanian Labor Law No. (8) of 1996 and its amendments or any other law that replaces it.

**Wage:** It is the fixed wage stipulated in the employment contract for worker, in addition to the amounts and increments stipulated in this contract or any other amounts that have been approved by the employer's instructions or by custom or stipulated by law to be considered part of the wage, in addition to everything that is included in the concept of wage in accordance with the decision. No. (5) of 2003 issued by the Law Interpretation Bureau, whereby the parties acknowledge that the full wage is calculated for the purposes of social security deductions and any other benefits.

**Establishment:** An entity that provides services or engaged in the production or distribution of goods, and it is the place where workers perform their work for the employer

**Exporting employers in the sector:** They are employers whose work is limited to export products in the sector outside Jordan and who are registered in the Better Work Program ( Better Work Jordan).

**Union:** The General Trade Union of Workers in Textile Garment and Clothing Industries.

**Union committees:** The committee elected by workers working in one or several facilities determined by the union's administrative body.

**Harassment in the workplace:** Any statement, action, or gesture that falls outside the scope of public decency and comes from a person or persons intended to persuade others to engage in an act or sexual harassment, this may be done through threats, blackmail, or intimidation, which is considered a scandalous challenge to life and dignity.

**Violence in the workplace:** Every act based on aggression that is likely to result in physical, psychological, sexual, legal, economic, or social harm.

**Discrimination in the workplace:** Any distinction, exclusion or preference made on the basis of race, color, sex, political opinion, national origin or social origin, which results in the nullification or detraction of equality of opportunity or treatment at the level of employment or profession.

**Article (1) Recognition by both parties of the collective contract and priority in application:**

A- In line with the provisions of the Labor Law, including Articles (2), (42) and (99) thereof, the two parties acknowledge the following:

-This contract is considered a collective employment contract (according to the concept of the Jordanian Labor Law) for the spinning, weaving and clothing sector ("the sector") and is concluded between representatives of the employers and the union in the sector.

-This contract is mandatory for all employers working in the sector (whether current or future) and their legal successors, including the new buyer, the assignee, or any other legal successor whose rights and obligations



stipulated in this contract have devolved in any way, so that the legal successor is guaranteed full compliance with the provisions of this contract

-This contract is mandatory for all workers in the sector, even if they are not members of the union, in accordance with the provisions of Article 42 of the Labor Law (or any amendments thereto).

B- Employers have the right to negotiate directly with the union to regulate their work environment with the aim of improving any of the terms of this collective labor contract or granting additional benefits to workers other than those mentioned in this contract.

C- In the event of any conflict between the provisions of this contract and the provisions of any other contract or agreement, the text that gives the best right to the worker shall be adopted.

D- Any amendment to this collective labor contract or any new contracts or agreements between the parties related to the sector must be documented and signed by the authorized representatives of the union and the employers and deposited with the Ministry of Labor.

E- It is the joint responsibility of the union, employers' representatives, and the employer to manage and implement this contract and ensure compliance with its provisions, in addition to spreading awareness among employees of the provisions of this contract and its consequences.

**Article (2) Coverage of the workforce:**

Taking into account the provisions of Article (6) below, this contract covers all workers in the sector in accordance with the Labor Law and without discrimination.

**Article (3) Union Membership:**

A- Any worker in the sector has the right to join the union membership, and the amounts supplied on behalf of the participating or affiliated members of the union under Article (4) below are considered payment of their monthly contributions in accordance with the union's bylaws.

B- The first party is committed to granting the union the freedom to be present in the facility to interview the workers and meet with them in the event of any complaint that the union has received from them regarding the implementation of this agreement or any new matter related to their labor rights, and to conduct the election of union sub-committees and, as appropriate, coordinate with the management of the employer.

**Article (4) Allowance for membership and subscription to the union:**

In exchange for the advantages, benefits and services provided by the union, employers deposit an amount worth half a dinar per month from each worker who has expressed his written consent to support the union, and the employer deposits all dues into the union's bank account by the fifteenth of each month.

**Article (5) Wage and other Entitlements:**

A) Wages are paid at the work site and in the manner agreed upon between the employer and the worker, which is either by direct cash delivery to the worker, or bank cash deposit into the worker's account, and by any other electronic payment method agreed upon between the worker and the employer.

B) The employer is required to pay the wage and overtime allowance, in addition to the amounts and increases stipulated in this contract and any other amounts that the employer's instructions have approved or custom or the law has stipulated to be considered part of the wage, in addition to everything that is included in the concept of wage in accordance with the decision No. (5) of 2003 issued by the Law Interpretation Bureau within a period not exceeding seven days from its due date, the employer must provide all information regarding wages, overtime, and any deductions, in addition to social security deductions, through a detailed wage statement provided to the worker in his language.



C)Regarding the due incentives and any other entitlements other than those mentioned in text (a), the employer must pay them to the worker along with the following month's salary, so that the information regarding the incentives is provided through an independent statement of the wage statement issued and presented to the worker when the incentives are paid.

**Article (6) Career ladder and annual increment for workers and supervisors:**

A)For the purposes of Paragraph (B) of this Article, the term "worker" means exclusively: every person who works in the sector and receives a monthly wage of less than (400) Jordanian dinars, whether the wage is in cash and/or in cash and in kind.

B) Annual increase: Employers who are exporters in the sector (and all employers who subcontract with them) must grant the worker (regardless of his nationality) an annual cash increase as follows:

-Every worker who has completed one year or more from the date of his appointment with the employer is granted an increase in the amount of (five dinars) added directly to the worker's current wage and then annually thereafter during the validity period of this contract.

-Every worker who has not completed one year from the date of his appointment with the employer will be granted a wage increase of (five dinars) as soon as he completes a year at work from the date of his appointment with the same employer, and then annually thereafter during the validity period of this contract.

C)Taking into account the provisions of Paragraph (D) below, the minimum wage for all workers in the sector will be (220) dinars, regardless of their nationality.

D)For the purposes of calculating the wages of expatriate workers in the sector, the two parties agreed to divide their wages into (cash) wages and (in-kind) wages, as follows:

-The minimum cash wage for expatriate workers is (125) dinars.

-The wage in kind is (95) dinars.

-The (in-kind) and (cash) wages are combined together for the purposes of calculating overtime, social security, and any other entitlements included in the concept of wages.

E)If a decision is issued to increase the minimum wage during the validity of this contract, it will be applied directly to the cash wages of the workers, provided that the value of the wage in kind provided by the employer to the workers is re-examined in accordance with the provisions of paragraph (D) above.

F)Career ladder: The contract parties will work, within six months from signing this contract, to approve a career ladder in consultation with the contract committee and the Joint Industrial Relations Council for the Jordanian clothing sector that is appropriate to the nature of the sector's work, so that the career ladder shows the jobs related to the production line, supervisory jobs, wages, promotions, upgrade, evaluation, and other matters that are agreed upon.

**Article (7) Working hours:**

A)The first party must maintain clock-stamping devices (entry and exit) for the purpose of monitoring working hours.

B)All workers employed by the employer must stamp their attendance before starting work and upon completion of work.

C)The employer must maintain comprehensive records of wages and attendance records.

**Article (8) Basic rights and principles at work:**



With the aim of emphasizing on promoting basic principles and rights at work and their application at the sector level as a whole, the two parties agreed to the following:

**First: Actual acknowledgment of the right to collective bargaining and workers' committees:**

**1. The actual right to bargain and the responsibility of the union:**

A) According to the provisions of Article (99) of the Labor Law, the union's objectives include "conducting collective negotiations and concluding collective agreements", In light of this, the parties acknowledge the right of the union to conduct collective negotiations and conclude this collective labor contract on behalf of workers in the sector.

B) The union shall have the primary responsibility for monitoring compliance with the provisions of this contract on behalf of all workers in the sector.

C) The union shall inform the representatives of employers and management at the employer level of the persons authorized to act as representatives of the union with regard to matters related to the implementation of the provisions of this contract. Among the authorized persons shall be the president of the union, the regional representative of the union, and a member of the trade union committee (as defined below) on the employer level in each workplace covered by this contract.

D) The union shall have freedom of access to the notice board in every workplace covered by this contract in coordination with the employers' management.

F) Duly authorized representatives of the union have the right to visit employers' workplaces for the purposes of ensuring compliance with the terms of this contract, provided that these visits take place during working hours and in coordination with the employer's management.

**2- Trade Union Committee:**

A) The union shall form a "trade union committee" with each employer in the sector, consisting of members elected from among the employer's employees in proportions that ensure appropriate representation of all the employer's employees, regardless of their nationalities (proportional to the number of workers and nationalities).

B) The union regulates all matters related to the formation and mechanism of work of the trade union committee for each of the employers, including the following matters (but not limited to): election conditions, number of committee members, voting, conditions for holding committee meetings, and the decision-making mechanism by the committee and the mechanism of documenting minutes of meetings.

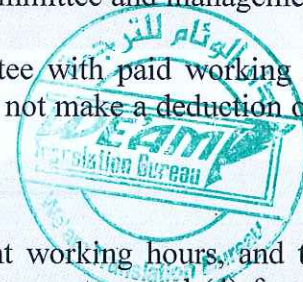
C) The union sets the dates for the trade union committee elections in coordination with the employer.

D) The trade union committee meets with the employer on a regular basis to discuss the cases and issues raised in the meetings of the trade union committee. Both the trade union committee and management keep a copy of the minutes of the meeting.

E) The employer is obligated to provide the workers in the committee with paid working hours while they perform any work related to the committee (that is, the employer will not make a deduction of worker's wage if the worker participates in the trade union committee).

**Second: Eliminate all forms of forced and compulsory labor:**

A) Regular working hours per week may not exceed (48) forty-eight working hours, and there may not be forced or compulsory overtime, and the number of overtime hours may not exceed (4) four hours daily, and





every Overtime work must be on an optional basis, and overtime is calculated in accordance with the provisions of the Jordanian Labor Law.

B) In the event that any worker works during the weekly, religious, or official holidays announced by the Jordanian government, the worker is entitled to overtime allowance in accordance with the provisions of the law.

C) Taking into account the special cases of renewing work and residence permits and renewing passports, the employer may not seize workers' passports or any document related to them for any reason.

D) One month before the end of the contract, the worker's accounts and social security will be settled, the worker's travel insurance will be provided within a month, and all his financial dues will be delivered to him.

### **Third: Preventing child labor:**

A) Employers must not employ children or juveniles (anyone under the age of 18 years) in any way, by:

- Establish special policies to verify the age of workers before employing them

- Interviewing workers (in person for Jordanian workers and through modern means of communication for expatriate workers)

- Verifying documents related to expatriate workers

- Including clear and strict conditions that prevent the recruitment of people under the age of 18 in the agreements concluded with private employment agencies before bringing them to work in Jordan.

B) If it becomes clear that there is any case of child or juvenile labor in the facility, the employer must take the following procedures immediately:

1. If the worker is Jordanian, the employer must stop his employment immediately, and provide him with immediate protection by notifying the Ministry of Labor so that the case will be dealt with in accordance with the relevant procedures.

2. If the worker is an expatriate worker, the employer must:

- Stop him immediately from working

- Providing immediate protection for him

- Arranging his travel preparations and transporting him to his country of origin at the employer's expense as soon as possible, in cooperation with the Ministry of Labor, and following up on his arrival to his country.

- Addressing the employment agency that recruited this worker in writing to take appropriate action in this regard.

### **Fourth: Eliminating violence, harassment, and discrimination in employment and profession:**

All employers must take procedures and set policies that guarantee protection from violence, harassment and discrimination in the workplace according to the following:

A) Promoting a work environment for workers free of violence, harassment and discrimination, by adopting an internal policy that includes ways to prevent these physical, moral and economic abuses and a complaints mechanism in the event that any worker is exposed to any of the abuses and including this policy in the internal system of the approved employer by the Ministry of Labor.

B) Not to be biased against any worker on the basis of race, color, sex, religion, political opinion, social origins, disability, membership in a union, or participation in its activities, which would prevent equal opportunities or equal treatment at work.



C)The worker must abide by the employer's orders related to implementing the provisions of the individual employment contract within the limits that do not expose him to danger or violate the provisions of this contract, applicable laws, or public morals.

D)In the event that a complaint is filed by a person who has been subjected to abuse resulting from violence or harassment in the workplace, the employer is obligated to follow the referral procedures mentioned in the directive procedures and unified standards for responding to cases of violence and harassment against workers in the textile, weaving, and clothing sector and issued by the Better Work Program.

E)The first party is committed to printing awareness and guidance brochures, in cooperation with the union and at its expense, related to procedures for protection from violence and harassment in the languages of workers, and holding seminars for the purposes of educating workers about the dangers of violence and harassment, and clarifying complaint and referral procedures.

**Fifth: Strengthening the role of woman in the sector through:**

A)Providing a supportive work environment for female workers and ensuring the right to enjoy the same job opportunities, the right to promotion, job security, and all job benefits.

B)Commitment not to discriminate in wages between male and female workers who perform the same work.

C)Preventing a pregnancy test for female workers, especially female expatriate workers, before bringing them to work to Jordan, unless the legislation of that country requires it, through:

1.Not requiring a pregnancy test in employment requests

2.Requiring the recruitment offices contracted with them not to conduct a pregnancy test for expatriate workers unless the legislation of that country requires it.

3.The appointment decision should not be-linked to the result of a pregnancy test for any woman applying for work

D)All institutions covered by the provisions of this agreement must commit not to exclude any worker during the employment phase due to the application of custody conditions to them

E)The employer must keep records showing the names of the workers to whom the provisions of this agreement apply and their wages, and submit to the union (semi-annual reports (every six months) of these lists or any change that occurs in them.

F) Nurseries:

1.Employers who employ workers in one location and who have at least 15 children aged five years or younger are required to provide suitable child care facilities supervised and prepared by one or more of qualified nurses. Employers may jointly establish an appropriate child care facility in one geographical area. Employers must provide safe means of transportation for children who meet the conditions (back and forth) if a nursery is provided in the workplace.

2.Priority should be given to institutional nurseries established by the employer for females workers, according to the capacity specified according to their license.

3.If the employer is unable to provide a child care facility, despite employing a number of workers who have at least 15 children and the age of these children does not exceed the age specified in the nursery system, the institution is committed to one of the following alternatives:

-That the employer contracts with one or more nurseries in multiple geographical areas, and the worker has the right to choose the appropriate nursery from the nurseries that the employer has contracted with, or



-The worker may contract with a nursery of his choice, provided that the employer contributes to cover the financial cost of each child in the amount of 30 dinars per month. The worker must prove to the employer that he has contracted with an external nursery that is licensed in accordance with the provisions of nurseries designated for raising and upbringing of children.

4.The worker must prove that there is no duplication in benefiting from the alternatives stated above for one child if the worker and his spouse work, with the possibility of recovering the lower alternative in the event that it is proven that the worker and his spouse dually benefit from the alternatives stated above.

5.Nursery conditions apply to the institution and its branches, if any, and each production unit is not counted as an independent institution.

6.The employer is obligated to implement the provisions of the effective institutional nursery alternatives instructions issued pursuant to the provisions of paragraph (B) of Article 72 of the Labor Law.

**Sixth: Support and enhance the employment of persons with disabilities in the sector:**

In order to enhance the rights of workers with disabilities in Jordan and improve the conditions they face in the garment industry sector in Jordan in general, the two parties will work on:

**The First Party is committed to setting guidelines for the employment of workers with disabilities in clothing sector that include the following:**

1.Advertisements may not include a job or position, or the forms for applying for or occupying them require freedom from disability.

2.Commitment to employing persons with disabilities according to the rates specified in the applicable legislation.

3.No person should be excluded from work or training on the basis of or because of disability, and disability itself should not be considered an obstacle to continuing with them, taking into account the provisions of Article 21 of the Labor Law.

4.Ensuring the provision of a workplace that is friendly to persons with disabilities, facilitates access and movement, as it is a necessary requirement for exercising their rights and freedoms in the work environment.

5.Providing training for workers with disabilities in cooperation with the union on the rights and responsibilities of workers and employers at the factory level.

**The union is working on:**

1.Developing and implementing vocational programs that enable workers with disabilities to join the workforce.

2.Planning and implementing large-scale awareness and educational campaigns aim at dispelling negative stereotypes and misleading attitudes towards people with disabilities.

**Article (9) Employing expatriate workers, refugees and Jordanians:**

Employers must exercise due diligence regarding employment and recruitment of manpower, taking into account the following:

A)Employers should contract with private employment agencies in the worker's country that respect applicable national laws, regulations and employment contracts in accordance with standard employment contracts, this contract and internationally recognized human rights charters, including fundamental principles and rights at work and relevant international labor standards.





B)(Recruitment fees) \*should not be imposed on workers during the employment or recruitment process, and the worker should not bear them in any way.

C)The terms and conditions of employment and recruitment of expatriate workers should be clearly and appropriately defined in their language, verifiable and easy to understand by workers during the process of their recruitment by the agency.

D)It is not permissible to employ expatriate workers, refugees, or Jordanians or renew their contracts except through unified employment contracts agreed upon by both parties and published in the Official Gazette No. (5689) dated 17/01/2022, on pages 303-274, regardless the nationality of the worker, it must be available in all the workers' languages. The employer is responsible for distributing the contract to the workers in their language, which represents the minimum labor rights, provided that the contract is signed and reviewed by the worker before he is recruited and the worker keeps a copy of the contract.

**Article (10) Occupational safety and health in the workplace:**

A)Every employer in the sector provides a safe work environment by taking the necessary precautions and measures to protect workers from dangers and diseases that may result from work and from the machines used in it, and providing means of personal protection and protection for workers from work hazards and occupational diseases, such as clothing, glasses, gloves, masks, and shoes, etc., and the employer is fully responsible for compliance in the workplace with the provisions of legislation related to occupational health and safety and the safety of equipment and buildings.

\*The term Recruitment fees has the meaning given in the General Principles document and Operational Guidelines for Fair Employment published by the International Labor Organization in 2019, electronic version ISBN 978-92-2-133333-3

B)A special committee for occupational safety and health will be formed in accordance with the requirements of the Jordanian Labor Law, provided that the workers in this committee are elected or selected by the employer's workers and under the supervision of the union.

C)The employer provides clean and appropriate drinking water without charging the worker any expenses in return.

D)A place for rest and eating must be provided for the employer's employees, with a sufficient number of chairs and tables.

E)The employer must provide private lockers for each worker to suit the workers' needs.

F)Health facilities must be maintained in a clean and hygienic condition to provide privacy for both genders.

**Article (11) Health, physical and psychological care:**

Taking into account the regulations and instructions issued by the Ministry of Labor, the employer shall provide health care in accordance with the following:

**First: Physical health of workers:** The employer is committed to the following:

A)Providing a qualified health clinic in accordance with labor laws or any system or instructions issued by the Ministry of Labor, and any other requirements related to the Ministry of Health, so that it is equipped with medical staff, including at least one full-time general doctor with at least one male or female nurse to provide appropriate health care and appropriate treatments for the purpose of ensuring the safety of worker health condition continuously.



B)The results of the medical examinations and checkups that are conducted for workers must be kept and recorded in the medical file of each worker for reference when conducting periodic examinations on him to ensure the safety of his health condition continuously.

C)In emergency cases, the medical staff must transfer the worker to a specialist doctor or to the hospital quickly and without any delay so that the worker receives the required health care and appropriate treatments at the employer's expense.

D)Employers who provide meals to Jordanian workers before signing this agreement must commit to providing these meals and not stop them for any reason. As for employers who do not provide meals to Jordanian workers before signing this agreement, they have the option of providing a daily lunch to Jordanian workers whose time and type are determined by the employer.

**Second: Psychological health: The employer is committed to the following:**

A)Commitment to health and psychological care for his employees by referring them to specialized centers in Jordan.

B)Any worker who requests referral to a specialist in psychological care will be referred as soon as possible (or if it becomes clear that his psychological condition requires specialized care that is more advanced than that available to the employer) to specialized centers in Jordan.

C)No worker shall be dismissed as a result of his referral to a Psychological health care specialist in accordance with the provisions of this item unless a report is received from the specialist psychiatrist confirming the worker's ineligibility to work even after receiving the required treatment.

D)Providing training programs or specialized courses on the importance and methods of Psychological health care.

E)Adopting a psychological health policy in the workplace and standard operating procedures for providing psychological health and psychosocial support in the garment factory, issued in accordance with the Better Work Program / Jordan.

**Article (12): Labor Education:**

A)The employer, in cooperation with the union, must educate and raise awareness among workers through courses, lectures, and workshops held on a regular basis.

B)The employer must not deduct any amount from the worker's entitlements in exchange for the time he spends attending educational and awareness-raising courses. The workers who will attend these courses are chosen by the union in cooperation with the employer's management.

C)The union must train and educate workers by organizing training workshops in cooperation with employers on topics such as: job turnover, absence from work, work ethics, violence, harassment, and other matters related to work.

**Article (13): Transportation:**

A)The employer provides free, safe and comfortable transportation for all workers (if the gathering places are more than one kilometer away from the perimeter of the industrial zone) in order to transport them from the gathering places near their residence to the work sites and back to them (back and forth).

B)The worker is free to leave the workplace using this transportation after the end of normal working hours (8 hours).



C)The employer must provide free transportation to all workers who perform overtime after the end of working hours.

D)Granting Jordanian workers a transportation allowance in the event that the employer is unable to provide safe means of transportation, provided that the transportation allowance is not less than 15 dinars per month, and according to the geographical areas and the distance traveled.

**Article (14) Workers' Housing :**

Every employer is committed to providing special housing for expatriate workers in accordance with the following conditions:

A)These housings must be compatible with the provisions of the Ministry of Health's Instructions No. (1) of 2013 regarding preventing the occurrence of health hazards related to health damage resulting from housing units for labor gatherings issued in the Official Gazette on 1/7/2013.

B)The employer grants the union the right to access housing for the purpose of supervising housing conditions and their compliance with health standards, in coordination with the employer's management.

C)Providing filtered and pure drinking water in all housing units, and bottling and refilling it in all workers' housing.

**Article (15) Creating new job opportunities for Jordanian workers and the duration of the contract:**

A)Employers in the sector who are included in this contract must create new job opportunities for Jordanian workers, train them, and encourage the work of diploma and university degree holders and their involvement in the sector with the aim of reducing unemployment rates, and that is through:

-Cooperating with all government agencies and institutions, charitable societies, and civil society organizations through career days or any other method in order to attract and recruit Jordanian workers in the governorates and villages and provide job opportunities for the people of those areas surrounding the industrial cities, whether near or far from those factories.

-Cooperating with the Ministry of Labor to employ Jordanians by examining the possibility of opening its production branches in less fortunate areas and pockets of poverty and unemployment.

B)Training Jordanian workers and expanding their employment should not lead to end of services of expatriate workers.

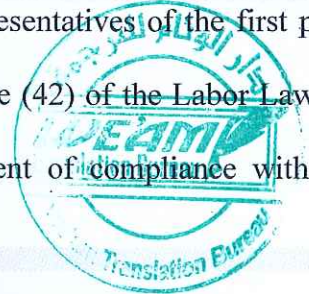
**Article (16) Contract Management Committee:**

In compliance with the provisions of Article 42/A/5 of the Labor Law, the two parties agreed to form a committee to manage and ensure the implementation of this contract, called the "Contract Management Committee", taking into account the following:

-The Contract Management Committee is composed of an equal number of representatives of the first party and the second party (two members from each party).

-The Contract Management Committee shall have the powers stipulated in Article (42) of the Labor Law (or any amendments thereto).

-The Contract Management Committee meets periodically to evaluate the extent of compliance with the provisions of this contract and the effectiveness of its provisions.





**Article (17) Dispute Resolution Mechanism:**

In the event of any dispute arising from the application, interpretation or enforcement of this contract, the following procedures will be followed:

**First: In individual disputes:**

- Every worker has the right to file a complaint to the trade union committee, which mediates between the worker and the employer in an effort to resolve the dispute.
- If the trade union committee is unable to resolve the dispute within five days, or if the worker does not want to refer the matter to the trade union committee, the provisions of the Labor Law shall be applied, so that the worker has the right to file a complaint to the Wages Authority or the Magistrate Court, depending on the case, in accordance with the regulating provisions.

**Second: In collective labor disputes:**

**A) Between workers and the employer:**

- The dispute between the workers and the employer is referred to trade union committee of the facility to try to resolve the dispute amicably.
- If the committee is unable to resolve the dispute within three days, the dispute is referred to the Contract Management Committee, which in turn is responsible for resolving the dispute amicably within three days.
- If the dispute is not resolved amicably in accordance with the procedures described above, the Contract Management Committee issues a memorandum to the Minister of Labor confirming the existence of a "disagreement" that constitutes a collective labor dispute, and then follows the procedures for settling collective labor disputes mentioned in Articles (120-131) of the labor Law.

**B) Between the parties of the contract:**

- Disputes between the parties of the contract regarding the interpretation or implementation of this contract shall be referred to the Contract Management Committee.
- If the Contract Management Committee is unable to resolve the dispute amicably within five days, the Contract Management Committee issues a memorandum to the Minister of Labor confirming the existence of a "disagreement" that constitutes a collective labor dispute, and then follows the procedures for settling collective labor disputes mentioned in Articles (120-131) of the Labor Law.

The union shall represent all workers covered under this contract in a fair and equitable manner and without discrimination among workers on the basis of race, faith, religion, color, national origin, sex, age, citizenship status, or disability.

**Article (18): Establishment of a Joint Council:**

A) At the sector level, the two parties confirm the establishment of the (Joint Industrial Relations Council for the Jordanian Garment Sector) and its basic system signed on 4/3/2015 to advance and preserve the sector.

B) Employers and the union are obligated to nominate their representatives for membership in the Joint Industrial Relations Council within a period not exceeding three months from the date of concluding this contract.



**Article (19): Contract expiration, duration, and continuity of obligations:**

A)The expiration or termination of this contract does not affect the rights granted to workers under this contract. The employer is not permitted to infringe in any way on the acquired rights of workers in the sector or diminish their rights.

B)This contract will enter into force on 17/08/2023 and will remain valid for a period of three years, i.e. until 17/08/2026.

C)This contract has been drawn up in four copies, one of which shall be deposited with the Ministry of Labor.

**(Followed by the signature page)**

The parties confirm their agreement to the provisions stated above for the collective labor contract for the textile, weaving and clothing sector. In witness thereof, this contract was drawn up on 17/08/2023, by each of the following:

**First Party:**

General Union of Knitted Factories Owners

Representative : Mahmoud Salman Al – Hijawi

Position: President of General Union of Knitted Factories Owners

**Seal and Signature of General Union of Knitted Factories Owners**

Amman - Jordan

Jordan Garments, Textiles Exporter's Association

Representative: Ali Omran

Position: Chairman of the Board of Directors of Jordan Garments, Textiles Exporter's Association

Seal and signature

**Second Party:**

The General Trade Union of Workers in Textile Garment and Clothing Industries

Representative: Fath Allah Abd Al – Hameed Al Omrany.

Position: President of The General Trade Union of Workers in Textile Garment and Clothing Industries

Seal and Signature

